

GORAN PAVLOV

Department of Psychology
The University of Texas at El Paso
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EDUCATION

Ph.D., Psychology Faculty of Psychology, University of Barcelona, Barcelona, Spain <i>Concentration: Quantitative Psychology</i> <i>Honors: Sobresaliente cum laude</i>	2023
Ph.D., Business Administration IE Business School, IE University, Madrid, Spain <i>Concentration: Organizational Behavior and Human Resources Management</i>	2015
M.Sc., Leadership and Organizational Psychology BI Norwegian Business School, Oslo, Norway	2006
Graduate Psychologist (Dipl. -Psych.) Faculty of Philosophy, University of Belgrade, Belgrade, Serbia	2004

PROFESSIONAL EXPERIENCE

Assistant Professor The University of Texas at El Paso, Department of Psychology, El Paso, TX	2024 –
Instructor University of South Carolina, Department of Psychology, Columbia, SC	2017 – 2024
Adjunct Faculty United International Business Schools (UIBS), Madrid, Spain	2016 – 2017
Graduate Assistant IE Business School, Madrid, Spain	2010 – 2014
Strategic Planner McCann Erickson Advertising, Belgrade, Serbia	2007 – 2008
Market Research Analyst Adria Media Group, Belgrade, Serbia	2007

JOURNAL ARTICLES

Pavlov, G. (2024). An investigation of effects of instruction set on item desirability matching.
Personality and Individual Differences, 216, 112423. DOI: 10.1016/j.paid.2023.112423

- Pavlov, G., Shi, D., Maydeu-Olivares, A., & Fairchild A.** (2021). Item desirability matching in forced-choice test construction. *Personality and Individual Differences*, 183, 111114. DOI: 10.1016/j.paid.2021.111114
- Pavlov, G., Maydeu-Olivares, A., & Shi, D.** (2021). Using the standardized root mean squared residual (SRMR) to assess exact fit in structural equation models. *Educational and Psychological Measurement*, 81(1), 110-130. DOI: 10.1177/0013164420926231
- Pavlov, G., Shi, D., & Maydeu-Olivares, A.** (2020). Chi-square difference tests for comparing nested models: An evaluation with non-normal data. *Structural Equation Modeling: A Multidisciplinary Journal*, 27(6), 908-917. DOI: 10.1080/10705511.2020.1717957
- Pavlov, G., Maydeu-Olivares, A., & Fairchild A.** (2019). Effects of applicant faking on forced-choice and Likert scores. *Organizational Research Methods*, 22(3), 710-739. DOI: 10.1177/2F1094428117753683

BOOK CHAPTERS

- Maydeu-Olivares, A., Shi, D., **Pavlov, G.**, & Ferraz, R. (2023). Model-data fit evaluation: Item fit and model selection. In Tierney, R., Rizvi, F. & Ercikan, K. (Eds), *International Encyclopedia of Education* (4th ed., pp. 260-272). Elsevier Ltd. DOI: 10.1016/B978-0-12-818630-5.10036-3

CONFERENCES

- Pavlov, G.** (2025, April). *Will item desirability matching match forced-choice personality tests in desirability?* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
- Maydeu-Olivares, A., Shi, D., Ferraz, R., & **Pavlov, G.** (2022, July). *Goodness of fit testing of structural equation models in cross-validation samples*. International Meeting of the Psychometric Society, Bologna, Italy.
- Pavlov, G.** (2022, April). *Comparing different approaches for obtaining item desirability ratings* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
- Pavlov, G., Shi, D., & Maydeu-Olivares, A.** (2020, April). *How to use item desirability ratings in constructing forced-choice tests* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Austin, TX, United States.
- Maydeu-Olivares, A., & **Pavlov, G.** (2015, October). *Modeling (and overcoming) faking in personality job assessment*. Society of Multivariate Experimental Psychology Annual Meeting, Redondo Beach, CA, United States.
- Pavlov, G., & Maydeu-Olivares, A.** (2014, July). *Are forced-choice formats more resilient to faking than ratings?*. International Test Commission Conference, San Sebastián, Spain.

THESES AND DISSERTATIONS

Pavlov, G. (2023). *Testing for exact model fit and model comparison in structural equation modeling under non-normality* [Doctoral Dissertation, University of Barcelona, Spain].

Pavlov, G. (2015). *Intentional response distortion effects on personality scores in simulated personnel assessment settings: A moderation study* [Doctoral Dissertation, IE Business School, Spain].

Pavlov, G. (2006). *Creative personality and leadership emergence* [Master Thesis, BI Norwegian Business School, Norway].

Pavlov, G. (2004). *Faktori odlučivanja u situaciji dileme zatvorenika za dva učesnika* [Decision-making factors in two-person two-stage prisoner's dilemma setup] [Graduation Thesis, University of Belgrade, Serbia].

TEACHING EXPERIENCE

Seminar: Industrial and Organizational Psychology (PSYC 4345), UTEP 2025 –
Undergraduate Elective; Face-to-face; Instructor of Record

Advanced Statistics (PSYC 4317), UTEP 2025 –
Undergraduate Elective; Face-to-face; Instructor of Record

Introduction to Psychology (PSYC 101 Honors), USC 2023
Undergraduate Core; Face-to-face; Instructor of Record

Professional Development in Psychology (PSYC 120), USC 2022 – 2024
Undergraduate Core; Online Asynchronous; Instructor of Record

Industrial Psychology (PSYC 350), USC 2021 – 2024
Undergraduate Elective; Face-to-face; Instructor of Record

Selected Topics: Industrial and Organizational Psychology (PSYC 589), USC 2018 – 2020
Undergraduate Elective; Face-to-face; Instructor of Record

Research Methods in Psychology (PSYC 221 and PSYC 226), USC 2017 – 2024
Undergraduate Core; Face-to-face; Instructor of Record

Psychological Statistics (PSYC 220 and PSYC 227), USC 2017 – 2024
Undergraduate Core; Face-to-face/Online/Blended; Instructor of Record

Introduction to Psychology (HUM 2002), UIBS 2016 – 2017
Undergraduate Elective; Face-to-face; Instructor of Record

Quantitative Methods III, IE Business School 2011 – 2012
Graduate Core; Face-to-face; Teaching Assistant

Quantitative Methods II, IE Business School 2010 – 2012
Graduate Core; Face-to-face; Teaching Assistant

Quantitative Methods I, IE Business School 2010 – 2012
Graduate Core; Face-to-face; Teaching Assistant

GRANT ACTIVITY

Principal Investigator 2022 – 2023
Utility of Inter-Item Agreement Indices in Item Desirability Matching
ASPIRE-I: Innovation, Office of the Vice President for Research, USC, \$7,411 (*unfunded*)

Investigator (PI: Alberto Maydeu-Olivares, University of South Carolina) 2018 – 2019
Standardized Goodness of Fit Assessment and Power Computations in Structural Equation Models, National Science Foundation, \$350,000

Principal Investigator (Graduate) 2005
Creative Personality and Leadership Emergence
Norwegian Ministry of Education and Research, State Educational Fund (Lånekassen), €2,000

SERVICE

Committee Member, Quantitative Certificate Program Committee 2024 -
University of Texas at El Paso, Department of Psychology

Committee Member, Graduate Program Committee 2024 -
University of Texas at El Paso, Department of Psychology

Committee Member, Social-Cultural Area Committee 2024 -
University of Texas at El Paso, Department of Psychology

Mentor, Assistantship in Teaching of Psychology (AToP) Program 2024
University of South Carolina, Department of Psychology,

Instructor, Advanced Independent Study (PSYC 498) 2020
University of South Carolina, Department of Psychology

Participant, Out-to-Lunch Program 2017 - 2024
University of South Carolina, Student Success Center

Committee Member, Undergraduate Dissertation Committee 2017
IE University, School of Human Sciences and Technology, Spain

Member, Organizing team of the European Academy of Management conference 2006
BI Norwegian Business School, Oslo, Norway

Member, Organizing team of the World Health Day 2003
 University of Belgrade and the World Health Organization, Belgrade, Serbia

Ad-hoc reviewer:

European Journal of Psychological Assessment
 Personality and Individual Differences
 Personnel Assessment and Decisions
 Society for Industrial and Organizational Psychology Annual Conference

SCHOLARSHIPS AND AWARDS

<i>Thank-a-Teacher</i> Commendation University of South Carolina, Center for Teaching Excellence	2022
<i>SCoer</i> Faculty Award University of South Carolina Libraries	2021
University of South Carolina, Department of Psychology Travel Award	2020
IE Foundation Graduate Fellowship	2008 – 2012
Norwegian State Educational Fund Scholarship	2004 – 2006
University of Belgrade Full Tuition Scholarship	1997 – 2003

PROFESSIONAL AFFILIATIONS

Current:

Society for Industrial and Organizational Psychology (SIOP)
 Psychometric Society
 European Network of Selection Researchers (ENESER)

Past:

Serbian Psychological Society (DPS)