

# Timothy G. H. L. Wingate, M.Sc.

## Contact Information

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## Education

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| 2017-Present | Doctor of Philosophy, Industrial–Organizational Psychology<br>University of Calgary, Alberta, Canada |
| 2015-2017    | Master of Science, Industrial–Organizational Psychology<br>University of Calgary, Alberta, Canada    |
| 2009-2013    | Bachelor of Arts, Psychology (Honours)<br>Mount Allison University, Sackville, Canada                |

## Refereed Publications

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- Wilhelmy, A., Roulin, N., & **Wingate, T. G.** (*In Press*). Does it take two to tango? Examining how applicants and interviewers adapt their impression management to each other. *Journal of Business and Psychology*.
- Wingate, T. G.**, & 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.
- Wingate, T. G.**, Lee, C. S., & Bourdage, J. S. (2019). Who helps and why? Contextualizing organizational citizenship behavior. *Canadian Journal of Behavioural Science, 51*, 147-158.
- Roulin, N., Bourdage, J. S., & **Wingate, T. G.** (2019). Who is conducting “better” employment interviews? Antecedents of structured interview components use. *Personnel Assessment and Decisions, 5*, 37-48.
- Wingate, T. G.**, & Tomes, J. L. (2017). Who’s getting the grades and who’s keeping them? A person-centered approach to academic performance and performance variability. *Learning and Individual Differences, 56*, 175-182.

## Book Chapters

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- Griep, Y., **Wingate, T. G.**, & Boyce, M. A. (2018). Social and environmental pressures in higher education: How anticipatory stress and social support interact to predict academic engagement and performance. In E. Christopher (Ed.), *Meeting expectations in management education: Social and environmental pressures on managerial behaviour*. Basingstoke, United Kingdom: Palgrave Macmillan.

Griep, Y., **Wingate, T. G.**, & Brys, C. (2017). Integrating psychological contracts and psychological ownership: The role of employee ideologies, organizational culture, and organizational citizenship behavior. In L. E. Van Zyl & L. Van Der Vaart (Eds.), *Psychological ownership: Theoretical perspectives and applications for multi-cultural contexts*. London, United Kingdom: Springer.

### **Peer-Reviewed Conference Presentations**

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- 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 80<sup>th</sup> Annual Canadian Psychological Association virtual conference, Montreal, Canada. \*Winner 2<sup>nd</sup> Place Best Poster\**
- 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 80<sup>th</sup> Annual Canadian Psychological Association conference, Montreal, Canada. [Conference cancelled due to COVID-19]*
- Wilhelmy, A., Roulin, N., & **Wingate, T. G.** (2019, September). Impression Management von Interviewern und Bewerbern: Ein Wechselspiel? [Interviewer and Applicant Impression Management: An Interplay Between Them?]. *Paper presented at the 11<sup>th</sup> Conference of the Work, Organizational, and Business Psychology Division of the German Association of Psychology in Braunschweig, Germany.* (First author presented)
- 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.*
- Roulin, N., Bourdage, J. S., & **Wingate, T. G.** (2019, April). Antecedents and outcomes of using structured interview components. *Oral presentation for 34<sup>th</sup> Annual Society for Industrial and Organizational Psychology conference, Washington, United States.* (First author presented)
- Wilhelmy, A., Roulin, N., & **Wingate, T. G.** (2018, June). It takes two to tango! Examining applicant impression management as adaptations to interviewer impression management in interviews. *Oral presentation to 5<sup>th</sup> Biennial Meeting of the European Network of Selection Researchers, Edinburgh, Scotland.* (First author presented)
- Wingate, T. G.**, & Bourdage, J. S. (2018, April). Liar at first sight? Early impressions and interviewer judgments, attributions, and perceptions. *Oral presentation for 33<sup>rd</sup> Annual Society for Industrial and Organizational Psychology conference, Chicago, United States.*
- Wingate, T. G.**, Wilhelmy, A., & Roulin, N. (2018, April). Integrating interviewer and applicant impression management. *Oral presentation for 33<sup>rd</sup> Annual Society for Industrial and Organizational Psychology conference, Chicago, United States.*
- Wingate, T. G.**, & Bourdage, J. S. (2017, May). An experimental look at the trajectory and outcomes of interviewers' impressions. *Poster presentation for European Association of Work and Organizational Psychology conference, Dublin, Ireland.*

- Wingate, T. G.,** Bourdage, J. S., & Lee, C. S. (2017, April). Personality & contextual covariates of organizational citizenship motives. *Poster presentation for 32<sup>nd</sup> Annual Society for Industrial and Organizational Psychology conference, Orlando, United States.*
- Wingate, T. G.,** Bourdage, J. S., & Lee, C. S. (2016, June). Self-serving motivations for organizational citizenship behaviours: Instrumental and affective. *Poster presentation for 76<sup>th</sup> Annual Canadian Psychological Association conference, Victoria, Canada.*
- Wingate, T. G.,** & Tomes, J. L. (2013, May). Procrastination and task delay: Why tomorrow is always the busiest day of the week. *Oral presentation for 37th Annual Science Atlantic Undergraduate Psychology Conference, Halifax, Canada. \*Winner Best Oral Presentation\**
- Wingate, T. G.,** & Tomes, J. L. (2012, May). A multivariate prediction of academic performance. *Poster session presented at the 36th Annual Science Atlantic Undergraduate Psychology Conference, Wolfville, Canada.*

## Recognitions

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| 2020 | 2 <sup>nd</sup> Place, Best Poster Competition, Annual Meeting of the Canadian Psychological Association; Canadian Society for Industrial and Organizational Psychology Section                          |
| 2019 | Experimental Psychology Research Award, University of Calgary<br><i>For greatest research contributions among (approximately 51) graduate students in Experimental Psychology program over the year.</i> |
| 2018 | Canadian Psychological Association Certificate of Academic Excellence<br><i>For best Master's thesis in Experimental Psychology program.</i>   |
| 2018 | Teaching Assistant Award of Excellence, University of Calgary<br><i>For best graduate level teaching in Psychology Department (of approximately 39 Teaching Assistants/Lab Instructors).</i>             |
| 2017 | Visiting Researcher to Martin Kleinmann, University of Zürich<br><i>Funded by Michael Smith Foreign Study Supplement.</i>  |
| 2013 | Best Oral Presentation, 37 <sup>th</sup> Annual Science Atlantic Undergraduate Psychology Conference, Halifax, Canada  |
| 2013 | Departmental Psychology Award, Mount Allison University<br><i>For greatest student contributions to the Psychology Department.</i>   |

## Academic Scholarships & Awards

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2018-21	Joseph-Armand Bombardier CGS Doctoral Scholarship, Social Sciences & Humanities Research Council of Canada	\$105,000
2017	Graduate Faculty Council (Doctoral) Scholarship	\$10,000
2017	Queen Elizabeth II Graduate (Doctoral) Scholarship	\$15,000
2017	Alberta Graduate Scholarship	\$3,000
2017	Michael Smith Foreign Study Supplement, CGS	\$6,000
2016	Martha Whitney Langford Memorial Graduate Scholarship	\$900
2016	Social Sciences & Humanities Research Council of Canada Joseph-Armand Bombardier CGS Master's Scholarship	\$17,500
2015	Queen Elizabeth II Graduate (Master's) Scholarship	\$10,800

## Teaching & Related Experience

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2020	Sole Instructor, Conducting Research in Industrial/Organizational Psychology
2018-2019	Teaching Assistant, Honours Students' Seminar, University of Calgary
2019	Lab Instructor, M.Sc. Multivariate Statistics, University of Calgary
2018	Lab Instructor, Advanced Quantitative Methods for Psychology, University of Calgary
2018	Curriculum Developer, M.Sc. Univariate Statistics, University of Calgary
2017	Lab Instructor, M.Sc. Univariate Statistics, University of Calgary
2015-2017	Research Assistant, Organizational Behavior & Interpersonal Influence Lab, University of Calgary
2016	Research Assistant, University of Saskatchewan
2016	Lab Instructor, Cognitive Development, University of Calgary
2015-2017	Lab Instructor, Quantitative Methods for Psychology, University of Calgary
2013	Teaching Assistant, Introduction to Psychology, Mount Allison University
2012	Teaching Assistant, Advanced Research Design & Analysis, Mount Allison University

## Student Supervision

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2020-2021	Amrit Kaler, Current Student, Bachelor of Arts (Honours), University of Calgary <i>Co-supervising Honours project</i>
2017-2018	*Amy Barron, Bachelor of Arts (Honours), University of Calgary <i>Co-supervised Honours project</i>
2018	*Malika Khan Khakhar, Bachelor of Arts (Honours), University of Calgary <i>Co-supervised independent research project</i>

\* (has continued on to graduate studies in psychology)

## Affiliations

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2018-Present	University of Calgary Student Representative, Canadian Society for Industrial and Organizational Psychology
2017-Present	Student Member, European Association of Work and Organizational Psychology
2016-Present	Student Affiliate, Society for Industrial and Organizational Psychology
2016-Present	Student Affiliate, Canadian Psychological Association

## Ad-Hoc Reviewer

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Human Relations  
European Journal of Work and Organizational Psychology  
Canadian Journal of Behavioural Science  
Social Influence

### **Community Talks**

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Bourdage, J. S. & **Wingate, T. G.** (2018, October). Fake it 'till you make it? Understanding Faking Behavior and Perceptions in Job Interviews. *Calgary Nerd Nite, Calgary, Canada.*

Lukacik, R., **Wingate, T. G.**, Law, S., Lee, C. S., & Bourdage, J. S. (2018, April). Master Manipulators. *Panel Presentation for Calgary Comic & Entertainment Expo, Calgary, Canada.*

Lukacik, R., Law, S., **Wingate, T. G.**, & Bourdage, J. S. (2016, April). Manipulation in Gaming. *Panel Presentation for Calgary Comic & Entertainment Expo, Calgary, Canada.*

### **Academic Acknowledgements**

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Lacroix, E., Atkinson, M., Garbett, K. M., & Diedrichs, P. (2020). One size does not fit all: Trajectories of body esteem development and their predictors in early adolescence. *Development and Psychopathology*, 1-10.

*“We thank ...Timothy Wingate for the valuable statistical instruction and consultation ...”*