

Timothy G. H. L. Wingate

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Contact Information

Organizational Behaviour & Human Resource Management
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Education

- 2017-2022 Doctor of Philosophy, Industrial–Organizational Psychology
University of Calgary, Alberta, Canada
April-July 2017: Visiting Research Stay with Dr. Martin Kleinmann, University of Zürich, Switzerland
- 2015-2017 Master of Science, Industrial–Organizational Psychology
University of Calgary, Alberta, Canada
- 2009-2013 Bachelor of Arts, Psychology (Honours)
Mount Allison University, New Brunswick, Canada

Refereed Publications¹

- Lyubykh, Z., Gulseren, D., Premji, Z., **Wingate, T. G.**, Deng, C., Bélanger, L. J., & Turner, N. (2022). Work breaks, employee well-being, and performance: A systematic review of observational and intervention studies. *Journal of Occupational Health Psychology, 27*, 470-487. **Impact Factor = 7.71, ABDC Ranking = A, Ranked 6/112 in Applied Psychology.**
- Turner, N., Deng, C., Granger, S., **Wingate, T. G.**, Shafqat, R., & Dueck, P. M. (2022). Young workers and safety: A critical review of the research. *Journal of Safety Research, 83*, 79-95. **Impact Factor = 4.26, ABDC Ranking = A, Ranked 43/392 in Public, Environmental & Occupational Health.**
- Wingate, T. G.**, Jones, S. K., Khakhar, M. K., & Bourdage, J. S. (2021). Speaking of allergies: Communication challenges for restaurant staff and customers. *International Journal of Hospitality Management, 96*, 102959. **Impact Factor = 10.43, ABDC Ranking = A*, Ranked 3/131 in Hospitality, Leisure, Sport & Tourism.**
- Wilhelmy, A., Roulin, N., & **Wingate, T. G.** (2021). Does it take two to tango? Examining how applicants and interviewers adapt their impression management to each other. *Journal of*

¹ The 2019 Australian Business Dean's Council (ABDC) journal quality list is recognized internationally. The journal rankings range from C (lowest quality) to A* (highest quality). The within-field journal rankings are from 2021 Journal Citation Reports.

Business and Psychology, 36, 1053-1076. **Impact Factor = 6.60, ABDC Ranking = A, Ranked 40/295 in Business, 16/112 in Applied 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. **Impact Factor = 1.63, Ranked 80/112 in Applied Psychology.**

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. **Impact Factor = 4.31, Ranked 51/210 in Multidisciplinary Psychology.**

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. **Impact Factor = 3.90, Ranked 13/61 in Educational Psychology.**

Book Chapters

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

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 83rd Annual Meeting of the Academy of Management, Boston, MA, United States.*

Wingate, T. G., Rasheed, S., Risavy, S. D., & Robie, C. (2023, June). Incidence, origin, perceived impact, and correlates of identified applicant characteristics in employment interviews. *Poster presentation for 84th Annual Canadian Psychological Association conference, Toronto, Canada.*

Rasheed, S., & **Wingate, T. G.** (2023, June). Lessons from the COVID-19 pandemic: The challenges of adopting virtual personnel selection interviews. *Poster presentation for 84th Annual Canadian Psychological Association conference, Toronto, Canada.*

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.

- 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.*
- 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**
- 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]*
- 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 11th 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 34th 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 5th 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 33rd 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 33rd 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 32nd 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 76th 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

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

Funding & Awards

*PI = Principal Investigator

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| 2023-2025 | Insight Development Grant,
Social Sciences & Humanities Research Council of Canada
Wingate, T. G. (PI), Bourdage, J. S., Robie, C., & Powell, D. M.
<i>Targeting Employment Interviews to Hire for Specific Kinds of Work Performance</i> | \$40,608 |
| 2022-2023 | GROWW Patient Engagement Supplement Grant,
Canadian Institutes of Health Research
Hewko, S. J., & Wingate, T. G. (PI)
<i>Impacts of Patient and Provider Gender on Innovation at the Point-of-care</i> | \$25,000 |
| 2022-2027 | Insight Grant, | \$294,838 |

	Social Sciences & Humanities Research Council of Canada Turner, N., Weatherhead, J. G., & Wingate, T. G. (Collaborator) <i>Leadership Development and Emergence Among Adolescents and Young Adults: A 10-Year Study</i>	
2018-2021	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

2022-Present	Faculty, Lazaridis School of Business and Economics, Wilfrid Laurier University Introduction to Organizational Behaviour Human Resource Management (graduate level)
2021-2022	Research Associate, Canadian Centre for Advanced Leadership in Business, Haskayne School of Business, University of Calgary <i>Pre/Post-doc position under Drs. Nick Turner and Julie Weatherhead Projects focus on leadership development and emergence</i>
2020	Instructor, Conducting Research in Industrial/Organizational Psychology, University of Calgary
2015-2019	Lab Instructor and Teaching Assistant, University of Calgary Multivariate Statistics (graduate level) Univariate Statistics (graduate level) Advanced Quantitative Methods for Psychology Curriculum Developer, M.Sc. Univariate Statistics (graduate level) Honours Students' Seminar Cognitive Development Quantitative Methods for Psychology
2016	Research Assistant to Joseph Schmidt, University of Saskatchewan
2012-2013	Teaching Assistant, Mount Allison University Advanced Research Design & Analysis Introduction to Psychology

Student Supervision

2020-2021	*Amrit Kaler, Bachelor of Arts (Honours), University of Calgary <i>Co-supervised 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 or business)*

Affiliations

Member, Academy of Management

Member, Canadian Society for Industrial and Organizational Psychology

Member, Society for Industrial and Organizational Psychology

Member, Canadian Psychological Association

Ad-Hoc Reviewer

Human Relations

European Journal of Work and Organizational Psychology

International Journal of Selection and Assessment

Journal of Personnel Psychology

Learning and Individual Differences

Canadian Journal of Behavioural Science

Personnel Assessment and Decisions

Social Influence

Society for Industrial and Organizational Psychology, Annual Conference

Knowledge Mobilization

Wingate, T. G., & Bourdage, J. S. (2021, November). Employment interview goals & design: A qualitative research study. *Short report on research findings for CPHR-Alberta*.
<https://tgwingate.com/sharing-findings>

Wingate, T. G., Jones, S. K., Bourdage, J. S., & Khakhar, M. K. (2021, September). How restaurant staff and customers can talk about food allergies more effectively. *Article on The Conversation Canada*. <https://theconversation.com/3-ways-restaurant-staff-and-customers-can-communicate-to-prevent-food-allergy-reactions-166949>

Wingate, T. G., & Jones, S. K. (2021, September). Speaking of allergies: Communication challenges for restaurant staff and customers. *Guest speaker on Restaurant Relevance Podcast*. <https://www.youtube.com/watch?v=YHolCa4sgQ8>

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

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 ...”