

BRIAN S. CONNELLY, Ph.D.

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EDUCATION

Ph.D., Industrial/Organizational Psychology: August, 2004 – August, 2008

University of Minnesota, Minneapolis, MN

Dissertation: *The Reliability, Convergence, and Predictive Validity of Personality Ratings: An Other Perspective**

Advisor: Dr. Deniz S. Ones

- Received the 2010 S. Rains Wallace Dissertation Award from the Society for Industrial and Organizational Psychology
- Received the 2009 J. S. Tanaka Dissertation Award from the Association for Research in Personality

B.A., Psychology: August, 2000 – August, 2004

Emory University, Atlanta, GA

Summa Cum Laude

Thesis: *New Approaches to Examining the Construct Validity of Integrity Tests: The Washington University Sentence Completion Test, the Defining Issues Test, and the Psychopathic Personality Inventory*

Advisor: Dr. Scott O. Lilienfeld

ACADEMIC APPOINTMENTS

July, 2015 – Present	Associate Professor of Organizational Behavior and Human Resource Management, University of Toronto Department of Management, University of Toronto Scarborough Joseph L. Rotman School of Management
July, 2010 – Present	Assistant Professor of Organizational Behavior and Human Resource Management, University of Toronto Department of Management, University of Toronto Scarborough Joseph L. Rotman School of Management

Aug, 2008 – June, 2010

Assistant Professor of Industrial and Organizational Psychology, University of Connecticut
Department of Psychology, University of Connecticut at Storrs

RESEARCH INTERESTS

My research examines the theory and organizational measurement of individual difference determinants of workplace performance (and, more specifically, personality traits). This research can generally be aligned with these four areas:

1. Overlapping and unique knowledge in self- and observer-reports of personality
2. Personality trait structure
3. Response distortion, self-presentation, & faking
4. Personnel selection

JOURNAL ARTICLES

Note: For publications subsequent to my Ph.D., collaborators indicated by a (G) following their names were graduate students under my supervision at the time of collaboration.

1. **Connelly, B. S.**, McAbee, S. T., Oh, I.-S., Jung, Y., & Jung, C. W. (in press). A multi-rater perspective on personality and performance: The Trait-Reputation-Identity Model. *Journal of Applied Psychology*.
2. Kim, H. (G), Di Domenico, S. I. (G), & **Connelly, B. S.** (2019). Mean-level differences in self- and observer-reports of personality: A meta-analysis. *Psychological Science*, 30, 129 – 138. doi:doi.org/10.1177/0956797618810000
3. **Connelly, B. S.** & McAbee, S. T. (2017). To everything there is a season: Integrating SJTs and ACs with traditional personality assessments. *European Journal of Personality*, 31, 445 – 447. doi: [10.1002/per.2119](https://doi.org/10.1002/per.2119)
4. Lee, J. (G), **Connelly, B. S.**, Goff, M., & Hazucha, J. F. (2017). Are assessment center behaviors' meanings consistent across exercises? A measurement invariance approach. *International Journal of Selection and Assessment*, 25, 317 – 332. doi:doi.org/10.1111/ijsa.12187
5. McAbee, S. T. & **Connelly, B. S.** (2016). A multi-rater framework for studying personality: The Trait-Reputation-Identity Model. *Psychological Review*, 123, 569 – 591. doi:doi.org/10.1037/rev0000035
6. **Connelly, B. S.**, Warren, R. A., Kim, H. (G), & Di Domenico (G) (2016). Development and validation of research scales for the Leadership Multi-rater Assessment of Personality. *International Journal of Selection and Assessment*, 24, 632-367. doi: [10.1111/ijsa.12154](https://doi.org/10.1111/ijsa.12154).
7. **Connelly, B. S.** & Chang, L (G) (2016). A meta-analytic multi-trait multi-rater separation of substance and style in social desirability scales. *Journal of Personality*, 84, 319-334. doi: [10.1111/jopy.12161](https://doi.org/10.1111/jopy.12161).
8. Davies, S. E., **Connelly, B. S.**, Ones, D. S., & Birkland, A. S. (2015). The General Factor of Personality: The “Big One,” a self-evaluative trait, or a methodological gnat that won't go away? *Personality and Individual Differences*, 81, 13 – 22. doi:[10.1016/j.paid.2015.01.006](https://doi.org/10.1016/j.paid.2015.01.006).

9. McAbee, S. T., Oswald, F. L., & **Connelly, B. S.** (2014). Bifactor models of personality and college student performance: A broad vs. narrow view. *European Journal of Personality, 28*, 604-619. doi:[10.1002/per.1975](https://doi.org/10.1002/per.1975).
10. **Connelly, B.S.**, Ones, D. S., Chernyshenko, O. (2014). Introducing the special section on Openness to Experience: Review of Openness taxonomies, measurement, and nomological net. *Journal of Personality Assessment, 96*, 1 - 16. doi:[10.1080/00223891.2013.830620](https://doi.org/10.1080/00223891.2013.830620).
11. **Connelly, B.S.**, Ones, D. S., Davies, S. E., Birkland, A. (2014). Opening up Openness: A theoretical sort following critical incidents methodology and meta-analytic investigation of the trait family measures. *Journal of Personality Assessment, 96*, 17-28. doi:[10.1080/00223891.2013.809355](https://doi.org/10.1080/00223891.2013.809355).
12. Kuncel, N. R., Klieger, D. M., **Connelly, B. S.**, & Ones, D.S. (2013). Mechanical versus clinical data combination in selection and admissions decisions. *Journal of Applied Psychology, 98*, 1060-1072. doi:[10.1037/a0034156](https://doi.org/10.1037/a0034156).
13. **Connelly, B. S.**, Sackett, P. R., & Waters, S. (2013). Balancing treatment and control groups in quasi-experiments: An introduction to propensity scoring. *Personnel Psychology, 66*, 407-442. doi: [10.1111/peps.12020](https://doi.org/10.1111/peps.12020).
14. Lievens, F., Buyse, T., Sackett, P. R., & **Connelly, B. S.** (2012). The effects of coaching on situational judgment tests in high-stakes selection. *International Journal of Selection and Assessment, 20*, 272-282. doi: [10.1111/j.1468-2389.2012.00599.x](https://doi.org/10.1111/j.1468-2389.2012.00599.x).
15. Chang, L. (G), **Connelly, B. S.**, & Geeza, A. A. (G) (2012). Separating method factors and higher-order traits of the Big Five: A meta-analytic multi-trait multi-method approach. *Journal of Personality and Social Psychology, 102*, 408-426. doi:[10.1037/a0025559](https://doi.org/10.1037/a0025559).
16. **Connelly, B. S.** & Hülshager, U. R. (2012). A narrower scope or a clearer lens? Examining the validity of personality ratings from observers outside the workplace. *Journal of Personality, 80*, 603-631. doi: [10.1111/j.1467-6494.2011.00744.x](https://doi.org/10.1111/j.1467-6494.2011.00744.x).
17. ***Connelly, B. S.** & Ones, D. S. (2010). An other perspective on personality: Meta-analytic integration of observers' accuracy and predictive validity. *Psychological Bulletin, 136*, 1092-1122. [doi:10.1037/a0021212](https://doi.org/10.1037/a0021212).
18. *NOTE: Received the 2011 Joyce and Robert Hogan Award for the Best Paper in Personality and Work Performance from the Society for Industrial and Organizational Psychology.
19. Smith, I. M., Borneman, M. J., Brummel, B. J., & **Connelly, B.S.** (2009). The criterion problem in executive coaching. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 2*, 288-292. [doi:10.1111/j.1754-9434.2009.01151.x](https://doi.org/10.1111/j.1754-9434.2009.01151.x).
20. Sackett, P. R., Borneman, M. J., & **Connelly, B. S.** (2009). Responses to issues raised about validity, bias, and fairness in high stakes testing. *American Psychologist, 4*, 285-287. [doi:10.1037/a0015473](https://doi.org/10.1037/a0015473).
21. **Connelly, B. S.** & Ones, D. S. (2008). The personality of corruption: A national-level analysis. *Cross Cultural Research, 42*, 353-385. [doi:10.1177/1069397108321904](https://doi.org/10.1177/1069397108321904).
22. **Connelly, B. S.**, Ones, D. S., Ramesh, A., & Goff, M. (2008). A pragmatic view of dimensions and exercises in assessment center ratings. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 1*, 121-124. [doi:10.1111/j.1754-9434.2007.00022.x](https://doi.org/10.1111/j.1754-9434.2007.00022.x).

* Received the 2011 Joyce and Robert Hogan Award for the Best Paper in Personality and Work Performance from the Society for Industrial and Organizational Psychology.

23. Sackett, P. R., Borneman, M. J., & **Connelly, B. S.** (2008). High stakes testing in higher education and employment: Appraising the evidence for validity and fairness. *American Psychologist*, 63, 215 - 227. [doi:10.1037/0003-066X.63.4.215](https://doi.org/10.1037/0003-066X.63.4.215).
24. **Connelly, B. S.**, & Ones, D. S. (2007). National corruption, national personality, and national culture. *Psihologia Resurseelor Umane*, 5, 14-29.
25. Ellingson, J. E., Sackett, P. R., & **Connelly, B. S.** (2007). Do applicants distort their responses? Personality assessment across selection and development contexts. *Journal of Applied Psychology*, 92, 386-395. [doi:10.1037/0021-9010.92.2.386](https://doi.org/10.1037/0021-9010.92.2.386).
26. Vinson, G. A., **Connelly, B. S.**, Ones, D. S. (2007). Relationships between personality and organization switching: Implications for utility estimates. *International Journal of Selection and Assessment*, 15, 118-134. [doi:10.1111/j.1468-2389.2007.00375.x](https://doi.org/10.1111/j.1468-2389.2007.00375.x).
27. **Connelly, B. S.**, Lilienfeld, S. O., & Schmeelk, K. M. (2006). Integrity tests and morality: Associations with ego development, moral reasoning, and psychopathic personality. *International Journal of Selection and Assessment*, 14, 82-85. [doi:10.1111/j.1468-2389.2006.00335.x](https://doi.org/10.1111/j.1468-2389.2006.00335.x).

BOOK CHAPTERS

1. **Connelly, B. S.**, Hülshager, U. R., & Ones, D. S. (2018). Personality in industrial, work, and organizational Psychology: Theory, measurement, and application. In Ones, D. S., Anderson, N., Viswesvaran, C., & Sinangil, H. K. (Eds.) *Handbook of Industrial, Work, and Organizational Psychology, 3v: Personnel Psychology and Employee Performance, 2nd edition* (320 – 366). Thousand Oaks, CA: Sage.
2. **Connelly, B. S.** (2013). Personality from the perspective of the observer: Implications for personality research and practice at work. In N. D. Christiansen & R. P. Tett (Eds). *Handbook of Personality at Work* (pp. 457 – 476). New York: Psychology Press/Routledge.
3. Hough, L. M., & **Connelly, B. S.** (2013). Personality measurement and use in Industrial and Organizational Psychology. In K. F. Geisinger (Ed.), *Handbook of Testing and Assessment* (Vol. 1, pp. 457-476). Washington, D.C.: American Psychological Association.
4. Vinson, G. A., Ones, D. S., & **Connelly, B. S.** (2008). An examination of the attraction element of Attraction-Selection-Attrition (ASA) theory in a field sample. In J. Deller (Ed.), *Research contributions to personality at work* (pp. 137-158). Mering, Germany: Hampp.

WORK IN PROGRESS

1. Leising, D. Burger, J., Zimmerman, J., Bäckström, M., Olmanns, J., & **Connelly, B. S.** (in press). Why do items correlate with one another? A conceptual analysis with relevance for general factors and network models. *Collabra*.
2. Hu, J. (G) & **Connelly, B.S.** (revise and resubmit). How much do applicants fake? A meta-analysis of within-subjects studies. *International Journal of Selection and Assessment*.
3. Fang, R. (G), Côté, S., & **Connelly, B. S.** (manuscript revising). A reputational perspective on the relationship between income and well-being. Targeted journal: *Social Psychology and Personality Science*.
4. **Connelly, B. S.**, Wilmot, M. W. (P), Geeza, A. A. (G), & Chang, L. (G) (manuscript writing). How consistent is personality expression across contexts and roles? A Trait-Reputation-Identity analysis. Targeted journal: *Journal of Personality and Social Psychology*.

5. **Connelly, B. S.**, Wilmot, M. P. (P), Hülshager, U. R., Ones, D. S., & DeYoung, C. G. (manuscript revising). Broad and narrow personality traits: Using theory and latent variable models to improve performance prediction. *Personnel Psychology*.
6. Rickards, C. (G), Fang, R. (G), & **Connelly, B. S.** (manuscript revising). The developmental side of organizational personality measurement: A taxonomy of feedback and comparison of mechanisms. Targeted journal: *Personnel Psychology*.

INVITED CONFERENCE ADDRESSES

1. **Connelly, B. S.** (2018, October). The ins and outs of personality: What traits, reputations, and identities tell us about behaviour at work. Invited keynote address at the annual Richard K. Reznick Wilson Centre Research Day , Toronto, ON.
2. **Connelly, B. S.** (2018, June). The ins and outs of personality: What traits, reputations, and identities tell us about behaviour at work. Invited keynote address at the annual summit for industrial and organizational psychologists in the Greater Toronto Area.
3. **Connelly, B. S.** (2017, December). Traits, reputations, and identities: How multi-method measurements can elevate theory in personality. Invited keynote address at the Australian Conference for Personality and Individual Differences, Sydney, Australia.
4. **Connelly, B. S.** (2015, April). Leveraging multiple regression to inform causality. In D. Putka (Chair) *Modernizing regression: Cool and practically useful advances from other fields*. Invited conference theme track presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
5. **Connelly, B. S.** (2011, April). An other perspective on personality: Meta-analytic integration of observers' accuracy and predictive validity. In *S. Rains Wallace Dissertation Award Symposium*. Invited address presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
6. **Connelly, B. S.** (2011, June). An other perspective on personality: Meta-analytic integration of observers' accuracy and predictive validity. In *Tanaka Dissertation Award Symposium*. Invited address presented at the semi-annual meeting of the Association for Research in Personality, Riverside, CA.
7. **Connelly, B. S.**, Ones, D. S., Ramesh, A., & Goff, M. (2008, August). A pragmatic view of dimensions and exercises in assessment center ratings. Invited address presented at the annual International Congress of Assessment Center Methods, Washington, D.C.

CONFERENCE PRESENTATIONS

Note: Collaborators indicated by a (G) following their names were graduate students under my supervision at the time of collaboration. (P) indicates postdoctoral students under my supervision at the time of collaboration.

1. Fang, R. (P) & **Connelly, B. S.** (2020, April). Multirater personality assessments: Sources of predictive power and group differences. Paper to be presented at the annual conference for the Society for Industrial and Organizational Psychology, Austin, TX.
2. **Connelly, B. S.** & Wilmot, M. P. (P). (2019, June). Personality out of context: A meta-analysis and large-sample study of cross-context informant perceptions. Paper presented at the bi-annual conference for the Association for Research in Personality, Grand Rapids, MI.
3. Wilmot, M. P. (P) & **Connelly, B. S.** (2019, April). Get your role on: How role contexts impact personality manifestations. Paper presented at the annual conference for the Society for Industrial and Organizational Psychology, National Harbor, MD.

4. **Connelly, B. S.** & Wilmot, M. P. (P). (2019, April). The influence of role contexts on personality expression: A Trait-Reputation-Identity study. Paper presented at the World Conference on Personality, Hanoi, Vietnam.
5. Fang, R. (G) & **Connelly, B. S.** (2017, April). Multi-rater personality feedback: Clearer self-insight or a threat to the self? Paper presented at the annual conference for the Society for Industrial and Organizational Psychology, Orlando, FL.
6. Hu, J. (G) & **Connelly, B. S.** (2017, April). Applicant personality: A meta-analysis of within-subjects faking studies. Paper presented at the annual conference for the Society for Industrial and Organizational Psychology, Orlando, FL.
7. **Connelly, B. S.**, Wilmot, M. P., Hülshager, U. R., Ones, D. S., & DeYoung, C. G. (2016, April). Theoretical and statistical advances in predicting leadership from personality traits. Paper presented at the annual conference for the Society for Industrial and Organizational Psychology, Anaheim, CA.
8. **Connelly, B. S.**, Wilmot, M. P., Hülshager, U. R., Ones, D. S., & DeYoung, C. G. (2016, April). Aspects and domains in predicting job performance: A meta-analytic multi-rater investigation. Paper presented at the World Conference on Personality, Buzios, Brazil.
9. **Connelly, B. S.**, Wilmot, M. P., Hülshager, U. R., Ones, D. S., & DeYoung, C. G. (2015, August). Predicting task performance from hierarchical personality traits: A cybernetic perspective. Paper presented at the annual conference of the Academy of Management, Vancouver, BC.
10. Wilmot, M. P., **Connelly, B. S.**, Hülshager, U. R., Ones, D. S., & DeYoung, C. G. (2015, August). Predicting contextual performance from hierarchical personality traits: A multi-informant study. Paper presented at the annual conference of the Academy of Management, Vancouver, BC.
11. Palfrey, A. P., Kurtz, J. E., & **Connelly, B. S.** (2015, March). Testing frame-of-reference effects using confirmatory factor models. Poster presented at the annual conference of the Society for Personality Assessment, Brooklyn, NY.
12. **Connelly, B. S.** & Warren, R. A. (2014, May). Using personality peer-reports to separate substance from response style. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
13. **Connelly, B. S.** & Wollscheid, P. A. (G) (2014, May). Disentangling lies, exaggeration, and self-grandeur in personality with observer reports. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
14. McAbee, S. T., **Connelly, B. S.**, & Oswald, F. L. (2014, May). Self and observer reports: Applying bifactor models to personality traits. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
15. McAbee, S. T., Oswald, F. L., **Connelly, B. S.** (2014, May). Broad vs. narrow traits: Bifactor models of personality and prediction. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
16. Di Domenico, S. I. (G), Kim, H. (G), & **Connelly, B. S.** (2014, February). Self-enhancement from the inside out: A meta-analysis of self vs. other ratings of personality. Poster presented at the annual conference for Society for Personality and Social Psychology, Austin, TX.
17. Kim, H. (G), Di Domenico, S. I. (G), & **Connelly, B. S.** (2013, June). Personality from self vs. informant: reports: A meta-analysis of differences in means and variability. Poster presented at the semi-annual conference for Association for Research in Personality, Charlotte, NC.
18. **Connelly, B. S.** & Warren, R. A. (2013, March). Getting the substance out of my style: A new paradigm incorporating peer-reports to study the dimensionality of social desirability. Paper presented at the World Congress of Personality, Stellenbosch, South Africa.

19. **Connelly, B. S.** & Wollscheid, P. A. (G) (2012, July). Lying, boasting, self-exalting: Using observer reports of personality to identify and remedy applicant faking. In F. De Fruyt & **B. S. Connelly** (Chairs) *Advances in Personality Research for Industrial and Organizational Applications*. Paper presented at the semi-annual European Conference on Personality, Trieste, Italy.
20. Davies, S. E., Ones, D. S., **Connelly, B. S.**, & Birkland, A. (2012, April). Meta-analytic assessment of Warmth and personality structure. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, San Diego, CA.
21. *Chang, L. (G) & **Connelly, B. S.** (2011, April). A meta-analytic multitrait-multirater separation of substance and style in social desirability. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychologists, Chicago, IL.
22. Chang, L. (G), **Connelly, B. S.**, & Geeza, A. A. (G) (2011, April). A meta-analysis of personality's predictive power: Traits, methods, or meta-traits? In S. E. Woo & **B. S. Connelly** (Chairs) *Does Specificity Matter? Advantages of Broad versus Narrow Traits*. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, Chicago, IL.
23. **Connelly, B. S.**, Chang, L. (G), & Geeza, A. A. (G) (2011, June). Separating method factors and higher-order traits of the Big Five: A meta-analytic multi-trait multi-method approach. Poster to be presented at the semi-annual meeting for the Association for Research in Personality, Riverside, CA.
24. Lee, J. (G), Yun, G. J., & **Connelly, B. S.** (2011, April). Assessment dimension's construct validity using measurement equivalence analysis. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychologists, Chicago, IL.
25. Rickards, C. (G) & **Connelly, B. S.** (2011, April). Developing a taxonomy of developmental feedback from personality assessments. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychologists, Chicago, IL.
26. **Chang, L. (G), **Connelly, B. S.**, & Geeza, A. A. (G) (2010, April). Trait and method effects in personality ratings: A meta-analytic approach. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychologists, Atlanta, GA.
27. **Connelly, B. S.** & Ones, D. S. (2010, April). Beyond self-validation: Predictions from observer-ratings of personality traits. In **B. S. Connelly** & L. Chang (G) (Chairs) *Stop Being So Self-Centered! Researching and Applying Personality via Observer-Reports*. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, Atlanta, GA.
28. Davies, S. E. (G), **Connelly, B. S.**, & Ones, D. S. (2010, April). Large scale meta-analytic evidence for a General Factor of Personality. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychologists, Atlanta, GA.
29. Geeza, A. A. (G), **Connelly, B. S.**, & Chang, L. (G) (2010, April). A meta-analytic examination of consistency in observers' perspectives across contexts. In **B. S. Connelly** & L. Chang (G) (Chairs) *Stop Being So Self-Centered! Researching and Applying Personality via Observer-Reports*. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, Atlanta, GA.
30. Hülshager, U. R. & **Connelly, B. S.** (2010, April). Validity of observer-ratings with raters from outside the workplace. In **B. S. Connelly** & L. Chang (G) (Chairs) *Stop Being So Self-*

* Received Flanagan award for best student presentation and was presented in a session of Featured Top-Rated posters.

** Presented in a session of Featured Top-Rated posters.

Centered! Researching and Applying Personality via Observer-Reports. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, Atlanta, GA.

31. Wollscheid, P. A. (G) & **Connelly, B. S.** (2010, August). Response distortion in organizational personality assessment across selection and development. Poster presented at the annual meeting of the American Psychological Association, San Diego, CA.
32. Birkland, A., **Connelly, B. S.**, Ones, D. S., & Glomb, T. M. (2009, April). Dark side traits as drivers of senior leader misbehavior. In Deese, M. (Chair) *Destructive Leadership: Measurement, Antecedents, and Outcomes*. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, New Orleans, LA.
33. **Connelly, B. S.** & Ones, D. S. (2009, April). Reliability generalization meta-analysis of other-ratings of personality. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, New Orleans, LA.
34. Davies, S. E. (G), **Connelly, B.S.**, & Ones, D. S. (2009, April). Exploring the dimensionality of extraversion: Factors and facets. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, New Orleans, LA.
35. Birkland, A., Ones, D. S., & **Connelly, B. S.** (2008, August). Combining emotional stability measures to improve validity for workplace behaviors. Poster presented at the annual meeting for the American Psychological Association, Boston, MA.
36. Borneman, M. J., Kuncel, N. R., Kiger, T., & **Connelly, B. S.** (2008, April). Exploring the measurement properties of a new faking-detection methodology. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, San Francisco, CA.
37. **Connelly, B. S.** & Ones, D. S. (2008, July). Conscientiousness: Investigating its facet structure through meta-analytic factor analysis. In **Connelly, B. S.** (Chair) *Applications of Personality: Expanding Construct, Criterion, and Cultural Horizons*. Paper presented at the International Congress of Psychology, Berlin, Germany.
38. **Connelly, B. S.**, Davies, S. E., Ones, D. S., & Birkland, A. (2008, February). Opening up openness: A meta-analytic review of measures of the personality construct. Poster presented at the annual meeting for the Society for Personality and Social Psychology, Albuquerque, NM.
39. **Connelly, B. S.**, Davies, S. E., Ones, D. S., & Birkland, A. (2008, April). A meta-analytic review of agreeableness's structure, convergence, and predictive validity. In Viswesvaran, C. (Chair), *Personality in the Workplace: Advances in Measurement and Assessment*. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, San Francisco, CA.
40. **Connelly, B. S.**, & Ones, D. S. (2008, April). Inter-rater unreliability in assessment center ratings: A meta-analysis. In Hoffman, B. J. (Chair), *Reexamining Assessment Centers: Alternate Approaches*. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, San Francisco, CA.
41. **Connelly, B. S.**, Sackett, P. R., & Waters, S. (2008, April). Reducing bias through propensity scoring: A study of SAT coaching. In Cortina, J. (Chair), *Write, for these Words Are True: Uncovering Complexity in I-O*. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, San Francisco, CA.
42. Davies, S. E., **Connelly, B. S.**, Ones, D. S., & Birkland, A. (2008, April). Enhancing the role of extraversion for work related behaviors. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychologists, San Francisco, CA.
43. Kuncel, N. R., Kiger, T., Borneman, M. J., & **Connelly, B. S.** (2008, April). Faking detection using two examinations of idiosyncratic response patterns. In Griffith, R. L. & Peterson, M. H.

- (Chairs), *Complex Problems, Simple Solutions: Contemporary Research in Applicant Faking Behavior*. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, San Francisco, CA.
44. Kuncel, N. R., Klieger, D., **Connelly, B. S.** & Ones, D. S. (2008, April). Mechanical versus clinical data combination in I/O psychology. In I. H. Kwaske (Chair), *Individual Assessment: Does the research support the practice?* Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, San Francisco, CA.
 45. Rasch, R., Schneebergur, N., Benson, M. J., & **Connelly, B. S.** (2008, April). Identifying skill and ability requirements across leadership levels using O*NET™. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychologists, San Francisco, CA.
 46. **Connelly, B. S.**, & Ones, D. S. (2007, April). Combining conscientiousness scales: Can't get enough of the trait, baby. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychologists, New York, NY.
 47. **Connelly, B. S.**, & Ones, D. S. (2007, April). Multiple measures of a single conscientiousness trait: Validities beyond .35! In Ones, D. S. (Chair), *Too Much, Too Little, Too Unstable: Optimizing Personality Measure Usefulness*. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, New York, NY.
 48. **Connelly, B. S.**, & Ones, D. S. (2007, April). Using personality to explain national corruption. In Gruys, M. & Stewart, S. M. (Chair), *Misbehavior and Outcomes at Work: Prediction, Explanation, and Consequences*. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychologists, New York, NY.
 49. **Connelly, B. S.**, Ellingson, J. E., & Sackett, P. R. (2006, May). Consistency in personality assessment across selection and development contexts. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Dallas, TX.
 50. **Connelly, B. S.** & Ones, D. S. (2006, June). Big Three personality characteristics, culture, and corruption: A national-level analysis. Poster presented at the semi-annual meeting of the International Congress of Applied Psychologists, Athens, Greece.
 51. Page, R. C., **Connelly, B. S.**, & Borneman, M. J. (2006, May). Development of the Work Behavior Inventory for cross-cultural applications. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Dallas, TX.
 52. **Connelly, B. S.**, Lilienfeld, S. O., & Schmeelk, K. M. (2005, April). Placing integrity tests in a nomological network. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Los Angeles, CA.

INVITED COLLOQUIA LECTURES

1. **Connelly, B. S.** (2018). Personality in the workplace: Implications for teaching and learning. Invited address to St. Joseph's Hospital faculty development group, Toronto, ON, November 28, 2018.
2. **Connelly, B. S.** (2018). The ins and outs of personality: What traits, reputations and identities tell us about behaviour at work, Invited address to RBC Assessments Centre of Excellence workgroup, October, 24, 2018.
3. **Connelly, B. S.** (2017). The ins and outs of personality: What traits, reputations and identities tell us about behaviour at work. University of Toronto Scarborough, Canada Research Chair Invited Address, Toronto, ON, February 9, 2017.
4. **Connelly, B. S.** (2016). Personality at work: What we can learn from others' perspectives. University of Toronto Scarborough, Department of Management Hot Topics series, Toronto, ON, March 23, 2016.

5. **Connelly, B. S.** (2012). Integrating observer reports into workplace personality research: Studies on validity, cross-situational stability, and faking. University of Waterloo Industrial/Organizational Psychology Brown Bag, Waterloo, ON, October 29, 2012.
6. **Connelly, B. S.** (2011). Beyond the limits of self-reports: An “other” perspective on personality. University of Minnesota Industrial/Organizational Psychology Brown Bag, Minneapolis, MN, November 14, 2011.
7. **Connelly, B. S.** (2011). Beyond the limits of self-reports: An “other” perspective on personality. University of Toronto Social-Personality-Abnormal (SPA) Psychology Meeting, Toronto, ON, November 1, 2011.
8. **Connelly, B. S.** (2008). Applications of personality measurement in I/O: An other perspective. University of Connecticut Industrial/Organizational Psychology Brown Bag, Storrs, CT, September 18, 2008.

RESEARCH GRANTS

1. **Canada Research Chair, Tier II: \$500,000** (April, 2016 – March, 2021)
Research Chair in Integrative Perspectives on Personality
Grant Description. Organizations routinely use personality measures, but these measures are based on self-assessments that are susceptible to bias and fakery. This disconnect between the importance of personality for forecasting success and the flaws in personality’s assessment prevents organizations from hiring the best people and from developing their employees effectively. These limitations threaten the competitiveness of the Canadian workforce in a global marketplace. My research will use observer-based personality ratings to advance our understanding about how personality is structured and to help organizations identify the most capable employees, minimize unqualified hires, and provide employees with accurate feedback for self-improvement.
2. **Ontario Ministry of Research and Innovation Early Researcher Award: \$150,000** (April 2015 – February 2021)
Broadening the Horizons of Personality: The Scarborough Integrative Perspectives on Personality Project (SIP³)
Grant Description. The Early Researcher Award provides funding to promising researchers beginning their career to cover personnel costs associated with building a research team. My grant Across four studies, I examine how the unique insight in observer-reports of personality (a) predicts job performance, (b) may be affected by stereotypes, (c) can be faked, and (d) can facilitate self-awareness. This project builds a base of knowledge about how observer-reports of personality can be used by organizations.
3. **Social Sciences and Humanities Research Council (SSHRC) Insight Grant: \$160,748**
Lying, Boasting, Self-Exalting: Using Observer Reports of Personality to Identify and Remedy Applicant Faking (April, 2012 – March, 2020)
Grant Description. As one of Canada’s tri-council funding agencies, SSHRC is the primary source for social sciences research in Canada. Insight grants (formerly referred to as Standard Research Grants) are awarded to established and emerging investigators on a yearly basis. This grant supports a stream of research integrating observer-reports of personality into the literature on applicant faking. To date,

research from this grant has produced three manuscripts in preparation and six conference presentations.

4. **University of Connecticut Research Foundation Faculty Large Grant: \$10,931**
Exploring Developmental Applications of Personality Assessment: A Critical Incidents Study (August, 2009 – June, 2010)

Grant Description. The University of Connecticut's Research Foundation semi-annually invites faculty to submit grant proposals for research initiatives or for bridge funding to maintain ongoing funded research. Proposals are peer-reviewed and grants are awarded based on scientific merit, innovation, and potential for obtaining extra-mural funding. This grant has allowed me to begin a stream of research with Claire Rickards that examines an unexplored topic in applied personality measurement: how developmental feedback is best given from scores on personality inventories.

5. **The College Board Research Grant Fellowship: \$29,500**
Exploring the Potential for Other Ratings of Personality in College Admissions: Criterion-Related Validity, Reliability, Accuracy and Detection of Response Distortion (August, 2007 – August, 2008)

Grant Description. The College Board annually invites approximately 65 select faculty to sponsor a graduate student in submitting a research proposal, from which five proposals are selected. Dr. Deniz Ones and I were awarded the grant to complete a series of studies evaluating the accuracy of "other"-ratings of personality (e.g., ratings from peers). This project also served as the data source for my dissertation, which was subsequently published in *Psychological Bulletin* (Connelly & Ones, 2010). The grant award covered a 50% research assistanceship for two semesters plus a summer term.

6. **Graduate Research Partnership Program: \$6,948**
Factor or Specific Variance in Narrow Traits? (May, 2006 – August, 2006)

Grant Description. This grant was awarded by the University of Minnesota in which graduate students in the College of Liberal Arts are invited to submit research proposals jointly with a faculty member to receive a summer research assistanceship. Of these proposals, 40 are selected. This grant funded research to conduct a meta-analysis of the relationship between broad factor and narrow facet measures. From the meta-analytic database started with this grant, Dr. Deniz Ones, Dr. Adib Birkland, Dr. Stacy E. Davies and I have authored (to date) one publication (Connelly, Ones, Davies, & Birkland, provisional accept), one manuscript under review, four manuscripts in preparation, and ten conference presentations.

7. **Scholarly Inquiry and Research at Emory (SIRE) Grant: \$1,100**
Linking Integrity Tests to Psychopathic Personality, Ego Development, and Moral Reasoning (August, 2003—April, 2004)

Grant Description. This grant was awarded by Emory University to fund undergraduates conducting joint research projects with faculty members. From the 60-70 applications received, Dr. Scott Lilienfeld and I were among 20 faculty-student pairs to be selected for the grant. This grant funded my undergraduate honors thesis work extending examinations of the construct validity of integrity tests, which we

subsequently presented at a conference and published (Connelly, Lilienfeld, & Schmeelk, 2005).

HONORS AND AWARDS

Canada Research Chair – Tier 2 (2016)

Society for Industrial and Organizational Psychology (SIOP) Scholar (2012)

Joyce and Robert Hogan Award (2012) for the Best Paper in Personality and Work Performance from the Society for Industrial and Organizational Psychology

Top Rated Poster at 2011 annual meeting for the Society for Industrial and Organizational Psychology, Chicago, IL. (Graduate student advisee and co-author received Flanagan Award for best student presentation).

Chang, L. (G) & **Connelly, B. S.** (2011, April). A meta-analytic multitrait-multirater separation of substance and style in social desirability.

Top Rated Poster at 2010 annual meeting for the Society for Industrial and Organizational Psychology, Atlanta, GA.

Chang, L. (G), **Connelly, B. S.**, & Geeza, A. A. (G) (2010, April). Trait and method effects in personality ratings: A meta-analytic approach.

S. Rains Wallace Best Dissertation Award (2010) from the Society for Industrial and Organizational Psychology

Tanaka Best Dissertation Award (2009) from the Association for Research in Personality

Graduate School Fellowship, University of Minnesota: \$16,500 (Fall, 2004 – Spring, 2005)

STUDENT ADVISING

DOCTORAL DISSERTATIONS SUPERVISED

Fang, R. (2019). Class advantage in white-collar organizations: An investigation of parental income, work resources, and job success. University of Toronto, Rotman School of Management.*

Rickards, C. A. (2011). An investigation into the process of receiving personality feedback and recipients' reactions to the feedback. University of Connecticut, Department of Psychology.

Masters' Theses SUPERVISED

Lee, J. (2012). Measurement invariance of assessment center ratings: Consistency of dimensional constructs across exercises. University of Connecticut, Department of Psychology.

Chang, L. (2010). Higher-order factors of the Big Five: A meta-analytical MTMM study. University of Connecticut, Department of Psychology.

* Co-supervised with Stephané Cote.

Geeza, A. A. (2010). A meta-analytic examination of consistency in observers' perspectives across contexts. University of Connecticut, Department of Psychology.

Rickards, C. A. (2010). Developing a taxonomy from developmental feedback based on personality assessments using a critical incidents technique. University of Connecticut, Department of Psychology.

Wollscheid, P. A. (2009). Response distortion scales in organizational personality assessment: An investigation across selection and development contexts. University of Connecticut, Department of Psychology.

Wollscheid, P. A. (2010). Observer ratings of personality in response distortion research: Insights from a multi-rater instructed faking study. Ruprecht-Karls-University of Heidelberg, Department of Psychology.

TEACHING EXPERIENCE

MGI B123: International Human Resource Management

ROLE: Instructor

DESCRIPTION: This course examines how human resource practices are different across cultures and how existing organizational structures and human resource systems can adapt to globalization to succeed domestically and internationally.

MGH B02: Managing People and Groups in Organizations

ROLE: Instructor

DESCRIPTION: An introduction to the study of organizational behavior, from the individual level to the macro level. Topics include performance, attitudes, personality, learning, motivation, decision making, diversity, perception/attribution, leadership, culture, innovation, power and politics, group dynamics and organizational change.

MGI B02: International Organizational Behaviour

ROLE: Instructor

DESCRIPTION: An introduction to the study of organizational behavior, with a focus on cross-cultural comparisons of OB principles. Topics covered include the above, but focus on how these topics may play out in different ways across the globe.

RSM 3062: Research Methods in Organizational Behaviour

ROLE: Instructor

DESCRIPTION: An overview seminar for Ph.D. students covering the core issues in the design of scientific research methods. Topics include design elements, setting, scale development, measurement artifacts, meta-analysis, latent variable modeling, longitudinal research, qualitative research, and levels of analysis.

STAT 5105: Quantitative Methods in the Behavioral Sciences

ROLE: Instructor (University of Connecticut)

DESCRIPTION: First year graduate students in the psychology department and business school's management program are introduced to foundational multivariate statistics. Topics covered include correlation, multiple regression, missing data, logistic regression, mediation/moderation, factor analysis, and causal modeling.

PSYC 2301: The Study of Personality

ROLE: Instructor (University of Connecticut)

DESCRIPTION: Students are introduced to contemporary and historic research in personality psychology, including theories of personality structure, research methods and measures of personality, developmental and biological antecedents of personality, and social, health, clinical, work, and educational outcomes associated with personality.

PSYC 5800: Proseminar in I/O Psychology

ROLE: Instructor (University of Connecticut)

DESCRIPTION: First year graduate students are introduced to research, theory, and practice of I/O psychology as faculty members rotate to teach their specialty areas. My rotation in the course covers major topics in personnel selection including common selection tools used (e.g., general mental ability, personality) and how predictors are evaluated in terms of validity, utility, adverse impact against protected groups, and susceptibility to response distortion.

PSY 3902: Major Project

ROLE: Section Leader/Lab Instructor (University of Minnesota)

DESCRIPTION: Senior students delve into a body of research of their choosing and write a research proposal that would make a novel contribution to that body of literature.

TEACHING INTERESTS

GRADUATE COURSES

- Human Resource Management
- Organizational Behavior
- Performance Assessment
- Counterproductive Work Behaviors
- Personality and Individual Differences
- Leadership/Management
- Research Methods
- Measurement/Assessment
- Multivariate Statistics
- Meta-Analysis
- Hierarchical Linear Modeling

UNDERGRADUATE COURSES

- Human Resource Management
- Organizational Behavior
- Personality/Individual Differences
- Leadership/Management
- Statistics
- Research Methods

EDITORIAL REVIEW AND SERVICE

AWARDS COMMITTEES

S. Rains Wallace Dissertation Award, Society for Industrial and Organizational Psychology

Committee chair, 2013 – 2014

Committee member, 2011 – 2014

Jeffrey S. Tanaka Dissertation Award, Association for Research in Personality

Committee member, 2010 - 2012

SPECIAL ISSUES EDITED:

Journal of Personality Assessment, special section on Openness to Experience/Intellect

EDITORIAL BOARD MEMBER:

International Journal of Selection and Assessment (2013 – present)

Journal of Applied Psychology (2020 – present)

Journal of Personnel Psychology (2008 - present)

Journal of Research in Personality (2018 – present)

AD-HOC REVIEWER:

Academy of Management Annals

Assessment

Emotions

European Journal of Personality

European Journal of Personality Assessment

International Journal of Testing

Journal of Applied Psychology

Journal of Behavioral Decision Making

Journal of Individual Differences

Journal of Non-Verbal Behavior

Journal of Occupational and Organizational Psychology

Journal of Vocational Behavior

Journal of Personality

Journal of Personality and Social Psychology

Journal of Research in Personality

New Ideas in Psychology

Organizational Behavior and Human Decision Processes

Organizational Science

Personality and Individual Differences

Personality and Social Psychology Review

Personnel Psychology

Psychological Bulletin

Psychology Science

Social Psychological and Personality Science

Academy of Management annual conference

Society for Industrial and Organizational Psychology annual conference

APPLIED PROFESSIONAL CONTRIBUTIONS

LMAP, LLC, San Rafael, CA (August, 2010 – Present)

Research Advisory Board Member.

Psykler, Montreal, QC (April 2014 – Present)

Research Advisory Board Member.

APPLIED PROFESSIONAL EXPERIENCE

Personnel Decisions International, Minneapolis, MN (May, 2007 – August, 2008)

Research Intern, Supervisor: Maynard Goff, Ph.D., Executive Research Consultant

Human Resource Consultants, Inc., Hopkins, MN (May, 2005 – August, 2005)

Research Intern, Supervisor: Ronald C. Page, Ph.D., President

MEDIA COVERAGE/INTERVIEWS

“Don’t be so hard on yourself: Science says you have a pretty good sense of your own personality.” Ducharme, J. *Time Magazine*. December 19, 2018.

“Self-perception is mostly accurate, researchers find.” Cathey, K. *Earth.com News*. December 16, 2018.

“How you think of yourself usually matches how others think of you.” *Psych Central*., December 15, 2018.

“Revealing the True You.” Campbell, D. *University of Toronto Magazine*. Spring, 2017.

“Weeding out manipulators and egoists: U of T researcher’s new personality model could help employers in the hiring process.” Campbell, D. *U of T News*. January 12, 2017.

“Do you see yourself the way others see you? U of T professor co-develops personality trait model to analyze reputation and identity.” Savva, Sophia. *The Varsity*. January 29, 2017.