

# SHARI DE BAETS (PHD)

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Engaged researcher and teacher in the cross-disciplinary field of behavioural science and automation in society, the workplace, and business (operations management, project management), with a strong interest in judgmental forecasting and the human perception of algorithms in work life. Passionate about coaching early career researchers in their knowledge, career track, academic skills, science communication, values and confidence. ORCID ID: 0000-0003-2399-3378

## EMPLOYMENT HISTORY

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<b>Assistant professor (Universitair Docent)</b> Open University of the Netherlands Faculty of Psychology Department of Work and Organisational Psychology	2023 – present
<b>Visiting professor</b> KULeuven, Belgium Faculty of Psychology and Educational Sciences Department of Work, Organisational and Personnel Psychology <ul style="list-style-type: none"><li>Professor for the course “Organizational Decision Making and Change”</li></ul>	2022 – present
<b>Senior Post-doctoral researcher</b> Funded by the FWO Research Foundation Flanders Associated with Ghent University, Faculty of Economics and Business Administration Department of Business Informatics and Operations Management <ul style="list-style-type: none"><li>Academic research project: The role of algorithm aversion and human-automation trust in the use and acceptance of Forecast Support Systems</li></ul>	2020 – 2022
<b>Academic coach</b> Self-employed secondary activity <ul style="list-style-type: none"><li>Master thesis supervisor for MsC students at the Open University Netherlands</li><li>Tailored trainings on the topic of academic writing, English writing for non-native speakers, presentations skills and public speaking</li></ul>	2020 - present
<b>President of European Operations and Chief Forecasting Scientist</b> Institute for Neuro & Behavioral Project Management <ul style="list-style-type: none"><li>Course development, including extensive course manual, teaching materials and online course lectures, co-developed with Dr. Joshua Ramirez from Lewis University, USA</li></ul>	2019 – present
<b>Junior Post-doctoral researcher</b> Funded by the FWO Research Foundation Flanders Associated with Ghent University, Faculty of Economics and Business Administration Department of Business Informatics and Operations Management <ul style="list-style-type: none"><li>Academic research project: Judgmental adjustment in forecasting with formal models: biases - cause, effect, and solutions</li></ul>	2017 – 2020
<b>Senior research associate</b> Vlerick Business School, People & Organisation	2016 – 2017

- Manager of the Vlerick Forecasting Centre
- Academic research on the topic of judgmental forecasting
- Coaching

**Teaching assistant** *2014 – 2017*

University College London (UK), Faculty of Engineering – Division of Management Science

- Assisting students with their end of year research projects
- Grading student papers

**ICM Doctoral Student** *2013 – 2016*

Ghent University, Faculty of Economics and Business Administration

- Doctoral thesis: “Allowing for promotion effects in forecasting : effects of judgment and formal forecasts”

**Visiting doctoral researcher** *2014 – 2015*

University College London (UK)

Faculty of Brain Sciences - Division of Psychology and Language Sciences

- Academic research: promotion effects in time series forecasting.
- Teaching assistance: guidance of 2 Master students with their theses, guidance of three bachelor students with their academic projects

**Research associate** *2010 – 2013*

Vlerick Business School, People & Organisation

- Research: Consecutive short-term (6-12 months) research projects in the field of decision making, learning and education, HRM and team research
- Teaching assistance: grading papers, practical course preparation, guidance of 3 Master students with their theses, guidance of 9-month intern on various research projects
  - Teaching: international residential seminar weeks with Masters in General Management. Classes taught: Communication skills, Cognitive styles, Interaction styles and teamwork, Brainstorming

## MEMBERSHIPS & ASSOCIATIONS

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- Early Career Researchers’ committee of the International Institute of Forecasters (Chair)
- Center for Supply Chain, Operations and Logistics Optimization, University of Moratuwa, Sri Lanka (Associated Researcher)
- Institute for Neuro & Behavioural Project Management (Chief of European Operations and Chief Forecasting Scientist)
- University of College London UK – Harvey Experimental Psychology lab (Visiting Researcher)
- Northumbria University, Newcastle, UK - Decisions and Analytics Research Interest Group (Member)
- Institute of Forecasters (Member)
- Society for Judgment and Decision making (Member)

## VOLUNTEER WORK

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**Column editor – editorial board** *2022 – present*

Foresight: The International Journal of Applied Forecasting

**Member (former chair) of the Early Career Researchers Network** *2018 – present*

International Institute of Forecasters

- Running an international team of five members, responsible for the organisation of network events and content sessions for the Early Career Researchers network of the IIF

**Podcast host 'Forecast Impact'**

2020 – 2022

International Institute of Forecasters

- Monthly podcast which aims to disseminate the science and practice of forecasting by introducing prominent academics and practitioners in the forecasting domain.

**Volunteer teacher for low income and middle to low income countries**

2020 – present

- Academic coaching sessions for the University of Moratuwa, Sri Lanka
- “Judgmental forecasting” teacher for the “Democratizing Forecasting” initiative, bringing forecasting education to the developing world

**Reviewer** for: European Journal of Operations Research, Omega, International Journal of Forecasting, Journal of Behavioral Decision Making, Organizational Behaviour and Human Decision Processes, International Journal of Production Economics, Futures & Foresight Science, Applied Psychology: An International Review

Former volunteer positions

- Commission Strategy & Organisation – Ghent University, Faculty of Economics and Business Administration (researcher representative)
- CWO – Commission Scientific Research – Ghent University, Faculty of Economics and Business Administration (researcher representative)
- Post Doc Community Ghent University (board member, representative of the Faculty of Economics and Business Administration)
- Editorial board Appel (Magazine for KULeuven alumni in Psychology and Educational Sciences)

## EDUCATION

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**PhD in Applied Economics**

2013 – 2016

Ghent University

- PhD Thesis: “Allowing for promotion effects in forecasting : effects of judgment and formal forecasts”
- Advisors:
  - Prof. Dr. Karlien Vanderheyden (Vlerick Business School)
  - Prof. Dr. Dirk Buyens (Vlerick Business School, University of Ghent)
  - Foreign tutor: Prof. Dr. Nigel Harvey (University College London)

**MSc. in Psychology – Work- and organizational psychology**

2008 – 2010

Catholic University Leuven (Belgium)

- Master Thesis: Toxic leadership: the moderating effects of team member exchange
- Company internship: IMEC – HR Business Partners (seven months)

**BsC. in Psychology – Work- and organizational psychology**

2004 – 2008

Catholic University Leuven (Belgium)

## PROFESSIONAL QUALIFICATIONS

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*Languages:* Dutch (mother tongue), English (fluent), French (intermediate), German (basic)

*Computer skills* (\*with certificate):

General: MS Office

Data analysis: SPSS/AMOS/R

Programming languages and frameworks: Javascript, HTML/CSS/jQuery, PHP\*

Database management: MySQL\*

Forecasting techniques: UNIC Applied forecasting course\*

## AWARDS & GRANTS

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- Publication De Baets et al. (2022) in *Forecasting* selected for the Cover of the issue
- Three year full senior post-doctoral fellowship – FWO research foundation Flanders 2020-2023
- FWO grant for participation in congress aboard – 2019
- FWO grant for participation in congress aboard – 2018b
- FWO grant for participation in congress aboard – 2018a
- Think Forward Initiative – “Nudging for improved projections of future expenses and savings” 2019 (10 000€)
- Three year full junior post-doctoral fellowship – FWO research foundation Flanders 2017-2020
- Academic Research Fund grant – Vlerick Business School 2017 (25 000€)
- Travel grant award – International Symposium on Forecasting 2014
- Three year full doctoral fellowship – Intercollegiate Center for Management Science (ICM) 2013
- Academic Research Fund grant – Vlerick Business School 2012 (60 000€)
- Best paper award – Academy of Management conference 2012

## RESEARCH PROJECTS AND COORDINATION

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MsC thesis supervision Thesistrack “Algorithms and automation”. Open University, Netherlands – Faculty of Management Science – Department of Management.

2022-present

- Peter Lotte – Effecten van gebruiksintentie met een gemodificeerde Technology Acceptance Model: verplicht gebruik van een ERP informatiesysteem
- Sanne Vermeeren – Een onderzoek naar het effect van transformationeel leiderschap op de weerstand tegen verandering bij het gebruik van een verplichte ICT toepassing
- Harmen Komin – Title TBD
- Jamie Kusters – Title TBD
- Amanda Linger – Title TBD
- Pim Leushuis – Impact of cultural diversity in companies on global chip shortage
- Fachte Farahani – Attitude towards algorithms in asset management in the context of maintenance organisations

2021-present

- Anne Souren – Are algorithm aversion and self-overestimation hindering automation in the mental healthcare sector?
- Tom Loos – Automation in Online Proctoring
- Sergio Tjin-Asjoe – Title TBD

2020-2022

- Frank Zeilstra – Automation and the rise of artificial intelligence (AI) in the stock market industry

2020-2021

- Ekrem Yilmaz – Innovative Behaviour: Extrinsic or Intrinsically motivated?
- Michelle Drion – Discretion and the use of algorithms in social work
- Zaki Al Sahili – Budget forecasting within the food service industry
- Rob Harrewijn – HR Analytics: the need for an ethical framework

- Daniel Frins – Algorithm aversion within a legal service context
- Arnout De Bakker – Attitudes Towards Algorithms in a Social Work Setting
- Angela Verhoog – Algorithm acceptance by Taxation Bureau employees in the Netherlands
- Olivier Cramer – The influence of mere exposure on algorithm aversion

PhD Assessment Committee (2020). Gylia Verstraete – Sales forecasting using leading macroeconomic and weather indicators. Ghent University, Belgium – Faculty of Engineering and Architecture – Department of Industrial systems engineering and product design.

MsC thesis supervision (2016-2017). Nathan Too – Task switching effects in judgmental forecasting research. University College London, UK – Faculty of Brain Sciences – Department of Experimental Psychology.

MsC thesis supervision (2015-2016). Jieun Han – Judgmental forecasting: effect of ratio of promotional to non-promotional periods. University College London, UK – Faculty of Brain Sciences – Department of Experimental Psychology.

MsC thesis supervision (2014-2015). David Daniel – Judgmental forecasting of time series that are subject to brief intermittent perturbations. University College London, UK – Faculty of Brain Sciences – Department of Experimental Psychology.

BsC thesis supervision (2014-2015). Thesis track “Using statistical forecasts and taking causal factors into account when forecasting from time series”. University College London, UK – Faculty of Brain Sciences – Department of Experimental Psychology.

- Seraphim Lee
- Catherine Lucas
- Jieun Han

MsC thesis supervision – assistant. Thesis track “Negotiation Intelligence”. KULeuven, Belgium – Faculty of Psychology and Educational Sciences – Department of Work, Organizational and Personnel Psychology.

- Steven Peeters
- Esther Verspeet
- Roosje Koninckx

Internship (9 months) supervision at the department of “People and Organisation”, Vlerick Business School.

- Gunther Heymans (2012-2013)
- Sien Knapen (2011-2012)

## PUBLICATIONS

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A full and up to date list of my publications can be found at <http://sharidebaets.com/scientific.html>. Links to the papers are provided on the website.

- **Articles - published**
  - De Baets, S., Abolghasemi, M., Van der Aeweraer, S., Sroginis, A., & Chojnowski, M. (TBD). The IIF “Forecasting Impact” podcast. *Foresight: the International Journal of Applied Forecasting*, 67, 41 - 48.
  - Harvey, N., & De Baets, S. (2022). Commentary on “Representativeness: A New Criterion for Selecting Forecasts”. *Foresight: the International Journal of Applied Forecasting*, 65, 13-15.

- Petropoulos, F., ... , De Baets, S., ..., Ziel, F. (2022). Forecasting: theory and practice. *International Journal of Forecasting*, 38(3), 705 – 871.
- De Baets, S., Önkal, D., & Ahmed, W. (2022). Do risky scenarios affect forecasts of savings and expenses? *Forecasting*, 22(1), 307-334. [Selected for [cover of quarterly issue 4\(1\)](#) – including picture of my own making]
- Hewage, H.C., Perera, H.N., & De Baets, S. (2022). Forecast adjustments during post-promotional periods. *European Journal of Operational Research*, 300(2), 461-472.
- De Baets, S., & Vanderheyden, K. (2021). Individual differences in the susceptibility to forecasting biases. *Applied Cognitive Psychology*, 35(4), 1106-1114.
- De Baets, S. (2021). Surveying forecasting: a review and directions for future research. *International Journal of Information and Decision Sciences*, 13(2), 111-126.
- Önkal, D., & De Baets, S. (2020). Past-Future Synergies: Commentary on Schoemaker 2020. *Futures and Foresight Science*, e51.
- De Baets, S. & Harvey, N. (2020). Using judgment to select and adjust forecasts from statistical models. *European Journal of Operational Research*, 284(3), 882-895.
- Vereecke, A., Vanderheyden, K., Decroix, I., De Baets, S., & Cabos, A. (2020). In planning we trust: determinants of trust in human/system interaction. EUROMA 2020 conference paper, peer reviewed.
- Önkal, D., Gönül, S., & De Baets, S. (2019). Trusting forecasts. *Futures & Foresight Science*, e19.
- Ahmed, W., Önkal, D., & De Baets, S. (2019). LSE Blog: Creating Impact with Apps – The Rainy Day Project. Available online from <https://blogs.lse.ac.uk/impactofsocialsciences/2019/09/11/creating-impact-with-apps-the-rainy-day-project/>
- Van den Broeke, M., De Baets, S., Vereecke, A., Baecke, P., & Vanderheyden, K. (2018). Judgmental forecast adjustments over different time horizons. *Omega*, 87, 34-45.
- De Baets, S., & Harvey, N. (2018). Forecasting from time series subject to sporadic perturbations : effectiveness of different types of forecasting support. *International Journal of Forecasting* , 34(2), 168–180.
- Baecke, P., De Baets, S., & Vanderheyden, K. (2017). Investigating the added value of an integrated judgment and statistics demand forecasting system. *International Journal of Production Economics*, 191, 85-96.
- De Baets, S. (2017). Stop de meeting gekte! [“Uitgelezen: Harvard Business Review” - *Stop the meeting madness*]. HR magazine, September.
- De Baets, S. (2016). Forecasting: registreer, analyseer en verbeter [*Forecasting: record, analyse, and improve.*]. *Value Chain Magazine*, March, 27-29.
- Vanderheyden, K., & De Baets, S. (2015). Does cognitive style diversity affect performance in dyadic student teams? *Learning and Individual Differences*, 38, 143-150.
- De Baets, S. (2014). Vrouwen aan de top: de verborgen barrières [*Women rising – the unseen barriers*]. HR Magazine, January, 57 – 59.
- De Baets, S. (2012). Goede data staan niet garant voor goede beslissingen [“Uitgelezen: Harvard Business Review” - *Good data do not guarantee good decisions*]. HR Magazine, July, 44 – 46.
- De Baets, S., & Warmoes, V. (2011). Oudere werknemers opleiden: Een sinecure? [*Training older employees: A walk in the park?*]. *Over.Werk*, 21(2), 43 - 47.
- Van den Broeck, H., De Vos, A., Warmoes, V., De Schampelaere, V., & De Baets, S. (2011). Wetenschappelijk rapport: Handleiding voor opleidingen gericht op de ervaren werknemer [Scientific report: Manual for educating older workers]. FOD Werkgelegenheid, Arbeid en Sociaal Overleg, 80pgs.
- De Baets, S. (2011). Verschillende gezichtspunten nodig voor compleet beeld. De beste leiders zoomen in en uit [“Uitgelezen: Harvard Business Review” - *Different viewpoints are necessary for a complete picture: the best leaders zoom in and out*, R.M. Kanter]. HR Magazine, 17 (180), 57 - 59.
- De Baets, S. (2011). Boekentips: Think again and don't push. [Book tip: *Think again and don't push*]. *Appel*, 6(2), 12.
- De Baets, S. (2011). Boekentips: Het leven als 'Aspergirl'. [Book tip: *The life of an 'Aspergirl'*]. *Appel*, 6(2), 13.

- De Baets, S. (2011). De zin en onzin van ethiek in organisaties: zonder het goede voorbeeld blijft het een dode letter. [The sanity and insanity of ethics in organisations: without the right example, it fails]. *Appel*, 6(2), 14 - 16.
- De Baets, S. (2011). Boekentips: Gouwe ouw: How to win friends and influence people [Book tip: *Golden Oldie: How to win friends and influence people*]. *Appel*, 6(1), 10.
  
- **Articles – under review**
  - Vereecke, A., Roodhooft, F., & De Baets, S. (TBD). S&OP and budgeting: enemy or ally? Under review at: *Business Horizons*.
  
- **Articles – in preparation**
  - Schmidt, N., & De Baets, S. (TBD). The role of fairness in the development and reception of an automated scheduling system.
  - De Baets, S., & Harvey, N. (TBD). Algorithm aversion or algorithm appreciation? The role of feedback and label.
  - Fildes, R., Goodwin, P., & De Baets, S. (TBD). A meta-analysis of judgmental adjustment forecast datasets.
  - De Baets, S. (TBD). The algorithm attitude scale : development and validation.
  - Decroix, I., Vereecke, A., Vanderheyden, K., De Baets, S., & Cabos, A. (TBD). The role of trust in automated planning systems.
  - Önkal, D., Gönül, S., Harvey, N., & De Baets, S. (TBD). Forecast scenarios: does sharing opposing information improve forecast accuracy?
  
- **Working papers**
  - De Baets S., Vanderheyden, K., & Buelens, M. (2013). Judgment in forecasting: moving from artificial experiments to the organizational environment. *Vlerick Working Paper Series 2013/05* (30p.).
  - Davidson T., Dewettinck K., & De Baets S. (2012). Group goal setting in age-diverse teams: investigating the role of goal clarity and reflexivity. *Vlerick Working Paper Series (06)* : 38p.
  - De Baets S. & Buelens M. (2012). Development of the loss aversion questionnaire. *Vlerick Working Paper Series (09)* : 29p.
  - Vanderheyden K. & De Baets S. (2012). Does cognitive style diversity affect performance in dyadic cooperations. *Vlerick Working Paper Series (10)* : 31p.
  
- **Book chapters**
  - De Baets, S., & Harvey, N. (2023). Incorporating external factors into time series forecasts, In *Judgment in Predictive Analytics* (Ed. Seifert, M.), International Series in Operations Research & Management Science, Springer NY.
  - Ramirez, J., & De Baets, S. (2020). The Institute for Neuro & Behavioral Project Management course manual for the NPPQ© accreditation: 343p.
  - De Baets, S., & Warmoes, V. (2012). Learning later in life: the Older Worker’s Perspective, In *Working and Ageing* (Vol. 3; pp. 134 - 154). Cedefop publications: Luxembourg.
  
- **Interviews**
  - Cable, J. (2021). Combining Behavioral Science with Project Management: The Road to Improvement. *PM World Journal*, Vol. X, Issue VII, July. Available online at <https://pmworldlibrary.net/wp-content/uploads/2021/06/pmwj107-Jul2021-Cable-combining-behavioral-science-with-project-management.pdf>
  - PM Point Of View Podcast, episode #83. Tips from Behavioral Science (2021). Available from <https://www.pmi.org/chapters/wdc/pmi-resources/pm-podcasts/pm-point-of-view-83>
  - Ugenters: Shari De Baets – researcher profile (April 2020).

- Wordline (2020). Nos conseils pour une gestion de stock efficace en temps de crise. Available from [https://mypaymentsolution.be.worldline.com/fr/home/blog/2020/Stock\\_management.html](https://mypaymentsolution.be.worldline.com/fr/home/blog/2020/Stock_management.html)
  - Science Figured Out (2019). Shari De Baets – Predicting the future with computers. Available from <https://www.youtube.com/watch?v=vTgg62c8ymY> and <https://www.sciencefiguredout.be/predicting-future-computers>
  - IIF profiles (2017). Member profile: Shari De Baets. Available from <https://forecasters.org/blog/2017/03/22/member-profile-shari-de-baets/>
  - Verreet, E. (2011). Zweden, een uitweg uit de crisis? [Sweden, a way out of the crisis?]. Vacture, 3pgs.
- **Conference proceeding**
    - Davidson, T., De Baets, S., & Dewettinck, K. (2012). Group Goal Setting in Age-Diverse Teams: Investigating the Role of Goal Clarity and Reflexivity. 72<sup>nd</sup> Academy of Management Annual conference, best paper proceedings.
    - Vanderheyden, K., & De Baets, S. (2012). Does cognitive style diversity affect performance in dyadic cooperations? Proceedings of 17<sup>th</sup> Annual Conference of the Education, Learning, Styles & Individual differences Network, Cardiff, United Kingdom, June 25<sup>th</sup>, 2012.
    - De Baets, S. & Warmoes, V. (2011). Training of older employees: are they really so different? Proceedings of 16<sup>th</sup> Annual Conference of the Education, Learning, Styles & Individual differences Network, Antwerp, Belgium June 29, 2011.
    - De Baets, S., Vanderheyden, K., & Cools, E. (2011). Cognitive style and personality trait diversity in dyads: how to optimize the cooperation? Proceedings of 16<sup>th</sup> Annual Conference of the Education, Learning, Styles & Individual differences Network, June 29, 2011.

## TEACHING EXPERIENCE

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- **Courses**
  - De Baets, S. (2023). Organizational Decision Making and Change. KULeuven, Belgium, Faculty of Psychology and Educational Sciences.
  - De Baets, S. (2021). Academic Writing Course. Vlerick Business School, Belgium.
- **Guest lectures, workshops and seminars**
  - De Baets, S. (2022). Workshop “Judgment and decision-making” at the International Symposium on Forecasting, July 10-13, Oxford, UK.
  - De Baets, S. (2022). Guest Lecture at KULeuven « Organizational Decision Making and Change”, Leuven, Belgium. May 16<sup>th</sup>, 2022.
  - De Baets, S. (2022). Judgment in Forecasting. Guest lecture on the role of judgment in forecasting for Monash University, Melbourne, Australia. April 22<sup>nd</sup>, 2022.
  - De Baets, S. (2021). Human vs machine: do practitioners trust forecasting algorithms? Centre for Marketing Analytics and Forecasting, Dec 10<sup>th</sup>, 2021. Available from [https://www.youtube.com/watch?v=pJwupyBHm2A&ab\\_channel=LancasterCMAF](https://www.youtube.com/watch?v=pJwupyBHm2A&ab_channel=LancasterCMAF)
  - De Baets, S., & Mitchell-Guthrie, P. (2021). Invited roundtable leader on “Anticipating how changes in demand impact supply chain”. Big Ideas in Supply Chain Summit fall edition, October 6<sup>th</sup>, 2021.
  - De Baets, S. (2021). Enhancing Confidence and Presenting Skills. Department of Transport and Logistics Management, University of Moratuwa, Sri Lanka, Sep 23<sup>rd</sup>, 2021.
  - De Baets, S. (2021). Thesis writing workshop: improve your knowledge and confidence with an Academic Writing Session. Department of Transport and Logistics Management, University of Moratuwa, Sri Lanka, August 26<sup>th</sup>, 2021.



- De Baets, S. (2021). Demand & Strategy Driven Supply Chain. Solventure advisory board. February 11<sup>th</sup>, 2021.
  - De Baets, S. (2021). Public Speaking. Early Career Researcher section of the International Institute of Forecasting – webinar series. March, 30<sup>th</sup>, 2021. Available from <https://www.youtube.com/watch?v=u8xqxXaMvac>
  - De Baets, S. (2021). Panel career advice/going on the job market. Vlerick Business School, May 26<sup>th</sup>, 2021.
  - De Baets, S. (2020). Using judgment to select and adjust forecasts from statistical models. Webinar presented for Lancaster University, United Kingdom, 13 May 2020.
  - De Baets, S. (2020). Forecasting biases and algorithm aversion. Paper presented at the “Research Workshop: Algorithms vs. Human Decisions”, University of Cologne, Germany, 13 February 2020.
  - Wasim, A., Önkal, D., & De Baets, S. (2019). Webinar: Rainy Day project. Available from [https://www.youtube.com/watch?v=Oi3cvsX83Vs&ab\\_channel=SocialMedia](https://www.youtube.com/watch?v=Oi3cvsX83Vs&ab_channel=SocialMedia)
  - De Baets, S. (2018). Webinar “Choosing the right forecast model: Leading indicator forecasting and change management”, organized by Solventure. 21/03/2018, live from Ghent, Belgium.
  - De Baets, S. (2017). Webinar “Improving Strategic Decision Making with Big Data” in cooperation with Dr. Bram Desmet, organized by Solventure. 11/10/2017, live from Ghent, Belgium.
- **Conference Presentations**
    - De Baets, S. (2022). **Keynote speaker** “Man versus Machine” at the International Symposium on Forecasting, July 10-13, Oxford, UK. Available from <https://www.youtube.com/watch?v=aH9wVpoa9WE>
    - De Baets, S., Sroginis, A., Van der Auweraer, S., & Chojnowski, M. (2022). Career talk at the International Symposium on Forecasting, July 10-13, Oxford, UK.
    - De Baets, S., & Harvey, N. (2022). Algorithm aversion or algorithm appreciation? The role of feedback and label. EURO conference, July 3-8, Espoo, Finland.
    - De Baets, S., & Harvey, N. (2021). Algorithm aversion or algorithm appreciation? Paper presented at the International Symposium on Forecasting, June 27-30, Virtual.
    - De Baets, S. (2021). **Keynote Speaker** - Combining Behavioral Science with Project Management: The Road to Improvement. Project Management Center for Excellence, University of Maryland, April 22<sup>nd</sup>, 2021.
    - De Baets, S., & Harvey, N. (2020). The role of algorithm aversion in judgmental forecasting. Paper presented at the International Symposium on Forecasting, October, 25-28, Virtual.
    - De Baets, S. (2020). On the role of software management in academic writing. DBA & PhD conference, Vlerick Business School, April 3<sup>rd</sup>, 2020.
    - De Baets, S., Önkal, D. & Ahmed, W. (2019). Nudging for improved forecasts of future expenses and savings. Paper presented at the International Symposium on Forecasting, June 16-19, Thessaloniki, Greece.
    - De Baets, S. & Harvey, N. (2019). Judgment in forecasting: can people distinguish good models from bad models? Paper presented at the Northumbria Decisions and Analytics Research Interest Group, June 24<sup>th</sup>, Newcastle, UK.
    - Cecchi, A., De Baets, S. & Harvey N. (2019). Selection of forecasting models. Paper presented at the London Judgment and Decision Making Group, 15 – 16 May 2019, London, UK.
    - De Baets, S. & Harvey, N. (2018). Judgment in forecasting: using records of past performance to select and weight forecasts from different statistical models. Poster presented at Society for Judgment and Decision Making Annual Conference, November 18-21, New Orleans, USA.
    - De Baets, S. & Harvey, N. (2018). Statistical forecasts as advice: How well are people able to assess their quality? Paper presented at Society for the Advancement of Behavioural Economics, July 19-22, London, UK.
    - De Baets, S. & Harvey, N. (2018). Statistical forecasts as advice: How well are people able to assess their quality? Paper presented at International Symposium on Forecasting, June 17-20, Boulder, Colorado, USA.

- De Baets, S. & Vanderheyden, K. (2017). The effect of individual differences on the susceptibility to biases in judgmental forecasting. Poster presented at Society for Judgment and Decision Making Annual Conference, November 11-13, Vancouver, Canada.
- Cecchi, A., De Baets, S. & Harvey N. (2019). Forecasting with promotions. Paper presented at the London Judgment and Decision Making Group, 2016, London, UK.
- De Baets S. & Harvey N. (2016). Enhanced anchoring effects produced by the presence of statistical forecasts: Effects on judgmental forecasting. Paper presented at 36th International Symposium on Forecasting, June 19-22, Santander, Spain.
- Harvey, N. & De Baets S. (2016). Taking account of the effects of promotions: A comparison of unaided judgmental forecasting and judgmental adjustment of statistical forecasts. Paper presented at 36th International Symposium on Forecasting, June 19-22, Santander, Spain.
- De Baets S. & Harvey, N. (2015). Allowing for promotion effects in judgmental forecasting: Effects of series type and provision of formal forecasts. Paper presented at EURO2015, July 12- July 15, Glasgow, Scotland, UK.
- De Baets S. & Harvey, N. (2015). Allowing for promotion effects in judgmental forecasting: Effects of series type and provision of formal forecasts. Paper presented at 35th Annual International Symposium on Forecasting, June 21-June 24, Riverside, CA, USA.
- De Baets S. & Harvey, N. (2015). Allowing for promotion effects in judgmental forecasting: Effects of series type and provision of formal forecasts. UCL Cumberland Lodge Conference, April 27-28, Windsor, UK.
- De Baets S., Vanderheyden K., & Buelens M. (2014). The role of expertise, context and the forecasting phase in judgmental forecasting research. Paper presented at 34th Annual International Symposium on Forecasting, June 29-July 2, Rotterdam, the Netherlands.
- De Baets S., Baecke P., & Vanderheyden K. (2014). An empirical investigation on the value of combined judgmental and statistical forecasting. Paper presented at 34th Annual International Symposium on Forecasting, June 29-July 2, Rotterdam, the Netherlands.
- De Baets S., Vanderheyden K., & Buelens M. (2013). Combining data analytics and human judgment in the organizational environment. Poster presentation at Society for Judgment and Decision Making Annual Conference, November 15-18, Toronto, Canada.
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