

Joelle D. Elicker

Vita

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Department of Psychology
The University of Akron
Akron, Ohio 44325-4301
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A. Education

University of Akron	2000	Ph.D., Industrial/Organizational Psychology
University of New Haven	1991	M.A., Industrial/Organizational Psychology
University of Delaware	1987	B.S., Business Administration
Gestalt Institute of Cleveland	2000	Workshop on Organizational Resistance
U. Akron Institute Teaching & Learning	2002	Symposium on the Scholarship of Teaching, Assessment & Learning

B. Professional Employment

<u>Associate Professor, University of Akron</u>	8/2010 – present	Akron, OH
<u>Assistant Professor, University of Akron</u>	8/2003 – 8/2010	
<u>Visiting Assistant Professor, University of Akron</u>	7/2001 – 8/2003	

Design and coordinate the Introduction to Psychology program with an enrollment of approximately 2,700 students per year. Design class structure including readings, activities, assignments, & tests. Train, supervise, and mentor the development of approximately 25 graduate student instructors each year. Responsibilities include designing and facilitating a graduate seminar on the Teaching of Psychology, teaching Introduction to Psychology and additional courses such as Training & Development in Organizations and Human Resource Management, and conducting research in I/O psychology and the scholarship of teaching, assessment, and learning.

Senior Consultant, Organizational Effectiveness Strategies, Inc. **1/1999–7/2001** **Cleveland, OH**

Managed projects for the design and implementation of organizational change efforts. Conducted organizational analysis and culture identification through interviews & employee surveys. Completed job analysis to determine critical knowledge, skills, and abilities for success. Designed employee development processes to build skill levels. Provided group and individual level interpretation and coaching based on multi-source feedback. Designed and presented customized, interactive trainings on process, technical knowledge, and management skills such as delegation, coaching, and communication. Facilitated focus groups to identify perspectives, raise awareness of resistance & create action plans. Established appropriate test batteries for positions, utilizing published and customized tests. Developed selection tests, including structured interviews and training for implementation. Performed predictive and concurrent validity analyses. Marketed O.E. Strategies' services; developed business through fostering client relationships.

Associate Consultant, The Brinoth Group **7/1996 – 12/1998** **Cleveland, OH**

Designed competency-based systems for selection and development. Conducted individual assessments for selection, promotion, or development. Conducted individual coaching for development and career transition. Established appropriate test batteries for positions, utilizing published and customized tests. Developed selection tests, including structured interviews and training for implementation. Performed predictive and concurrent validity analyses.

Co-coordinator & Instructor, University of Akron

8/1993 – 5/1997 Akron, OH

Co-coordinator, Introduction to Psychology Program

Supervised 26 teaching assistants. Provided training, coordinated testing and ensured availability of course materials. Solved problems and coached teaching assistants regarding instructional methods, university policies, and student issues.

Instructor, Introduction to Psychology

Taught introductory course using standardized course structure and testing. Presented lectures, developed and facilitated class activities to supplement required reading.

Instructor, Social Psychology & Human Relations

Designed course structure, combining reading with student papers, class demonstrations, and interactive activities to encourage reflection and solidify learning. Developed course content and tests. Presented class lectures.

HR Intern, Connecticut Conference of Municipalities

Summer 1991 New Haven, CT

Assisted in development of a performance appraisal system, pay structure reorganization, and employee orientation program. Revised job descriptions, interviewed applicants and conducted reference checks.

Graduate Assistant, U. of New Haven Counseling Center

9/1990 – 5/1991 New Haven, CT

Administered and scored admissions and vocational interest tests, conducted vocational counseling, exit interviews, student referrals and receptionist duties.

Retail Manager, U.S. Shoe Corporation

9/1987 – 8/1990 Newark, DE

Successfully managed a retail clothing store with 15 employees. Recruited, trained and developed staff. Responsible for effective merchandising, store security, and attainment of sales goals.

C. Teaching

Graduate:

Teaching of Psychology Graduate Seminar, 2002 – present

Training and Development in Organizations, Fall 2009 – present

Undergraduate:

Introduction to Psychology Coordinator & Instructor, July 2001 – present

Human Resource Management, Spring 2005

Introduction to Psychology Program, Co-coordinator, August 1994 – May 1995

Introduction to Psychology, August 1993 – August 1994

Social Psychology, August 1995 – August 1996

Human Relations, August 1996 – May 1997

D. Publications

- Allen, P.A., Ruthruff, E., Elicker, J.D., & Lien, M. (2009). Multi-session, dual-task psychological refractory period practice benefits older and younger adults equally. *Experimental Aging Research*, 35, 369-399.
- Elicker, J.D., Foust, M.S., O'Malley, A.L., & Levy, P.E. (2008). Employee lateness behavior: The role of lateness climate and individual lateness attitude. *Human Performance*, 21, 427-441.
- Elicker, J.D., Levy, P.E., & Hall, R.J. (2006). The role of leader-member exchange in the performance appraisal process. *Journal of Management*, 32, 531-551.
- Elicker, J.D., Lord, R.G., Ash, S.R., Kohari, N., Hruska, B., McConnell, N.L. & Medvedeff, M. (2009). Velocity as a predictor of performance satisfaction, mental focus, and goal revision [Electronic version]. *Applied Psychology: An International Review*.
- Elicker, J.D., & McConnell, N.L. (2011). Interactive learning in the classroom: Is student response method related to performance? *Teaching of Psychology*, 38, 147-150.
- Elicker, J.D., McConnell, N.L., & Hall, R.J. (2010). Research participation for course credit in Introduction to Psychology: Why don't people participate? *Teaching of Psychology*, 37, 183-185.
- Elicker, J.D., O'Malley, A.L. & Williams, C.M. (2008). Does an Interactive WebCT Site Help Students Learn? *Teaching of Psychology*, 35, 126-131.
- Elicker, J.D., Snell, A.F., & O'Malley, A.L. (2010). Do student perceptions of diversity emphasis relate to perceived learning of psychology? *Teaching of Psychology*, 37, 36-40.
- Elicker, J.D., Thompson, M.N., Snell, A.F., & O'Malley, A.L. (2009). A training framework and follow-up observations for multiculturally inclusive teaching: Is believing that we are emphasizing diversity enough? *Journal of Diversity in Higher Education*, 2, 63-77.
- Foust, M., Elicker, J.D., & Levy, P.E. (2006). Development and validation of a measure of an individual's lateness attitude. *Journal of Vocational Behavior*, 69, 119-133.
- Perry, J. L, Foust, M., & Elicker, J. D. (2013). *Measuring the varied skills of psychology majors: A revision and update of the Academic Skills Inventory*. Retrieved from Society for the Teaching of Psychology website: <http://teachpsych.org/otrp/resources/perry13.pdf>

F. Presentations

- Allen, P.A., Elicker, J.D., Sapienza, N. Varonis, L., Bove, F., Donovan, W., & Myers, S. (2007, April). *Podcasting of introductory psychology lectures and academic performance*. 6th Annual Celebration of Excellence in Learning & Teaching, Akron, OH.
- Berardi, M.F., Elicker, J.D., Hepburn, E.M., Wynn, H.A., & McDaniel, M.A. (1995). *The effectiveness of training in decision-making: A meta-analysis*. Presentation at the Meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Doolittle, J. & Elicker, J. (2006, February). *Applying psychology to students' everyday lives*. McGraw-Hill Introductory Psychology Symposium, Pasadena, California.
- Elicker, J. D. (2004) *Using conceptests at The University of Akron*. Presentation for the Center for Collaborative Inquiry, The University of Akron, April 9th.
- Elicker, J.D., Foust, M.S., & Perry, J.L. (2007, January). *The relationship between students' understanding of the course structure and their satisfaction and classroom citizenship behaviors*. National Institute on the Teaching of Psychology Conference, St. Petersburg, FL.
- Elicker, J.D. & Levy, P.E. (1995). The role of discrepancies in upward feedback: A field investigation. In V. Wan-Huggins (Chair), *Performance Evaluation Issues*. Paper session conducted at the 55th Annual Meetings of the Academy of Management, Vancouver, BC.
- Elicker, J.D., Levy, P.E. & Hall, R.J. (2002). *An organizational justice explanation of feedback reactions in different leader-member exchange relationships*. Presentation at the Meetings of the Society for Industrial and Organizational Psychology, Toronto, CA.
- Elicker, J.D. & Lionetti, S. (2002). *It takes two: I and O collaborate for change*. Presentation at the Meetings of the Society for Industrial and Organizational Psychology, Toronto, CA.
- Elicker, J.D., Thompson, M.N., Snell, A.F., & O'Malley, A.L. (2008). *Training for multiculturally sensitive teaching: Is believing that we are emphasizing diversity enough?* Presentation at the Eastern Conference on the Teaching of Psychology, Staunton, VA.
- King, A.E. & Elicker, J.D. (2010, April). *Perceptions of politics, proactive personality, and performance*. Presentation at the Meetings of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Kohari, N.E., Lord, R.G., Elicker, J.D., Ash, S.R., & Hruska, B.J. (2008, April). *Antecedents of learners' mental model development*. Presentation at the Meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- McConnell, D., Ghosh, S. & Elicker, J. (2005, March). *Technology in support of effective pedagogy: Electronic response systems and good practice in undergraduate education*. Presentation at the Carnegie Academy for the Scholarship of Teaching and Learning (CASTL) Conference, Atlanta, GA.
- Merk, S. & Elicker, J. (2006, March). *Organizational justice in the context of the feedback environment: The influence of race and gender*. Ohio Undergraduate Psychology Research Conference, Berea, OH.
- Mora, J.F. & Elicker, J.D. (2007, April). *Grade expectations: Relationships with regulatory focus and achievement motivation*. Ohio Undergraduate Psychology Research Conference, Hiram, OH.
- Perry, J.L., Elicker, J.D., & Foust, M.S. (2007, January). *Menu-structured courses and student choice: Complexity, implementation, and future research*. National Institute on the Teaching of Psychology Conference, St. Petersburg, FL.
- Perry, J.L., Foust, M.S., & Elicker, J.D., (2008, May). *Student Perceptions of Classroom Fairness and Satisfaction Predict Academic Citizenship Behaviors*. Association for Psychological Science Conference, Chicago, IL.
- Pritchard, C.J., Lam, D., & Elicker, J.D. (2011, August). *Comparing performance and mastery goals in a college classroom*. Presentation at the Meetings of the American Psychological Association, Washington, D.C.
- Simerson, G.R., Cook, K.W., ZiaMian, M., Elicker, J., Wasyliw, J. & Wilson, C.W. (1995). *Cosmopolitans and locals: Latent roles and the Blau-Boal model*. Paper presented at the

annual convention of the Eastern Academy of Management, Ithaca, NY.

Svyantek, D., Elicker, J., & Doverspike, D. (2003, March). *Applied: Ask the experts*. Presentation at the 24th meeting of the Industrial/Organizational Psychology & Organizational Behavior Graduate Student Conference. Akron, Ohio.

Wilson, C.N., Elicker, J.D., & Sully de Luque, M. (2013, April). *Vertical and Horizontal Individualism and Collectivism Orientations and Feedback-Seeking Behaviors*. Presentation at the Meetings of the Society for Industrial and Organizational Psychology, Houston, TX.

H. Honors and Awards

2012 SoTL Grant (Foust, Perry, & Elicker) – *Development, Validation, & Use of an Academic Citizenship Behavior Measure*. Awarded by the Society for the Teaching of Psychology

2011 Instructional Resource Award (Perry, Foust & Elicker) – *Measuring the Impressive Skills of Psychology Majors: A Revision and Update*. Awarded by the Society for the Teaching of Psychology

2008 Outstanding Poster Award – Eastern Conference on the Teaching of Psychology

2005 Buchtel College, Arts & Sciences Chairs' Award for Outstanding Achievement in Teaching

2005 & 2006 Research grant award from the Institute for Teaching and Learning – Pedagogy Team

2004 Research grant award from the Center for Collaboration & Inquiry's Interactive Technology Grant Program

2002 SOTAL Fellow, University of Akron

1991 Outstanding Psychology Student of the Year, University of New Haven

I. Professional Organizations

American Psychological Association
Society for Industrial and Organizational Psychology
Society for the Teaching of Psychology

J. Service

Departmental

Scholarship Committee	2006 – 2013
Undergraduate Committee	2004 – 2013
Peer Review of Teaching Committee	2002 – 2013
Chair, Peer Review of Teaching Committee	2007 – 2008
Research Pool Administrator	2003 – 2013
Search Committee, Asst. Professor IO	2011
Department Chair Review Committee	2008
Coordinator for I/O Comps & Specialty Exams	2008 – 2013
Chair, Research Pool Committee	2003 – 2004
Undergraduate Task Force	2002 – 2003

University

First Year Council	2006 – 2011
Co-Curricular Transcript Committee	2011
Interviewer, Honors College	2006 – 2008, 2010 - 2013
Reviewer, ITL Teaching Awards	2008
Search Committee for Disability Specialist, Office of Accessibility	2008
Search Committee for Director, Developmental Programs	2006 – 2007
Search Committee for Director, Office of Accessibility	2005
Interviewer for University of Akron BSMD program <i>Helped redesign BSMD interview, 2005</i>	2003 – 2008, 2010 – 2013
College of Arts and Sciences General Education Committee	2003 – 2004
U. of Akron Faculty Mentor – Peer Tutoring	2001 – 2004
University of Akron TA Training Task Force	2001 – 2002

National Professional

SIOP Reviewer	2006, 2008, 2010 - 2012
European Journal of Work and Organizational Psychology	2010
Cultural Diversity and Ethnic Minority Psychology	2010
Journal of Occupational and Organizational Psychology	2010, 2011
Organizational Behavior & Human Decision Processes	2011
Teaching of Psychology	2011
Journal of Educational Psychology	2011

Community

Women's Board, Akron Child Guidance Center. *Member 2000- 2005; Executive Board 2003–2005.*
Program development and evaluation for Route 2: Group work for children who have witnessed domestic violence.