

## Personal Data

Name Timo Seitz  
Date of birth September 3<sup>rd</sup>, 1997  
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## Academic Education

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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  
*Statistical Modeling in Psychology (SMiP)*

09/2020 - 07/2022 **University of Mannheim**  
M.Sc. Psychology With Focus on Work, Economy, and Society  
(final grade: 1.0)  
*from 08/2021: Associate Member at the Center for Doctoral  
Studies in Social and Behavioral Sciences (CDSS)*

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

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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**

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- Language skills            - German (native)  
                                   - English (fluent)  
                                   - French (basic)
- IT skills                    - Statistical software R, SPSS, SYSTAT  
                                   - Microsoft Office (Word, Excel, PowerPoint)  
                                   - Python, LaTeX, SoSci Survey (basic skills)
- Prizes                      - 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            - IDEUM grant for funding a lab visit in Norway (2024)  
                                   - PROMOS Scholarship of the German Academic Exchange Service  
                                   (2018)
- Social commitments    - PhD representative of the research training group SMiP for the site  
                                   Mannheim (2023/24)  
                                   - Voluntary consultation hours on the statistics lecture in B.Sc.  
                                   Psychology (2020)  
                                   - Work in the Psychology Student Representation (2016-2020)  
                                   Deputy Member (2017/18)  
                                   Elected Member (2018/19)  
                                   - Work in the Student Representation (2008-2016)  
                                   Student Council Board (2015/16)

Mannheim, September 11<sup>th</sup>, 2024

## Publication List

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### Articles in peer-reviewed journals:

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*. Advance online publication. <https://doi.org/10.3758/s13428-024-02509-x>

### Preprints:

Seitz, T., Spengler, M., & Meiser, T. (2023, September 29). "What if applicants fake their responses?": Modeling faking in high-stakes in personality assessments using the multidimensional nominal response model. *PsyArXiv*. <https://doi.org/10.31234/osf.io/j5mze>

### Conference contributions (talks, symposium presentations, posters):

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]. 89<sup>th</sup> 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]. 16<sup>th</sup> 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]. 88<sup>th</sup> 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

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### *Taught classes:*

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

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

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

Tutorial to the lecture *Quantitative Methoden II [Quantitative Methods II]* (course in the 2<sup>nd</sup> 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 1<sup>st</sup> B.Sc. semester; given in the Fall Semester 2020/21, 2019/20, and 2017/18)

### *Supervised theses:*

Roedel, 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