

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 |
| 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

- Robie, C., **Wingate, T. G.**, Baytalskaya, N., & Butera, H. (2026). Candidate generative AI use in pre-hire employment assessments: Incidence and the impact of warnings. *International Journal of Selection and Assessment*, 34, e70056. <https://doi.org/10.1111/ijsa.70056>. **Impact Factor = 2.4, ABDC Ranking = A.**
- Wingate, T. G.**, Robie, C., Powell, D. M., & Bourdage, J. S. (2025). The signals that matter: Resumes, cover letters, and success on the job search. *International Journal of Selection and Assessment*, 33, e70022. <https://doi.org/10.1111/ijsa.70022>. **Impact Factor = 2.4, ABDC Ranking = A.**
- Sidhu, D. M., **Wingate, T. G.**, Bourdage, J. S., & Pexman, P. (2025). Would you hire Liam over Kirk? Name sound symbolism and hiring. *Acta Psychologica*, 256, 104978. <https://doi.org/10.1016/j.actpsy.2025.104978>. **Impact Factor = 2.7, 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*, 33, e12494. <https://doi.org/10.1111/ijsa.12494>. **Impact Factor = 2.4, ABDC Ranking = A.**

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.

- 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 = 9.0, 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 Selection and Assessment, 32*, 399-420. <https://doi.org/10.1111/ijisa.12467>. **Impact Factor = 2.4, ABDC Ranking = A.**
- 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 = 3.9, 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 = 4.4, 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 = 8.3, 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 = 4.9, 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 = 1.4, 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 = 1.6.**
- 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 = 9.0.**

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. (2026, May). Measuring Interview Goals. *Meeting of the Canadian Network of Selection Researchers, Halifax, Canada*.

Butera, H., Baytalskaya, N., Robie, C., & **Wingate, T. G.** (2026, April 30 – May 2). The impact of honesty agreements on generative AI use in pre-employment assessments. *Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, United States*.

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. *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. ***Best Paper Proceedings***

Mashhadi, B., & **Wingate, T. G.** (2025, June). What should I ask? Interviewer perceptions about application questions. *86th Annual Meeting of the Canadian Psychological Association, Saint Johns, Canada*. ***Winner 3rd Place Best Poster***

Wingate, T. G., Robie, C., Gruda, D. & Rasheed, S. (2025, May). A situational judgment test of the dark triad for personnel selection. *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. *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>. ***Best Paper Proceedings***

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. *Annual meeting of the Canadian Society for Brain Behaviour and Cognitive Science Society, Guelph, ON*.

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. *84th Annual Meeting of the Canadian Psychological Association, Toronto, Canada*.

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

- Wingate, T. G., & Bourdage, J. S.** (2022, April). Employment interview goals and design: A qualitative study. *37th Annual Meeting of the Society for Industrial and Organizational Psychology, Seattle, WA, United States.*
- Wingate, T. G., & Bourdage, J. S.** (2022, April). Employment interview goals and the purposes of unstructured conversation. *37th Annual Society for Industrial and Organizational Psychology, 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. *80th Annual Meeting of the Canadian Psychological Association, 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. *80th Annual Meeting of the Canadian Psychological Association, 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?]. *11th Conference of the Work, Organizational, and Business Psychology Division of the German Association of Psychology in Braunschweig, Germany.*
- Wingate, T. G., & Bourdage, J. S.** (2019, May). Aligning interview structure and goals, science and practice. *European Congress of Work and Organisational Psychology, Turin, Italy.*
- Roulin, N., Bourdage, J. S., & **Wingate, T. G.** (2019, April). Antecedents and outcomes of using structured interview components. *34th Annual Meeting of the Society for Industrial and Organizational Psychology conference, Washington, United States.*
- 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. *5th Biennial Meeting of the European Network of Selection Researchers, Edinburgh, Scotland.*
- Wingate, T. G., & Bourdage, J. S.** (2018, April). Liar at first sight? Early impressions and interviewer judgments, attributions, and perceptions. *33rd Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, United States.*
- Wingate, T. G., Wilhelmy, A., & Roulin, N.** (2018, April). Integrating interviewer and applicant impression management. *33rd Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, United States.*
- Wingate, T. G., & Bourdage, J. S.** (2017, May). An experimental look at the trajectory and outcomes of interviewers' impressions. *European Congress of Work and Organisational Psychology, Dublin, Ireland.*
- Wingate, T. G., Bourdage, J. S., & Lee, C. S.** (2017, April). Personality & contextual covariates of organizational citizenship motives. *32nd Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, United States.*

- Wingate, T. G., Bourdage, J. S., & Lee, C. S.** (2016, June). Self-serving motivations for organizational citizenship behaviours: Instrumental and affective. *76th Annual Meeting of the Canadian Psychological Association, Victoria, Canada.*
- Wingate, T. G., & Tomes, J. L.** (2013, May). Procrastination and task delay: Why tomorrow is always the busiest day of the week. *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. *36th Annual Science Atlantic Undergraduate Psychology Conference, Wolfville, Canada.*

Recognitions

- 2026 Lazaridis Research Excellence Award, OB/HRM Area
- 2025 Best Reviewer of 2025, Journal of Personnel Psychology
- 2024 Merit Award, Wilfrid Laurier University
For outstanding or superior performance in research, teaching, and service.
- 2025 Best Paper Designation, Annual Meeting of the Academy of Management
- 2023 Best Paper Designation, Annual Meeting of the Academy of Management
- 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

- 2023-2025 Insight Development Grant, \$40,608
Social Sciences & Humanities Research Council of Canada
Wingate, T. G. (PI), Bourdage, J. S., Robie, C., & Powell, D. M.
Targeting Employment Interviews to Hire for Specific Kinds of Work Performance

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

2022-Present	Lazaridis School of Business and Economics, Wilfrid Laurier University Critical Perspectives on OB/HRM Science (graduate-level) Human Resource Management (graduate-level) Introduction to Organizational Behaviour (undergraduate-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</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

2025-Present	Bahar Mashhadi, PhD Management, Wilfrid Laurier University
2024-2025	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, Editorial Board, Journal of Personnel Psychology
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 Reviewer²

International Journal of Selection and Assessment
Journal of Personnel Psychology
Human Resource Management Journal
Journal of Occupational and Organizational Psychology
Organizational Psychology Review
Applied Psychology: An International Review
European Journal of Work and Organizational Psychology
Personality and Individual Differences
Canadian Journal of Behavioural Science
Personnel Assessment and Decisions
Current Psychology
Society for Industrial and Organizational Psychology, Annual Conference
Canadian Psychology Association, Annual Conference
Emerald Publishing (books)

Knowledge Mobilization

Robie, C., & Wingate, T. G. (2026, March). Why the entire selection process is losing its signal (and how to fix it). *ERE Media*. <https://www.ere.net/articles/why-the-entire-selection-process-is-losing-its-signal-and-how-to-fix-it>

Thomas, S. (2025, January). Are professional appearance standards still relevant? How about legal? *Expert source for Canadian HR Reporter*. <https://www.hrreporter.com/focus->

² To keep this list current, only journals for which I have reviewed since 2022 are included.

[areas/diversity/are-professional-appearance-standards-still-relevant-how-about-legal/390571](#)

- 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). Radio interview 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>.
- Rasheed, S., Risavy, S. D., Robie, C., & **Wingate, T. G.** (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*.