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

Department of Psychology

University of Calgary

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****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, February 2024**

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 2018**

**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) & Schmidt, J. (Co-Investigator)

Impression Management in the Workplace: A Dynamic Investigation Across Contexts

Value and Duration: $154,610 (2023-2028)

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

Wingate, T. (P.I.). **Bourdage, J.S.** (Co-Investigator), Robie, C. (Co-Investigator), & Powell, D.

Targeting employment interviews to hire for specific kinds of work performance

Value and Duration: $40,608 (2024-2026)

Ranked 2nd/47 in pool

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

Sidhu, D. M., (P.I.). Pexman, P. (Co-Investigator), & **Bourdage, J.S.** (Co-Investigator)

Name Sound Symbolism and Personality Judgments

Value and Duration: $69,244 (2024-2026)

* 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 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 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.
  + One of the top 4 papers in the journal – awarded by Editorial Team
* 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 across the university. 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 co-led by Glen Bodner and Joshua Bourdage (equal contributors).
* University of Calgary Faculty of Arts Outstanding New Researcher Award Winner (2015)
  + Awarded from the Faculty of Arts for outstanding new researcher
* 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

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

*Highlights: Total citations (source: Google scholar): 3,011; h-index: 25*

*\*Note.* My approach to authorship is to prioritize students for authorship, and list myself after them. As such, I have denoted student co-authors with †, and work directly from my lab with a +

1. +†Wingate, T.G., & **Bourdage, J.S.** (in press). What are Interviews For? A Qualitative Study of Employment Interview Goals and Design. *Human Resource Management.*
2. Tilston, O., Krings, F., Roulin, N., **Bourdage, J.S.,** & Fetzer, M. (in press). Reactions to Asynchronous Video Interviews: The Role of Design Decisions and Applicant Age and Gender. *Human Resource Management.*
3. +†Moon, B., Law, S.J., **Bourdage, J. S.**, Roulin, N., & Melchers, K. (in press). Exploring the Role of Interviewee Cognitive Capacities on Impression Management in Face-to-Face and Virtual Interviews. *International Journal of Selection and Assessment.*
4. +†Moon, B., Daljeet, K. N., **Bourdage, J. S.**, & Roulin, N. (2023). Impression Management Profiles in Job Interviews: Relations with Applicant Individual Differences and Interview Outcomes. *Journal of Business and Psychology (Advance Online Publication).*
5. Roulin, N., Pham, L.K.A., & **Bourdage, J.S.** (2023). Ready? Camera Rolling… Action! Examining Interviewee Training and Practice Opportunities in Asynchronous Video Interviews. *Journal of Vocational Behavior.* <https://doi.org/10.1016/j.jvb.2023.103912>.
6. +†Wingate, T. G., **Bourdage, J. S.**, & Steel, P. (2023). Valid for What? A Meta-Analysis of Construct-Specific Interview Criterion-Related Validity. In Sonia Taneja (Ed.), *Proceedings of the Eighty-third Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.
7. Roulin, N., †Wong, O., Langer, M., & **Bourdage, J.S.** (2023). Is More Always Better? How Preparation Time and Re-recording Opportunities Impact Fairness, Anxiety, Impression Management, and Performance in Asynchronous Video Interviews. *European Journal of Work and Organizational Psychology, 32, 333-345.* <https://doi.org/10.1080/1359432X.2022.2156862>.
8. +Roulin, N., †Lukacik, E.R., **Bourdage, J.S.**, †Clow, L., †Bakour, H., & †Diaz, P. (2023). Bias in the background? The role of background information in asynchronous video interviews. *Journal of Organizational Behavior, 44,* 458-475*.* <https://doi.org/10.1002/job.2680>.
9. Schmidt, J. A., **Bourdage, J.S.**, †Lukacik, E. R., & Dunlop, P. D. (2022). The role of time, skill emphasis, and verifiability in job applicants’ self-reported skill and experience. *Journal of Business and Psychology.* <https://doi.org/10.1007/s10869-022-09847-7>.
10. +†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>.
11. +†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>.
12. +†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>.
13. +†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>.
14. **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)
15. †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>.
16. 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>.
17. +†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>.
18. 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>.
19. 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>.
20. +†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>.
21. 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>.
22. **+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)*.*
23. 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>.
24. +**Bourdage, J.S.,** Schmidt, J.A., Wiltshire, J., Nguyen, B., & Lee, K. (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>.
25. 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>.
26. 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>.
27. 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>.
28. +†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).
29. +†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).
30. +†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)*.*
31. +**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.
32. 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.
33. **+Bourdage, J.S.**, †Goupal, A., †Neilson, T., †Lukacik, E., & †Lee, N. (2018). Personality, equity sensitivity, and discretionary workplace behavior. *Personality and Individual Differences.*
34. **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.
35. 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.
36. 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>.
37. 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.
38. +†Law, S. J., **Bourdage, J.S.**, & 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.
39. †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.*
40. **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.*
41. 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.
42. 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.
43. 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.
44. 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.
45. **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.
46. 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.
47. 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.
48. 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.*
49. 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.
50. 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.
51. 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.
52. **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.

****ARTICLES (REVISE AND RESUBMIT STAGE)****

1. +Ogunfowora, B., **Bourdage, J.S.**, †Maerz, A., †Stackhouse, M., †Hwang, C., & †Nguyen, Q. (revise and resubmit). On the relationship between trait honesty-humility and workplace misconduct: The trait activation effect of ethical leadership (Manuscript ID JOB-23-0559). *Journal of Organizational Behavior.*

****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.

****OTHER OUTPUT****

*Video Interview Software Development*

One unique element of output has been the creation of a video interview platform for conducting AVI research. This platform, known as the VIPP Platform (vipp-project.com) began development in 2018, a collaborative effort between myself and my PhD student at the time (Eden-Raye Lukacik) and Dr. Nicolas Roulin. This platform is unique insofar as it allows individuals to complete AVIs, and for us to test design features and how they impact applicant attitudes and behaviors. What is unique to this software is that it also incorporates survey features where participants can watch their videos back and directly indicate when they felt an emotion or engaged in a behavior (e.g., interview faking, anxiety), allowing much more precise measurement of applicant behavior and attitudes than previous work. It also allows us to directly test interventions and programs to improve AVI performance and reduce negative applicant attitudes (e.g., anxiety), and to offer free practice opportunities to members of the community. Development of this platform was a significant undertaking, with adjustments and changes taking place continually to refine the platform. To our knowledge, this platform was the first of its kind, and has now been used to collect data or enable practice opportunities from thousands of individuals, by our labs as well as other research labs across Canada and Europe.

****CONFERENCE PRESENTATIONS****

1. **Bourdage, J.S.** (Moderator), Hartwell, C. (Moderator), Levashina, J. (Moderator), Malter McLean, K. (Moderator), Morelli, N. (Chair), & Zyrianov, V. (Moderator). (2024, April). *Modern Interviewing Roundtable.* 2024 Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
2. Schmidt, J.A., Lukacik, E., **Bourdage, J.S.**, & Dunlop, P.D. (2024, April). *A Dynamic Investigation of Applicant Impression Management: Profiles and Personality*. 2024 Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
3. +†Springle, M., & **Bourdage, J.S.** (2024, April). *Exploring the Influence of Socioeconomic Status in Asynchronous Video Interviews*. 2024 Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
4. +†Harwood, H., †Moon, B., †Lee, J., **Bourdage, J.S.** & Powell, D.M. (2024, April). *On the Go: Exploring the Use of Interview Anxiety Interventions in an AVI Setting*. 2024 Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
5. +†Moon, B., †Law, S. J., **Bourdage, J. S.,** Roulin, N., & Melchers, K. G. (2024, April). *The Role of Cognitive Ability on Impression Management in Job Interviews*. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
6. +†Moon, B., **Bourdage, J. S.,** & Roulin, N. (2024, April). *Detecting Interview Faking in Virtual Interviews using Cognitive Interventions*. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
7. +Ogunfowora, B., †Guenther, K., & **Bourdage, J.S.** (2023, August). *On the Structure and Nomological Network of Gaslighting in the Workplace – A Leadership Perspective.* Paper presentation for 2023 Academy of Management Annual Conference, Boston, MA, United States.
8. +†Wingate, T. G., **Bourdage, J. S.,** & Steel, P. (2023, August). *Valid for what? A meta-analysis of construct-specific interview criterion-related validity.* Paper presentation for 2023 Academy of Management Annual Conference, Boston, MA, United States.
9. +†Moon, B., Law, S., **Bourdage, J.S.,** Roulin, N., & Melchers., K. (2023, August). *The role of applicant cognition and personality on impression management in virtual interviews.*Paper presentation for the 2023 Academy of Management Annual Conference, Organizational Behavior Division, Boston, MA, United States.
10. +†Moon, B., Daljeet, K., **Bourdage, J.S.**, & Roulin, N. (2023, August). *Impression Management Profiles in Job Interviews: Relations with Interview Outcomes.* Paper presentation for the 2023 Academy of Management Annual Conference, Boston, MA, United States.
11. +†Lee, J., †Harwood, H., †Moon, B., & **Bourdage, J.S.** (2023, June). *Interview Anxiety Interventions and Asynchronous Video Interview Outcomes*. Presented at the84th Annual Convention of the Canadian Psychological Association, Toronto, ON.
12. +†Lee, C., **Bourdage, J.S.,** & MacInnis, C. (2023, June). *Leadership and the Stereotype Content Model: Incorporating Intersectionality.* Presented at the84th Annual Convention of the Canadian Psychological Association, Toronto, ON.
13. +†Lee, C., **Bourdage, J.S.,** & MacInnis, C. (2023, June). *Impression Management from an Arab Woman: Mediating Competence and Warmth Perceptions.* Presented at the84th Annual Convention of the Canadian Psychological Association, Toronto, ON.
14. Tilston, O., Krings, F., Roulin, N., & **Bourdage, J.S.**, & Sziedell, N. (2023, May). *Improving applicant reactions to AVIs: The role of AVI design features and applicant demographics.* Presented at the European Association of Work and Organizational Psychology, Katowice, Poland.
15. +†Lukacik, E.R., & **Bourdage, J.S.** (2023, May). *We’re/It’s Watching – You’ve Been Warned! The Effects of Evaluator Type and Warnings on Asynchronous Video Interview Outcomes.* Presented at the European Association of Work and Organizational Psychology, Katowice, Poland.
16. Tilston, O., Krings, F., Roulin, N., & **Bourdage, J.S.,** & Fetzer, M. (2023, April). *Applicant Reactions to AVI Design Features: Evidence from a Large Field Dataset.* The Annual Meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
17. +†Lukacik, E.R., †Springle, M. & **Bourdage, J.S.** (2022, June 17-19). *“The Non-Human Aspect was Extremely Uncomfortable”: Unpacking Asynchronous Video Interview Anxiety*. The 83rd Annual Convention of the Canadian Psychological Association, Calagry, AB., Canada.
18. +†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.
19. +†Lukacik, E.R., & **Bourdage, J.S.** (2022, April). *One More Time: Asynchronous Video Interviews with Reviewing and Re-Recording*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA, United States.
20. +†Moon, B., **Bourdage, J.S.,** & Roulin, N. (2022, April). *Targeting Deceptive IM in Job Interviews through a Cognitive Perspective*. Presented at the 2022 Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.
21. +†Wingate, T. G., & **Bourdage, J. S.** (2022, April). *Employment interview goals and design: A qualitative study.* Presented at the 37th Annual Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
22. +†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.
23. +†Lukacik, E.R., & **Bourdage, J.S.** (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.
24. +†Bakour, H., †Lukacik, E.R., **Bourdage, J.S.,** & 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.
25. +†Diaz, P., †Lukacik, E.R., **Bourdage, J.S.**, & 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.
26. †Clow, L., Roulin, N., †Lukacik, E.R., & **Bourdage, J.S.** (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.
27. +†Lukacik, E.R., Roulin, N., & **Bourdage, J.S.** (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).
28. 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.
29. +†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\**
30. +†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]*
31. +†Pike, M., †Lukacik, E.R., & **Bourdage, J.S.** (2020, May). *The effect of training and interview questions on the detection of personality in interviews* [poster submission 54460]. Poster presented at the Annual Convention of the Canadian Psychological Association.
32. +†Moon, B., †Lee, N., & **Bourdage, J.S.** (2020, May). *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.
33. +†Lukacik, E.R., Roulin, N., & **Bourdage, J.S.** (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).
34. +†Jones, S. K., **Bourdage, J.S.**, 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.
35. †Pike, M. D., Powell, D., & **Bourdage, J.S.** (2019, June). Cues of trait honesty-humility for detection in the job interview. Poster Presentation at the Canadian Psychological Association Conference, Halifax, NS.
36. 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)
37. +†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.*
38. +†Lee, C.S., †Boss, H.C.D., & **Bourdage, J.S.** (2019, May). 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.
39. 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.
40. +†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.
41. +†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.*
42. +†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.
43. +†Lukacik, E., †Lukic, A., **Bourdage, J.S**, & 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.
44. +†Lukacik, E., & **Bourdage J.S.** (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.
45. 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.
46. 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.
47. +†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.
48. Roulin, N., & **Bourdage, J.S.** (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.
49. +†Lukacik, E., & **Bourdage J.S.** (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.
50. +†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.
51. +†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.
52. 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.
53. +†**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
54. +†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.
55. 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.
56. +†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.
57. +†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.*
58. 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.
59. +†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.
60. +**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.
61. +†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.
62. +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.
63. +†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.
64. +†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.
65. +†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.
66. +†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
67. 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.
68. +**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.
69. +†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.
70. 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.
71. 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.
72. +**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.
73. 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.
74. +†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.
75. 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.
76. \*+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.
77. 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.
78. **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.
79. 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.
80. 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.
81. 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.
82. 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.
83. 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.
84. 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.
85. 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.
86. **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.
87. 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.
88. **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.
89. 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.
90. 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.
91. **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.
92. 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.
93. 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.
94. **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.
95. **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.
96. 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.
97. 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.
98. **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.
99. **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.
100. **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.

****GUEST LECTURES AND EXAMPLES OF INVITED TALKS****

**Invited Speaker**

February 2024

Future of Work Institute, Curtin University, Perth, Australia

*Title:* Fake It, Will You Make It? Understanding Impression Management in Interviews

**Invited Speaker**

November 2023

Co-Presenter: Dr. Joseph Schmidt

Calgary I-O Psychology Science-Practice Community

*Title:* Using Skill-Based Hiring to Find Hidden Talent

**Invited Speaker**

February 2023

Orfalea College of Business

Cal Poly, San Luis Obispo

*Title:* Somehow I Manage: New Research in Applicant Impression Management

**Webinar**

December 2021

University of Calgary Alumni Career Services

*Title:* Virtual Interviews 101

Free webinar provided to job seekers (approximately 300) to provide tips on virtual interview prep

**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

****TEACHING AND INSTRUCTION****

**Teaching: University of Calgary**

*Graduate Level*

* Psychology 739: Graduate Seminar in Performance Management
* Psychology 739: Graduate Seminar in Leadership and Motivation
* Psychology 739: Graduate Seminar in Research Methods in I/O Psychology
* Psychology 709: Graduate Research in Industrial/Organizational Psychology
* Management 601: Leadership – Haskayne School of Business EMBA Program – Co-Instructor

*Undergraduate Level*

* Psychology 481: Leadership and Motivation – Senior-Level Undergraduate Course
* Psychology 501: Senior Seminar in Psychology: Impression Management and Interpersonal Influence
* Psychology 400.06: Conducting Research in Industrial/Organizational Psychology – Senior-Level Undergraduate Course

\*Note 7 new course preparations since beginning at the University of Calgary

**Teaching: University of Western Ontario**

* Psychology 2060: The Psychology of People, Work, and Organizations (2012)
  + An introduction to psychology at work, including HR functions such as recruitment, selection, job analysis, and performance appraisal

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

* MGT 4310: Advanced Organizational Behaviour
* MGT 2030: Introduction to Organizational Behaviour

**Current Graduate Student Supervision**

Benjamin Moon (PhD Candidate)

Harrison Boss (PhD Candidate, co-supervised)

Madeline Springle (Masters Student)

Jessica Wilkins (Masters Student)

Annie Steep (Masters Student)

**Completed Graduated Students**

Eden-Raye Lukacik, PhD (graduated 2022)

Tim Wingate – PhD (graduated 2022)

Clara Lee -PhD (graduated 2021)

Stephanie Law- PhD (graduated 2021)

Benjamin Moon – Masters (graduated 2021)

Tim Wingate - Masters (graduated 2017)

Naomi Lee - Masters (graduated 2017)

Eden-Raye Lukacik - Masters (graduated 2016)

Clara Lee - Masters (graduated 2016)

**Honours Thesis Supervision**

Monica Ng (2023-2024; University of Calgary)

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 (2021-2022, 2022-2023)

Venus Chiu (2018-2019)

Malika Khakhar (2018-2019)

Lobna Al-Wadeiah (2017-2018)

Harrison Boss (2016-2017)

**Research Course Students (Psychology 499)**

PSYC 499 is a course where students get research experience in a lab, spending 6 hours per week doing research. Updated to Fall 2023.

1. Areeba Imran
2. Jubin Reji
3. Chelsea Pan
4. Anna Merrifield
5. Ann Galbraith
6. Arianna Lehmann
7. Jasmeet Khakhar
8. Kayla Brill
9. Nolan Peters
10. Fatima Debek
11. Monica Ng
12. Olivia Nelson
13. Harkish Chahal
14. Maria Oliva
15. Malika Khakhar
16. Alice Zhang
17. Venus Chiu
18. Jenny Lee
19. Habeebah Adeladan
20. Mohtashim Umar
21. Harley Harwood
22. Lobna Al-Wadeiah
23. Emma Ripka
24. Jasmeet Khatkar
25. Rachel Galandy
26. Amanda Cha
27. Genevieve Hoffart
28. Maya Jabs
29. Marie-Claude Goulet
30. Carlo Isola
31. Aleena Tahir
32. Beatrice Saluya
33. James Wick

**Graduate Examination and Supervisory Committees (excluding my own students)**

At any given time I am typically serving on 5-6 graduate supervisory and examination committees, at both the University of Calgary and other universities (most recently Saint Mary’s University and U. of Guelph). Some recent examples include:

Elaine Atay (supervisory committee, UofC, current)

Jenelle Morgan (supervisory committee, UofC, current)

Melanie Grier (supervisory committee, UofC, current)

Frances Sterzer (MSc supervisory committee, UofC, 2023)

Chris Davie (supervisory committee, UofC, 2023)

Melissa Pike (supervisory committee, U. Guelph, 2023)

Stacy Soutiere (external examiner, UofC DBA Program, 2023)

Ryan Rex (external examiner, UofC DBA Program, 2023)

Rebecca Como (external examiner, Werklund School of Education, 2023)

Kaylee Maclean (supervisory committee, UofC, 2022)

Maryann Slama (supervisory committee, Saint Mary’s University, 2020)

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

**DEPARTMENT AND UNIVERSITY SERVICE EXAMPLES**

*Major Administrative and Leadership Roles*

Graduate Program Director, Department of Psychology (July 2023-Present)

* Overseeing the Psychology graduate program, which includes all groups outside of clinical psychology. Examples of duties include calendar changes, supervisor-student relations, approval of all defenses, managing budget for graduate program, TA assignment, orientations, admissions, and sitting on the departmental executive committee, which is the department’s leadership team.

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

* Co-Director of one of the Faculty’s largest undergraduate programs. Examples of duties include handling student issues and instructor issues, peer evaluation of instructors, sessional hiring for many courses, running open hours for new students, guiding appeals, timetabling courses, introducing new calendar changes (which included a co-operative education degree option that I led), and sitting on the departmental executive committee, which is the department’s leadership team.

Chair, Search Committee Tenure-Track Assistant Professor Position (2022)

* Chair of a search committee to recruit new member of I/O psychology area. Involved screening applicants, helping to organize interviews, facilitating meetings and decisions, and recruitment. Obtained our top choice for the position, Dr. Cheung, from the United States.

Chair, Honours Program Evaluation Subcommittee (2021-2023)

* Chair of a subcommittee to evaluate our Honours program, which has between 30 and 60 students depending on the year. Involved multi-year process including in depth interviews with other program heads across Canada, and broader environmental scan. Resulted in revisions to admission process and requirements, and suggestions for seminar coverage changes.

Chair, University of Calgary Industrial/Organizational Psychology Area Group (2017-2018, July 2023-Present)

* Involves oversight of our graduate specialization, which includes 6 faculty and approximately 20 students (varies by year). Ensuring course coverage, guiding supervisors, managing I/O space, representing program interests, ensuring positive culture.

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 for Teaching and Learning.

*Additional Departmental Service*

Department of Psychology Departmental Executive Committee (2018-2019, July 2023-present)

Department of Psychology Equity, Diversity, and Inclusion Committee (2021-present)

Department of Psychology Climate and Culture Committee (2021-present)

Department of Psychology Strategic Planning Committee (2021-present)

Department of Psychology Undergraduate Committee (2014-2019)

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

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

*Examples of Faculty and University Service*

SSHRC College of Reviewers (2015-present)

* Internal review of SSHRC applications

Faculty of Arts Undergraduate Research Conference Judge

Faculty of Arts Panelist – Preparing to apply for the SSHRC Insight Development Grant

Faculty of Arts Panelist – How to build a successful research pipeline

**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 (responsible for conference planning)
* CSIOP Secretary-Treasurer, June 2018 – June 2020
* CSIOP Chair Elect, June 2020-June 2021
* CSIOP Chair, June 2021-June 2022
* CSIOP Past Chair, June 2022-June 2023

Canadian Society for Industrial and Organizational Psychology-Assorted

* RHR Kendall Award Best Thesis Judge (May 2015, 2016)
* CSIOP Conference Best Student Poster Judge (2015-2023)
* CSIOP/CPA Conference Review (2015-2024)

Editorial Experience

* Editorial Board, *Human Performance* (2024-present)
* Editorial Board, *Journal of Business and Psychology* (2022-present)
* Editorial Board, *Personnel Assessment and Decisions* (2021-present)
* Editorial Board, *International Journal of Selection and Assessment* (2019-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

Grant Review

* Social Sciences and Humanities Research Council of Canada Insight Development Grants (Committee 14C - Business, management and related fields) 2022-2023
* Social Sciences and Humanities Research Council of Canada Insight Development Grants
* University of Guelph External Reviewer SSHRC Insight Grant
* Swiss National Science Foundation – External Reviewer

Journal Review

I typically review 1-2 journal articles per month, and have reviewed at many journals, such as:

* Journal of Business Ethics (FT50)
* Human Resource Management (FT50)
* Human Relations (FT50)
* Journal of Organizational Behavior
* Human Performance
* Personnel Assessment and Decisions
* Journal of Business and Psychology
* International Journal of Selection and Assessment
* Human Performance
* Journal of Personnel Psychology
* Journal of Occupational and Organizational Psychology
* Journal of Research in Personality
* Personality and Individual Differences
* American Behavioral Scientist
* International Journal of Aerospace Psychology
* International Journal of Human-Computer Interaction
* Canadian Journal of Behavioral Science

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

My work has been featured and I have written for or been interviewed on a number of high-profile media outlets, including the examples below:

* Tilston, O., Krings, F., Roulin, N., Bourdage, J.S., & Fetzer, M. (2024, February). Interview with Ottillie Tilston, covering AVI paper co-authored in *Human Resource Management.* YouTube. [Link here.](https://www.youtube.com/watch?v=9f_Aq2k46Zg)
* Schmidt, J.A., & Bourdage, J.S. (2024, January): Employers should use skill-based hiring to find hidden talent and address labour challenges. *Conversation Canada.* [Link here](https://theconversation.com/employers-should-use-skill-based-hiring-to-find-hidden-talent-and-address-labour-challenges-220527).
* Goldberg, E. (2022). Do you know who that worker you hired really is? *New York Times.* [Link here.](https://www.nytimes.com/2022/02/17/business/jobs-hiring-fraud.html)
* Orth, D. (2023). How this psychology prof found his way from the classroom to the lectern. *Calgary Journal,* [Link here.](https://calgaryjournal.ca/2023/04/19/how-this-psychology-prof-found-his-way-from-the-classroom-to-the-lectern/)
* Wingate, T., & Bourdage, J.S. (2021). 3 ways restaurant staff and customers can communicate to prevent food allergy reactions. *Conversation Canada.* [Link here.](https://theconversation.com/3-ways-restaurant-staff-and-customers-can-communicate-to-prevent-food-allergy-reactions-166949)
* Bourdage, J.S., Lukacik, E., & Roulin, N. (2020). How to land a job when companies have shifted to virtual hiring. *Conversation Canada.* [Link here.](https://theconversation.com/how-to-land-a-job-when-companies-have-shifted-to-virtual-hiring-144997)
* Bourdage, J.S., & Ogunfowora, B. September 29, 2016. The pitfalls of office politics. *Globe and Mail.*
* CBC Radio Interview - <https://www.cbc.ca/radio/costofliving/shut-up-and-take-our-money-can-canadians-actually-afford-to-start-spending-once-covid-is-under-control-1.5938032/screened-out-by-a-computer-what-job-interviews-are-like-without-human-beings-1.5938098>
* 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.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.

****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