

## Filip Lievens, PhD

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### **PROFESSIONAL EMPLOYMENT**

Lee Kong Chian Professor of Human Resources, Singapore Management University, Lee Kong Chian School of Business, Singapore.	2018 - present
Honorary Professor at University of Cape Town, Faculty of Commerce, School of Management Studies, South Africa.	2015 - present
Visiting Professor Department of Personnel Management and Work and Organizational Psychology, Ghent University, Belgium.	2018 - present
Full Professor Department of Personnel Management and Work and Organizational Psychology, Ghent University, Belgium.	2012 - 2017
Distinguished Visiting Professor of Organizational Behavior 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%)	2000 - 2002

Fund for Scientific Research- Flanders (FWO).	
Postdoctoral Research Fellow Fund for Scientific Research- Flanders (FWO).	1999 - 2000
Research Fellow Fund for Scientific Research- Flanders (FWO).	1995 - 1999
Teaching Assistant Department of Personnel Management and Work and Organizational Psychology, Ghent University, Belgium.	1994 – 1995

### **RESEARCH VISITS & VISITING PROFESSORSHIPS**

<i>Universidade Nova de Lisboa</i> (Business School).	05/12/23 - 14/12/23
<i>University of Valencia</i> , Spain (Psychology Department).	27/11/24 – 02/12/23 21/11/23 - 02/12/23
<i>University of Iowa</i> , USA (Tippie School of Business).	08/10/23 - 15/10/23
<i>University of Munster</i> , Germany (Department of Psychology and Entrepreneurship).	03/06/23 - 09/06/23
<i>University of Queensland</i> , Brisbane, Australia (Business School).	26/02/23 - 05/03/23
<i>University of New South Wales</i> , Sydney, Australia (School of Management).	29/10/22 - 08/11/22
<i>University of Science and Technology</i> , Hefei, China (School of Management).	16/12/16 - 23/12/16
<i>Bowling Green State University</i> , USA (Psychology Department).	07/09/16 - 13/09/16 03/09/01 - 02/12/01
<i>University of Zurich</i> , Switzerland (Psychology Department).	23/06/19 - 28/06/19 14/06/18 - 21/06/18 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
<i>University of Cape Town</i> , South Africa (School of Management Studies).	22/02/23 - 04/03/24 22/02/19 - 09/03/19 16/02/18 - 27/02/18 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
<i>Nanyang Technological University, Singapore (Nanyang Business School).</i>	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
<i>University of Georgia, USA (Psychology Department).</i>	06/09/15 - 20/09/15
<i>University of Minnesota, Twin Cities, USA (Psychology Department).</i>	14/04/24 - 17/04/24 16/10/22 - 24/10/23 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
<i>Saarland University, Germany (Work Psychology Department).</i>	06/10/14 - 12/10/14 01/03/14 - 31/05/14
<i>Ludwig Maximilian University Munich, Germany (Center of Advanced Management Studies).</i>	12/09/14 - 25/09/14
<i>University of Stellenbosch, South Africa (Industrial Psychology Department).</i>	14/11/12 - 28/11/12
<i>Singapore Management University, Behavioral Science Institute, Singapore.</i>	28/01/12 - 04/02/12
<i>University of Valencia, Spain (Psychology Department).</i>	03/10/11 - 09/10/11
<i>Justus Liebig University of Giessen, Germany (Psychology Department).</i>	26/01/09 - 08/02/09
<i>Singapore Management University, Singapore (Lee Kong Chian School of Business).</i>	23/10/06 - 01/11/06
<i>University of Missouri, St. Louis, USA (College of Business Administration).</i>	01/10/00 - 31/12/00

## **EDUCATION**

Ghent University, Belgium. Industrial/Organizational Psychology PhD: <i>An examination of factors which affect the construct validity of assessment centers</i> ('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	April, 1999
Ghent University, Belgium. Industrial/Organizational Psychology M.A. degree ('summa cum laude')	June, 1994
Ghent University, Belgium. Psychology B.A. degree ('summa cum laude')	July, 1991

### **AWARDS AND HONORS**

Dean's Teaching Honour List in Academic Year 2023-2024 at Singapore Management University.	2024
William A. Owens Scholarly Achievement Award of Society for Industrial & Organizational Psychology	2024
Best Paper (10%) by the HR Division of Academy of Management	2024
Top cited article in 2023 in <i>International Journal of Selection and Assessment</i> .	2023
Finalist of Best Paper Award of <i>Annals of Academy of Management</i>	2023
Dean's Teaching Honour List in Academic Year 2022-2023 at Singapore Management University.	2023
Master of Human Capital Leadership Best Instructor Award in Academic Year 2022-2023 at Singapore Management University.	2023
Scholarly Achievement Award of HR Division of Academy of Management	2023
Best Paper (10%) by the HR Division of Academy of Management	2022
Dean's Teaching Honour List in Academic Year 2021-2022 at Singapore Management University.	2022
Douglas Bray & Ann Howard Award of Society for Industrial & Organizational Psychology.	2022
Innovations in Assessment Award (Honorable Mention) from the International Personnel Assessment Council for the project "Laureate Professional Assessment".	2022

Jeanneret Award for Excellence in the Study of Individual or Group Assessment of the Society for Industrial & Organizational Psychology.	2021
Dean's Teaching Honour List in Academic Year 2020-2021 at Singapore Management University.	2021
Ranked by Stanford University in the top 1% of the World's Scientists in Business and Management.	2020
Dean's Teaching Honour List in Academic Year 2019-2020 at Singapore Management University.	2020
Joyce and Robert Hogan Award for Personality and Work Performance of Society for Industrial & Organizational Psychology.	2020
William A. Owens Scholarly Achievement Award of Society for Industrial & Organizational Psychology: Honorable Mention.	2019
Dean's Teaching Honour List in Academic Year 2018-2019 at Singapore Management University.	2019
Top cited article in 2018 in <i>International Journal of Selection and Assessment</i> .	2018
Fellow of the International Association of Applied Psychology (IAAP).	2018
Fellow of the American Psychological Association (APA).	2018
Profiled as the 1st Most Published Author in the <i>Journal of Applied Psychology</i> during 2009-2015 (JAP, 102(3), pp. 580–588).	2017
Profiled as the 16 <sup>th</sup> Most Cited Author in Human Resource Management textbooks (see Aguinis, Ramani, Alabduljader, Bailey, & Lee, 2017).	2017
Career Award for Distinguished Scientific or Professional Contributions to Psychological Assessment of the European Association of Psychological Assessment (EAPA).	2017
Fellow of the American Psychological Society (APS).	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
Excellent Teacher Distinction in Academic Year 2015-2016 at Ghent University.	2016
Excellent Teacher Distinction in Academic Year 2014-2015 at Ghent University.	2015

Excellent Teacher Distinction in Academic Year 2012-2013 at Ghent University.	2013
Friedrich Wilhelm Bessel-Forschungspreis of Alexander von Humboldt-Foundation.	2013
Adverse Impact Reduction Research Award of Society for Industrial & Organizational Psychology.	2013
Innovations in Assessment Award from International Personnel Assessment Council 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 (SIOP).	2013
Jeanneret Award for Excellence in the Study of Individual or Group Assessment 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. Berry, C. M., Lievens, F., & Zhang, C., & Sackett, P. R. (in press). Insights from an updated personnel selection meta-analytic matrix: Revisiting general mental ability tests' role in the validity-diversity tradeoff. *Journal of Applied Psychology*.
2. Herde, C. N.,\* & Lievens, F.\* (in press). The chemistry between us: Illuminating complementarity patterns in interpersonal role play assessment via moment-to-moment analyses. *Journal of Applied Psychology*.  
\* Both authors contributed equally.
3. Mönke, F. W., Lievens, F., Hess, I., & Schäpers, P. (2024)‡. Politics speak louder than skills: Political similarity effects in hireability judgments in multi-party contexts and the role of political interest. *Journal of Applied Psychology*.  
‡ Paper was selected as Editor's choice in the January 2024 issue of *Journal of Applied Psychology*.
4. De Corte, W., Sackett, P. R., & Lievens, F. (in press). Designing Pareto-optimal selection systems for multiple minority subgroups and multiple criteria. *Journal of Applied Psychology*.
5. Sackett, P. R., Berry, C. M., & Lievens, F., & Zhang, C. (2023). Correcting for range restriction in meta-analysis: A reply to Oh et al. (2023) *Journal of Applied Psychology*, 108, 1311-1315.
6. Van Iddekinge, C. H., Lievens, F., & Sackett, P. R. (2023). Personnel selection: A review of ways to maximize validity, diversity, and the applicant experience. *Personnel Psychology*, 76, 651-686.
7. Herde, C. N.,\* & Lievens, F.\* (2023)‡. Multiple, speeded assessments under scrutiny: Underlying theory, design considerations, reliability, and validity. *Journal of Applied Psychology*, 108, 351-373.  
\* Both authors contributed equally.  
‡ Paper was selected as Editor's choice in the February 2023 issue of *Journal of Applied Psychology*.
8. Breil, S., Forthmann, B., Lievens, F., & Back, M. (2023). A closer look at interpersonal behavior in assessment center role-play exercises: Investigating behavioral structure, consistency, and effectiveness. *Personnel Psychology*, 76, 759-795.
9. Van Iddekinge, C. H., Arnold, J. D., Aguinis, H., Lang, J. W. B., & Lievens, F. (2023). Work effort: A conceptual and meta-analytic review. *Journal of Management*, 49, 125-157.
10. Sackett, P. R., Zhang, C., Berry, C. M., & Lievens, F. (2022). Revisiting meta-analytic estimates of validity in personnel selection: Addressing systematic overcorrection for restriction of range. *Journal of Applied Psychology*, 107, 2040-2068.
11. Heimann, A. L., Ingold, P. V., Melchers, K., Lievens, F., Keen, G., & Kleinmann, M. (2022). Actions define a character: Assessment centers as behavior-focused personality measures. *Personnel Psychology*, 75, 675-705.

12. De Corte, W., Sackett, P. R., & Lievens, F. (2022). A comprehensive examination of the cross-validity of Pareto-optimal vs. fixed weights selection systems in the bi-objective selection context. *Journal of Applied Psychology, 107*, 1243-1260.  
‡ Paper was selected as Editor's choice in the August 2022 issue of *Journal of Applied Psychology*.
13. Lievens, F., Harrison, S., Mussel, P., & Litman, J. (2022). Killing the cat? A review of curiosity at work. *Academy of Management Annals, 16*, 179-216.
14. Li, H., Fan, J., Zhao, G., Wang, M., Zheng, L., Meng, H., Weng, Q., Liu, Y., & Lievens, F. (2022). The role of emotions as mechanisms of mid-test warning messages during personality testing: A field experiment. *Journal of Applied Psychology, 107*, 40-59.
15. Rockstuhl, T. & Lievens, F. (2021). Prompt-specificity in scenario-based assessments: associations with personality vs. knowledge and effects on predictive validity. *Journal of Applied Psychology, 106*, 122-139.
16. Zhang, L., Van Iddekinge, C. H., Arnold, J. D., Roth, P. L., Lievens, F., Lanivich, S. E., & Jordan, S. L. (2020). What's on job seekers' social media sites? A content analysis and effects of structure on recruiter judgments and predictive validity. *Journal of Applied Psychology, 105*, 1530–1546.
17. Schäpers, P., Mussel, P., Lievens, F., König, C.J., Freudenstein, J.P., & Krumm, S. (2020). The role of situations in Situational Judgment Tests: Effects on construct saturation, predictive validity, and applicant perceptions. *Journal of Applied Psychology, 105*, 800-818.
18. Dalal, R.S., Balca, A.B., & Lievens, F. (2020). Within-person job performance variability over short timeframes: Theory, empirical research, and practice. *Annual Review of Organizational Psychology and Organizational Behavior, 7*, 421-449.
19. De Corte, W., Sackett, P. R., & Lievens, F. (2020). Robustness, sensitivity and sampling variability of Pareto-Optimal selection system solutions to address the quality-diversity trade-off. *Organizational Research Methods, 23*, 535-568.
20. Lievens, F., Sackett, P. R., Dahlke, J., Oostrom, J. K., & De Soete, B. (2019). Constructed response formats and their effects on minority-majority differences and validity. *Journal of Applied Psychology, 104*, 715-726.
21. Ingold, P.V., Dönni, M., & Lievens, F. (2018). A dual-process theory perspective to better understand judgments in assessment centers: The role of initial impressions for dimension ratings and validity. *Journal of Applied Psychology, 103*, 1367-1378.
22. Lievens, F., Lang J., De Fruyt, F., Corstjens, J., Van de Vijver, M., & Bledow, R. (2018). The predictive power of people's intraindividual variability across situations: Implementing whole trait theory in assessment. *Journal of Applied Psychology, 103*, 753-771.
23. 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.



24. 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.
25. 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.
26. 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.
27. 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.
28. 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.
29. 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.
30. 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.
31. 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.
32. 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.
33. 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.
34. 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., Pendit, 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.
35. 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.
36. Libbrecht, N., Lievens, F., Carette, B., & Côté, S.C. (2014). Emotional intelligence predicts success in medical school. *Emotion, 14*, 64-73.

37. 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.
38. 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.
39. 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.
40. 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.
41. 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.
42. 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.
43. 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.
44. Lievens, F., Ones, D.S., & Dilchert, S. (2009). Personality scale validities increase throughout medical school. *Journal of Applied Psychology, 94*, 1514-1535.
45. 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.
46. 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.
47. 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.
48. 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.
49. 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.
50. Sackett, P.R., & Lievens, F. (2008). Personnel selection. *Annual Review of Psychology, 59*, 419-450.

51. 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.
52. 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.
53. 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.
54. 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.
55. 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.
56. 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.
57. 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.
58. 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.
59. 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.
60. 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.
61. 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.
62. 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.
63. 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.

64. 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.
65. 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.
66. 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.
67. 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.
68. 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**

69. Ohlms, M.L., Melchers, K.G., & Lievens, F. (in press). It's just a game! Effects of fantasy in a storified test on applicant reactions. *Applied Psychology: An International Review*.
70. Höllig, C.E., Tumasjan, A., & Lievens, F. (in press). What drives employers' favorability ratings on employer review platforms? The role of symbolic, personal, and emotional content. *International Journal of Selection and Assessment*.
71. Mönke, F.W., Roulin, N., Lievens, F., Bartosse, M.T., & Schäpers, P. (in press). Validity of social media assessments in personnel selection: A systematic review of the initial evidence. *European Journal of Psychological Assessment*.
72. Ng, C.X., Song, Z., & Lievens, F. (in press). Human capital effects in the job search process for new labor market entrants: A double-edged sword? *Journal of Vocational Behavior*.
73. Luo, J.X., Ferreira, A.I., Lievens, F., & Trigo, B.R. (2023). Employer branding in the healthcare Sector: The role of instrumental and symbolic image attributes among potential applicants and doctors. *Journal of Chinese Human Resources Management, 14*, 23-37.
74. Hickmann, L., Herde, C.N., Lievens, F., & Tay, L. (2023). Automatic scoring of speeded interpersonal assessment center exercises via Machine Learning: Initial psychometric evidence and practical guidelines. *International Journal of Selection and Assessment, 31*, 225-239.
75. Lievens, F., Corstjens, J., & Herde C.N. (2023). Multiple, speeded assessments: Initial evidence on subgroup differences and applicant perceptions. *International Journal of Selection and Assessment, 31*, 240-251.
76. Sackett, P. R., Berry, C. M., Lievens, F., & Zhang, C. (2023). A reply to commentaries on "Revisiting the design of selection systems in light of new findings regarding the validity

of widely used predictors” (2023). *Industrial and Organizational Psychology: Perspectives*, 16, 371-377.

77. Sackett, P.R., Zhang, C., Berry, C.M., & Lievens, F. (2023). Revisiting the design of selection systems in light of new findings regarding the validity of widely used predictors. *Industrial and Organizational Psychology: Perspectives*, 16, 283 – 300.
78. Schäpers, P., Krumm, S., Stenzel, N., & Lievens, F. (2023). Arousing motives or eliciting stories? On the role of pictures in a picture-story exercise. *Assessment*, 30, 551-564.
79. Rogiers, S., Corneillie, E., Lievens, F., Anseel, F., Veelaert, P., & Philips, W. (2022). Distinctive features of nonverbal behavior and mimicry in application interviews through data analysis and machine learning. *Machine Learning With Applications*, 9, 100318.
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### **BOOKS: SECTION EDITOR OR ADVISORY BOARD MEMBER**

1. Section Editor. (2017). *The handbook of employee selection (2nd Edition)*. Editors J. Farr and N. Tippins. New York, NY: Routledge. ISBN: 978-0-8058-6437-3
2. Advisory Board Member. (2008). *Major works in employee selection and performance management*. Editors N. R. Anderson & U. Hulsheger. Thousand Oaks, CA: Sage. ISBN

## **BOOK CHAPTERS**

1. Lievens, F., Mukta, S., & Saini, G., (2023). Third-party employer branding. In: E. Murillo & C. King. (Eds.). *A research agenda for brand management* (pp. 239-256). Edward Elgar Publishing.
2. Lievens, F., Schäpers, F., & Herde, C.N. (2021). Situational Judgment Tests: From low-fidelity simulations to alternative measures of personality and the person-situation interplay. In D. Wood, P. Harms, S. Read, & A. Slaughter (Eds.) *Emerging approaches to measuring and modeling the person and situation* (pp. 285-311). London: Elsevier.
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11. Lievens, F., & Chan, D. (2017). Practical intelligence, emotional intelligence, and social intelligence. In: J.L. Farr & N.T. Tippins (Eds.). *Handbook of Employee Selection* (2nd edition) (pp. 342-364). Lawrence Erlbaum/Taylor & Francis.



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### **INVITED (KEYNOTE) PRESENTATIONS<sup>1</sup>**

1. Lievens, F. (2025, May). *Talent assessment in the 21st century: Progress and challenges*. Invited keynote at the EAWOP conference, Prague, Czech Republic.
2. Lievens, F. (2024, October). *Talent assessment in the 21st century: Progress and challenges*. Invited keynote at 15th Australian Psychological Society, Perth, Australia.
3. Lievens, F. (2023, December). *Toward a more dynamic assessment of adaptability as key individual characteristic in today's global and turbulent world*. Invited paper presented at EIBA Conference, Lisbon, Portugal.
4. Lievens, F. (2023, December). *The chemistry between us: Unlocking the potential of moment-to-moment analyses to understand complementarity effects in interpersonal assessment methods*. Invited paper presented at Universidade Nova de Lisboa, Portugal.
5. Lievens, F. (2023, November). *The chemistry between us: Unlocking the potential of moment-to-moment analyses to understand complementarity effects in interpersonal assessment methods*. Invited paper presented at University of Valencia, Spain.
6. Lievens, F. (2023, October). *The chemistry between us: Unlocking the potential of moment-to-moment analyses to understand complementarity effects in interpersonal assessment methods*. Invited paper presented at Dutch-Flemish Meeting on Selection and Assessment, Rotterdam, The Netherlands.
7. Lievens, F. (2023, October). *The chemistry between us: Unlocking the potential of moment-to-moment analyses to understand complementarity effects in interpersonal assessment methods*. Invited paper presented at University of Iowa, USA.
8. Lievens, F. (2023, July). *From good research to publishable manuscripts*. Invited paper presented at University of Munster, Germany.
9. Lievens, F. (2023, March) *The chemistry between us: Unlocking the potential of moment-to-moment analyses to understand complementarity in interpersonal assessment*. Invited paper presented at University of Queensland, Australia.
10. Lievens, F. (2022, November) *The chemistry between us: Unlocking the potential of moment-to-moment analyses to understand complementarity in interpersonal assessment*. Invited paper presented at University of New South Wales, Australia.

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<sup>1</sup> Only invited keynotes and invited paper presentations are listed. Paper presentations at international conferences (> 400) are not included for space reasons.

11. Lievens, F. (2019, November). *Balancing validity and diversity goals through a modular approach to selection*. Invited paper presented at the Annual Conference of the Dutch Society of Medical Education, Rotterdam, The Netherlands.
12. Lievens, F. (2018, October). *Towards agile talent assessment: Evidence for webcam and speed assessment*. Invited paper presented at Auburn University, Auburn, AL, USA.
13. Lievens, F. (2018, April). *Towards agile talent assessment: Evidence for webcam and speed assessment*. Invited paper presented at Purdue University, West Lafayette, IN, USA.
14. Lievens, F. (2018, October). *Towards agile talent assessment: Evidence for webcam and speed assessment*. Invited paper presented at Florida State University, Tallahassee, FL, USA.
15. 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.
16. 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.
17. Lievens, F. (2017, January). *Towards agile talent assessment: The key role of modularity*. Invited keynote presented at the British Psychological Society, Liverpool, UK.
18. 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.
19. 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.
20. Lievens, F. (2016, October). *Towards hybrid assessment centers: Evidence for speed and webcam assessment*. Invited paper presented at the 40<sup>th</sup> Congress on Assessment Center Methods, Bali.
21. 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.
22. 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.
23. 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.
24. 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.

25. 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.
26. Lievens, F. (2014, November). *Stirring things up in assessment: Towards hybrid assessment centres*. Invited keynote presented at the UK Assessment Centre Conference, Reading, UK.
27. 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.
28. Lievens, F. (2014, September). *How to make a scientific contribution in management research?* Invited paper presented at Ludwig Maximilian University Munich, Munich, Germany.
29. 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.
30. Lievens, F. (2014, July). *Contextualizing personality assessment: Why (not)?* Invited keynote presented at the European Personality Conference, Lausanne, Switzerland.
31. Lievens, F. (2014, March). *Musings About Audiometers, wine tasting, and mental measurement*. Invited paper presented at the University of Saarbrücken, Germany.
32. 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.
33. Lievens, F. (2014, February). *Challenges and trends in HRM / OB*. Invited paper presented at the University of Cape Town, South Africa.
34. 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.
35. 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.
36. 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.
37. 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.
38. 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.

39. 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.
40. Lievens, F. (2012, January). *New ways of assessing interpersonal skills: Examples and evidence*. Invited paper presented at Singapore Management University, Singapore.
41. Lievens, F. (2011, September). *Innovations in Assessment Centers*. Invited paper presented at the ArbeitsKreis Assessment Center, Zurich, Switzerland.
42. 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.
43. Lievens, F. (2010, October). *Innovations in assessment*. Invited keynote presented at the 52th Conference of the International Military Testing Association, Lucerne, Switzerland.
44. Lievens, F. (2010, October). *Student admission to university: The case of Flanders*. Invited paper presented at the Colloquium on Student Admission Testing, Aachen, Germany.
45. Lievens, F. (2009, October). *The use of Situational Judgment Tests in high-stakes selection settings*. Invited paper presented at College Board, NY.
46. Lievens, F. (2009, September). *The use of SJTs in high-stakes testing*. Invited keynote presented at the 11<sup>th</sup> Bi-annual European conference on Psychological Assessment, Ghent: Belgium.
47. Lievens, F. (2009, February). *Unproctored Internet selection: Threats and opportunities*. Invited paper presented at the Research and Practice Colloquium, Giessen, Germany.
48. 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.
49. Lievens, F. (2008, October). *Unproctored Internet selection: Threats and opportunities*. Invited paper presented at the Distinguished Speaker Series of University of Amsterdam, the Netherlands.
50. 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.
51. Lievens, F. (2007, November). *Situational judgment tests: A useful selection procedure?* Invited keynote presented at Conference on Psychological Assessment in Personnel Selection, Delhi, India.
52. 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.
53. 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.

54. Lievens, F. (2006, November). *Assessment centers: Recent research developments and future prospects*. Invited paper presented at Singapore Management University, Singapore.
55. 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.
56. Lievens, F. (2006, May). *Recent developments in personnel selection*. Invited keynote presented at the National Romanian Conference of Psychology, Cluj-Napoca, Romania.
57. 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.
58. 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.
59. 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.
60. 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.
61. 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.
62. 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.
63. 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.
64. Lievens, F. (2003, November). *The quality of inferences made in competency modeling*. Invited paper presented at MPPAW Meeting, MN.
65. 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.
66. 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.



67. 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.
68. 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.
69. 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.
70. Lievens, F. (2001, March). *Reshaping assessor training*. Invited keynote presentation at the Annual Conference of the Assessment Centre Study Group, Stellenbosch, South Africa.
71. Lievens, F. (2001, January). *Recent issues and challenges in personnel selection*. Invited paper presented at the Research and Practice Colloquium, Marburg, Germany.
72. 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. (2023, December). *From good research to publishable manuscripts*. Invited workshop presented at Universidade Nova de Lisboa, Portugal.
2. Lievens, F. (2023, November). *Situational Judgment Tests*. Seminar presented at WOP Erasmus Mundus Master, University of Valencia, Spain.
3. Lievens, F. (2023, November). *Assessment Centers*. Seminar presented at WOP Erasmus Mundus Master, University of Valencia, Spain.
4. Lievens, F. (2023, November). *From good research to publishable manuscripts*. Invited workshop presented at Ghent University, Belgium.
5. Lievens, F. (2023, July). *Attracting and assessing talent in start-ups: Key evidence and principles*. Invited workshop presented at University of Munster, Germany.
6. 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.
7. Lievens, F. (2017, January). *Getting to "accept": A workshop on publishing*. Invited workshop presented at University of Cape Town, South Africa.
8. Lievens, F. (2016, October). *A modular approach to selection procedures*. Invited paper presented at the Work Psychology Group, Derby, UK.
9. Lievens, F. (2013, May). *Situational Judgment Tests*. Invited workshop presented at the EAWOP conference, Munster, Germany.

10. Lievens, F. (2012, August). *How to convert good research into publishable manuscripts*. Invited metaskills workshop presented at the 3<sup>rd</sup> EAWOP summer school, Morschach, Switzerland.
11. 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.
12. Lievens, F. (2011, November). *Targeted training on Situational Judgment Tests (SJTs)*. Invited workshop presented at DIPR, Delhi, India.
13. Lievens, F. (2009, August). *Situational Judgment Tests: An advanced workshop*. Invited workshop presented at SHL, Ditton, UK.
14. Lievens, F. (2009, March). *Using and developing situational judgment tests in medical student admission*. Invited workshop presented at the University of Vienna, Austria.
15. 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.
16. 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.
17. 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)
- Personnel Selection (Singapore Management University)
- Talent Assessment and Acquisition (Singapore Management 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)
- Talent Management (MBA: Singapore Management University)
- Evidence-based Approach to Talent Management (MHCL: Singapore Management University)

### Doctoral courses:

- PhD Seminar in Human Resource Management (Singapore Management University: co-teaching with Prof. Dr. Bhave)
- PhD Seminar in Human Resource Management (Singapore Management University)

## **PROFESSIONAL EXPERIENCE**

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

- Hudson**, Ghent, Belgium. (June, 2020)  
Advice on redesigning assessor trainings and certifications
- Hudson**, Ghent, Belgium. (2018 - 2020)  
Assistance with setting up online assessment center exercises.
- 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 in Belgium, Europe, China, and Singapore. Important long-term funded projects dealt with multiple, speeded assessment (adaptability) and 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 upon request.

## **EDITORIAL BOARDS**

Contributing Editor, <i>Journal of Applied Psychology</i>	2008 - present
<i>Personnel Psychology</i>	2003 - 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</i>	2022 - present
<i>Annual Review of Organizational Psychology &amp; Organizational Behavior</i>	2018 - 2022
<i>Academy of Management Discoveries</i>	2013 - 2020
<i>Human Resource Management Review</i>	2016 - 2020
<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
Action editor, <i>Journal of Organizational Behavior</i>	2024 - 2025
Series editor, Special issue on Personnel Selection in <i>Gedrag &amp; 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:

- Social Science and Humanities Research Expert Panel (SSHR-EP, Singapore, 2022-present)
- National Science Foundation (NSF, USA, 2016)
- Social Sciences and Humanities Research Council of Canada (SSHRC, 2014)
- Swiss National Science Foundation (SNSF, 2013)
- Portuguese Foundation for Science and Technology (FCT, 2015)
- Research Council of Oman (TRC, 2016)
- National Science Centre Poland (NCN, 2020, 2023)
- Flemish Science Fund (FWO, 2010)
- Dutch Organization for Scientific Research (NOW, 2008; 2019)
- Dutch - Flemish Central Accreditation Council (NVAO, 2009-2016)
- Flemish Agency for Innovation and Entrepreneurship (IWT, 2016)
- South Africa's National Research Foundation (NRF, 2022)
- ...

### Conferences:

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

## **PROFESSIONAL SERVICE**

Academy of Management, Human Resources Management Division, Ambassador of Belgium.	2009 - present
Society for Industrial and Organizational Psychology, Douglas Bray & Ann Howard Award Committee Member.	2017, 2023
Society for Industrial and Organizational Psychology, Herbert Heneman Jr. Career Achievement Award Committee Member	2024
Academy of Management, Scholarly Achievement Award Committee Member.	2017
Academy of Management, Ralph Alexander Award Committee Member.	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 Member.	2006 - 2013 2018 - 2021
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
Assessment Centre Global Village, Member.	2021 - 2023
International Chair4Medicine Project, Panel chair.	2013 - 2014
<i>Personnel Psychology</i> , Best Paper Award Committee Member.	2019, 2024
<i>Journal of Organizational Behavior</i> , Best Paper Award Committee Member.	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 2019 - 2022
Annual Conference of Academy of Management, Program Committee Member.	2020 -2022
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; 2018
Society for Industrial and Organizational Psychology, William A. Owens Scholarly Achievement Award Committee Member.	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**

Singapore Management University, Singapore

### University Committees:

School Evaluation (Tenure) Committee	2018 - present
Grievance Commission, Chair-elect, Chair, Past Chair	2020 - 2022

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
Grievance and Appeal Committee	2010 - 2013
Job Evaluation Committee	2001 - 2009

### School Committees:

Faculty Board of the School	2007 - 2017
Funding Committee	2010 - 2014
Coordinator of Research Audit	2015
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 – 2017
Area Research Coordinator	2008 - 2013

**PROFESSIONAL AFFILIATIONS**

Academy of Management (AoM)	1995 - present
• Human Resources Division	
• Research Methods Division	
Society for Industrial and Organizational Psychology (SIOP)	1995 - present
American Psychological Association (APA)	2016 - 2018
Association for Psychological Science (APS)	2016 - 2018
International Association of Applied Psychology (IAAP)	1995 - present
European Association of Psychological Assessment (EAPA)	1995 - present
Personnel and Human Resources Research Group (PHRRG) (membership determined by peer nomination)	2002 - present

**PhD DISSERTATIONS**

I have been involved as (co-)promotor or committee member in the following PhD dissertations:

1. Frederik Anseel (2005, Ghent University, Belgium): Promotor.
2. Bert Schreurs (2005, Catholic University Leuven, Belgium): Dissertation Committee Member.
3. Xavier Borteyrou (2005, University of Bordeaux, France): Dissertation Committee Member.
4. Helga Peeters (2006, Ghent University, Belgium): Promotor.
5. Karin Proost (2006, Catholic University Leuven, Belgium): Dissertation Committee Member.
6. Greet Van Hoye (2006, Ghent University, Belgium): Promotor.
7. Bram De Wever (2006, Ghent University, Belgium): Committee Member.
8. Stefan Mol (2007, Erasmus University Rotterdam, The Netherlands): Dissertation Committee Member.
9. Pedro José Ramos Villagrasa (2007, University of Barcelona, Spain): Dissertation Committee Member.

10. Janneke Oostrom (2008, Erasmus University Rotterdam, The Netherlands): Dissertation Committee Member.
11. Johan Ferla (2008, Ghent University, Belgium): Committee Member.
12. Anne Janssen (2010, University of Zurich, Switzerland): Dissertation Committee Member.
13. Jesse Segers (2011, University of Antwerp, Belgium): Dissertation Committee Member.
14. Nele Libbrecht (2011, Ghent University, Belgium): Promotor.
15. Tine Buyse (2011, Ghent University, Belgium): Promotor.
16. Eveline Schollaert (2012, Ghent University, Belgium): Promotor.
17. Andreja Wirz-Rodella (2012, University of Zurich, Switzerland): Co-promotor.
18. Thomas Rockstuhl (2012, Nanyang Technological University, Singapore): Committee Member.
19. Celina Druart (2012, Ghent University, Belgium): Committee Member.
20. Marjolein Feys (2013, Ghent University, Belgium): Committee Member.
21. Michiel Crommelinck (2013, Ghent University, Belgium): Committee Member.
22. Britt De Soete (2013, Ghent University, Belgium): Promotor.
23. Pia Ingold (2013, University of Zurich, Switzerland): Co-promotor.
24. Tom Oliver (2013, Guelph University, Canada): Dissertation Committee Member.
25. Hannes Leroy (2014, Catholic University Leuven, Belgium): Dissertation Committee Member.
26. Annika Wilhelmy (2014, University of Zurich, Switzerland): Dissertation Committee Member.
27. Bart Wille (2014, Ghent University, Belgium): Dissertation Committee Member.
28. Gert Keen (2014, University of Groningen, The Netherlands): Promotor.
29. Bernd Carette (2014, Ghent University, Belgium): Co-promotor.
30. Tan Mei Ling (2014, Nanyang Technological University, Singapore): Dissertation Committee Member.
31. Toon Devloo (2014, Ghent University, Belgium): Committee Member.
32. Francois De Kock (2015, University of Cape Town, South Africa & Erasmus University, Rotterdam, The Netherlands): Promotor.
33. Saartje Cromheecke (2016, Ghent University, Belgium): Promotor.

34. Sanne Nijs (2016, Catholic University Leuven, Belgium): Dissertation Committee Member.
35. Jasmine Vergauwe (2017, Ghent University, Belgium): Committee Member.
36. Scott Parrigon (2018, Purdue University, USA): Dissertation Committee Member.
37. Christoph N. Herde (2019, Ghent University, Belgium): Promotor.
38. Saar Van Lysebetten (2019, Ghent University, Belgium): Committee Member.
39. Malte Runge (2019, Ghent University, Belgium): Committee Member.
40. Stijn Schelfhout (2019, Ghent University, Belgium): Committee Member.
41. John Arnold (2020, Florida State University, USA): Dissertation Committee Member.
42. Jan Corstjens (2021, Ghent University, Belgium): Promotor.
43. Laurel Teo (2022, Singapore Management University, Singapore): Dissertation Committee Member.
44. Fien Heyde (2023, Ghent University, Belgium): Committee Member.
45. Bongani Mageba (2023, University of Pretoria): Dissertation Committee Member.
46. Yu Sitong (2024, Nanyang Technological University, Singapore): Dissertation Committee Member.

Last updated: September, 2024