****Joshua S. Bourdage, Ph.D.****

Department of Psychology

University of Calgary

Calgary, AB, Canada, T2N 1N4

phone: 403.220.4953

email: joshua.bourdage@ucalgary.ca

****ACADEMIC POSITIONS****

**Associate Professor, July 2018-Present**

**Industrial/Organizational Psychology**

**Department of Psychology**

**University of Calgary, Calgary, AB, Canada**

**Visiting Research Fellow, February 2020-April 2020**

Future of Work Institute

Faculty of Business and Law

Curtin University, Perth, Australia

**Visiting Professor, January 2017 – June 2017**

Richard Ivey School of Business

University of Western Ontario, London, ON, Canada

**Assistant Professor, July 2013-June 2017**

**Industrial/Organizational Psychology**

**Department of Psychology**

**University of Calgary, Calgary, AB, Canada**

**Assistant Professor, July 2012 – June 2013**

**Industrial/Organizational Psychology**

**Department of Psychology**

**University of Western Ontario, London, ON, Canada**

****EDUCATION****

**Ph.D. in Industrial-Organizational Psychology**, University of Calgary (Alberta, Canada), 2012

**M.Sc. in Industrial-Organizational Psychology**, University of Calgary (Alberta, Canada), 2008

**B.A. (First Class Honours) in Psychology,** University of Calgary (Alberta, Canada), 2006

****GRANTS AND AWARDS****

**RESEARCH GRANTS**

* Insight Grant, Social Sciences & Humanities Research Council of Canada (SSHRC)

Bourdage, J.S. (P.I.). Roulin, N., (Co-Investigator) & Ogunfowora, B. (Co-Investigator)

Manipulation and Influence in the Workplace

Value and Duration: $131,272 (2018-2022)

* Insight Grant, Social Sciences & Humanities Research Council of Canada (SSHRC)

Roulin, N. (P.I.) & Bourdage, J.S. (Co-Investigator)

Innovations in Interviewing: Foundational Research Exploring Asynchronous Video Interviews

Value and Duration: $188,775 (2021-2026)

Ranked 2nd/27 in pool

* Insight Development Grant, Social Sciences & Humanities Research Council of Canada (SSHRC)

Schmidt, J.A. (P.I.). & Bourdage, J.S. (Co-Investigator)

The Effects of Job Advertisement Messaging and Applicant Traits on Job Pursuit Decisions

Value and Duration: $61,500 (2019-2021)

* Insight Grant, Social Sciences & Humanities Research Council of Canada (SSHRC)

Roulin, N. (P.I.). & Bourdage, J.S. (Co-Investigator)

Differentiating honest from deceptive impression management tactics in employment interviews: Antecedents, mechanisms, and impacts

Value and Duration: $159,360 (2015-2020)

Rank: 12th/85 in pool, 23.4% success rate

* Insight Development Grant, Social Sciences & Humanities Research Council of Canada (SSHRC)

Bourdage, J.S. (P.I.). & Ogunfowora, B. (Co-Investigator)

Understanding Workplace Impression Management: The Role of Target Characteristics

Value and Duration: $66,609 (2014-2016)

Rank: 4th/46 in pool, 26.1% success rate

* SSHRC Insight Enhancement Grant – University of Calgary

Bourdage, J.S. (P.I.).

Honesty-Humility and Deception in the Workplace: Detection and Deterrents

Value and Duration: $5,820 (2017-2018)

* Canadian Centre for Advanced Leadership – Leadership Research Grant

Bourdage, J.S., (P.I). Jones, S., Chan, C., & Bharwani, A.

Validation of a leadership self-assessment tool for medicine

Value and Duration: $9,931 (2018-2019)

* University of Calgary Faculty of Arts Seed Grant

Bourdage, J.S. (P.I.).

Job search experiences of Syrian refugees: A qualitative investigation

Value and Duration: $2,300 (2017-2018)

* New Researcher Award – Faculty of Arts, University of Calgary

Bourdage, J.S.

Value and Duration: $1000 (2015-2016): Award for winning “Outstanding New Researcher”

* University of Western Ontario Research Grant - $19,000 (2012-2014)

**AWARDS**

* Personnel Psychology Best Paper Finalist 2020 – Bourdage, J.S., Roulin, N., & Tarraf, R.
* University of Calgary Faculty of Graduate Studies GREAT Supervisor Award 2018
* Honourable Mention Winner University of Calgary Graduate Student Association Excellence in Graduate Supervision Award (2017).
  + Note: 4 “Honourable Mentions” among the more than 30 nominations. Nominations required at least three letters from graduate students.
* University of Calgary Taylor Institute Teaching Award – Curriculum Development (2016) (Winners: Bodner, G., & Bourdage, J.S.).
  + Note: Nominated for this award based on a multi-year curriculum review led by Glen Bodner and Joshua Bourdage.
* University of Calgary Faculty of Arts Outstanding New Researcher Award Winner (2015)
* Nominee for the CAFA (Confederation of Alberta Faculty Associations) Distinguished Academic Award, 2015 – Nomination from the Faculty of Arts, University of Calgary
* Ranked as one of the Top 10 Instructors for University of Lethbridge Calgary Campus 2010-2011
* Paper selected for the Best Paper Proceedings at the 2010 Academy of Management Meeting
* Runner-up for 2009 Society for Industrial-Organizational Psychology Conference John Flanagan Outstanding Student Contribution Award
* Feature Poster for the 2009 Society for Industrial-Organizational Psychology Conference
* Profiled by U Magazine as one of the top 40 students to watch at the University of Calgary (Fall 2006)

****JOURNAL ARTICLES (PUBLISHED)****

*Highlights: Total citations (source: Google scholar): 2,263; h-index: 22*

1. Lukacik, E., Bourdage, J.S., & Roulin, N. (2022). Into the Void: A Conceptual Model and Research Agenda for the Design and Use of Asynchronous Video Interviews. *Human Resource Management Review, 32,* 100789*.* <https://doi.org/10.1016/j.hrmr.2020.100789>.
2. Moon, B., Lee, N., & Bourdage, J.S. (2022). Personalized and Socialized Need for Power: Distinct Relations to Employee Traits and Behaviours. *Canadian Journal of Behavioural Science, 54,* 28-39. <https://doi.org/10.1037/cbs0000279>.
3. Boss, H.C., Lee, C.S., Bourdage, J.S., & Hamilton, L. (2022). Developing and Testing a Framework for Understanding Refugees’ Job Search Processes. *Equality, Diversity and Inclusion: An International Journal, 41,* 568-591. <https://doi.org/10.1108/EDI-01-2021-0031>.
4. Jones, S. K., Chan, K. H., Bourdage, J. S., & Bharwani, A. (2022). Identifying leadership in medical trainees: valuation of a competency-based approach. *BMJ Leader, 6,* 20-29. <http://dx.doi.org/10.1136/leader-2020-000402>.
5. Sterzer, F.R., Caird, J.K., Simmons, S., & Bourdage, J.S. (2022). A scoping review of predictors of driving under the influence of cannabis (DUIC) in young drivers. *Transportation Research Part F: Traffic Psychology and Behaviour, 88,* 168-183. <https://doi.org/10.1016/j.trf.2022.05.014>.
6. Bourdage, J.S., Derous, E., Holtrop, D., Roulin, N., De Kock, F.S., Powell, D.M., & Dunlop, P.D. (2021). Cross-Cultural Interview Practices: Research and Recommendations. *SIOP White Paper Series.* [*https://www.siop.org/Portals/84/docs/White%20Papers/crosscultint.pdf*](https://www.siop.org/Portals/84/docs/White%20Papers/crosscultint.pdf)
7. Pike, M., Powell, D., Bourdage, J.S., & Lukacik, E. (2021). Why Not Interview? Investigating Interviews as a Method for Judging Honesty-Humility. *Journal of Personnel Psychology.* [*https://doi.org/10.1027/1866-5888/a000293*](https://doi.org/10.1027/1866-5888/a000293)*.*
8. Wingate, T.G., Jones, S.K., Khakhar, M., & Bourdage, J.S. (2021). Speaking of Allergies: Communication Challenges for Restaurant Staff and Customers. *International Journal of Hospitality Management, 96,* 102959. <https://doi.org/10.1016/j.ijhm.2021.102959>.
9. Roulin, N., Bourdage, J.S., Hamilton, L., O’Neill, T. A., & Shen, W. (2021). Emerging research in industrial and organizational psychology in Canada. *Canadian Journal of Behavioural Science, 53,* 91-97*.* (Last four authors made equal contributions). <https://doi.org/10.1037/cbs0000274>.
10. Roulin, N., Langer, M., & Bourdage, J.S. (2021). “I” feel(s) left out: The importance of information and communication technology in personnel selection research. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 14,* 423-427. <https://doi.org/10.1017/iop.2021.79>.
11. Powell, D., Bourdage, J.S., & Bonaccio, S. (2021). Shake and Fake: The Role of Interview Anxiety in Deceptive Impression Management. *Journal of Business and Psychology, 36,* 829-840. <https://doi.org/10.1007/s10869-020-09708-1>.
12. Lukacik, E., & Bourdage, J.S. (2020). I Like What I See: Attraction to Organizations and Honesty-Humility. *Personality and Individual Differences, 161,* 109930. <https://doi.org/10.1016/j.paid.2020.109930>.
13. Robie, C., Christiansen, N. D., Bourdage, J. S., Powell, D. M., & Roulin, N. (2020). Nonlinearity in the relationship between impression management tactics and performance. *International Journal of Selection and Assessment*, *28*(4), 522-530. <https://doi.org/10.1111/ijsa.12307>.
14. Bourdage, J.S., Schmidt, J.A., Wiltshire, J., Nguyen, B., Lee, K. (2020). Personality, Interview Performance, and the Mediating Role of Impression Management. *Journal of Occupational and Organizational Psychology, 93,* 556-577*.* [*https://doi.org/10.1111/joop.12304*](https://doi.org/10.1111/joop.12304)*.*
15. Dunlop, P.D., Bourdage, J.S., De Vries, R.E., McNeill, I., Jorritsma, K., Orchard, E., Austen, T., Baines, T., & Choe, W-K. (2020). Liar! Liar! (when Stakes are Higher): Understanding how the Overclaiming Technique can be used to Detect Faking in Personnel Selection. *Journal of Applied Psychology, 105,* 784-799. <https://doi.org/10.1037/apl0000463>.
16. Bourdage, J.S., Schmidt, J.A., Wiltshire, J., Nguyen, B., & Lee, C. (2020). Personality, Interview Faking, and the Mediating Role of Attitudes, Norms, and Perceived Behavioral Control. *International Journal of Selection and Assessment, 28,* 163-175. <https://doi.org/10.1111/ijsa.12278>.
17. MacInnis, C. C., Boss, H. C., & Bourdage, J. S. (2020). More evidence of participant misrepresentation on Mturk and investigating who misrepresents. *Personality and Individual Differences, 152,* 109603. <https://doi.org/10.1016/j.paid.2019.109603>.
18. Sidhu, D. M., Deschamps, K., Bourdage, J. S., & Pexman, P. M. (2019). Does the name say it all? Investigating phoneme-personality sound symbolism in first names. *Journal of Experimental Psychology: General, 148*, 1595–1614. <https://doi.org/10.1037/xge0000662>.
19. Roulin, N., Bourdage, J.S., & Wingate, T. (2019). Who Is Conducting “Better” Employment Interviews? Antecedents of Structured Interview Components Use. *Personnel Assessment and Decisions, 1,* 37-48*.* <https://doi.org/10.25035/pad.2019.01.002>.
20. Wingate, T., & Bourdage, J.S. (2019). Liar at first sight? Early impressions and interviewer judgments, attributions, and false perceptions of faking. *Journal of Personnel Psychology, 18*, 177-188*.* [https://doi.org/10.1027/1866-5888/a000232](https://psycnet.apa.org/doi/10.1027/1866-5888/a000232).
21. Wingate, T., Lee, C., Bourdage, J.S. (2019). Who helps and why? Contextualizing Organizational Citizenship Behavior. *Canadian Journal of Behavioural Science, 51,* 147-158*.* [https://doi.org/10.1037/cbs0000125](https://psycnet.apa.org/doi/10.1037/cbs0000125).
22. Lukacik, E., & Bourdage, J.S. (2019). Exploring the Influence of Abusive and Ethical Leadership on Supervisor and Coworker-Targeted Impression Management. *Journal of Business and Psychology, 34,* 771-789*.* [*https://doi.org/10.1007/s10869-018-9593-2*](https://doi.org/10.1007/s10869-018-9593-2)*.*
23. Bourdage, J. S., Roulin, N., & Tarraf, R. (2018). “I (might be) just that good”: Honest and deceptive impression management in employment interviews. *Personnel Psychology, 71*(4), 597-632.
24. Schmidt, J. A., Willness, C. R., Jones, D. A., & Bourdage, J. S. (2018). Human resource management practices and voluntary turnover: A study of internal workforce and external labor market contingencies. *The International Journal of Human Resource Management, 29* (3), 571-594.
25. Bourdage, J.S., Goupal, A., Neilson, T., Lukacik, E., & Lee, N. (2018). Personality, equity sensitivity, and discretionary workplace behavior. *Personality and Individual Differences.*
26. Bourdage, J. S., Roulin, N., & Levashina, J. (2017). Editorial: Impression Management and Faking in Job Interviews. *Frontiers in Psychology*, *8*, 1294 in Special Research Topic: Impression Management and Faking in Job Interviews.
27. Roulin, N.,& Bourdage, J.S. (2017). Once an impression manager, always an impression manager? Antecedents of honest and deceptive impression management use and variability across multiple job interviews. *Frontiers in Psychology (Organizational Psychology), 8* in Special Research Topic: Impression Management and Faking in Job Interviews.
28. Dunlop, P.D., Bourdage, J.S., De Vries, R.E., Hilbig, B.E., & Zettler, I. (2017). Openness to (Reporting) Experiences that We Never Had: Overclaiming as an Outcome of the Knowledge Accumulated through a Proclivity for Cognitive and Aesthetic Exploration. *Journal of Personality and Social Psychology.* DOI: http://dx.doi.org/10.1037/pspp0000110.
29. Powell, D.M., & Bourdage, J.S. (2016). The detection of personality traits in employment interviews: Can "good judges" be trained? *Personality and Individual Differences, 94,* 194-199.
30. Law, S. J., Bourdage, J., & O’Neill, T. A. (2016). To Fake or Not to Fake: Antecedents to Interview Faking, Warning Instructions, and Its Impact on Applicant Reactions. *Frontiers in Psychology*, *7* in Special Research Topic: Impression Management and Faking in Job Interviews.
31. Woodley, H.J.R., Bourdage, J.S., Ogunfowora, B., & Nguyen, B. (2015). Examining equity sensitivity: An investigation using the Big Five and HEXACO models of personality. *Frontiers in Psychology, 6.*
32. Bourdage, J.S., Wiltshire, J., & Lee, K. (2015). Personality and workplace impression management: Correlates and implications. *Journal of Applied Psychology, 100,* 537-546*.* DOI: 10*.1037/a0037942.*
33. Wiltshire, J., Bourdage, J.S., & Lee, K. (2014). Honesty-Humility and perceptions of organizational politics in predicting workplace outcomes. *Journal of Business and Psychology, 29,* 235-251.DOI: 10.1007/s10869-013-9310-0.
34. Ogunfowora, B. & Bourdage, J.S. (2014). Does Honesty-Humility influence evaluations of leadership emergence? The mediating role of moral disengagement. *Personality and Individual Differences, 56,* 95-99.
35. Ogunfowora, B., Bourdage, J.S., & Nguyen, B. (2013). An exploration of the dishonest side of self-monitoring: Links to moral disengagement and unethical business decision making. *European Journal of Personality, 27,* 532-544.
36. Lee, K., Ashton, M.C., Wiltshire, J., Bourdage, J.S., Visser, B.A., & Gallucci, A. (2013). Sex, power, and money: Prediction of the Dark Triad and Honesty-Humility. *European Journal of Personality, 27*, 169-184.
37. Bourdage, J.S., Lee, J., Lee, K., & Shin, H. (2012). Motives for organizational citizenship behavior: Personality correlates and co-worker ratings of OCB. *Human Performance, 25,* 179-200.
38. Schmidt, J.A., Ogunfowora, B., & Bourdage, J.S. (2012). No person is an island: The effects of group characteristics on individual trait expression. *Journal of Organizational Behavior, 33,* 925-945.
39. Ferris, P.A., Kline, T.J.B., & Bourdage, J.S. (2012). He said she said: Work, bio-psychosocial, and lifestyle contributions to coronary heart disease risk. *Health Psychology, 31,* 503-511.
40. Ogunfowora, B., Bourdage, J., & Nguyen, B. (2010). The effects of supervisor-focused justice climate on employee behaviors: A replication and extension. *Best paper proceedings of the 71st annual meeting of the Academy of Management.*
41. Ogunfowora, B., Bourdage, J.S., & Lee, K. (2010). Rater personality and performance dimension weighting in making overall performance judgments. *Journal of Business and Psychology, 25,* 465-476.
42. Lee, K., Ashton, M. C., Ogunfowora, B., Bourdage, J. S., & Shin, K.H. (2010). The personality bases of socio-political attitudes: The role of Honesty-Humility and Openness to Experience. *Journal of Research in Personality, 44,* 115-119.
43. Lee, K., Ashton, M.C., Pozzebon, J.A., Visser, B.A., Bourdage, J.S., & Ogunfowora, B. (2009). Similarity and assumed similarity in personality reports of well-acquainted persons. *Journal of Personality and Social Psychology, 96,* 460-472.
44. Bourdage, J.S., Lee, K., Ashton, M.C., & Perry, A. (2007). Big Five and HEXACO model personality correlates of sexuality. *Personality and Individual Differences, 43,* 1506-1516.

****BOOK CHAPTERS****

1. Lee, C. S., & Bourdage, J. S. (2021). Risk taking. In B. J. Carducci & C.S. Nave (Editors-in-Chief) & A. Di Fabio, D. H. Saklofske, & C. Stough (Vol. Eds.), *Wiley encyclopedia of personality and individual differences: Vol. III. Personality processes and individual differences*. p.363-367. Hoboken, NJ: John Wiley & Sons.
2. Lee, C. S., & Bourdage, J. S. (2021). Hostility, personality correlates. In B. J. Carducci & C.S. Nave (Editors-in-Chief) & A. Di Fabio, D. H. Saklofske, & C. Stough (Vol. Eds.), *Wiley-Blackwell encyclopedia of personality and individual differences: Vol. III. Personality processes and individual differences*. p.237-241. Hoboken, NJ: John Wiley & Sons.
3. Shumlich, E. & Bourdage, J.S. (2021). Personality Correlates of Mindfulness. In B. J. Carducci & C.S. Nave (Editors-in-Chief) & A. Di Fabio, D. H. Saklofske, & C. Stough (Vol. Eds.), *Wiley-Blackwell encyclopedia of personality and individual differences: Vol. III. Personality processes and individual differences*. p.293-298. Hoboken, NJ: John Wiley & Sons.
4. Law, S., & Bourdage, J.S. (2017). *Personality and Leadership.* In Ziegler-Hill, V., & Shackelford, T. (Ed.), Encyclopedia of Personality and Individual Differences. Springer International Publishing, 1-5.

****CONFERENCE PRESENTATIONS****

1. Lukacik, E.R., Springle, M. & Bourdage, J. (2022, June 17-19). *“The Non-Human Aspect was Extremely Uncomfortable”: Unpacking Asynchronous Video Interview Anxiety* [poster 69153]. The 83rd Annual Convention of the Canadian Psychological Association, Calagry, AB., Canada. (submission accepted).
2. Moon, B., Daljeet, K.N., Bourdage, J.S., & Roulin, N. (2022, June 17-19). Impression Management Profiles in Job Interviews [Symposium]. In R. Jones-Chick (Chair), *CSIOP Student Symposium:*  *The Future of IO Research.*83rd Annual Convention for the Canadian Psychological Association, Calgary, AB.
3. Lukacik, E.R., & Bourdage, J. (2022, April 27-30). *One More Time: Asynchronous Video Interviews with Reviewing and Re-Recording* [symposium 123968 – *Emerging Issues in Virtual Interviews: Applicant Reactions and Potential Bias*]. The annual meeting of the Society on Industrial-Organizational Psychology, Seattle, WA, United States. (submission accepted).
4. Moon, B., Bourdage, J.S., & Roulin, N. (2022, April 28-30). *Targeting Deceptive IM in Job Interviews through a Cognitive Perspective*[Poster Presentation]. 2022 SIOP Annual Conference, Seattle, WA.
5. Wingate, T. G., & Bourdage, J. S. (2022, April). Employment interview goals and design: A qualitative study. *Oral presentation for 37th Annual Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States*.
6. Wingate, T. G., & Bourdage, J. S. (2022, April). Employment interview goals and the purposes of unstructured conversation. *Poster presentation for 37th Annual Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States*.
7. Lukacik, E.R., & Bourdage, J. (2022, January 11-14). *Faking by design: Impression management in asynchronous video interviews* [symposium K4VKR0P8L9 - *Rise of the Machines: Innovative Video Interview Research*]. Meeting of the European Network of Selection Researchers, Glasgow, Scotland.
8. Wingate, T. G., Jones, S. J., Khakhar, M. K., & Bourdage, J. S. (2020, May). Speaking of allergies: Communication challenges for restaurant staff and customers. *Poster presentation for 80th Annual Canadian Psychological Association virtual conference, Montreal, Canada. \*Winner 2nd Place Best Poster\**
9. Wingate, T. G., Bourdage, J. S., Roulin, N., Wilhelmy, A., & Barron, A. (2020, May). Interviewer distrust and applicant competence as antecedents of interviewers’ perceptions of faking. *Poster presentation for 80th Annual Canadian Psychological Association conference, Montreal, Canada. [Conference cancelled due to COVID-19]*
10. Lukacik, E.R., & Bourdage, J. (2022, January 11-14). *Faking by design: Impression management in asynchronous video interviews* [symposium K4VKR0P8L9 - *Rise of the Machines: Innovative Video Interview Research*]. Meeting of the European Network of Selection Researchers, Glasgow, Scotland.
11. Bakour, H., Lukacik, E.R., Bourdage, J., & Roulin, N. (2021, April 15-17). *Parenthood biases in AVI evaluation* [symposium 111667 – *Investigating Discriminatory Behaviors in Employment Interviews*]. The 36th annual meeting of the Society on Industrial-Organizational Psychology, New Orleans, LA, United States.
12. Diaz, P., Lukacik, E.R., Bourdage, J., & Roulin, N. (2021, April 15-17). *Effects of Partisanship on Asynchronous Video Interview Evaluations* [symposium 111728 – *Asynchronous Video Interviews Today – Artificial Intelligence Analysis Tomorrow?*]. The 36th annual meeting of the Society on Industrial-Organizational Psychology, New Orleans, LA, United States.
13. Clow, L., Roulin, N., Lukacik, E.R., & Bourdage, J. (2021, April 15-17). *Examining bias towards gay and lesbian applicants in asynchronous video interviews* [poster 112379]. The 36th annual meeting of the Society on Industrial-Organizational Psychology, New Orleans, LA, United States.
14. Lukacik, E.R., Roulin, N., & Bourdage, J. (2020, September 7-9). *"Video is the future": Exploring hiring manager reviews of asynchronous video interviewing software* [presentation submission]. The 6th meeting of the European Network of Selection Researchers, Zurich, Switzerland (Conference cancelled).
15. Pike, M., Lukacik, E.R., & Bourdage, J. (2020, May 28-30). *The effect of training and interview questions on the detection of personality in interviews* [poster submission 54460]. The 81st Annual Convention of the Canadian Psychological Association, Ottawa, O.N., Canada.
16. Lukacik, E.R., Roulin, N., & Bourdage, J. (2020, April 23-25). *AVIs Now: AVI Design and Hiring Managers' Reactions* [symposium]. The 35th annual meeting of the Society on Industrial-Organizational Psychology, Austin, TX, United States (Conference cancelled).
17. Moon, B., Lee, N., & Bourdage, J. (2020). *Personalized and Socialized nPower: Distinct relations to employee traits and behaviours*[Poster]. 81st Annual Convention for the Canadian Psychological Association, Montréal, Quebec, Canada - Virtual Event.
18. Ogunfowora, B., Bourdage, J. S., Maerz, A., Stackhouse, M. R., & Hwang, C. C. H. (2020, August). An Exploration of How Ethical Leaders Mitigate the Deviance of Dispositionally Dishonest Employees. Academy of Management Convention – Virtual Event.
19. Jones, S. K., Bourdage, J., Bharwani, A., & Chan, C. (2019, June). *The seven key competencies: An evaluation of leadership in medical trainees.*Paper to be presented at the European Association of Work and Organizational Psychology Small Group Meeting on Leadership and Health/Well-being. Exeter, United Kingdom.
20. Pike, M. D., Powell, D., & Bourdage, J. (2019, June). Cues of trait honesty-humility for detection in the job interview. Poster Presentation at the Canadian Psychological Association Conference, Halifax, NS.
21. Roulin, N., Bourdage, J. S., & Wingate, T. G. (2019, April). Antecedents and outcomes of using structured interview components. *Oral presentation for 34th Annual Society for Industrial and Organizational Psychology conference, Washington, United States.* (First author presented)
22. Wingate, T. G., & Bourdage, J. S. (2019, May). Aligning interview structure and goals, science and practice. *Poster presentation for European Association of Work and Organizational Psychology conference, Turin, Italy.*
23. Dunlop, P.D., Bourdage, J.S., De Vries, R.E., McNeill, I., Jorritsma, K., Orchard, E., Austen, T., Baines, T., & Choe, W-K. (2019). What does overclaiming represent? Well, it depends! Presented at the International Society for the Study of Individual Differences Conference, in Florence, Italy.
24. Lee, C.S., Boss, H.C.D., & Bourdage, J.S. (accepted). Navigating the job search process: Refugee-specific factors. Poster to be presented at the meeting of the European Association of Work and Organizational Psychology, Turin, Italy.
25. Wingate, T.G., Bourdage, J.S., & Barron, A.H. (2018, June). Interviewers aren’t lie detectors: Alternative explanations for perceptions of applicant faking. Oral presentation to 5th Biennial Meeting of the European Network of Selection Researchers, Edinburgh, Scotland.
26. Wingate, T. G., & Bourdage, J. S. (2018, April). Liar at first sight? Early impressions and interviewer judgments, attributions, and perceptions. *Oral presentation for 33rd Annual Society for Industrial and Organizational Psychology conference, Chicago, United States.*
27. Law. S. J., Bourdage, J. S., & Roulin, N. (2018). Hitting the Target: Interviewer Characteristics and Applicant Impression Management. Poster to be presented at the annual meeting of the International Congress of Applied Psychology, Montreal, QC.
28. Lukacik, E., Lukic, A., Bourdage, J., & Roulin, N. (2018). A theoretical framework and guide for designing and conducting effective job interviews. The 29th International Congress of Applied Psychology, Symposium submission, Montreal, Q.C., June 26-30, 2018. Submission 32826.
29. Lukacik, E., & Bourdage J. (2018). The use of humour as ingratiation in the interview. The 33rd Annual Meeting of the Society of Industrial-Organizational Psychology, Paper submission, Chicago, I.L., April 19-21, 2017. Submission 66922.
30. Pexman, P. M., Sidhu, D. M., Deschamps, K., & Bourdage, J.S. (2017, June). *Extraverted Erica and agreeable Anne: The sound symbolism of first names.* Talk presented at the annual meeting of the Canadian Society for Brain, Behaviour and Cognitive Sciences, Regina, SK.
31. Law, S. J., Bourdage, J. S., & Roulin, N. (2017, June). *Impression management in the interview: The impact of interviewer characteristics.* Poster presented at the annual meeting of the Canadian Psychological Association, Toronto, ON.
32. Wingate, T.G., & Bourdage, J.S. (2017, May). *An experimental look at the trajectory and outcomes of interviewers’ impressions.* Poster presentation at European Association of Work and Organizational Psychology conference, Dublin, Ireland.
33. Roulin, N., & Bourdage, J. (2017, May). *Once an impression manager, always an impression manager? Antecedents of honest and deceptive impression management and variability across interviews.* Paper presented at the 18th Conference of the European Association of Work and Organizational Psychology (EAWOP)*,* Dublin, Ireland.
34. Lukacik, E., & Bourdage J. (2017, April). *The influence of ethical and abusive leadership on impression management.* Poster presented at the 32nd Annual Meeting of the Society of Industrial-Organizational Psychology, Paper submission, Orlando, F.L.
35. Wingate, T.G., Bourdage, J.S., & Lee, C. (2017, April). *Personality & contextual covariates of organizational citizenship motives.* Poster presentation at Society for Industrial and Organizational Psychology conference, Orlando, Florida, United States.
36. Lee, C.S., & Bourdage, J.S. (2017, April). *Honesty-humility and the overclaiming technique.* In P.D. Dunlop, J.S. Bourdage, & N. Roulin (Chairs), Would I lie to you? Applicant faking behavior and motivation. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
37. Dunlop, P.D., Bourdage, J.S., De Vries, R.E., McNeill, I., Orchard, E., Austen, T., & Jorritsma, K. (2017, April). *Improving the Instrumentality of the Overclaiming Questionnaire to Detect Faking.* In P.D. Dunlop, J.S. Bourdage, & N. Roulin (Chairs), Would I lie to you? Applicant faking behavior and motivation. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
38. Bourdage, J.S., Law, S., & Ogunfowora, T. (2016, July). *Predicting leadership emergence: A comparison of trait and behavior-based approaches*. Poster presented at the annual meeting of the International Congress of Psychology, Yokohama, Japan
39. Law, S. J., Bourdage, J. S., & Ogunfowora, T. (2016, July). *Target practice: Who is subjected to more impression management behaviours?* Poster presented at the annual meeting of the International Congress of Psychology, Yokohama, Japan.
40. Roulin, N., Bourdage, J.S. (2016, July). *Honest and deceptive impression management tactics in interviews: Who uses them and what interview characteristics facilitate them?* Paper presented at the 4th European Network of Selection Research (ENESER) Meeting*,* Amsterdam, The Netherlands.
41. Bigelow, B., Bourdage, J. S., & Lee, N. (2016, June). *Measuring Defensive Impression Management: The Development of a Scale.* Poster presented at the 77th Annual Canadian Psychological Association Convention, Victoria, BC.
42. Wingate, T. G., Bourdage, J. S., & Lee, C. S. (2016, June). Self-serving motivations for organizational citizenship behaviours: Instrumental and affective. *Poster presentation for 76th Annual Canadian Psychological Association conference, Victoria, Canada.*
43. Bourdage, J.S., Tarraf, R., & Roulin, N. (2016, April). *Target Acquired: A Theoretical Model of Impression Management Target Antecedents.* Presentation at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
44. Law, S. J., & Bourdage, J. S. (2016, April). *Impression management: A model of target characteristics.* Poster to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
45. Bourdage, J.S., Maerz, A., Ogunfowora, B., Henley, L., & Vockeroth, E. (2015, July). *Disentangling the link between honesty-humility and detrimental workplace behaviors: The role of ethical leadership and organizational justice.* Presented at the International Society for the Study of Individual Differences Conference in London, Ontario.
46. Goupal, A., Lee, N.M., Bourdage, J.S. Godor, M., & Neilson, T. (2015, July). *The relationship between personality and organizational citizenship behaviors: The mediating role of equity sensitivity.* Presented at the International Society for the Study of Individual Differences Conference in London, Ontario.
47. Wiltshire, J., Bourdage, J.S., Lee, K., & Nguyen, B. (2015, June). *Recruitment vs. selection: Applicant reactions and impression management in response to rapport building in the interview.* Presented at the 77th Annual Convention of the Canadian Psychological Association in Ottawa, Canada.
48. Law, S., Bourdage, J.S., & Ogunfowora, B. (2015, June). *Impression management behavior: A function of the target characteristics?* Presented at the 77th Annual Convention of the Canadian Psychological Association in Ottawa, Canada.
49. Lee, N., Goupal, A., Bourdage, J.S., Godor, M., Nielson, T., & (2015, June). *The relationship between personality and workplace deviance: The mediating role of equity sensitivity.* Presented at the 77th Annual Convention of the Canadian Psychological Association in Ottawa, Canada.
50. Lukacik, E., Bourdage, J.S., & Lee, K. (2015, June). *Personality and attraction to organizational image: Facets and factors.* Presented at the 77th Annual Convention of the Canadian Psychological Association in Ottawa, Canada.
51. Wiercinski, A., Bourdage, J.S., Lukacik, E., Lee, C., & Bigelow, B. (2015, June). *Interviewer use of impression management in employment interviews.* Presented at the 77th Annual Convention of the Canadian Psychological Association in Ottawa, Canada
52. Chapman. D.S., Choi, J., & Bourdage, J.S. (2015, May). *The influence of industry and organization on employee perceptions of organizational culture: A hierarchical analysis.* Presented at the 17th European Congress of Work and Organizational Psychology in Oslo, Norway.
53. Bourdage, J.S., Roulin, N., & Tarraf, R. (2015, April). *Further validation of the interview honest impression management measure.* Presented at the 30th Annual Convention of the Society of Industrial and Organizational Psychology in Philadelphia, Pennsylvania.
54. Law, S., O’Neill, T., & Bourdage, J.S. (2015, April). *Interview faking: Investigation of who engages in IM and why.* Presented at the 30th Annual Convention of the Society of Industrial and Organizational Psychology in Philadelphia, Pennsylvania.
55. Dunlop, P., Bourdage, J.S., & De Vries, R. (2015, April). *VIE predictors of faking on HEXACO personality in selection situations.* Presented at the 30th Annual Convention of the Society of Industrial and Organizational Psychology in Philadelphia, Pennsylvania.
56. Roulin, N., Bourdage, J.S., & Tarraf, R. (2014, August). *Initial development of a measure of honest impression management in the employment interview.* Presented at the Academy of Management Annual Meeting in Philadelphia, Pennsylvania.
57. Bourdage, J.S., Tarraf, R., & Roulin, N. (2014, June). *Preliminary development and validation of the honest impression management scale for job interviews.* Presented at the 14th Annual Conference of the European Academy of Management.
58. Wiltshire, J., Bourdage, J.S., Lee, K., & Nguyen, B. (2014, June). *Rapport building in the interview: Applicant reactions and impression management.* Presented at the 14th Annual Conference of the European Academy of Management.
59. Henley, L., Vockeroth, E., & Bourdage, J.S. (2014, June). *Disentangling organizational citizenship behavior motives: Situational and attitudinal antecedents.* Presented at the 76th Annual Convention of the Canadian Psychological Association in Vancouver, Canada.
60. Schmidt, J.A, Jones, D.A, Willness, C.R., & Bourdage, J.S. (2014, May). *Bonus eligibility inequity and turnover in part-time and full-time employees.* Presented at the 29th Annual Convention of the Society of Industrial and Organizational Psychology in Honolulu, Hawaii.
61. Lukacik, E., Bourdage, J.S., & Lee, K. (2013, June). *Attraction to organizations and the HEXACO personality model*. Presented at the 74th Annual Convention of the Canadian Psychological Association in Quebec City, Canada.
62. Ogunfowora, B., Dube, B., & Bourdage, J.S. (2013, June). *An examination of the validity of leadership emergence ratings.* Presented at the 74th Annual Convention of the Canadian Psychological Association in Quebec City, Canada.
63. Bourdage, J.S., & Lee, K. (2013, April). *An investigation of personality, impression management, and interview performance.* Presented at the 28th Annual Convention of the Society of Industrial and Organizational Psychology in Houston, Texas.
64. Schmidt, J.A., Bourdage, J.S., & Ogunfowora, B. (2013, April). *Understanding performance variability: The role of group personality faultlines.* Presented at the 28th Annual Convention of the Society of Industrial and Organizational Psychology in Houston, Texas.
65. Schmidt, J.A., Willness, C.R., Bourdage, J.S., & Jones, D.A. (2013, April). *The effects of strategic HRM and workforce characteristics on turnover.* Presented at the 28th Annual Convention of the Society of Industrial and Organizational Psychology in Houston, Texas.
66. Schmidt, J.A., Jones, D.A., Willness, C.R., Bourdage, J.S., & Youndt, M. (2012, August). *The effects of inducement and expectation HR practices on turnover & customer satisfaction.* Presented at the Academy of Management Annual Meeting in Boston, Massachusetts.
67. Ogunfowora, B., Bourdage, J.S., & Wiltshire, J. (2012, June). *The effects of CEO ethicality on the attraction of prospective job applicants*. Accepted for presentation at the 12th European Academy of Management Annual Conference in Rotterdam, The Netherlands.
68. Ogunfowora, B., Bourdage, J.S., & Nguyen, B. (2012, April). *An exploration of the dishonest side of self-monitoring.* Accepted for presentation at the 27th Annual Convention of the Society of Industrial and Organizational Psychology in San Diego, California.
69. Wiltshire, J., Lee, K., & Bourdage, J.S. (2012, April). *Honesty-Humility and perceptions of organizational politics in predicting workplace outcomes.* Accepted for presentation at the 27th Annual Convention of the Society of Industrial and Organizational Psychology in San Diego, California.
70. Nguyen, B., Bourdage, J.S., & Kendall, M. (2011, June). *Let the liars lead: Investigating personality and leadership emergence.* Presented at the 72nd Annual Convention of the Canadian Psychological Association in Toronto, Canada.
71. Bourdage, J.S., Lee, K., Wiltshire, J., & Ogunfowora, B. (2011, May). *Good soldiers versus good actors: Investigating the personality correlates of OCB motives.* Presented at the 15th European Congress of Work and Organizational Psychology in Maastricht, The Netherlands.
72. Wiltshire, J., Lee, K., Bourdage, J.S., & Ogunfowora, B. (2011, May). *Exploring potential moderators of the relationship between perceptions of organizational politics and its outcomes.* Presented at the 15th European Congress of Work and Organizational Psychology in Maastricht, The Netherlands.
73. Bourdage, J.S., Lee, K., Wiltshire, J., & Ogunfowora, B. (2011, April). *Liar liar? Self–coworker correlations in personality and impression management.* Presented at the 26th Annual Convention of the Society of Industrial and Organizational Psychology in Chicago, Illinois.
74. Schmidt, J.A., Bourdage, J.S., & Ogunfowora, B. (2010, August). *Cross-level interactions of individual conscientiousness, group personality, and emergent states.* Presented at the Academy of Management Annual Meeting in Montreal, Canada.
75. Ogunfowora, B., Bourdage, J.S., & Nguyen, B. (2010, August). *The effects of supervisor focused justice climate on employee behaviors: A replication and extension.* Presented at the Academy of Management Annual Meeting in Montreal, Canada.
76. Bourdage, J.S., Ogunfowora, B., Nguyen, B., Lee, K., & Schmidt, J.A. (2010, June). *Understanding political skill: An examination of personality correlates of political skill and influence on supervisor ratings of OCB.* Presented at the 71st Annual Convention of the Canadian Psychological Association in Winnipeg, Canada.
77. Nguyen, B., Ogunfowora, B., & Bourdage, J.S., & Lee, K. (2010, June). *Examining the personality correlates of equity sensitivity.* Presented at the 71st Annual Convention of the Canadian Psychological Association in Winnipeg, Canada.
78. Nguyen, B., Ogunfowora, B., & Bourdage, J.S. (2010, April). *An investigation of major personality traits underlying self-monitoring.* Presented at the 25th Annual Convention of the Society of Industrial and Organizational Psychology in Atlanta.
79. Bourdage, J.S., Lee, K., & Ogunfowora, B. (2009, April). *Antecedents and consequences of impression management: A field study.* Presented at the 24th Annual Convention of the Society of Industrial and Organizational Psychology in New Orleans, Louisiana.
80. Bourdage, J.S., Lee, J., Lee, K., & Shin, H. (2009, April). *Good soldiers versus good actors: An investigation of OCB motives.* Presented at the 24th Annual Convention of the Society of Industrial and Organizational Psychology in New Orleans, Louisiana.
81. Schmidt, J.A., Ogunfowora, B., & Bourdage, J.S. (2009, April). *Individual personality, group personality composition, and performance behaviors.* Presented at the 24th Annual Convention of the Society of Industrial and Organizational Psychology in New Orleans, Louisiana.
82. Ogunfowora, B., & Bourdage, J.S. (2009, August). *The validity of behavior-based competencies in predicting leadership emergence.* Presented at the Academy of Management Annual Meeting in Chicago, Illinois.
83. Bourdage, J.S., Lee, K., & Ashton M.C. (2008, April). *Personality correlates of impression management tactic use.* Presented at the 23rd Annual Convention of the Society of Industrial and Organizational Psychology in San Francisco, California.
84. Bourdage, J.S., Ogunfowora, B., & Lee, K. (2008, April). *Rater personality and performance dimension weightings.* Presented at the 23rd Annual Convention of the Society of Industrial and Organizational Psychology in San Francisco, California.
85. Bourdage, J.S., Lee, K., & Perry, A. (2007, June). *Big Five and HEXACO personality correlates of sexuality.* Poster presented at the 68th Annual Convention of the Canadian Psychological Association in Ottawa, Canada.

****CONFERENCE SYMPOSIA CHAIRED****

1. Roulin, N., & Bourdage J.S. (2017, April). Co-Chairs. Exploring applicants' behaviors and attitudes in employment interviews. 32nd Conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.
2. Bourdage J.S., Dunlop, P.D., & Roulin, N. (2017, April). Co-Chairs. *Would I lie to you? Applicant faking behavior and motivation.* 32nd Conference of the Society for Industrial and Organizational Psychology (SIOP)*,* Orlando, FL.
3. Roulin, N., & Bourdage J.S. (2016, April). Co-Chairs. *New directions in impression management and faking in employment interviews.* 31st Conference of the Society for Industrial and Organizational Psychology (SIOP)*,* Anaheim, CA.
4. Bourdage, J.S., & Roulin, N. (2015, April). Co-Chairs. *Recent developments in interview impression management and faking research.* Symposium chaired at the 30th Annual Convention of the Society of Industrial and Organizational Psychology in Philadelphia, Pennsylvania.

****OTHER CONTRIBUTIONS (BRIDGE JOURNAL, MAGAZINE, AND NEWSPAPER CONTRIBUTIONS)****

1. Bourdage, J.S, & Ogunfowora, B. (2016, September 29). The pifalls of office politics - and how to avoid them. *Globe and Mail.*
2. Bonaccio, S., Bourdage, J.S., Chiocchio, F., Latham, G., & Shen, W. (2015). Spotlight on I-O Psychology in Canada. *The Industrial-Organizational Psychologist.*
3. Kelloway, K., & Bourdage, J.S. (2015). Psychology Works…At Work. *Psynopsis: Canada’s Psychology Magazine, 37(4),* 4.
4. Roulin,N., & Bourdage, J.S. (2015). Influence Tactics and Deception in Employment Interviews, *Psynopsis: Canada’s Psychology Magazine, 37(4)*, 14, 16.
5. Bourdage, J.S. Communication Update. *The Canadian Industrial and Organizational Psychologist.* 
   1. This is a quarterly column I write for the Canadian Society of Industrial and Organizational Psychology. Over three years I have written twelve columns.
6. Bourdage, J.S., Broadening the reach of I/O research in Canada. *Canadian Society for Industrial and Organizational Psychology Blog.* Published March 1, 2015: <http://csiop-scpio.ca/academics-blog/2015/03/01/broadening-the-reach-of-i-o-research-in-canada/>
7. Amistad, C., Godollei, A., Lee, C. S., Lukacik, E., Wingate, T.G., & Bourdage, J.S. (2017). The Vecova Onboarding Review and Recommendations. Vecova, Calgary, AB. (Authors contributed equally).
8. Bourdage, J.S., & Tung, V. (January 2010). *Development and results of the Wood’s Homes Staff Satisfaction Survey 2010.* A report prepared for Wood’s Homes. Both first and second authors played equal roles.
9. Ogunfowora, B., & Bourdage, J.S. (April 2009). *Report on the validation study of the VRRI leadership competency model.* A report prepared for the Vocational and Rehabilitation Research Institute.
10. Bourdage, J.S., & Ogunfowora, B. (2009). The cost benefits of a leadership development program: Results of a utility analysis. *Disability Digest, 18(19),* 1-2.
11. Ogunfowora, B., & Bourdage, J.S. (August 2008). *Utility analysis and return on investment (ROI) estimates of the leadership development program.* A report prepared for the Vocational and Rehabilitation Research Institute.
12. Bourdage, J.S., & Ogunfowora, B. (April, 2008). *An analysis of a request for proposal form (RFP) and process for selecting high acuity monitors.* Submitted to the Calgary Health Region. Both first and second authors played equal roles
13. Bourdage, J.S. (2006, September). Measurement: Reliability. In Psychology 312, Experimental Design and Quantitative Methods, University of Calgary [Online]. Available at: http://pip.ucalgary.ca/psyc-312/measurement/measurement-reliability/. Interactive web module designed to replace textbook.
14. Bourdage, J.S. (2006, September). Confidence limits on the mean. In Psychology 312, Experimental Design and Quantitative Methods, University of Calgary [Online]. Available at: http://pip.ucalgary.ca/psyc-312/simple-experiments-and-hypothesis-tests-of-means/confidence-limits-on-the-mean/. Interactive web module designed to replace text book.

****GUEST LECTURES AND INVITED TALKS****

**Invited Speaker – Organizational Behaviour Speaker Series**

April 2017

Lazaridis School of Business, Wilfrid Laurier University

*Title:* Fool Me Once: Understanding Impression Management and Honesty-Humility in the Workplace

**Guest Speaker – Canadian Child Health Clinician Scientist Program Speaker Series**

November 2016

University of Calgary

*Title:* Negotiation in the workplace

**Invited Speaker – Stu Clark Distinguished Speaker Series**

July 2016

Asper School of Business, University of Manitoba

*Title:* “To be Honest with You”: Understanding Impression Management and Honesty-Humility in the Workplace.

**Guest Presenter – Calgary Comic and Entertainment Expo**

May 2016

Co-Presenters: Stephanie Law, Eden-Raye Lukacik, Timothy Wingate

*Title:* Manipulation in Gaming

**Invited Speaker – Alberta Health Services**

February 2016

Co-Presenter: Tom Oliver

*Title:* Evidence-based management solutions in the health care sector

**Public Service Talk – Father Lacombe High School Students**

September 2015

*Title:* Generating knowledge in Psychology

**Guest Speaker – Interdisciplinary Research Forum – Hosted by Society of Young Researchers (2015, February)**

University of Calgary

*Title:* You Underestimate the Power of the Dark Side: Understanding Dishonesty and Impression Management in the Workplace

**Guest Speaker – PSYCHS Undergraduate Association – Meet your Professor Event (2013)**

University of Calgary

**Guest Speaker – Ivey Research Series –2013**

Ivey Business School, University of Western Ontario

*Title:* Impression Management in the Workplace and Interview: Who does it and why it Matters

**Guest Lecturer – University of Western Ontario March Break Open House – 2013**

University of Western Ontario

*Title:* You Underestimate the Power of the Dark Side: Understanding Dishonesty and Impression Management in the Workplace

**Guest Lecturer – Introduction to Industrial and Organizational Psychology (Psychology 2660)**

University of Western Ontario

*Title:* Leadership in Organizations

**Keynote Speaker – Southwestern Ontario IO Psychology and OB Student Conference - 2012**

*Title:* Getting the job: Impression Management Research, and Tips for the Prospective Job Applicant

**Leadership Panel Member, April 2010**

* Panel speaker on leadership in the non-profit sector

**Invited Speaker**, June 2009

Vecova Centre for Disability Services and Research, Calgary, Canada

* Guest speaker on leadership development at Annual General Meeting

**Guest Lecturer – Personnel Psychology (PSYC 421)**

**University of Calgary**

***Title:*** “Impression Management in the Workplace”

****TEACHING AND INSTRUCTION****

**Teaching: University of Calgary**

* Fall 2013: Psychology 739 (Graduate Seminar in Leadership and Motivation)
* Fall 2013: Psychology 709 (Graduate Research in Industrial/Organizational Psychology)
* Winter 2014: Psychology 481 (Current Issues in Organizational Psychology)
* Winter 2014: Management 601 (Leadership – Haskayne School of Business) – Co-Instructor
* Fall 2014: Psychology 739 (Graduate Seminar in Performance Management)
* Winter 2015: Psychology 501 (Seminar in Psychology: Impression Mgmt. and Int. Influence)
* Winter 2015: Management 601 (Leadership – Haskayne School of Business) – Co-Instructor
* Fall 2015: Psychology 739.15 (Seminar in Leadership and Motivation)
* Fall 2015: Psychology 481 (Current Issues in Organizational Psychology)
* Winter 2016: Management 601 (Leadership – Haskayne School of Business) – Co-Instructor
* Fall 2016: Psychology 481 (Current Issues in Organizational Psychology)
* Fall 2016: Psychology 739 (Graduate Seminar in Performance Management)
* Fall 2017: Psychology 481 (Current Issues in Organizational Psychology)
* Fall 2017: Psychology 739 (Graduate Seminar in Leadership)
* Fall 2018: Psychology 739 (Graduate Seminar in Research Methods in I/O Psychology)
* Fall 2018: Psychology 400.06 (Conducting Research in I/O Psychology)

**Teaching: University of Western Ontario**

* Psychology 2060: The Psychology of People, Work, and Organizations (2012)

**Teaching: University of Lethbridge – Faculty of Management**

* MGT 4310: Advanced Organizational Behaviour (2011)
* MGT 2030: Introduction to Organizational Behaviour (2010-2011)

**Current Graduate Student Supervision**

Eden-Raye Lukacik (PhD Student)

Timothy Wingate (PhD Student)

Benjamin Moon (PhD Student)

Madeline Springle (Masters Student)

**Completed Graduated Students**

Clara Lee -PhD (graduated 2021)

Stephanie Law- PhD (graduated 2021)

Benjamin Moon – Masters (graduated 2021)

Eden-Raye Lukacik - Masters (graduated 2016)

Clara Lee - Masters (graduated 2016)

Tim Wingate - Masters (graduated 2017)

Naomi Lee - Masters (graduated 2017)

Stephanie Law – PhD (graduated 2021)

**Honours Thesis Supervision**

Kaitlyn Guenther (2022-2023; University of Calgary)

Nolan Peters (2022-2023; University of Calgary)

Harley Harwood (2021-2022; University of Calgary)

Jenny Lee (2021-2022; University of Calgary)

Amrit Kaler (2020-2021; University of Calgary)

Jasmine Baring (2020-2021; University of Calgary)

Haya Bakour (2019-2020; University of Calgary)

Pedro Diaz (2019-2020; University of Calgary)

Alexandra Lukic (2017-2018; University of Calgary)

Amy Barron (2017-2018; University of Calgary)

Melissa Pike (2016-2017; University of Calgary)

Marie-Claude Goulet (2016-2017; University of Calgary)

Alanna Wiercinski (2014-2015; University of Calgary)

Bailey Bigelow (2014-2015; University of Calgary)

Mitchell Godor (2014-2015; University of Calgary)

Laura Henley (2013-2014; University of Calgary)

Emma Vockeroth (2013-2014; University of Calgary)

Chanel Hatuka (2012-2013; University of Western Ontario)

**Independent Research Projects Supervised**

Kaitlyn Guenther

Venus Chiu

Malika Khakhar (2018-2019)

Lobna Al-Wadeiah (2017-2018)

Harrison Boss (2016-2017)

**Research Course Students (Psychology 499)**

Alice Zhang (Fall 2017)

Lobna Al-Wadeiah (Winter 2017)

Marie Claude Goulet (Spring 2016)

Genevieve Hoffart (Summer 2014)

**Graduate Student Supervisory Committees (excluding my own students)**

Rosemary Pereverseff (MSc.) (2015 – present) - Dept. Psychology, University of Calgary

Anna Goupal (MSc.) (2014 - present) – Dept. Psychology, University of Calgary

Anna Godollei (M.Sc.) (2016 – 2017) - Dept. of Psychology, University of Calgary

Julia Smith (M.Sc.) (2015-2017) – Dept. of Psychology, University of Calgary

Nicole Larson (M.Sc.) (2013-2015) – Dept. of Psychology, University of Calgary

Michelle Chapin (M.Sc.) (2013- 2015) – Dept. Psychology, University of Calgary

Stephanie Law (M.Sc.) (2013-2014) - Department of Psychology, University of Calgary

Julie Choi (M.Sc.) (2013-2014) – Department of Psychology, University of Calgary

Travis Schneider (Ph.D.) (2012) – Department of Psychology, University of Western Ontario

Kevin Doyle (M.Sc.) (2012) – Department of Psychology, University of Western Ontario

Joseph Choi (M.Sc.) (2012) – Department of Psychology, University of Western Ontario

Kateryna Synyak (M.Sc.) (2012) – Dept. of Psychology, University of Western Ontario

**Graduate Student Examiner**

Dave Mayers (Candidacy Examination, June 2016) – Dept. of Psychology, University of Calgary

Kyler Rasmussen (Candidacy Examination, Apr. 2015). Dept. of Psychology, University of Calgary

Madelynn Matthews (Candidacy Examination, May 2015) – Haskayne Bus. School, Univ. of Calgary

Anita Taylor (Ph.D Exam, July 2012) – Department of Psychology, University of Western Ontario

****SERVICE AND REVIEWER EXPERIENCE****

**DEPARTMENT AND UNIVERSITY SERVICE**

**Co-Director, Department of Psychology Undergraduate Program (2018-2019)**

**Chair, University of Calgary Industrial/Organizational Psychology Area Group (2017-2018)**

**Department of Psychology Undergraduate Committee (2014-2019)**

**Undergraduate Curriculum Implementation Committee Member (July 2016-December 2016)**

**University of Calgary Department of Psychology Curriculum Review Co-Lead (2013-2017)**

Co-Lead on major initiative to evaluate undergraduate curriculum, establish program-level goals and outcomes, and curriculum mapping to generate recommendations and changes to undergrad program. This initiative took hundreds of hours, and yielded a multi-year curriculum improvement plan, which is now being implemented. This curriculum review was nominated for and won the Curriculum Development award from the University of Calgary’s Taylor Institute.

**Department of Psychology Performance Review Committee (June 2015-May 2017)**

**SSHRC College of Reviewers (2015-present)**

Internal review of SSHRC applications

**Neutral Chair**

Charmaine Thomas (Ph.D. Neutral Chair, July 2016) – Dept. of Psychology, University of Calgary

Sam Chow (MSc. Defense Neutral Chair, 2014) - Dept. of Psychology, University of Calgary

**Other Service Roles – University of Calgary**

Panelist: Faculty of Arts SSHRC Insight Development Grant Information Session (2016)

Panelist: Faculty of Arts – Session on establishing a research pipeline and adapting to becoming a faculty member (2015)

M.C. and Best Research Presentation Judge – 2015 Psychology Undergraduate Research Conference

University of Calgary Sophomore Leadership Program – Mentor (Fall 2013-Present)

I/O Psychology Area Research Meeting Coordinator, University of Calgary, 2008-2009, 2011-2012

Psychology Graduate Student Associate Representative, University of Calgary, 2008-2009

**PROFESSIONAL SERVICE**

**Canadian Society for Industrial and Organizational Psychology Executive (CSIOP)**

Communications Coordinator, June 2014-June 2015

CSIOP Editor, June 2015 – June 2017

CSIOP Program Coordinator, June 2017 – June 2018

CSIOP Secretary-Treasurer, June 2018 – Present

CSIOP Chair, June 2021-June 2022

CSIOP Past Chair, June 2022-Present

**Canadian Society for Industrial and Organizational Psychology-Assorted**

RHR Kendall Award Best Thesis Judge (May 2015, 2016)

CSIOP Conference Best Student Poster Judge (2015, 2016, 2017)

**Editorial Experience**

Editorial Board, *International Journal of Selection and Assessment* (2019-present)

Editorial Board, *Personnel Assessment and Decisions* (2021-present)

Co-Editor Special Issue of *Canadian Journal of Behavioural Science*

Co-Editor Special Issue of *Psynopsis: Canada’s Psychology Magazine* with Kevin Kelloway

Co-Editor Special Issue of *Frontiers in Psychology* on *Interview Impression Management* with Nicolas Roulin and Julia Levashina

Editor of Cross-Platform Communications, Canadian Society for Industrial-Organizational Psychology

**Grant Review**

Social Sciences and Humanities Research Council of Canada Insight Development Grant Reviewer (Committee: Psychology II)

University of Guelph External Reviewer SSHRC Insight Grant

**Ad-Hoc Reviewer**

Journal of Business Ethics

Human Relations

Human Performance

Journal of Occupational and Organizational Psychology

Journal of Business and Psychology

Personality and Individual Differences

International Journal of Psychology

Canadian Journal of Behavioural Science

Journal of Personnel Psychology

Journal of Organizational Behavior

Frontiers in Psychology

Society of Industrial and Organizational Psychology (SIOP) Conference

Canadian Psychological Association Conference

European Academy of Management Conference

**University of Western Ontario Service**

I/O Area Research Meeting Faculty Coordinator, University of Western Ontario, 2012-2013

United Way Representative, Department of Psychology, University of Western Ontario, 2012-2013

****MEDIA AND KNOWLEDGE MOBILIZATION****

* Bourdage, J.S., & Ogunfowora, B. September 29, 2016. The pitfalls of office politics. *Globe and Mail.*
* U Magazine interview about mistakes and approaching failure (<http://www.ucalgarymag.ca/issue/fall-winter-2015-16/article/power-great-mistakes?page=0%2C0&__utmt_~1=1>)
* Featured on CBC Saskatoon (Radio) Morning Edition, May 5, 2015. Interview with the study’s first author (Schmidt, J.A.) conducted by Leisha Grebinski. Based on Schmidt, Ogunfowora, and Bourdage, 2012.
* CBC Radio Calgary, the “Eye Opener” on February 26, 2015. Interview with J.S. Bourdage (<http://www.cbc.ca/news/canada/calgary/manipulative-co-workers-focus-of-university-of-calgary-research-1.2973241>. Based on Bourdage, Wiltshire, and Lee, 2015.
* CBC Radio Edmonton, Morning Edition, on March 16, 2015. Interview with J.S. Bourdage. Based on the Bourdage, Wiltshire, and Lee (2015) article.
* CBC.ca – “Manipulative co-workers focus of University of Calgary research: Who is taking advantage of you and how to spot them” – Interview with J.S. Bourdage and written by CBC News (<http://www.cbc.ca/news/canada/calgary/manipulative-co-workers-focus-of-university-of-calgary-research-1.2973241>) - February 26, 2015
* Global News Canada – “Manipulation in the workplace: Study finds dishonesty hard to detect.” February 25, 2015. Interview conducted with J.S. Bourdage and written by Heather Yourex (<http://globalnews.ca/news/1851357/manipulation-in-the-workplace-study-finds-dishonesty-hard-to-detect/>)
* CTV Canada AM – “Manipulative Coworkers: How to detect and deal” – Live on-air TV interview conducted with J.S. Bourdage (<http://canadaam.ctvnews.ca/video?playlistId=1.2261461>) – based on Bourdage, Wiltshire, and Lee (2015)
* UToday– “The Whys and Wherefores of Dishonesty in the Workplace”. February 25, 2015. Interview conducted with J.S. Bourdage and written by Heath McCoy (<http://www.ucalgary.ca/utoday/issue/2015-02-25/whys-and-wherefores-dishonesty-workplace>)
* NewsTalk 770 Calgary (Radio 770 AM) – March 2nd, 2015 – Interview conducted with J.S. Bourdage by Brenton Driedger.
* 1310 News Ottawa (1310 AM Radio) “The Ed Hand Show” – February 27, 2015 – Interview conducted with J.S. Bourdage by Ed Hand.
* Featured in the “State of the Science” Column of “The Canadian Industrial & Organizational Psychologist”, by D. Lance Ferris. February 2014 (Vol. 31, Issue 1). Bourdage, Wiltshire, and Lee (2015) featured.
* Featured in the “State of the Science” Column of “The Canadian Industrial & Organizational Psychologist”, February 2014 (Vol. 30, Issue 2). Featured Ogunfowora and Bourdage (2014).
* Research and interview featured in a story on the Society for Industrial-Organizational Psychology website (http://www.siop.org/Media/News/soldiers.aspx)

****PROFESSIONAL MEMBERSHIPS****

* Society for Industrial / Organizational Psychology (SIOP), Member - Current
* Canadian Society for Industrial / Organizational Psychology (CSIOP) - Current
* Canadian Psychological Association (CPA); Member - Current
* Academy of Management (AOM) Member - Past
* European Academy of Management (EURAM) Member - Past
* European Association of Work and Organizational Psychology Member - Past

****SCHOLARSHIPS AND GRADUATE AWARDS****

* Sir Izaak Walton Killam Memorial Doctoral Scholarship (2011-2012)

*Value and Duration*: $36,000 (2011-2012)

* Doctoral Scholarship, Social Sciences & Humanities Research Council of Canada (SSHRC)

*Value and Duration:* $105,000 (2008-2011)

* Master’s Scholarship, Social Sciences & Humanities Research Council of Canada (SSHRC)

Value and Duration*:* $17,500 (2006-2007)

* Honorary Sir Izaak Walton Killam Predoctoral Scholarship (2010-2011) - $3,000 research grant.

Not eligible to receive full $28,000 of this award because holding SSHRC at the same time.

* University of Calgary Department of Psychology Academic Achievement Award, Honours Degree (2005-2006). Awarded for a GPA of 3.90 or higher in Psychology classes.
* Psychology Graduate Program Graduate Student Scholarship (2010) - $4,000
* University of Calgary Dean’s Entrance Scholarship (2008) - $6,000
* Alberta Graduate Student Scholarship (2007) - $2,000
* Queen Elizabeth II Graduate Scholarship (2007) - $6,200
* University of Calgary Dean’s Research Excellence Award (2008, 2009) - $3,000 per annum