

# Timothy G. H. L. Wingate

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Wilfrid Laurier University

## Contact Information

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## Education

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- 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 Publications<sup>1</sup>

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- Wingate, T. G., Bourdage, J. S., & Steel, P. (2024).** Evaluating interview criterion-related validity for distinct constructs: A meta-analysis. *International Journal of Selection and Assessment*, 1-21. <https://doi.org/10.1111/ijsa.12494>. **Impact Factor = 2.2, ABDC Ranking = A, Ranked 228/401 in Management, 68/115 in Applied Psychology.**
- Wingate, T. G., & Bourdage, J. S. (2024).** What are interviews for? A qualitative study of employment interview goals and design. *Human Resource Management*, 63, 555-580. <https://doi.org/10.1002/hrm.22215>. **Impact Factor = 6.6, ABDC Ranking = A\*, Ranked 65/401 in Management, 14/115 in Applied Psychology, FT50.**
- Wingate, T. G., Rasheed, S., Risavy, S. D., & Robie, C. (2024).** How does bias enter the employment interview? Identifying the riskiest applicant characteristics, interviewer characteristics, and sources of potentially biasing information. *International Journal of Selection and Assessment*, 32, 399-420. <https://doi.org/10.1111/ijsa.12467>. **Impact Factor = 2.2, ABDC Ranking = A, Ranked 228/401 in Management, 68/115 in Applied Psychology.**

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<sup>1</sup> The 2022 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 2022 Journal Citation Reports. FT50 indicates inclusion in the Financial Times top 50 business journals.

- 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. <https://doi.org/10.1037/ocp0000337>. **Impact Factor = 5.1, ABDC Ranking = A, Ranked 10/115 in Applied Psychology, 25/400 in Public, Environmental & Occupational Health.**
- 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. <https://doi.org/10.1016/j.jsr.2022.08.006>. **Impact Factor = 4.1, ABDC Ranking = A, Ranked 43/400 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. <https://doi.org/10.1016/j.ijhm.2021.102959>. **Impact Factor = 11.7, ABDC Ranking = A\*, Ranked 3/136 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 Business and Psychology, 36*, 1053-1076. <https://doi.org/10.1007/s10869-020-09720-5>. **Impact Factor = 4.8, ABDC Ranking = A, Ranked 48/306 in Business, 18/115 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. <https://doi.org/10.1027/1866-5888/a000232>. **Impact Factor = 1.6, ABDC Ranking = B, Ranked 79/115 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. <https://doi.org/10.1037/cbs0000125>. **Impact Factor = 2.5, Ranked 76/215 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. <https://doi.org/10.25035/pad.2019.01.002>.
- 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. <https://doi.org/10.1016/j.lindif.2017.02.007>. **Impact Factor = 3.6, Ranked 19/73 in Educational Psychology.**

## 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.**, Bourdage, J. S., & Steel, P. (2023, August). Valid for what? A meta-analysis of construct-specific interview criterion-related validity. <https://doi.org/10.5465/AMPROC.2023.79bp>. Paper presentation for 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston, MA, United States. **\*\*Nominated Best Paper\*\***

Sidhu, D. M., Bourdage, J., **Wingate, T. G.**, & Pexman, P. (July, 2023). Is Molly more hireable than Katie? Name sound symbolism and mock hiring tasks. *Talk presented at the annual meeting of the Canadian Society for Brain Behaviour and Cognitive Science Society, Guelph, ON.* (First author presented)

**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 84<sup>th</sup> 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 84<sup>th</sup> 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 37<sup>th</sup> 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 37<sup>th</sup> 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 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 37<sup>th</sup> 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 36<sup>th</sup> 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  
*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, 37<sup>th</sup> 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

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\*PI = Principal Investigator

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., (co-PI) & Wingate, T. G. (co-PI) <i>Impacts of Patient and Provider Gender on Innovation at the Point-of-care</i>	\$25,000
2022-2027	Insight Grant, 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>	\$294,838
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

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- 2022-Present Lazaridis School of Business and Economics, Wilfrid Laurier University  
Human Resource Management (graduate level)  
Introduction to Organizational Behaviour

- 2021-2022 Research Associate, Canadian Centre for Advanced Leadership in Business,  
Haskayne School of Business, University of Calgary  
*Pre/Post-doc position under Drs. Nick Turner and Julie Weatherhead  
Projects focus on leadership development and emergence*
- 2020 Instructor, Conducting Research in Industrial/Organizational Psychology,  
University of Calgary
- 2015-2019 Lab Instructor and Teaching Assistant, University of Calgary  
M.Sc. Multivariate Statistics  
M.Sc. Univariate Statistics  
Advanced Quantitative Methods for Psychology  
Curriculum Developer, M.Sc. Univariate Statistics  
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**

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- 2024-present Bahar Mashhadi, Master of Science, Wilfrid Laurier University
- 2023-2024 Yilin Zhao, Master of Science, Wilfrid Laurier University
- 2020-2021 Amrit Kaler, Bachelor of Arts (Hons), University of Calgary (*co-supervision*)
- 2017-2018 Amy Barron, Bachelor of Arts (Hons), University of Calgary (*co-supervision*)
- 2018 Malika Khakhar, Bachelor of Arts (Hons), University of Calgary (*co-supervision*)

### **Affiliations**

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- Member, Canadian Society for Industrial and Organizational Psychology
- Member, Society for Industrial and Organizational Psychology
- Member, Academy of Management
- Member, Canadian Psychological Association

### **Ad-Hoc Reviewer**

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- Human Relations
- International Journal of Selection and Assessment
- Applied Psychology: An International Review
- European Journal of Work and Organizational Psychology
- 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
- Canadian Psychology Association, Annual Conference

## Knowledge Mobilization

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- Wingate, T. G.** (2024, August). Discussion about job interview goals and design. *Interview with Courtney Theriault on 630 CHED Edmonton Radio*.  
<https://on.soundcloud.com/oqFZeRGhKDUYb9Fx6>.
- Wingate, T. G., & Bourdage, J. S.** (2024, August). Employers should use science to optimize job interviews instead of relying on outdated misconceptions. *Article on The Conversation Canada*. <https://theconversation.com/employers-should-use-science-to-optimize-job-interviews-instead-of-relying-on-outdated-misconceptions-229870>.
- Wingate, T. G., Rasheed, S., Risavy, S. D., & Robie, C.** (2024, April). How does bias affect job interviews? *Summary of new research for Wilfrid Laurier University Website*.  
<https://www.wlu.ca/academics/research/researchers/researcher-profiles/student-researchers/sabah-rasheed.html>.
- Wingate, T. G., & Bourdage, J. S.** (2021, November). Employment interview goals and design: A qualitative research study. *Short report for CPHR-Alberta*.
- 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*.