

Current Position

- Assistant Professor of Human Resource Management (Tenure-track), Department of Business Administration, Asper School of Business, University of Manitoba, Canada (since 07/2013)

Past Positions

- Senior Lecturer & Post-doctoral Researcher, Department of Organizational Behavior, Faculty of Business and Economics, University of Lausanne, Switzerland (01/2012-06/2013)
- Part-time Lecturer, Institute of Work and organizational Psychology, University of Neuchâtel, Switzerland (08/2011-01/2012)
- Doctoral Researcher & Teaching Assistant, Institute of Work and organizational Psychology, University of Neuchâtel, Switzerland (08/2008-12/2011)
- Part-time Graduate Research Assistant, Department of Marketing, Faculty of Business and Economics, University of Lausanne, Switzerland (08/2008-12/2011)
- Part-time Undergraduate Research & Teaching Assistant, Department of Management, Faculty of Business and Economics, University of Lausanne, Switzerland (08/2005-07/2008)

Education

- Ph.D. in Work and Organizational Psychology, Institute of Work and Organizational Psychology, University of Neuchâtel, Switzerland (August 2008 – November 2011).
 - Dissertation: “Personnel Selection as a Process of Mutual Adaptation Between Applicants and Organizations”, Director: A. Bangerter, Grade: *summa cum laude* (6/6).
- Master in Science (M.Sc.) in Management, Major in Organizational Behavior, Faculty of Business and Economics, University of Lausanne, Switzerland, Overall average grade: 5.6/6 (2006-2008).
 - Master’s Thesis: “Discrimination against immigrants at employment: Relations between managers' level of moral development, supervisor advice, and codes of conduct”, Director: F. Krings, Grade: *summa cum laude* (6/6).
 - 6 months Exchange Program, M.Sc. in Human Resource Management, HEC Montréal, Canada, GPA = 4.08/4.33 (August 2007- February 2008).
- Bachelor in Science (B.Sc.) in Management, Faculty of Business and Economics, University of Lausanne, Switzerland, Overall average grade: 5.0/6 (2003-2006).

Publications (in peer-reviewed journals)

1. **Roulin, N.**, Krings, F., & Binggeli, S. (in press). A dynamic model of applicant faking. *Organizational Psychology Review*. DOI: 10.1177/2041386615580875
2. **Roulin, N.** (2015) Don't throw the baby out with the bathwater: Comparing data quality of crowdsourcing, online panels, and student samples. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8 (2). DOI:10.1017/iop.2015.24
3. **Roulin, N.**, Bangerter, A. & Levashina, J. (2015). Honest and deceptive impression management in the employment interview: Can it be detected and how does it impact evaluations? *Personnel Psychology*. 68 (2), 395-444. DOI: 10.1111/peps.12079
4. Schneider, L., Powell, D., & **Roulin, N.** (2015). Cues to deception in the employment interview. *International Journal of Selection and Assessment*, 23 (2), 182-190. DOI: 10.1111/ijsa.12106
5. Levashina, J., Weekley, J.A., **Roulin, N.**, & Hauck, E.L. (2014) Using blatant extreme responding for detecting faking in high-stakes selection: Construct validity, relationship with general mental ability, and sub-group

- differences. *International Journal of Selection and Assessment*, 22 (4), 371-383. DOI: 10.1111/ijsa.12084
6. **Roulin, N.**, Bangerter, A. & Levashina, J. (2014). Interviewers' perceptions of impression management in selection interviews. *Journal of Managerial Psychology*, 29 (2), 141-163. DOI: 10.1108/JMP-10-2012-0295
 7. **Roulin, N.** (2014). The influence of employers' use of social networking websites in selection, online self-promotion, and personality on the likelihood of faux pas postings. *International Journal of Selection and Assessment*, 22 (1), 81-87. DOI: 10.1111/ijsa.12058
 8. **Roulin, N.**, Mayor, E., & Bangerter, A. (2014). How to satisfy and retain employees despite job market shortage? Multilevel predictors of nurses' job satisfaction and intent to leave. *Swiss Journal of Psychology*, 73 (1), 13-24. DOI: 10.1024/1421-0185/a000123
 9. **Roulin, N.**, & Bangerter, A. (2013). Extracurricular activities in young applicants' résumés: What are the motives behind their involvement? *International Journal of Psychology*, 48 (5), 871-880. DOI: 10.1080/00207594.2012.692793
 10. **Roulin, N.**, & Bangerter, A. (2013). Social networking websites in personnel selection: A signaling perspective on recruiters' and applicants' perceptions. *Journal of Personnel Psychology*, 12 (3), 143-151. DOI: 10.1027/1866-5888/a000094
 11. **Roulin, N.**, & Bangerter, A. (2013). Students' use of extracurricular activities for positional advantage in competitive job markets. *Journal of Education and Work*, 26 (1), 21-47. DOI: 10.1080/13639080.2011.623122
 12. Bangerter, A., **Roulin, N.**, & König, C.J. (2012). Personnel selection as a signaling game. *Journal of Applied Psychology*, 97 (4), 719-738. DOI: 10.1037/a0026078
 13. **Roulin, N.**, & Bangerter, A. (2012). Understanding the academic-practitioner gap for structured interviews: "Behavioral" interviews diffuse, "structured" interviews do not. *International Journal of Selection and Assessment*, 20 (2), 147-158. DOI: 10.1111/j.1468-2389.2012.00588.x
 14. **Roulin, N.**, & Bangerter, A. (2012). Les livres de conseils: Un moyen de réduire l'incertitude des candidats liée à l'entretien de sélection [Advice books: A way to reducing applicants' uncertainty about the selection interview]. *Psychologie du Travail et des Organisations*, 17, 426-444.
 15. **Roulin, N.**, Bangerter, A., & Yerly, E. (2011). The uniqueness effect in selection interviews. *Journal of Personnel Psychology*, 10 (1), 43-47. DOI: 10.1027/1866-5888/a000024
 16. Usunier, J.-C., & **Roulin, N.** (2010). The influence of communication styles on the design, content, and language of Business-to-Business Web sites. *International Journal of Business Communication*, 47 (2), 189-227 (special issue on "Language matters: Corporate Language in international business operations"). DOI: 10.1177/0021943610364526
 17. Usunier, J.-C., **Roulin, N.**, & Ivens, B.S. (2009). Cultural, national, and industrial differences in B2B Web site design and content. *International Journal of Electronic Commerce*, 14 (2), 41-87. DOI: 10.2753/JEC1086-4415140202

Book Chapters (peer reviewed)

- **Roulin, N.**, & Levashina, J. (in preparation) Impression management and social media profiles. In Landers, R.N. & Schmidt, G.B. (Eds). *Using social media in employee selection: Theory, practice, and future research*. New York, NY: Springer.

Books

- **Roulin, N.**, Bangerter, A., & Wüthrich, U. (2012) Réussir l'entretien d'embauche comportemental : Une méthode pour identifier et sélectionner les futurs employés performants [Behavioral interviews: A tool for identifying and selecting future performing employees] Brussels, Belgium: DeBoeck Professionals. ISBN-10: 2804176339

Non-Academic Publications

1. **Roulin, N.**, Schneider, R., Tecon, S., & Bangerter, A. (2012). Facebook, LinkedIn : Comment les employeurs utilisent-ils les réseaux sociaux pour sélectionner les candidats ? [Facebook, LinkedIn : How employers use social networks to select applicants ?]. *Students Career*.
2. **Roulin, N.** (2012, February). L'entretien de sélection en Suisse romande : Pratiques actuelles et recommandations [The employment interview in French-speaking Switzerland: Current practice and recommendations]. *Observatoire Romand des Ressources Humaines*, available at http://www.portail-rh.ch/aktuell_view.cfm?nr_aktuell=2458.
3. **Roulin, N.** (2011, January). La relation des candidats avec la vérité lors du processus de sélection [The relationship applicants have with truth in the selection process]. *Observatoire Romand des Ressources Humaines*, available at http://www.portail-rh.ch/praxisreport_view.cfm?nr_praxisreport=1139.
4. **Roulin, N.** (2010, November). Le CV et le poids des activités hors cursus : Champion de paint-ball ou président du club de scrabble - implications stratégiques ? [Resume and the important of extracurricular activities: Paintball champion, scrabble club president – strategic implications?], *Students Career*, 9.
5. available at http://www.etumag.ch/cms/scarmag/009/le_cv_et_le_poids_des_activites_hors_cursus.
6. **Roulin, N.** (2010, July). L'impact des loisirs lors de l'évaluation d'un CV : Les avis des recruteurs et des candidats convergent-ils ? [The impact of leisure activities in resume evaluation : Do recruiters and applicants perceptions converge ?] *Observatoire Romand des Ressources Humaines*. available at http://www.portail-rh.ch/praxisreport_view.cfm?nr_praxisreport=956.
7. **Roulin, N.** (2009, November). La préparation des candidats pour l'entretien d'embauche : Un problème à ne pas négliger [Applicants' preparation of the employment interview : An important issue]. *Observatoire Romand des Ressources Humaines*, available at http://www.portail-rh.ch/praxisreport_view.cfm?nr_praxisreport=743.

Chaired Conference Sessions (in peer-reviewed conferences)

1. **Roulin, N.**, & Pullfrey, C. (2015, May). *Culture, beliefs, competition, and unethical behaviors during selection and in the workplace*. 17th Conference of the European Association of Work and Organizational Psychology (EAWOP), Oslo, Norway.
2. **Roulin, N.**, & Bourdage J.S. (2015, April). Co-Chairs. *Recent developments in interview impression management and faking research*. 30th Conference of the Society for Industrial and Organizational Psychology (SIOP), Philadelphia, PA.
3. Levashina, J., & **Roulin, N.**, (2012, April). Co-chairs. *New trends on impression management, faking, and deception in interviews*. 27th Conference of the Society for Industrial and Organizational Psychology (SIOP), San Diego, CA.

Invited Discussant/Panelist (in peer-reviewed conferences)

- **Roulin, N.**, Shahani-Denning, C., Zickar, M., & Zide, J. (2015, April). Panelists in Mills, M.J. & Salute, C. *Selection in the digital age: Social media's challenges and opportunities*. 30th Conference of the Society for Industrial and Organizational Psychology (SIOP), Philadelphia, PA.

Conference Presentations (in peer-reviewed conferences)

1. **Roulin, N.** (2015, May). *Faking in job interviews: What we know and what we don't know*. Invited "State of the Art Presentation" at the 17th Conference of the European Association of Work and Organizational Psychology (EAWOP), Oslo, Norway.
2. **Roulin, N.**, & Krings, F. (2015, May). *Do applicants fake more when they face more competition?* Paper presented at the 17th Conference of the European Association of Work and Organizational Psychology (EAWOP), Oslo,

Norway.

3. **Roulin, N.**, & Bhatnagar, N. (2015, April). *When the cowboy killer becomes an employment opportunity killer*. Poster presented at the 30th Conference of the Society for Industrial and Organizational Psychology (SIOP), Philadelphia, PA.
4. Bourdage, J.S., **Roulin, N.**, & Tarraf, R. (2015, April). *Further validation of the interview honest impression management measure*. Paper presented at the 30th Conference of the Society for Industrial and Organizational Psychology (SIOP), Philadelphia, PA.
5. Jacksch, V., Klehe, U.-K., & **Roulin, N.** (2015, April). *Candidates' impression management in the resume, cover letter, and interview*. Paper presented at the 30th Conference of the Society for Industrial and Organizational Psychology (SIOP), Philadelphia, PA.
6. **Roulin, N.**, & Bhatnagar, N. (2014, August). *Is the cowboy killer also an employment opportunity killer? Reactions to smokers in selection*. Paper presented at the 74th Annual Meeting of the of the Academy of Management (AoM), Philadelphia, PA.
7. **Roulin, N.**, Bourdage, J.S., & Tarraf, R. (2014, August). *Initial development of a measure of honest impression management in the employment interview*. Paper presented at the 74th Annual Meeting of the of the Academy of Management (AoM), Philadelphia, PA.
8. Bourdage, J.S., Tarraf, R., & **Roulin, N.** (2014, June). *Preliminary development and validation of the honest impression management scale for job interviews*. Paper presented at the 14th European Academy of Management Conference (EURAM), Paris, France.
9. **Roulin, N.**, Binggeli, S, & Krings, F. (2014, May). *Towards a signaling model of applicant faking*. Poster presented at the 29th Conference of the Society for Industrial and Organizational Psychology (SIOP), Honolulu, HI.
10. **Roulin, N.**, & Geenen, B. (2014, May). *The impact of media and peer justice communication in selection*. Poster presented at the 29th Conference of the Society for Industrial and Organizational Psychology (SIOP), Honolulu, HI.
11. **Roulin, N.**, Levashina, J., Weekley, J.A., & Hauck, E.L. (2014, May) *The construct validity of blatant extreme responding for faking detection*. Poster presented at the 29th Conference of the Society for Industrial and Organizational Psychology (SIOP), Honolulu, HI.
12. **Roulin, N.**, Binggeli, S, & Krings, F. (2013, May). *Exploring the relationship between perceived and objective competition and applicant faking behavior*. Symposium paper presented at the 16th Conference of the European Association of Work and Organizational Psychology (EAWOP), Münster, Germany.
13. **Roulin, N.**, & Bangerter, A. (2013, May). *How often are trick questions asked in job interviews? Recruiters' and applicants' perceptions*. Symposium paper presented at the 16th Conference of the European Association of Work and Organizational Psychology (EAWOP), Münster, Germany.
14. **Roulin, N.**, Binggeli, S, & Krings, F. (2013, April). *Exploring relations between competition and applicant faking*. Poster presented at the 28th Conference of the Society for Industrial and Organizational Psychology (SIOP), Houston, TX.
15. **Roulin, N.**, Bangerter, A., & Levashina, J. (2013, April). *Honest and deceptive impression management detection and interview question type*. Symposium Paper presented at the 28th Conference of the Society for Industrial and Organizational Psychology (SIOP), Houston, TX.
16. **Roulin, N.**, & Bangerter, A. (2012, June). *Applicants' expectations towards the job interview: The impact of media and their influence on apprehension and intentions*. Paper presented at the 2nd European Network Selection Research Workshop, Sheffield, UK.

17. **Roulin, N.**, Levashina, J., & Bangerter, A. (2012, April). *Can interviewers detect and discount honest and deceptive applicant IM?* Symposium Paper presented at the 27th Conference of the Society for Industrial and Organizational Psychology (SIOP), San Diego, CA.
18. Levashina, J., **Roulin, N.**, & Campion, M. (2012, April). *Interviewers' perceptions of non-verbal, honest, and deceptive impression management.* Interactive Poster presented at the 27th Conference of the Society for Industrial and Organizational Psychology (SIOP), San Diego, CA.
19. **Roulin, N.**, Bangerter, A. Schneider, R., & Tecon, S. (2012, April). *Applicants' and recruiters' perceptions of social networking websites in selection.* Interactive Poster presented at the 27th Conference of the Society for Industrial and Organizational Psychology (SIOP), San Diego, CA.
20. **Roulin, N.**, Bangerter, A., & Levashina, J. (2011, September) *Who can catch the liar? Investigating impression management and faking detection during selection interviews.* Poster presented at the 12th Congress of the Swiss Psychological Society (SSP-SGP), Fribourg, Switzerland.
21. **Roulin, N.**, & Bangerter, A. (2011, September) *"Behavioral" interviews diffuse, "structured" interviews do not.* Symposium Paper presented at the 12th Congress of the Swiss Psychological Society (SSP-SGP), Fribourg, Switzerland.
22. **Roulin, N.**, Bangerter, A., & Levashina, J. (2011, May). *Catch me if you can: Recruiters' ability to detect impression management during interviews.* Paper presented at the 15th Conference of European Association of Work and Organizational Psychology (EAWOP), Maastricht, The Netherlands.
23. **Roulin, N.**, & Bangerter, A. (2011, May). *Doing it for the résumé? Motivations behind students' involvement in extracurricular activities.* Poster presented at the 15th Conference of European Association of Work and Organizational Psychology (EAWOP), Maastricht, The Netherlands.
24. Mayor, E., **Roulin, N.**, & Bangerter, A. (2011, May). *When teams help you not getting down: Unit uncertainty, effectiveness, and cohesion predicting burnout in nursing units.* Poster presented at the 15th Conference of European Association of Work and Organizational Psychology (EAWOP), Maastricht, The Netherlands.
25. **Roulin, N.**, Levashina, J., & Bangerter, A. (2011, April). *What do you see? Interviewers' perceptions of applicant impression management.* Poster presented at the 26th Conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.
26. Mayor, E., **Roulin, N.**, & Bangerter, A. (2010, July). *Palier à la pénurie de personnel infirmier: Nouvelles pistes pour évaluer le potentiel d'attraction et de rétention des hôpitaux.* [Coping with nursing shortage : New ways to assess hospitals attraction and retention potential]. Paper presented at the XVI^{ème} Congress of the Association Internationale de Psychologie du Travail de Langue Française (AIPTLF), Lille, France.
27. **Roulin, N.**, Mayor, E., & Bangerter, A. (2010, May). *How nursing schools and hospitals can help tackle nursing shortage.* Paper presented at the Annual Meeting of the Belgian Association for Psychological Science (BAPS), Brussels, Belgium.
28. **Roulin, N.**, & Bangerter, A. (2010, April). *The effect of applicant uniqueness in selection interviews.* Poster presented at the 25th Conference of the Society for Industrial and Organizational Psychology (SIOP), Atlanta, GA.
29. **Roulin, N.**, & Bangerter, A. (2009, September). *La littérature de conseils: Source de croyances populaires sur la relation recruteur-candidat lors de l'entretien de sélection ?* [Advice literature : A source of popular beliefs about the interviewer-applicant relationship during the selection interview?] Paper presented at the 20th Congress of the Association Francophone de Gestion des Ressources Humaines (AGRH), Toulouse, France.
30. Usunier, J.-C., Ivens, B.S., & **Roulin, N.** (2008, June). *Industrial companies' use of corporate Business-to-Business Websites.* Paper presented at the 1st French - German - Swiss Workshop on B2B Marketing, Lausanne, Switzerland.

Research Talks, Seminars, & Invited Presentations

1. Lavoie, R., Bhatnagar, N., & **Roulin, N.** (2015, April). *What a great place to work! The roles of company placement, disclosure timing, and disrupted viewing experiences.* Hickson Research Day, Asper School of Business, University of Manitoba, Canada.
2. Neville, L. & **Roulin, N.** (2015, March). *Top Hat: Polling for engagement and evaluation.* Reg Litz Teaching Day, Asper School of Business, University of Manitoba, Canada.
3. **Roulin, N.** & Levashina, J. (2014, November). *Impression management in the employment interview: Meta-analytic review, recent findings, and future directions.* Invited talk, Ghent University, Ghent, Belgium.
4. **Roulin, N.** (2014, March). *Using Iclickers as an innovative approach to assessment.* Reg Litz Teaching Day, Asper School of Business, University of Manitoba, Canada.
5. **Roulin, N.** & Bhatnagar, N. (2014, January). *Is the cowboy killer also an employment opportunity killer? An experimental study of evaluators' reactions to smokers in selection.* Hickson Research Day, Asper School of Business, University of Manitoba, Canada.
6. **Roulin, N.** (2013, December). *Towards a signaling model of applicant faking.* Research Talk, Asper School of Business, University of Manitoba, Canada.
7. **Roulin, N.** (2013, February). *Is it easy to detect and discount honest and deceptive impression management in job interviews?* Invited talk, WiPrako Colloquium, Frankfurt, Germany.
8. **Roulin, N.** (2012, December). *Personnel selection as an adaptive process.* Invited job talk, Asper School of Business, University of Manitoba, Canada.
9. **Roulin, N.** Levashina, J., Weekley, J.A., & Hauck, E.L. (2012, November). *Detecting faking on personality measures in selection: Examining blatant extreme responding and unlikely virtue endorsement.* Organizational Behavior Brownbag, HEC, University of Lausanne, Switzerland.
10. **Roulin, N.** (2012, March). *Detecting deception in job interviews.* Organizational Behavior Brownbag, HEC, University of Lausanne, Switzerland.
11. **Roulin, N.** (2011, December). *How to prepare for your career after the PhD?* Invited talk, PhDNet doctoral seminar, University of Lausanne, Switzerland.
12. **Roulin, N.** (2011, November). *Decoding and interpreting actions and intentions of others: The example of personnel selection.* Invited talk, doctoral workshop "Action & Intention", University of Geneva, Switzerland.
13. **Roulin, N.,** & Bangerter, A. (2011, March). *Should we infer personality or competencies from extracurricular activities in applicants' résumés? A signalling perspective.* IPTO Internal Colloquium, University of Neuchâtel, Switzerland.
14. **Roulin, N.** (2010, November). *Do you see what I see? Interviewers' and applicants' perceptions of impression management in selection interviews.* Paper presented at the Journée des doctorants du Programme Doctoral Romand en Psychologie [Annual Meeting of the French-Speaking Swiss Psychology PhD Candidates Association], University of Fribourg, Switzerland.
15. Mayor, E., **Roulin, N.,** & Bangerter, A. (2010, June). *Palier à la pénurie de personnel infirmier: Nouvelles pistes pour évaluer le potentiel de fidélisation des hôpitaux.* [Coping with nursing shortage: New ways to assess hospitals retention potential]. IPTO Internal Colloquium, University of Neuchâtel, Switzerland.
16. **Roulin, N.,** & Bangerter, A. (2009, October). *Impression management and faking in job interviews: Are interviewers' perceptions accurate?* IPTO Internal Colloquium, University of Neuchâtel, Switzerland.
17. Bangerter, A., **Roulin, N.** & König, C. (2009, September). *Personnel selection as a signaling game.* Organizational

Behavior Brownbag, HEC, University of Lausanne, Switzerland.

18. **Roulin, N.**, & Bangerter, A. (2009, March). *Applicants' impression management and faking tactics during Job interview: Are recruiters good at detecting them?* IPTO Internal Colloquium, University of Neuchâtel, Switzerland.
19. **Roulin, N.** (2008, October). *Discrimination against immigrants at employment: Relations between managers' level of moral development, supervisor advice, and codes of conduct.* IPTO Internal Colloquium, University of Neuchâtel, Switzerland.

Public Conferences, Workshops, & Presentations

1. **Roulin, N.** (2015, October). *Applicant deception in employment interviews: Prevalence, risks, and potential solutions.* Invited speaker, 2015 Leadership and HR Conference of the Human Resources Management Association of Manitoba (HRMAM), Winnipeg, MB, Canada.
2. **Roulin, N.** (2015, May). *Applicant faking job interviews: Causes, impacts, and potential solutions.* Invited speaker, Cute-e Assessment Solutions, Oslo, Norway.
3. **Roulin, N.** (2014, October). *Personal branding using LinkedIn.* Invited speaker, University of Manitoba Human Resource Association (UMHRA) monthly meeting, Winnipeg, MB, Canada.
4. **Roulin, N.** (2014, January). *Using social media for recruitment and selection: What we know and where we should go.* Invited keynote speaker, Asper School of Business Annual Co-op Celebration, Winnipeg, MB, Canada.
5. **Roulin, N.** (2013, March-May). *L'entretien comportemental. [Behavioral interview].* Series of Workshops for the Human Resources Department, UNIL, Lausanne, Switzerland.
6. **Roulin, N.** (2013, April). *Travailler en équipe: Epanouissement ou frustration? [Teamwork: motivating or frustrating?].* ALUMINL Workshop, UNIL, Lausanne, Switzerland.
7. **Roulin, N.** (2013, February). *Les outils de sélection. [Selection tools].* Human Resources Department Workshop, UNIL, Lausanne, Switzerland.
8. **Roulin, N.** (2011, November). *Comment l'entretien d'embauche peut-il aider les entreprises à identifier les futures employés performants? [How the selection interview can help companies identifying future high performers?].* Nexans award ceremony, Neuchâtel, Switzerland.
9. Bangerter, A., **Roulin, N.** & Mayor, E. (2011, January). *Seminaire Magnet II. [Magnet II Seminar].* Workshop organized by the Swiss Nursing Directors Association, Baulmes, Switzerland.
10. Mayor, E. & **Roulin, N.** (2010, October). *Fidélisation du personnel soignant : nouvelles pistes. [Retaining nurses : New leads].* Annual Conference of the Swiss Nursing Directors Association, Bern, Switzerland.
11. **Roulin, N.** (2009, November). *Hôpitaux aimants : Leurs forces et leur place potentielle dans le milieu des soins en Suisse. [Magnet Hospitals: Their strengths and their potential place in the Swiss health care system].* Association Vaudoise des Infirmiers-ères Chefs Conference, Cully, Switzerland.
12. Bangerter, A., **Roulin, N.** & Mayor, E. (2009, September). *Outils de benchmarking et ressources pour le développement de mon organisation. [Benchmarking tools and resources for organizational development].* Nursing Directors Conference, Baulmes, Switzerland.
13. **Roulin, N.** (2009, February). *Discrimination à l'embauche: Quand les codes d'éthique et votre moralité ne suffisent pas face à votre boss. [Discrimination at employment : When codes of ethics and your morality are not enough against your boss].* HR Vaud Annual Meeting, Lausanne, Switzerland.

Grants

- 2015-2020 Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant for the project entitled “Differentiating honest from deceptive impression management tactics in employment interviews: Antecedents, mechanisms, and impacts” (as Principal Investigator, in collaboration with Joshua Bourdage - CAN \$ 159,360)
- 2015 MITACS Globalink Graduate Research Intern Grant for the project entitled "Training for impression management and faking detection" (Research grant to fully support a 12-week research internship for an international student in Canada – allocated to Dung Nguyen from Vietnam)
- 2014 University of Manitoba Research Grant Program (URGP) for the project entitled “Training for impression management detection” (CAN \$4,600)
- Asper School of Business New Faculty Start-up Research Grant (2013-2016 – CAN \$75,000)
- 2012 Small Research Fund for Doctoral Students and Post Docs in HEC Lausanne for the project entitled “The influence of media and peer communication about justice in the selection process on applicants’ test expectations, anxiety, motivation, and performance” (in collaboration with B. Geenen - 1,110 Swiss Francs)

Awards

- 2014 Associates Achievement Award in Research (best performance in research in the Asper School of Business for the 2013-14 academic year - \$4,000 CAD)
- 2nd position (out of 31) in the 2014 Hickson Research Day Poster Competition, for the poster “Is the cowboy killer also an employment opportunity killer? An experimental study of evaluators’ reactions to smokers in selection” (with N. Bhatnagar).
- 2011 Nexans Foundation Award for the best young researcher in work psychology (20,000 Swiss Francs).
- Best 2008 Master Thesis in Organizational Behavior - “HR Vaud” Award - HEC Lausanne (1,000 Swiss Francs)
- 3rd position - Best 2006-2008 Swiss Master/License Thesis - Swiss Society for Work and Organizational Psychology (SGAOP)

Media Coverage

In English:

- Miscellaneous expert opinion of personnel selection and the job market:
 - CBC Radio Canada
- Research on IM/faking detection:
 - Articles on internet: Globe & Mail (Business Education); I/O at Work
 - Featured article in the Asper Update Newsletter
- Teaching: My 2014 Staffing class featured in a documentary on education broadcasted by EBS a South Korean national television channel in April 2014.

In French:

- Miscellaneous expert opinion of personnel selection and the job market:
 - Press: *Le Temps*
 - Radio: *RSR*
- Research on IM/faking detection (2012-2013):
 - Press: *Le Temps* and *HR Today*
- Behavioral interview book (2012):
 - Press: *Le Temps*, *L'Agefi*, *Artisan Magazine*, and *Commerce Magazine*
 - Internet: *chefdentreprise.com* and *myscience.ch*.
 - Radio: *RSR* and *RTN*.
- Nurses retention study (2012-2013):
 - Press release from the University of Neuchatel
 - TV: *Mise au Point* on *RTS*
 - Radio: *RSR*
 - Press: *L'Express*, *La Côte*, *Le Nouvelliste*, *Tribune de Geneve*, and *Grenchner Tagblatt*

- Internet: *ArInfo.ch*, *rtn.ch*, *sf.tv*, *TellMed.ch*, *Nachrichten.ch*, *LesQuotidiennes.ch*, and *MyScience.ch*.
- Dissertation and Nexans Award (Nov. 2011):
 - Press release from the University of Neuchâtel
 - TV: *Canal Alpha*
 - Radio: *RSR* and *RTN*
 - Press: *L'Expresse*
 - Internet: *ArInfo* and *MyScience.ch*.

University Service

- Member of the search committee for the Head of the Accounting and Finance department (May-June 2015)
- Member of the University of Manitoba Digital Identity Working Group (Nov 2014-April 2015)
- Member of the Asper Undergraduate Program Committee (since Fall 2014)
- Primary coach for the Asper School HR Team for the Inter-Collegiate Business Competition (ICBC) (Fall 2014)
- Primary coach for the Asper School HR Team for the JDC-West Case Study Competition (2014-2015)
- Member of the HRIR/OB/OT/IB hiring committee (2 positions - Summer/Fall 2014)
- Member of the HRIR/OT hiring committee (Summer/Fall 2014)
- Helped redesigning interview protocols for Office Assistants in the Business Admin department (Summer 2014), screening applications, and conducting interviews (Fall 2014)
- Member of the new faculty orientation committee (Spring/Summer 2014)
- Member of the Business Administration course content review committee (May 2014)
- Participation in the evaluation of MSc/PhD applications for the Business Administration department (every Winter term since 2014)
- Member of the ENTR hiring committee (Jan.-Feb. 2014)
- Member of the Asper School Co-op Employer and Student of the Year nominations committee (Dec. 2013)
- Member of University of Manitoba Extended Education HRM focus group (Oct. 2013)
- Committee member of the CUSO Doctoral Program in Psychology, Representative of PhD candidates from the University of Neuchâtel (March 2010 – December 2011)
- Collaboration in organizing the conference entitled “Religion as Brands: The Marketization of Religion and Spirituality” Lausanne, Switzerland. October 13-15, 2011.
- Member of the organizing committee for the doctoral workshop entitled “Perceptions of others”, Neuchâtel, Switzerland, May 17-18, 2011.

Professional Service

- Treasurer & Secretary of the Canadian Society for Industrial Psychology (CSIOP) (since June 2015)
- Ad-Hoc reviewer for the *International Journal of Selection and Assessment* (2x), the *Journal of Managerial Psychology* (2x), the *Swiss Journal of Psychology* (3x), *Cyber Psychology, Behavior and Social Networks* (6x), *Research in Higher Education* (1x), *International Journal for Educational and Vocational Guidance* (1x), and *The DATA BASE for Advances in Information Systems* (1x)
- Book review for the University of Toronto Press for “Canadian Human Resource Management in a Global Context”
- Reviewer for the SIOP Annual Conferences (2011-2015) and the AoM Annual Meeting (2011, 2014)
- Reviewer for the Swiss National Science Foundation (SNF) Research Grant (2015)
- Reviewer for the Academic Expertise Department of the National Research University Higher School of Economics, Moscow, Russia (2014)
- Reviewer for the University of Applied Sciences of Eastern Switzerland (HES-SO) research grant applications (2012)

Consulting Activities

- Invited expert by the Department of Anesthesiology and Perioperative Medicine to assess the selection for their Residency Training program (Feb. 2014)
- **Scientific Advisor for Direction Plus SA, Crans-près-Céligny, Switzerland**
 - 2015: Consulting and advising for Direction Plus, helping them doing further research on validity, renew their Swiss Assessment certification, and co-supervise an intern (MSc student in psychology).
 - 2012-2013: Consulting and advising for Direction Plus, an Assessment/Development Centre company, helping them validating their selection/assessment instruments and acquiring a Swiss-based AC certification (AKAC/Swiss Assessment) for the first time. Co-supervision of a MSc student in psychology and intern.
- **Scientific Advisor for Vivamea.com SA, Lausanne, Switzerland**
 - Spring 2012: Consulting and advising for a coaching company, helping them developing a research project to evaluate the effectiveness of coaching programs for managers.

Teaching

- **Bachelor of Commerce (BComm), Asper School of Business, University of Manitoba**
 - Course: Staffing & Management Development (HRIR 4410 – 3 credits – Winter 2014: 2 sections, Winter 2015: 2 sections)
 - Course: Human Resource Management (HRIR 2440 – 3 credits – Fall 2013: 1 section, Fall 2014: 2 sections)
- **Master of Science (MSc) in Management, Asper School of Business, University of Manitoba**
 - Directed Reading Course: Online Impression Management & Personnel Selection - (HRIR 7140 – 3 credits - Summer 2015)
- **Master of Business Administration (MBA), Asper School of Business, University of Manitoba**
 - Course: International Talent Management - (HRIR 7140 – 3 credits - Summer 2015)
- **Executive Education, Asper School of Business, University of Manitoba**
 - Workshop: Finding the Right People - Employee Selection & Hiring - (1-day workshop - Summer 2015)
- **Master of Science (MSc) in Management, University of Lausanne, Switzerland (in English)**
 - Course: Group Processes (Spring 2012 & 2013 – 6ECTS)
- **Joint Social Sciences Program EPFL - University of Lausanne (BSc level), Switzerland (in French)**
 - Course: Organizational Behavior II (Spring 2013 – 3ECTS)
 - Course: Organizational Behavior I (Fall 2012 – 3ECTS)
- **Master of Science (MSc) in Work and Organizational Psychology, University of Neuchâtel, Switzerland (in French)**
 - Seminar: Organizational Resistance (Fall 2011 – 3ECTS)
 - Seminar: Impression Management in Personnel Selection (with Prof. Adrian Bangerter, Fall 2010-Spring 2011 – 6ECTS)
 - Seminar: Human Resource Management and Organizational Performance (Fall 2010 – 3ECTS)
 - Seminar: Applicants' Positioning Strategies on the Job Market (with Prof. Adrian Bangerter, Fall 2009-Spring 2010 – 6ECTS)
 - Colloquium: How to Make a Good Presentation (March 2010, October 2010 and 2011)
 - Seminar: Perspectives on the Selection Interview (with Prof. Adrian Bangerter, Spring 2009 – 3ECTS)
- **Master in Advanced Studies (MAS) in Human Resources and Career Management, Universities of Neuchâtel, Lausanne, Geneva, and Fribourg, Switzerland (in French)**
 - Course: Recruitment and Selection (with Prof. Adrian Bangerter, Geneva, December 2009, 2010, and 2011 – 3ECTS).

- Course: Work Psychology – Motivation: Magnet Hospitals Case Study (with Prof. Adrian Bangerter, Neuchâtel, March 2010 and 2011 – 3ECTS)

Student Research Supervision

➤ **External Member of PhD dissertation jury**

- Leann Schneider, PhD in I/O Psychology, University of Guelph (Canada), advisor: Dr. Deborah Powell (2015)
- Alexander Buijsrogge, PhD in I/O Psychology, Ghent University (Belgium), advisor: Dr. Eva Derous (2014)

➤ **Member of PhD dissertation committee, Asper School of Business, University of Manitoba**

- Wendy Yan, PhD in Marketing, advisor: Dr. Fang Wan (expected graduation, TBD)
- Francoise Jane Cadigan, PhD in Business Administration, advisor: Dr. Krista Uggerslev (expected graduation, Summer 2016)

➤ **MSc thesis supervisor, Asper School of Business, University of Manitoba**

- Sarah McAmmond, MSc in Management (expected graduation, Fall 2016)

➤ **Member of MSc thesis committee, Asper School of Business, University of Manitoba**

- Steve Granger, MSc in Management, advisor: Dr. Lukas Neville (expected graduation, Fall 2016)

➤ **Bachelor's Thesis in Psychology (Honors) supervisor, University of Manitoba**

- Brittany Young Tenn (2015). Social Networking Websites: Use of LinkedIn to Select Potential Candidates for Employment.

➤ **Master Thesis supervisor, University of Lausanne, Switzerland**

- Supervision of 3 master students' internship thesis in Organizational behavior:
 - Arias, E. (2013). Analysis of Employees' Expectations After Attending a Development Center.
 - Mermoud, C. (2013). Are the Key Performance Indicators well-designed in Firmenich and what are the factors that affect the individual performance?
 - Risi, E. (2012). People as Key Factors for a Sustainable Lean Transformation A Case Study about Resistances in the Fine Mechanical Industry.
- Committee member for one students' thesis (M.Sc. level – 2012-2013)
- Supervision of one MAS students' thesis in Human Resources Management:
 - Micolis, A. (2013). Organisation d'un pool soignant : impact sur l'attractivité, la rétention et la motivation du personnel soignant [Organizing a pool of nurses : Influence on job attractiveness, retention, and motivation of nurses].
- Committee member for two other students' thesis (M.A.S. level - 2012)

➤ **Master Thesis supervisor, University of Neuchâtel, Switzerland**

- Supervision of 5 students in their master thesis in Organizational Psychology (M.Sc. level – 2012-2013):
 - Loude, A., & Perez, S. (2013). Mentir lors du processus de sélection : trait de personnalité ou adaptation à une situation de compétition ? [Faking during the selection process : Personality trait or adaptation to job competition ?].
 - Blanc, C. (2013). To fake or not to fake ? Pouvons-nous prédire la survenance de comportements de tricherie dans un contexte de sélection par la perception d'une forte compétition entre les candidats ? [To fake or not to fake ? Can we predict faking behavior in a selection context with perceived competition among applicants ?]
 - Ansaldo, J. & Ricou, L. (2013). Le CV anonyme : quels sont ses réels effets pour réduire la discrimination à l'embauche? [Blind résumé : What is its impact on hiring discrimination ?].

➤ **Master Thesis and Interns co-supervisor, University of Neuchâtel, Switzerland**

- Co-supervision of 23 students in their master thesis in Organizational Psychology (M.Sc. level - with Prof. Adrian Bangerter, 2008-2012):

- Ferreira, S. (2012). L'effet des médias sur l'anticipation des candidats à l'entretien d'embauche [Media impact on how applicants anticipate the selection interview].
- Verbica, J. (2012). Vivre pour remplir son CV : Qu'en pensent les recruteurs? [Living to boost one's résumé : What do recruiters think about it ?].
- Colella, G. & Theler, J. (2012). Détection des tactiques de gestion des impressions par les recruteurs [Recruiters' detection of applicants' impression management tactics].
- Grandjean, L. (2012). Histoires, rumeurs et légendes sur la sélection du personnel [Stories, rumors, and legends about personnel selection].
- Scheider, R. & Tecon, S. (2011). L'utilisation des réseaux sociaux par les recruteurs et les candidats en sélection du personnel [Recruiters' and applicants' use of social networks in personnel selection].
- Persoud, F. (2011). Recrutement et fidélisation du personnel soignant dans un contexte de pénurie [Recruitment and retention of nurses in a shortage context].
- Mauxion, F. (2011). Vivre pour remplir son CV : Qu'en pensent les recruteurs? [Living to boost one's résumé : What do recruiters think about it ?].
- Mahshoor, A. (2011). Perceptions de l'utilisation de la gestion d'impressions durant les entretiens de sélection : Perspectives des recruteurs et des candidats [Perceptions of impression management in selection interviews ; Interviewers' and interviewees' perspectives].
- Malan, N., & Yildiz, E. (2011). Effet de l'unicité d'un CV lors de la phase de sélection [The impact of résumé uniqueness in personnel selection].
- Luu, C., & Hamida, S. (2011). Capacité de détection des tactiques de gestion d'impression et prise de décisions en entretien de sélection [Ability to detect impression management tactics and decision making in selection interviews].
- Mueller, A. (2011). Une étude sur la description du recruteur dans la littérature de conseil pour les entretiens d'embauche. [A study of interviewers' description in the interview advice literature].
- Ambrosetti, A. (2011). Vivre pour remplir son CV. Que font les candidats ? [Living for one's résumé. Applicants' perspective].
- Althaus, S. (2010). La détection du mensonge et des tactiques de gestion d'impressions durant les entretiens de sélection [Detection of faking and impression management tactics during selection interviews].
- Borgna, M., & Ivanyi, E. (2010). Recrutement et fidélisation du personnel soignant dans un contexte de pénurie [Recruitment and retention of nurses in a shortage context].
- Rufer, V. (2010). Compétition entre les différents acteurs du marché de l'emploi et course à l'armement : Une étude de la littérature de conseil [Competetion between actors in the job market and arms race : A study on the advice literature].
- Aribot, M. (2010). Gestion des impressions et "faking" : Une étude dans les cabinets de recrutement auprès de candidats et recruteurs [Impression management and faking : A study in recruitment agencies with applicants and interviewers].
- Ayer, M. (2009). La littérature de conseil pour les entretiens de sélection: Analyse de quatre questions typiques des recruteurs et comment y répondre [Advice literature of selection interviews : An analysis of four popular questions and how to answer them].
- Yerly, E. (2009). Influence de l'unicité des réponses de candidats potentiels sur les décision de recrutement lors d'entretiens de sélection [The impact of applicants' response uniqueness on recruitment decision in selection interviews].
- Co-supervision of an exchange student's internship in the institute (Spring-Summer 2010)

Assistantship

➤ Research and Teaching Assistant, University of Neuchâtel, Switzerland

- Assistant of Professor Adrian Bangerter (2008-2011)
 - Teaching Assistant, Work Psychology class (M.A.S. level - Neuchâtel – Spring 2009)
 - Teaching Assistant, Qualitative Methods class (M.Sc. level - Neuchâtel – Spring 2009)
 - Teaching Assistant, Recruitment & Selection class (M.A.S. level - Geneva - Fall 2008)
 - Teaching Assistant, Organizational Psychology class (M.Sc. level - Neuchâtel - Fall 2008 and 2009)

➤ **Research and Teaching Assistant, HEC - University of Lausanne, Switzerland**

- Assistant of Professor Jean-Claude Usunier (2006-2011)
 - Website design and management for the 2011 conference *Religion as Brands* (2010-2011)
 - Annual reports preparation and Website management, Institute of Research in Management (2006-2008) and Department of Marketing (2009-2010)
 - Committee member (internal expert) for 2 Masters' thesis evaluation (2010)
 - Organisation of a research project on B2B Websites (2006-2008)
 - Teaching Assistant, Industrial Marketing class (B.Sc. level, Fall 2006)
 - Teaching Assistant, SHS class: Business-to-Business Marketing (B.Sc. level, Spring 2007 – also with Prof. B. Ivens)
- Assistant of Professor Ari-Pekka Hameri (2005 – 2007)
 - Participation in the Cross-Border.org program on supply chain security (2005-2006)
 - Teaching Assistant, Operations Management class (B.Sc. level – Spring 2006)
- Assistant of Professor Suzanne de Treville (Spring 2006)
 - Organization of the 20th International Mathematical and Logical Championship (FFJM)

Competencies

- **Languages :** French (native), English (fluent), German (basic conversation)
- **Computing Knowledge:**
 - Statistical analyses: SPSS, STATA, Mplus, MLWin, AMOS
 - Data collection tools: Qualtrics, Mechanical Turk, Unipark, Surveymonkey
 - MS environment: Windows, Word, Excel, PowerPoint, Outlook, Access
 - Others: Noldus Observer, EndNote, Extend, MPX, Movie Maker