

Curriculum Vitae: Thomas Rhys Evans, PhD
Thomas.Evans@greenwich.ac.uk

Qualifications

- PhD entitled 'Emotional Intelligence: Overcoming Inconsistencies and Contradictions towards the Development and Validation of an Integrated Model of Affective Individual Differences'. Coventry University
- MSc in Organisational Psychology (Distinction). Birkbeck, University of London
- BSc (Hons) in Psychology (1st class). Coventry University
- Principal Fellow of the Higher Education Academy (PR291567)
- PGCert in Academic Practice in Higher Education. Coventry University
- Certified EQ-i 2.0 and EQ-i 360 User. MHS
- BPS Level A Certificate of Competence in Occupational Testing. BPS

Work History

Professor in Occupational Psychology and Open Scholarship, University of Greenwich. Dec 2020-

I am currently leading the Occupational Psychology MSc and I provide wider academic leadership in the university through my roles as Co-Chair of the Faculty Research Ethics Committee, Lead of the Open Research and Scholarship Hub, Co-Lead for the Faculty EDI strategy, and Practice Lead for the ILD Research Institute (Centre for Workforce Development and Centre for Inequalities). I have a number of teaching, research and administrative responsibilities and supervise and mentor a range of UG, PG, EdD, PhD and Professional Doctorate students.

Institutional Lead representing the University of Greenwich at the UK Reproducibility Network (UKRN). September 2021-

I am currently responsible for representing the University of Greenwich within the UKRN, and for championing openness and rigor throughout the University. In addition to developing the UKRN's responsible research assessment maturity framework, I lead university-wide initiatives considering training and development, ethics, recruitment, research integrity, and research infrastructure championing a more inclusive research culture which prioritises transparency and rigor.

External Examiner for Westminster (Sep 22-); Birkbeck (Mar 23-), Northumbria (June 23-), De Montfort (Dubai Campus; Nov 21- Dec 23); Anglia Ruskin University (Feb 20 – Sep 22)

I am/have been an External Examiner for a number of Undergraduate and Postgraduate courses in Psychology and Business/Occupational Psychology. My main responsibilities include evaluating samples of assessed work, supporting development of the programmes and delivery team, and providing reports on the standards and processes of student work, programmes, and their delivery.

Associate Professor in Occupational Psychology, Coventry University. Sep 2014-Dec 2020.

As Programme Director for the Business and Occupational Psychology Team, I was responsible for the management and supervision of the Occupational Psychology and Business and Organisational Psychology MSc courses and staff. I led several course reviews, curriculum changes and pedagogical research projects, and supervised two applied PhD students. I led academic duties, including teaching and research, on both Undergraduate and Postgraduate psychology courses.

External Reviewer for Course Development, Northumbria University, November 2020

I was employed as an external reviewer for the course development of the Occupational Psychology MSc at Northumbria University. My main responsibilities included evaluating prepared module documentation, providing feedback, and liaising with the course team to refine and improve proposed practices.

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Panel Member for International Programme Validation, Northampton University, March 2020.

I was employed as a panel member for a Validation and Programme Collaboration event for three Psychology Masters programmes due to be delivered by the Columbian Institute for Research and Psychology (CIRP), Sri Lanka. Role involved responsibilities equivalent to External Examiner.

Senior Associate Tutor at the Institute for Advanced Teaching and Learning, University of Warwick, Jan 2017-Feb 2020.

I delivered part of a specialist interdisciplinary module on Humour/Laughter. I focused upon the psychological perspectives on humour, based upon my research focussing upon psychometric and discursive approaches, navigating the interactions between humour and psychological states.

Director of Sawdust Rehab, a Social Enterprise. Jan 2017 – Dec 2018

I was lead director of Sawdust Rehab: a joint Social Enterprise venture between Coventry University and HMP Rye Hill. I led a multidisciplinary team, to showcase workshop craftsmanship to benefit the local community and the Shelter UK and Myton Hospice charities, whilst also providing a rehabilitative and employability benefit for the prisoners and students involved.

Link Tutor for the Business Psychology MSc at the Colombo Institute for Research and Psychology, Sri Lanka. Sep 2014 – Jan 2017.

I was responsible for duties equivalent to that of an External Examiner including an annual visit, mostly surrounding ensuring standards of quality are maintained.

Research Expertise

My PhD focussed upon Emotional Intelligence, using qualitative, questionnaire, and experimental methods to clarify content domain based upon existing theoretical frameworks of personality, emotion regulation, and cognitive ability. My early research profile therefore focussed upon a variety of themes surrounding the affective and social aspects of our working lives, leading projects on humour, emotional intelligence, feedback, and frustration. I am very passionate about individual differences and emotion regulation more broadly, and within both teaching and research I adopt a variety of methods and analysis types ranging from Cluster Analysis to Structural Equation Modelling to Framework and Discourse Analysis. More recently I have prioritised studying these using meta-science and open scholarship practices to advance the quality of evidence available to inform policy and practice. I particularly enjoy adopting a collaborative and critical approach to addressing these in context of big societal issues and have generated many opportunities to collaborate with researchers, practitioners and industry partners on such goals.

Latest Awards

British Psychological Society Excellence in Occupational Psychology Award

Winner of the 2023 BPS Division of Occupational Psychology Excellence in Occupational Psychology – Experienced Award, in recognition of my teaching, research and policy impact.

Student Led Teaching Awards

Won: Dissertation, Research Project or Thesis Supervisor of the Year Award, April 2022.

Nominated: Extra Mile Award, April 2021.

FIRE Magazine/Gore Research Excellence Award

Winner of the Research Excellence Award, based upon a presentation of work on the development of a Situational Judgement Test for West Midlands Fire Service. The presentation was awarded for “revolutionising the theoretical understanding of operational performance and driving significant changes in practice”. The award included a £1000 prize for future research, which went towards the commercialisation of the measure. More details are available [here](#).

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Indigogold Work Psychology Innovation Award

Nominated for exploring the applicability of three models of affect-related individual differences for the prediction of individual-level organisational outcomes. The project includes two samples, pre-registered analysis plans, and open data/materials.

Selected Research Funding

Dutch Research Council (NWO). 2024 (€49,998)

Co-leading development of an open-access open scholarship training program. Entitled: Promoting Open Science Teaching: A Positive, Inclusive and Participatory Program for Educators (POST-Edu).

Leverhulme Trust. 2023-2024 (£66,892)

I am sole lead of a multi-disciplinary global survey on accessible feedback processes in research.

US Department of Defence via the Centre for Open Science. 2021-2022 (\$5000)

I led one direct replication project and a number of computational reproducibility projects, as part of the wider SCORE initiative which was designed to assess and improve the credibility of social and behavioural science research.

West Midlands Fire Service. 2017-2019 (£1,500,000)

I co-led a five-year long project for the development of an innovative industry-linked Leadership Development Programme in conjunction with West Midlands Fire Service.

Coventry University. 2017 (£1,500)

I led a team of students, colleagues, Rye Hill Prison employees, and other stakeholders, to secure funding to develop a business plan for a joint social enterprise with HMP Rye Hill. Having completed the preliminary work and market research, a sustainable and socially-beneficial organisation entitled 'Sawdust Rehab' was created.

West Midlands Fire Service. 2016-2017 (£100,000)

I led the development and validation of a Situational Judgement Tool to assess Operational Preparedness. Won the GORE Research Excellence Award for driving significant changes to policy and practice, and led to the commercialisation of a training and development tool.

Coventry University. 2015 (£2,950)

I led the development of an integrated model of affective individual differences, unifying existing personality and cognitive/intelligence frameworks with novel aspects of Emotional Intelligence, towards more theoretically-appropriate applications of Emotional Intelligence.

West Midlands Fire Service. 2013 (£14,400)

In this exploratory project, I led the assessment of the behavioural patterns and cognitive decision-making of persons within a domestic fire scenario.

Publications: Stage 1 [Registered Reports](#) with Acceptance

These works have been peer-reviewed and given in-principal acceptance such that, following data collection, these works are guaranteed publication.

Calderon et al. (2022). Effects of Psychological Distance on Mental Abstraction: A Registered Report of Four Tests of Construal Level Theory. *Advances in Methods and Practices in Psychological Science*.

Evans (2021). Unethical Behaviour in the Workplace: A Direct and Conceptual Replication of Jones & Kavanagh (1996)'. *Comprehensive Results in Social Psychology*.

Chen et al., (2019). Object Orientation Effects Across 14 Languages. *Psychonomic Bulletin & Review*.

Publications: Stage 2 [Registered Reports](#) with Acceptance

These works have been peer-reviewed twice, first at the point of research protocol and then subsequently upon project completion. All data, materials, and study details are publicly available.

- Hall et al., (2023). Registered Replication Report: A Large Multilab Cross-Cultural Conceptual Replication of Turri, Buckwalter & Blouw (2015). *Advances in Methods and Practices in Psychological Science*.
- Sleegers et al., (2023). Registered Replication Report: A Multi-Lab Replication of the Induced Compliance Paradigm of Cognitive Dissonance. *Advances in Methods and Practices in Psychological Science*.
- Pownall et al., (2023). Evaluating the Pedagogical Effectiveness of Study Preregistration in the Undergraduate Dissertation. *Advances in Methods and Practices in Psychological Science*.
- Kekecs et al., (2023). Raising the Value of Research Studies in Psychological Science by Increasing the Credibility of Research Reports: The Transparent Psi Project. *Royal Society Open Science*.
- Bago et al., (2022). Situational Factors Shape Moral Judgments in the Trolley Dilemma in Eastern, Southern, and Western Countries in a Culturally Diverse Sample. *Nature Human Behaviour*.
- Aczel et al., (2021). Is there Evidence for Cross-Domain Congruency Sequence Effect? A Replication of Kan et al. (2013). *Royal Society Open Science*.
- McCarthy et al., (2020). A Multi-Site Collaborative Study of the Hostile Priming Effect. *Collabra: Psychology*.
- Jones et al., (2020). To Which World Regions Does the Valence-Dominance Model of Social Perception Apply?. *Nature Human Behaviour*.
- Evans et al. (2019). The Consistency and Value of Humour Style Clusters. *Comprehensive Results in Social Psychology*.

Latest Standard Peer-Reviewed Publications

- van den Akker et al., (2024). The Potential of Preregistration in Psychology: Assessing Preregistration Producibility and Preregistration-Study Consistency. *Psychological Methods*.
- Rogers et al. (2024). Understanding Family Dynamics in a Cross-Cultural Sample: A Multi-National Study. *Psi Chi Journal of Psychological Research*.
- Evans, et al. (2024). Corruption and Hierarchy: A Replication of Studies 1c and 6 of Fath & Kay 2018. *Journal of General Psychology*.
- Silverstein et al., (2024). A Guide for Social Science Journal Editors on Easing into Open Science. *Research Integrity and Peer Review*.
- Evans (2023). Open Scholarship and Decolonisation in Higher Education. *Compass: Journal of Learning & Teaching*.
- Korbmacher et al., (2023). The Replication Crisis has led to Positive Structural, Procedural, and Community Changes. *Communications Psychology*.
- Pownall et al., (2023). Teaching Open and Reproducible Scholarship: A Critical Review of the Evidence Base for Current Pedagogical Methods and their Outcomes. *Royal Society Open Science*.
- Evans et al., (2023). A Systematic Scoping Review on the Evidence Behind Debriefing Practices for the Wellbeing/Emotional Outcomes of Healthcare Workers. *Frontiers in Psychiatry*.
- Essex et al., (2023). Ethical Climate in Healthcare: A Systematic Review and Meta-Analysis. *Nursing Ethics*.
- Topor et al., (2022). An Integrative Framework for Planning and Conducting Non-Intervention, Reproducible, and Open Systematic Reviews (NIRO-SR). *Meta-Psychology*.
- Essex et al., (2022). A Scoping Review of Patient and Healthcare Worker Attitudes toward Strike Action. *Nursing Inquiry*.
- Evans et al., (2022). A Network of Change: United Action on Research Integrity. *BMC Research Notes*.
- Haber et al., (2022). Causal and Associational Language in Observational Health Research: A Systematic Evaluation. *American Journal of Epidemiology*.

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- Azevedo et al., (2022). Towards a Culture of Open Scholarship: The Role of Pedagogical Communities. *BMC Research Notes*.
- Parsons et al., (2022). A Community-Sourced Glossary of Open Scholarship Terms. *Nature Human Behavior*.
- Evans et al., (2021). Burnout Across Boundaries: Can Parental Burnout Directly or Indirectly Influence Work Outcomes? *Current Psychology*.
- Evans et al., (2021). Improving Evidence-Based Practice through Preregistration of Applied Research: Barriers and Opportunities. *Accountability in Research*.
- Evans (2020) Improving Evidence Quality for Organisational Change Management through Open Science. *Journal of Organisational Change Management*.
- Evans & Dobrosielska (2019). Feedback-seeking culture moderates the relationship between positive feedback and task performance. *Current Psychology*.
- Evans et al., (2019). A Conceptual Replication of Emotional Intelligence as a Second-Stratum Factor of Intelligence. *Emotion*.
- Evans & Steptoe-Warren (2018). Humour Style Clusters: Exploring Managerial Humour. *International Journal of Business Communication*.
- Evans & Hughes (2018). Putting 'Emotional Intelligences' in their place: Introducing the Integrated Model of Affect-related Individual Differences. *Frontiers in Psychology*.
- Moshantz et al., (2018). The Psychological Science Accelerator: Advancing Psychology Through a Distributed Collaborative Network. *Advances in Methods and Practices in Psychological Science*.
- Hughes & Evans (2016). EI Moderates the Relationship Between Ability EI and Emotion Regulation. *Emotion Review*.
- Evans & Steptoe-Warren (2015). Teaching Emotions in Higher Education: An Emotional Rollercoaster. *Psychology Teaching Review*.
- Evans & Steptoe-Warren (2015). Why do Word Blends with Near-Synonymous Composites Exist and Persist? The Case of Guesstimate, Chillax, Ginormous and Confuzzled. *Psychology of Language and Communication*.
- Percy et al., (2011). The contribution of human psychology to disaster management: mitigation, advance preparedness, response and recovery. *Disaster Management and Human Health II: Reducing risk, improving outcomes*.

Books Authored

- Evans (2022) *The Evidence Behind HR*. Taylor&Francis
- Tennant et al. (2020). *A tale of two 'opens': Intersections between Free and Open Source Software and Open Scholarship*. <https://osf.io/preprints/socarxiv/2kxq8/>
- Evans & Steptoe-Warren (2019). *Emotions, Risk and Decision-Making: Applying Occupational Psychology to the Fire Service*. Palgrave Macmillan

External Engagement: Book Chapters and External Publications

- Evans (2024). The Ongoing and Upcoming Challenges for the Role of News in Science Communication. Written evidence statement submitted to the House of Lords Communications and Digital Committee Inquiry on The future of news: impartiality, trust and technology.
- UK Reproducibility Network (2022). Submission from the UK Reproducibility Network. Written evidence statement submitted to the House of Lords Science and Technology Committee Inquiry on the UK Science and Technology Strategy.
- Evans (2022). Editorial: Developments in Open Data Norms. *Journal of Open Psychology Data*.
- Evans et al. (2021). A Network of Change: Three Priorities Requiring United Action on Research Integrity. Written evidence submitted to the UK Parliament: <https://committees.parliament.uk/call-for-evidence/562/>

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- Azevedo et al. (2021). Towards a culture of open scholarship: The role of pedagogical communities. Written evidence submitted to the UK Parliament: <https://committees.parliament.uk/call-for-evidence/562/>
- Evans (2019). 'Emotions: Decision-Making, Risk and Behaviour' in Evans, T. R., and Steptoe-Warren, G. (Eds.) *Emotions, Risk and Decision-Making: Applying Occupational Psychology to the Fire Service*. Palgrave Macmillan
- Evans & Steptoe-Warren (2019). 'Occupational Psychology in the Fire Service: An Introduction' in Evans, T. R., and Steptoe-Warren, G. (Eds.) *Emotions, Risk and Decision-Making: Applying Occupational Psychology to the Fire Service*. Palgrave Macmillan
- Evans & Steptoe-Warren (2019). 'The Impact and Future of Occupational Psychology in the Fire Service' in Evans, T. R., and Steptoe-Warren, G. (Eds.) *Emotions, Risk and Decision-Making: Applying Occupational Psychology to the Fire Service*. Palgrave Macmillan
- Steptoe-Warren & Evans (2019) 'Acknowledging Diversity in Responses to Fires' in Evans, T. R., and Steptoe-Warren, G. (Eds.) *Emotions, Risk and Decision-Making: Applying Occupational Psychology to the Fire Service*. Palgrave Macmillan
- Ward et al., (2019). 'Assessing Operational Preparedness' in Evans, T. R., and Steptoe-Warren, G. (Eds.) *Emotions, Risk and Decision-Making: Applying Occupational Psychology to the Fire Service*. Palgrave Macmillan
- Evans & Steptoe-Warren (2015). Emotional Intelligence Measurement: Misunderstanding and Misuse. *Assessment and Development Matters*.
- Evans & Steptoe-Warren (2014). Emotional Intelligence Matters. *Occupational Psychology Matters*.
- Evans (2014). Is Utopia out of Reach? *The Psychologist*.

Peer-Reviewed Conferences Presented

- Evans, T. R. (2023) 'Priorities and Developments in Occupational Psychology Pedagogy'. British Psychological Society Division of Occupational Psychology Annual Conference, 16th of May, 2024
- Evans, T. R. (2023) 'Reimagining Dissertations to give Experience of Open Practices and International Collaboration'. Reproducible research: Education and Teaching formats reports from the reproducibility networks, 11th of May 2023
- Evans, T. R. (2023) Expert Panel representing all National Reproducibility Networks: Experts and representatives of the field. Launch of the Network for Education and Research Quality (NERQ), March 3, 2023.
- Evans, T. R. (2022) 'Developing an institutional toolkit for implementing responsible research assessment recognising Open Research. LIS-Bibliometrics Conference, 12th of October 2022
- Evans, T. R. (2021) 'Hackathon: How to Roll Out The Red Carpet for Red Teams in Psychology'. Society for the Improvement of Psychological Science. 23-25th June, 2021
- Evans, T. R. (2021) 'Expanding the View of Open Science to Better Inform Evidence-Based Practice. UCL 2021 Open Science Conference. 26th April, 2021
- Evans, T. R. (2021) 'Should I Laugh, Swear or Cry? The Parallels between Humour and Swearing for Well-being (Swearing & Good Health: Rethinking Social Norms and Wellbeing Working Group). Social Psychology Conference, 15-16th April 2021
- Evans, T. R., Mikolajczak, M., & Roskam, I. (2019) 'Crossing Boundaries: The Workplace Consequences of Parental Burnout'. International Conference on Parental Burnout, 6-7th of December 2019
- Evans, T. R. (2019) 'Preregistration of Applied Research and Practice' at the UK Open Research Working Group Conference, 11th April 2019
- Evans, T. R. (2018) 'Structural Models of the Short-form Trait Emotional Intelligence Questionnaire (TEIQue-SF)' at the European Conference on Personality, 18-21st July 2018
- Evans, T. R. (2018) 'Does Emotion Regulation Mediate the Relationship Between Affect-Related Personality and Outcomes?' at the European Conference on Personality, 18-21st July 2018

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- Evans, T. R., Steptoe-Warren, G. & Hughes, D. J. (2018) 'The Integrated Model of Affect-Related Individual Differences: Job Performance' at the British Psychological Society Division of Occupational Psychology Annual Conference, 10-12th January 2017
- Evans, T. R., and Steptoe-Warren, G. (2017) 'Emotional Intelligence from the Ivory Tower: Consensuses and Misconceptions' at the British Psychological Society Division of Occupational Psychology Annual Conference, 4-6th January 2017
- Evans, T. R., and Steptoe-Warren, G. (2016) 'Integrating Emotional Intelligence, Personality & Intelligence' at the British Psychological Society Division of Occupational Psychology Annual Conference, 6-8 January 2016
- Evans, T. R., and Steptoe-Warren, G. (2016) 'The Organisational Consequences of the Diversity in Responses to Fires' at the British Psychological Society Division of Occupational Psychology Annual Conference, 6-8 January 2016
- Evans, T. R., Henry, D., Ghiur, T., and Brown, C. (2016) 'Zero Hour Contracts: Exploitative or Exploitable?' at the British Psychological Society Division of Occupational Psychology Annual Conference, 6-8 January 2016
- Ward, S., Evans, T. R., and Steptoe-Warren, G. (2016) 'The Antecedents, Communication and Impact of Workplace Frustration: A Qualitative Perspective' at the British Psychological Society Division of Occupational Psychology Annual Conference, 6-8 January 2016
- Evans, T. R. (2015) 'Know your theory; Lessons from the Organisational Humour Model' at the British Psychological Society West Midlands Branch Annual Conference, 7th September 2015
- Evans, T. R. and Steptoe-Warren, G. (2015) 'Teaching Emotions: An Emotion Theme Park' at the British Psychological Society West Midlands Branch Annual Conference, 7th September 2015
- Evans, T. R., Steptoe-Warren, G., and Hughes, D. (2015) 'Towards an Integrated Model of Affective Individual Differences' at the British Society for the Psychology of Individual Differences Conference, 10th April 2015
- Evans, T. R. and Steptoe-Warren, G. (2015) 'Emotional Intelligence: The Corporate Panacea' at the Psychology of Emotions and Feelings Conference, 8th April 2015.
- Evans, T. R. and Steptoe-Warren, G. (2015) 'Teaching Emotions: An Emotion Theme-Park' at the Psychology of Emotions and Feelings Conference, 8th April 2015.
- Ward, S., Evans, T. R., and Steptoe-Warren, G. (2015) 'Trait Emotional Intelligence and the Antecedents, Communication and Impact of Workplace Frustration' held at the British Psychological Society Division of Occupational Psychology Annual Conference, 7-9 January 2015
- Evans, T. R., and Hughes, D. (2015) 'Revolutionising Constructs in Occupational Psychology: What do we really know about...? Meaningful Work' held at the British Psychological Society Division of Occupational Psychology Annual Conference, 7-9 January 2015
- Evans, T. R., and Steptoe-Warren, G. (2015) 'Revolutionising Constructs in Occupational Psychology: What do we really know about...? Emotional Intelligence' held at the British Psychological Society Division of Occupational Psychology Annual Conference, 7-9 January 2015
- Evans, T. R., and Steptoe-Warren, G. (2015) 'A Cluster Analysis of Managerial Humour Tendencies: Identifying the Workplace Consequences of the Aggressive Manager' held at the British Psychological Society Division of Occupational Psychology Annual Conference, 7-9 January 2015
- Evans, T. R. (2014) 'Bridging the Gap between the Social Identity Approach and the New Psychology of Leadership: Preliminary Findings from an Applied Experiment' held at the British Psychological Society Social Psychology Section Annual Conference, 9-11 September 2014
- Evans, T. R. (2014) 'Guesstimate, Chillax, Ginormous and Confuzzled: Communicating Identity, Meaning or Something Else?' held at the British Psychological Society Social Psychology Section Annual Conference, 9-11 September 2014
- Evans, T. R., Goodman, S. and Jowett, A. (2014) 'The Big Fat (Hetero) Sexist Quiz of the Year' held at the British Psychological Society Psychology of Women Section Annual Conference, 9-11 July 2014

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Evans, T. R., and Steptoe-Warren, G. (2014). 'Exploring Managerial Humour Types in the Workplace' held at the British Psychological Society Division of Occupational Psychology Annual Conference, 8-10 January 2015

External Engagement: Conferences Presented

Evans (2024). An Introduction to Evidence Based Practice in HRM. Birkbeck, University of London, 19th January 2024.

Evans (2023). Academic Expert - Research Integrity Panel. UKSG November Conference. 15th November 2023.

Evans et al., (2023). Preregistration for Applied Research: Barriers and Opportunities. UCL ReproducibiliTea Seminar. 27th September 2023.

Evans (2023). Workshop on Open Scholarship. SWISCA/ CRAP Swearing Research Symposium. Keele, 19-20 June 2023

Evans (2023). Funding Open Scholarship Pedagogy. Open Science Community Groningen. Groningen, 23rd June 2023

Evans (2023). Representing the National Reproducibility Networks at the Network for Education and Research Quality Launch, European Commission, Brussels. March 2023.

Evans (2022). Developing an Institutional Toolkit for Implementing Responsible Research Assessment Recognising Open Research. LIS-Bibliometrics Conference, 12th of October 2022

Hatton et al., (2022). The Barriers and Opportunities of Preregistration for Applied Research. Institute for Work Psychology, University of Surrey. 3rd March 2022

Evans (2021). Measurement Schmeasurement: Questionable Measurement Practices and How to Avoid Them. University of Greenwich ReproducibiliTea Journal Club. 12th February 2021

Evans (2020). Evaluating Three Competing Models of the Relationships Between Emotional Intelligence, Emotion Regulation and Individual-level Organisational Outcomes. Indigogold Work Psychology Innovation Event, 23rd January 2020

Evans (2015). Emotional Intelligence: Nailing a Jelly to a Wall?. Association for Business Psychology NW Event, 18th November 2015

Steptoe-Warren & Evans (2015). Development of a Situational Judgement Test to Assess Operational Preparedness. Fire Related Research and Developments (RE15), 12th November 2015.

Evans (2015). Emotional Intelligence: Panacea or Wet Dream?. Psychologist at the Pub Event, 7th September 2015

Evans & Steptoe-Warren (2015). Victim Response to Fire Incidents. West Midlands Fire Service Survivability Conference, 27th April 2015

Evans (2015). Emotional Intelligence: The Corporate Panacea. Psychology of Emotions and Feelings 2015 Conference (PoEF15), 8th April 2015

Evans & Steptoe-Warren (2015). Teaching Emotions: An Emotion Theme-Park. Psychology of Emotions and Feelings 2015 Conference (PoEF15), 8th April 2015

Evans (2015). Teaching Emotions: An Emotional Roller Coaster. Coventry University Health and Life Sciences Post Graduate Research Symposium, 31st March 2015

Evans & Steptoe-Warren (2014). A Cluster Analysis of Managerial Humour Tendencies: Identifying the Workplace Consequences of the Aggressive Joker. VIA Conference, 24th October 2014

Ward et al., (2014). Trait Emotional Intelligence and the Antecedents, Communication and Impact of Workplace Frustration. VIA Conference, 24th October 2014

Evans & Steptoe-Warren (2014). Exploring Managerial Humour in the Workplace. ESRC Open Innovation Conference, 1st November 2014

Evans, T. R. (2014) Emotional Intelligence from the Ivory Tower. Coventry University Health and Life Sciences Post Graduate Research Symposium, 15th April 2014

Conferences Organised

- [Psychology of Emotions and Feelings 2015 Conference](#)
- Coventry University Health and Life Sciences End of Year Conference 2015 & 2016
- [West Midlands Fire Service Survivability Conference 2015](#)

Journal/Conference Management

- Editor-In-Chief of the Journal of Open Psychology Data
- Editorial Board Member of Current Psychology and Royal Society Open Science
- Associate Editor for Collabra: Psychology, Royal Society Open Science and Recommender for Peer Community In: Registered Reports
- Reviewer for >25 journals including: Emotion Review; Personality and Individual Differences; Management Communication Quarterly; Journal of Occupational and Organizational Psychology; Applied Psychological Research Journal; Journal of Managerial Psychology; International Journal of Business Psychology; Royal Society Open Science; Humour: An International Journal of Humour Research; PLOS ONE.
- Conference Reviewer for: BPS DOP Conference (yearly); Psychology of Emotions and Feelings 2015; European Academy of Management 2019; European Association for Work and Organizational Psychology 2021;

PhD Student Completions

- Sophie Ward: Exploring the Sources of and Reactions to Work Frustration in the United Kingdom: Extending Previous Models using Mixed Methodology
- William Gough: A Human Factors Analysis of Firefighter Injury

Current Doctoral-Level Students

In addition to being an expert reviewer for a number of MPhil -> PhD, and Professional Doctorate upgrades, I currently supervise:

- PhD - Cynthia Fasola: Overcoming Inequalities in Feedback for Minoritized Researchers
- EdD – Justine Duranti: Achieving Role Congruent Prescribing Readiness in Mental Health Nurse Registrants
- ProfDoc – Nicola Legg: Human Factors in the Gas Distribution Network
- ProfDoc – Anisa Kurti: The Evidence on Workplace Loneliness Interventions
- ProfDoc – Bobbie Groves: Early Career Resources and Wellbeing

Error Detection and Correction

Whilst many consider science to be self-correcting, we all have a responsibility to ensure the work we produce and engage with is robust. As such, I have led a number of investigations into published works to identify and correct errors. The first error identified has resulted in minor but meaningful changes to the conclusions drawn of a meta-analysis, through a corrigendum.

- [Corrigendum: Integrating emotion regulation and emotional intelligence traditions: a meta-analysis](#)

My current investigation is looking to correct effect sizes presented in an influential work on diversity training. The required corrections are due forthwith and make meaningful differences to the conclusions drawn for this influential piece.

- Further Barriers to Reproducible Meta-Analyses: A Comment on Bezrukova et al. (2016)

Other Contributions to the Academic and Practitioner Community

- Co-developed the [Non-Interventional, Reproducible and Open Systematic Reviews](#) Tool
- Developed two [Situational Judgement Tests of Operational Preparedness for application in UK Fire and Rescue Services](#)
- Former [Psychological Science Accelerator](#) Metascience Subcommittee Member

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- Co-developed [Psychological Science Accelerator Data Management Bylaws](#)
- Co-Chair of the BPS Division of Occupational Psychology Training Committee
- Former member of the BPS Occupational Psychology Qualifications Reference Group
- External Reviewer for the Judgement and Decision-Making Mass Replication Project at University of Hong Kong
- Reviewer for the [Systematizing Confidence in Open Research and Evidence \(SCORE\)](#) Project
- Completed three computational reproducibility projects for the SCORE Project.
- Trained by the UK Reproducibility Network to deliver training in data sharing.
- Developed training and [podcast content](#) for The Engagement Coach
- Reviewer and invited facilitator for the RepliCats project
- Member of the Forecasting Collaboration: Tierney et al., (2021). A creative destruction approach to replication: Implicit work and sex morality across cultures.
- Member of the Generalizability Tests Forecasting Collaboration: Delios et al., (2022). Examining the generalizability of research findings from archival data.
- Member of the Consortium for Research About Profanity
- Recognised for [written evidence statements](#) to the House of Lords Science and Technology Committee Inquiry on the UK Science within the UK House of Commons [Reproducibility and Research Integrity Report](#)
- Media interviews and coverage (E.g. [Business Insider](#), [HuffingtonPost](#))
- Invited expert reviewer for Sage's (Epigeum) training modules on [Research Quality and Reproducibility](#)