

Timothy G. H. L. Wingate

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Contact Information

Organizational Behaviour & Human Resource Management
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Education

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| 2017-2022 | Doctor of Philosophy, Industrial–Organizational Psychology
University of Calgary, Alberta, Canada
<i>2017: Visiting Research Stay with Dr. Martin Kleinmann,
University of Zürich, Switzerland</i> |
| 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

- Sidhu, D. M., **Wingate, T. G.**, Bourdage, J. S., & Pexman, P. (2025, *In press*). Would you hire Liam over Kirk? Name sound symbolism and hiring. *Acta Psychologica*, 256, Advanced online publication. <https://doi.org/10.1016/j.actpsy.2025.104978>. **Impact Factor = 2.1, ABDC Ranking = A.**
- Wingate, T. G.**, Bourdage, J. S., & Steel, P. (2025). 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.**
- 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*, 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*

¹ 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). FT50 indicates inclusion in the Financial Times top 50 business journals.

- Selection and Assessment*, 32, 399-420. <https://doi.org/10.1111/ijsa.12467>. **Impact Factor = 2.2, ABDC Ranking = A.**
- Lyubych, 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.**
- 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.**
- 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*.**
- 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.**
- 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.**
- 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.**
- 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.**, & Tones, 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.**

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.,** Robie, C., Powell, D. M., & Bourdage, J. S. (2025, July). A great candidate, I p(resume): The role of resumes and cover letters in a new hiring landscape. *Paper presentation for 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.* In Sonia Taneja (Ed.), *Proceedings of the Eighty-fifth Annual Meeting of the Academy of Management.* Online. ISSN: 2151-6561. ****Nominated Best Paper****
- Mashhadi, B., & **Wingate, T. G.** (2025, June). What should I ask? Interviewer perceptions about application questions. *Poster presentation for the 86th Annual Canadian Psychological Association, Saint Johns, Canada.* (First Author Presenting)
- Wingate, T. G.,** Robie, C., D. Gruda, & Rasheed, S. (2025, May). A situational judgment test of the dark triad for personnel selection. *Poster presentation for the 22nd European Congress of Work and Organisational Psychology, Prague, Czech Republic.*
- 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.* In Sonia Taneja (Ed.), *Proceedings of the Eighty-third Annual Meeting of the Academy of Management.* Online. ISSN: 2151-6561. <https://doi.org/10.5465/AMPROC.2023.79bp>. ****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 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

2024	Merit Award, Wilfrid Laurier University <i>For outstanding or superior performance in research, teaching, and service.</i>
2020	2 nd 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 <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 <i>For best Master's thesis in Experimental Psychology program.</i>
2018	Teaching Assistant Award of Excellence, University of Calgary <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 <i>Funded by Michael Smith Foreign Study Supplement.</i>
2013	Best Oral Presentation, 37 th Annual Science Atlantic Undergraduate Psychology Conference, Halifax, Canada
2013	Departmental Psychology Award, Mount Allison University <i>For greatest student contributions to the Psychology Department.</i>

Funding & Awards

*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,	\$105,000

	Social Sciences & Humanities Research Council of Canada	
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	\$17,500
	Joseph-Armand Bombardier CGS Master's Scholarship	
2015	Queen Elizabeth II Graduate (Master's) Scholarship	\$10,800

Teaching & Related Experience

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 <i>Pre/Post-doc position under Drs. Nick Turner and Julie Weatherhead</i> <i>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 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

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 (<i>co-supervision</i>)
2017-2018	Amy Barron, Bachelor of Arts (Hons), University of Calgary (<i>co-supervision</i>)
2018	Malika Khakhar, Bachelor of Arts (Hons), University of Calgary (<i>co-supervision</i>)

Affiliations

Member, Editorial Board, International Journal of Selection and Assessment
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

Human Relations

International Journal of Selection and Assessment

Journal of Occupational and Organizational Psychology

Applied Psychology: An International Review

European Journal of Work and Organizational Psychology

Journal of Personnel Psychology

Personality and Individual Differences

Learning and Individual Differences

Canadian Journal of Behavioural Science

Personnel Assessment and Decisions

Social Influence

Current Psychology

Society for Industrial and Organizational Psychology, Annual Conference

Canadian Psychology Association, Annual Conference

Emerald Publishing (books)

Knowledge Mobilization

Wingate, T. G. (2024, October). What are interviews for? *Podcast guest on The New Generation Work Podcast*. <https://newgenerationwork.podbean.com/e/what-are-interviews-for/>.

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*.