
Brenton M. Wiernik

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Tampa, FL 33620

EDUCATION

Ph.D., Industrial-Organizational Psychology:

August 2012 – December 2016

University of Minnesota

Dissertation: *The nomological network of classic and contemporary career preferences*

* Received the departmental Best Dissertation Award and Honorable Mention

University of Minnesota Best Dissertation Award

Advisors: Deniz S. Ones, John P. Campbell

Committee: Jo-Ida C. Hansen, Michelle K. Duffy

B.S., Psychology:

University of Minnesota

September 2008 – May 2012

Summa cum Laude with Highest Distinction

Thesis: *The relationship between age and environmental sustainability: Evidence from work, non-work, and national-level settings*

* Received the departmental Sharon Borine Award for Best Undergraduate Honors Thesis

Advisor: Deniz S. Ones

RESEARCH INTERESTS

- Psychological measurement
- Multilevel modeling
- Meta-analysis
- Latent variable modeling
- Individual differences (work interests, personality traits, cognitive abilities, work values)
- Job performance and employee selection

EMPLOYMENT

May 2022 – Ongoing	Research Scientist, Demography and Survey Science Meta
January 2018 – May 2022	Assistant Professor University of South Florida
January 2017 – December 2017	Postdoctoral Fellow Ghent University, Belgium
August 2012 – December 2016	Doctoral Fellow University of Minnesota
Spring 2015	Instructor PSY 3711: Psychology in the Workplace University of Minnesota
October 2008 – August 2012	Research Assistant University of Minnesota

- August 2011 – December 2011 Teaching Assistant
PSY 5707: Personnel Psychology
University of Minnesota
- June 2007 – August 2012 Camp Director, Samoset Council, Boy Scouts of America
Oversaw operations of summer camp, planned and implemented summer camp program for elementary school-aged children
Hired, supervised, and managed 40 subordinate staff members

SCHOLARSHIP

Peer-Reviewed Journal Articles and Proceedings

1. Popescu, T., Stahl, B., Wiernik, B. M., Helm, H., Zemanek, M., Haiduk, F., Beisteiner, R., & Fitch, T. (2022). Melodic intonation therapy for aphasia: A multi-level meta-analysis of randomised control trials and individual-participant data. *Annals of the New York Academy of Science*. In press.
2. Allen, T. D., **Regina, J.**, Wiernik, B. M., & **Waiwood, A. M.** (2022). Using genetic modeling to advance work-family conflict research. *Journal of Applied Psychology*. In press.
3. **Raghavan, M.**, & Wiernik, B. M. (2021). Creating a short, public-domain version of the CPAI-2: Using a novel approach to develop public-domain measures of indigenous personality traits. *Assessment*. [Stage 1 Registered Report]. In-principle acceptance.
4. Wiernik, B. M., **Raghavan, M.**, Caretta, T. R., & Covert, M. D. (2021). Developing and validating a serious game-based assessment for cyber occupations in the U.S. Air Force. *International Journal of Selection and Assessment*. In press.
5. Burke Hadley, E., Barnes, E. M., Wiernik, B. M., & **Raghavan, M.** (2022). A meta-analysis of teacher language practices in early childhood classrooms. *Early Childhood Research Quarterly*, 59, 186–202. <https://doi.org/10.1016/j.ecresq.2021.12.002>
6. Anvari, F., Kievit, R., Lakens, D., Pennington, C. R., Przybylski, A. K., Tiokhin, L., Wiernik, B. M., & Orben, A. (2021). Not all effects are indispensable: Psychological science requires verifiable lines of reasoning for whether an effect matters. *Perspectives on Psychological Science*. In press. <https://doi.org/10.31234/osf.io/g3vtr>
7. Rau, C., Lüdecke, D., Kobbe, R., Dumolard, L. B., Grevendonk, J., Wiernik, B. M., Gacic-Dobo, M., & Danovaro-Holliday, M. C. (2022). Data quality of reported child immunization coverage in 194 countries between 2000 and 2019. *PLOS Global Public Health*. <https://doi.org/10.1371/journal.pgph.0000140>
8. Harari, M. B., McCombs, K., & Wiernik, B. M. (2021). Movement capital, RAW model, or circumstances? A meta-analysis of perceived employability predictors. *Journal of Vocational Behavior*, 131, Number 103657. <https://doi.org/10.1016/j.jvb.2021.103657>
9. Martin-Kowal, J., Wiernik, B. M., Carretta, T. R., & Covert, M. D. (2021). Development of a serious gaming approach for cyber aptitude assessment. *Military Psychology*, 1–13. <https://doi.org/10.1080/08995605.2021.1984740>
10. Choate, A. M., Gorey, C., Rappaport, L. M., Wiernik, B. M., & Bornovalova, M. A. (2021). Alternative model of personality disorders traits predict residential addictions treatment completion. *Drug and Alcohol Dependence*, 228, 109011. <https://doi.org/10.1016/j.drugalcdep.2021.109011>

11. Lüdecke, D., Patil, I., Ben-Shachar, M. S., Wiernik, B. M., Waggoner, P., & Makowski, D. (2021). see: An R package for visualizing statistical models. *Journal of Open Source Software*, 6(64), 3393. <https://doi.org/10.21105/joss.03393>
12. Tanim, S. H., Wiernik, B. M., Reader, S., & Hu, Y. (2022). Predictors of hurricane evacuation decisions: A meta-analysis. *Journal of Environmental Psychology*, 79, 101742. <https://doi.org/10.1016/j.jenvp.2021.101742>
13. Wiernik, B. M., Raghavan, M., Allan, T., Denison, A. J. (2021). Generalizability challenges in applied psychological and organizational research and practice. *Brain and Behavior Science*. In press.
14. Nadarzynski, T., Frost, M., Miller, D., Wheldon, C. W., Wiernik, B. M., Zou, H., Richardson, D., Marlow, L. A., Smith, H., Jones, C. J., & Llewellyn, C. (2021). Vaccine acceptability, uptake and completion amongst men who have sex with men: A systematic review, meta-analysis and theoretical framework. *Vaccine*, 39(27), 3565–3581. <https://doi.org/10.1016/j.vaccine.2021.05.013>
15. Lüdecke, D., Patil, I., Ben-Shachar, M. S., Wiernik, B. M., Waggoner, P., & Makowski, D. (2021). see: An R package for visualizing statistical models. *Journal of Open Source Software*, 6(64), 3393. <https://doi.org/10.21105/joss.03393>
16. Rüger, H., Stawarz, N., Skora, T., & Wiernik, B. M. (2021). Longitudinal relationship between long-distance commuting willingness and behavior: Evidence from European data. *Journal of Environmental Psychology*, 101667. <https://doi.org/10.1016/j.jenvp.2021.101667>
17. Wiernik, B. M., Allan, B., Cardador, M. T., Caza, B. B., Hofmans, J., & Nye, C. D. (2020). Critically evaluating and advancing research and statistical methods in vocational behavior research: Introduction to the 2020 Special Issue on Research Methodology. *Journal of Vocational Behavior*. In press.
18. Goodman, F. R., Kelso, K., Wiernik, B. M., & Kashdan, T. (in press). Social comparisons and social anxiety in daily life: An experience-sampling approach. *Journal of Abnormal Psychology*.
19. Crane, C. A., Wiernik, B. M., Berbary, C. M., Crawford, M., Schlauch, R. C., & Easton, C. J. (in press). A meta-analytic review of the relationship between cyber aggression and substance use. *Drug and Alcohol Dependence*.
20. Wiernik, B. M., Yarkoni, T., Giordano, C., & **Raghavan, M.** (2020). Two, five, six, eight (thousand): Time to end the dimension reduction debate! *European Journal of Personality*, 34(4), 511–590. <https://doi.org/10.1002/per.2284>
21. Wollast, R., Riemer, A. R., Sarda, E., Wiernik, B. M., & Klein, O. (2020). How self-compassion moderates the relation between body surveillance and body shame among men and women. *Mindfulness*, 11(10), 2298–2313. <https://doi.org/10.1007/s12671-020-01448-w>
22. Wiernik, B. M., Wilmot, M. P., Davison, M. L., & Ones, D. S. (2020). Meta-analytic criterion profile analysis. *Psychological Methods*. Advance online publication. <https://doi.org/10.1037/met0000305>
23. Bornovalova, M. A., **Choate, A. M.**, **Fatimah, H.**, Petersen, K. J., & Wiernik, B. M.* (2020). Appropriate use of bifactor analysis in psychopathology research: Appreciating benefits and limitations. *Biological Psychiatry*, 88(1), 18–27. <https://doi.org/10.1016/j.biopsych.2020.01.013>
* Senior author (medical journal)
24. Wiernik, B. M., Ones, D. S., Marlin, B., Giordano, C., Dilchert, S., Mercado, B. K., Stanek, K. C., Birkland, A. S., Wang, Y., Ellis, B., Yazar, Y., Kostal, J. W., Kumar, S., Hnat, T., Ertin, E., Sano, A., Ganesan, D., Choudhury, T., & al’Absi, M. (2020). Using mobile sensors to study personality dynamics. *European*

Journal of Psychological Assessment/European Journal of Personality. Advance online publication. <https://doi.org/10.1027/1015-5759/a000576>

25. Park, H. H., [Wiernik, B. M.](#), Oh, I.-S., Gonzalez-Mulé, E., Ones, D. S., & Lee, Y. (2020). Meta-analytic five-factor model personality intercorrelations: Eeny, meeny, miney, moe, how, which, why, and where to go. *Journal of Applied Psychology*, *105*(12), 1490–1529. <https://doi.org/10.1037/apl0000476>
* HH Park, BM Wiernik, and I-S Oh contributed equally
26. [Wiernik, B. M.](#), & Covert, M. D. (2019). A quantitative approach for developing serious games for aptitude and trait assessment. In A. Liapis, G. N. Yannakakis, M. Gentile, & M. Ninaus (Eds.), *Games and Learning Alliance, GALA 2019. Lecture notes in computer science* (Vol. 11899, pp. 560–571). Springer International Publishing. https://doi.org/10.1007/978-3-030-34350-7_54
27. [Wiernik, B. M.](#), & Dahlke, J. A. (2020). Obtaining unbiased results in meta-analysis: The importance of correcting for statistical artifacts. *Advances in Methods and Practices in Psychological Science*, *3*(1), 94–123. <https://doi.org/10.1177/2515245919885611>
28. **Fatimah, H.**, [Wiernik, B. M.](#), **Gorey, C.**, McGue, M., Iacono, W. G., & Bornovalova, M. A. (2019). Familial factors and the risk of borderline personality pathology: Genetic and environmental transmission. *Psychological Medicine*. Advance online publication. <https://doi.org/10.1017/s0033291719001260>
29. Dahlke, J. A., & [Wiernik, B. M.](#) (2020). Not restricted to selection research: Accounting for indirect range restriction in organizational research. *Organizational Research Methods*, *23*(3), 717–749. <https://doi.org/10.1177/1094428119859398>
30. [Wiernik, B. M.](#), Bornovalova, M. A., Stark, S. E., & Ones, D. S. (2019). Constructs versus measures in personality and other domains: What distinguishes normal and clinical? *Industrial and Organizational Psychology*, *12*(2), 157–162. <https://doi.org/10.1017/iop.2019.31>
31. [Wiernik, B. M.](#), & Kostal, J. W. (2019). Protean and boundaryless career orientations: A critical review and meta-analysis. *Journal of Counseling Psychology*, *66*(3), 280–307. <https://doi.org/10/gfxrgp>
Database, analysis code, and supplemental material: <https://doi.org/10.17605/osf.io/27dqf>
32. Dahlke, J. A., & [Wiernik, B. M.](#) (2019). *psychmeta*: An R package for psychometric meta-analysis. *Applied Psychological Measurement*, *43*(5), 415–416. <https://doi.org/10.1177/0146621618795933>
33. [Wiernik, B. M.](#), & Ones, D. S. (2018). Ethical employee behaviors in the consensus taxonomy of counterproductive work behaviors. *International Journal of Selection and Assessment*, *26*(1), 36–48. <https://doi.org/10.1111/ijsa.12199>
34. Wille, B., [Wiernik, B. M.](#), Vergauwe, J., Vrijdags, A., & Trbovic, N. (2018). Personality characteristics of male and female executives: Distinct pathways to success? *Journal of Vocational Behavior*, *106*, 220–235. <https://doi.org/10/gc3gs4>
35. [Wiernik, B. M.](#), Kostal, J. W., Wilmot, M. P., Dilchert, S., & Ones, D. S. (2017). Empirical benchmarks for interpreting effect size variability in meta-analysis. *Industrial and Organizational Psychology*, *10*(3), 472–479. <https://doi.org/10/ccnv>
36. Rüger, H., Pfaff, S., Weishaar, H., & [Wiernik, B. M.](#) (2017). Does perceived stress mediate the relationship between commuting and health-related quality of life? *Transportation Research Part F: Traffic Psychology and Behaviour*, *50*, 100–108. <https://doi.org/10/gcf4df>
37. Kostal, J. W., & [Wiernik, B. M.](#) (2017). A meta-analytic investigation of demographic differences in protean, boundaryless, and proactive career orientations. *Career Development International*, *22*(5), 520–545. <https://doi.org/10/gckfz3>
☆ Received the 2018 Career Development International Highly Commended Paper Award

38. van Aarde, N., Meiring, D., & Wiernik, B. M.* (2017). The validity of the Big Five personality traits for job performance: Meta-analyses of South African studies. *International Journal of Selection and Assessment*, 25(3), 223–239. <https://doi.org/10/cbhv>
* All authors contributed equally.
39. Ones, D. S., Wiernik, B. M., Wilmot, M. P., & Kostal, J. W.* (2016). Conceptual and methodological complexity of narrow trait measures in personality-outcome research: Better knowledge by partitioning variance from multiple latent traits and measurement artifacts. *European Journal of Personality*, 30(4), 304–340. <http://doi.org/10/bp27>
* All authors contributed equally.
40. Wiernik, B. M. (2016). Intraindividual personality profiles associated with Realistic interests. *Journal of Career Assessment*, 24(3), 460–480. <https://doi.org/10/bcz9>
41. Wiernik, B. M., Dilchert, S., & Ones, D. S. (2016). Creative interests and personality: Scientific versus artistic creativity. *Zeitschrift für Arbeits- und Organisationspsychologie*, 60(2), 65–78. <https://doi.org/10/bhhf>
42. Wiernik, B. M., Dilchert, S., & Ones, D. S. (2016). Age and employee green behaviors: A meta-analysis. *Frontiers in Psychology*, 7, 194. <https://doi.org/10/bc4f>
43. Campbell, J. P., & Wiernik, B. M. (2015). The modeling and assessment of work performance. *Annual Review of Organizational Psychology and Organizational Behavior*, 2, 47–74. <https://doi.org/10/bc4k>
44. Kostal, J. W., & Wiernik, B. M.* (2015). Cluster analysis of distributions: Development and demonstration of a method [Abstract]. *Multivariate Behavioral Research*, 50(1), 137. <https://doi.org/10/bc4m>
* Both authors contributed equally.
45. Wiernik, B. M., Wilmot, M. P., & Kostal, J. W. (2015). How data analysis can dominate interpretations of dominant general factors. *Industrial and Organizational Psychology*, 8(3), 438–445. <https://doi.org/10/895>
46. Wilmot, M. P., Wiernik, B. M., & Kostal, J. W. (2014). Increasing interrater reliability using composite performance measures. *Industrial and Organizational Psychology*, 7(4), 539–542. <https://doi.org/10/38v>
* All authors contributed equally.
47. Fasbender, U., Deller, J., Wang, M., & Wiernik, B. M. (2014). Deciding whether to work after retirement: The role of the psychological experience of aging. *Journal of Vocational Behavior*, 84(3), 215–224. <https://doi.org/10/bc4p>
48. Wiernik, B. M., Ones, D. S., & Dilchert, S. (2013). Age and environmental sustainability: A meta-analysis. *Journal of Managerial Psychology*, 28(7/8), 826–856. <https://doi.org/10/bc4q>
49. Saint-Germain, M. D., Wiernik, B. M., Goebel, C. C., Van Eedenburg, D. J., & Klapperick, J. A. (2011). Effect of observed conscientiousness on perceptions of locus of control. *Sentience: The University of Minnesota Undergraduate Journal of Psychology*, 4, 1–7. Retrieved from https://sites.google.com/a/umn.edu/sentience/SENTIENCE_Vol4.pdf

Books and Edited Collections

1. Wiernik, B. M., Allan, B., Cardador, M. T., Caza, B. B., Hofmans, J., & Nye, C. D. (Eds.). (2020). 2020 special issue on research methodology [Special issue]. *Journal of Vocational Behavior*. In press.
2. Wiernik, B. M., Rüger, H., & Ones, D. S. (Eds.) (2018). *Managing expatriates: Success factors in private and public domains* [Peer-reviewed edited book]. Opladen, Germany: Budrich.

Book Chapters

1. Albrecht, A.-G., Wiernik, B. M., & Böttcher, K. (2020). Berufswahl – Wie Menschen zu ihren Berufen kommen [Career choice – How people get their jobs]. In K. Heilmann (Ed.), *HR entdecken! – Karrierepfade in der weiten Welt der Human Resources* (pp. 95–132). epubli.
2. Wiernik, B. M., Ones, D. S., Dilchert, S., & Klein, R. M. (2019). Responsible business and individual differences: Employee externally-directed citizenship and green behaviors. In A. McWilliams, D. Rupp, D. Siegel, G. Stahl, & D. Waldman (Eds.), *Oxford handbook of corporate social responsibility: Psychological and organizational perspectives*. Oxford University Press.
<https://doi.org/10.1093/oxfordhb/9780198802280.013.6>
3. Ones, D. S., Wiernik, B. M., Dilchert, S., & Klein, R. M. (2018). Multiple domains and categories of employee green behaviors: More than conservation. In V. Wells, D. Gregory-Smith, & D. Manika (Eds.), *Research handbook on employee pro-environmental behaviour* (pp. 13–38).
<https://doi.org/10/czvq>
4. Wiernik, B. M., Ones, D. S., Dilchert, S., & Klein, R. M. (2018). Individual antecedents of pro-environmental behaviours: Implications for employee green behaviour. In V. Wells, D. Gregory-Smith, & D. Manika (Eds.), *Research handbook on employee pro-environmental behaviour* (pp. 63–82).
<https://doi.org/10/czvr>
5. Albrecht, A.-G., Wiernik, B. M., Deller, J., Dilchert, S., Ones, D. S., & Paulus, F. M. (2018). The impact of age and experience on expatriate outcomes. In B. M. Wiernik, H. Rüger, & D. S. Ones (Eds.), *Managing expatriates: Success factors in private and public domains*. Opladen, Germany: Budrich.
6. Bellinger, M. M., Wiernik, B. M., & Fliege, H. (2018). Organizational and social support among Foreign Service diplomats. In B. M. Wiernik, H. Rüger, & D. S. Ones (Eds.), *Managing expatriates: Success factors in private and public domains*. Opladen, Germany: Budrich.
7. Fliege, H., & Wiernik, B. M. (2018). Core self-evaluative traits: Self-efficacy, locus of control, optimism, and diplomat success. In B. M. Wiernik, H. Rüger, & D. S. Ones (Eds.), *Managing expatriates: Success factors in private and public domains*. Opladen, Germany: Budrich.
8. Kostal, J. W., Wiernik, B. M., Albrecht, A.-G., & Ones, D. S. (2018). Expatriate personality: Facet-level comparisons with domestic counterparts. In B. M. Wiernik, H. Rüger, & D. S. Ones (Eds.), *Managing expatriates: Success factors in private and public domains*. Opladen, Germany: Budrich.
9. Kostal, J. W., Wiernik, B. M., Ones, D. S., & Hazucha, J. F. (2018). Expatriate leadership experience: A host country burden or resource? In B. M. Wiernik, H. Rüger, & D. S. Ones (Eds.), *Managing expatriates: Success factors in private and public domains*. Opladen, Germany: Budrich.
10. Ones, D. S., Sinangil, H. K., & Wiernik, B. M. (2018). Validity of Big Five personality traits for expatriate success: Results from Turkey. In B. M. Wiernik, H. Rüger, & D. S. Ones (Eds.), *Managing expatriates: Success factors in private and public domains*. Opladen, Germany: Budrich.
11. Sinangil, H. K., Ones, D. S., & Wiernik, B. M. (2018). Integrity: Generalizing findings from domestic to expatriate contexts. In B. M. Wiernik, H. Rüger, & D. S. Ones (Eds.), *Managing expatriates: Success factors in private and public domains*. Opladen, Germany: Budrich.
12. Waibel, S., Rüger, H., Wiernik, B. M., & Fliege, H. (2018). Impacts of age, tenure, and experience on expatriate adjustment and job satisfaction In B. M. Wiernik, H. Rüger, & D. S. Ones (Eds.), *Managing expatriates: Success factors in private and public domains*. Opladen, Germany: Budrich.

13. Waibel, S., R ger, H., & Wiernik, B. M. (2018). Antecedents and consequences of mobility self-efficacy. In B. M. Wiernik, H. R ger, & D. S. Ones (Eds.), *Managing expatriates: Success factors in private and public domains*. Opladen, Germany: Budrich.
14. Wiernik, B. M., Albrecht, A.-G., Dilchert, S., Deller, J., Ones, D. S., & Paulus, F. M. (2018). Lingua necessaria? Language proficiency and expatriate success. In B. M. Wiernik, H. R ger, & D. S. Ones (Eds.), *Managing expatriates: Success factors in private and public domains*. Opladen, Germany: Budrich.
15. Wiernik, B. M., R ger, H., & Ones, D. S. (2018). Advancing expatriate research in public and private sectors. In B. M. Wiernik, H. R ger, & D. S. Ones (Eds.), *Managing expatriates: Success factors in private and public domains*. Opladen, Germany: Budrich.
16. Hansen, J.-I. C., & Wiernik, B. M. (2018). Work preferences: Vocational interests and values. In D. S. Ones, N. Anderson, C. Viswesvaran, & H. K. Sinangil (Eds.), *The SAGE handbook of industrial, work and organizational psychology: Vol. 1. Personnel psychology and employee performance* (2nd ed., pp. 404–448). <https://doi.org/10/gdz63t>
17. Ones, D. S., Dilchert, S., Wiernik, B. M., & Klein, R. M. (2018). Environmental sustainability at work. In D. S. Ones, N. Anderson, C. Viswesvaran, & H. K. Sinangil (Eds.), *The SAGE handbook of industrial, work and organizational psychology: Vol. 3. Managerial psychology and organizational approaches* (2nd ed., pp. 351–373). <https://doi.org/10/cnf5>
18. Wiernik, B. M., & Wille, B. (2018). Careers, career development, and career management. In D. S. Ones, N. Anderson, C. Viswesvaran, & H. K. Sinangil (Eds.), *The SAGE handbook of industrial, work and organizational psychology: Vol. 3. Managerial psychology and organizational approaches* (2nd ed.). <https://doi.org/10/cvpb>
19. Dilchert, S., Wiernik, B. M., & Ones, D. S. (2017). Sustainability: Implications for organizations. In S. G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial and organizational psychology* (2nd ed., Vol. 4, pp. 1570–1574). <https://doi.org/10/b6s4>
20. Ones, D. S., Wiernik, B. M., Dilchert, S., & Klein, R. M. (2015). Pro-environmental behavior. In J. D. Wright (Ed.), *International encyclopedia of the social and behavioral sciences* (2nd ed., Vol. 19, pp. 82–88). <https://doi.org/10/bcwr>
 ☆ Encyclopedia received the Association of American Publisher’s Professional and Scholarly Publishing Division first prize for Excellence in Reference Works
21. Klein, R. M., D’Mello, S., & Wiernik, B. M. (2012). Demographic characteristics and employee sustainability. In S. E. Jackson, D. S. Ones & S. Dilchert (Eds.), *Managing human resources for environmental sustainability* (pp. 117–154). San Francisco, CA: Jossey-Bass/Wiley.
22. Mesmer-Magnus, J., Viswesvaran, C., & Wiernik, B. M. (2012). The role of commitment in bridging the gap between organizational sustainability and environmental sustainability. In S. E. Jackson, D. S. Ones & S. Dilchert (Eds.), *Managing human resources for environmental sustainability* (pp. 155–186). San Francisco, CA: Jossey-Bass/Wiley.
 Republished as:
 Mesmer-Magnus, J. R., Viswesvaran, C., & Wiernik, B. M. (2013). Book highlight—The role of commitment in bridging the gap between organizational and environmental sustainability. *Global Business and Organizational Excellence*, 32(5), 86–104. <https://doi.org/10/gckf4g>

Computer Programs

1. Wiernik, B. M. (2022). *pipebind: Flexible binding for complex function evaluation with the base R |> pipe* (0.1.0) [R package]. <https://cran.r-project.org/package=pipebind>

2. Lüdtcke, D., Makowski, D., Ben-Shachar, M. S., Patil, I., & Wiernik, B. M. (2021). *easystats: Jump into the easyverse* (0.4.3) [R package]. <https://github.com/easystats/easystats>
3. Wiernik, B. M., & Chamberlain, S. (2021). *handlr: Convert among citation formats* (0.3.1) [R package]. rOpenSci. <https://github.com/ropensci/handlr> (Original work published 2018)
4. Makowski, D., Lüdtcke, D., Ben-Shachar, M. S., Patil, I., & Wiernik, B. M. (2021). *modelbased: Estimation of model-based predictions, contrasts and means* (0.7.0) [Computer software]. <https://CRAN.R-project.org/package=modelbasedReport>
5. Ben-Shachar, M. S., Makowski, D., Lüdtcke, D., Patil, I., & Wiernik, B. M. (2022). *effectsize: Indices of effect size and standardized parameters* (0.6.0.1) [R package]. <https://CRAN.R-project.org/package=effectsize>
6. Makowski, D., Lüdtcke, D., Ben-Shachar, M. S., Patil, I., & Wiernik, B. M. (2021). *report: Automated reporting of results and statistical models* (0.4.0) [R package]. <https://CRAN.R-project.org/package=report>
7. Ben-Shachar, M. S., Makowski, D., Lüdtcke, D., Patil, I., & Wiernik, B. M. (2022). *effectsize: Indices of effect size and standardized parameters* (0.6.0.1) [R package]. <https://CRAN.R-project.org/package=effectsize>
8. Lüdtcke, D., Makowski, D., Ben-Shachar, M. S., Patil, I., Højsgaard, S., & Wiernik, B. M. (2021). *parameters: Processing of model parameters* (0.14.0) [R package]. <https://CRAN.R-project.org/package=parameters>
9. Lüdtcke, D., Makowski, D., Ben-Shachar, M. S., Patil, I., Waggoner, P., & Wiernik, B. M. (2021). *performance: Assessment of regression models performance* (0.7.3.2) [R package]. <https://cran.r-project.org/package=performance>
10. Lüdtcke, D., Makowski, D., Patil, I., Waggoner, P., Ben-Shachar, M. S., & Wiernik, B. M. (2021). *insight: Easy access to model information for various model objects* (0.14.4) [R package]. <https://cran.r-project.org/package=insight>
11. Lüdtcke, D., Makowski, D., Patil, I., Ben-Shachar, M. S., Wiernik, B. M., & Waggoner, P. (2021). *see: Visualisation toolbox for 'easystats' and extra geoms, themes and color palettes for 'ggplot2'* (0.6.7) [R package]. <https://cran.r-project.org/package=see>
12. Makowski, D., Wiernik, B. M., Patil, I., Lüdtcke, D., & Ben-Shachar, M. S. (2021). *correlation: Methods for correlation analysis* (0.7.0) [R package]. <https://cran.r-project.org/package=correlation>
13. Makowski, D., Lüdtcke, D., Ben-Shachar, M. S., Patil, I., Wilson, M. D., & Wiernik, B. M. (2021). *bayestestR: Understand and describe Bayesian models and posterior distributions* (0.11.0) [R package]. <https://cran.r-project.org/package=bayestestR>
14. Makowski, D., Lüdtcke, D., Patil, I., Ben-Shachar, M. S., & Wiernik, B. M. (2021). *datawizard: Easy data wrangling* (0.2.0.1) [R package]. <https://cran.r-project.org/package=datawizard>
15. D'Arcus, B., Wiernik, B. M., Meier, D., Kornblith, S., Zelle, R. M., Bennett, F. G., & CSL contributors. (2020). *CSL: Citation Style Language: Programming language schema* (Version 1.0.2). <https://citationstyles.org/>
16. Zelle, R. M., Wiernik, B. M., Bennett, F. G., D'Arcus, B., Meier, D., & CSL contributors. (2020). *CSL: Citation Style Language: Programming language specification and documentation* (Version 1.0.2). <https://citationstyles.org/>
17. Wiernik, B. M. (2020) *American Psychological Association 7th edition CSL citation style*. <https://www.zotero.org/styles/apa?source=1>

* I maintain the official APA citation style used by Zotero, Mendeley, RefWorks, RMarkdown, Open Science Framework, and other academic software tools to format APA-style references.

18. Wiernik, B. M., & Chamberlain, S. (2021). *handlr: Convert among citation formats* (0.3.1) [R package]. rOpenSci. <https://github.com/ropensci/handlr> (Original work published 2018)
19. Dunnington, D., & Wiernik, B. M. (2020). *rbbt: R interface to the Better BibTeX Zotero connector* (0.0.0.9000) [R Package]. <https://github.com/paleolimbot/rbbt> (Original work published 2018)
20. Wiernik, B. M. (2019). *configural: Multivariate profile analysis in R* (Version 0.1.1) [R package]. Retrieved from <https://CRAN.R-project.org/package=configural>
21. Wiernik, B. M. (2018). *Zotero DOI manager* (Version 1.3.7) [Computer software]. Retrieved from <https://github.com/bwiernik/zotero-shortdoi> (Original work published 2017)
22. Dahlke, J. A., & Wiernik, B. M. (2019). *psychmeta: Psychometric meta-analysis toolkit* (Version 2.3.2) [R package]. Retrieved from <https://cran.r-project.org/package=psychmeta> (Original work published 2017)
23. Bennett, F., & Wiernik, B. M. (2019). *propachi: Monkey-patch CSL processor plugin for Zotero* (Version 1.1.132) [Computer software]. Retrieved from <https://github.com/Juris-M/propachi-vanilla> (Original work published 2015)
24. Wiernik, B. M. (2018). *Open psychometric meta-analysis* (Version 1.0.1) [Computer software]. Retrieved from <https://github.com/bwiernik/OPMA-Excel> (Original work published 2015)

Non-Peer Reviewed Articles

1. Wiernik, B. M. (2020). Re: "Sleeve gastrectomy of youth with cognitive impairment or developmental disability". *Pediatrics E-Letters*. <https://pediatrics.aappublications.org/content/143/5/e20182908/tab-e-letters>
2. Ones, D. S., & Wiernik, B. M. (2019). On "new" personality types: An industrial, work, and organizational psychology perspective. *The Industrial-Organizational Psychologist*, 56(3). [http://my.siop.org/Publications/TIP/562/ArtMID/18540/ArticleID/700/On-\"New\"-Personality-Types-An-Industrial-Work-and-Organizational-Psychology-Perspective](http://my.siop.org/Publications/TIP/562/ArtMID/18540/ArticleID/700/On-\)
Featured on the SIOP website:
Ones, D. S., & Wiernik, B. M. (2018, October 10). On "new" personality types: An industrial, work, and organizational psychology perspective. Retrieved February 3, 2019, from SIOP News website: http://www.siop.org/article_view.aspx?article=1855
3. Wiernik, B. M., & Ones, D. S. (2017, April 30). Correcting measurement error to build scientific knowledge. *Science E-Letters*. Retrieved from <http://science.org/content/355/6325/584/tab-e-letters>

Manuscripts under Review

1. Fillon, A., Girandola, F., Bonnardel, N., Kenworthy, J., Wiernik, B. M., & Souchet, L. (2021). Personal factors and group creativity characteristics: A correlational meta-analysis [stage 1]. *PsyArXiv*. <https://doi.org/10.31234/osf.io/4br6a>
2. **Quadri, G. J.**, Adorno Nieves, J., Wiernik, B. M., & Rosen, P. (2021). *Automatic scatterplot design optimization for clustering identification*. [Manuscript submitted for publication; *IEEE Transactions on Visualization and Computer Graphics*].
3. Sosnowska, J., Wille, B., Dalal, R. S., Galic, Z., Wiernik, B. M., Woods, S., Tett, R., Beckmann, N., Pickett, J. L., Woo, S. E., & Christiansen, N. (2021). *Personality at work* [Manuscript submitted for publication; *Personality Science*].

4. Breznau, N., Rinke, E. M., Wuttke, A., Adem, M., Adriaans, J., Edelman, A., Alvarez Benjumea, A., Andersen, H., Auer, D., Azevedo, F., Bahnsen, O., Balzer, D., Bauer, G., Bauer, P., Baumann, M., Baute, S., Benoit, V., Berning, C., Bernauer, J., ... Wiernik, B. M., ..., Żółtak, T. (2019). *Observing many researchers using the same data and hypothesis reveals a hidden universe of uncertainty*. [Manuscript submitted for publication; *Nature Human Behavior*] <https://doi.org/10.31235/osf.io/j7qta>
5. Denison, A. J., & Wiernik, B. M. (2020). *Careless response processes are heterogeneous: Comment on Goldammer et al. (2020)* [Manuscript submitted for publication; *Meta-Psychology*].
6. Bornovalova, M. A., Gorey, C., Stark, S. E., Rojas, E. C., Choate, A. M., & Wiernik, B. M. (2020). *Development and validation of the Distress Tolerance Questionnaire (DTQ)* [Manuscript submitted for publication; *Assessment*].
7. Wiernik, B. M., Rappaport, L., Volgenau, K. M., Fatimah, H., Neale, M. C., & Bornovalova, M. A. (2020). *Criterion-related validity and longitudinal functioning of the DSM-5 alternative model pathological personality traits in a clinical sample* [Manuscript submitted for publication; *Journal of Abnormal Psychology*]. (Revise and resubmit)

Preprints and Technical Reports

1. Breznau, N., Rinke, E. M., Wuttke, A., Adem, M., Adriaans, J., ..., Wiernik, B. M., ..., Żółtak, T., & Nguyen, H. (2019). *The Crowdsourced Replication Initiative: Investigating immigration and social policy preferences* [Executive report]. SocArXiv. <https://doi.org/10.31235/osf.io/6j9qb>
2. Wiernik, B. M., Wille, B., Albrecht, A.-G., & Petersen, K. J. (2018). Implications of individual differences, social-structural constraints, and choice for STEM representation. *PsyArXiv*. <https://doi.org/10/gc3gs3>
3. Wiernik, B. M., Kostal, J. W., Wilmot, M. P., & Ones, D. S. (2016). Variance decomposition of typical other-rated Conscientiousness facet measures [Technical report]. *figshare*. <http://doi.org/10/bp28>
4. Kostal, J. W., Wiernik, B. M., & Ones, D. S. (2015). *National clusters of the Big 5 personality traits* [Technical report]. Minneapolis, MN: Korn Ferry.
5. Klein, R., Wiernik, B. M., & Ones, D. S. (2012). *An in-depth analysis of UMN's 2012 system-wide sustainability purchasing survey data*. Report prepared for the purchasing work team of the University of Minnesota strategic sustainability committee.
6. Wiernik, B. M. (2012). *Analysis of D. C. Everest High School chemistry final exams: Reliability, structure, validity, and recommendations for revision*. Report prepared for the chemistry department of D. C. Everest High School.
7. Wiernik, B. M., Kostal, J. W., & Stemig, M. S. (2012). *Bibliography of environmental sustainability at work. Resource guide prepared for the 2012 SIOP Leading Edge Consortium—Environmental Sustainability at Work: Advancing Science, Enhancing Practice*.
8. Wiernik, B. M., & Klein, R. (2012). *Executive summary report prepared for the 2012 SIOP Leading Edge Consortium—Environmental Sustainability at Work: Advancing Science, Enhancing Practice*.

Invited Research Colloquia Lectures

1. Covert, M. D., & Wiernik, B. M. (2021). *Validating a game-based assessment for US Air Force cyber operations*. Department of Defense.
2. Wiernik, B. M. (2021, November). *Modeling statistical artefacts in meta-analysis*. Invited presentation to the American Education Research Association Systematic Reviews and Meta-Analysis Methodology Seminar Series.

3. Covert, M. D., Wiernik, B. M., & Martin-Kowal, J. (2021). *Design and initial validation of a game-based assessment for US Air Force cyber operations*. Department of Defense.
4. Wiernik, B. M. (2020, October). *Meta-analytic Big Five correlation matrices: Eeny, meeny, miney, moe, how, which, why, and where to go*. Invited presentation to the Bowling Green University Department of Psychology.
5. Wiernik, B. M. (2020, October). *Criterion profile analysis*. Invited presentation to the University of Florida Department of Psychology.
6. Wiernik, B. M. (2019, June). *The status and future of psychometric meta-analysis in psychological science*. Invited address presented at the ARP/SIPS Methods Preconference at the Association for Research in Personality conference, Grand Rapids, MI.
7. Wiernik, B. M. (2018, December). *Rethinking the role of interests in work attitudes and behavior*. Invited lecture presented at the Department of Personnel, Work and Organizational Psychology, Ghent University, Ghent, Belgium.
8. Wiernik, B. M. (2015, June). *The modeling and assessment of job performance*. Invited lecture presented at the Department of Organizational Psychology, University of Cape Town, Cape Town, South Africa.
9. Wiernik, B. M. (2014, August). *The role of intraindividual personality profiles in driving career interests and success*. Invited lecture presented at the Department of Organizational Psychology, University of Cape Town, Cape Town, South Africa.
10. Wiernik, B. M., Ones, D. S., & Dilchert, S. (2014, August). *Managing human resources for environmental sustainability*. Workshop presented to Western Cape Branch of Society for Industrial and Organizational Psychology of South Africa and the Department of Industrial Psychology, University of Stellenbosch, Stellenbosch, South Africa.
11. Wiernik, B. M. (2014, July). *Gray and green? The relationship of age to environmental sustainability*. Invited lecture presented at the Department of Human Resource Management, University of Pretoria, Pretoria, South Africa.
12. Wiernik, B. M., Meiring, D., Ones, D. S., & Dilchert, S. (2014, July). *Understanding, measuring, and promoting environmental sustainability at work*. Workshop presented at the Society for Industrial-Organizational Psychology of South Africa conference, Pretoria, South Africa.
13. Wiernik, B. M. (2013, June). *Gray and green? The relationship of age to environmental sustainability*. Invited lecture presented at the Institute of Psychology, Otto-von-Guerike University Magdeburg, Germany.

Conference Presentations

2020

1. Allen, T. D., **Regina, J.**, **Waiwood, A. M.**, & Wiernik, B. M. (2020, April 23). *Genetic influences on work-family conflict: An initial examination* [Poster presentation]. Society for Industrial and Organizational Psychology conference, Austin, Texas, USA. <https://www.siop.org/Annual-Conference/Registration-and-Resources/Past-Conference-Programs/Program-Search-20?EventID=3322>
2. Wiernik, B. M., Agarwal, G., & Ones, D. S. (2020, April 23). *Personality traits related to employee green behaviors: The role of Openness* [Poster presentation]. Society for Industrial and Organizational Psychology conference, Austin, Texas, USA. <https://www.siop.org/Annual-Conference/Registration-and-Resources/Past-Conference-Programs/Program-Search-20?EventID=3288>

3. **Zimmerman, M. D., & Wiernik, B. M.** (2020, April 25). *Interests and self-efficacy: One construct or 'related but distinct'?* [Poster presentation]. Society for Industrial and Organizational Psychology conference, Austin, Texas, USA. <https://www.siop.org/Annual-Conference/Registration-and-Resources/Past-Conference-Programs/Program-Search-20?EventID=3301>

2019

4. **Wiernik, B. M.** (2019, July 9). *Open science challenges for industrial-work-organizational psychology* [Roundtable discussion]. Society for the Improvement of Psychological Science conference, Rotterdam, The Netherlands.
5. **Wiernik, B. M.** (2019, April). Why interests predict performance: Reconceptualizing conative traits in work behavior. In B. Wille (Chair), *Theoretical advances in vocational interest research: moving beyond Holland's theory*. Symposium presented at the Society for Industrial and Organizational Psychology conference, National Harbor, MD.
6. **Wiernik, B. M., Morgan, B., & De Bruin, G. P.** (2019, April). Work motivation across cultures: Comparing the higher order structure of interests. In B. K. Mercado & D. S. Ones (Chairs), *Cross-cultural and criterion-related validity of new generation personality measures*. Symposium presented at the Society for Industrial and Organizational Psychology conference, National Harbor, MD.
7. **Wilmot, M. P., & Wiernik, B. M.** (2019, April). Testing the measurement invariance and cross-cultural validity of the Ambition Scale. In B. K. Mercado & D. S. Ones (Chairs), *Cross-cultural and criterion-related validity of new generation personality measures*. Symposium presented at the Society for Industrial and Organizational Psychology conference, National Harbor, MD.
8. **Popescu, T., Wiernik, B. M., Beisteiner, R., & Fitch, T. W.** (2019, April 7). *Melodic intonation therapy for aphasia: A meta-analysis* [Poster]. Learning and Plasticity Meeting (LaP2019), Yilas, Finland.

2018

9. **Dahlke, J. A., & Wiernik, B. M.** (2018, April). Artifacts are statistics, too! Methods for more accurate meta-analytic variances. In B. M. Wiernik (Chair), *Improving the accuracy and utility of meta-analytic inferences*. Symposium presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL.
10. **Dahlke, J. A., & Wiernik, B. M.** (2018, April). *Conducting reproducible psychometric meta-analyses using R*. Master tutorial presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL.
11. **Meiring, D., Wiernik, B. M., & Bosman, M.** (2018, April). The structure of organizational pro-environmental initiatives in South Africa. In S. Dilchert & Y. Yazar (Chairs), *Cross-cultural investigations of organizational pro-environmental initiatives*. Symposium presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL.
12. **Ones, D. S., Stark, S., Kuncel, N. R., Wiernik, B. M., Mercado, B. K., & Hezlett, S. A.** (2018, April). *Bridging the academic-practitioner divide to improve I-O science*. Panel discussion presented at the Society for Industrial and Organizational Psychology conference, Orlando, FL.
13. **Wiernik, B. M.** (Chair) (2018, April). *Improving the accuracy and utility of meta-analytic inferences*. Symposium presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL.
14. **Wilmot, M. P., Wiernik, B. M., Stillwell, D., & Kosinski, M.** (2018, April). *Ambition: Development of a new public domain scale*. Poster presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL.

2017

15. Ellis, B. D., Ones, D. S., & Wiernik, B. M. (2017, April). *Beyond Big Five and GPA: Bifactor models of student performance*. Poster presented at the Society for Industrial and Organizational Psychology conference, Orlando, FL.
16. Giordano, C. A., Wiernik, B. M., & Ones, D. S. (2017, April). *Subjective well-being and emotional intelligence*. Poster presented at the Society for Industrial and Organizational Psychology conference, Orlando, FL.
17. Wang, S., Wiernik, B. M., & Morgan, B. (2017, April). *Gender measurement bias versus trait differences in vocational interest assessment*. Poster presented at the Society for Industrial and Organizational Psychology conference, Orlando, FL.
18. Wiernik, B. M., Wang, S., & Morgan, B. (2017, April). Racial measurement bias in vocational interest assessment. In C. D. Nye (Chair), *New directions for vocational interest research in organizations*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Orlando, FL.
19. Wiernik, B. M., Dilchert, S., Ones, D. S., & Klein, R. M. (2017, May). *Exploring the structure of employee green behaviors: Distinguishing positive and negative environmental actions*. Poster presented at the European Association of Work and Organizational Psychology conference, Dublin, Ireland.
20. Wiernik, B. M., Wilmot, M. P., & Ones, D. S. (2017, May). Consistent personality profiles predict deviant behavior across life domains. In D. S. Ones & B. K. Mercado (Chairs), *Modern approaches to understanding and predicting work counterproductivity*. Symposium conducted at the European Association of Work and Organizational Psychology conference, Dublin, Ireland.

2016

21. Giordano, C., Ones, D. S., & Wiernik, B. M. (2016, April). *A meta-analytic examination of the structure of counterproductive work behaviors*. Poster presented at the Society for Industrial and Organizational Psychology conference, Anaheim, CA.
22. Kostal, J. W., & Wiernik, B. M. (2016, October). *Demographic differences in protean, boundaryless, and exploratory career orientations: A comprehensive meta-analysis* [Paper]. Midwest Academy of Management conference, Fargo, ND.
☆ Received the 2016 Midwest Academy of Management Best Student Paper Award
23. van Aarde, N., Meiring, D., & Wiernik, B. M. (2016, July). *The predictive validity of the Big Five personality traits for job performance: A meta-analysis*. Paper presented at the Society for Industrial-Organizational Psychology of South Africa conference, Pretoria, South Africa.
24. Wiernik, B. M., Dilchert, S., Ones, D. S., & Klein, R. M. (2016, April). *Item factor analysis of employee green behaviors*. Poster presented at the Society for Industrial and Organizational Psychology conference, Anaheim, CA.
25. Wiernik, B. M., & Ones, D. S. (2016, April). What's your greatest passion? Intraindividual interest profiles and work performance. In C. D. Nye (Chair), *Advancing the validity of vocational interests in the workplace*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Anaheim, CA.
26. Wiernik, B. M., & Wilmot, M. P. (2016, August). Prone to lead, prone to misdeeds? Shared personality profiles of CWB and leadership. In B. K. Mercado & D. S. Ones (Chairs), *Changing perspectives on employee deviance: Novel insights for theory*. Symposium conducted at the Academy of Management conference, Anaheim, CA.

* Selected as a showcase symposium—“a particularly high quality and well-rated symposium that has the potential to draw a large audience due to the nature of the topic”

2015

27. Kostal, J. W., & Wiernik, B. M. (2015, April). *Unbalanced clusters, variance heterogeneity, and power in hierarchical linear modeling*. Poster presented at the Society for Industrial and Organizational Psychology conference, Philadelphia, PA.
28. Waibel, S., Rüger, H., Ruppenthal, S., Schneider, N. F., & Wiernik, B. M. (2015). Determinanten der mobilitätsspezifischen Selbstwirksamkeit bei internationaler Entsendungsmobilität und ihre Bedeutung im Familienkontext. In S. Lessenich (Ed.), *Routinen der Krise - Krise der Routinen: Verhandlungen des 37. Kongresses der Deutschen Gesellschaft für Soziologie in Trier 2014*. http://publikationen.sozilogie.de/index.php/kongressband_2014/article/view/91
29. Wiernik, B. M., Dilchert, S., & Ones, D. S. (2015, September). *Age differences in employee green behaviors: A meta-analysis of 22 primary datasets in 11 countries*. Paper presented at the Corporate Responsibility Research Conference, Marseilles, France.
30. Wiernik, B. M., & Dilchert, S. (2015, August). Perilous peaks and dark valleys: Personality profiles of work and life deviance. In B. K. Mercado & D. S. Ones (Chairs), *Employee deviant behavior: Novel insights & evidence from across life domains*. Symposium conducted at the Academy of Management conference, Vancouver, Canada. <http://doi.org/10.5465/AMBPP.2015.14863symposium>
31. Wiernik, B. M., & Kostal, J. W. (2015). Protean and boundaryless career orientations: Meta-analyses of construct and criterion validity. *Academy of Management Proceedings, 2015*, 13726. <https://doi.org/10.5465/ambpp.2015.13726abstract>
32. Wiernik, B. M., Kostal, J. W., & Goff, M. (2015, August). Expatriate personality: Facet-level comparisons with domestic counterparts. In D. S. Ones (Chair), *What lies beneath: The potential of lower-order personality traits for organizational science*. Symposium conducted at the Academy of Management conference, Vancouver, Canada. <http://doi.org/10.5465/AMBPP.2015.18721symposium>

2014

33. Dilchert, S. & Wiernik, B. M. (Chairs). (2014, May). *Expatriate support: Understanding the impact of a multidimensional construct*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Honolulu, HI.
34. Klein, R., Ones, D. S., Wiernik, B. M., & Dilchert, S. (2014, July). Do employee green behaviors and organizational citizenship behaviors serve similar functions? In S. Dilchert & D. S. Ones (Chairs), *Work and organizational psychology contributions to environmental sustainability research and practice*. Symposium conducted at the International Congress for Applied Psychology, Paris, France.
35. Klein, R., Wiernik, B. M., & Ones, D. S. (2014, May). *Understanding the barriers to sustainable purchasing decisions*. Poster presented at the Society for Industrial and Organizational Psychology conference, Honolulu, HI.
36. Kostal, J. W., & Wiernik, B. M.* (2014, October). Cluster analysis of distributions: Development and demonstration of a method. Poster presented at the Society for Multivariate Experimental Psychology meeting, Nashville, TN.
* Order of authorship is arbitrary. Both authors contributed equally.
37. Kostal, J. W., Wiernik, B. M., Ones, D. S., & Hazucha, J. F. (2014, May). *Developing cross-cultural personality norms: Which grouping method is appropriate?* Poster presented at the Society for Industrial and Organizational Psychology conference, Honolulu, HI.

* Received the 2014 SIOP Best International Paper award

* Received the 2014 SIOP Flanagan Award for Best Student Paper

38. Kostal, J. W., Wiernik, B. M., Ones, D. S., & Hazucha, J. F. (2014, May). Expatriate leadership experience: A host country burden or resource? In S. Dilchert & B. M. Wiernik (Chairs), *Expatriate support: Understanding the impact of a multidimensional construct*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Honolulu, HI.
39. Ones, D. S. & Wiernik, B. M. (Chairs). (2014, May). *Evidence-based practice in pre-employment integrity testing: Validity, applicability, and usability*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Honolulu, HI.
40. Ones, D. S., Wiernik, B. M., Dilchert, S., Klein, R., & D'Mello, S. (2014, July). Organizational environmental initiatives: Dimensionality and links to organizational financial and social performance and human resources. In S. Dilchert & D. S. Ones (Chairs), *Work and organizational psychology contributions to environmental sustainability research and practice*. Symposium conducted at the International Congress for Applied Psychology, Paris, France.
41. Ones, D. S., Wiernik, B. M., Viswesvaran, C., & Schmidt, F. (2014, May). Cross-cultural validity of pre-employment integrity tests: A transcultural meta-analytic investigation. In D. S. Ones & B. M. Wiernik (Chairs), *Evidence-based practice in pre-employment integrity testing: Validity, applicability, and usability*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Honolulu, HI.
42. Wiernik, B. M., Klein, R., Ones, D. S., & Otto, S. (2014, July). Pro-environmental behaviors in work and non-work settings. In S. Dilchert & D. S. Ones (Chairs), *Work and organizational psychology contributions to environmental sustainability research and practice*. Symposium conducted at the International Congress for Applied Psychology, Paris, France.
43. Wiernik, B. M., Kostal, J. W., Ones, D. S., & Hazucha, J. F. (2014, July). Expatriate personality: Comparisons with home-country and host-country nationals. In S. Dilchert & D. S. Ones (Chairs), *Contributions to expatriate management research*. Symposium conducted at the International Congress for Applied Psychology, Paris, France.
44. Wiernik, B. M., Rüger, H., Waibel, S., Fliege, H., & Bellinger, M. M. (2014, May). Core self-evaluations, mobility efficacy, and expatriate family outcomes. In S. Dilchert & B. M. Wiernik (Chairs), *Expatriate support: Understanding the impact of a multidimensional construct*. Symposium conducted at the conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
45. Wiernik, B. M., Rüger, H., Waibel, S., Fliege, H., & Bellinger, M. M. (2014, July). Individual, environmental, and family influences on expatriate well-being. In S. Dilchert & D. S. Ones (Chairs), *Contributions to expatriate management research*. Symposium conducted at the International Congress for Applied Psychology, Paris, France.

2013

46. Dilchert, S. & Wiernik, B. M. (Chairs). (2013, April). *Practical lessons in survey methods for measuring employee green behaviors*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Houston, TX.
47. Wiernik, B. M. (2013, April). Effects of respondent characteristics on organizational employee sustainability survey responses. In S. Dilchert & B. M. Wiernik (Chairs), *Practical lessons in survey methods for measuring employee green behaviors*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Houston, TX.

48. Wiernik, B. M., Ones, D. S., & Dilchert, S. (2013, April). *Understanding the personality profile of individuals interested in blue-collar jobs*. Poster presented at the Society for Industrial and Organizational Psychology conference, Houston, TX.
49. Wiernik, B. M., Dilchert, S., & Ones, D. S. (2013). Organizational environmental policies and employee behavior: comparing European and U.S. samples. In G. Hertel, C. Binnewies, S. Krumm, H. Holling, & M. Kleinmann (Eds.), *Imagine the future world: How do we want to work tomorrow? Abstract proceedings of the 16th EAWOP Congress 2013* (p. 502). <http://nbn-resolving.de/urn:nbn:de:hbz:6-66399491491>
50. Wiernik, B. M., Dilchert, S., & Ones, D. S. (2013). Understanding personality profiles of skilled trade careers. In G. Hertel, C. Binnewies, S. Krumm, H. Holling, & M. Kleinmann (Eds.), *Imagine the future world: How do we want to work tomorrow? Abstract proceedings of the 16th EAWOP Congress 2013* (p. 502). <http://nbn-resolving.de/urn:nbn:de:hbz:6-66399491491>
51. Wiernik, B. M., Dilchert, S., Ones, D. S., & Hill, L. (2013). Exploring environmentally unfriendly employee behaviors in Europe. In G. Hertel, C. Binnewies, S. Krumm, H. Holling, & M. Kleinmann (Eds.), *Imagine the future world: How do we want to work tomorrow? Abstract proceedings of the 16th EAWOP Congress 2013* (p. 502). <http://nbn-resolving.de/urn:nbn:de:hbz:6-66399491491>

2012

52. Klein, R. M., Wiernik, B. M., Ones, D. S., Dilchert, S., D'Mello, S., & Hill, L. (2012, January). *Understanding the causes of environmentally responsible and irresponsible behavior at work*. Paper presented at the Society of Personality and Social Psychology Sustainability Psychology Preconference, San Diego, CA.
53. Semmel, S., Klein, R. M., Ones, D. S., Dilchert, S., & Wiernik, B. M. (2012, April). *A meta-analytic review of interventions aimed at greening our workforce*. Poster presented at the Society for Industrial and Organizational Psychology conference, San Diego, CA. <https://doi.org/10.1037/e518332013-153>
54. Stanek, K. C., Ones, D. S., & Wiernik, B. M. (2012, April). Relations between personality and intelligence: A meta-analytic update. In S. Dilchert (Chair), *Personality in I-O: New meta-analytic contributions to unexamined, neglected issues*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, San Diego, CA. <https://doi.org/10.1037/e518332013-084>
55. Wiernik, B. M., Ones, D. S., D'Mello, S., Dilchert, S., & Klein, R. (2012, January). *A taxonomy of organizational environmental initiatives: Psychological foundations*. Poster presented at the Society of Personality and Social Psychology Sustainability Psychology Preconference, San Diego, CA.
56. Wiernik, B. M. (2012, April). Measuring national sustainability: Making sense of a multidimensional construct. In D. S. Ones (Chair), *Assessing and advancing environmental sustainability*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, San Diego, CA. <https://doi.org/10.1037/e518332013-566>

2011

57. D'Mello, S., Ones, D. S., Klein, R., Wiernik, B. M., & Dilchert, S. (2011, April). *Green company rankings and reporting of pro-environmental efforts in organizations*. Poster presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL. <https://doi.org/10.1037/e518362013-195>
58. D'Mello, S., Wiernik, B. M., Ones, D. S., Dilchert, S., & Klein, R. (2011, October). *Do green companies have better organizational and financial performance? An empirical investigation*. Poster presented at the University of Minnesota Student Symposium on Sustainability, Minneapolis, MN.
59. D'Mello, S., Wiernik, B. M., Ones, D. S., & Dilchert, S. (2011, April). The relationship between education level, income, and environmentalism: A meta-analysis. In S. Dilchert (Chair), *Focusing on employees to*

- achieve environmentally sustainable organizations*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Chicago, IL. <http://doi.org/10.1037/e518362013-449>
60. Hill, L., Klein, R., Wiernik, B. M., Ones, D. S., Dilchert, S., & D'Mello, S. (2011, April). *Functional motives for environmental behaviors: Findings from European countries*. Poster presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL. <http://doi.org/10.1037/e518362013-196>
61. Hill, L., Ones, D. S., Dilchert, S., Wiernik, B. M., Klein, R. M., & D'Mello, S. (2011, April). Employee green behaviors in Europe: A cross-cultural taxonomic investigation. In S. Dilchert (Chair), *Focusing on employees to achieve environmentally sustainable organizations*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Chicago, IL. <http://doi.org/10.1037/e518362013-449>
62. Klein, R. M., Ones, D. S., Dilchert, S., & Wiernik, B. M. (2011, April). *Development of the Employee Green Motives Scale*. Poster presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL. <http://doi.org/10.1037/e518362013-202>
63. Ones, D. S., Viswesvaran, C., Dilchert, S., Cullen, M. J., & Wiernik, B. M. (2011, April). Meta-analyses of integrity and personality measures for law enforcement. In R. Page & R. Jacobs (Chairs), *Personality assessment in law enforcement*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Chicago, IL. <http://doi.org/10.1037/e518362013-217>
64. Semmel, S., Klein, R. M., Ones, D. S., Wiernik, B. M., & Dilchert, S. (2011, October). *A meta-analytic review of interventions aimed at greening our workforce*. Poster presented at the University of Minnesota Student Symposium on Sustainability, Minneapolis, Minnesota.
65. Wiernik, B. M., Ones, D. S., & Dilchert, S. (2011, April). *Age and environmental sustainability: A meta-analysis*. Poster presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL. <http://doi.org/10.1037/e518362013-193>
66. Wiernik, B. M., Ones, D. S., & Dilchert, S. (2011, October). *Too old to go green? A meta-analysis of the relationship between age and sustainability*. Poster presented at the University of Minnesota Student Symposium on Sustainability, Minneapolis, Minnesota.
67. Wiernik, B. M., Ones, D. S., Dilchert, S., & Biga, A. (2011, April). *Age differences in green work behaviors across 11 countries*. Poster presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL. <http://doi.org/10.1037/e518362013-190>
68. Wiernik, B. M., Ones, D. S., Dilchert, S., Klein, R. M., & D'Mello, S. (2011, April). Workforce age and environmental sustainability: The influence of sustainability culture. In S. Dilchert (Chair), *Focusing on employees to achieve environmentally sustainable organizations*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Chicago, IL. <http://doi.org/10.1037/e518362013-449>
- 2010**
69. D'Mello, S., Klein, R., Ones, D. S., Dilchert, S., Hill, L., Wiernik, B. M., & Biga, A. (2010, April). An examination of sex differences and green behaviors at work. In D. S. Ones & S. Dilchert (Chairs), *Shades of green: Individual differences in environmentally responsible employee behaviors*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Atlanta, GA. <http://doi.org/10.1037/e518392013-008>

70. D’Mello, S., Klein, R., Ones, D. S., Dilchert, S., Wiernik, B. M., & Hill, L. (2010, April). Organizations go green: A behaviorally informed taxonomy of organizational sustainability. In S. Dilchert (Chair), *Organizational and group differences in environmentally responsible employee behaviors*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Atlanta, GA. <http://doi.org/10.1037/e518392013-387>
71. Klein, R., D’Mello, S., Ones, D. S., Dilchert, S., Hill, L., & Wiernik, B. M. (2010, April). Green motives: Why employees engage in environmentally friendly behaviors. In D. S. Ones & S. Dilchert (Chairs), *Shades of green: Individual differences in environmentally responsible employee behaviors*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Atlanta, GA. <http://doi.org/10.1037/e518392013-008>
72. Klein, R., D’Mello, S., Ones, D. S., Dilchert, S., Wiernik, B. M., & Hill, L. (2010, April). Gender differences in motivations behind environmental behaviors. In S. Dilchert (Chair), *Organizational and group differences in environmentally responsible employee behaviors*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Atlanta, GA. <http://doi.org/10.1037/e518392013-387>
73. Ones, D. S., Dilchert, S., Wiernik, B. M., D’Mello, S., Hill, L., & Biga, A. (2010, April). Understanding “green” behaviors at work: 3Rs are not enough! In C. L. DuBois & D. DuBois (Chairs), *Environmental sustainability: Exploring the dimensions and prediction of green behavior*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Atlanta, GA. <http://doi.org/10.1037/e518392013-748>
74. Wiernik, B. M., Hill, L., Ones, D. S., Dilchert, S., D’Mello, S., & Klein, R. (2010, April). Youthful waste versus older inflexibility? Age differences in green behavior. In S. Dilchert (Chair), *Organizational and group differences in environmentally responsible employee behaviors*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Atlanta, GA. <http://doi.org/10.1037/e518392013-387>
75. Wiernik, B. M., Ones, D. S., Dilchert, S., Hill, L., D’Mello, S., & Klein, R. (2010, April). Understanding environmentally unfriendly behaviors of employees. In A. Sanders & A. Huffman (Chairs), *Earth and I/O: Implications for a sustainable workforce*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Atlanta, GA. <http://doi.org/10.1037/e518392013-431>

TEACHING EXPERIENCE

Courses taught at the University of South Florida

1. PSY 4931: Programming with Data
An undergraduate course in R programming. Covers data import, cleaning, wrangling, and management, as well as data visualization. Also covers reproducible computational workflows and the basics of model fitting and R software development.
2. PSY 6217: Regression
A graduate course in the general linear model, including model specification, effect size estimation and interpretation, model comparison, confidence distributions, model diagnostics, variable transformations, generalized linear models, multilevel models, variance structures, Bayesian and frequentist inference, causal reasoning, generalizability, and research reliability, p-hacking, and the replication crisis.
3. CLP 4433: Psychological Tests and Measurement

An advanced undergraduate introduction to psychometrics and principles and applications of psychological tests. Covers concepts of reliability, validity, utility, and fairness and bias, classical test theory and item response theory, applications of personality, cognitive ability, and job performance measures, and the process of test development and revision.

4. INP 6935: Personnel Psychology

A graduate survey course on methods and topics in personnel psychology. Covers concepts of reliability, validity, utility, and fairness and bias. Reviews research and findings on job analysis, performance conceptualization and measurement, constructs and methods in personnel selection, recruitment and applicant reactions, and training.

5. PPE 6058/INP 6935: Personality and Individual Differences

A graduate survey course on methods and research in individual differences traits, broadly defined. Covers personality/temperament traits, cognitive abilities, interests and values, social attitudes, sexuality, and psychopathology. Addresses common analytic approaches to individual differences research, including factor analysis and network models. Topics related to assessment methods, construct and criterion-related validity, causal reasoning, and development are addressed.

6. PSY 6217: Meta-Analysis

A graduate course in systematic review and meta-analysis methods. Covers inverse variance meta-analysis, fixed and random effects models, heterogeneity estimation, confidence and prediction intervals, model diagnostics, results visualization, systematic review processes, publication bias detection and correction, corrections for measurement error and selection bias, multilevel and multivariate meta-analysis, individual participant data meta-analysis.

Courses taught at the University of Minnesota

1. PSY 3711: Psychology in the Workplace

An undergraduate introduction to industrial-organizational psychology. Covers principles of reliability and validity, job analysis, personnel selection, training, motivation, job attitudes, leadership, teams, and organizational culture and climate.

Workshops

1. Zotero

Provides professional training on using the Zotero reference management software, including basic and advanced features, best practices, development, and providing institutional support. Workshop is targeted toward researchers in all fields, instructors, and library professionals. I have also developed a version of this workshop with a special focus on using Zotero as an organizing tool for systematic reviews.

2. Introduction to Data Analysis with R

Provides a basic introduction to statistical analysis with R, including data import and management, basic descriptive and inferential statistics, graphics, and structural equations modeling.

3. Introduction to Meta-Analysis

Provides a basic introduction to the history, rationale, and methods for conducting meta-analytic research. Covers applications of meta-analysis for systematic reviews and primary studies, meta-analytic thinking and philosophy, methods for computing effect sizes and confidence intervals, corrections for statistical artefacts, meta-analytic models, publication bias and sensitivity analysis, and advanced meta-analytic techniques. Includes a hands-on introduction to the psychmeta R package.

Other teaching experience

1. PSY 2012: Introduction to Psychological Science, Guest Lecturer on Cognitive Ability
2. PSY 5707: Personnel Psychology, University of Minnesota, Teaching Assistant/Guest Lecturer
3. PSY 1001H: Honors Introduction to Psychology, Guest Lecturer
4. PSY 5933: Directed Research, University of Minnesota, Statistics Tutor
5. MGT 9400: Human Resource Management, Zicklin School of Business, Baruch College, City University of New York, Guest Lecturer
6. MGT 3300: Organizational Behavior, Zicklin School of Business, Baruch College, City University of New York, Guest Lecturer

STUDENTS SUPERVISED

Masters Students

Ninette van Aarde

Masters, University of Pretoria

Co-advisor with Deon Meiring

Thesis title: *The predictive validity of the Big Five constructs on job performance: A meta-analysis*

Undergraduate and Honors Students

Karen Vieira

Honors thesis

Project title: *Generating a comprehensive taxonomy of social support behaviors in the workplace*

Grusha Agarwal

Honors thesis

Supervised with Deniz Ones

Project title: *Organizational pro-environmental initiatives in India: Structure and prevalence*

Undergraduate Research Opportunities Program Grant, University of Minnesota

Supervised with Deniz Ones

Project title: *Relations of RIASEC vocational interests to facets of Conscientiousness*

Selena Wang

Recipient of 2017 Donald G. Paterson Award for presented by the Minnesota Psychological Association to an outstanding undergraduate student with potential for further contributions to psychology

Supervised with Deniz Ones

Undergraduate Research Opportunities Program Grant, University of Minnesota

Supervised with Deniz Ones

Project title: *Gender and racial measurement bias in vocational interest assessment*

Jeffrey Braun

Undergraduate Research Opportunities Program Grant, University of Minnesota

Supervised with Deniz Ones

Project title: *Relations of RIASEC vocational interests to verbal, quantitative, and spatial ability*

Undergraduate research assistants:

University of South Florida

Wesley Gardner, Matthew Zimmerman, Tatiana Chemodanova, Zachary Brewer, Shayla Bianchi, Antoneyous Mellek

University of Minnesota, supervised as part of Deniz Ones research lab

Kyusang Kim, Jason Lambert, Hyeonjin Jeong, Aaron Schaak, James Nunke, Olivia Branstetter, Levi Sheppard, Elsa Saari, Amy Hines, Jaeyoung Suh, Karen Froistad, Ariana Fish, Honxiang Zhao, Kelly Charboneau, Xinwen Zhang, Min Ling Tio, Erin Brunette, Brielle Chavie, Anne Gale, Amanda Beergoon, Dane Aadland, Claire Anderson, Elsa Lacher, Kim Yong, Alicia Tatley, Taylor Barr

HONORS and AWARDS**National**

1. 2020 Jeanne X. Kasperson Student Paper Competition winner (American Association of Geographers, Hazards research group), with Shakhawat Hosen Tanim and Steven Reader
2. 2019 Open Publishing Award, Category Open Software to “Citation Style Language”, for which I am a primary developer
3. 2016 Midwest Academy of Management Best Student Paper Award for “Demographic differences in protean, boundaryless, and exploratory career orientations: A comprehensive meta-analysis” with Jack Kostal
4. 2015 Academy of Management meeting Best Reviewer Award [Careers Division]
5. 2014 SIOP Best International Paper Award for “Developing cross-cultural personality norms: Which grouping method is appropriate?” with Jack Kostal, Deniz Ones, Joy Hazucha.
6. 2014 SIOP Flanagan Award for Best Student Paper for “Developing cross-cultural personality norms: Which grouping method is appropriate?” with Jack Kostal, Deniz Ones, Joy Hazucha
7. Recipient of the inaugural Society for Environmental, Population and Conservation Psychology (American Psychological Association Division 34) Undergraduate Research Award, 2012

University

8. Honorable Mention, University of Minnesota Best Dissertation Award, 2016
9. Graduated *Summa cum Laude* with Highest Distinction, University of Minnesota, May 2012
10. *Phi Beta Kappa Society* inductee, May 2011

Department

11. Best Doctoral Dissertation Award, 2016
12. Sharon Borine Award for Best Undergraduate Honors Thesis, 2012.

GRANTS and FELLOWSHIPS

Received while a postdoctoral researcher

International

1. Belgian American Educational Foundation Postdoctoral Fellowship, January 2017, \$31,000

Received while a doctoral student

National

2. National Science Foundation Graduate Research Fellowship, May 2013-September 2017, \$99,000
3. NSF GROW with USAID Research and Innovation Fellowship to support travel for international collaboration in South Africa, Summer 2014, \$9,000

University

4. Eva O. Miller Fellowship, University of Minnesota, September 2015-May 2016, \$23,000
5. College of Liberal Arts Graduate Fellowship, University of Minnesota, August 2012-May 2013, \$22,500
6. Graduate Research Partnership Program Fellowship, University of Minnesota, Summer 2014, \$4,300.
7. College of Liberal Arts Travel Grant, University of Minnesota, January 2013, \$600
8. Graduate and Professional Student Association Scholarly Travel Grant, University of Minnesota, March 2013, \$200

Department

9. Department of Psychology Graduate Travel Award, Fall 2015, \$600
10. Auke Tellegen Fellowship in Applied Personality Assessment, University of Minnesota, Summer 2013, \$4,000

11. David Campbell Graduate Research Fellowship, University of Minnesota, March 2013, \$2,250

Received while an undergraduate student

12. Undergraduate Research Opportunities Program Research Grant, September 2009, \$1,700

13. Mortensen Travel Award, University of Minnesota Department of Psychology, April 2010, 2011, 2012, \$1,500 total

PROFESSIONAL SERVICE

Editor

1. Senior Editor, *Organizational Behavior, Collabora: Psychology* (ISSN: 2474-7394)
2. Associate Editor, *Journal of Vocational Behavior*

Editorial Board Member

3. *Journal of Environmental Psychology* (ISSN: 0272-4944)
4. *Journal of Vocational Behavior* (ISSN: 0001-8791)
5. *Journal of Managerial Psychology* (ISSN: 0268-3946)
6. *International Journal of Selection and Assessment* (ISSN: 1468-2389)
7. *Journal of Applied Psychology*
8. *Journal of Counseling Psychology*
9. *Psychological Bulletin*
10. *Meta-Psychology*

Ad hoc Reviewer

1. *Journal of Personality and Social Psychology* (ISSN: 0022-3514)
2. *Organizational Research Methods* (ISSN: 1094-4281)
3. *European Journal of Psychological Assessment* (ISSN: 1015-5759)
4. *Journal of Business Ethics* (ISSN: 0167-4544)
5. *International Journal of Environmental Health Research* (ISSN: 0960-3123)
6. *Career Development International* (ISSN: 1362-0436)
7. *South African Journal of Psychology* (ISSN: 0081-2463)
8. *Journal of Intelligence* (ISSN: 2079-3200)
9. *British Journal of Mathematical and Statistical Psychology*
10. *Behavioral Research Methods*
11. *Personality and Social Psychology Compass*
12. Society for Industrial and Organizational Psychology conference
13. Academy of Management conference
14. Midwest Academy of Management conference

Additional Service

1. Member of the 2018 Schmidt–Hunter Meta-Analysis Award selection committee
2. Member of the 2017 and 2018 Hogan Award for Personality and Work Performance selection committees

3. Member of the 2016 Academy of Management Careers Division Best International Paper review committee
4. Subject matter expert for the development of a business ethics scale for the Human Resources Research Organization
5. Contributor to the Zotero and Citation Style Language open-source software projects

ENGAGEMENT ACTIVITIES

Invited Practice Lectures and Workshops

1. Wiernik, B. M. (2020, August). *Teaching industrial-organizational (I-O) psychology in AP Psychology classes*. Invited presentation to the social studies teachers of Pinellas County Schools.
2. Wiernik, B. M., Rüger, H., & Ones, D. S. (2017, December). *Forum on expatriate success factors*. Invited symposium and discussion forum at the German Federal Foreign Office, Berlin, Germany.
3. Ones, D. S., Wiernik, B. M., & Dilchert, S. (2013, February 21). *Influence of personality on career interests and work behaviors*. Presented to the Career Development Network, University of Minnesota.
4. Ones, D. S., Dilchert, S., & Wiernik, B. M. (2013, February 27). *Organizational pro-environmental initiatives and employee green behaviors*. Presented to Hennepin County Environmental Services.
5. Wiernik, B. M., & Ones, D. S. (2013, April 26). *Using personality assessment in career counseling: Understanding its relationship to vocational interests and career success*. Presented at the Minnesota Career Development Association conference.
6. Wiernik, B. M., Stennes, S., Short, A., Ones, D. S., Dilchert, S., & Klein, R. (2013, October 2013). *Motivating people toward sustainability: Applying psychological science to green behavior*. Presented at the Association for the Advancement of Sustainability in Higher Education conference.
7. Wiernik, B. M. (2014, February 7). *Using psychology to design effective sustainability programs*. Workshop presented to the Earth Ethics Institute, Miami Dade College, Miami, FL.

Outreach

1. Office of University Services, University of Minnesota (January 2011 – March 2014)
Designed outreach, training, and survey programs to measure and improve environmental sustainability performance by University students and employees.
2. Hennepin County Environmental Services, Minnesota (February 2013)
Provided guidance on measuring and improving environmental performance of county employees and residents.
3. D. C. Everest High School, Schofield, WI (March 2015)
Presented on the contributions of psychological research to career development and workplace success and well-being.

MEDIA COVERAGE

1. Wiernik, B. M. (2019, January 2). *How to follow through on goals* (S. G. Wantuck, interviewer). Retrieved from <http://wusfnews.wusf.usf.edu/post/how-follow-through-goals>
2. Perkel, J. M. (2015). Eight ways to clean a digital library. *Nature*, 527(7576), 123–124.
<http://doi.org/10.1038/527123a>

* I was interviewed to discuss how I use the Zotero reference management software as part of my research.

3. Kimball, J. (2014, Winter). Skilled labor for the developing world. *Reach: College of Liberal Arts, University of Minnesota, Visionaries: Reframing our world*, 5.
 - * Discussed “Intraindividual personality profiles associated with Realistic interests,” published in the *Journal of Career Assessment*
4. Deller, J. (2014, May 15). Silver Worker: Persönliche Entwicklung als Motiv für Arbeit im Alter [Press release]. Retrieved from <http://www.leuphana.de/news/pressemitteilungen/pressemitteilungen-ansicht/datum/2014/05/15/silver-worker-persoenliche-entwicklung-als-motiv-fuer-arbeit-im-alter.html>
 - * Discussed “Deciding whether to work after retirement: The role of the psychological experience of aging,” published in the *Journal of Vocational Behavior*
5. Sixel, L. M. (2013, April 19). Smarts won't take you all the way in the office. *Houston Chronicle*. Retrieved from <http://www.chron.com/business/article/Smarts-won-t-take-you-all-the-way-in-the-office-4449379.php>
 - * Discussed “Understanding the personality profile of individuals interested in blue-collar jobs,” presented at the 2013 SIOP conference