

JULIA LEVASHINA

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College of Business Administration
Kent State University
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RESEARCH INTERESTS

Areas of research interests include selection, structured employment interviews, intentional response distortions in employment interviews, on biodata, and personality measures, strategic human resource management, and international human resource management.

EDUCATION

- Ph.D. Purdue University.
Major: Organizational Behavior and Human Resource Management.
- Diplom M.V. Lomonosov Moscow State University (Ulyanovsk).
Diploma with Honors. Majors: Sociology and Social Psychology.

PROFESSIONAL EXPERIENCE

- 2014-present Associate Professor, College of Business Administration, Kent State University, Kent, Ohio, USA
- 2008-2014 Assistant Professor, College of Business Administration, Kent State University, Kent, Ohio, USA
- 2005-2008 Assistant Professor, School of Business, Indiana University Kokomo, Kokomo, Indiana, USA
- 2000-2005 Graduate Assistant, Krannert School of Management, Purdue University, West Lafayette, Indiana, USA

PUBLICATIONS

1. Roulin, N. & Levashina, J. (2019). LinkedIn as a new selection method: Psychometric properties and assessment approach. *Personnel Psychology*, 72, 187-211.
2. Bourdage, J. S., Roulin, N., & Levashina, J. (2017). Editorial: Impression management and faking in job interviews. *Frontiers in Psychology*, special issue on *Impression Management and Faking in Job Interviews*, 8, 1294.
3. Levashina, J., Peck, J. A., & Ficht, L. (2017). Don't select until you check: Expected background checking practices. *Employee Responsibilities and Rights Journal*, 29, 127-148.
4. Peck, J. A., & Levashina, J. (2017). Impression management and interview and job performance ratings: Meta-analysis of research design with tactics in mind. *Frontiers in Psychology*, special issue on *Impression Management and Faking in Job Interviews*, 8, 201.
5. Roulin, N., Bangerter, A., & Levashina, J. (2015). Honest and deceptive impression management in the employment interview: Can it be detected and how does it impact evaluations? *Personnel Psychology*, 68, 395-444.
 - *Personnel Psychology* 2015 Best Article Award Finalist, Summer 2017 (<https://onlinelibrary.wiley.com/doi/10.1111/peps.12244>).

6. Levashina, J., Weekley, J. A., Roulin, N., & Hauck, E. (2014). Blatant extreme responding in high-stakes selection. *International Journal of Selection and Assessment*, 22, 371-383.
7. Levashina, J., Hartwell, C. J., Morgeson, F. P., & Campion, M. A. (2014). The structured employment interview: Narrative and quantitative review of the research literature. *Personnel Psychology*, 67, 241-293.
8. Posthuma, R. A., Levashina, J., Lievens, F., Schollaert, E., Tsai, W., Wagstaff, M. F., & Campion, M. A. (2014). Comparing employment interviews in Latin America with other countries. *Journal of Business Research*, 67, 943-952.
9. Roulin, N., Bangerter, A., Levashina, J. (2014). Interviewers' perceptions of impression management in employment interviews. *Journal of Managerial Psychology*, 29(2), 141-163.
 - One of the most cited articles in the Emerald Publishing's *HR, Learning and Organizational Studies* zone (2017) (<http://www.emeraldgrouppublishing.com/promo/hrm.htm>).
10. Hogue, M., Levashina, J., & Hang, H. (2013). Will I fake it? The interplay of gender, Machiavellianism, and self-monitoring on strategies for honesty in job interviews. *Journal of Business Ethics*, 117, 399-411.
11. Levashina, J., Morgeson, F. P., & Campion, M. A. (2012). Tell me some more: Exploring how item verifiability and cognitive ability influence responses to biodata questions in a high-stakes selection context. *Personnel Psychology*, 65, 359-383.
12. Ficht, L. S., & Levashina, J. (2011). When lying, cheating and stealing isn't necessarily illegal: The need to adopt a commercial fraud standard in employment law cases. *Southern Law Journal*, 21, 289-307.
13. Levashina, J., Morgeson, F. P., & Campion, M. A. (2009). They don't do it often, but they do it well: Exploring the relationship between applicant mental abilities and faking. *International Journal of Selection and Assessment*, 17, 271-281.
14. Levashina, J., & Campion, M. (2009). Expected practices in background checking: Review of human resource management literature. *Employee Responsibilities and Rights Journal*, 21, 231-249.
15. Morgeson, F. P., Campion, M. A., & Levashina, J. (2009). Why don't you just show me? Performance interviews for skill-based promotions. *International Journal of Selection and Assessment*, 17, 203-218.
16. Levashina, J. & Campion, M. (2007). Measuring faking in the employment interview: Development and validation of an interview faking behavior scale. *Journal of Applied Psychology*, 92, 1638-1656.
 - The Interview Faking Behavior scale has been translated into several languages (e., Chinese, Swiss, Lithuanian).
17. Levashina, J. & Campion, M. A. (2006). A model of faking likelihood in the employment interview. *International Journal of Selection and Assessment*, 14, 299-316.
 - Journal ranking: *A Journal*;
 - *IF*: .83.
 - Ranked as a number 1 on the Most Read Articles rating (March, 2008).
18. Levashina, J. & Campion, M. A. (2003). Faking in the employment interview. In D. H. Nagao (Ed.), *Best Papers Proceedings of the Sixty-third Annual Meeting of the Academy of Management*.

BOOK CHAPTERS

1. Levashina, J. (2018). Evaluating deceptive impression management for personnel selection and job performance. In R. Rogers & S. D. Bender (Eds.). *Clinical Assessment of Malingering and Deception*. (4th Edition, pp. 530-551). New York, NY: The Guilford Press.
2. Roulin, N., & Levashina, J. (2016). Impression management and social media profiles. In R. Landers & G. Schmidt (Eds). *Social Media in Employee Selection and Recruitment: Theory, Practice, and Current Challenges* (pp. 223-248). Switzerland: Springer.
3. Schields, B., & Levashina, J. (2016). Comparing the social media in the United State and BRIC nations, and the challenges faced in international selection. In R. Landers & G. Schmidt (Eds). *Social Media in Employee Selection and Recruitment: Theory, Practice, and Current Challenges* (pp. 157-174). Switzerland: Springer.

CHAIR OR DISCUSSANT IN CONFERENCE SESSIONS

1. Levashina, J. (2017, April). Discussant. In C. DuBois (Chair). Conceptual Foundations of Personality Assessment in Organizations: “Useful” to “Optimal.” Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
 - Included into HR recertification credits for individuals with PHR, SPHR, and GPHR certifications.
2. Levashina, J. (2016, April). Chair. Asking the right questions: Investigations of structured interview questions. Symposium presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
 - Included into HR recertification credits for individuals with PHR, SPHR, and GPHR certifications.
3. Levashina, J. (2016, April). Panel discussant in A. Gammon (Chair). Deceiving prospective employers: Across selection methods and in cross-cultural contexts. Panel Discussion presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
4. Levashina, J. (2015, April). Discussant In N. Roulin & J. S. Bourdage (Co-chairs). Recent developments in interview impression management and faking research. Symposium presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania.
5. Levashina, J. (2014, June). The Session Chair. Reexamining traditional HRM practices. *The First International Conference of the HR Division*, Beijing, China.
6. Levashina, J. (2014, May). Chair. How to develop valid interview questions and anchored rating scales. Panel Discussion presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
7. Champion, M. A., & Levashina, J. (2013, April). Co-chairs. How to probe successfully to reduce faking in employment interviews. Panel Discussion presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
8. Levashina, J. & Roulin, N. (2012, April). Co-chairs. New trends on impression management, faking, and deception in interviews. Symposium presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
9. Levashina, J., & Champion, M. A. (2008, April). Co-chairs. That can't be true! Detecting faking using bogus items. Symposium presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

10. Campion, M. A., & Levashina, J. (2006, May). Co-chairs. Impression management and faking in the employment interview. Symposium presented at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.

CONFERENCE PRESENTATIONS

1. Levashina, J. & Roulin, N. (2019). The impact of normative feedback on the psychometric properties of the LinkedIn assessment. In I. Gioaba (Chair). Social media use in personnel selection: New perspectives and directions. Symposium presentation at the *19th Annual Congress of the European Association for Work & Organizational Psychology*, Turin, Italy.
2. Levashina, J. & Roulin, N. (2019). The impact of probing on faking, fairness, and applicant evaluation in interviews. Paper presentation at the *34nd Annual Conference of the Society for Industrial and Organizational Psychology*, National Harbor, MD.
3. Phillips, L. G., Levashina, J., & Shahani-Denning, C. (2019). Winning employment misrepresentation case. Paper presentation at the *34nd Annual Conference of the Society for Industrial and Organizational Psychology*, National Harbor, MD.
4. Levashina, J. (2018, April). High performance work practices in Russia. In B. J. Ruggenberg, A. A. Fink, & R. A. Posthuma. (Co-Chairs). SIOP Select: High performance work practices across the globe. Symposium presentation at the *33rd Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
5. Roulin, N., & Levashina, J. (2017, May). Examining the use of LinkedIn as a personnel selection instrument. In I. Nikolaou (Chair). European Network of Selection Researchers (ENESER) Symposium: Recruitment in the Digital Era. Symposium presentation at the *18th Annual Conference of the European Association of Work and Organizational Psychology (EAWOP)*, Dublin, Ireland.
6. Roulin, N., & Levashina, J. (2017, April). Should we use LinkedIn as a selection tool? Paper presentation at the *32nd Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.
7. Peck, J., & Levashina, J. (2017, April). Impression management in interviews: Research design with tactics in mind. Paper presentation at the *32nd Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.
8. Posthuma, R. et al. (2017, April). Development and validation of a cross-national measure of high performance work practices. Paper presentation at the *32nd Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.
9. Levashina, J., Campion, M. A., Roulin, N. (2016, April). Tell me more: Using probing in situational and past-behavioral interviews. In J. Levashina (Chair). Asking the right questions: Investigations of structured interview questions. Symposium presentation at the *31st Annual Conference of the Society for Industrial and Organizational Psychology*, Anaheim, CA.
10. Levashina, J., & Peck, J. (2016, April). Don't select until you check: Expected background checking practices. Paper presentation at the *31st Annual Conference of the Society for Industrial and Organizational Psychology*, Anaheim, CA.
11. Levashina, J., & Zyrianov, Y. (2014, June). Current background checking practices: Do the U.S. companies perform expected background checking practices? Paper presentation at the *First International Conference of the HR Division*, Beijing, China.
12. Roulin, N., Levashina, J., Weekley, J. A., & Hauck, E. (2014, May). Using blatant extreme responding for detecting faking in high-stakes selection: Construct validity, relationship with general mental ability, and sub-group differences. Paper presentation at the 28th

- Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu, Hawaii.
13. Ficht, L., & Levashina, J. (2014). Employment at will v. social media: Winner still unknown. In Landers, R. N., & Schmidt, G. B. (Co-chairs). *Social media in selection: validity, applicant reactions, and legality*. Symposium presentation at the 28th *Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu, Hawaii.
 - Included into HR recertification credits for individuals with PHR, SPHR, and GPHR certifications
 14. Posthuma, R. A., & Levashina, J. (2013, October). Interviews in Russia and U.S. assessing transformational leadership potential: Challenges and opportunities. Paper presented at the *1st Conference for Leadership in Russia & Global Context*, Moscow, Russia.
 15. Levashina, J., Hartwell, C. J., Morgeson, F. P., & Campion, M. A. (2013, April). Probing in structured interviews: Review of recent research. In Campion, M. A., & Levashina, J. Co-chairs. *How to probe successfully to reduce faking in employment interviews*. Panel Discussion presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, Houston, TX.
 16. Roulin, N., Bangerter, A., Levashina, J. (2013, April). Honest and deceptive impression management detection and interview question type. Paper presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, Houston, TX.
 17. Levashina, J., Roulin, N., & Campion, M. A. (2012, April). Interviewers' perceptions of non-verbal, honest, and deceptive impression management. Paper presentation at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
 18. Levashina, J., Hartwell, C. J., Morgeson, F. P., & Campion, M. A. (2012, April). Impression management in structured interviews: Review of research and meta-analysis. In J. Levashina & N. Roulin (Co-chairs). *New trends on impression management, faking, and deception in interviews*. Symposium presentation at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
 19. Levashina, J., Hartwell, C. J., Morgeson, F. P., & Campion, M. A. (2012, April). Reducing bias through structure: A literature review. In K. G. Melchers & M. Kleinmann (Co-chairs). *A social interaction at its core: Relevant issues in selection interviews*. Symposium presentation at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
 20. Hartwell, C. J., Levashina, J., Morgeson, F. P., & Campion, M. A. (2012, April). Deconstructing structured interviews: Content analysis of recent research on structure. Paper presentation at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
 21. Hauck, E., Levashina, J., Weekly, J. (2012, April). Blatant extreme responding and unlikely virtue endorsement in high-stakes selection. Paper presentation at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
 22. Roulin, N., Levashina, J., & Bangerter, A. (2012, April). Can interviewers detect and discount honest and deceptive applicant IM? In J. Levashina & N. Roulin (Co-chairs). *New trends on impression management, faking, and deception in interviews*. Symposium presentation at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
 23. Posthuma, R. A., Lievens, F., Schollaert, E., Tsai, W., Levashina, J., Wagstaff, M. F., & Campion, M. A. (2012, March). Comparing employment interviews in Mexico and other

- countries and cultures. Paper presentation at the *Annual Conference of the Business Association of Latin American Studies*, Rio de Janeiro, Brazil.
24. Roulin, N., Bangerter, A. & Levashina, J. (2011, September). Who can catch the liar? Investigating impression management and faking detection during selection interviews. Paper presentation at the *12th Congress of the Swiss Psychological Society*, Fribourg, Switzerland.
 25. Roulin, N., Bangerter, A. & Levashina, J. (2011, May). Catch me if you can: Recruiters' ability to detect impression management during selection interviews. Paper presentation at the *European Association of Work and Organizational Psychology*, Maastricht, the Netherlands.
 26. Roulin, N., Levashina, J., Bangerter, A. (2011, April). What do you see? Interviewers' perceptions of applicant impression management. Paper presentation at the *26th Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
 27. Levashina, J., Morgeson, F. P., & Campion, M. A. (2010, April). Biodata response elaboration: A large scale field experiment. Paper presentation at the *25th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
 28. DuBois, C. L. Z., Levashina, J., & Astakhova, M. (2010, April). Juxtaposition of sexual harassment in Russia and the U.S. Symposium presentation at the *25th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
 29. Ficht, L., & Levashina, J. (August, 2008). When lying, cheating and stealing isn't necessarily illegal: The need to adopt a commercial misrepresentation standard in employment cases. Paper presentation at the *Annual Conference of the Academy of Legal Studies in Business*, Long Beach, CA.
 30. Posthuma, R. A., Lievens, F., Schollaert, E., Tsai, W., Levashina, J., Garcia, M. F., & Campion, M. A. (August, 2008). Comparing employment interviews across countries and cultures. Paper presentation at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA.
 31. Levashina, J., Morgeson, F. P., & Campion, M. A. (2008, April). They don't do it often, but they do it well. In J. Levashina & M. A. Campion (Co-chairs). That can't be true! Detecting faking using bogus items. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
 32. Ficht, L. S., & Levashina, J. (2008, March). When lying, cheating, and stealing isn't necessarily illegal: The need to adopt a commercial misrepresentation standard in employment cases. Paper presentation at the *Annual Conference of the Southern Academy of Legal Studies in Business*, San Antonio, TX.
 33. Levashina, J., & Campion, M. A., (2006, May). Faking behaviors during the structured interview: A function of question type and follow-up questioning. In M. A. Campion & J. Levashina (Co-chairs). Impression management and faking in the employment interview. Symposium presentation at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
 34. Levashina, J., & Campion, M. A., (2006, May). Construction and validation of the interview faking behaviors scale. Paper presentation at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
 35. Levashina, J. (2004, August). Outsourcing of HR activities. Paper presentation at the *Annual Meeting of British Academy of Management*. St. Andrews, Scotland.
 36. Levashina, J. & Hundley, G. (2004, April). The effects of voluntary and involuntary participation on the psychological outcomes of alternative work arrangements. Paper

presentation at the *Annual Conference of the Midwest Academy of Management*, Minneapolis, MN.

37. Levashina, J., & Campion, M. A. (2003, August). Faking in the employment interview. Paper presentation at the *62nd Annual Meeting of the Academy of Management*, Seattle, WA.
 - One of the Best Papers of Human Resource Division (10% of submissions are judged as Best Papers).

INVITED PRESENTATIONS

1. Levashina, J. (2016, September). *Evaluating deceptive impression management for personnel selection and job performance*. The Industrial-Organizational Psychology Brown Bag, Bowling Green State University, Bowling Green, OH.
2. Roulin, N. & Levashina, J. (2014, November). *Impression management in the employment interview: Meta-analytic review, recent findings, and future directions*. Ghent University, Ghent, Belgium.
3. Levashina, J. (July, 2013). *How to design and conduct an effective employment interview: Practical and research implications*, Southwest Jiaotong University, Chengdu, China.
4. Roulin, N., Levashina, J., Weekley, J.A., & Hauck, E.L. (2012, November). *Detecting faking on personality measures in selection: Examining blatant extreme responding and unlikely virtue endorsement*. Organizational Behavior Brown Bag, HEC, University of Lausanne, Switzerland.
5. Levashina, J. (May, 2011). *Do you see what I see? Honest and deceptive impression management in the employment interview*, Conference Universitaire De Suisse Occidentale, Module thématique: 'Perception d'autrui: perspectives interdisciplinaires et milieu du travail', Université de Neuchâtel, Neuchâtel, Switzerland.
6. Levashina, J. (May 2011). Presentation to the research team of Dr. Martin Kleinmann. University of Zurich, Zurich, Switzerland, May 2011.
7. Levashina J. (April, 2008) *Faking in the employment interview*, Akron Society for Human Resource Management, Akron, OH.

TEACHING INTERESTS

Staffing, compensation, performance appraisal, recruiting, job analysis, international human resource management, strategic human resource management, and organizational behavior.

TEACHING

Kent State University

- Staffing
 - required undergraduate course for HRM major,
 - developed new course.
- Management in Emerging Markets: Trends and Strategies
 - MBA course,
 - study-abroad course in Russia,
 - developed new course.
- Human Resource Management
 - required undergraduate course.
- Human Resource Management
 - required MBA course,
 - face-to-face.

- Human Resource Management
 - required MBA course,
 - on-line,
 - developed new course,
 - received *Quality Matters* certification, Spring 2019.
- Individual and Group Behavior in Organizations
 - undergraduate course
- Practicum in Career Development
 - undergraduate course,
 - developed new course.
- Human Resource Management
 - Ph. D. course,
 - developed new course.
- Human Capital Systems
 - PhD course.

Sichuan University, China

- Human Resource Management (elective undergraduate course, Summer 2013).

Shanghai International Studies University

- Human Resource Management (required MBA course, Summer 2011).

Indiana University Kokomo

- Creating, Leading, & Maintaining High Performance Organizations (required MBA course).
- Effective Negotiations (elective MBA/undergraduate course).
- Personnel Research and Measurement (elective MBA/undergraduate course).
- Personnel-Human Resource Management (required undergraduate course).
- Managing Behaviors in Organizations (required undergraduate course).
- Introduction to Business Administration (required undergraduate course).
- Staffing Organizations (elective MBA/undergraduate course).

Purdue University

- Organizational Behavior (required undergraduate course)
- Human Resource Management (required undergraduate course)

UNIVERSITY, COLLEGE AND DEPARTMENTAL SERVICE

Developed a KSU partnership with Higher Schools of Economics National Research University (Moscow, Russia).

- MOA agreement and the Visiting Student/Faculty amendment between the Higher School of Economics National Research University and Kent State University became active on March 2, 2016 with an expired date of March 1, 2021.

Co-Founder of HR Forums at KSU together with Diane DeRubertis and Mark Whitmore.

- Fall, 2013 – present;
- ~3 HR Forums per year; ~90 students & 3 companies per forum.

Dissertation Committees (graduation date, initial placement)

- Liubov Phillips, Member of Dissertation Committee, advisor: Dr. Comila Shahani-Denning, Hofstra University, Long Island, NY (2019).
- Alexander Buijsrogge, Member of Reading Committee, advisor: Dr. Eva Derous, Ghent University, Belgium (2014).
- Nouh Alhindawi, Moderator & Graduate Faculty Representative, Department of Computer Science, KSU (2013, Jadara University, Jordan).
- Hongli Hang, Co-Chair of Dissertation Committee, Management & IS Department, KSU.
- Nicolas Roulin, Member of Dissertation Committee, the Université de Neuchâtel, Neuchâtel, Switzerland (2011, University of Manitoba, CA).

EDITORIAL SERVICE

Editorial Experience

- Research Topic Co-Editor, *Human and Social Competition: An Interdisciplinary and Transdisciplinary perspective*, *Frontiers in Psychology*, 2017-2019.
- Research Topic Co-Editor, *Impression Management and Faking in Job Interviews*, *Frontiers in Psychology*, 2016-2017.
- Guest Associate Editor, *Frontiers in Psychology*, *Organizational Psychology*.

Editorial Board Membership

- *Personnel Psychology*, 2017-present,
- *International Journal of Selection and Assessment*, 2018-present.

Ad Hoc Reviewer

- *Applied Psychology: An International Review*,
- *Employee Responsibilities and Rights Journal*,
- *European Journal of Psychological Assessment*,
- *Human Performance*,
- *International Journal of Human Resource Management*,
- *Journal of Applied Psychology*,
- *Journal of Personality and Social Psychology*,
- *MIS Quarterly*,
- *SIOP Conference*.

PROFESSIONAL AFFILIATIONS

- Society for Industrial and Organizational Psychology (SIOP),
- Academy of Management (AOM).

HONORS AND AWARDS

- *Personnel Psychology* 2015 Best Article Award Finalist.
 - Roulin, N., Bangerter, A., & Levashina, J. (2015). Honest and deceptive impression management in the employment interview: Can it be detected and how does it impact evaluations? *Personnel Psychology*, 68, 395-444.
 - Announced in Summer, 2017
 - Link: <https://onlinelibrary.wiley.com/doi/10.1111/peps.12244>
- Summer 2015 Research and Creative Activity Appointment Award, the University Research Council, Kent State University (2015).

- Summer 2012 Research and Creative Activity Appointment Award, the University Research Council, Kent State University (2012).
- Spring 2008 Research Grant-in-aid, Indiana University Kokomo (2008), \$2000.
- Ranked as a number 1 on the Most Read Articles rating (March, 2008) by *International Journal of Selection and Assessment*.
 - Levashina, J. & Campion, M. A. (2006). A model of faking likelihood in the employment interview. *International Journal of Selection and Assessment*.
- Summer 2007 Faculty Fellowship, Indiana University Kokomo (2007).
- Certificate for Outstanding Teaching, Krannert School of Management, Purdue University (2004).
- Certificate for Distinguished Teaching, Krannert School of Management, Purdue University (2004).
- Purdue University candidate to the Human Resource Management Doctoral Consortium, Academy of Management (2004).
- CIBER Dissertation Award, Krannert School of Management, Purdue University (2003).
- Certificate of Recognition for Teaching Excellence, Krannert School of Management, Purdue University (2003).
- Best Papers Nomination in the Human Resource Division at the National Academy of Management Conference (2003).
- Diploma with Honors, M.V. Lomonosov Moscow State University, Ul'yanovsk.
- Merit visiting fellowship, to visit the University of Bielefeld, Germany.
- Merit visiting fellowship, to visit the Institute of Sociology, Moscow.
- Fellowship of the Scientific Council of the M.V. Lomonosov Moscow State University, Ul'yanovsk, Russia.
- Graduated with Honors (Silver Medal) from high school, Ul'yanovsk, Russia.

RESEARCH CITATIONS

Google Scholar Citations (September 1, 2019):

- all citations: 1129; h-index: 13; i10-index: 13.