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PROFESSIONAL EMPLOYMENT

Lee Kong Chian Professor of HR, Singapore Management University, Lee Kong Chian School of Business, Singapore.	2018 - present
Full Professor Department of Personnel Management and Work and Organizational Psychology, Ghent University, Belgium.	2012 - 2017
Honorary Professor at University of Cape Town, Faculty of Commerce, School of Management Studies, South Africa.	2015 - present
Distinguished Visiting Professor of Organizational Behaviour and Human Resources, Singapore Management University, Lee Kong Chian School of Business, Singapore.	2013 - 2016
Special Graduate Faculty Member, University of Guelph, Canada.	2011 - 2013
Professor (with tenure) Department of Personnel Management and Work and Organizational Psychology, Ghent University, Belgium.	2006 - 2012
Associate Professor (with tenure) Department of Personnel Management and Work and Organizational Psychology, Ghent University, Belgium.	2002 - 2006
Assistant Professor (20%) Department of Personnel Management and Work and Organizational Psychology, Ghent University, Belgium.	2000 - 2002
Postdoctoral Research Fellow (80%) Fund for Scientific Research- Flanders (FWO).	2000 - 2002
Postdoctoral Research Fellow Fund for Scientific Research- Flanders (FWO).	1999 - 2000

Research Fellow 1995 - 1999
Fund for Scientific Research- Flanders (FWO).

Teaching Assistant 1994 – 1995
Department of Personnel Management and Work and Organizational
Psychology, Ghent University, Belgium.

VISITING PROFESSORSHIPS

University of Science and Technology, Hefei, China (School of
Management) 16/12/16 - 23/12/16

Bowling Green State University, USA (Psychology Department). 07/09/16 - 13/09/16
03/09/01 - 02/12/01

University of Zurich, Switzerland (Psychology Department). 07/08/17 - 14/08/17
21/08/16 - 27/08/16
24/08/15 - 31/08/15
04/09/14 - 11/09/14
08/09/13 - 23/09/13
17/09/11 - 30/09/11
13/09/10 - 03/10/10
08/09/08 - 21/09/08
05/09/07 - 05/10/07

University of Cape Town, South Africa (School of Management
Studies). 22/01/16 - 06/02/16
24/01/15 - 07/02/15
04/09/14 - 11/09/14
26/01/14 - 12/02/14
08/09/13 - 23/09/13

Nanyang Technological University, Singapore (Nanyang Business
School). 25/11/15 - 02/12/15
05/11/11 - 19/11/11
03/01/11 - 10/01/11
02/01/10 - 09/01/10
15/11/08 - 23/11/08
18/11/07 - 25/11/07

University of Georgia, USA (Psychology Department). 06/09/15 - 20/09/15

University of Minnesota, Twin Cities, USA (Psychology Department). 19/04/15 - 25/04/15
06/09/12 - 13/09/12
05/09/10 - 12/09/10
14/11/05 - 23/11/05
23/09/04 - 11/10/04
01/09/03 - 01/12/03

Saarland University, Germany (Work Psychology Department). 06/10/14 - 12/10/14
01/03/14 - 31/05/14

Ludwig Maximilian University Munich, Germany (Center of Advanced 12/09/14 - 25/09/14

Management Studies).

University of Stellenbosch, South Africa (Industrial Psychology Department). 14/11/12 - 28/11/12

Singapore Management University, Behavioral Science Institute, Singapore. 28/01/12 - 04/02/12

University of Valencia, Spain (Psychology Department). 03/10/11 - 09/10/11

Justus Liebig University of Giessen, Germany (Psychology Department). 26/01/09 - 08/02/09

Singapore Management University, Singapore (Lee Kong Chian School of Business). 23/10/06 - 01/11/06

University of Missouri, St. Louis, USA (College of Business Administration). 01/10/00 - 31/12/00

EDUCATION

Ghent University, Belgium. April, 1999
Industrial/Organizational Psychology
PhD: *An examination of factors which affect the construct validity of assessment centers* ('summa cum laude')
Chair: Prof. Dr. Pol Coetsier
Committee Members: Prof. Dr. Wilfried De Corte, Prof. Dr. Ivan Mervielde, Prof. Dr. André Van Dierendonck, Prof. Dr. Marise Born

Ghent University, Belgium. June, 1994
Industrial/Organizational Psychology
M.A. degree ('summa cum laude')

Ghent University, Belgium. July, 1991
Psychology
B.A. degree ('summa cum laude')

SELECTED AWARDS AND HONORS

Fellow of the International Association of Applied Psychology. 2018

Career award for Distinguished Scientific or Professional Contributions to Psychological Assessment of the European Association of Psychological Assessment. 2017

Fellow of the American Psychological Society. 2017

Society for Industrial & Organizational Psychology, Top poster. 2017

Dorothy Harlow Best Paper Award of Academy of Management (Gender & Diversity in Organizations Division).	2016
Douglas Bray & Ann Howard Award of Society for Industrial & Organizational Psychology.	2016
Jeanneret Award for Excellence in the Study of Individual or Group Assessment of Society for Industrial & Organizational Psychology.	2013
Friedrich Wilhelm Bessel-Forschungspreis of Alexander von Humboldt-Foundation.	2013
Adverse Impact Reduction Research Award of Society for Industrial & Organizational Psychology.	2013
International Personnel Assessment Council Innovations in Assessment Award for the project “A Building Block Approach to Personnel Selection Implementation and Evidence in a Police Officer Selection Context.”	2013
Fellow of the Society for Industrial & Organizational Psychology.	2013
Laureate of the Prometheus Award for Research Excellence at Ghent University, Belgium.	2011
Best Paper Award of Academy of Management (MED Division).	2009
Laureate of the Royal Flemish Academy of Sciences and Arts.	2008
Douglas Bray & Ann Howard Award of Society for Industrial & Organizational Psychology.	2007
Distinguished Early Career Award of Society for Industrial & Organizational Psychology.	2006
Fullbright Scholarship (3 months): U. of Minnesota.	2003
International Personnel Management Association - Assessment Council Best Student Paper Award.	2000
ANBAR Citation of Excellence, Highest Quality Rating for the article. Lievens, F. (1998). Factors which improve the construct validity of assessment centers: A review. <i>International Journal of Selection and Assessment</i> , 6, 141-152.	1999

SUMMARY OF RESEARCH INTERESTS

- Personnel Selection and Psychological Assessment
- Talent Acquisition and Talent Assessment in HRM
- Situational Judgment and Interpersonal Adaptability

- Personnel Recruitment and Employer Branding
- Assessment Technology
- Personality

KEY REFEREED PUBLICATIONS

1. Lievens, F., Lang J., De Fruyt, F., Corstjens, J., Van de Vijver, M., & Bledow, R. (in press). A closer look at the assessment and predictive power of people's intra-individual variability across situations. *Journal of Applied Psychology*.
2. Sackett, P.R., Lievens, F., Van Iddekinge, C., & Kuncel, N. (2017). Individual differences and their measurement: A review of 100 years of research. *Journal of Applied Psychology*, *102*, 254-273.
3. Lievens, F., & Sackett, P.R. (2017). The effects of predictor method factors on selection outcomes: A modular approach to personnel selection procedures. *Journal of Applied Psychology*, *102*, 43-66.
4. Oliver, T., Hausdorf, P., Lievens, F., & Conlon, P. (2016). Interpersonal dynamics in assessment center exercises: Effects of role player portrayed disposition. *Journal of Management*, *42*, 1992-2017.
5. Windscheid, L., Bowes-Sperry, L., Kidder, D., Cheung, H.K., Morner, M., & Lievens, F. (2016). Actions speak louder than words: Perceptions of diversity mixed messages. *Journal of Applied Psychology*, *101*, 1329-1241.
6. Lievens, F., & Slaughter, J.E. (2016). Employer image and employer branding: What we know and what we need to know. *Annual Review of Organizational Psychology and Organizational Behavior*, *3*, 407-440.
7. Lievens, F., Schollaert, E., & Keen, G. (2015). The interplay of elicitation and evaluation of trait-expressive behavior: Evidence in assessment center exercises. *Journal of Applied Psychology*, *100*, 1169-1188.
8. Rockstuhl, R., Ang, S., Lievens, F., & Van Dyne, L. (2015). Putting judging situations into Situational Judgment Tests: Evidence in intercultural situations. *Journal of Applied Psychology*, *100*, 464-480.
9. Krumm, S., Lievens, F., Hüffmeier, J., Lipnevich, A.A., Bendels, H., & Hertel, G. (2015). How "Situational" is Judgment in Situational Judgment Tests? *Journal of Applied Psychology*, *100*, 399-416.
10. Lievens, F., De Corte, W., & Westerveld, L. (2015). Understanding the building blocks of selection procedures: Effects of response fidelity on performance and validity. *Journal of Management*, *41*, 1604-1627.
11. Anseel, F., Beatty, A., Shen, W., Lievens, F., & Sackett, P.R. (2015). How are we doing after 30 years? A meta-analytic review of the antecedents and outcomes of feedback-seeking behavior. *Journal of Management*, *41*, 318-348.

12. Rupp, D. E., Hoffman, B. J., Bischof, D., Byham, W. Collins, L., Gibbons, A., Hirose, S., Kleinmann, M., Kudisch, J. D., Lanik, M., Jackson, D. J. R., Kim, M., Lievens, F., Meiring, D., Melchers, K. G., Pendlit, V. G., Putka, D. J., Povah, N., Reynolds, D., Schlebusch, S., Scott, J., Simonenko, S., & Thornton, G. (2015). Guidelines and Ethical Considerations for Assessment Center Operations. *Journal of Management, 41*, 1244-1273.
13. Slaughter, J.E., Christian, M.S., Podsakoff, N.P., Sinar, E.F., & Lievens, F. (2014). On the limitations of using Situational Judgment Tests to measure interpersonal skills: The moderating influence of employee anger. *Personnel Psychology, 67*, 847-885.
14. Libbrecht, N., Lievens, F., Carette, B., & Côté, S.C. (2014). Emotional intelligence predicts success in medical school. *Emotion, 14*, 64-73.
15. Ellis, S., Carette, B., Anseel, F., & Lievens, F. (2014). Systematic reflection: Implications for learning from failures and successes. *Current Directions in Psychological Science, 23*, 67-72.
16. McCarthy, J.M., Van Iddekinge, C.H., Lievens, F., Kung, M.C., Sinar, E.F., & Campion, M.A. (2013). Do candidate reactions relate to job performance or affect criterion-related validity? A multi-study investigation of relations among reactions, selection test scores, and job performance. *Journal of Applied Psychology, 98*, 701-719.
17. Jansen, A., Melchers, K.G., Lievens, F., Kleinmann, K., Brändli, M., Fraefel, L., & König, C.J. (2013). Situation assessment as an ignored factor in the behavioral consistency paradigm underlying the validity of personnel selection procedures. *Journal of Applied Psychology, 98*, 326-341.
18. Lievens, F., & Sackett, P. (2012). The validity of interpersonal skills assessment via situational judgment tests for predicting academic success and job performance. *Journal of Applied Psychology, 97*, 460-468.
19. Lievens, F., & Patterson, F. (2011). The validity and incremental validity of knowledge tests, low-fidelity simulations, and high-fidelity simulations for predicting job performance in advanced-level high-stakes selection. *Journal of Applied Psychology, 96*, 927-940.
20. De Corte, W., Sackett, P.R., & Lievens, F. (2011). Designing Pareto-optimal selection systems: Formalizing the decisions required for selection system development. *Journal of Applied Psychology, 96*, 907-926.
21. Lievens, F., Sanchez, J.I., Bartram, D., & Brown, A. (2010). Lack of consensus among competency ratings of the same occupation: Noise or substance? *Journal of Applied Psychology, 95*, 562-571.
22. Lievens, F., Ones, D.S., & Dilchert, S. (2009). Personality scale validities increase throughout medical school. *Journal of Applied Psychology, 94*, 1514-1535.
23. Lievens, F., Buyse, T., & Sackett, P. (2009). The effects of response instructions on situational judgment test performance and validity in a high-stakes context. *Journal of Applied Psychology, 94*, 1095-1101.

24. Van Hoye, G., & Lievens, F. (2009). Tapping the grapevine: A closer look at word-of-mouth as a recruitment source. *Journal of Applied Psychology, 94*, 341-352.
25. Anseel, F., & Lievens, F., & Schollaert, E. (2009). Reflection as a strategy to enhance task performance after feedback. *Organizational Behavior and Human Decision Processes, 110*, 23-35.
26. Harris, M., Anseel, F., & Lievens, F. (2008). Keeping up with the Joneses: A field study of the relationships between upward, downward, and lateral comparisons and pay level satisfaction. *Journal of Applied Psychology, 93*, 665-673.
27. Lievens, F., De Corte, W., & Schollaert, E. (2008). A closer look at the frame-of-reference effect in personality scale scores and validity. *Journal of Applied Psychology, 93*, 268-279.
28. Sackett, P.R., & Lievens, F. (2008). Personnel selection. *Annual Review of Psychology, 59*, 419-450.
29. Lievens, F., Reeve, C.L., & Heggstad, E.D. (2007). An examination of psychometric bias due to retesting on cognitive ability tests in selection settings. *Journal of Applied Psychology, 92*, 1672-1682.
30. De Corte, W., Lievens, F., & Sackett, P.R. (2007). Combining predictors to achieve optimal trade-offs between selection quality and adverse impact. *Journal of Applied Psychology, 92*, 1380-1393.
31. Lievens, F., & Sackett, P.R. (2007). Situational judgment tests in high stakes settings: Issues and strategies with generating alternate forms. *Journal of Applied Psychology, 92*, 1043-1055.
32. Lievens, F., & Sanchez, J.I. (2007). Can training improve the quality of inferences made by raters in competency modeling? A quasi-experiment. *Journal of Applied Psychology, 92*, 812-819.
33. Sackett, P.R., Lievens, F., Berry, C.M., & Landers, R.N. (2007). A cautionary note on the effects of range restriction on predictor intercorrelations. *Journal of Applied Psychology, 92*, 538-544.
34. Lievens, F., & Sackett, P.R. (2006). Video-based versus written situational judgment tests: A comparison in terms of predictive validity. *Journal of Applied Psychology, 91*, 1181-1188.
35. De Corte, W., & Lievens, F., & Sackett, P.R. (2006). Predicting adverse impact and mean criterion performance in multi-stage selection. *Journal of Applied Psychology, 91*, 523-537.
36. Anderson, N., Lievens, F., Van Dam, K., & Born, M.P. (2006). A construct-driven investigation of gender differences in a leadership-role assessment center. *Journal of Applied Psychology, 91*, 555-566.

37. Lievens, F., Chasteen, C.S., Day, E.A., & Christiansen, N.D. (2006). Large-scale investigation of the role of trait activation theory for understanding assessment center convergent and discriminant validity. *Journal of Applied Psychology, 91*, 247-258.
38. Lievens, F., Buyse, T., & Sackett, P.R. (2005). The operational validity of a video-based situational judgment test for medical college admissions: Illustrating the importance of matching predictor and criterion construct domains. *Journal of Applied Psychology, 90*, 442-452.
39. Lievens, F., Buyse, T., & Sackett, P.R. (2005). Retest effects in operational selection settings: Development and test of a framework. *Personnel Psychology, 58*, 981-1007.
40. Lievens, F., Sanchez, J.I., & De Corte, W. (2004). Easing the inferential leap in competency modeling: The effects of task-related information and subject matter expertise. *Personnel Psychology, 57*, 881-904.
41. Lance, C.E., Lambert, T.A., Gewin, A.G., Lievens, F., & Conway, J.M. (2004). Revised estimates of dimension and exercise variance components in assessment center post-exercise dimension ratings. *Journal of Applied Psychology, 89*, 377-385.
42. Lievens, F., & Harris, M.M., Van Keer, E., & Bisqueret, C. (2003). Predicting cross-cultural training performance: The validity of personality, cognitive ability, and dimensions measured by an assessment center and a behavior description interview. *Journal of Applied Psychology, 88*, 476-489.
43. Lievens F., & Highhouse, S. (2003). The relation of instrumental and symbolic attributes to a company's attractiveness as an employer. *Personnel Psychology, 56*, 75-102.
44. Lievens, F. (2002). Trying to understand the different pieces of the construct validity puzzle of assessment centers: An examination of assessor and assessee effects. *Journal of Applied Psychology, 87*, 675-686.
45. Lievens, F., & Conway, J.M. (2001). Dimension and exercise variance in assessment center scores: A large-scale evaluation of multitrait-multimethod studies. *Journal of Applied Psychology, 86*, 1202-1222.
46. Lievens, F. (2001). Assessor training strategies and their effects on accuracy, inter-rater reliability, and discriminant validity. *Journal of Applied Psychology, 86*, 255-264.

OTHER REFEREED PUBLICATIONS

47. De Kock, F., Lievens, F., & Born, M. (in press). A closer look at the measurement of dispositional reasoning: Dimensionality and invariance across assessor groups. *International Journal of Selection of Assessment*.
48. Anglim, J., Bozic, S., Little, J., & Lievens, F. (in press). Response distortion on personality tests in applicants: Comparing high-stakes to low-stakes medical settings. *Advances in Health Sciences Education*.

49. Lievens, F. (in press). Integrating situational judgment tests and assessment center exercises into personality research: Challenges and further opportunities. *European Journal of Personality*. (Rejoinder article on commentaries).
50. Lievens, F. (in press). Assessing personality–situation Interplay in personnel selection: Toward more integration into personality research. *European Journal of Personality*. (Target article with commentaries).
51. Miners, C., Côte, S., & Lievens, F. (in press). Assessing the validity of emotional intelligence measures. *Emotion Review*.
52. Krumm, S., Hüffmeier, J., & Lievens, F. (in press). Experimental test validation: Examining the path from test elements to test performance. *European Journal of Psychological Assessment*.
53. Theurer, C.P., Tumasjan, A., Welpel, I., & Lievens, F. (in press). Employer branding: A brand equity-based literature review and research agenda. *International Journal of Management Reviews*.
54. Lievens, F. (2017). Construct-driven SJTs: Towards an agenda for future research. *International Journal of Testing*, 29, 1-7.
55. Ferguson, E., & Lievens, F. (2017). Future directions in personality, occupational and medical selection: Myths, misunderstandings, measurement, and suggestions. *Advances in Health Sciences Education*, 22, 387-399.
56. Lievens, F., & Van Iddekinge, C. (2016). Reducing the noise from scraping social media content: Some evidence-based recommendations. *Industrial and Organizational Psychology – Perspectives on Science and Practice*, 9, 660-666.
57. McCann, C., Lievens, F., Libbrecht, N., & Roberts, R. D. (2016). Differences between multimedia and text-based assessments of emotion management: An exploration with the Multimedia Emotion Management Assessment (MEMA). *Cognition and Emotion*.
58. Sorrel, M.A., Olea, J., Abad, F.J., de la Torre, J., Aguado, D., & Lievens, F. (2016). Validity and reliability of Situational Judgement Test Scores: A new approach through cognitive diagnosis models. *Organizational Research Methods*, 19, 506-532.
59. Lievens, F., Patterson, F., Corstjens, J, Martin, S., & Nicholson, S. (2016). Widening access in selection using Situational Judgment Tests: Evidence from UKCAT. *Medical Education*, 50, 624-636.
60. Lievens, F., & Motowidlo, S.J. (2016). Situational Judgment Tests: From measures of situational judgment to measures of general domain knowledge. *Industrial and Organizational Psychology – Perspectives on Science and Practice*, 9, 3-22. (Focal article with commentaries)
61. Van Hoye, G., Lievens, F., Weijters, B., & Stockman, S. (2016). Social influences in recruitment: When is word-of-mouth most effective? *International Journal of Selection of Assessment*, 24, 42-53.

62. Borteyrou, X., Lievens, F., Bruchon-Schweitzer, M., Congard, A., & Rascle, N. (2015). Incremental validity of leaderless group discussion ratings over and above general mental ability and personality in predicting promotion. *International Journal of Selection of Assessment*, *23*, 373-381.
63. Lievens, F., Corstjens, J., Sorrel, M.A., Abad, F.J., Olea, J., & Ponsoda, V. (2015). The cross-cultural transportability of Situational Judgment Tests: How Does a US-based integrity Situational Judgment Test fare in Spain? *International Journal of Selection of Assessment*, *23*, 361-372.
64. De Kock, F., Lievens, F., & Born, M. (2015). An in-depth look at dispositional reasoning and interviewer accuracy. *Human Performance*, *28*, 199-221.
65. Stemig, M., Sackett, P.R., & Lievens, F. (2015). Effects of organizationally-endorsed coaching on performance and validity of Situational Judgment Tests. *International Journal of Selection of Assessment*, *23*, 175-182.
66. Van Hoye, G., Saks, A. M., Lievens, F., & Weijters, B. (2015). Development and test of an integrative model of job search behaviour. *European Journal of Work and Organizational Psychology*, *24*, 544-559.
67. Lievens, F. (2015). Diversity in medical admission: Insights from personnel recruitment and selection. *Medical Education*, *49*, 11-14.
68. Anseel, F., Carette, B., Lang, J.W.B., & Lievens, F. (2014). The move to business schools: How is I/O Psychology holding up in Europe? *Industrial and Organizational Psychology - Perspectives on Science and Practice*, *7*, 365-370.
69. Wang, X., Weng, X., McElroy, J.C., Ashkanasy, N.M., & Lievens, F. (2014). Organizational career growth and subsequent voice behavior: The role of affective commitment and gender. *Journal of Vocational Behavior*, *84*, 431-441.
70. Van Hoye, G., Lievens, F., De Soete, B., Libbrecht, N., Schollaert, E., & Baligant, D. (2014). The image of psychology programs: The value of the instrumental-symbolic framework. *Journal of Psychology*, *148*, 457-475.
71. Libbrecht, N., Lievens, F., De Beuckelaer, A., & Rockstuhl, T. (2014). Measurement invariance of the Wong and Law Emotional Intelligence Scale scores: Does the measurement structure hold across Far Eastern and European countries? *Applied Psychology: An International Review*, *63*, 223-237.
72. Posthuma, R.A., Levashina, J., Lievens, F., Schollaert, E., Tsai, W.C., Wagstaff, M.F., & Campion, M.A. (2014). Comparing employment interviews in Latin America with other countries. *Journal of Business Research*, *67*, 943-951.
73. Patterson, F., Lievens, F., Kerrin, M., Munro, N., & Irish, B. (2013). The predictive validity of selection for entry into postgraduate training. *British Journal of General Practice*, *63*, E734-741.
74. Cromheecke, S., Van Hoye, G., Lievens, F. (2013). Changing things up in recruitment: Effects of a 'strange' recruitment medium on applicant pool quantity and quality. *Journal of Occupational and Organizational Psychology*, *86*, 410-416.

75. De Soete, B., Lievens, F., Oostrom, J., & Westerveld, L. (2013). Alternative predictors for dealing with the diversity-validity dilemma in personnel selection: The constructed response multimedia test. *International Journal of Selection and Assessment, 21*, 239-250.
76. Van Hoye, G., Bas, T., Cromheecke, S., & Lievens, F. (2013). The instrumental and symbolic dimensions of organizations' image as an employer: A large-scale field study on employer branding in Turkey. *Applied Psychology: An International Review, 62*, 543-557.
77. Woods, S.A., Lievens, F., De Fruyt, F., & Wille, B. (2013). Personality across working life: The longitudinal and reciprocal influences of personality on work. *Journal of Organizational Behavior, 34*(S1), 7-25.
78. Carette, B., Anseel, F., & Lievens, F. (2013). Does career timing of challenging job assignments influence the relationship with in-role job performance? *Journal of Vocational Behavior, 83*, 61-67.
79. Lievens, F. (2013). Adjusting medical admission: Assessing interpersonal skills via situational judgment tests. *Medical Education, 47*, 182-189.
80. Klehe, U.C., Kleinmann, M., Hartstein, T., Melchers, K.G., König, C. J., Heslin, P., & Lievens, F. (2012). Responding to personality tests in a selection context: The role of the ability to identify criteria and the ideal-employee factor. *Human Performance, 25*, 273-302.
81. Patterson, F., Lievens, F., Kerrin, M., Zibarras, L., & Carette, B. (2012). Designing selection systems for medicine: The importance of balancing predictive and political validity in high stakes selection contexts. *International Journal of Selection and Assessment, 20*, 486-496.
82. Libbrecht, N., & Lievens, F. (2012). Validity evidence for the Situational Judgment Test paradigm to emotional intelligence measurement. *International Journal of Psychology, 47*, 438-447.
83. Lievens, F., Buyse, T., Sackett, P.R., & Connelly, B.S. (2012). The effects of coaching on Situational Judgment Tests in high-stakes selection. *International Journal of Selection and Assessment, 20*, 272-282.
84. Schollaert, E., & Lievens, F. (2012). Building situational stimuli in assessment center exercises: Do specific exercise instructions and role-player prompts increase the observability of behavior. *Human Performance, 25*, 255-271.
85. Lievens, F., & Anseel, F. (2012). A critical review of research and publication trends in the field of Industrial and Organizational Psychology. *Gedrag en Organisatie, 25*, 211-221.
86. Lievens, F., & C.L. Reeve (2012). Where I-O Psychology should really (re)start its investigation of intelligence constructs and their measurement. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 5*, 153-158.

87. De Beuckelaer, A., Lievens, F., & Bucker, J.J.L.E. (2012). The role of faculty members' cross-cultural competencies in their perceived teaching quality: Evidence from culturally-diverse classes in four European countries. *The Journal of Higher Education*, *83*, 217-248.
88. Lievens, F., & Burke, E. (2011). Dealing with the threats inherent in Unproctored Internet Testing of cognitive ability: Results from a large-scale operational test program. *Journal of Occupational and Organizational Psychology*, *84*, 817-824.
89. Kleinmann, M., Ingold, P.V., Lievens, F., Jansen, A., Melchers, K.G., König, C.J. (2011). A different look at why selection procedures work: The role of candidates' ability to identify criteria. *Organizational Psychology Review*, *1*, 128-146.
90. Jansen, A., Lievens, F., & Kleinmann, M. (2011). Do individual differences in perceiving situational demands moderate the relationship between personality and assessment center dimension ratings? *Human Performance*, *24*, 231-250.
91. Lievens, F., Klehe, U.C., & Libbrecht, N. (2011). Applicant versus employee scores on self-report emotional intelligence measures. *Journal of Personnel Psychology*, *10*, 89-95.
92. Schollaert, E., & Lievens, F. (2011). The use of role-player prompts in assessment center exercises. *International Journal of Selection and Assessment*, *19*, 190-197.
93. Lievens, F. & De Soete, B. (2011). Instruments for personnel selection in the 21st Century: Research and practice. *Gedrag en Organisatie*, *24*, 18-42.
94. Buyse, T., & Lievens, F. (2011). Situational Judgment Tests as a new tool for dental student selection. *Journal of Dental Education*, *75*, 743-749.
95. Buyse, T., Lievens, F., & Martens, L. (2010). Admission systems to dental school in Europe: A closer look at Flanders. *European Journal of Dental Education*, *14*, 215-220.
96. Libbrecht, N., & Lievens, F., & Schollaert, E. (2010). Measurement equivalence of the Wong and Law Emotional Intelligence Scale across self and other ratings. *Educational and Psychological Measurement*, *70*, 1007-1020.
97. Schollaert, E., & Lievens, F. (2010). A new perspective on role-player training in assessment centres. *Gedrag en Organisatie*, *23*, 213-231.
98. Anseel, F., Lievens, F., Schollaert, E., & Choragwicka, B. (2010). Response rates in organizational science, 1995-2008: A meta-analytic review and guidelines for survey researchers. *Journal of Business and Psychology*, *25*, 335-349.
99. De Corte, W., Sackett, P., & Lievens, F. (2010). Selecting predictor subsets considering validity and adverse impact. *International Journal of Selection and Assessment*, *18*, 260-270.
100. Lievens, F., Van Keer, E., & Volckaert, E. (2010). Gathering behavioral samples through a computerized and standardized assessment center exercise: Yes, it is possible. *Journal of Personnel Psychology*, *9*, 94-98.
101. Melchers, K.G., Klehe, U., Richter, G.M., Kleinmann, M., König, C.J., & Lievens, F. (2009). "I know what you want to know": The impact of interviewees' ability to identify

- criteria on interview performance and construct-related validity. *Human Performance*, 22, 355-374.
102. Lievens, F., Dilchert, S., & Ones, D.S. (2009). The importance of exercise and dimension factors in assessment centers: Simultaneous examinations of construct-related and criterion-related validity. *Human Performance*, 22, 375-390.
 103. Van Hoye, G., van Hooft, E. A. J., & Lievens, F. (2009). Networking as a job search behaviour: A social network perspective. *Journal of Occupational and Organizational Psychology*, 82, 661-682.
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BOOKS: SECTION EDITOR OR ADVISORY BOARD MEMBER

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2. Advisory Board Member. (2008). *Major works in employee selection and performance management*. Editors N. R. Anderson & U. Hulsheger. Thousand Oaks, CA: Sage. ISBN 978-1-84787-041-4.

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INVITED (KEYNOTE) PRESENTATIONS

¹ Only invited keynotes and invited paper presentations are listed. Regular paper presentations at international conferences (> 300) are not included for space reasons.

1. Lievens, F. (2017, July). A modular approach to assessment procedures: Theory, research, and practice Invited keynote presented at the European Conference of Psychological Assessment, Lisbon, Portugal.
2. Lievens, F. (2017, April). A modular approach to assessment. Invited keynote presented at the Annual Conference of the Assessment Centre Study Group, Somerset West, South Africa.
3. Lievens, F. (2017, January). *Towards agile talent assessment: The key role of modularity*. Invited keynote presented at the British Psychological Society, Liverpool, UK.
4. Lievens, F. (2016, December). *A modular approach to selection procedures: Theory, Research, and Practice*. Invited paper presented at the Invited Speaker Series of University of Science and Technology of China, Hefei, China.
5. Lievens, F. (2016, November). *A modular approach to selection procedures*. Invited keynote presented at the Annual Conference of the International Military Testing Association, Delhi, India.
6. Lievens, F. (2016, October). *Towards hybrid assessment centers: Evidence for speed and webcam assessment*. Invited paper presented at the 40th Congress on Assessment Center Methods, Bali.
7. Lievens, F. (2016, October). *A modular approach to selection procedures: Theory, Research, and Practice*. Invited paper presented at the Research and Practice Colloquium, Technical University Munich, Germany.
8. Lievens, F. (2016, October). *A modular approach to selection procedures: Theory, Research, and Practice*. Invited paper presented at the Brown Bag Speaker Series of Bowling Green State University, OH.
9. Lievens, F. (2016, May). *Should we contextualize our measures to a higher degree? The case of personality assessment*. Invited keynote presented at Annual Conference of the American Psychological Society, Chicago, IL.
10. Lievens, F. (2015, February). *Assessing interpersonal skills via Situational Judgement Tests in medical school admission*. Invited keynote presented at the Rotterdam Medical Centre, Rotterdam, The Netherlands.
11. Lievens, F. (2014, November). *Decades of research on personnel selection in organizations: Key evidence and principles*. Invited keynote presented at the Chair4Medicine Conference, Zurich, Switzerland.
12. Lievens, F. (2014, November). *Stirring things up in assessment: Towards hybrid assessment centres*. Invited keynote presented at the UK Assessment Centre Conference, Reading, UK.
13. Lievens, F. (2014, November). *Long term use of SJTs in medical school admission: Validity and coaching effects*. Invited keynote presented at the INReSH Conference. London, UK.

14. Lievens, F. (2014, September). *How to make a scientific contribution in management research?* Invited paper presented at Ludwig Maximilian University Munich, Munich, Germany.
15. Lievens, F. (2014, September). *Should we contextualize our measures to a higher degree? The case of personality assessment.* Invited paper presented at Ludwig Maximilian University Munich, Munich, Germany.
16. Lievens, F. (2014, July). *Contextualizing personality assessment: Why (not)?* Invited keynote presented at the European Personality Conference, Lausanne, Switzerland.
17. Lievens, F. (2014, March). *Musings About Audiometers, wine tasting, and mental measurement.* Invited paper presented at the University of Saarbrücken, Germany.
18. Lievens, F. (2014, March). *How to make a scientific contribution in social science research? The case of work and organizational psychology.* Invited paper presented at the University of Saarbrücken, Germany
19. Lievens, F. (2014, February). *Challenges and trends in HRM / OB.* Invited paper presented at the University of Cape Town, South Africa.
20. Lievens, F. (2014, January). *How to make a scientific contribution in social management research? The case of work and organizational psychology.* Invited paper presented at the University of Cape Town, South Africa.
21. Lievens, F. (2013, October). *Assessing interpersonal skills via Situational Judgement Tests in medical school admission.* Invited keynote presented at the Meeting of the Association for the Study of Medical Education, Sheffield, UK.
22. Lievens, F. (2013, June). *Situational Judgment Tests: An introduction to theory, practice, and research.* Invited keynote presented at the Psychometric Applications and Models Seminar, Madrid, Spain.
23. Lievens, F. (2013, May). *Off the beaten path! Towards a paradigm shift in personnel selection research.* Invited keynote presented at the EAWOP conference, Munster, Germany.
24. Lievens, F. (2012, September). *Situational Judgment Tests: What's in a name?* Invited paper presented at the Brown Bag Speaker Series of University of Minnesota, Twin Cities, MN.
25. Lievens, F. (2012, March). *Assessments as a box of building blocks: Onwards with innovative hybrid assessment practices.* Invited keynote presented at the Annual Conference of the Assessment Centre Study Group, Stellenbosch, South Africa.
26. Lievens, F. (2012, January). *New ways of assessing interpersonal skills: Examples and evidence.* Invited paper presented at Singapore Management University, Singapore.
27. Lievens, F. (2011, September). *Innovations in Assessment Centers.* Invited paper presented at the ArbeitsKreis Assessment Center, Zurich, Switzerland.

28. Lievens, F., (2011, January). *Assessing medical students' interpersonal skills and their predictive value for future internship and job performance*. Invited paper presented at the National Academies of Science Workshop on "Assessment of 21st Century Skills", University of California-Irvine, CA.
29. Lievens, F. (2010, October). *Innovations in assessment*. Invited keynote presented at the 52th Conference of the International Military Testing Association, Lucerne, Switzerland.
30. Lievens, F. (2010, October). *Student admission to university: The case of Flanders*. Invited paper presented at the Colloquium on Student Admission Testing, Aachen, Germany.
31. Lievens, F. (2009, October). *The use of Situational Judgment Tests in high-stakes selection settings*. Invited paper presented at College Board, NY.
32. Lievens, F. (2009, September). *The use of SJTs in high-stakes testing*. Invited keynote presented at the 11th Bi-annual European conference on Psychological Assessment, Ghent: Belgium.
33. Lievens, F. (2009, February). *Unproctored Internet selection: Threats and opportunities*. Invited paper presented at the Research and Practice Colloquium, Giessen, Germany.
34. Lievens, F. (2008, November). *A closer look at the frame-of-reference effect in personality scale scores and validity*. Invited paper presented at Melbourne Business School, Australia.
35. Lievens, F. (2008, October). *Unproctored Internet selection: Threats and opportunities*. Invited paper presented at the Distinguished Speaker Series of University of Amsterdam, the Netherlands.
36. Lievens, F. (2008, April). *Assessment center validity: Where do we go from here?* Invited panel member in panel discussion presented at the Annual Conference of the Society of Industrial and Organizational Psychology, San Francisco, CA.
37. Lievens, F. (2007, November). *Situational judgment tests: A useful selection procedure?* Invited keynote presented at Conference on Psychological Assessment in Personnel Selection, Delhi, India.
38. Lievens, F. (2006, April). *Assessment centers: A tale about dimensions, exercises, and dancing bears*. Invited paper presented as winner of the Early Career Contributions Award at the Annual Conference of the Society for Industrial and Organizational Psychology, New York.
39. Lievens, F. (2006, April). *The use of situational judgment tests in high-stakes selection*. Invited paper presented at the University of Nice Sophia Antipolis, Nice, France.
40. Lievens, F. (2006, November). *Assessment centers: Recent research developments and future prospects*. Invited paper presented at Singapore Management University, Singapore.

41. Lievens, F. (2006, November). *Assessment centers: A tale about dimensions, exercises, and dancing bears*. Invited paper presented at the Research and Practice Colloquium, Technical University of Zurich, Switzerland.
42. Lievens, F. (2006, May). *Recent developments in personnel selection*. Invited keynote presented at the National Romanian Conference of Psychology, Cluj-Napoca, Romania.
43. Lievens, F. (2006, April). *Situational judgment tests: construct validity and directions for future research*. Invited panel member in panel discussion presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
44. Lievens, F. (2006, April). *SIOP Organizational Frontiers Series: Situational judgment tests—Theory, measurement, and application*. Invited panel member in panel discussion presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
45. Lievens, F. (2006, March). *The use of situational judgment tests in high stakes selection settings*. Invited keynote presentation presented at the Annual Conference of the Assessment Centre Study Group, Cape Town, South Africa.
46. Lievens, F. (2006, March). *Easing the inferential leap in competency modeling*. Invited keynote presented at the Annual Conference of the Assessment Centre Study Group, Cape Town, South Africa.
47. Lievens, F. (2005, November). *Opportunities and problems with using situational judgment tests in large-scale settings*. Invited paper presented at the Research and Practice Colloquium, Frankfurt, Germany.
48. Lievens, F., Dilchert, S., & Ones, D.S. (2005, April). *Personality validity increases in medical school: A seven-year longitudinal investigation*. Invited paper presented at the International Symposium “Personality at Work”, Lüneburg, Germany.
49. Lievens, F. (2005, January). *Predicting cross-cultural training performance: The validity of four selection tools*. Invited paper presented at the British Psychological Society, Warwickshire, UK.
50. Lievens, F. (2003, November). *The quality of inferences made in competency modeling*. Invited paper presented at MPPAW Meeting, MN.
51. Lievens, F. (2003, November). *Selecting people across borders: Personnel selection in an international context*. Invited paper presented at the Speaker Series of Colorado State University, CO.
52. Lievens, F. (2003, November). *An examination of the quality of inferences as made in competency modeling*. Invited paper presented at the Speaker Series of Colorado State University, CO.
53. Lievens, F. (2003, January). *The attractiveness of an organization as an employer: An application of the instrumental-symbolic framework*. Invited paper presented at the Distinguished Speaker Series of University of Amsterdam, the Netherlands.

54. Lievens, F. (2002, November). *The quality of construct measurement in assessment centers*. Invited paper presented at the Brown Bag Speaker Series of Michigan State University, MI.
55. Lievens, F. (2002, October). *The quality of construct measurement in assessment centers*. Invited paper presented at the Brown Bag Speaker Series of Bowling Green State University, OH.
56. Lievens, F. (2001, March). *Reshaping assessor training*. Invited keynote presentation at the Annual Conference of the Assessment Centre Study Group, Stellenbosch, South Africa.
57. Lievens, F. (2001, January). *Recent issues and challenges in personnel selection*. Invited paper presented at the Research and Practice Colloquium, Marburg, Germany.
58. Lievens, F. (2000, June). *Assessor training strategies and their effects on inter-rater reliability, discriminant validity, and accuracy*. Invited paper presented as winner of the IPMAAC student paper competition, Washington, VA.

INVITED WORKSHOPS & PRACTITIONER EDUCATION

1. Lievens, F. (2017, April). *Situational Judgment Tests: Fundamentals and advances*. Invited workshop presented at the Annual Conference of the Assessment Centre Study Group, Somerset West, South Africa.
2. Lievens, F. (2017, January). *Getting to "Accept": A Workshop on Publishing*. Invited workshop presented at University of Cape Town, South Africa.
3. Lievens, F. (2016, October). *A modular approach to selection procedures*. Invited paper presented at the Work Psychology Group, Derby, UK.
4. Lievens, F. (2013, May). *Situational Judgment Tests*. Invited workshop presented at the EAWOP conference, Munster, Germany.
5. Lievens, F. (2012, August). *How to convert good research into publishable manuscripts*. Invited metaskills workshop presented at the 3rd EAWOP summer school, Morschach, Switzerland.
6. Lievens, F. (2012, March). *How to use trait activation theory in assessment center practice*. Invited workshop presented at the Annual Conference of the Assessment Centre Study Group, Stellenbosch, South Africa.
7. Lievens, F. (2011, November). *Targeted training on Situational Judgment Tests (SJTs)*. Invited workshop presented at DIPR, Delhi, India.
8. Lievens, F. (2009, August). *Situational Judgment Tests: An advanced workshop*. Invited workshop presented at SHL, Ditton, UK.
9. Lievens, F. (2009, March). *Using and developing situational judgment tests in medical student admission*. Invited workshop presented at the University of Vienna, Austria.

10. Lievens, F. (2006, May). *How to develop an assessment center and ensure its quality?* Invited workshop presented at the National Romanian Conference of Psychology, Cluj-Napoca, Romania.
11. Lievens, F. (2006, March). *How to develop a Situational Judgment Test?* Invited workshop presented at the Annual Conference of the Assessment Centre Study Group, Cape Town, South Africa.
12. Lievens, F. (2005, May). *Assessment centers: An overview of research and practice.* Invited workshop presented at the European Congress of Work and Organizational Psychology, Istanbul, Turkey.

TEACHING EXPERIENCE

Undergraduate courses:

- Psychological Measurement (Ghent University)

Graduate courses:

- Human Resources Management: Fundamentals (Ghent University)
- Human Resources Management: Advanced (Ghent University)
- Leading and Motivating (Ghent University)
- Emerging Issues in Human Resources Management (Ghent University)
- Case Studies in Human Resources Management (Ghent University)
- Recruitment and Selection (University of Valencia)

Doctoral courses:

- PhD Seminar in Human Resource Management (Singapore Management University, Lee Kong Chian School of Business: co-teaching with Prof. Dr. Bhave)

PROFESSIONAL EXPERIENCE

I have worldwide consultancy experience in the private, public, healthcare, and military sector. I am also a member of the scientific advisory boards of SHL/CEB and Hudson. Example projects are the following:

Hudson, Ghent, Belgium. (2014 - 2015)
Psychometric evaluation and validation of Big Five questionnaire and advise with technical report for BPS certification.

European Personnel Selection Office (EPSO), Brussels, Belgium. (January, 2014)
Design and delivery of a two-day training program in advanced HR knowledge.

Sally Beauty, Belgium. (2011 - 2014)
Design and implementation of multisource feedback program for middle-level managers.

Elster-Instromet, The Netherlands. (2009- 2010)
Design and implementation of multisource feedback program for middle-level managers.

Rogers Corporation, Ghent, Belgium. (2004 - 2010)

Design and implementation of company-wide competency determination and modeling program.

Randstad, Brussels, Belgium. (June, 2013)
Design, implementation, and psychometric evaluation of global employer image survey with both instrumental and symbolic attributes.

Randstad, Brussels, Belgium. (July, 2012)
Design, implementation, and psychometric evaluation of an open-ended Situational Judgment Test.

Stepstone, Brussels, Belgium. (2011 - 2012)
Design, implementation, and psychometric evaluation of global employer image survey with both instrumental and symbolic attributes.

SHL, Ditton, UK. (August, 2011)
Design and delivery of two-day advanced workshop on Situational Judgment Tests.

Defence Institute Psychological Research, Delhi, India (DIPR) (November, 2011)
Design and delivery of four-day advanced workshop on Situational Judgment Test development, use, and validation.

Federal Police, Brussels, Belgium (March, 2011)
Design and delivery of one-day training program about designing and using assessment center exercises.

Rogers Corporation, Ghent, Belgium. (2004 - 2010)
Design and implementation of multisource feedback program.

Dutch Police Academy, Amsterdam, The Netherlands (2007 - 2009)
Psychometric evaluation of webcam Situational Judgment Test for use in entry-level police officer selection.

Center for Cultural Intelligence, Singapore. (2007 - 2009)
Design, implementation, and psychometric evaluation of open-ended Situational Judgment Test for use in cross-cultural settings.

Belgian Army, Brussels, Belgium (June, 2006)
Design and delivery of workshop on Situational Judgment Tests.

Stepstone, Brussels, Belgium. (August, 2005)
Psychometric evaluation of an intervention for improving brand familiarity and image of manufacturing company.

Ernst & Young, Belgium. (October, 2012)
Development, implementation, and psychometric evaluation of a multiple speed assessment procedure for selecting MBA students.

American Association of Medical Colleges, Washington, DC, USA. (2012 - 2013)
Evaluation of different Situational Judgment Test formats for use in medical admissions procedure as complement to MCAT.

- SHL**, Ditton, UK. (2009 - 2010)
Psychometric evaluation of Unproctored Internet Testing procedure (Verify).
- SHL-Previsor**, Minneapolis, USA. (August, 2011)
Determining the feasibility of creating a global multimedia SJT
- Flemish Government**, Department of Personnel (2008 - 2009)
Development, implementation, and scoring of generic tests for promotion purposes.
- VDAB**, Brussels, Belgium. (2005 - 2008)
Development of screening procedure ("Indicate") for job seekers' self-efficacy.
- Belgian Army**, Brussels. (June, 2006)
Design and delivery of one-day workshop on structured employment interview practices.
- OCMW**, Ghent, Belgium. (2003 - 2004)
Audit of different selection tools for increasing diversity of applicant inflow.
- OCMW**, Ghent, Belgium. (March, 2003)
Design and delivery of two-day training about the construction and evaluation of assessment center exercises and work samples.
- Selor**, Brussels, Belgium. (April, 2002)
Development of item bank template as a basis for test assembly to achieve multiple objectives (performance and diversity).
- Selor**, Brussels, Belgium. (March, 1997)
Construction of in-basket exercise for selecting health care personnel.
- Bank Brussel Lambert (BBL)**, Brussels, Belgium. (1997 - 2000)
Psychometric evaluation of development center for promoting middle-level managers.
- UAMS**, Antwerp, Belgium. (1995 - 1999)
Design and delivery of one-day performance appraisal and rater training for municipal managers.

GRANTS & FUNDING

Over the years, I have obtained over 6 million Euro in funding. Important long-term funded projects were the development and validation of video-based situational judgment tests for the Entrance Exam "Medical and Dental Studies' in Flanders", image audits of the Belgian Defense as an employer, and "Indicate"-project which was embedded in the EQUAL Project of the European Science Foundation (together with VDAB), and numerous PhD/postdoc scholarships and research travel grants (FWO, BOF, etc.). A detailed list is available on request.

EDITORIAL BOARDS

Contributing Editor, *Journal of Applied Psychology* 2008 - present
Personnel Psychology 2003 - present

<i>Academy of Management Discoveries</i>	2013 - present
<i>International Journal of Selection and Assessment</i>	2002 - present
<i>Journal of Work and Organizational Psychology</i>	2009 - present
<i>Human Resource Management Review</i>	2016 - present
<i>Personnel Review</i>	2003 - 2006
<i>Journal of Organizational Behavior</i>	2002 - 2009
<i>Journal of Occupational and Organizational Psychology</i>	2004 - 2009
<i>Human Performance</i>	2006 - 2009
<i>Applied Psychology: An International Review</i>	2007 - 2009
<i>Journal of Management</i>	2008 - 2009
Book review editor, <i>International Journal of Selection and Assessment</i>	2000 - 2001
Action editor, <i>International Journal of Selection and Assessment</i>	2001 - 2002
Series editor, Special issue on Personnel Selection in <i>Gedrag & Organisatie</i>	2001 - 2002

AD HOC REVIEWING EXPERIENCE

Journals:

- *Applied Psychology: An International Review*
- *Educational Assessment*
- *Emotion*
- *European Journal of Personality*
- *European Journal of Psychological Assessment*
- *European Journal of Work and Organizational Psychology*
- *European Journal of Psychology*
- *Gedrag en Organisatie*
- *Human Performance*
- *Human Resource Management*
- *Journal of Research in Personality*
- *Journal of Managerial Issues*
- *Journal of Occupational and Organizational Psychology*
- *Journal of Organizational Behavior*
- *Journal of Psychoeducational Assessment*
- *Journal of Personnel Psychology*
- *Organizational Behavior and Human Decision Processes*
- *Organizational Research Methods*
- *Organization Management Journal*
- *Perceptual and Motor Skills*
- *Personnel Review*
- *Plos-One*
- *Psychological Methods*
- *Psychological Reports*
- *Work & Stress*

Grants & funding:

- National Science Foundation (NSF, USA)
- Social Sciences and Humanities Research Council of Canada (SSHRC)
- Swiss National Science Foundation (SNSF)

- Portuguese Foundation for Science and Technology (FCT)
- Research Council of Oman (TRC)
- Flemish Science Fund (FWO)
- Dutch Organization for Scientific Research (NWO)
- Dutch - Flemish Central Accreditation Council (NVAO)
- Flemish Agency for Innovation and Entrepreneurship (IWT)

Conferences:

- American Psychological Association
- Society for Industrial and Organizational Psychology
- International Association of Applied Psychology

PROFESSIONAL SERVICE

Academy of Management, Human Resources Management Division, Ambassador of Belgium.	2009 - present
Academy of Management, Scholarly Achievement Award Committee.	2017
Academy of Management, Ralph Alexander Award Committee.	2015 - 2016
European Network of Selection Researchers (ENESER) Conference, Organizing Committee Member.	2014
International Task Force on the Guidelines and Ethical Considerations for Assessment Center Operations, Panel member.	2014
Society for Industrial and Organizational Psychology, Distinguished Early Career Award Committee.	2006 - 2013
Russian Task Force on the Guidelines and Ethical Considerations for Assessment Center Operations, Advisee.	2014
South African Task Force on the Guidelines and Ethical Considerations for Assessment Center Operations, Advisee.	2014
International Chair4Medicine Project, Panel chair.	2013 - 2014
<i>Journal of Organizational Behavior</i> , Best Paper Award Committee.	2011
Dutch-Flemish Meeting on Selection and Assessment, Organizing Committee Member.	2010
Annual Conference of Society for Industrial and Organizational Psychology, Program Committee Member.	2001 - 2009
Personnel and Human Resources Research Group (PHRRG) conference, Organizing Committee Member.	2010
International Association of Applied Psychology, Organizational Psychology Division, Treasurer of executive committee.	2006 - 2010

European Conference on Psychological Assessment, Program Committee Member.	2009
Society for Industrial and Organizational Psychology, Sidney A. Fine Award Committee, Chair.	2007
International Association of Applied Psychology: Organizational Psychology Division, Program Committee Member.	2006
Society for Industrial and Organizational Psychology, William A. Owens Scholarly Achievement Award Committee.	2004
International Association of Applied Psychology, Organizational Psychology Division, Secretary of executive committee.	2002 - 2006
Exam Commission Flemish Admission Exam “Medical and Dental Studies”, Panel member.	2002 - 2010
International Association of Applied Psychology, Organizational Psychology Division, Webmaster.	1998 - 2002

DEPARTMENT, COLLEGE, & UNIVERSITY SERVICE

Ghent University, Belgium

University Committees:

Alpha Committee on grants and funding across social sciences	2014 - 2015
Research Council on grants and funding across Ghent University	2010 - 2014
Alpha Committee on grants and funding across social sciences	2010 - 2014
Appeal Committee	2008 - 2013
Job Evaluation Committee	2001 - 2009

School Committees:

Faculty Board of the School	2007 - 2017
Funding Committee	2010 - 2014
Educational Curriculum and Program Committee	2005 - 2009
ITC Committee	2003 - 2006
Exam Committee	2001 - 2003
IRB/ Ethics Committee	2001 - 2003
Test and Psychometrics Committee	2001 - 2002

Department Committees:

Search Committees	2013 - present
Area Research Coordinator	2008 - 2013

PROFESSIONAL AFFILIATIONS

Academy of Management (AoM)	1995 - present
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- Human Resources Division
- Research Methods Division

Society for Industrial and Organizational Psychology (SIOP)	1995 - present
American Psychological Association (APA)	2016 - present
Association for Psychological Science (APS)	2016 - present
International Association of Applied Psychology (IAAP)	1995 - present
Personnel and Human Resources Research Group (PHRRG) (membership determined by peer nomination)	2002 - present

PhD DISSERTATIONS

I have also been involved as promotor or dissertation committee member in multiple PhD dissertations. These are listed below:

Frederik Anseel (2005, Ghent University, Belgium): Promotor.

Bert Schreurs (2005, Catholic University Leuven, Belgium): Dissertation Committee Member.

Xavier Borteyrou (2005, University of Bordeaux, France): Dissertation Committee Member.

Helga Peeters (2006, Ghent University, Belgium): Promotor.

Karin Proost (2006, Catholic University Leuven, Belgium): Dissertation Committee Member.

Greet Van Hoya (2006, Ghent University, Belgium): Promotor.

Stefan Mol (2007, Erasmus University Rotterdam, The Netherlands): Dissertation Committee Member.

Pedro José Ramos Villagrasa (2007, University of Barcelona, Spain): Dissertation Committee Member.

Janneke Oostrom (2008, Erasmus University Rotterdam, The Netherlands): Dissertation Committee Member.

Anne Janssen (2010, University of Zurich, Switzerland): Dissertation Committee Member.

Jesse Segers (2011, University of Antwerp, Belgium): Dissertation Committee Member.

Nele Libbrecht (2011, Ghent University, Belgium): Promotor.

Tine Buyse (2011, Ghent University, Belgium): Promotor.

Eveline Schollaert (2012, Ghent University, Belgium): Promotor.

Andreja Wirz-Rodella (2012, University of Zurich, Switzerland): Co-promotor.

Thomas Rockstuhl (2012, Nanyang Technological University, Singapore): Dissertation Committee Member.

Britt De Soete (2013, Ghent University, Belgium): Promotor.

Pia Ingold (2013, University of Zurich, Switzerland): Co-promotor.

Tom Oliver (2013, Guelph University, Canada): Dissertation Committee Member.

Hannes Leroy (2014, Catholic University Leuven, Belgium): Dissertation Committee Member.

Bart Wille (2014, Ghent University, Belgium): Dissertation Committee Member.

Gert Keen (2014, University of Groningen, The Netherlands): Promotor.

Bernd Carette (2014, Ghent University, Belgium) Co-promotor.

Tan Mei Ling (2014, Nanyang Technological University, Singapore): Dissertation Committee Member.

Francois De Kock (2015, University of Cape Town, South Africa & Erasmus University, Rotterdam, The Netherlands): Promotor.

Saartje Cromheecke (2016, Ghent University, Belgium): Promotor.

Sanne Nijs (2016, Catholic University Leuven, Belgium): Dissertation Committee Member.

Last update on January 2, 2018.