

CURRICULUM VITAE

PERSONAL DETAILS

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Tilburg School of Social and Behavioral Sciences
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PROFESSIONAL APPOINTMENTS

2023 - present **Tilburg University, Tilburg School of Social and Behavioral Sciences**
 Professor of Work & Organizational Psychology
2019 - 2023 **VU Amsterdam, School of Business and Economics**
 Associate professor of HRM & Organizational Behavior
2017 - 2018 **VU Amsterdam, School of Business and Economics**
 Assistant professor of HRM & Organizational Behavior
2012 - 2017 **VU Amsterdam, Faculty of Behavioral and Movement Sciences**
 Assistant professor of Social & Organizational Psychology
2010 - 2012 **Erasmus University Rotterdam, Faculty of Social Sciences**
 Assistant professor of Work & Organizational Psychology
2007 - 2010 **GITP International / Erasmus University Rotterdam, Faculty of Social Sciences**
 Ph.D. candidate
2005 - 2007 **Erasmus University Rotterdam, Faculty of Social Sciences**
 Teaching assistant (part-time)
2005 - 2007 **Van der Maesen & Koch HR-consultancy**
 HR-consultant and researcher (part-time)

OTHER PROFESSIONAL ACTIVITIES

2023 - present Board member of the **Kurt Lewin Institute** (KLI)
2022 - present Member of **AON's Scientific Advisory Board on Assessments**
2015 - present Board member of the **NOA Foundation** to help people with different cultural backgrounds integrate quicker into Dutch society
2022 - 2023 Board member of the **Alliance for Organizational Psychology**, a federation of international Work & Organizational Psychology societies
2014 - 2022 Member (VU representative) of the **Dutch Committee on Tests and Testing** (COTAN) of the NIP
2021 - 2022 Member of **Workgroup on Artificial Intelligence** (AI) of the Dutch Association of Psychologists (NIP)
2018 - 2019 Member of HR-consultancy **Lagerweij**'s Scientific Advisory Committee

EDUCATIONAL BACKGROUND

2020	Senior Teaching Qualification (STQ) - <i>VU Amsterdam</i>
2014	University Teaching Qualification (UTQ) - <i>VU Amsterdam</i>
2007 - 2010	Ph.D. in Work and Organizational Psychology - <i>Erasmus University Rotterdam</i> Title of dissertation: 'New Technology in Personnel Selection: The Validity and Acceptability of Multimedia Tests'
2001 - 2005	Bachelor's and Master's degree (Cum Laude) in Work & Organizational Psychology - <i>Erasmus University Rotterdam</i>

UNIVERSITY SERVICE / ROLES

2023 - present	Head of the Social Psychology department at Tilburg School of Social and Behavioral Sciences (TSB), Tilburg University
2023 - present	Member of Tenure and Senior Committee (TaSC) of TSB, Tilburg University
2021 - 2023	Deputy head of the Organizational Behavior & HRM section, SBE, VU Amsterdam
2021 - 2023	Member of management team and steering committee, department of Management & Organization, SBE, VU Amsterdam
2021 - 2023	Program director of the MBA in International Business, SBE, VU Amsterdam
2021 - 2023	Chair of project group to examine diversity and inclusion at SBE, VU Amsterdam
2020 - 2023	Initiator and coordinator of mentoring program for tenure trackers, department of Management & Organization, SBE, VU Amsterdam
2018 - 2021	Chair of the program committee of the Bachelor in Business Administration, SBE, VU Amsterdam
2018 - 2020	Research coordinator of the Organizational Behavior & HRM section, SBE, VU Amsterdam
2017 - 2018	Member of the program committee of the Bachelor in Business Administration, SBE, VU Amsterdam
2012 - 2017	Master thesis and internship coordinator, Social and Organizational Psychology section, VU Amsterdam
2012 - 2017	BAPD (psychodiagnostics qualification) coordinator, Social and Organizational Psychology section, VU Amsterdam

CONFERENCE ORGANIZATION

2023	Co-organizer of small group meeting on the ecosystem of refugee work
2022	Co-organizer of small group meeting on AI and machine-learning algorithms in personnel recruitment, selection, and assessment
2019	Co-organizer of the annual Dutch-Flemish meeting for recruitment and selection researchers
2019	Co-organizer of annual conference of the department of Management & Organization, SBE, VU Amsterdam
2016	Co-organizer of the small group meeting of EAWOP / European Network of Selection Researchers (ENESER) on "Applicant Behavior"
2015	Co-organizer of the annual conference of the Dutch Association of I/O Researchers (WAOP)
2015	Co-organizer of the annual mini-conference of the Social and Organizational Psychology section, VU Amsterdam

AWARDS & NOMINATIONS

2023	Finalist for Personnel Psychology's Best Paper Award 2023
2023	Executive MBA Outstanding Faculty Award, VU Amsterdam
2023	Nomination for MBA Outstanding Faculty Award, VU Amsterdam
2021	SIOP Jeanneret Award for Excellence in the Study of Individual or Group Assessment
2020	Paper selected for the FT list of Business School Research with Social Impact
2020	Paper selected as "The Leadership Quarterly editor's choice"
2018	Best Reviewer Award - Journal of Personnel Psychology
2018	Faculty nomination for "De Jonge Akademie" of the KNAW
2017	Faculty Teaching Award, Faculty of Behavioral and Movement Sciences, VU Amsterdam
2016	Teaching Award, Social & Organizational Psychology Group, VU Amsterdam
2015	Teacher of the Year Award, VU Amsterdam
2011	NITPB Award for dissertation
2005	Unilever Research Award for Master thesis

RESEARCH INTERESTS

- Personnel assessment and decisions
- Test development and validation (e.g., situational judgment testing, serious games)
- New technology in personnel selection (e.g., AI and machine-learning algorithms)
- Stakeholder perceptions in personnel selection context
- Impression management and overconfidence
- Predictors of (inclusive) leadership
- Diversity and inclusion

ATTRACTED FUNDING

2023	NWO doctoral grant for teachers for research project on inclusive vocational education (€200,000 - PhD student: Natasja Sabajo; with Lena Knappert, Saniye Çelik)
2023	PhD student project funded by the NOA foundation (PhD student: Nathan Kaye; with Marise Born)
2023	NWO grant for advancing equity in academia through innovation for project on perspective integration interventions (€325,000; with Seval Gündemir, Inga Hoever)
2022	NRO grant for project on valid and fair assessments in higher education (€659,303; with Susan Niessen, Karen Stegers-Jager, Rob Meijer, Marise Born, Marion Tillemans)
2022	WAOP funding for small group meeting on AI in personnel selection (€1,000; with Djurre Holtrop, Reinout de Vries, Antonis Koutsoumpis, Sina Ghassemi)
2020	AbbVie research contract for project on gender parity (€72,000; with Svetlana Khapova, Katie Stephenson, Evgenia Lysova, Maria Tims, Ernst Graamans)
2020	PhD student project funded by Luliang University (PhD student: Lei Chen; with Richard Ronay, Shuai Yuan, Svetlana Khapova)
2019	Funding from the NSvP – AI x Recruitment Challenge for project on the use of AI in the selection process (€10,000; with Djurre Holtrop, Reinout de Vries, Ward van Breda)
2019	NWO doctoral grant for teachers for research project on inclusive work environments (€184,250 - PhD student: Lise-Lotte Geutjes; with Paul Jansen, Saniye Çelik)
2017	Funding from the Ministry of Finance for research project on the utility of recruitment processes (€26,000; with Marise Born)
2017	PhD student project funded by the NOA foundation (€150,000; with Marise Born)

2016	ABBAS grant for research project on text-based personality (€8,444; with Djurre Holtrop, Reinout de Vries, Ward van Breda)
2015	EAWOP start-up funding for the ENESER small group meeting (€2,200; with Marise Born, Annemarie Hiemstra)
2013	PhD student project funded by the German Research Foundation (PhD student: Jan Pletzer; with Sven Voelpel)
2013	"FPP Apparatuurcommissie" fund for INTERACT software (€6,780; with Nale Lehmann-Willenbrock)
2012	Funding from the "Raad voor de Rechtspraak" for research project on improving selection procedures for the judicial education program (€29,905; with Marise Born)
2011	PhD student project funded by the Ministry of Research, Technology, and Higher Education of the Republic of Indonesia (PhD student: Debby Purba; with Marise Born, Henk van der Molen)
2011	Innovation grant for research project in collaboration with Test & Match BV (€5,000)

REVIEWER SERVICE

Associate editor:	International Journal of Selection and Assessment
Editorial board:	Journal of Business and Psychology, Human Performance, Journal of Personnel Psychology, and Personnel Assessment and Decisions
Special issue editor:	"Applicant Behavior" of the Journal of Personnel Psychology and "Job Search, Attraction, and Selection: Challenges for the Next Decade" of the International Journal of Selection and Assessment
Ad hoc reviewer:	Journal of Management Studies, Journal of International Business Studies, Journal of Vocational Behavior, European Journal of Work and Organizational Psychology, Organizational Psychology Review, European Journal of Personality, European Journal of Psychological Assessment, Applied Psychology: An International Review, Human Performance, Personality and Individual Differences, Journal of Occupational and Organizational Psychology, Journal of Personnel Psychology, Gedrag & Organisatie, Journal of Applied Social Psychology, International Journal of HRM, Cyberpsychology, Behavior, and Social Networking, Career Development International, Journal of Economic Psychology, The Dutch Research Council (NWO), Research Foundation-Flanders (FWO), conferences of SIOP and EAWOP.
Other:	External reviewer for the Dutch Committee on Tests and Testing (COTAN) (2010-2014) and member of the WAOP dissertation prize committee (2010)

PHD SUPERVISION

Natasja Sabajo	Inclusive intermediate vocational education; expected graduation date: September, 2029
Emma Gerritsen	Understanding destructive leadership behaviors in the workplace; expected graduation date: September, 2027
Isolde van der Schuur	The predictive validity of resume information; expected graduation date: September 2027
Anne Kühn	Destructive virtual leadership; expected graduation date: September, 2027
Nathan Kaye	The psychological assessment of refugees; expected graduation date: September, 2027
Sanjay van Buel	Establishing fair performance assessment of professional skills in higher education; expected graduation date: March, 2027
Xixi Ai	Board gender diversity and corporate sustainability; expected graduation date: September, 2026
Maaike Schellaert	Selection and assessment of older workers, expected graduation date; September,

2026

Vedika Lal	Gender parity in leadership positions; expected graduation date: September, 2025
Lei Chen	CEO overconfidence; expected graduation date: November, 2024
Antonis Koutsoumpis	Automatic personality assessment; expected graduation date: November, 2023
Dan Asfar	The psychological assessment of refugees in the context of work-related integration; graduated May, 2023
Sophie Bouland	Unravelling leadership potential; graduated February, 2023
Samuel Mayoral	Overconfidence in leadership selection contexts; graduated November, 2022
Sergey Gorbatov	Personal branding and career outcomes; graduated December, 2019
Jan Luca Pletzer	Individual differences and cooperation, deviance, and performance; graduated March, 2018
Debby Purba	Antecedents of turnover, organizational citizenship behavior, and workplace deviance; graduated December, 2016

POSTDOC SUPERVISION

Mayssa Rishani	Perspective integration interventions for advancing equity in academia
Antonis Koutsoumpis	Automatic assessment of asynchronous video interviews
Sorrvich Kingsuwankul	Diversity & inclusion in personal branding – an economics approach
Dilek Uslu	Inclusive leadership and diversity management
Sina Ghassemi	Development of AI for personnel selection

PHD COMMITTEE SERVICE

2024	Rubin Steegh, Tilburg University
2023	Gloria Ma, Erasmus University Rotterdam
2023	Marvin Neumann, University of Groningen
2022	Tom Bergkamp, University of Groningen
2022	Aylin Koçak, Ghent University, Belgium
2022	Florian Buehler, VU Amsterdam
2022	Chantal van Andel, Erasmus University Rotterdam
2021	Jolanda Botke, VU Amsterdam
2021	Jan Corstjens, Ghent University, Belgium
2020	Ard Barends, VU Amsterdam
2019	Wendy de Leng, Erasmus University Rotterdam
2019	Marieke Carpentier, Ghent University, Belgium
2019	Dirk Pelt, Erasmus University Rotterdam
2019	Malte Runge, Ghent University, Belgium
2019	Keri Pekaar, Erasmus University Rotterdam
2018	Ana María Castaño, University of Oviedo, Spain
2018	Saqib Rehman, University of Lahore, Pakistan
2018	Martijn Jansen, VU Amsterdam
2016	Niels van Doesum, VU Amsterdam
2015	François de Kock, Erasmus University Rotterdam
2013	Britt de Soete, Ghent University, Belgium (member of advisory board)
2012	Eveline Schollaert, Ghent University, Belgium

TEACHING EXPERIENCE

Bachelor	HRM & Organizational Behavior (VU), Quantitative Research Skills (VU), Measurement
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	& Diagnostics (VU), Leadership (VU), Work & Organizational Psychology (VU; EUR), Statistics (EUR), Psychodiagnostics (EUR), Occupational Health and Safety (EUR), Organizational Diagnostics (EUR), Bachelor theses (EUR/VU)
Master	Leadership (VU/TiU), Recruitment & Selection (VU), Quantitative Research Skills (VU), Personnel Selection (EUR), Groups at Work (EUR), Conflict Management & Mediation (EUR), Attitudes and Emotions in Organizations (EUR), Master theses (EUR/VU)
Research Master	HR and Organizational Behavior Analytics (VU)
PhD	Quantitative Research Methods (VU), Science for Society (VU), Advanced HRM (Tilburg University/VU)
Executive / MBA	Personnel Selection (AOG School of Management), Quantitative Research Methods (VU), Research design (VU), Empowering People (VU), Psychological Safety and Relationships at Work (VU)

JOURNAL ARTICLES

- Mayoral, S., Ronay, R., & Oostrom, J. K. (in press). Overconfidence and the pursuit of social status: A test of two behavioral strategies. *Journal of Business and Psychology*.
- Asfar, D., Oostrom, J. K., Born, M. Ph., & Van Vugt. M. (in press). The normative judgment test: A novel implicit instrument to measure honesty-humility. *Human Performance*. <https://doi.org/10.1080/08959285.2023.2291208>
- Ghassemi, S., Zhang, T., Van Breda, W., Koutsoumpis, A., Oostrom, J. K., Holtrop, D., & De Vries, R. E. (in press). Unsupervised multimodal learning for dependency-free personality recognition. *IEEE Transactions on Affective Computing*. <https://doi.org/10.1109/TAFFC.2023.3318367>
- Koutsoumpis, A., Ghassemi, S., Oostrom, J. K., Holtrop, D., Van Breda, W., De Vries, R. E. (2024). Beyond traditional interviews: Psychometric analysis of asynchronous video interviews for personality and interview performance evaluation using machine learning. *Computers in Human Behavior*, 154, 108128. <https://doi.org/10.1016/j.chb.2023.108128>
- Gorbatov, S., Oostrom, J. K., & Khapova, S. N. (2024). Work does not speak for itself: Examining the incremental validity of personal branding in predicting knowledge workers' employability. *European Journal of Work and Organizational Psychology*, 33(1), 40-53. <https://doi.org/10.1080/1359432X.2023.2276533>
- Oostrom, J. K., Holtrop, D., Koutsoumpis, A., Van Breda, W., Ghassemi, S., & De Vries, R. E. (2024). In AI we trust? Applicant reactions to algorithm- versus recruiter-based evaluations. *Journal of Occupational and Organizational Psychology*, 97(1), 160-189. <https://doi.org/10.1111/joop.12465>
- Ronay, R., Oostrom, J. K., She, M., & Maner, J. (2024). Banding together to avoid exploitation: Dominant (but not prestige-based) leaders motivate collective moral opposition from followers. *Group Processes & Intergroup Relations*, 27(1), 76-98. <https://doi.org/10.1177/13684302231151942>
- Langer, M., Roulin, N., & Oostrom, J. K. (2023). Diversity and technology—Challenges for the next decade in personnel selection. *International Journal of Selection and Assessment*, 31(3), 355-360. <https://doi.org/10.1111/ijsa.12439>
- Wang, D., Oostrom, J. K., & Schollaert, E. (2023). The importance of situational cues and the ability to identify criteria in a construct-driven situational judgment test. *Personality and Individual Differences*, 208, 112182. <https://doi.org/10.1016/j.paid.2023.112182>
- Pletzer, J. L., Oostrom, J. K., & Voelpel, S. C. (2023). Age and workplace deviance: A meta-analytic test and a trait-based examination of why older employees engage in less workplace deviance. *Work, Aging and Retirement*, waab033. <https://doi.org/10.1093/workar/waab033>

- Koutsoumpis, A., Oostrom, J. K., Holtrop, D., Van Breda, W., Ghassemi, S., & De Vries, R. E. (2022). The kernel of truth in text-based personality assessment: A meta-analysis of the relations between the Big Five and the Linguistic Inquiry and Word Count (LIWC). *Psychological Bulletin*, 148(11-12), 843-868. <https://doi.org/10.1037/bul0000381>
- Bouland-Van Dam, S., Oostrom, J. K., & Jansen, P. G. W. (2022). Development and validation of the Leadership Learning Agility Scale. *Frontiers in Psychology*, 13, 991299. <https://doi.org/10.3389/fpsyg.2022.991299>
- Holtrop, D., Oostrom, J. K., Van Breda, W. R. J., Koutsoumpis, A., & De Vries, R. E. (2022). Exploring the application of a text-to-personality technique in job interviews. *European Journal of Work and Organizational Psychology*, 31(6), 799-816. <https://doi.org/10.1080/1359432X.2022.2051484>
- Gorbatov, S., Khapova, S. N., Oostrom, J. K., & Lysova, E. I. (2021). Personal brand equity: Scale development and validation. *Personnel Psychology*, 74(3), 505-542. <https://doi.org/10.1111/peps.12412>
- Pletzer, J. L., Oostrom, J. K., & De Vries, R. E. (2021). HEXACO personality and organizational citizenship behavior: A domain- and facet-level meta-analysis. *Human Performance*, 34(2), 126-134. <https://doi.org/10.1080/08959285.2021.1891072>
- Holtrop, D., Oostrom, J. K., Dunlop, P. D., & Runneboom, C. (2021). Predictors of faking behavior on personality inventories in selection: Do indicators of the ability and motivation to fake predict faking?. *International Journal of Selection and Assessment*, 21(2), 185-202. <https://doi.org/10.1111/ijsa.12322>
- Bouland-Van Dam, S., Oostrom, J. K., De Kock, F., Schlechter, A. F., & Jansen, P. G. W. (2021). Unraveling leadership potential: Conceptual and measurement issues. *European Journal of Work and Organizational Psychology*, 30(2), 206-224. <https://doi.org/10.1080/1359432X.2020.1787503>
- Oostrom, J. K., Ronay, R., & Van Kleef, G. (2021). The signalling effects of nonconforming dress style in personnel selection contexts: Do applicants' qualifications matter?. *European Journal of Work and Organizational Psychology*, 30(1), 70-82. <https://doi.org/10.1080/1359432X.2020.1813112>
- Iyer, P., Oostrom, J. K., Serlie, A. W., Van Dam, A. & Born, M. Ph. (2020). The criterion-related validity of a commensurate measure of personality-based person-organization fit. *International Journal of Selection and Assessment*, 28, 143-162. <https://doi.org/10.1111/ijsa.12276>
- Pletzer, J. L., Oostrom, J. K., Bentvelzen, M., & De Vries, R. E. (2020). Comparing domain- and facet-level relations of the HEXACO with workplace deviance: A meta-analysis and -regression. *Personality and Individual Differences*, 152, 109539. <https://doi.org/10.1016/j.paid.2019.109539>
- Ronay, R., Oostrom, J. K., Lehmann-Willenbrock, N., Mayoral, S., & Rusch, H. (2019). Playing the trump card: Why (over)confidence wins votes and why it matters. *The Leadership Quarterly*, 30, 101316. <https://doi.org/10.1016/j.lequa.2019.101316>
- Lievens, F., Sackett, P. R., Dahlke, J. A., Oostrom, J. K., & De Soete, B. (2019). Constructed response formats and their effects on minority-majority differences and validity. *Journal of Applied Psychology*, 104, 715-726. <https://doi.org/10.1037/apl0000367>.
- Asfar, D., Born, M. Ph., Oostrom, J. K. & Van Vugt, M. (2019). Psychological individual differences as predictors of refugees' second language proficiency. *European Journal of Social Psychology*, 49, 1385-1400. <https://doi.org/10.1002/ejsp.2592>.
- Hiemstra, A. M. F., Oostrom, J. K., Derous, E., Serlie, A. W., & Born, M. Ph. (2019). Applicant perceptions of initial screening with asynchronous job interviews - Does personality matter?. *Journal of Personnel Psychology*, 18, 138-147. <https://doi.org/10.1027/1866-5888/a000230>
- Oostrom, J. K., Lehmann-Willenbrock, N., & Klehe, U.-C. (2019). A new scoring procedure in assessment centers: Insights from interaction analysis. *Personnel Assessment and Decisions*, 5, 73-82. <https://doi.org/10.25035/pad.2019.01.005>

- Pletzer, J. L., Bentvelzen, M., Oostrom, J. K., & De Vries, R. E. (2019). A meta-analysis of the relations between personality and workplace deviance: Big five versus HEXACO. *Journal of Vocational Behavior*, 112, 369-383. <https://doi.org/10.1016/j.jvb.2019.04.004>
- Oostrom, J. K., De Vries, R. E., & De Wit, M. (2019). Development and validation of a HEXACO situational judgment test. *Human Performance*, 32, 1-29. <https://doi.org/10.1080/08959285.2018.1539856>
- Born, M. Ph., Hiemstra, A. M. F., & Oostrom, J. K. (2018). Applicants' role as (pro-)active agents in the recruitment and selection process: A frequently overlooked perspective. *Journal of Personnel Psychology*, 17, 103-106. <https://doi.org/10.1027/1866-5888/a000215>
- Ronay, R., Van der Meij, L., Oostrom, J. K., & Pollet, T. V. (2018). No evidence for a relationship between testosterone hair samples and 2D:4D ratio or risk taking. *Frontiers in Behavioral Neuroscience*, 12, 30. <https://doi.org/10.3389/fnbeh.2018.00030>
- Oostrom, J. K., Köbis, N., Ronay, R., & Cremers, M. (2017). False consensus in situational judgment tests: What would others do? *Journal of Research in Personality*, 17, 33-45. <https://doi.org/10.1016/j.jrp.2017.09.001>
- Ronay, R., Oostrom, J. K., Lehmann-Willenbrock, N., & Van Vugt, M. (2017). Pride before the fall: Overconfidence predicts escalation of public commitment. *Journal of Experimental Social Psychology*, 69, 13-22. <https://doi.org/10.1016/j.jesp.2016.10.005>
- Purba, D. E., Oostrom, J. K., Van der Molen, H. T., & Born, M. Ph. (2016). The relationships between trust in supervisor, turnover intentions, and voluntary turnover: Testing the mediating effect of on-the-job embeddedness. *Journal of Personnel Psychology*, 15, 174-183. <https://doi.org/10.1027/1866-5888/a000165>
- Born, M. Ph., Hiemstra, A. M. F. & Oostrom, J. K. (2016). Applicant behavior. *Journal of Personnel Psychology*, 15, 94. <https://doi.org/10.1027/1866-5888/a000168>
- Oostrom, J. K., Melchers, K. G., Ingold, P. V., & Kleinmann, M. (2016). Why do situational interviews predict performance? Is it saying how you would behave or knowing how you should behave? *Journal of Business and Psychology*, 31, 279-291. <https://doi.org/10.1007/s10869-015-9410-0>
- Oostrom, J. K., Pennings, M., & Bal, P. M. (2016). How do idiosyncratic deals contribute to the employability of older workers? *Career Development International*, 21, 176-192. <https://doi.org/10.1108/CDI-08-2015-0112>
- Oostrom, J. K., & De Soete, B. (2016). Ethnic differences in perceptions of cognitive ability tests: The explanatory role of self-serving attributions. *International Journal of Selection and Assessment*, 24, 14-23. <https://doi.org/10.1111/ijsa.12125>
- Dubbelt, L., Oostrom, J. K., Hiemstra, A. M. F., & Modderman, J. P. L. (2015). Development and validation of a digital work simulation to predict workplace deviance. *Journal of Business Ethics*, 13, 619-367. <https://doi.org/10.1007/s10551-014-2249-x>
- Purba, D. E., Oostrom, J. K., Van der Molen, H. T., & Born, M. Ph. (2015). Personality and organizational citizenship behavior in Indonesia: The mediating effect of affective commitment. *Asian Business & Management*, 14, 147-170. <https://doi.org/10.1057/abm.2014.20>
- Van Toorenburg, M., Oostrom, J. K., & Pollet, T. V. (2015). What a difference your email makes: Effects of informal e-mail addresses in online résumé screening. *Cyberpsychology, Behavior, and Social Networking*, 18, 135-140. <https://doi.org/10.1089/cyber.2014.0542>
- Oostrom, J. K., De Rijke, L. M., Serlie, A. W., & Heldeweg, B. (2014). Individuele verschillen in communicatiestijlen: Verklaart persoonlijkheid onze manier van communiceren op het werk. *Gedrag & Organisatie*, 27, 361-384. <https://doi.org/10.5553/GenO/092150772014027004001>

- Oostrom, J. K., & Born, M. Ph. (2014). Using cognitive pretesting to explore causes for ethnic differences on role-plays. *International Journal of Intercultural Relations*, 4, 138-149. <https://doi.org/10.1016/j.ijintrel.2013.12.008>
- Van der Linden, D., Oostrom, J. K., Born, M. Ph., Van der Molen, H. T., & Serlie, A. W. (2014). Knowing what to do in social situations: The general factor of personality (GFP) and the performance on situational judgment tests. *Journal of Personnel Psychology*, 13, 107-115. <https://doi.org/10.1027/1866-5888/a000113>
- De Soete, B., Lievens, F., Oostrom, J. K., & Westerveld, L. (2013). Alternative predictors for dealing with the diversity-validity dilemma in personnel selection: The constructed response multimedia test. *International Journal of Selection and Assessment*, 21, 239-250. <https://doi.org/10.1111/ijsa.12034>
- Oostrom, J. K., & Born, M. Ph. (2013). De cognitieve interview methode: Besprekking van een alternatieve manier om testbias te onderzoeken. *Gedrag & Organisatie*, 26, 205-222.
- Oostrom, J. K., Van der Linden, D., Born, M. Ph. & Van der Molen, H. T. (2013). New technology in personnel selection: How recruiter characteristics affect the adoption of new selection technology. *Computers in Human Behavior*, 29, 2404-2415. <https://doi.org/10.1016/j.chb.2013.05.025>
- Oostrom, J. K., Born, M. Ph., Serlie, A. W., & Van der Molen, H. T. (2012). Implicit trait policies in multi-media situational judgment tests of leadership skills: Can they predict leadership behavior? *Human Performance*, 25, 335-353. <https://doi.org/10.1080/08959285.2012.703732>
- Oostrom, J. K., Bos-Broekema, L., Serlie, A. W., Born, M. Ph., & Van der Molen, H. T. (2012). A field study of pretest and posttest reactions to a paper-and-pencil and a computerized in-basket exercise. *Human Performance*, 25, 95-113. <https://doi.org/10.1080/08959285.2012.658928>
- Op de Beek, M. R. E., Oostrom, J. K., & Born, M. Ph. (2011). De webcamtest als voorspeller van professioneel gedrag. *Gedrag & Organisatie*, 24, 257-285.
- Oostrom, J. K., Born, M. Ph., Serlie, A. W., & Van der Molen, H. T. (2011). A multimedia situational judgment test with a constructed-response item format: Its relationship with personality, cognitive ability, job experience, and academic performance. *Journal of Personnel Psychology*, 10, 78-88. <https://doi.org/10.1027/1866-5888/a000035>
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- Holtrop, D., & Oostrom, J. K. (2023, februari). Solliciteren? Drie, twee, een, actiel! De wetenschap achter eenzijdige video-interviews van sollicitanten. *HR Rendement*, 25(2), 28-29. <https://www.rendement.nl/werving-en-selectie/verdiepingsartikel/de-wetenschap-achter-eenzijdige-video-interviews-van-sollicitanten.html>
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- Oostrom, J. K. (2020, October). Overconfidence an electoral advantage for presidential candidates. *Vrije Universiteit Amsterdam*. <https://vu.nl/en/research/overconfidence-an-electoral-advantage-for-presidential-candidates>
- Oostrom J. K. (2020, oktober). Welke kleding moet je (niet) aan bij een sollicitatiegesprek? Dit zegt de wetenschap erover. *Werf&*. <https://www.werf-en.nl/kleding-voor-sollicitant-hoe-belangrijk-is-dat/>
- Oostrom, J. K. (2020, augustus). Voor- en nadelen van digitale interviews. *Alles over Assessments*. <https://www.allesoverassessments.nl/wetenschap/digitale-interviews-janneke-oostrom.html>
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- Oostrom, J. K. (2017, augustus). Waarom een cv (vrijwel) niets zegt over iemands persoonlijkheid? *Werf&*. <https://www.werf-en.nl/kunnen-we-iemands-persoonlijkheid-aflezen-aan-diens-cv/>
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INVITED PRESENTATIONS, KEYNOTES, WORKSHOPS, AND LECTURES

2023	Presentation on Selection Research at Tilburg University at the "Alles over Assessments" Science Update
2023	Presentation on New Developments in Personnel Selection at GITP
2023	Lecture on Best Practices in Personnel Selection in the "Psychologie voor Managers" series
2023	Presentation on New Selection Methods to Increase Diversity at the Erasmus MC Symposium on Recruiting and Selecting Medical Students
2023	Keynote on How to Design a Good Selection Procedure at a conference for school management organized by Scolix/Slim
2022	Presentation on Situational Judgment Testing at the Amsterdam People Analytics Center, University of Amsterdam
2022	Workshop on New Development in Personnel Selection at HR-agency Leeuwendaal
2022	Presentation on the Promises and Perils of Hiring Algorithms at the Amsterdam Business School, University of Amsterdam
2022	Presentation on the Use of AI in Personnel Selection at the Women Inc's conference
2021	Lecture on Bias and AI at Goldsmiths, University of London, UK
2021	Presentation on Bias in Hiring Algorithms at ING
2021	Presentation on the Use and Misuse of Personnel Selection Instruments for the Contactgroep Personeelsmanagers
2021	Presentation on Personality Assessments at Avery Dennison
2021	Presentation on Applicant Reactions to AI at LTP
2020	Presentation on Selection Research at VU at the "Alles over Assessments" Science Update
2020	Presentation on Selection for Medical Education at Cluster Meeting OOR VUMC/AMC
2020	Workshop on New Developments in Situational Judgment Testing at the Future of Work Institute, Curtin University, Perth, Australia
2020	Presentation on Situational Judgment Tests at the University of Hamburg, Germany
2019	Workshop on Student Selection at the NOA symposium on Student Well-being, Matching, and Diversity
2019	Presentation on Diversity & Selection at Lagerweij
2019	Presentation on the Usefulness of Innovations in Personnel Selection at Ixly
2018	Presentation on How to Manage a Sustainable VU to Work Transition at the Dies Natalis meeting of the School of Business and Economics
2018	Presentation on Social Media and Selection at Lagerweij
2018	Presentation on Teaching Innovations at BKO course at the Vrije Universiteit Amsterdam
2018	PhD workshop on Selection and Assessment for the Dutch HRM Network
2018	Presentation on The Dark Side of Personality at Russell Reynolds
2017	Presentation on the Value of Psychological Assessments at the NIP symposium "Alles over Assessments"
2016	Workshop on Job Application Skills at the National Psychology Conference of SPS-NIP
2016	Workshop on Job Application Skills at the Faculty of Earth and Life Sciences at the Vrije Universiteit Amsterdam
2016	CV workshop at the Career Day of the Faculty of Behavioral and Movement Sciences at the Vrije Universiteit Amsterdam
2016	Presentation / research update on "How to hire whom" at Ahold, Zaandam
2015	Presentation on Situational Judgment Testing at the Pearson VUE UKCAT meeting, London, UK
2015	Presentation on Situational Judgment Testing at the NIP symposium "Alles over Assessments"

2015	Workshop on Job Application Skills at the Career Day of the Faculty of Behavioral Sciences at the Vrije Universiteit Amsterdam
2015	Workshop on Personnel Selection at the NOA symposium
2015	Colloquium on Faking Situational Judgment Tests at the University of Groningen
2015	Keynote on Multimedia Assessments at the HOWEST HR-Symposium "Het Nieuwe Selecteren", Brugge, Belgium
2014 - 2019	Lectures on Personnel Selection at the AOG School of Management
2014	Presentation on the Validity of Situational Interviews at the NIP Twinposium "Alles over Assessments"
2013	Workshop on the Use of Simulations in Personnel Selection at the MPSD Conference of the Ministry of Defense
2012	Workshop on Job Application Skills for PRONEST FELLOWS in Oxford, UK
2012	Workshop on Multimedia Testing at the NIP A&O conference
2011 - 2015	Lectures on Webcam Testing at Ghent University, Belgium
2011	Lecture on Webcam Testing at the University of Amsterdam
2011	Presentation on Webcam Testing at a PBSA course
2010	Lecture on Expatriate Selection at the Hogeschool Rotterdam

PROFESSIONAL MEMBERSHIPS

European Association of Work and Organizational Psychology (EAWOP), Academy of Management (AOM)
Society of Industrial and Organizational Psychology (SIOP), European Network of Selection Researchers (ENESER)
Dutch-Flemish network on Recruitment and Selection, Kurt Lewin Institute (KLI), Dutch Association of I/O Researchers (WAOP)