Dr Jeromy Anglim
12 February 2024

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Education and Qualifications

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

Employment History

2020–	Senior Lecturer	School of Psychology, Deakin University
2012–2019	Lecturer	School of Psychology, Deakin University
2012	Post Doc	Melbourne Business School, University of Melbourne
2009–2011	Lecturer	Psychological Sciences, University of Melbourne
2008	Associate Lecturer	Psychological Sciences, University of Melbourne
2001–2007	Tutor, RA, Lecturer	University of Melbourne
2001–2010	Industry Consultant	Extensive consulting work (see below for details)

Research

Research Overview

My program of research is focused on individual differences, human performance, and well-being. Major threads of research include: (a) the dynamics of performance and well-being, (b) the structure of self- and other-report measures of personality and performance and the role of social desirability, (c) mapping studies examining the relationship between personality and other psychological constructs, and (d) applications of psychometric assessment to employee selection, including issues related to job applicant faking, predictive validity, and performance assessment. I have particular methodological expertise in psychometrics, latent variable analysis, longitudinal modelling, meta-analysis, big data, programming in R, and reproducible analysis.

Citations based on Google Scholar: >3,500 citations, h-index of 29.

Published Peer Reviewed Journal Articles

First-author supervised students underlined. I have generally followed the convention of being second author (rather than last-author) when mentoring or supervising.

Key Publications

1. Wood, J. K., **Anglim, J.**, & Horwood, S. (2023). Less Evaluative Measures of Personality in Job Applicant Contexts: The Effect on Socially Desirable Responding and Criterion Validity. *Journal of Personality Assessment*. https://doi.org/10.1080/00223891.2023.2251158
2. Horwood, S., **Anglim, J.**, Bereznicki, H., & Wood, J. K. (2023). Well-Being During the Coronavirus Pandemic: The Effect of Big Five Personality and COVID-19 Beliefs and Behaviors. *Social and Personality Psychology Compass, 7,* e12744.
3. **Anglim, J.**, Dunlop, P. D., Wee, S., Horwood, S., Wood, J. K., & Marty, A. (2022). Personality and Intelligence: A Meta-Analysis. *Psychological Bulletin, 148,* 301-336.
4. **Anglim, J**., Molloy, K., Dunlop, P. D., Albrecht, S., Lievens, F., & Marty, A. (2022). Values Assessment for Personnel Selection: Comparing Job Applicants to Non-Applicants. *European Journal of Work and Organizational Psychology*, 31, 4, 524-536.
5. Sturre, V., **Anglim, J.**, von Treuer, K., Knight, T., & Walker, A. (2022). Predicting Supervisor and Student Competency Ratings from a Developmental Assessment Center: A Longitudinal Validation Study. *Journal of Vocational Behavior, 133*, 103666.
6. Wood, J. K., **Anglim, J.**, & Horwood, S. (2022). A less evaluative measure of big five personality: Comparison of structure and criterion validity. *European Journal of Personality, 36,* 809-824.

7. **Anglim, J.** & Horwood, S. (2021). Effect of the COVID-19 Pandemic and Big Five Personality on Subjective and Psychological Well-Being. *Social Psychological and Personality Science, 12,* 1527-1537.

8. Forsyth, L., **Anglim, J.**, March, E., & Bilobrk, B. (2021). Dark Tetrad Personality Traits and the Propensity to Lie Across Multiple Contexts. *Personality and Individual Differences, 177*, 110792.

9. **Anglim, J.**, Horwood, S., Smillie, L. D., Marrero, R. J., & Wood, J. K. (2020). Predicting Psychological and Subjective Well-Being from Personality: A Meta-Analysis. *Psychological Bulletin. 146, 279–323.*

10. **Anglim**, J., Morse, G., Dunlop, P., Minbashian, A., Marty, A. (2020). Predicting Trait Emotional Intelligence from HEXACO Personality: Domains, Facets, and The General Factor of Personality. *Journal of Personality. 88, 324-338.*

11. **Anglim, J.**, Sojo, V., Ashford, L. J., Newman, A., & Marty, A. (2019). Predicting Employee Attitudes to Workplace Diversity from Personality, Values, and Cognitive Ability. *Journal of Research in Personality, 83,* 103865.

12. **Anglim, J**., & O'Connor, P. (2019). Measurement and Research Using the Big Five, HEXACO, and Narrow Traits: A Primer for Researchers and Practitioners. *Australian Journal of Psychology, 71,* 16-25.

13. **Anglim, J.**, Lievens, F., Everton, L., Grant, S. L., Marty, A. (2018). HEXACO Personality Predicts Counterproductive Work Behavior and Organizational Citizenship Behavior in Low-Stakes and Job Applicant Contexts. *Journal of Research in Personality. 77, 11-20.*

14. **Anglim, J.,** Bozic, S., Little, J., & Lievens, F. (2018). Use of Personality Testing In Medical Student Selection: A Comparison of Broad and Narrow Traits in Non-Applicant and Applicant Samples. *Advances in Health Science Education. 23,* 311-321.

15. Amistad, C., Dunlop, P., Ng, R., **Anglim, J**., & Fells, R. (2018). Personality and Integrative Negotiations: A HEXACO Investigation of Actor, Partner, and Actor-Partner Interaction Effects on Objective and Subjective Outcomes. *European Journal of Personality, 32,* 427-442

16. **Anglim, J.,** Morse, G., De Vries, R, E., MacCann, C. & Marty, A. (2017). Comparing Job Applicants to Non-Applicants Using an Item-Level Bifactor Model on the HEXACO Personality Inventory. *European Journal of Personality, 31,* 669-684.

17. **Anglim, J.,** Knowles, E.**,** Dunlop, P., & Marty, A. (2017). HEXACO Personality and Schwartz's Personal Values: A Facet-Level Analysis. *Journal of Research in Personality, 68,* 23-31.

18. Wynton, S. K. A., **& Anglim, J**. (2017). Abrupt Strategy Shifts Underlie Gradual Performance Changes: Hierarchical Bayesian Models of Decomposed Strategy Use. *Journal of Experimental Psychology: Learning, Memory, and Cognition, 43,* 1630-1642.

19. Telwatte, A., **Anglim, J.**, Wynton, S. K. A., & Moulding, R. (2017). Workplace Accommodations for Employees with Disabilities: A Multilevel Model of Employer Decision-Making. *Rehabilitation Psychology*, 62, 7-19.

20. **Anglim**, J., & Grant, S. (2016). Predicting Psychological and Subjective Well-Being from Personality: Incremental Prediction from 30 Facets Over the Big 5. *Journal of Happiness Studies*, 17, 59-80.

21. **Anglim, J.**, Weinberg, M. K., & Cummins, R. A. (2015). Bayesian Hierarchical Modeling of the Temporal Dynamics of Subjective Well-Being: A 10 Year Longitudinal Analysis. *Journal of Research in Personality,* 59, 1-14.

22. **Anglim**, J., & Wynton, S. K. (2015). Hierarchical Bayesian Models of Subtask Learning. *Journal of Experimental Psychology: Learning, Memory, and Cognition*, 41, 957-974.

23. **Anglim**, J., & Grant, S. L. (2014). Incremental Criterion Prediction of Personality Facets over Factors: Obtaining Unbiased Estimates and Confidence Intervals. *Journal of Research in Personality, 53*, 148-157.

Other Publications

24. Geerling, R., **Anglim, J.**, Kothe, E. J., Schram, M. T., Holems-Truscott, E., & Speight, J. (2023). Relationships between personality, emotional well-being, self-efficacy and weight management among adults with type 2 diabetes: Results from a cross-sectional survey. *Plos One*, 18(10), e0292553.

25. Moulding, R., Nedeljkovic, M., Bhar, S., **Anglim, J.,** Fernandez, S., & Kyrios, M. (2023). With a Little Help from my Friends: Changes in Symptoms, Cognitions and Self-ambivalence after a Group Based Cognitive-Behavioral Treatment For Obsessive-Compulsive Disorder. *Journal of Obsessive-Compulsive and Related Disorders*, 38, 100823.

26. Ashton, M. C., Lee, K., **Anglim, J.**, Bucher, M., Horwood, S., & Samuel, D. (2023). The HEXACO Personality Space Before and After Re-Rotation to Approximate the Big Five Dimensions. *Journal of Personality Assessment*.

27. Mikocka-Walus, A., Stokes, M., Evans, S., Klas, A., Fernando, J. W., Olive, L., **Anglim, J.,** Esterman, A., & Westrupp, E. (2023). It's gone, it's back: A prospective study on the COVID-19 pandemic-related shortages and mental health of Australian families. *Psychology, Health & Medicine.* https://doi.org/10.1080/13548506.2023.2183417

28. Wood, J. K., **Anglim, J.**, & Horwood, S. (2022). Effect of Job Applicant Faking and Cognitive Ability on Self-Other Agreement and Criterion Validity of Personality Assessments. *International Journal of Selection and Assessment, 30,* 378-391.

29. Mallawaarachchi, S. R., **Anglim, J.**, Hooley, M., & Horwood, S. (2022). Associations of Smartphone and Tablet Use in Early Childhood with Psychosocial, Cognitive and Sleep Factors: A Systematic Review and Meta-Analysis. *Early Childhood Research Quarterly, 60,* 13-33.

30. Geerling, R., Kothe, E. J., **Anglim, J**., Emerson, C., Holmes-Truscott, E., & Speight, J. (2022). Personality and weight management in adults with type 2 diabetes: A systematic review. *Frontiers in Clinical Diabetes and Healthcare.*

31. Claringbold, G., Robinson, N., **Anglim, J.**, Kavadas, V., Walker, A., & Forsyth, L. (2022). A Systematic Review of Wellbeing Interventions and Initiatives for Australian and New Zealand Emergency Service Workers" to the Australian Journal of Psychology. *Australian Journal of Psychology, 74,* 2123282.

32. Horwood, S., **Anglim, J.** & Mallawaarachchi, S. (2021). Problematic Smartphone Use in a Large Nationally Representative Sample: Age, Reporting Biases, and Technology Concerns. *Computers in Human Behavior,* 122, 106848.

33. Horwood, S. & **Anglim, J.** (2021). Self and Other Ratings of Problematic Smartphone Use: The Role of Personality and Relationship Type. *Computers in Human Behavior*, 116, 106634.

34. Horwood, S. & **Anglim, J.** (2021). Emotional Regulation Difficulties, Personality, and Problematic Smartphone Use. *Cyberpsychology, Behavior, and Social Networking.* 24, 275-281.

35. Yang, Y. H., Moulding, R., Wynton, S. K. A., Jaeger, T., & **Anglim, J.** (2021). The Role of Feared Self and Inferential Confusion in Obsessive Compulsive Symptoms. *Journal of Obsessive-Compulsive and Related Disorders*, 28, 100607.

36. Forsyth, L., & **Anglim, J.** (2020). Using Text Analysis Software to Detect Deception in Written Short-Answer Questions in Employee Selection. *International Journal of Selection and Assessment, 28,* 236-246.

37. Horwood, S., & **Anglim, J.** (2019). Problematic smartphone usage and subjective and psychological well-being. *Computers in Human Behavior, 97,* 44-50.

38. Horwood, S. & **Anglim, J.** (2018). Personality and Problematic Smartphone Use: A Facet-Level Analysis using the Five Factor Model and HEXACO Frameworks. *Computers in Human Behavior, 85,* 349-359.

39. Albrecht, S., **Anglim**, J. (2018). Employee Engagement, Emotional Exhaustion and Proactive Performance of Fly-In-Fly-Out Workers: A Diary Study. *Australian Journal of Psychology*. 70, 66-75.

40. Horwood, S., & **Anglim, J.** (2017). A Critical Analysis of the Assumptions of Type D Personality: Comparing Prediction of Health-Related Variables with the Five Factor Model. *Personality and Individual Differences, 117,* 172–176.

41. O'Connor, P., Nguyen, J., & **Anglim, J.** (2017). Effectively Coping with Task-Stress: A Study of the Incremental Validity and Utility of Trait Emotional Intelligence. *Journal of Personality Assessment.* 99, 303-314.

42. Leach, C., Powell, M., Sharman, S., **Anglim**, J. (2017). The Relationship Between Children's Age and Disclosures of Sexual Abuse During Forensic Interviews. *Child Maltreatment, 22, 79-88.*

43. Horwood, S., **Anglim**, J., & Tooley, G. (2016). Statistically modelling the relationships between Type D personality and social support, health behaviors and symptom severity in chronic illness groups. *Psychology & Health, 31,* 1047-1063.

44. Grant, S., Mizzi, T., & **Anglim**, J. (2016). 'Fat, four-eyed and female' 30 years later: A replication of Harris, Harris, and Bochner's (1982) early study of obesity stereotypes. *Australian Journal of Psychology, 68,* 290-300.

45. Leach, C. L., Powell, M. B., & **Anglim**, J. (2016). The effect of victim age on police authorisation of charges in cases of child sexual abuse. *Psychiatry, Psychology, and Law, 23,* 302-316.

46. Unterrainer, H. F., Ruttinger, J., Lewis, A. J., **Anglim, J.**, Fink, A., & Kapfhammer, H. P. (2016). Vulnerable Dark Triad Personality Facets Are Associated with Religious Fundamentalist Tendencies. *Psychopathology, 49*, 47-52.

47. Lester, C., **Anglim**, J., & Fullarton, C. (2015). Individual Differences in Intention to Fake Job Interviews: Personality, Self-Monitoring, and the Theory of Planned Behaviour. *Australalasian Journal of Organisational Psychology, 8,* e8.

48. <u>Horwood, S.</u>, **Anglim,** J., & Tooley, G. (2015). Type D Personality and the Five-Factor Model: A Facet-Level Analysis. *Personality and Individual Differences, 83*, 50-54.

49. Nikodijevic, A., Moulding, R., **Anglim**, J., Aardema, F., & Nedeljkovic, M. (2015). Fear of self, doubt and Obsessive Compulsive Symptoms. *Journal of Behavior Therapy and Experimental Psychiatry*, 49, 164-172.

50. <u>Jaeger, T.</u>, Moulding, R., **Anglim**, J., Aardema, F., & Nedeljkovic, M. (2015). The Role of Fear of Self and Responsibility in Obsessional Doubt Processes: A Bayesian Hierarchical Model. *Journal of Social and Clinical Psychology*, 34, 839-858.

51. <u>Burrows, K. S.</u>, Powell, M. B., & **Anglim**, J. (2013). Facilitating child witness interviewers' understanding of evidential requirements through prosecutor instruction. *International Journal of Police Science & Management, 15*(4), 263-272.

52. Moulding, R., **Anglim**, J., Nedeljkovic, M., Doron, G., Kyrios, M., & Ayalon, A. (2011). The Obsessive Beliefs Questionnaire (OBQ): examination in nonclinical samples and development of a short version. *Assessment, 18*(3), 357-374.

53. Grant, S., Langan-Fox, J., & **Anglim**, J. (2009). Big Five Traits as predictors of subjective and psychological well-being. *Psychological Reports, 105*(1), 205-231.

54. Langan-Fox, J., Grant, S., & **Anglim**, J. (2007). Modelling skill acquisition in acquired brain injury. *Australian Psychologist, 42*(1), 39-48.

55. Langan-Fox, J., **Anglim**, J., & Wilson, J. R. (2004). Mental models, team mental models, and performance: Process, development, and future directions. *Human Factors and Ergonomics in Manufacturing & Service Industries, 14*(4), 331-352.

56. Langan-Fox, J., Armstrong, K., Balvin, N., & **Anglim**, J. (2002). Process in skill acquisition: motivation, interruptions, memory, affective states, and metacognition. *Australian Psychologist, 37*(2), 104-117.

Other Research Output

PhD thesis

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

Peer-Reviewed Conference Articles

1. **Anglim**, J., Langan-Fox, J., & Mahdavi, N. (2005). Modeling the Relationship between Strategies, Abilities and Skilled Performance. CogSci 2005, 27th Annual Meeting of the Cognitive Science Society, July 21-23 Stresa, Italy.

2. **Anglim**, J., & Langan-Fox, J. (2005). The role of strategy in skilled performance: Methodologies and analytic techniques for exploring strategy use. Presented at HFESA/PPCOE 2005 Conference. 22-25 August, 2005, Cairns.

3. Langan-Fox, J., & **Anglim**, J. (2001). Learning about New Technology: Layperson Mental Models. Presentation made at the37th Annual Ergonomics Conference, 27-30 November, Sydney.

Conference Presentations

1. Anglim, J. & Horwood, S. (2019). Substance and Bias in the General Factor of Personality: A Multi-Rater Investigation. *ACPID, 2019,* Brisbane, Australia.

2. Horwood, S. & Anglim, J. (2019). Big Five and HEXACO Personality Predicts Other-Ratings of Problematic Smartphone Usage. *ACPID, 2019,* Brisbane, Australia.

3. Knowles, E. & Anglim, J. (2019). Self-Other Agreement and Gender Differences in Perceptions of Leadership Styles: A Multi-Rater Study Using the Leadership Circumplex Scan. *EAWOP 2019*, Turin, Italy.

4. von Treuer, K.M., Scott, G.D., Koh, C., **Anglim, J.**, & Kolar, C. (2018) Resilience and workplace challenges faced by early career professionals: the role of university curriculum in aiding transition. EAWOP Small Group meeting *'New frontiers in employability research: How to build a sustainable workforce'*, Eindhoven, Netherlands, 28-29 June, 2018.

5. **Anglim**, J., **Morse**, G., Marty, A. (2017). Trait Emotional Intelligence and HEXACO Personality. *Australian Conference for Personality and Individual Differences, Sydney, Australia.*

6. **Anglim, J., Thomas, L.,** O'Connor, P. J., & Moulding, R. (2017). The frame-of-reference effect in job applicant personality testing: Faking or true work personality? *APS 12th Industrial and Organisational Psychology Conference*, Sydney, Australia.

7. **Anglim**, J., & Kuppens, P. (2017). Predicting Life Satisfaction Volatility from Personality and Life Events: A Bayesian Hierarchical Model. *Ambulatory Assessment and Intervention Symposium*, Melbourne, Australia.

8. **Anglim**, J., **Bozic**, S., Little, J., & Lievens, F. (2016). Personality prediction of medical student grades: Comparing broad and narrow traits across applicant and non-applicant contexts. *Australian Conference for Personality and Individual Differences, Melbourne, Australia.*

9. **Bozic**, S., **Anglim**, J., Wille, B., & De Fruyt, F. (2016). Longitudinal stability of NEO-PI-R personality facets: Comparing bifactor, residualised, and observed score approaches. *Australian Conference for Personality and Individual Differences, Melbourne, Australia.*

10. **Wynton**, S., & **Anglim**, J. (2016). Examining the Relationship Between Practice and Strategy Use: Hierarchical Bayesian Models of Composite and Component Strategy Use. *MathPsych 2016, New Brunswick, New Jersey, United States*.

11. **Anglim**, J. (2016). Bayesian Hierarchical Models of Dynamic Ability–Performance Relationships. *Australian Mathematical Psychology Conference*, Hobart, Australia.

12. **Wynton**, S. **Anglim**, J. (2016). Examining the Relationship Between Practice and Strategy Use: Hierarchical Bayesian Models of Composite and Component Strategy Use. *Australian Mathematical Psychology Conference*, Hobart, Australia.

13. Moulding, R., **Anglim**, J., Jaeger, T., Nikodijevic, A., Aardema, F., & Nedeljkovic, M. (2016). Feared self, reasoning, and obsessive-compulsive phenomena. Paper presented at the WCBCT, Melbourne, Australia.

14. Moulding, R., Bhar, S., **Anglim**, J., Nedeljkovic, M., & Kyrios, M. (2016). Outcomes of a group based cognitive-behavioural treatment for Obsessive-Compulsive Disorder. Paper presented at the WCBCT, Melbourne, Australia.

15. **Anglim**, J., Weinberg, M., Tooley, G., and Cummins, R. (2016). Bayesian Hierarchical Modelling of the Temporal Dynamics of Well-Being: A 10 Year Longitudinal Analysis of the Personal Well-Being Index. *Australian Mathematical Psychology Conference*, Newcastle, Australia.

16. **Telwatte**, A., & **Anglim**, J. (2015). Workplace accommodation for employees with disabilities: A vignette approach to understanding employer decision-making behaviour. *APS 11th Industrial and Organisational Psychology Conference*, Melbourne, Australia.

17. **Anglim**, J., & Wood, S. (2015). A Bayesian model of individual differences in personality test faking. *APS 11th Industrial and Organisational Psychology Conference*, Melbourne, Australia.

18. **Anglim**, J., & Little, J. (2014). Incremental Prediction of Medical Student Grade Point Average by Personality Facets over Factors: Findings from a Selection Context. *Alfred Health Research Week,* Melbourne, Australia.

19. **Anglim**, J. & Grant, S. (2014). Estimating Incremental Criterion Prediction of Personality Facets over Factors. *Australian Mathematical Psychology Conference,* Canberra, Australia.

20. **Wynton**, S., & **Anglim**, J. (2014). Bayesian Modeling of Subtask Learning Consistency. *Australian Mathematical Psychology Conference,* Canberra, Australia.

21. **Anglim**, J., Waters, L., Wood, S. (2013). Bayesian models of individual differences in the effect of warnings on job applicant personality faking. *Australian Mathematical Psychology Conference,* Sydney, Australia.

22. **Anglim**, J., Waters, L., Wood, S. (2013). A Bayesian model of individual differences in the effect of warnings on job applicant personality faking. *11th Australian Conference for Personality and Individual Differences*, Melbourne, Australia.

23. **Anglim**, J., & Langan-Fox, J. (2011). Strategies in skill acquisition: Reconciling continuous models of the learning curve with abrupt strategy shift. 2011 Australasian Mathematical Psychology Conference, Melbourne, Victoria, Australia, 18-20 February 2011.

24. Moulding, R., **Anglim**, J., Nedeljkovic, M., Doron, G., Kyrios, M., & Ayalon, A. (2009). A re-examination of the structure of the obsessive beliefs questionnaire (OBQ). Paper presented at the 32nd National Conference of the Australian Association for Cognitive and Behaviour Therapies, Perth, Australia.

25. **Anglim**, J. & Waters, L. (2009). The effect of warnings on personality test faking in employee selection. 11th European Congress of Psychology ECP09, Oslo, Norway, July 2009.

26. **Anglim**, J., Canty, J., & Wearing, A. (2008). Personality and demographic correlates of social networks in a university class room. The Interdependence of Networks and Behaviour Psychological, Sociological, Political and Economic Perspectives, 10 November 2008, University of Melbourne, Australia.

27. **Anglim**, J., Waters, L. (2008). Practical Tips on How to Conduct a Sophisticated Online Psychological Experiment. 43rd APS Annual Conference, 23-27 September 2008, Hobart, Tasmania, Australia.

28. **Anglim**, J., & Langan-Fox, J. (2008). The dynamic nature of individual differences in performance on the Kanfer-Ackerman Air Traffic Control Task. 43rd APS Annual Conference, 23-27 September 2008, Hobart, Tasmania, Australia.

29. **Anglim**, J., Canty, J., & Wearing, A. (2008). Social dynamics in a university class room: A social networks approach. 43rd APS Annual Conference, 23-27 September 2008, Hobart, Tasmania, Australia.

30. **Anglim**, J., Langan-Fox, J., & Mahdavi, N. (2007). Individual differences in performance and the role of strategy shifts. Talk presented at 7th Australian Industrial & Organisational Psychology Conference, June 28-30, Adelaide, Australia.

31. **Anglim**, J., & Waters, L. (2007). How to conduct a social network analysis: A tool for empowering teams and work groups. Workshop presented at 7th Australian Industrial & Organisational Psychology Conference, June 28-30, Adelaide, Australia

32. Giusti, W., & **Anglim**, J. (2004). Small World of Terrorism Research: Mapping the Socio-cognitive Structure of Research on Terrorism. International Society of Political Psychology, Annual Conference, Lund, Sweden, July 15-18, 2004.

33. **Anglim**, J., Langan-Fox, J. (2004). The role of strategy in skilled performance: Methodologies and analytic techniques for exploring strategy use. Presented at HFESA/PPCOE 2004 Conference. 22-25 August, 2004, Cairns.

34. Langan-Fox, J., **Anglim**, J., & Balvin, N. (2001). Moderating variables of memory and attention on skill acquisition. Poster presented at the 4th Australian Industrial/Organisational Psychology Conference, Sydney, 2001.

Invited Research Presentations
1. 2023 Invited Symposium "Personality and Wellbeing Symposium" hosted by ACPID and University of Melbourne
2. 2022 Invited Symposium at *Australian Conference for Personality and Individual Differences*
3. 2019 Invited Workshop on R at *Australian Conference for Personality and Individual Differences*
4. 2016 Swinburne University
5. 2016 KU Leuven, *Big 5 Personality and the Long-Term Dynamics of Life Satisfaction using Bayesian Hierarchical Modelling*
6. 2016 Vrij University Brussels
7. 2016 Ghent University
8. 2016 Vrij University Amsterdam
9. 2016 School of Psychology, University of Amsterdam, *Big 5 Personality and the Long-Term Dynamics of Life Satisfaction using Bayesian Hierarchical Modelling*
10. 2015 University of Tasmania, *Bayesian Hierarchical Models of Individual Differences in Skill Acquisition*
11. 2014 Deakin University, School of Psychology Colloquium
12. 2013 Deakin University, School of Psychology Colloquium
13. 2012 Melbourne Social Psychology Group, University of Melbourne.
14. 2008 Swinburne University, School of Psychology Colloquium, *Personality Faking & Online Experimentation*
15. 2008 University of Melbourne Cognitive Science Group

Media
- Research has been featured on Australian TV (e.g., ABC news, Channel 9 news, Channel 7 news, SBS), Australian radio (ABC, 3AW, etc.), Australian newspapers (The Australian, The Herald Sun).
- Smillie, L., Anglim, J., Barford, K. A., & O'Connor, P. (2020). Not all doom and gloom: even in a pandemic, mixed emotions are more common than negative ones. *The Conversation*. https://theconversation.com/not-all-doom-and-gloom-even-in-a-pandemic-mixed-emotions-are-more-common-than-negative-ones-138014
- O'Connor, P., Anglim, J., & Smillie, L. (2020). Disagreeability, neuroticism and stress: what drives panic buying during the COVID-19 pandemic. *The Conversation*. https://theconversation.com/disagreeability-neuroticism-and-stress-what-drives-panic-buying-during-the-covid-19-pandemic-141612

Thesis Reviewer
- Reviewer of PhD theses at external institutions (e.g., Griffith University, University of Sydney, Queensland University of Technology)

Memberships
- Society of Organisational Behaviour Australia (SOBA)

- SIOP
- ACPID

Editorial Boards
- Consulting Editor for *European Journal of Personality* (2020-)
- Consulting Editor for *Journal of Personality Assessment* (2023-)
- Associate Editor for *Personality Science* (2024-)

External Service
- 2023- ACPID Executive Committee - Secretary

Reviewer
- Assessor of ARC Discovery and Linkage grants
- Profile of verified review statistics available at: https://www.webofscience.com/wos/author/record/B-7058-2014
- Regular journal reviewer (e.g., Psych Bull, Psych Rev, JPSP, JOPY, JRP, EJP, JPA, JEP:LMC, JOOP, PAID, PSPB, SPPS, IJSA, CHB)

Other reviewer activity
1. SIOP Hogan Award for Personality and Work Performance (2016, 2017)
2. Cognitive Science Conference (2006)
3. Australian I/O Psychology Conference (2016, 2022)

Supervision

Doctoral Completions as Principal Supervisor
1. Joshua Wood (PhD) (2022)
2. Sarah Wynton (PhD) (2019)

Doctoral Completions as Principal Supervisor (Transitional)
3. Tess Jaeger (PhD) (2023) (original principal supervisor: A/Prof Richard Moulding)
4. Yoon Yang (PhD) (2022) (original principal supervisor: A/Prof Richard Moulding)
5. Kim Aitkin (PhD) (2019) (original principal supervisor: Prof Kathryn von Treuer)
6. Camilla Nicoll (PhD) (2018) (original principal supervisor: Prof Kathryn von Treuer)

Doctoral Completions as Associate Supervisor
1. Ralph Geerling (PhD) (2023)
2. Sumudu Mallawaarachchi (PhD) (2023)
3. Vanessa Sturre (PhD) (2022)
4. Li Lian Koh (PhD) (2021)
5. Sharon Horwood (PhD) (2016)
6. Gemma Hamilton (PhD) (2016)
7. Mairi Benson (PhD) (2016)
8. Chelsea Leach (Psych Doctorate) (2015)

Coursework Masters Supervision Completions
1. J. Bui (2023)
2. S. Henkes (2023)
3. M. Arblaster (2023)
4. T. van Heurck (2023)
5. R. Dorian (2023)
6. T. Churcher (2022)
7. O. Zwalf (2022)
8. E. Baczyk (2021)
9. M. Mathews (2021)
10. S. Tanegara (2021)
11. D. Naismith (2020)
12. E. Chau (2020)
13. L. Abbott (2020)
14. W. Snodgrass (2020)
15. L. Staveley (2020)
16. K. Molloy (2019)
17. D. Howard (2018)
18. J. Rountree (2018)
19. E. Knowles (2018)
20. C. Rosenberg (2017)
21. G. Morse (2017)
22. J. Muscat (2017)
23. A. White (2016)
24. L. Forsyth (2016)
25. M. Coyne (2015)
26. N. Himonas (2015)
27. R. Tai (2015)
28. C. Morfesse (2015)
29. L. Everton (2015)
30. S. Kruse (2015)
31. A. Telwatte (2014)
32. C. Lester (2013)
33. L. Pianta (2013)
34. M. Fritz (2013)

Honours Supervision Completions
1. E. McPherson (2021)
2. K. Eaton (2019)
3. K. Simurina (2019)
4. L. Calvert (2019)
5. R. Mukherjee (2018)
6. M. Rofail (2018)
7. F. Gilmour-Walsh (2018)
8. J. Beavan (2018)
9. A. Merrick (2018)
10. C. Batticciotto (2017)
11. L. Ashford (2017)
12. S. Connaughton (2017)

13. G. Morse (2015)
14. E. Knowles (2015)
15. K. Lim (2015)
16. G. Bravo (2015)
17. P. Gervaise (2014)
18. A. Tran ((2014)

19. J. Ho (2014)
20. M. Sulaiman (2014)
21. H. Weymes (2014)
22. I. Leong (2014)
23. O. Formica (2014)
24. R. Wu (2014)

25. S. Wynton (2013)
26. A. Day (2013)
27. N. Himonas (2013)
28. L. Thomas (2011)
29. S. Carman (2011)
30. C. Tan (2010)

Current Supervision
- Vicki Kavadas (Principal PhD)
- Hillman Wirawan (Associate PhD)
- Marina Torjinski (Associate PhD)
- Jacqui Harverson (Associate PhD)
- L. Carroll (Masters)
- E. Bodganoska (Masters)
- A. Fielden (Masters)
- S. Gurung (Masters)

Prizes and Awards

- 2024 SIOP Schmidt-Hunter Meta-Analysis Award
- 2022 APA Editor's Choice award for Anglim et al 2022 article "Personality and Intelligence: A meta-analysis" in Psychological Bulletin, received for being "outstanding, noteworthy, and impactful for the field".
- 2020 Web of Science Highly Cited Paper (top 1%) for "Predicting Psychological and Subjective Well-Being from Personality: A Meta-Analysis"
- 2019 Web of Science Highly Cited Paper (top 1%) for "Problematic smartphone usage and subjective and psychological well-being"
- 2011 PhD Thesis was nominated for the University of Melbourne Chancellor's Prize for Excellence.

Grants and Funding

2023	$18,157	A rapid review of adaptive leadership and patient safety in healthcare systems; A/Prof Arlene Walker, Dr Loch Forsyth, Dr Jeromy Anglim
2022-2023	$84,604	Development of a survey instrument and scoring algorithm (industry research funding; Fuller-Tyszkiewicz, M., Walker, A., & Anglim, J.)
2019	$8,000	School of Psychology Deakin University Research Grant
2016	$11,000	Academic Study Program (4 Months; Belgium & The Netherlands)
2015	$8,000	R Training to Industry used to fund Academic Study Program
2015	$10,000	Comparative analysis of personality in miners and non-miners (industry funding with A/Prof Kathryn von Treuer).
2011	$10,000	Psychological Sciences, University of Melbourne Equipment and Small Renovation Grant (with A/Prof Jennifer Boldero)
2011	$1,000	Revolution Computing support for Melbourne R Users Group
2008	$3,000	Psychological Sciences, University of Melbourne Equipment and Small Renovation Grant (with A/Prof Jennifer Boldero)

Teaching

Deakin University Teaching (2013-present)

2013-present	Unit Chair & Lecturer	Masters Quantitative Methods in I/O Psychology
2016-present	Unit Chair & Lecturer	Masters Psychological Assessment in I/O Psychology
2023	Unit Chair	Masters Org Psych Thesis Coordinator - Unit B
2013-2015	Lecturer	Masters Psychological Assessment in I/O Psychology
2013-2014	Tutor	4th year Research Methods

Workshops

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

University of Melbourne Teaching (2001-2011)

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

Service

Service at Deakin University

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

Engagement and Knowledge Transfer

Industry Service

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

Online Academic Content

2008–	Main academic website (http://jeromyanglim.blogspot.com)	Over 200 posts on topics related to psychology and statistics; Over 200,000 page views annually
	Supplementary academic website http://jeromyanglim.tumblr.com	Over 100 shorter notes and tutorials on statistics, psychology, and computing. Over 150,000 page views annually
2012–2021	Cognitive Sciences Stack Exchange http://cogsci.stackexchange.com	Leading contributor and former founding moderator of innovative online question and answer site for psychology
2010–	Statistics Stack Exchange http://stats.stackexchange.com/users/183	Leading contributor to innovative statistics question and answer site contributing over 400 answers to questions on topics related to statistics
	YouTube https://www.youtube.com/user/mycatharsis	Videos of statistics, R, and psychology: Over 200,000 views

Consulting Experience Prior to Completing PhD

2010	Prof Field Rickards, Dean, Education, University of Melbourne	Social network and qualitative consulting project on faculty's transition to new premises
2010	Prof Michael Bernard, Education, University of Melbourne	Statistical analysis and write-up of evaluation of a pre-post, treatment-control literacy intervention for primary school children
2008	Prof Mary Galea, Physiotherapy, University of Melbourne	Statistical consulting advice on analysis of multi-wave RCT

2008	Dr Nikola Balvin, University of Queensland	Statistical consulting advice on project analysing use and effectiveness of alternative dispute resolution in the Supreme and County Courts of Victoria
2008	Prof Anne-Wil Harzing, Management, University of Melbourne	Statistical consulting performing multilevel modelling of individual differences in the proportion of female editors over management journals over time
2007	Prof Margaret Abernathy, Dean (at the time), Commerce, University of Melbourne	Statistical analysis of six-wave longitudinal study of employee climate data in a medical context
2006	A/Prof Lea Waters, Management, University of Melbourne	Consulting project for performance and climate development of a professional services team. Developed social network data collection tool for internal and external social network relationships. Reported social network data to team.
2006	A/Prof Lea Waters, Management, University of Melbourne	Analysis of classroom social networks
2006-2009	International Survey Research (now Towers Watson) (main contact was Dr Adam Hall)	Statistical analysis and reporting of large scale organisational climate datasets involving Excel, Python, and R automation of analyses, and batch reporting
2006-2008	Prof. Henry Jackson, Head of Department (at the time), Psychology, University of Melbourne)	Statistical consulting on project developing a new scale measuring positive illusions
2006-2007	The Rothcorp Group (main contact was Susanna Roth)	60 day placement as part of I/O Masters that continued into additional work; Work involved multiple data analysis and reporting requirements on a range of marketing research projects, including analysis of experiments and management of large scale panel studies
2005-2007	Psych Press (main contact was Gavin Didsbury)	Provided extensive psychometric consulting services on a wide range of projects, including analysis of validation studies on employee selection tests, test development of aptitude, personality, situational judgement, and organisational climate measures, and norm development
2005	A/Prof Lea Waters, Management, University of Melbourne	Statistical consulting involving running exploratory and confirmatory factor analysis on measures used in a study comparing voluntary and involuntary redundancy
2005	Therese McCarthy	Data analysis and survey design layout on a project examining ``Aboriginal Access to Justice"
2003-2007	Department of Psychology, University of Melbourne	Employed as a statistical consultant; provided approximately 150 hours per year in one-on-one thesis-related statistical consulting advice to Honours, Masters, and PhD students in psychology
2003-2005	OSA Group (now PPC Wolrdwide)	Statistical consulting advice and analysis on 10 projects; work focused on employee climate surveys including scale development, linkage research, and modelling
2003	NSW Government	four week project with Walter Giusti involving a quantitative evaluation of Australian health and medical research based on bibliometric data over 10 years (approximately 200k articles)
2002	Roberts Research	30 day placement as part of I/O Masters performing and reporting depth interviews in a business-to-business market research context
2001-2002	Dr Sharon Grant	Coding of TATs and preparation of reports for provision of feedback to managers of large retail company following completion of health and well-being study
2001	Telstra Research Labs (main contact was Dr Liz Bednall)	30 day placement as part of I/O Masters; advising on technological innovation; conducting interviews for climate survey; conducting usability analyses; major project plan development.
1999, 2001	Prof Janice Langan-Fox, University of Melbourne	Research assistant role including performing literature reviews, statistical analysis, and journal article writing