

Dr Jeromy Anglim
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Education and Qualifications

2015	Graduate Certificate of Higher Education	Deakin University
2011	PhD	University of Melbourne
2011	Masters of Organisational / Industrial Psychology	University of Melbourne
2007	Bachelor of Laws	Monash University
2000	Bachelor of Arts (1st Class Honours in Psychology)	University of Melbourne

Employment History

2012 – present	Lecturer	School of Psychology, Deakin University
2012	Post Doc	Melbourne Business School, University of Melbourne
2009–2011	Lecturer	Psychological Sciences, University of Melbourne
2008	Associate Lecturer	Psychological Sciences, University of Melbourne
2001-2007	Tutor, Research Assistant, Lecturer	University of Melbourne
2001-2010	Industry Consultant	Extensive consulting work (see below for details)

Research

Research Overview

My program of research focuses on individual differences and human performance with a major methodological focus on Bayesian hierarchical models and latent variable models. Major threads of research include: (a) the dynamics of motivation and human performance; (b) personality testing in selection and recruitment; and (c) broad and narrow models of personality traits. I also collaborate on research with colleagues where there is scope to apply my statistical skills or substantive expertise.

Citations based on [Google Scholar](https://scholar.google.com/citations?user=...): 411 citations. h-index of 9.

Submitted Peer Reviewed Journal Articles

My name and supervised students in bold. Impact factors listed are ISI 2-year impact factors. Rank indicates percentile rank of the journal. This is based on the 2015 SJR (<http://www.scimagojr.com/>) using psychology as the discipline unless otherwise stated because journal is not a psychology journal.

Revise and Resubmit

1. **Anglim, J., Morse, G.,** De Vries, R, E., & Marty, A. (received revise and resubmit). Comparing Job Applicants to Non-Applicants Using an Item- Level Bifactor Model on the HEXACO Personality Inventory. **(IF:4.0; rank: 95%)**
2. **Horwood, S., & Anglim, J.** (revise and resubmit). A Critical Analysis of the Assumptions of Type D Personality: Comparing Prediction of Health-Related Variables with the Broad and Narrow Traits of the Five Factor Model. **(IF:2.0; rank 78%)**
3. **Anglim, J., Bozic, S.,** Little, J., & Lievens, F. (revise and resubmit). Use of Personality Testing In Medical Student Selection: A Comparison of Broad and Narrow Traits in Non-Applicant and Applicant Samples. **(IF:2.5; rank: 87% (Medicine))**

Under Review

Awaiting Resubmission

4. **Anglim, J., Everton, L,** Grant, S. L., & Marty, A. (under review). The Effect of Job Applicant Faking on the Predictive Validity of Broad versus Narrow HEXACO Personality on Job Performance, Organizational Citizenship Behavior and Counterproductive Work Behavior. **(IF:4.1)**
5. **Anglim, J., Bravo, G.,** Von Treur, K., & Zarris, P. (awaiting resubmission) Predicting Multi-

Source Ratings of Managerial Performance from Broad and Narrow Personality Traits.

6. **Anglim, J.**, Wood, S., & Waters, L. (awaiting resubmission). A Bayesian Model Of The Effect Of Warnings On Faking Personality Tests In A Job Applicant Context

Published Peer Reviewed Journal Articles

2017 Journal Articles

1. **Wynton, S. K. A., & Anglim, J.** (2017). Abrupt Strategy Shifts Underlie Gradual Performance Changes: Hierarchical Bayesian Models of Decomposed Strategy Use. *Journal of Experimental Psychology: Learning, Memory, and Cognition*. (IF:2.8; rank: 94%)
<http://dx.doi.org/10.1037/xlm0000404>
2. Albrecht, S., **Anglim, J.** (2017). Employee Engagement, Emotional Exhaustion and Proactive Performance of Fly-In-Fly-Out Workers: A Diary Study. *Australian Journal of Psychology*. 10.1111/ajpy.12155 (IF:1.0; rank: 42%)
3. **Anglim, J., Knowles, E., Dunlop, P., & Marty, A.** (2017). HEXACO Personality and Schwartz's Personal Values: A Facet-Level Analysis. *Journal of Research in Personality*, 68, 23-31.
<http://dx.doi.org/10.1016/j.jrp.2017.04.002> (IF:2.3; rank: 90%)
4. O'Connor, P., Nguyen, J., & **Anglim, J.** (2017). Effectively Coping with Task-Stress: A Study of the Incremental Validity and Utility of Trait Emotional Intelligence. *Journal of Personality Assessment*. 99, 303-314. (IF:2.3; rank: 86%)
5. **Telwatte, A., Anglim, J., Wynton, S. K. A., & Moulding, R.** (2017). Workplace Accommodations for Employees with Disabilities: A Multilevel Model of Employer Decision-Making. *Rehabilitation Psychology*, 62, 7-19. (IF:1.5; rank: 66%)
6. **Leach, C., Powell, M., Sharman, S., Anglim, J.** (2017). The Relationship Between Children's Age and Disclosures of Sexual Abuse During Forensic Interviews. *Child Maltreatment*, 22, 79-88. (IF: 2.3; rank: 81%)

2016 Journal Articles

7. Grant, S., Mizzi, T., & **Anglim, J.** (2016). 'Fat, four-eyed and female' 30 years later: A replication of Harris, Harris, and Bochner's (1982) early study of obesity stereotypes. *Australian Journal of Psychology*, 68, 290-300. (IF:1.0; 42%)
8. **Horwood, S., Anglim, J., & Tooley, G.** (2016). Statistically modelling the relationships between Type D personality and social support, health behaviors and symptom severity in chronic illness groups. *Psychology & Health*, 31, 1047-1063. (IF:2.0; 72%)
9. Unterrainer, H. F., Ruttinger, J., Lewis, A. J., **Anglim, J., Fink, A., & Kapfhammer, H. P.** (2016). Vulnerable Dark Triad Personality Facets Are Associated with Religious Fundamentalist Tendencies. *Psychopathology*, 49, 47-52. (IF:1.9; 67%)
10. **Anglim, J., & Grant, S.** (2016). Predicting Psychological and Subjective Well-Being from Personality: Incremental Prediction from 30 Facets Over the Big 5. *Journal of Happiness Studies*, 17, 59-80. (IF:1.9; rank 87% (Social Sciences))
11. **Leach, C. L., Powell, M. B., & Anglim, J.** (2016). The effect of victim age on police authorisation of charges in cases of child sexual abuse. *Psychiatry, Psychology, and Law*, 23, 302-316. (IF:0.4; rank: 36%)

2015 Journal Articles

12. **Jaeger, T., Moulding, R., Anglim, J., Aardema, F., & Nedeljkovic, M.** (2015). The Role of Fear of Self and Responsibility in Obsessional Doubt Processes: A Bayesian Hierarchical Model. *Journal of Social and Clinical Psychology*, 34, 839-858. (IF:1.2; rank: 70%)
13. **Lester, C., Anglim, J., & Fullarton, C.** (2015). Individual Differences in Intention to Fake Job Interviews: Personality, Self-Monitoring, and the Theory of Planned Behaviour. *Australasian Journal of Organisational Psychology*, 8, e8. (IF:NA)
14. **Anglim, J., Weinberg, M. K., & Cummins, R. A.** (2015). Bayesian Hierarchical Modeling of the Temporal Dynamics of Subjective Well-Being: A 10 Year Longitudinal Analysis. *Journal of Research in Personality*, 59, 1-14. (IF:2.3; rank: 90%)
15. **Anglim, J., & Wynton, S. K.** (2015). Hierarchical Bayesian Models of Subtask Learning. *Journal of Experimental Psychology: Learning, Memory, and Cognition*, 41, 957-974. (IF:2.8; rank: 94%)
16. **Horwood, S., Anglim, J., & Tooley, G.** (2015). Type D Personality and the Five-Factor Model: A Facet-Level Analysis. *Personality and Individual Differences*, 83, 50-54. (IF:1.9; rank: 78%)
17. **Nikodijevic, A., Moulding, R., Anglim, J., Aardema, F., & Nedeljkovic, M.** (2015). Fear of self, doubt and Obsessive Compulsive Symptoms. *Journal of Behavior Therapy and Experimental Psychiatry*, 49, 164-172. (IF:2.2; 77%)

2012-2014 Journal Articles

18. **Anglim, J., & Grant, S. L.** (2014). Incremental Criterion Prediction of Personality Facets over Factors: Obtaining Unbiased Estimates and Confidence Intervals. *Journal of Research in Personality*, 53, 148-157. **(IF:2.3; 90%)**
19. **Burrows, K. S., Powell, M. B., & Anglim, J.** (2013). Facilitating child witness interviewers' understanding of evidential requirements through prosecutor instruction. *International Journal of Police Science & Management*, 15(4), 263-272. **(IF:NA)**

2002-2011 Journal Articles - Prior to Completing PhD

20. Moulding, R., **Anglim, J.**, Nedeljkovic, M., Doron, G., Kyrios, M., & Ayalon, A. (2011). The Obsessive Beliefs Questionnaire (OBQ): examination in nonclinical samples and development of a short version. *Assessment*, 18(3), 357-374. **(IF:2.9; rank 87%; 40+ citations in GS)**
21. Grant, S., Langan-Fox, J., & **Anglim, J.** (2009). Big Five Traits as predictors of subjective and psychological well-being. *Psychological Reports*, 105(1), 205-231. **(IF:0.4; 37%; 50+ citations in GS)**
22. Langan-Fox, J., Grant, S., & **Anglim, J.** (2007). Modelling skill acquisition in acquired brain injury. *Australian Psychologist*, 42(1), 39-48. **(IF:0.7; rank: 38%)**
23. Langan-Fox, J., **Anglim, J.**, & Wilson, J. R. (2004). Mental models, team mental models, and performance: Process, development, and future directions. *Human Factors and Ergonomics in Manufacturing & Service Industries*, 14(4), 331-352. **(IF:0.5; rank: 74% (Engineering); 150+ citations in GS)**
24. Langan-Fox, J., Armstrong, K., Balvin, N., & **Anglim, J.** (2002). Process in skill acquisition: motivation, interruptions, memory, affective states, and metacognition. *Australian Psychologist*, 37(2), 104-117. **(IF:0.7; rank: 38%; 30+ citations in GS)**

Other Research Output**PhD thesis**

- **Anglim, J.** (2011). "Strategies in skill acquisition: reconciling continuous models of the learning curve with abrupt strategy shifts". Full text download available at <http://repository.unimelb.edu.au/10187/10113> (open access). PhD thesis. Psychological Sciences, University of Melbourne. Supervised by Prof Janice Langan-Fox.

Peer-Reviewed Conference Articles

1. **Anglim, J.**, Langan-Fox, J., & Mahdavi, N. (2005). Modeling the Relationship between Strategies, Abilities and Skilled Performance. CogSci 2005, 27th Annual Meeting of the Cognitive Science Society, July 21-23 Stresa, Italy.
2. **Anglim, J.**, & Langan-Fox, J. (2005). The role of strategy in skilled performance: Methodologies and analytic techniques for exploring strategy use. Presented at HFESA/PPCOE 2005 Conference. 22-25 August, 2005, Cairns.
3. Langan-Fox, J., & **Anglim, J.** (2001). Learning about New Technology: Layperson Mental Models. Presentation made at the 37th Annual Ergonomics Conference, 27-30 November, Sydney (includes a 6 page section in the conference proceedings).

Conference Presentations

1. **Anglim, J.**, & Kuppens, P. (2017). Predicting Life Satisfaction Volatility from Personality and Life Events: A Bayesian Hierarchical Model. *Ambulatory Assessment and Intervention Symposium*, Melbourne, Australia.
2. **Anglim, J.**, **Bozic, S.**, Little, J., & Lievens, F. (2016). Personality prediction of medical student grades: Comparing broad and narrow traits across applicant and non-applicant contexts. *Australian Conference for Personality and Individual Differences*, Melbourne, Australia.
3. **Bozic, S.**, **Anglim, J.**, Wille, B., & De Fruyt, F. (2016). Longitudinal stability of NEO-PI-R personality facets: Comparing bifactor, residualised, and observed score approaches. *Australian Conference for Personality and Individual Differences*, Melbourne, Australia.
4. **Wynton, S.**, & **Anglim, J.** (2016). Examining the Relationship Between Practice and Strategy Use: Hierarchical Bayesian Models of Composite and Component Strategy Use. *MathPsych 2016*, New Brunswick, New Jersey, United States.
5. **Anglim, J.** (2016). Bayesian Hierarchical Models of Dynamic Ability-Performance Relationships. *Australian Mathematical Psychology Conference*, Hobart, Australia.
6. **Wynton, S.**, **Anglim, J.** (2016). Examining the Relationship Between Practice and Strategy Use: Hierarchical Bayesian Models of Composite and Component Strategy Use. *Australian Mathematical Psychology Conference*, Hobart, Australia.

7. Moulding, R., **Anglim**, J., Jaeger, T., Nikodijevic, A., Aardema, F., & Nedeljkovic, M. (2016). Feared self, reasoning, and obsessive-compulsive phenomena. Paper presented at the WCBCT, Melbourne, Australia.
8. Moulding, R., Bhar, S., **Anglim**, J., Nedeljkovic, M., & Kyrios, M. (2016). Outcomes of a group based cognitive-behavioural treatment for Obsessive-Compulsive Disorder. Paper presented at the WCBCT, Melbourne, Australia.
9. **Anglim**, J., Weinberg, M., Tooley, G., and Cummins, R. (2016). Bayesian Hierarchical Modelling of the Temporal Dynamics of Well-Being: A 10 Year Longitudinal Analysis of the Personal Well-Being Index. *Australian Mathematical Psychology Conference*, Newcastle, Australia.
10. **Telwatte**, A., & **Anglim**, J. (2015). Workplace accommodation for employees with disabilities: A vignette approach to understanding employer decision-making behaviour. *APS 11th Industrial and Organisational Psychology Conference*, Melbourne, Australia.
11. **Anglim**, J., & Wood, S. (2015). A Bayesian model of individual differences in personality test faking. *APS 11th Industrial and Organisational Psychology Conference*, Melbourne, Australia.
12. **Anglim**, J., & Little, J. (2014). Incremental Prediction of Medical Student Grade Point Average by Personality Facets over Factors: Findings from a Selection Context. *Alfred Health Research Week*, Melbourne, Australia.
13. **Anglim**, J. & Grant, S. (2014). Estimating Incremental Criterion Prediction of Personality Facets over Factors. *Australian Mathematical Psychology Conference*, Canberra, Australia.
14. **Wynton**, S., & **Anglim**, J. (2014). Bayesian Modeling of Subtask Learning Consistency. *Australian Mathematical Psychology Conference*, Canberra, Australia.
15. **Anglim**, J., Waters, L., Wood, S. (2013). Bayesian models of individual differences in the effect of warnings on job applicant personality faking. *Australian Mathematical Psychology Conference*, Sydney, Australia.
16. **Anglim**, J., Waters, L., Wood, S. (2013). A Bayesian model of individual differences in the effect of warnings on job applicant personality faking. *11th Australian Conference for Personality and Individual Differences*, Melbourne, Australia.
17. **Anglim**, J., & Langan-Fox, J. (2011). Strategies in skill acquisition: Reconciling continuous models of the learning curve with abrupt strategy shift. 2011 Australasian Mathematical Psychology Conference, Melbourne, Victoria, Australia, 18-20 February 2011.
18. Moulding, R., **Anglim**, J., Nedeljkovic, M., Doron, G., Kyrios, M., & Ayalon, A. (2009). A re-examination of the structure of the obsessive beliefs questionnaire (OBQ). Paper presented at the 32nd National Conference of the Australian Association for Cognitive and Behaviour Therapies, Perth, Australia.
19. **Anglim**, J. & Waters, L. (2009). The effect of warnings on personality test faking in employee selection. 11th European Congress of Psychology ECP09, Oslo, Norway, July 2009.
20. **Anglim**, J., Canty, J., & Wearing, A. (2008). Personality and demographic correlates of social networks in a university class room. The Interdependence of Networks and Behaviour Psychological, Sociological, Political and Economic Perspectives, 10 November 2008, University of Melbourne, Australia.
21. **Anglim**, J., Waters, L. (2008). Practical Tips on How to Conduct a Sophisticated Online Psychological Experiment. 43rd APS Annual Conference, 23-27 September 2008, Hobart, Tasmania, Australia.
22. **Anglim**, J., & Langan-Fox, J. (2008). The dynamic nature of individual differences in performance on the Kanfer-Ackerman Air Traffic Control Task. 43rd APS Annual Conference, 23-27 September 2008, Hobart, Tasmania, Australia.
23. **Anglim**, J., Canty, J., & Wearing, A. (2008). Social dynamics in a university class room: A social networks approach. 43rd APS Annual Conference, 23-27 September 2008, Hobart, Tasmania, Australia.
24. **Anglim**, J., Langan-Fox, J., & Mahdavi, N. (2007). Individual differences in performance and the role of strategy shifts. Talk presented at 7th Australian Industrial & Organisational Psychology Conference, June 28-30, Adelaide, Australia.
25. **Anglim**, J., & Waters, L. (2007). How to conduct a social network analysis: A tool for empowering teams and work groups. Workshop presented at 7th Australian Industrial & Organisational Psychology Conference, June 28-30, Adelaide, Australia.
26. Giusti, W., & **Anglim**, J. (2004). Small World of Terrorism Research: Mapping the Socio-cognitive Structure of Research on Terrorism. International Society of Political Psychology, Annual Conference, Lund, Sweden, July 15-18, 2004.

27. **Anglim, J.**, Langan-Fox, J. (2004). The role of strategy in skilled performance: Methodologies and analytic techniques for exploring strategy use. Presented at HFESA/PPCOE 2004 Conference. 22-25 August, 2004, Cairns.
28. Langan-Fox, J., **Anglim, J.**, & Balvin, N. (2001). Moderating variables of memory and attention on skill acquisition. Poster presented at the 4th Australian Industrial/Organisational Psychology Conference, Sydney, 2001.

Invited Research Presentations

1. 2016 Swinburne University
2. 2016 KU Leuven
3. 2016 Vrij University Brussels
4. 2016 Ghent University
5. 2016 Vrij University Amsterdam
6. 2016 University of Amsterdam
7. 2015 University of Tasmania
8. 2014 Deakin University, School of Psychology Colloquium
9. 2013 Deakin University, School of Psychology Colloquium
10. 2012 Melbourne Social Psychology Group, University of Melbourne.
11. 2008 Swinburne University
12. 2008 University of Melbourne Cognitive Science Group

Reviewer

Profile of verified review statistics available at: <https://publons.com/author/1169380/jeromy-anglim>

Journal reviewer for:

1. Journal of Happiness Studies
2. Journal of Personality Assessment
3. Applied Psychological Measurement
4. Frontiers in Psychology
5. Memory and Cognition
6. Journal of Managerial Psychology
7. Journal of Experimental Psychology: Learning, Memory, and Cognition
8. Australasian Journal of Organisational Psychology
9. Asia-Pacific Journal of Business Administration
10. Plos One
11. Behavior Research Methods
12. Assessment
13. Journal of Occupational and Organizational Psychology
14. Advanced in Health Science Education
15. Career Development International
16. Australian Journal of Psychology
17. Cross-Cultural Research

Other reviewer activity

1. SIOP Hogan Award for Personality and Work Performance (2016)
2. Cognitive Science Conference (2006)
3. Australian I/O Psychology Conference (2016)

Supervision

Completed Supervision

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| Current | Sarah Wynton (PhD), Camilla Nicoll (PhD), Kim Aitkin (Associate PhD), Yoon Yang (Assoc PhD), Li Lian Koh (Associate PhD), Carmel Batticciotto (4th year), Linda Ashford (4th year), Sean Conaughton (4th year), Caroline Rosenberg (Masters), Dom Howard (Masters), Edwina Clark (Masters), Gavin Morse (Masters), Jessica Muscat (Masters), Jack Rountree (Masters), Emily Knowles (Masters) |
| 2016 | Alison White (Masters), Loch Forsyth (Masters), Sharon Horwood (Associate PhD), Gemma Hamilton (Associate PhD); Mairi Benson (Associate PhD); Lara Christensen (Associate PhD) |
| 2015 | Miranda Coyne (Masters), Nick Himonas (Masters), Rayner Tai (Masters), Chris Morfesse (Masters), Lisa Everton (Masters), Stuart Kruse (Masters), Gavin Morse (4th year), Emily Knowles (4th year), Keith Lim (4th year), Gemma Bravo (4th year), Chelsea Leach (Associate Psych Doctorate) |

2014	Apsara Telwatte (Masters), Phoebe Gervaise (4th year), Annie Tran (4th year), Jacqueline Ho (4th year), Maria Sulaiman (4th year), Hannah Weymes (4th year), Ian Leong (4th year), Olivia Formica (4th year), Rita Wu (4th year), Kimberlee Burrows (assoc, PhD)
2013	Candice Lester (Masters), Louise Pianta (Masters), Monika Fritz (Masters), Sarah Wynton (4th year), Aaron Day (4th Year), Nick Himonas (4th Year)
2011	Lucy Thomas (4th year), Sue Carman (4th year)
2010	Charmain Tan (4th year)

Grants and Funding

2016	\$11,000	Academic Study Program (4 Months; Belgium & The Netherlands)
2015	\$8,000	R Training to Industry used to fund Academic Study Program
2015	\$10,000	Comparative analysis of personality in miners and non-miners (industry funding with A/Prof Kathryn von Treuer).
2011	\$10,000	Psychological Sciences, University of Melbourne Equipment and Small Renovation Grant (with A/Prof Jennifer Boldero)
2011	\$1,000	Revolution Computing support for Melbourne R Users Group
2008	\$3,000	Psychological Sciences, University of Melbourne Equipment and Small Renovation Grant (with A/Prof Jennifer Boldero)

Teaching

Deakin University Teaching (2013-present)

2013-present	Unit Chair & Lecturer	Masters Quantitative Methods in I/O Psychology
2016-present	Unit Chair & Lecturer	Masters Assessment in I/O Psychology
2013-2015	Lecturer	Masters Assessment in I/O Psychology
2013-2014	Tutor	4th year Research Methods

Workshops

2016	Reproducible Research with R at KU Leuven
2015	Day long workshop on Statistical Computing using R
2008, 2014	Introduction to Experiment Delivery Software Inquisit

University of Melbourne Teaching (2001-2011)

2008 – 2011	Lecturer & Unit Chair	3rd year Industrial / Organisational Psychology
2005 – 2007	Lecturer	3rd year Industrial / Organisational Psychology
2005 – 2011	Lecturer	2nd year Quantitative Methods for Psychology
2005	Lecturer	4th year Quantitative Methods for Psychology
2006, 2009-2011	Lecturer	3rd year Quantitative Methods for Psychology
2008 – 2009	Lecturer	PhD Research Methods Workshops in Management
2011	Supervisor	3rd year Research Capstone Unit
2001-2007	Tutor	3rd year Industrial / Organisational Psychology
2003 – 2005	Tutor	4th year Quantitative Methods for Psychology
2004	Tutor	2nd year Organisational Behaviour in Management
2004	Tutor	2nd year Market Research in Management
2004-2006	Tutor	3rd year Quantitative Methods

Service

Service at Deakin University

2012-present	Data Science Team	Deputy head of data science unit contributing to research methods in the school; running advanced courses in research method; evaluation of multiple choice exam practices
2015-present	HDR Role	PhD panel member; contribute to development of HDR policies
2013-present	I/O Team	Contribute to course review, student selection, orientation, etc.

Engagement and Knowledge Transfer

Industry Service

2011-2014	Organiser of the Melbourne R Users Group (R is a program for statistical
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2001–2005 computing; group holds 11 presentations a year and has over 350)
 Committee member for the Victorian College of Organisational Psychology on the communications team

Online Academic Content

2008–	Main academic website (http://jeromyanglim.blogspot.com) Supplementary academic website http://jeromyanglim.tumblr.com	Over 200 posts on topics related to psychology and statistics; Over 200,000 page views annually Over 100 shorter notes and tutorials on statistics, psychology, and computing. Over 150,000 page views annually
2012–	Cognitive Sciences Stack Exchange http://cogsci.stackexchange.com	Moderator and leading contributor to innovative online question and answer site for psychology
2010–	Statistics Stack Exchange http://stats.stackexchange.com/users/183	Leading contributor to innovative statistics question and answer site contributing over 400 answers to questions on topics related to statistics
	YouTube https://www.youtube.com/user/mycatharsis	Videos of statistics, R, and psychology: Over 200,000 views

Consulting

2010	Prof Field Rickards, Dean, Education, University of Melbourne	Social network and qualitative consulting project on faculty's transition to new premises
2010	Prof Michael Bernard, Education, University of Melbourne	Statistical analysis and write-up of evaluation of a pre-post, treatment-control literacy intervention for primary school children
2008	Prof Mary Galea, Physiotherapy, University of Melbourne	Statistical consulting advice on analysis of multi-wave RCT
2008	Dr Nikola Balvin, University of Queensland	Statistical consulting advice on project analysing use and effectiveness of alternative dispute resolution in the Supreme and County Courts of Victoria
2008	Prof Anne-Wil Harzing, Management, University of Melbourne	Statistical consulting performing multilevel modelling of individual differences in the proportion of female editors over management journals over time
2007	Prof Margaret Abernathy, Dean (at the time), Commerce, University of Melbourne	Statistical analysis of six-wave longitudinal study of employee climate data in a medical context
2006	A/Prof Lea Waters, Management, University of Melbourne	Consulting project for performance and climate development of a professional services team. Developed social network data collection tool for internal and external social network relationships. Reported social network data to team.
2006	A/Prof Lea Waters, Management, University of Melbourne	Analysis of classroom social networks
2006-2009	International Survey Research (now Towers Watson) (main contact was Dr Adam Hall)	Statistical analysis and reporting of large scale organisational climate datasets involving Excel, Python, and R automation of analyses, and batch reporting
2006-2008	Prof. Henry Jackson, Head of Department (at the time), Psychology, University of Melbourne)	Statistical consulting on project developing a new scale measuring positive illusions
2006-2007	The Rothcorp Group (main contact was Susanna Roth)	60 day placement as part of I/O Masters that continued into additional work; Work involved multiple data analysis and reporting requirements on a range of marketing research projects, including analysis of experiments and management of large scale panel studies
2005-2007	Psych Press (main contact was Gavin Didsbury)	Provided extensive psychometric consulting services on a wide range of projects, including analysis of validation studies on employee selection tests, test development of aptitude, personality,

		situational judgement, and organisational climate measures, and norm development
2005	A/Prof Lea Waters, Management, University of Melbourne	Statistical consulting involving running exploratory and confirmatory factor analysis on measures used in a study comparing voluntary and involuntary redundancy
2005	Therese McCarthy	Data analysis and survey design layout on a project examining "Aboriginal Access to Justice"
2003-2007	Department of Psychology, University of Melbourne	Employed as a statistical consultant; provided approximately 150 hours per year in one-on-one thesis-related statistical consulting advice to Honours, Masters, and PhD students in psychology
2003-2005	OSA Group (now PPC Worldwide)	Statistical consulting advice and analysis on 10 projects; work focused on employee climate surveys including scale development, linkage research, and modelling
2003	NSW Government	four week project with Walter Giusti involving a quantitative evaluation of Australian health and medical research based on bibliometric data over 10 years (approximately 200k articles)
2002	Roberts Research	30 day placement as part of I/O Masters performing and reporting depth interviews in a business-to-business market research context
2001-2002	Dr Sharon Grant	Coding of TATs and preparation of reports for provision of feedback to managers of large retail company following completion of health and well-being study
2001	Telstra Research Labs (main contact was Dr Liz Bednall)	30 day placement as part of I/O Masters; advising on technological innovation; conducting interviews for climate survey; conducting usability analyses; major project plan development.
1999, 2001	Prof Janice Langan-Fox, University of Melbourne	Research assistant role including performing literature reviews, statistical analysis, and journal article writing