Lukas **Wallrich**

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PROFESSIONAL EXPERIENCE (selected, details below)

Since 2021 **Lecturer at Birkbeck Business School, University of London**

Since 2018 **Associate Lecturer at Goldsmiths, University of London**

2019 – 2021 **Associate Lecturer at St Mary's University, Twickenham**

2013 – 2016 **Consultant at McKinsey & Company** (focus on organisational transformations)

EDUCATION

2017-2021 **PhD in Psychology (funded by the German Academic Scholarship Foundation)**
Goldsmiths', University of London, supervisors: Dr Keon West and Prof Adam Rutland
Research focuses on contact theory and social integration, with a particular focus on the role of diversity beliefs. Working title for the dissertation: "Valuing diversity: an undervalued outcome of intergroup contact that explains diverse contact effects"

2016-2017 **MA in Education (Psychology),** *Distinction*
UCL Institute of Education, London, supervised by Yvonne Reynolds
Dissertation focused on motivation of disadvantaged/minority youth to engage in politics. Additional research on adolescents' perspectives on career choices.

2009-2012 **BA in PPE (Politics, Philosophy and Economics),** *2:1*
University of Oxford (Merton College)
Overall focus on political theory and social change, with modules including demographic change and political sociology.

2006-2007 **International Baccalaureate***, 44/45*
Waterford Kamhlaba UWC, eSwatini
Conducted mixed-methods research on race relations among primary school children in Johannesburg (South Africa) for the final assessment.

SCIENTIFIC PUBLICATIONS

Wallrich, L., Opara, V., Wesołowska, M., Barnoth, D. & Yousefi, S. (2024). The relationship between team diversity and team performance: reconciling promise and reality through a comprehensive meta-analysis registered report. *Journal of Business and Psychology*. https://doi.org/10.1007/s10869-024-09977-0 (*cf* Open Access preprint)

Röseler, L., Kaiser, L., Doetsch, C. A., Klett, N., Seida, C., Schütz, A., … Wallrich, L., …. Zhang, Y. (2024). The Replication Database: Documenting the Replicability of Psychological Science. *The Journal of Open Psychology Data.* Preprint: https://doi.org/10.31222/osf.io/me2ub

Wallrich, L. (2022). Making diversity work: Transforming assessment and selection to hire for culture add, not culture fit. *Occupational Psychology Outlook.*

Wallrich, L. (2022). Groups of diverse problem-solvers outperform groups of highest-ability problem-solvers – most of the time. *ReScience C.*

Wallrich, L., West K. & Rutland, A. (2021). Valuing diversity: an undervalued mediator of intergroup contact. *European Journal of Social Psychology.*

Wallrich, L., Palmer, S. B. & Adam, R. (2021). Adolescents challenging discrimination: The benefits of a perspective-taking and action-planning intervention on self-efficacy. *Journal of Community & Applied Social Psychology.*

Wallrich, L., West K. & Rutland, A. (2021). Civic understanding mediates the effect of educational tracks on voting intentions in German schools. *Citizenship, Social and Economics Education.*

Wallrich, L., Rutland, A. & West, K. (2020). Painting all foreigners with one brush? How the salience of Muslims and refugees shapes judgements. *Journal of Social and Political Psychology.*

… in-principle accepted Registered Report

Wallrich, L., Torka, A. & Hüffmeier, J. Estimating the replicability of research in organisational psychology – a z-curve analysis registered report. *Advances in Methods and Practices in Psychological Science (AMPPS).*

PRACTITIONER PUBLICATIONS

Wallrich, L. & Rojer, A. (2018) "Using dialogue to build community" & "Walking the labyrinth" *Joint reports of emPOWER Training e.V. and the Maastricht Dialogue Foundation.*

Heyn, M., Wallrich, L., Weerda, K., & Windhagen, E. (2016) "Agiler durch Transformation" ["More agile through transformation"]. *Personalwirtschaft [HR Management].*

CONFERENCE PRESENTATIONS

Wallrich, L. (2024, March) "Mainstreaming the use of Replications across the Social, Behavioral and Cognitive Sciences." *Presented at the Year of Open Science Culminating Conference.*

Wallrich, L. & Sayer, H. (2023, July) "Evidence synthesis in the era of open data: lessons from an intergroup contact mega-analysis." *Presented at the EASP General Meeting.*

Wallrich, L. (2023, June) "Hackathon: CitationProfileR – building a tool to monitor and reduce citation gaps between genders, ethnicities and regions*." Convened at the Society for the Improvement of Psychological Science (SIPS) conference.*

Wallrich, L., Röseler, R. & Bushman, B. (2023, March) "Creating interactive ShinyApps for Meta-Analyses with metaUI." *Presented at the Evidence Synthesis and Meta-Analysis Conference (ESMARConf)*

Wallrich, L. (2022, September) "Improved evidence synthesis in the era of open data: some intergroup contact mega-analyses." *Presented at the BPS Social Psychology Conference*

Wallrich, L., Borras-Guevara, M. & Baroni, B. (2022, February) "Still pervasive yet broadly declining: developments in implicit biases from 2005 to 2020." *Presented at the Annual Meeting of the Society of Personality and Social Psychology*

Wallrich, L., Birtel, M., Abbott, N., West, K., Drury, L., Meleady, R. & Gkinopolous, T. (2021, July) "Examining the Interaction between Positive and Negative Contact: The Mediating Roles of Intergroup Anxiety, Empathy and Threat in Explaining Facilitation and Buffering" *Presented at the Virtual ISPP Annual Meeting*

Wallrich, L., Palmer, S. & Rutland, A. (2021, April) "Adolescents Challenging Discrimination: The Benefits of a Perspective-Taking and Action-Planning Intervention on Self-Efficacy" *Presented at the SRCD Biennial Meeting*

Wallrich, L., West, K. & Rutland, A. (2020, December) "Intergroup contact shapes the valuing of diversity, which mediates the influence of contact on prejudice and behaviours" *Presented at the Annual Conference of the International Council of Psychologists. (Received Honourable Mention for Outstanding Poster Award)*

Wallrich, L., West, K. & Rutland, A. (2020, July) "When anti-refugee violence backfires: the impact of right-wing violence on attitudes towards refugees in Germany" *Presented at Virtual ISPP Annual Meeting.*

Wallrich, L., Rutland, A. & West, K. (2019, July) "The origin of unequal voice: what drives the voting gap between students on different educational trajectories?" *Presented at ISPP Annual Meeting in Lisbon.*

Wallrich, L. (2018, November) "Pathways from intergroup contact to pro-social behaviour" *Presented at the PhD conference of the German Academic Scholarship Foundation.*

Wallrich, L., Sancak, M., Thomas, S. & Mattei, P. (2011, November) "Hospital investment funding reform in Germany: Pressures, policy reforms and outcomes." *Presented at the E.ON/ Ruhrgas scholarship conference on the changing organization of the welfare state in Potsdam, Germany.*

Wallrich, L. (2024, March) "Reconciling promise and reality: results from a meta-analysis on team diversity and team-performance" *Presentation to the Grouplab research group at the University of Kent.*

Wallrich, L. (2024, January) "Data is now open – so what? Using mega-analyses to create scientific value from the rise of open data" *Presentation to the Research Seminar Series convened by Prof Joachim Hüffmeier, Technical University of Dortmund.*

Wallrich, L. (2023, March) "Improved evidence synthesis in the era of open data: using mega-analyses to understand intergroup contact effects" *Presentation to the Quantitative Social Psychology Group, University of Durham.*

Wallrich, L. (2023, February) "Benefiting from diversity - using agent-based models to understand possibilities and barriers." *Presentation to the Computational Political Psychology Research Group.*

Wallrich, L. (2020, August) "How to get people to stay at home? Considerations from behavioural research for Covid-19 communication." *Virtual taster lecture as part of the Realising Opportunities access programme.*

Wallrich, L. (2019, November). "Intergroup contact and diversity beliefs: initial insights into their relationship and an agenda for further research." *Invited presentation to the Developmental Intergroup Processes Lab (DIPLab) at the University of Exeter.*

Wallrich, L. (2019, June) "When refugees arrive: how contact, protest and media coverage shaped attitudes in Germany." *Invited presentation to the Equalab research group at Goldsmiths, University of London.*

Wallrich, L., Silvestri, L. & Warren, R. (2019, March) "Designing curricula for intercultural youth programmes" *Invited workshop at the UWC Short Course Conference in Madrid.*

Wallrich, L. (2018, June). "How do psychologists think about identity and conflict?" *Presentation as part of the DE:CONSTRUCT student conference at Goldsmiths, University of London.*

WORKSHOPS ORGANIZED/CONVENED

2024   **Replication Games at Birkbeck Business School:** reproduction, *funded by Birkbeck Business School*

2023   **Evidence Synthesis Workhop at Birkbeck**: presentations of results from across organisational psychology, management and economics and tutorials

GRANTS AWARDED

2023   *Shortlisted* for the Einstein Foundation Early Career Award
         as member of the FORRT Replications Team

2022   **British Academy Small Research Grant:** "On the path to cumulative and replicable science: introducing mega-analyses to intergroup contact research." (9,628 GBP)

2022	**Birkbeck, University of London, Research Innovation Fund Covid Scheme.** Funding for research visit to GESIS, Cologne, Germany. (390 GBP)
2021	**Birkbeck School of Business, Economics and Informatics.** Grant for research assistant for meta-analysis into team diversity and performance (4,202 GBP)
2019	**Conference Travel Grant from German Academic Scholarship Foundation** For participation in ISPP Annual Meeting, Lisbon, 2019 (500 EUR)
2018-2021	**PhD funding from German Academic Scholarship Foundation** (73,000 EUR)
2009-2018	**Youth work funding from European Union Erasmus+ programme** Six successful grant applications (>150k EUR)

TEACHING EXPERIENCE

Since 2021 **Lecturer at Birkbeck, University of London**

- Convenor for *Consultancy & Professional Practice, Contemporary Challenges in HRD, Dissertation in Business Psychology* and *Talent, Performance & Reward Management*

- Guest lecturer on *Introduction to Organisational Psychology* and *Global HR and Diversity Management*

2018-2021 **Associate Lecturer at Goldsmiths, University of London**

- *Graduate School Core Quantitative Research Methods* (3 years, 15 seminars/year)

  Redesign of course for PhD students from various departments, including switch to R and flipped classroom pedagogy. Delivery of lectures and seminars, setting and marking exams, and providing individual tutoring.

- *Department of Social, Therapeutic and Community Studies* *Research Methods in MA in Cognitive Behavioural Therapy (*2 years, 9 seminars/year)

  Design and delivery of research methods seminars, including statistics, research ethics, qualitative interviewing, thematic analysis, dissertation writing and Open Science.

- *Department of Psychology* *Tutorials for first- and second-year students* (Management Stream, 15 tutorials and essay marking), *Introduction to R computer lab sessions* (2 sessions)

- *Department of Sociology Modelling Social Data 2 in MSc Social Research (*4 seminars and supervision of 9 independent data analysis *assessments)*

- *Realising Opportunities outreach programme* Tutor for Academic Assignment: supported eight Sixth Form students to identify a topic for a research essay and shape the question, reviewed drafts and marked final assignment.

2019-2021 **Associate Lecturer at St Mary's University, Twickenham, Dep. of Psychology**

- *Introduction to Social and Developmental Psychology (2 years, 5 lectures, 10 seminars/year)*
  Delivery of social psychology component of first year module, and support for developmental component, including lectures, seminars, and individual tutorials. Setting of essay titles and multiple choice assignments, and marking.

- *Everyday Psychology (4 lectures and 5 seminars)*
  Delivery of lectures and seminar of first year module, including on educational, political and occupational psychology. Guiding students through poster presentation assessment and contribution to marking.

- *Political Psychology (2 years, 1 lecture/seminar/year)*
  Guest lecturer in third-year module, contribution of session on partisan polarisation, xenophobia and xenophilia, including a minor in-class research project.

2011-2018 **Trainer at UWC Short Courses in Germany, Austria, Turkey and eSwatini**
UWC Short Courses are international programmes for 16-20-year olds, focused on intercultural dialogue and social entrepreneurship. Responsible for programme design, training of trainers and child protection, besides project management.

FURTHER RELEVANT WORK EXPERIENCE

2013-2020 **Management Consultant and Trainer at McKinsey & Company (Berlin, Germany)**
Focus on projects related to agile working methods, organisational culture, and data analytics in private and public sector organisations. Managed several project teams. Worked as trainer and lecturer on various programmes, including on leadership development, consulting skills and financial modelling.

2011-2012 **Researcher at European Studies Centre, University of Oxford**
Focus on an international project on accountability in welfare reform. Conducted desk research and stakeholder interviews; organised research workshop to align the international team and wrote paper on hospital investment funding presented at a conference at Potsdam University.

SELECTED VOLUNTARY EXPERIENCE

Since 2021: **Board Member at German United World Colleges (UWC) Foundation**
Responsible for international summer programmes. Coordination of development of long-term strategy, of training for volunteers, and fundraising strategy/funding applications.

Since 2011 **Board Member at emPOWER Training e.V.**
Founded and developed a charity (incorporated in Germany) that supports and initiates international youth projects. Key projects I was responsible for include an international youth exchange travelling from Berlin to Bucharest, Istanbul and Baku and international partnership building meetings for NGOs.

2019 – '20   **Podcast host of *Education for Social Change*** (http://bit.ly/EduPodcastApple)
Created podcast where I interviewed educators and entrepreneurs from various sectors on topics ranging from an online high school for refugees to decolonisation and innovative curricula for undergraduate and graduate degrees at university

QUALIFICATIONS / COURSES UNDERTAKEN

PG Cert Learning and Teaching in Higher Education at Goldsmiths, University of London

Statistician with R career track (56 hours learning module on Datacamp.com)

ISPP 2020 Summer Academy on research methods in political psychology

NCRM course on Longitudinal Data and Research

ACADEMIC CITIZENSHIP

Since 2022   **External Examiner** for **LSE** Master's in Management modules

Since 2021   **Departmental Research Ethics Officer**

2021-2023   **Leader of Quantitative Research Methods Group,** including coordination of monthly meetings and two-day introductory R training

Ongoing   **Reviewer for** British Journal of Social Psychology, Journal of Community and Applied Social Psychology, Frontiers in Psychology, Journal of Occupational and Organizational Psychology, ReScience C, Acta Psychologica,

SKILLS

Teaching:
- Flipped classroom and online teaching (e.g., lectures for Core Quantitative Methods course, https://www.youtube.com/channel/UC4ZugACAXuZMCZd_Mb70obw)
- Use of audience participation tools, e.g., PollEverywhere and Wooclap
- Use of Zoom and MS Teams to run interactive sessions (e.g., with breakout rooms)
- Use of Moodle, and creation of free-standing course pages with interactive exercises on GitHub (e.g., https://lukaswallrich.github.io/StMarysSocPsy/)

Data Analysis:
- Strong understanding of SPSS and R, incl. multi-level and structural equation models
- Quantitative text analysis, including bag-of-word and machine learning approaches
- Use of Google Cloud Virtual Machines for computationally intensive tasks
- Qualitative thematic analysis, using QDA Miner software

Coding:
- Working knowledge of HTML, CSS, PHP, VBA, JavaScript and Python, e.g., for scraping web data such as tweets and for setting up complex online experiments
- Contributor to multiple R packages (e.g., broom, modelsummary, timesaveR)

Languages: German (native), English (C2), French and Spanish (B1)

PROFESSIONAL APA Division 2: Society for the Teaching of Psychology (STP)
MEMBERSHIPS: Society for the Improvement of Psychological Science (SIPS)
Society for Personality and Social Psychology (SPSP)
International Society for the Study of Political Psychology (ISPP)

RESEARCH *Diversity research group* in the Birkbeck Department of Org Psychology
GROUPS: *Equalab*: research on the psychology of intergroup relations and equality
International Contact Research Group: research on intergroup contact

REFEREES **Prof Adam Rutland**   **Dr Keon West**
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