

KIBEOM LEE

Curriculum Vitae
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Professor

University of Calgary
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EDUCATION

The University of Western Ontario
London, Ontario, Canada
Supervisor: Dr. Natalie J. Allen

Ph.D. (Psychology)
March, 2000

Sung Kyun Kwan University
Seoul, South Korea
Supervisor: Dr. Chang-Woo Lee

M.A. (Psychology)
February, 1993

Sung Kyun Kwan University
Seoul, South Korea

B.A. (Psychology)
February, 1989

EMPLOYMENT

Professor, Department of Psychology
University of Calgary

2011-present

Associate Professor, Department of Psychology
University of Calgary

2005-2011

Assistant Professor, Department of Psychology
University of Calgary

2002-2005

Assistant Professor, Department of Psychology
The University of Western Australia

2000-2002

Researcher, Industrial Health Research Institute
Inchon, South Korea

1993-1995

AWARDS

Fellow, Canadian Psychological Association
Faculty of Social Sciences Distinguished Research Award 2005, University of Calgary

GRANTS AWARDED

Principal investigator, **University of Calgary Travel Grant**, 2011, \$ 1,482

Principal investigator, **Social Sciences and Humanities Research Council of Canada** 2011-2014
Personality correlates of workplace impression management (with Michael, C. Ashton), \$ 105,000

Principal investigator, **Social Sciences and Humanities Research Council of Canada** 2007-2010
Beyond Self-Report: Examining the Utility of Observer Reports of Personality (with Michael, C. Ashton), \$ 96,873

Co-investigator, **Social Sciences and Humanities Research Council of Canada** 2007-2010
Fear- and Greed-Related Traits and Their Relations with Five- and Six-Dimensional Models of Personality (with Michael, C. Ashton), \$ 63,050

Principal investigator, **University of Calgary Travel Grant**, 2004, \$ 1,500

Principal investigator, **Social Sciences and Humanities Research Council of Canada** 2003-2007
Personality, Workplace Anti-Social Behaviour, and Job Performance (with Michael, C. Ashton), \$ 47,851

Co-investigator, **Social Sciences and Humanities Research Council of Canada** 2003-2007
Lexical Studies of Personality Structure in Non-Indo-European Languages (with Michael, C. Ashton), \$ 87,060

University of Calgary Start-up Grant, 2002, \$20,000

Principal investigator, **University of Western Australia Research Grant Scheme** 2002
Developing the Intentional Distortion Scale, \$ 16,652

Principal investigator, **Australian Research Council Small Research Grant** 2001
Investigating Personality Structure, \$ 12,000

Principal investigator, **University of Western Australia Psychology Department Research Grant**, 2001-2002, \$ 6,000

ACADEMIC SERVICE

Associate Editor

Journal of Occupational and Organizational Psychology (2008-2012)

Guest Co-Editor

European Journal of Personality (2010)

Editorial Board

Journal of Occupational and Organizational Psychology (2004 – 2008, 2012 – present)

European Journal of Personality (2008 – present)

Journal of Research in Personality (2011 – present)

Journal of Personnel Psychology (2015 – present)

Program Coordinator

The Canadian Society of Industrial and Organizational Psychology (2008 – 2010)

Grant Adjudication Committee

Social Sciences and Humanities Research Council of Canada: Psychology 10B (2010)

Ad hoc Reviews

Academy of Management Journal

Applied Psychology: An International Review

Asian Journal of Criminology

Canadian Journal of Administrative Science

Current Directions in Psychological Science

Human Performance

Journal of Applied Psychology

Journal of Behavioral Decision Making

Journal of Experimental Social Psychology

Journal of Individual Differences

Journal of Occupational and Organizational Psychology

Journal of Occupational Health Psychology

Journal of Personality Assessment

Journal of Personality and Social Psychology

Journal of Research in Personality

Learning and Individual Differences

Organizational Studies

Personality Disorders: Theory, Research, and Treatment

Personality and Social Psychology Review

Psychological Assessment

Psychologie Française

Social and Personality Psychology Compass

Academy of Management Review

Assessment

Australian Journal of Management

Canadian Journal of Behavioral Science

European Journal of Personality

International Journal of Psychology

Journal of Applied Social Psychology

Journal of Business and Psychology

Journal of Cross-Cultural Psychology

Journal of Management Studies

Journal of Organizational Behavior

Journal of Personality

Journal of Personnel Psychology

Korean Journal of Psychology

Mental Health, Religion, & Culture

Personality and Individual Differences

Political Psychology

Psychological Reports

Review of General Psychology

Conference for the Society for Industrial and Organizational Psychology
Conference for the Canadian Society for Industrial and Organizational Psychology
Social Sciences and Humanities Research Council of Canada
Hungarian Scientific Research Fund
MITACS Accelerate Internship Program

BOOK

Lee, K., & Ashton, M. C. (2012). *The H factor of personality: Why some people are manipulative, self-entitled, materialistic, and exploitative—and why it matters for everyone*. Wilfrid Laurier University Press: Waterloo.

BOOK CHAPTERS

Lee, K., & Ashton, M. C. (in press). The HEXACO model of personality structure. In B. Carducci (Ed.), *The Wiley-Blackwell Encyclopedia of Personality and Individual Differences*. New York: Wiley.

Lee, K., & Ashton, M. C. (in press). The HEXACO model of personality structure. In V. Zeigler-Hill, & T. K., Shackelford (Eds.), *Encyclopedia of Personality and Individual Differences*. New York: Springer.

Ashton, M. C., Lee, K. (in press). HEXACO Personality Inventory-Revised (HEXACO-PI-R). In V. Zeigler-Hill, & T. K., Shackelford (Eds.), *Encyclopedia of Personality and Individual Differences*. New York: Springer.

Ashton, M. C., Lee, K. (2013). Personality and religiousness. In V. Saroglou (Ed.), *Religion, personality, and social behavior* (pp. 31-45). New York: Psychology Press.

Ashton M. C., & Lee K. (2008). The HEXACO model of personality structure. In G. J. Boyle, G. Matthews, & D. Saklofske (Eds.), *Handbook of personality theory and testing: Volume 2 - Personality measurement and assessment* (pp. 239-260). London: Sage.

Lee K., & Ashton M. C. (2007). Factor analysis in personality research. In R. W. Robins, R. C. Fraley, & R. Krueger (Eds.), *Handbook of Research Methods in Personality Psychology* (pp. 424-443). New York: Guilford.

JOURNAL PUBLICATIONS (Refereed)

De Vries, R. E., Hilbig, B. E., Zettler, I., Dunlop, P. D., Holtrop, D., Lee, K., & Ashton, M. C. (in press). Honest people tend to use less—not more—profanity: Comment on Feldman et al.'s (in press) Study 1. *Social Psychological and Personality Science*.

Bogaert, A. F., Ashton, M. C., & Lee, K. (in press). Sexual orientation and personality: Extension to Asexuality and the HEXACO model. *Journal of Sex Research*.

- Lee, K., & Ashton, M. C. (in press). Psychometric properties of the HEXACO-100. *Assessment*.
- Lee, K. & Ashton, M. C. (2017). Acquaintanceship and self/observer agreement in personality judgment. *Journal of Research in Personality, 70*, 1-5.
- Ashton, M. C., De Vries, R. E., & Lee, K. (2017). Trait variance and response style variance in the scales of the Personality Inventory for DSM-5 (PID-5). *Journal of Personality Assessment, 99*, 192-203.
- Ashton, M. C., & Lee, K. (2016). Age trends in HEXACO-PI-R self-reports. *Journal of Research in Personality, 64*, 102-111.
- Lee, K., Ashton, M. C., Choi, J., & Zachariassen, K. (2015). Connectedness to nature and to humanity: Their association and personality correlates. *Frontiers in Psychology, 6*, 1003.
- Ashton, M. C., Lee, K., Boies, K. (2015). One- through six-component solutions from ratings on familiar English personality-descriptive adjective. *Journal of Individual Differences, 36*, 183-189.
- Bourdage, J. S., Wiltshire, J., & Lee, K. (2015). Personality and workplace impression management: Correlates and implications. *Journal of Applied Psychology, 100*, 140-145.
- Dunlop, P. D., Lee, K., Ashton, M. C., Butcher, S. B., & Dykstra, A. (2015). Please accept my sincere and humble apologies: The HEXACO model of personality and the proclivity to apologize. *Personality and Individual Differences, 79*, 140-145.
- Ashton, M. C., Pilkington, A. C., & Lee, K. (2014). Do prosocial people prefer sweet-tasting foods? An attempted replication of Meier, Moeller, Riemer-Peltz, and Robinson (2012). *Journal of Research in Personality, 52*, 42-46.
- Lee, K., & Ashton, M. C. (2014). The dark triad, the Big Five, and the HEXACO model. *Personality and Individual Differences, 67*, 2-5.
- Ashton, M. C., Lee, K., & De Vries, R. E. (2014). The HEXACO Honesty-Humility, Agreeableness, and Emotionality factors: A review of research and theory. *Personality and Social Psychology Review, 18*, 139-152.
- Wiltshire, J., Bourdage, J. S., & Lee, K. (2014). Honesty-Humility and Perceptions of Organizational Politics in Predicting Workplace Outcomes. *Journal of Business and Psychology, 29*, 235-251.
- Ashton, M. C., Lee, K., & Visser, B. A. (2014). Further response to Hampshire et al. *Personality and Individual Differences, 60*, 18-19.
- Ashton, M. C., Lee, K., & Visser, B. A. (2014). Orthogonal factors of mental ability? A response to Hampshire et al. *Personality and Individual Differences, 60*, 13-15.

Ashton, M. C., Lee, K., & Visser, B. A. (2014). Higher-order g versus blended variable models of mental ability: Comment on Hampshire, High field, Parkin, and Owen (2012). *Personality and Individual Differences*, *60*, 3-7.

Ashton, M. C., Paunonen, S. V., & Lee, K. (2014). On the validity of narrow and broad personality traits: A response to Salgado, Moscoso, and Berges (2013). *Personality and Individual Differences*, *56*, 24-28.

Lee, K., & Ashton, M. C. (2013). Prediction of self-and observer report scores on HEXACO-60 and NEO-FFI scales. *Journal of Research in Personality*, *47*, 668-675.

Marcus, B., Ashton, M. C., & Lee, K. (2013). A note on the incremental validity of integrity tests beyond standard personality inventories for the criterion of counterproductive behaviour. *Canadian Journal of Administrative Sciences*, *30*, 18-25.

Lee, K., Ashton, M. C., Wiltshire, J., Bourdage, J. S., Visser, B. A., Gallucci, A. (2013). Sex, power, and money: Prediction from the Dark Triad and Honesty-Humility. *European Journal of Personality*, *27*, 169-184.

Ashton, M. C., Lee, K., De Vries, R. E., Hendrickse, J., & Born, M. P. (2012). The Maladaptive personality traits of the personality inventory for DSM-5 (PID-5) in relation to the HEXACO personality factors and schizotypy/dissociation. *Journal of Personality Disorders*, *26*, 641-659.

Ashton, M. C., & Lee, K. (2012). On models of personality structure. *European Journal of Personality*, *26*, 433-434.

Bourdage, J. S., Lee, K., Lee, J-H., & Shin, K-H. (2012). Motives for organizational citizenship behavior: Personality correlates and co-worker ratings of OCB. *Human Performance*, *25*, 179-200.

Lee, K., & Ashton, M. C. (2012). Getting mad and getting even: Agreeableness and Honesty-Humility as predictors of revenge intentions. *Personality and Individual Differences*, *52*, 596-600.

Ashton, M. C., & Lee, K. (2012). Oddity, schizotypy/dissociation, and personality. *Journal of Personality*, *80*, 113-134.

Markowitz, E. M., Goldberg, L. R., Ashton, M. C., & Lee, K. (2012). Personality and pro-environmental action. *Journal of Personality*, *80*, 81-111.

Gill, H., Meyer, J. P., Lee, K., Shin, K-H., & Yoon, C-Y. (2011). Affective and continuance commitment and their relations with deviant workplace behaviors in Korea. *Asia Pacific Journal of Management*, *28*, 595-607.

Oh, I-S., Lee, K., Ashton, M. C., & Reinout, R. E. (2011). Are dishonest extraverts more harmful than dishonest introverts? The interaction effects of honesty-humility and extraversion in predicting workplace deviance. *Applied Psychology: An International Review*, *60*, 496-516.

Ashton, M. C., Lee, K., Pozzebon, J. A., Visser, B. A., & Worth, N. C. (2010). Status-driven risk taking and the major dimensions of personality. *Journal of Research in Personality*, *44*, 734-737.

Ashton, M. C., & Lee, K. (2010). On the cross-language replicability of personality factors. *Journal of Research in Personality*, *44*, 436-441.

Ogunfowora, B., Bourdage, J. S., & Lee, K. (2010). Rater personality and performance dimension weighting in making overall performance judgments. *Journal of Business and Psychology*, *25*, 465-476.

Ashton, M. C., & Lee, K. (2010). Trait and source factors in HEXACO-PI-R: Self- and observer reports. *European Journal of Personality*, *24*, 278-289.

Pozzebon, J. A., Visser, B. A., Ashton, M. C., Lee, K., & Goldberg, L. R. (2010). Psychometric characteristics of a public-domain self-report measure of vocational Interests: The Oregon Vocational Interest Scales. *Journal of Personality Assessment*, *92*, 168-174.

Lee, K., Ashton, M. C., Ogunfowora, B., Bourdage, J. S., & Shin, K-H., (2010). The personality bases of socio-political attitudes: The role of Honesty-Humility and Openness to Experience. *Journal of Research in Personality*, *44*, 115-119.

Ashton, M. C., & Lee, K. (2009). An investigation of personality types within the HEXACO personality framework. *Journal of Individual Differences*, *30*, 181-187.

Lee, K., & Ashton, M. C. (2009). Re-analysis of the structure of the Greek personality lexicon. *Journal of Cross-Cultural Psychology*, *40*, 693-700.

Ashton, M. C., & Lee, K. (2009). The HEXACO-60: A short measure of the major dimensions of personality. *Journal of Personality Assessment*, *91*, 340-345.

Ashton, M. C., Lee, K., Goldberg, L. R., & de Vries, R. E. (2009). Higher-order factors of personality: Do they exist? *Personality and Social Psychology Review*, *13*, 79-91.

Lee, K., Ashton, M. C., Pozzebon, J. A., Visser, B. A., Bourdage, J. S., & Ogunfowora, B. (2009). Similarity and assumed similarity of personality reports of well-acquainted persons. *Journal of Personality and Social Psychology*, *96*, 460-472.

Ashton, M. C., & Lee, K. (2008). The prediction of honesty-humility-related criteria by the HEXACO and Five-Factor models of personality. *Journal of Research in Personality*, *42*, 1216-1228.

- Ashton, M. C., & Lee, K. (2008). The HEXACO model of personality structure and the importance of the H factor. *Social & Personality Psychology Compass*, 2/5, 1952-1962.
- Wasti, S. A., Lee, K., Ashton, M. C., & Somer, O. (2008). The Turkish personality lexicon and the HEXACO model of personality. *Journal of Cross-Cultural Psychology* 39, 665-684.
- Lee, K., & Ashton, M. C. (2008). The HEXACO personality factors in the indigenous personality lexicons of English and 11 other languages. *Journal of Personality*, 76, 1001-1053.
- Ashton, M. C., Lee, K., Visser, B. A., & Pozzebon, J. A. (2008). Phobic tendency within the Five-Factor and HEXACO models of personality structure. *Journal of Research in Personality*, 42, 734-746.
- Schmidt, J. A., & Lee, K. (2008). Voluntary retirement and organizational turnover intentions: The differential associations with work and non-work commitment constructs. *Journal of Business and Psychology*, 22, 297-309.
- De Vries, R. E., Lee, K., & Ashton, M. C. (2008). The Dutch HEXACO Personality Inventory: Psychometric properties self-other agreement and relations with psychopathy among low and high acquaintanceship dyads. *Journal of Personality Assessment*, 90, 142-151.
- Goldberg, L. R., Lee, K., & Ashton M. C. (2008). Comment on Anderson and Ones (2008). *European Journal of Personality*, 22, 151-156.
- Lee, K., Ashton, M. C., Morrison, D. L., Cordery, J., & Dunlop, P. (2008). Predicting integrity with the HEXACO personality model: Use of self- and observer reports. *Journal of Occupational and Organizational Psychology*, 81, 147-167.
- Ashton, M. C., & Lee, K. (2008). Gender-related occupational interests do not define a masculinity—femininity factor. *Journal of Individual Differences*, 29, 25-34.
- Szarota, P., Ashton, M. C., & Lee, K. (2007). Taxonomy and structure of the Polish personality lexicon. *European Journal of Personality*, 21, 823-852.
- Bourdage, J. S., Lee, K., Ashton, M. C., & Perry, A. (2007). Big Five and HEXACO model of personality correlates of sexuality. *Personality and Individual Differences*, 43, 1506-1516.
- Ashton, M. C., & Lee, K. (2007). Empirical, theoretical, and practical advantages of the HEXACO model of personality structure. *Personality and Social Psychology Review*, 11, 150-166.
- Ashton, M. C., Lee, K., & Goldberg, L. R. (2007). The IPIP-HEXACO scales: An alternative, public-domain measure of the personality constructs in the HEXACO model. *Personality and Individual Differences* 42, 1515-1526.

Marcus B., Lee, K., & Ashton, M. C. (2007). Personality dimensions explaining relationships between integrity tests and counterproductive behavior: Big Five, or one in addition? *Personnel Psychology*, *60*, 1-34.

Willness, C. R., Steel, P., & Lee, K. (2007). A meta-analysis of the antecedents and consequences of workplace sexual harassment. *Personnel Psychology*, *60*, 127-162.

Ashton, M. C., Lee, K., Marcus, B., de Vries, R. E. (2007). German lexical personality factors: Relations with the HEXACO model. *European Journal of Personality*, *21*, 23-43.

Ashton, M. C., Lee, K., de Vries, R. E., Perugini, M., Gnani, A., & Sergi, I. (2006). The HEXACO model of personality structure and indigenous lexical personality dimensions in Italian, Dutch, and English. *Journal of Research in Personality*, *40*, 851-875.

Ashton, M. C., & Lee, K. (2006). Minimally biased g-loadings crystallized and non-crystallized abilities. *Intelligence*, *34*, 469-477.

Lee, K., & Ashton, M. C. (2006). Further assessment of the HEXACO Personality Inventory: Two new facet scales and an observer report form. *Psychological Assessment*, *18*, 182-191.

Lee, K., & Ashton, M. C. (2005). Between- and within-person structures of personality: Response to Cervone (2005). *European Journal of Personality*, *19*, 447-450.

Lee, K., Ogunfowora, B., & Ashton, M. C. (2005). Personality traits beyond the Big Five: Are they within the HEXACO space? *Journal of Personality*, *73*, 1437-1463.

Ashton, M. C., & Lee, K. (2005). Honesty-humility, the Big Five and the Five-Factor model. *Journal of Personality*, *73*, 1321-1353.

Ashton, M. C., Lee, K., & Vernon, P. A. (2005). Both G_f and G_c are valid intelligence factors: Commentary on Robinson (2005). *Personality and Individual Differences*, *39*, 999-1004.

Ashton, M. C., & Lee, K. (2005). Problems with the method of correlated vectors. *Intelligence*, *33*, 431-444.

Ashton, M. C., & Lee, K. (2005). The lexical approach to the study of personality structure: Toward the identification of cross-culturally replicable dimensions of personality variation *Journal of Personality Disorder*, *19*, 303-308.

Lee, K., Ashton, M. C., & de Vries, R. E. (2005). Predicting workplace delinquency and integrity with the HEXACO and Five-Factor Models of personality structure. *Human Performance*, *18*, 179-197.

Lee, K., & Ashton, M. C. (2005). Psychopathy, machiavellianism, and narcissism in the Five-Factor model and the HEXACO model of personality structure. *Personality and Individual Differences*, *38*, 1571-1582.

Ashton, M. C., & Lee, K. (2005). A defence of the lexical approach to the study of personality structure. *European Journal of Personality, 19*, 5-24.

Lee, K., Ashton, M. C., & Shin, K. -H. (2005). Personality correlates of workplace anti-social behavior. *Applied Psychology: An International Review, 54*, 81-98.

Boies, K., Yoo, T. -Y., Ebacher, A., Lee, K., & Ashton, M. C. (2004). Psychometric properties of scores on French and Korean versions of the HEXACO Personality Inventory. *Educational and Psychological Measurement, 64*, 992-1006

Ashton, M. C., Lee, K., & Goldberg, L. R. (2004). A hierarchical analysis of 1,710 English - ersonality-descriptive adjectives. *Journal of Personality and Social Psychology, 87*, 707-721.

Lee, K. & Ashton, M. C. (2004). Psychometric properties of the HEXACO personality inventory. *Multivariate Behavioral Research, 39*, 329-358.

Ashton, M. C., Lee, K., Perugini, M., Szarota, P., De Vries, R. E., Di Blas, L., Boies, K., & de Raad, B. (2004). A six-factor structure of personality-descriptive adjectives: solutions from psycholexical studies in seven languages. *Journal of Personality and Social Psychology, 86*, 356-366.

Dunlop, P. D., & Lee, K. (2004). Workplace deviance, organizational citizenship behavior and unit performance: The bad apples do spoil the whole barrel. *Journal of Organizational Behavior, 25*, 67-80.

Lee, K., Gizzarone, M., & Ashton, M. C. (2003). Personality and the likelihood to sexually harass. *Sex Roles, 49*, 59-69.

Ashton, M. C., Lee, K., & Paunonen, S. V. (2002). What is the central feature of extraversion? Social attention versus reward sensitivity. *Journal of Personality and Social Psychology, 83*, 245-252.

Ashton, M. C., & Lee, K. (2002). Six independent factors of personality variation: A Response to Saucier. *European Journal of Personality, 16*, 63-75.

Lee, K., & Allen, N. J. (2002). Organizational citizenship behavior and workplace deviance: The role of affect and cognitions. *Journal of Applied Psychology, 87*, 131-142.

Ashton, M. C., & Lee, K. (2001). A theoretical basis for the major dimensions of personality. *European Journal of Personality, 15*, 327-353.

Boies, K., Lee, K., Ashton, M. C., Pascal, S., & Nicol, A. M. (2001). The structure of the French personality lexicon. *European Journal of Personality, 15*, 277-295.

Lee, K., Allen, N. J., Meyer, J. P., & Rhee, K. -Y. (2001). The three-component model of organizational commitment: An application to South Korea. *Applied Psychology: An International Review*, 50, 596-614.

Ashton, M. C., Lee, K., & Vernon, P. A. (2001). Which is the real intelligence? A reply to Robinson (1999). *Personality and Individual Differences*, 30, 1353-1359.

Lee, K., Carswell, J. J. & Allen, N. J. (2000). A meta-analytic review of occupational commitment: Relations with person and work-related variables. *Journal of Applied Psychology*, 85, 799-811.

Ashton, M.C., Lee, K., & Son, C. (2000). Honesty as the sixth factor of personality: Correlations with Machiavellianism, Primary Psychopathy, and Social Adroitness. *European Journal of Personality*, 14, 359-368.

Ashton, M. C., Lee, K., Vernon, P. A., & Jang, K. L. (2000). Fluid intelligence, crystallized intelligence, and the openness/intellect factor. *Journal of Research in Personality*, 34, 198-207.

Lee, K., Ashton, M. C., Hong, S., & Park, K. B. (2000). Psychometric properties of the Nonverbal Personality Questionnaire in Korea. *Educational and Psychological Measurement*, 60, 131-141.

Hahn, D. -W., Lee, K., & Ashton, M. C. (1999). A factor analysis of the most frequently used Korean personality trait adjectives. *European Journal of Personality*, 13, 261-282.

[In Non-English Journals (Refereed)]

De Vries, R. E., Ashton, M. C., & Lee, K. (2009). The six most important personality dimensions and the HEXACO Personality Inventory. *Gedrag & Organisatie*, 22, 232-274.

Yoo, T -Y., Lee, K., & Ashton, M. C. (2004). Psychometric properties of the Korean version of the HEXACO Personality Inventory. *Korean Journal of Social and Personality Psychology*.

Lee, K., Yoo, T -Y. & Ashton, M. C. (2003). A new six-dimensional model of personality structure: Implications for industrial and organizational psychology. *Korean Journal of Industrial and Organizational Psychology*, 16, 89-105.

Rhee, K. Y., Lee, K., Allen, N. J., Cho, Y. S. (1998). A comparative study on the commitment of health managers: Industrial health nurse and industrial hygienist. *Korean Journal of Occupational Health Nursing*, 7, 65-82.

Park, J. S., Paek, D., Lee, K., Rhee, K. Y., & Yi, K. H. (1994). Shift work and sickness absence in Korean manufacturing industry. *Korean Journal of Preventive Medicine*, 27, 475-486.

REFEREED PROCEEDINGS

Lee, K., & Allen, N. J. (1999). Self- and peer ratings disagreement in organizational citizenship behaviours: A structural equation approach. *Proceedings of Administrative Sciences Association of Canada, 20*, 90-99.

BOOK REVIEWS

Ashton, M. C., & Lee, K. (2003). Personality meets Industrial/Organizational Psychology. *Contemporary Psychology: APA Review of Books, 48*, 663-665.

NON-REFEREED PUBLICATIONS

Lee, K., & Ashton, M. C. (2003). A new perspective on personality structure. *The Canadian Industrial and Organizational Psychologist, 19*, 14-16.

PRESENTATIONS TO ACADEMIC MEETINGS (Refereed)

Julian, A., Lee, K., Ashton, M. (2017, July). *Examining brief six-factor measures of personality*. Poster to be presented at the 18th Conference of the International Society for the Study of Individual Differences, Warsaw, Poland.

Wiltshire, J., & Lee, K. (2017, May). *Towards the dark side of political skill*. Presented in the symposium “*The HEXACO model of personality at work: New insights and research findings*” at the 18th European Association for Work and Organizational Psychology Congress, Dublin, Ireland.

Amistad, C., & Lee, K. (2017, April). *Personality and union attitudes: Sociopolitical attitudes as a mediator*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando.

Julian, A., & Choi, J., & Lee, K. (2016). *HEXACO Traits and Perceptions of Politics as Predictors of Revenge*. Poster presented at the 31st Annual Society of Industrial Organizational Psychology Conference, Anaheim, CA.

Lee, K., & Ashton, M. C. (2016). *The acquaintanceship effect on self/observer agreement, similarity, and assumed similarity in personality*. Paper presented at 2nd World Conference on Personality, Rio de Janeiro, Brazil.

Wiltshire, J. Bourdage, J. Lee, K., & Nguyen, B. (2015, June). *Industrial-organizational research as a tool to face organizational challenges*. Paper presented at 76th CPA annual convention, Ottawa.

Choi, J., & Lee, K. (2015, May). *When a Preference for Dominating Others Affects Workplace Attitudes and Behaviours: A Social Dominance Theory Perspective*. Paper presented at the 17th EAWOP congress, Oslo, Norway.

Lee, K., & Ashton, M. C. (2015, April). *The HEXACO model of personality: An overview and issues*. Paper presented at the 30th Annual Convention of the Society of Industrial and Organizational Psychology, Houston, Texas

Wiltshire, J., Bourdage, J.S., Lee, K., & Nguyen, B. (2014, June). *Rapport building in the interview: Applicant reactions and impression management*. Paper presented at the 14th Annual Conference of the European Academy of Management.

Pilkington, A. C., Ashton, M. C., & Lee, K. (2013, June). *An examination of the relationship between taste preference and personality*. Poster presented at the 74th Annual Convention of the Canadian Psychological Association, Quebec City.

Wiltshire, J., Tkachuk, M., & Lee, K. (2013, June). *Grasmick et al.'s (1993) scale of self-control and the HEXACO personality inventory: How do they compare?* Poster presentation at the 74th Annual Canadian Psychological Association Conference, Quebec City, Quebec, Canada, June 13-15, 2013.

Lukacik, E., Bourdage, J.S., & Lee, K. (2013, June). *Attraction to organizations and the HEXACO personality model*. Presented at the 74th Annual Convention of the Canadian Psychological Association, Quebec City, Canada.

Bourdage, J.S., & Lee, K. (2013, April). *An investigation of personality, impression management, and interview performance*. Presented at the 28th Annual Convention of the Society of Industrial and Organizational Psychology, Houston, Texas.

Wiltshire, J., Lee, K., & Bourdage, J.S. (2012, April). *Honesty-Humility and perceptions of organizational politics in predicting workplace outcomes*. Presented for presentation at the 27th Annual Convention of the Society of Industrial and Organizational Psychology, San Diego, California.

Bourdage, J.S., Lee, K., Wiltshire, J., & Ogunfowora, B. (2011, May). *Good soldiers versus good actors: Investigating the personality correlates of OCB motives*. Poster presented at the 15th European Congress of Work and Organizational Psychology in Maastricht, The Netherlands.

Wiltshire, J., Lee, K., Bourdage, J.S., & Ogunfowora, B. (2011, May). *Exploring potential moderators of the relationship between perceptions of organizational politics and its outcomes*. Poster presentation at the 15th Annual European Association of Work and Organizational Psychology Congress Maastricht, The Netherlands.

Bourdage, J.S., Lee, K., Wiltshire, J., & Ogunfowora, B. (2011, April). *Liar Liar? Self-coworker correlations in personality and impression management*. Poster presented at the 26th Annual Convention of the Society of Industrial and Organizational Psychology in Chicago, Illinois.

Rose, K., Carleton, R. N., Smith, H., Lee, K., & Ashton, M. (2011, March). *Recent advances in understanding normal personality variation in relation to challenges faced by military veterans with PTSD*. Paper presented at the 31st Annual Meeting of the Anxiety Disorders Association of America. New Orleans, Louisiana.

Bourdage, J. S., Lee, K., & Ogunfowora, B. (2009, April). *Antecedents and consequences of impression management: A field study*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. New Orleans, Louisiana.

Bourdage, J. S., Lee, J-H., Lee K., & Shin, K-H. (2009, April). *Good soldiers versus good actors: An investigation of OCB motives*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. New Orleans, Louisiana.

Reinout, R. E., Ashton, M. C., & Lee, K. (2008, April). *Egoism, sensation seeking, and the HEXACO model of personality*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Bourdage, J. S., Lee, K., & Ashton, M. C. (2008, April). *Personality correlates of impression management tactic use*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Oh, I., Lee, K., & Ashton, M. C. (2008, April). *The interaction effects of extraversion and honesty-humility on workplace deviance*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Lee, K. (2007, August). *The HEXACO Personality Inventory in Industrial and Organizational Psychological Research*. Paper presented at the conference of the Korean Psychological Association. Kyungju, Korea.

Bourdage, J. S., Lee, K., & Perry, A. (2007, June). *Big Five and HEXACO personality correlates of sexuality*. Poster presented at the 68th Annual Convention of the Canadian Psychological Association, Ottawa, Ontario.

De Vries, R. E., Ashton, M. C., Lee, K. (2006, July). *The main communication style dimensions and their relationships with personality*. Paper presented at the European Conference on Personality, Athens, Greece.

Lee, K. & Ashton, M. C. (2006, July). *The HEXACO Personality Inventory in research*. Paper presented at the European Conference on Personality, Athens, Greece.

Ashton, M. C., Lee, K. et al., (2006, July). *The Lexical studies of Personality Structure*. Paper presented at the European Conference on Personality, Athens, Greece.

Ashton, M. C., & Lee, K. (2006, May). *The major dimensions of personality: Cross-cultural evidence based on the lexical approach*. Paper presented at the 159th annual meeting of the American Psychiatric Association, Toronto, ON.

Schmidt, J. A., & Lee, K. (2006, May). *Effects of commitment attitudes on retirement and turnover intentions*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Lee, K., Ashton, M. C., Morrison, D. L., Cordery, J., & Dunlop, P. D. (2006, May). *An overview of the HEXACO model of personality structure and the HEXACO Personality Inventory*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Marcus, B., Lee, K., & Ashton, M. C. (2006, May). *Explaining the relationship between integrity tests and counterproductive behavior using the HEXACO model of personality*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Willness, C., & Lee, K. (2005, April). *Meta-analysis of the antecedents and consequences of occupational sexual harassment*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Lee, K., Yoo, T.-Y., & Ashton, M. C. (2004, August). *Psychometric properties of the Korean version of the HEXACO Personality Inventory*. Paper presented at the annual meeting of the Korean Psychological Association, Pusan, South Korea.

Ashton, M. C., & Lee, K. (2004, July). *Honesty-humility and the Five-Factor Model of personality structure*. Paper presented at the 12th European Conference on Personality, Groningen, The Netherlands.

Lee, K., Ashton, M. C., de Vries, R. E., Perugini, M., Goldberg, L. R., Gnisci, A., Sergi, I., (2004, July). *Comparing [personality factors from lexical studies in Dutch, Italian, and English]*. Paper presented at the 12th European Conference on Personality, Groningen, The Netherlands.

Ashton, M. C., & Lee, K. (2004, July). *Integrity tests and personality: The honesty-humility factor as the missing link*. Paper presented at the 12th European Conference on Personality, Groningen, The Netherlands.

Lee, K., & Ashton, M. C. (2004, July). *Psychopathy, machiavellianism, and narcissism in the HEXACO and Five-Factor Models of personality structure*. Paper presented at the 12th European Conference on Personality, Groningen, The Netherlands.

Gill, H., Shin, K-H., Lee, K., Meyer, J. P., & Yoon, C-Y. (2004, June). *Investigating organizational citizenship behaviour and deviant work behaviour as consequences of organizational commitment*. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Quebec City, Quebec, Canada.

Lee, K., & Ashton, M. C. (2004, April). *Task-related conscience and moral conscience: They are two different factors*. Paper to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Dunlop, P. D., & Lee, K. (2004, April). *Organizational citizenship and workplace deviant behavior: Are they distinct?* Paper to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lee, K., Yoo, T. -Y., & Ashton, M. C. (2003, August). *A new perspective on personality structure: A six-dimensional view.* Paper presented at the annual meeting of the Korean Psychological Association, Seoul, South Korea.
- Lee, K., Ashton, M. C., & De Vries, R. (2003, August). *Predicting workplace delinquency using personality: Findings from three countries.* Paper presented at the annual meeting of Academy of Management, Seattle, Washington.
- Carroll, S. A., Lee, K., Day, A. L., & Piasentin, K. A. (2003, June). *Influence of supervisor personality on employee well-being and strain outcomes.* Paper presented at the 64th annual meeting of the Canadian Psychological Association, Hamilton, Ontario.
- Dunlop, P. D., & Lee, K. (2003, April). *Workplace deviance, organizational citizenship behavior and team performance.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ashton, M. C., & Lee, K. (2002, July). *Personality and social responsibility.* Paper presented at the 11th European Conference on Personality, Jena, Germany.
- Lee, K., Gizzarone, M., & Ashton, M. C. (2002, April). *Personality and the likelihood to sexually harass.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada.
- Boies, K., Lee, K., & Ashton, M. C. (2001, August). *The replicability of French-language personality factors in the English language.* Paper presented at the annual meeting of the Canadian Psychological Association, Ste-Foy, QC, Canada.
- Lee, K., Ashton, M. C., & Shin, K. H. (2001, August). *Personality correlates of workplace anti-social behaviors.* Paper presented at the annual meeting of Academy of Management. Washington, D.C.
- Boies, K., Lee, K., Ashton, M. C., Pascal, S., & Nicol, A. M. (2000). *The structure of the French personality lexicon.* Paper presented at the conference of the American Psychological Society. Miami, Florida.
- Lee, K., & Allen, N. J. (2000, April). *Job affect, organizational citizenship behavior, and workplace deviance.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. New Orleans, Louisiana.

Lee, K., Carswell, J. & Allen, N. J. (1999, April). *A meta-analytic review of occupational commitment*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Atlanta, Georgia.

Lee, K., Allen, N. J., Meyer, J. P., & Rhee, K. Y. (1999, April). *Cross-cultural generalizability of the three-component model of organizational commitment*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Atlanta, Georgia.

Nolan, J., Lee, K., & Allen, N. J. (1997, April). *Work group heterogeneity, performance, and turnover: Some meta-analytic findings*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. St. Louis, MO.

UNPUBLISHED MANUSCRIPTS

Lee, K. (2000). *Job affect as a predictor of organizational citizenship behaviour and workplace deviance*. Unpublished doctoral dissertation, The University of Western Ontario, London, Ontario, Canada.

Lee, K. (1992). *A study of affective, continuance, and normative commitment to the organization*. Unpublished master's thesis, Sungkyunkwan University, Seoul, Korea. (In Korean).

TEACHING EXPERIENCE

Undergraduate Courses

Personality (Dep. of Psychology, University of Calgary)

Personnel Psychology (Dep. of Psychology, University of Calgary)

Psychometrics (Dep. of Psychology, University of Calgary)

Test and Individual Differences (Dep. Of Psychology, University of Calgary)

Human Resource Management (Dep. of Organizational Studies, University of Western Australia)

Social and Organizational Psychology (Dep. of Psychology, University of Western Australia)

Seminars in Organizational Psychology (Dep. of Psychology, University of Western Australia)

Seminars in Personality Psychology (Dep. of Psychology, University of Western Australia)

Organizational Behavior (Dep. of Psychology, University of Western Ontario)

Graduate Courses

Attitudes at work and work behaviors (Dep. of Psychology, University of Calgary)

Personality and work behaviors (Dep. of Psychology, University of Calgary)

Selection and Assessment (Dep. of Psychology, University of Western Australia)

Research Method in Organizational Psychology (Dep. of Psychology, University of Western Australia)

SUPERVISION

Honours Degree

Patrick D. Dunlop, Workplace deviance, organizational citizenship behavior, and team performance: The bad apples do spoil the whole barrel. Department of Psychology, The University of Western Australia, 2001.

Katherine A. Simpson, Detecting faking on personality measures in personnel selection: The need for change. Department of Psychology, The University of Western Australia, 2001.

Marie A. Gizzarone, The relationship between broad-personality traits and the likelihood to sexually harass. Department of Psychology, The University of Western Australia, 2001.

Babatunde Ogunfowora, Personality traits beyond the Big Five: Are they within the HEXACO space? The University of Calgary, 2004.

Carol Fung, Psychometric properties of the Chinese version of the HEXACO Personality Inventory, The University of Calgary, 2004.

Joshua Bourdage, The HEXACO model and sexuality, The University of Calgary, 2006.

Alissa Perry, Empathic Quotient and Systemizing Quotients, The University of Calgary, 2006.

Melody Tsang, Psychometric properties of the Chinese version of the HEXACO Personality Inventory- Revised (HEXACO-PI-R). University of Calgary, 2008.

Sara Hakimi, Marital satisfaction: The role of self and spouse personality characteristics. University of Calgary, 2009.

Alissa Gallucci, Conspicuous consumption and the HEXACO model of Personality, University of Calgary, 2010.

Eden-Raye Lukacik, Attraction to Organizations and the HEXACO Personality Model, University of Calgary, 2011.

Kayla Zachariassen, Environmentalism in the HEXACO model of personality, University of Calgary, 2012.

Amy Dystra, Personality and proclivities to apologize. University of Calgary, 2013.

Shannon St. Pierre, Alternative measures of the HEXACO model of personality, University of Calgary, 2013.

Jared Dembicki, Conspiracy beliefs and individual differences, University of Calgary, 2014.

Tessa Neilson, Gambling, buying, and HEXACO personality, University of Calgary, 2014.

Master's Degree

Yong Heng Lee, Do employee from different cultures interpret workplace deviance measures in an equivalent way? Department of Psychology, The University of Western Australia, 2001

Timothy Conversi, An examination of the Accident Risk Management Profile: Construct explication and predictive validation. Department of Psychology, The University of Western Australia, 2001

Joseph A. Schmidt, Voluntary retirement and organizational turnover intentions: The differential associations with work and non-work commitment constructs, University of Calgary, 2005

Chelsea Willness, Hostile environment indeed: A meta-analysis of the antecedents and consequences of workplace sexual harassment University of Calgary, 2005

Jennifer E. Nicol, The utility of self-labeling in the psychological and organizational outcomes of workplace bullying in a Canadian student sample, University of Calgary, 2006

Joshua S. Bourdage. Good citizens versus good actors: Exploring the motivational pathways of organizational citizenship behavior. University of Calgary, 2008.

Brenda Nguyen, Self-coworker agreement in personality. University of Calgary, 2010.

Jocelyn Wiltshire, Honesty-Humility and perceptions of organizational politics. University of Calgary, 2011.

Luyao Xie (Co-supervision with Dr. Tom O'Neill), Relationships between core self-evaluation, perception of group potency, and job performance: The critical role of individual cultural orientations. University of Calgary, 2013.

Julie Choi, Development and validation of the workplace social dominance orientation scale. University of Calgary, 2014.

Amanda Julian, HEXACO traits and perceptions of politics as predictors of revenge. University of Calgary, 2015.

Caitlin Comeau, Workplace humour style. University of Calgary, 2016.

Ph. D. Degree

Sarah Carroll, Examining dishonesty in the job application process: Relationships with social desirability personality and deviant behaviour. University of Calgary, 2007.

Joseph A. Schmidt, Personality group context and performance. University of Calgary, 2008.

Babatunde Ogunfowora, The consequences of ethical leadership. University of Calgary, 2009.

Joshua S. Bourdage, Impression management Impression Management in the Interview, University of Calgary, 2012.

Jocelyn Wiltshire, Dark Political Skills, University of Calgary, 2016

Current Graduate Students

Julie Choi (Ph.D.)

Amada Julian (Ph.D.)

Clark Amistad (MSc.)

Tessa Neilson (MSc.)

UNIVERSITY SERVICE

Psychology Department

Psychology Graduate Program Director (2013 - 2015)

Member, Graduate Committee (2006 – 2013, 2016 – present)

Member, Departmental Ethics Committee (2006 – 2008)

I/O Program Representative (2006 - 2008)

Member, Ad hoc Committee on Department Structure Review (2008)

Chair, Ad hoc Search Committee for Industrial and Organizational Psychology (2010)

Member, Ad hoc Search Committee for the Haskayne School of Business (2010, 2012, 2013)

Chair, Ad hoc Search Committee for Social Psychology Psychology (2015)

Member, PRC (2011-2015)

Faculty of Social Sciences

Member, Staff Affair Committee (2003 - 2005)

Member, The U of C SSHRC Prep Grants adjudication committee (2011)

Faculty of Graduate Studies

Member, Award Oversight Committee (2014 – 2015)

Member, Graduate Scholarship Committee (2009-2012)

INVITED TALKS

University of Copenhagen, Copenhagen, Denmark
Temple University, Philadelphia, US
Singapore Management University, Singapore
Renmin University of China, Beijing, China
Korean Occupational Safety and Health Administration, Ulsan, Korea
Wilfrid Laurier University, Canada
University of Western Australia, Perth, Australia
University of Calgary, Canada
Sung Kyun Kwan University, Seoul, Korea
Kwangwoon University, Seoul, Korea
Chungnam National University, Yuseong, Korea
Ajou University, Suwon, Korea
Daegu University, Daegu, Korea

AFFILIATIONS

Member, Canadian Psychological Association
Member, Association for Research in Personality
Member, Society for Industrial and Organizational Psychology