

EXECUTIVE SUMMARY

I am a senior academic leader with over 15 years of management experience in globally leading business schools and social science faculties of higher education institutions in the United Kingdom, Europe, Australia and Hong Kong.

My current role is Dean at HKUST Business School in the Hong Kong University of Science and Technology. HKUST Business School (<https://bm.hkust.edu.hk>) is one of Asia's top business schools, recognized for its academic excellence, world-class research, and global impact. Its Kellogg HKUST Executive MBA has been ranked World No.1 twelve times by the Financial Times EMBA Rankings, while its MSc programs in Finance, Global Operations, and Marketing have all achieved the top spot in Asia according to the QS Business Masters Rankings, and its MBA program has been ranked 1st in Asia by Bloomberg Businessweek. The School has also been ranked Asia's No.1 in the UTD Top 100 Business School Research Rankings. It offers a comprehensive program portfolio, spanning 21 undergraduate programs, 20 postgraduate programs (MBA, MSc, EMBA, and DBA), 7 MPhil/PhD programs across 6 academic departments – Accounting, Economics, Finance, Information Systems, Business Statistics and Operations Management, Management, and Marketing, as well as non-degree executive education programs. As of December 2025, the School enrolls 3,700+ undergraduate and 2,200+ postgraduate students from 50+ nationalities, with 170+ regular faculty members from diverse international backgrounds. Its extensive global network includes 150+ undergraduate and 90+ postgraduate exchange partners, along with 40,000+ alumni across 100+ nationalities. In recent global rankings, HKUST (<https://hkust.edu.hk/>) was ranked 6th in the QS Asia University Rankings 2026, 3rd in the Times Higher Education's Young University Rankings 2024, and 19th globally and 1st in Hong Kong in the Times Higher Education's Impact Rankings 2025. Thirteen HKUST subjects were ranked among the world's top 50 in the QS World University Rankings by Subject 2025, with "Data Science and Artificial Intelligence" ranked 17th globally and 1st in Hong Kong.

Previously, I was Dean at UNSW Business School (Sydney, Australia), Vice Dean at King's College London (London, UK), Head of Department, Rector's Advisor for Talent Management and Lead Fundraising at Ghent University (Ghent, Belgium) and I held teaching and research professor positions at elite institutions such as ESSEC Business School (Paris, France) and Bocconi University (Milan, Italy). I am an elected Fellow of the Academy of Social Sciences in Australia, the Society of Industrial and Organizational Psychology (US), and the International Association of Applied Psychology. I served as the President of the European Association of Work and Organizational Psychology for five years.

My own academic research focuses on understanding how people learn from experience through feedback and reflection and examines how organizational leaders can support these processes through authentic and respectful behavior. I hold a PhD in Organizational Psychology from Ghent University in Belgium. My research outputs are ranked among the world's top 2% of scientists by Stanford University listing and I serve on the editorial boards of seven leading academic journals, including the top-tier journal in my field, *Journal of Applied Psychology*. My research has been honored with several prestigious awards, including multiple Best Paper awards from the Academy of Management. I am also a Fellow of the Academy of the Social Sciences in Australia, the Society for Industrial and Organizational Psychology in the US, and the International Association of Applied Psychology, and served a five-year term as President of the European Association of Work and Organizational Psychology. My work on leadership, learning, and mental health in the workplace has been published in leading Business and Psychology journals and has been cited over 15,000 times. Since 2021, I have been featured by LinkedIn as one of the "Top Voices" to follow on their platform for insights on Work & Careers. My work has regularly appeared in news outlets such as the Financial Times, the Economist, the Australian Financial Review, Harvard Business Review and The Guardian.

EDUCATION

PhD, Organizational Psychology Ghent University, Belgium	2005
M.A. Degree Organizational Psychology Ghent University, Belgium	2001
B.A. Degree Psychology Ghent University, Belgium	1999

EMPLOYMENT

HKUST, School of Business and Management (Hong Kong SAR) Dean (2026 – current) Professor of Management	Feb 2026 – current
UNSW Sydney, UNSW Business School (Sydney, Australia) Dean (2024-2026) Acting Dean (Nov-Dec 2023) Senior Deputy Dean (2019 – 2023) Professor of Management	2019 – 2026
King's College London, King's Business School (London, UK) Vice Dean, Acting Dean Professor of Organizational Behavior	2017 – 2019
Ghent University (Ghent, Belgium) Head of the Department of HRM, Work & Organizational Psychology Rector's Advisor Talent Management, Fundraising 200yr anniversary Assistant/Associate/Full Professor Organizational Psychology	2007 – 2019
University of Groningen (Groningen, The Netherlands) Postdoctoral Research, Faculty of Psychology	2006 – 2007
Bocconi University (Milan, Italy) Visiting Full Professor (Teaching & Research)	2016-2017
ESSEC Business School (Paris, France) Visiting Full Professor (Teaching & Research)	2014-2015

COMMERCIALIZATION AND INDUSTRY EXPERIENCE

Founder and Managing Co-Director (2014-2019), ***The Vigor Unit***. Ghent University's first spin-out in the social sciences, providing people analytics services to industry and government. As Lead CI I received a large industry R&D grant (\$4m AUD) from the Belgian government to partner with industry in developing new people analytics IP, which resulted in the launch of The Vigor Unit. More information at <https://www.vigorunit.com/>.

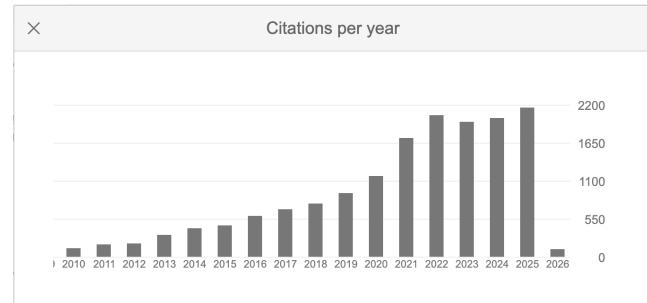
Various IP and patents resulting from my research have been designed with and licenced out to industry partners, see <https://www.innduce.me/> and <https://www.theforge.be/>

AWARDS AND HONORS

- Elected Fellow of the *Academy of the Social Sciences in Australia* (2021)
- Elected Fellow of the *International Association of Applied Psychology* (2018)
- Elected Fellow of the *Society for Industrial and Organizational Psychology* (2024, US)
- Elected Fellow of the *Young Royal Academy of Sciences* (Best Belgian scientists under 40, 2016)
- Best Paper Award at the Academy of Management (MED Division) 2009 Annual Meeting for "Reflection as a strategy to enhance performance after feedback" (with Filip Lievens and Eveline Schollaert)
- Best Paper Award at the Academy of Management (MOC Division) 2021 Annual Meeting for "Synergy and conflict in visions of the future: A network-based approach to future work selves" (with Karoline Strauss, Julija Mell, Annemijn Loermans)
- Best Paper Nomination Israel Organizational Behavior Conference (2018) for "Disentangling Reflection Strategy and Focus: The Combined Effects of Task and Imaginative Reflection on Creativity" (with Julie Rosseel)
- Best Paper Award at the annual meeting of the Dutch Society of Work and Organizational Psychology (WAOP) 2012 for "What makes creative teams tick? Cohesion, engagement, and performance across creativity tasks" (with Alma Rodriguez-Sanchez, Marisa Salanova, Toon Devloo)
- 4 Highly Cited papers (1% highest cited) in Scopus/Web of Science continuously since 2017
- Recognized by LinkedIn (2021, 2022, 2023, 2024) as a 'Top Voice' to follow on their platform for Work & Careers.
- King's Teaching Excellence award (2018)
- Best Science Communication Award, 2014 - Belgian Royal Academy of Sciences
- Nominated Best Mentor Award Academy of Management OB division (2015, 2016)
- Best Reviewer Award - *Journal of Organizational Behavior* (2010)
- Runner-up Minerva Award for Research Contributions at Ghent University (2012)
- Award for highest student ratings in the Faculty of Psychology (2015) for 'Introduction to Organizational Psychology'

RESEARCH

My research focuses on understanding how people develop and learn from experience through feedback and reflection, and examines how organizational leaders can support these processes through authentic and respectful behavior. I have published over 60 peer-reviewed articles, in leading journals in Management, Business and Psychology, including in *Psychological Science*, *American Psychologist*, *Current Directions in Psychological Science*, *Organization Science*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of Management*, *Journal of Business Venturing*, *Research Policy*. Co-authored contributions to large multi-lab collaborations have been published in *Proceedings of the National Academy of Sciences* (PNAS) and *Science Advances*.



With over 16,000 citations in total, including 3 papers cited more than 1000 times, 4 highly cited papers (top 1% cited) and an h-index of 47 my research has attained sustained impact in the field. Since 2023, I am listed in the Stanford's Top 2% Scientists in the field. My research won several international recognitions, including two Academy of Management Best Paper awards. I have obtained more than AUD \$7m in competitive grant funding from national science foundations in three different countries including ARC Discovery Projects awarded as CI in 2023 and again in 2025.

TEACHING EXPERIENCE

- At the undergraduate levels, I have taught 'Introduction to Organizational Psychology', 'Human Resource Management' (Ghent University), 'Organizational Behavior' (King's College London, ESSEC Business School).
- At the postgraduate (Masters and MBA) level, I have taught 'Management Consulting' (Ghent University), 'Managing Performance and Wellbeing' (King's College London), 'Organization and Management' (Bocconi University).
- In terms of teaching administration and leadership, at both King's College London and UNSW Business School, I oversaw the PhD program with the Associate Dean / Director of Doctoral Studies reporting to me. I was Program Director of the Master in Organizational Psychology (Ghent University). Member of the Council of the Faculty of Psychology and Educational Sciences and Ombudsperson for +5000 students at Ghent University (2007-2013).
- At the executive level, I have worked in business development, client handling, designing and delivering customized executive education services in a variety of industries such as banking, healthcare, consulting, government, energy management, and manufacturing in business capitals such as London, Milan, Berlin, Paris, Amsterdam, Brussels, Sydney, Singapore and Hong Kong. In recent years, I have mostly focused on company-wide keynotes and facilitation for top leadership teams (C-suite). List of global clients available on request. As academic lead, I have helped win and design the EFMD award-winning Woodside/BHP Navigator program.

PHD SUPERVISOR (to completion)

Hannes Leroy (January 2012): "On being true to oneself at work: The positive role of authentic functioning in organizations". Currently Professor at Rotterdam School of Management.

Marjolein Feys (May 2013): "When feedback goes wrong: An examination of factors that mitigate unfavorable responses to negative feedback". Currently Professor at Ghent University College.

Michiel Crommelinck (November 2013): "The role of feedback in creativity, innovation and entrepreneurship". Currently Entrepreneur.

Toon Devloo (February 2014): "Intrinsic motivation and innovative work behavior revisited: Reciprocal relationships at different stages of the innovation process". Currently Entrepreneur.

Bernd Carette (May, 2014). Towards a better theoretical understanding of learning from experience in organizations: An integration of cognitive and motivational explanations. Currently Senior Consultant.

Lien Vossaert (April, 2018). The impact of a personalized organization on business results: A multilevel study of the mediating mechanisms and boundary conditions of i-deals. Currently Consultant, Previously advisor Cabinet Belgian Minister of Work and Employment.

Saar Van Lysebetten (April, 2019). The development of implicit knowledge about innovation via simulation training. Currently Senior Consultant.

Roeliene Van Es (December 2024). An examination of the role of asymmetric exchange, social status, and job performance in long-term leader-member exchange dynamics. Currently Senior Postdoctoral Researcher at Radboud University.

I have been on the Examination Committee of more than 20 PhD dissertations in Belgium, France, The Netherlands, UK, Israel, Germany and Australia.

INVITED ACADEMIC SEMINARS AND KEYNOTES

Australian Psychological Society, College of Organisational Psychologists, Goldcoast, Australia, July 2022

Deakin University, Centre for Research in Assessment and Digital Learning, Australia, July 2021

Jindal Global Business School, Department of Organizational Behavior, India, April 2021

British Psychological Society Keynote, Division of Organizational Psychology, Stratford-upon-Avon, UK, January 2020
University of Groningen, Heymans Distinguished Lecture Series, Groningen, The Netherlands, September 2019
Surrey Business School, Department of Management and Organization, Surrey, United Kingdom, May 2019
Kogod Business School, Department of Management, Washington, US, April, 2019
John Molson Business School, Department of Management, Montreal, Canada, April 2018.
Bocconi University, Department of Management and Technology, Milan, Italy, October 2016.
EAWOP congress Keynote, Oslo, Norway, May 2015
University of Neuchatel, Department of Social Psychology, Neuchatel, Switzerland, May 2014.
ESSEC Business School, Department of Management, Paris, France, October 2014.
EDHEC Business School, Department of Management, Lille, France, June, 2014.
TUM School of Management, Munchen, Germany, October, 2013.
Vlerick Business School, Leadership Area, Brussels, Belgium, May 2012.
University of Groningen, Department of Social Psychology, Groningen, The Netherlands, March 2012.
Universitat Jaume I, Department of Social Psychology, Spain, April 2010.
Tilburg University, Department of Social Psychology, The Netherlands, October 2009.
HUJI Jerusalem School of Business Administration, Israel, September 2009.

I have made more than 100 scholarly contributions at the annual conferences of the Academy of Management, the Society of Industrial and Organizational Psychology, and the European Association of Work and Organizational Psychology. References not included for reasons of brevity.

EDITORIAL BOARDS

Editorial Board *Journal of Applied Psychology* (FT50, 2020 - Present).
Editorial Board *Human Resource Management* (FT50, 2022 – Present).
Editorial Board *Journal of Organizational Behavior* (2009 - Present)
Editorial Board *European Journal of Work and Organizational Psychology* (2009 -Present).
Guest Editor *Journal of Business and Psychology* (2014 - Present).
Editorial Board *Group & Organization Management* (2014 - Present).
Editorial Board *Human Resource Management Review* (2016 - 2020).
Editorial Board *International Journal of Selection and Assessment* (2016 – Present).
Referee for funding agencies: FWO and IWT (Belgium), ESRC (UK), NWO (The Netherlands), BSF (Israel-US), NSF (US), ANR (France), SNSF (Swiss), ARC (Australia)
Referee for tenure and full professor promotion committees in US, Singapore, Hong Kong, Australia, France, Italy, Austria, Germany, The Netherlands, UK, Belgium.
Ad hoc reviewing: *Academy of Management Journal*, *Personnel Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of Management Studies*, *Organization Studies*, *Organizational Research Methods*, *Journal of Management, Psychological Science*.

SERVICE (ACADEMIC)

International Advisory Board Udayana University (Bali, Indonesia)
President of the *European Association of Work and Organizational Psychology* (2017-2022).
Executive Committee Organisational Psychology Division 1, *International Association of Applied Psychology* (2010-2017).
Member of the board of delegates of the *Alliance for Organizational Psychology* (2013-2022)
Member of Alliance Program Committee for SIOP, EAWOP and IAAP conferences
International ambassador for the AOM HR Division
Fellow of the Center for Evidence-Based Management

Program Committee (Reviewer) of the Conference of the Society of Industrial and Organizational Psychology.
SIOP Graduate Student Scholarship Committee (2009, New Orleans; 2010, Atlanta; Chicago, 2011; San Diego, 2012)
SIOP Science Practice Opportunities for Translations (SPOT) Task Force, initiated by then President Talya Bauer, 2019
Best Paper Award Committee *Journal of Organizational Behavior* (2014, 2017, 2020)
International Advisory Board bi-annual meeting Institute for Work Psychology (Sheffield) (2015, 2017, 2019)
Scientific Committee Israel Organizational Behavior Conference (IOBC) (2015, 2017, 2019)
Organizing and Scientific Committees of International Conference on Sustainable Employability (Brussels, 2016, 2018)
Board member Foundation of Corporate Education (Utrecht, The Netherlands) (2007 - 2013)

GRANTS AND FUNDING

As a principal investigator, I acquired over AUD \$7m in competitive funding through national funding schemes in Belgium (FWO), UK (ESRC) and Australia (ARC). Multiple projects have been interdisciplinary collaborations with Medicine, Law, Cognitive Psychology, Computer Science and Engineering.

2025: A fair shake for a “fair go”: Understanding effort motivation, a cornerstone of success \$700,000

2022: Well-being and Productivity in Metricised Employee Performance Systems. \$350,000

2018: Reinventing Performance Management: Informal Feedback Practices to Enhance Engagement, Productivity and Wellbeing. \$250,000

2015: LMX theory 2.0: Leader and member's network status as determinants of exchange dynamics. \$400,000.

2013: Assessing entrepreneurial competencies. \$400,000.

2013: Development of an assessment tool for evaluation of innovation potential. \$250,000.

2010: Towards a better understanding of learning from experience in organizations: An integration of cognitive and motivational explanations \$300,000.

2009: Selecting for Innovation: Evaluating Criteria for Idea Quality. \$400,000.

2009: Intrinsic motivation and innovative work behavior revisited: Reciprocal relationships at different stages of the innovation process. \$400,000.

2009: Innovative work behaviour and innovative labour organisations: a process-based multilevel approach. \$4,000,000.

2008: Web-based assessment of operator performance and variability in remote sensing image analysis. \$400,000.

2008: Innovative work behaviour: Process-based multilevel approach. \$250,000.

MEDIA

Bi-weekly columnist for Belgium's leading newspaper De Tijd (2018 - current, see www.tijd.be/auteur/Frederik-Anseel.64083.html).

Recognized by LinkedIn as a Top Voice to follow on their platform for insights on Work & Careers.

Regular appearances on radio, television and newspapers in Belgium, France, The Netherlands, UK and Australia.

Research mentioned in Financial Times, Forbes, Harvard Business Review, BBC, Science, Nature, The Economist, the New York Times, the Wall Street Journal, The Guardian, Australian Financial Review.

Co-founder of award-winning science communication blog mensenkennis.be (in Dutch)

See www.frederikanseel.com for examples of media interviews, keynotes, blogs, webinars and podcasts.

SELECTED PUBLICATIONS (FT50, SJR Top 1% and Highly-Cited papers)

1. Cardon, M. S., Knockaert, M., Anseel, F., & Burton, M. D. (2026). Seeing human resources of entrepreneurial firms in new ways. *Journal of Business Venturing*, 41(1), 106553.
2. Strauss, K., Mell, J., Anseel, F., Loermans, A., & Sluss, D. (in press). Complementarity in future selves: How networks of future-oriented cognitive representations influence' ability to proactively and adaptively manage their career. *Organization Science*.
3. Anseel, F., & Sherf, E. N. (2025). A 25-year review of research on feedback in organizations: From simple rules to complex realities. *Annual Review of Organizational Psychology and Organizational Behavior*, 12(2025), 19-43.
4. Edwards, M. R., Zubielevitch, E., Okimoto, T., Parker, S., & Anseel, F. (2024). Managerial control or feedback provision: how perceptions of algorithmic HR systems shape employee motivation, behavior, and well-being. *Human Resource Management*, 63(4), 691-710.
5. Vlasceanu, M., Doell, K. C., Bak-Coleman, J. B., Todorova, B., Berkebile-Weinberg, M. M., Grayson, S. J., Anseel, F.... & Lutz, A. E. (2024). Addressing climate change with behavioral science: A global intervention tournament in 63 countries. *Science advances*, 10(6), eadj5778.
6. Schaerer, M., Du Plessis, C., Nguyen, M. H. B., Van Aert, R. C., Tiokhin, L., Lakens, D., ... & Gender Audits Forecasting Collaboration. (2023). On the trajectory of discrimination: A meta-analysis and forecasting survey capturing 44 years of field experiments on gender and hiring decisions. *Organizational Behavior and Human Decision Processes*, 179, 104280.
7. Delios, A., Clemente, E. G., Wu, T., Tan, H., Wang, Y., Gordon, M., ... Anseel, F... & Uhlmann, E. L. (2022). Examining the generalizability of research findings from archival data. *Proceedings of the National Academy of Sciences*, 119(30), e2120377119.
8. Vossaert, L., Anseel, F., Collewaert, V., & Foss, N. J. (2022). 'There's Many a Slip "Twixt the Cup and the Lip": HR Management Practices and Firm Performance. *Journal of Management Studies*, 59(3), 660-694.
9. Vandenberghe, C., Landry, G., Bentein, K., Anseel, F., Mignonac, K., & Roussel, P. (2021). A dynamic model of the effects of feedback-seeking behavior and organizational commitment on newcomer turnover. *Journal of Management*, 47, 2, 519-544.
10. Collewaert, V., Vanacker, T., Anseel, F., Bourgois, D. (2021). The sandwich game: Founder-CEOs and forecasting as impression management. *Journal of Business Venturing*, 36, 1, 1-17.
11. Kniffin, K. M., Narayanan, J., Anseel, F., Antonakis, J., Ashford, ... , M., Van vugt, M. (2021). COVID-19 and the workplace: Implications, issues, and insights for future research and action. *American Psychologist*, 76, 63.
12. Sijbom, R. B., Anseel, F., Crommelinck, M., De Beuckelaer, A., & De Stobbeleir, K. E. (2018). Why seeking feedback from diverse sources may not be sufficient for stimulating creativity: The role of performance dynamism and creative time pressure. *Journal of Organizational Behavior*, 39(3), 355-368.
13. Levecque, K., Anseel, F., De Beuckelaer, A., Van der Heyden, J., Lydia, G. (2017). Work organization and mental health problems in PhD students. *Research Policy*, 46, 4, 709-880.
14. Collewaert, V., Anseel, F., Crommelinck, M., De Beuckelaer, A., & Vermeire, J. (2016). When passion fades: Disentangling the temporal dynamics of entrepreneurial passion for founding. *Journal of Management Studies*, 53, 966-995.
15. Anseel, F., Beatty, A., Shen, W., Lievens, F., & Sackett, P.R. (2015). How are we doing after 30 years? A meta-analytic review of the antecedents and outcomes of feedback-seeking behavior. *Journal of Management*, 41, 318-348.
16. Leroy, H., Anseel, F., Sels, L., Gardner, W. (2015). Authentic leadership, authentic followership, basic need satisfaction, and work role performance: A cross-level study. *Journal of Management*, 41, 1677-1697.
17. Ellis, S., Carette, B., Anseel, F. & Lievens, F. (2014). Systematic Reflection: Implications for learning from failures and successes. *Current Directions in Psychological Science*, 23, 67-72.

18. Leroy, H., Anseel, F., Dimitrova, N.G., & Sels, L. (2013). Mindfulness, authentic functioning, and work engagement: A growth modeling approach. *Journal of Vocational Behavior*.
19. Leroy, H., Dierynck, B., Anseel, F., Simons, T., Halbesleben, J., McCaughey, D., Savage, G., & Sels, L. (2012). Behavioral integrity for safety, priority of safety, psychological safety, and patient safety: A team-level study. *Journal of Applied Psychology*, 97, 1273-1281.
20. Poortvliet, P. M., Anseel, F., Van Yperen, N.W., & Janssen, O. (2012). Good samaritans and ugly tacticians: How mastery and performance goal individuals treat less well-off others. *Journal of Business Ethics*, 106, 401-414.
21. Anseel, F., Lievens, F., & Schollaert, E. (2009). Reflection as a strategy for enhancing the effect of feedback on task performance. *Organizational Behavior and Human Decision Processes*, 110, 23-35.
22. Anseel, F., & Duyck, W. (2008). Unconscious applicants: A systematic test of the name-letter effect. *Psychological Science*, 19, 1059-1060.
23. Harris, M. M., Anseel, F., & Lievens, F., & (2008). Keeping up with the joneses: The relationship between upward, lateral, and downward pay comparisons and pay satisfaction. *Journal of Applied Psychology*, 93, 665-773.
24. Anseel, F., Duyck, W., De Baene, W., & Brysbaert, M. (2004). Journal impact factors and self-citations: Implications for psychology journals. *American Psychologist*, 59, 49-51.