

Personal Data

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Academic Education

08/2024	University of Oslo Centre for Educational Measurement (CEMO) Lab Visit at Dr. Esther Ulitzsch (Associate Professor)
since 10/2022	University of Mannheim Chair for Research Methods and Psychological Assessment PhD Candidate at the Research Training Group <i>Statistical Modeling in Psychology (SMiP)</i>
09/2020 - 07/2022	University of Mannheim M.Sc. Psychology With Focus on Work, Economy, and Society (final grade: 1.0) <i>from 08/2021: Associate Member at the Center for Doctoral Studies in Social and Behavioral Sciences (CDSS)</i>
08/2018 - 12/2018	Hawai'i Pacific University, Honolulu (USA) Semester Abroad
09/2016 - 05/2020	University of Mannheim B.Sc. Psychology (final grade: 1.0)
08/2008 - 06/2016	Albertus Magnus School Viernheim Abitur (final grade: 1.0)

Professional Experience

since 01/2023	HR Diagnostics Research & Development Freelancer
07/2022 - 09/2022	HR Diagnostics Research & Development Intern
09/2021 - 06/2021	University of Mannheim Chair for Research Methods and Psychological Assessment Research Assistant
04/2020 - 10/2020	BASF Corporate Leadership & Development Working Student
01/2020 - 04/2020	BASF Talent Acquisition – Selection & Recruiting Projects Intern

09/2017 - 06/2021	University of Mannheim Chair for Research Methods and Psychological Assessment Tutor in Statistics
09/2017 - 06/2018	University of Mannheim Chair for Cognitive Psychology and Individual Differences Research Assistant
01/2015	Centre de sports et loisirs, Franconville (France) Student Intern Abroad

Skills, Awards, and Social Commitments

Language skills	<ul style="list-style-type: none"> - German (native) - English (fluent) - French (basic)
IT skills	<ul style="list-style-type: none"> - Statistical software R, SPSS, SYSTAT - Microsoft Office (Word, Excel, PowerPoint) - Python, LaTeX, SoSci Survey (basic skills)
Prizes	<ul style="list-style-type: none"> - SMiP Best Poster Award at the SMiP-IOPS Summer Conference (2024) - Otto Selz Prize for the best master thesis in psychology (2023) - Best achievement in B.Sc. Psychology (2020) - Admission to the Dean's List of Hawai'i Pacific University (2018) - Abitur Prize of the German Mathematical Society (2016) - Britta Karthoff Abitur Prize for chemistry (2016)
Scholarships	<ul style="list-style-type: none"> - IDEUM grant for funding a lab visit in Norway (2024) - PROMOS Scholarship of the German Academic Exchange Service (2018)
Social commitments	<ul style="list-style-type: none"> - PhD representative of the research training group SMiP for the site Mannheim (2023-2025) - Voluntary consultation hours on the statistics lecture in B.Sc. Psychology (2020) - Work in the Psychology Student Representation (2016-2020) <ul style="list-style-type: none"> Deputy Member (2017/18) Elected Member (2018/19) - Work in the Student Representation (2008-2016) <ul style="list-style-type: none"> Student Council Board (2015/16)

Mannheim, September 11th, 2024

Timo Selz

Publication List

Articles in peer-reviewed journals:

- Seitz, T., Alagöz, Ö. E. C., & Meiser, T. (in press). Disentangling qualitatively different faking strategies in high-stakes personality assessments: A mixture extension of the multidimensional nominal response model. *Educational and Psychological Measurement*.
- Seitz, T., Spengler, M., & Meiser, T. (2025). "What if applicants fake their responses?": Modeling faking and response styles in high-stakes assessments using the multidimensional nominal response model. *Educational and Psychological Measurement*. Advance online publication. <https://doi.org/10.1177/00131644241307560>
- Seitz, T., Wetzel, E., Hilbig, B. E., & Meiser, T. (2024). Using the multidimensional nominal response model to model faking in questionnaire data: The importance of item desirability characteristics. *Behavior Research Methods*, 56(8), 8869–8896. <https://doi.org/10.3758/s13428-024-02509-x>

Conference contributions (talks, symposium presentations, posters):

- Seitz, T. (2025, April 11–12). *Faking fast, faking slow: A response-time-based latent response mixture model to account for faking in high-stakes personality assessments* [Talk]. SMiP Spring/Summer Retreat 2025, Buchenbach, Germany.
- Seitz, T. (2024, September 16–19). Modeling faking in high-stakes personality assessments: Accounting for different faking tendencies. In I. Uglanova, E. Ulitzsch, & G. Nagy (Chairs), *Improving psychometric measurement through accounting for heterogeneity in response processes (Part I)* [Symposium]. 53rd Congress of the German Psychological Society (DGPs) / 15th Conference of the Austrian Psychological Society (ÖGP), Vienna, Austria. **digital**
- Seitz, T., Wetzel, E., Hilbig, B. E., & Meiser, T. (2024, July 16–19). *Using the multidimensional nominal response model to model faking: The importance of item desirability characteristics* [Talk]. 89th International Meeting of the Psychometric Society, Prague, Czech Republic.
- Seitz, T. (2024, June 20–21). "How would you fake?": *Disentangling qualitatively different faking tendencies through mixture IRT modeling* [Poster]. SMiP-IOPS Summer Conference 2024, Mannheim, Germany.
- Seitz, T. (2023, November 24–25). *Modeling faking in high-stakes personality assessments using the multidimensional nominal response model: The importance of item desirability characteristics* [Talk]. SMiP Fall/Winter Retreat 2023, Ludwigshafen, Germany.
- Seitz, T., & Meiser, T. (2023, September 11–13). *Modeling high-stakes personality assessment data by means of multidimensional item response theory* [Poster]. 16th Meeting of the Methods and Evaluation Division of the German Psychological Society (DGPs), Konstanz, Germany.
- Seitz, T. (2023, July 25–28). "What if applicants fake their responses?": *Modeling socially desirable responding in an item response theory framework* [Poster]. 88th International Meeting of the Psychometric Society, College Park, United States.
- Seitz, T. (2023, June 26–30). "What if applicants fake their responses?": *Modeling socially desirable responding in an item response theory framework* [Poster]. SMiP Summer School 2023, Mannheim, Germany.

Teaching Experience

Taught classes:

Seminar *Computergestützte Datenanalyse* [Computer-Based Data Analysis] (course in the 3rd B.Sc. semester; given in the Fall Semester 2025/26, 2024/25 and 2023/24)

Seminar *Diagnostisches Praktikum I* [Practical Training in Assessment I] (course in the 5th B.Sc. semester; given in the Fall Semester 2025/26, Spring Semester 2025, Fall Semester 2024/25, 2023/24, and 2022/24)

Seminar *Diagnostisches Praktikum II* [Practical Training in Assessment II] (course in the 6th B.Sc. semester; given in the Spring Semester 2023 and 2024)

Seminar *Methoden der Psychotherapie- und Interventionsforschung* [Methods of Psychotherapy and Intervention Research] (course in the 2nd M.Sc. semester; given in the Spring Semester 2025)

Tutorial to the lecture *Quantitative Methoden II* [Quantitative Methods II] (course in the 2nd B.Sc. semester; given in the Spring Semester 2021, 2019, and 2018)

Tutorial to the lecture *Quantitative Methoden I* [Quantitative Methods I] (course in the 1st B.Sc. semester; given in the Fall Semester 2020/21, 2019/20, and 2017/18)

Supervised theses:

Mundt, M. (2025). *Reducing faking by applying different response formats – Effects of funnel and drag-and-drop response formats in low-stakes vs. high-stakes settings* [Unpublished bachelor thesis]. University of Mannheim.

Braukmann, C. (2025). *Differential Item Functioning (DIF) im Test zum logischen Schlussfolgern: Eine Untersuchung von Geschlecht, Alter und Schulabschluss mittels Machine-Learning-gestütztem rekursiven Partitionieren im Rasch-Modell* [Differential Item Functioning (DIF) in the test of logical reasoning: An investigation of gender, age, and degree of education by means of machine-learning-based recursive partitioning in the Rasch model] [Unpublished bachelor thesis]. University of Mannheim.

Rödel, R. (2024). *“What is social desirability?”: Disentangling the construct from other personality traits using IRT models* [Unpublished bachelor thesis]. University of Mannheim.

Geyer, N. (2023). *Reduktion sozial erwünschten Antwortverhaltens im Big Five Inventar 2 durch Veränderung des evaluativen Inhalts der Items* [Reduction of socially desirable response behavior in the Big Five Inventory 2 through change of the evaluative content of the items] [Unpublished bachelor thesis]. University of Mannheim.

Müller, H. (2023). *„Bist du ehrlich oder rätst du?“: IRTree Modellierung eines Leistungstests mit „Weiß nicht“-Option* [“Are you honest or are you guessing?”: IRTree modeling of an achievement test with “Don’t know” option] [Unpublished bachelor thesis]. University of Mannheim.

from 03/2023: Management of the research assistants at the chair