

Joelle D. Elicker

Vita

April 2008

Department of Psychology
The University of Akron
Akron, Ohio 44325-4301
(330) 972-5907

A. Education

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| 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

Assistant Professor, University of Akron

8/03 – present Akron, OH

Visiting Assistant Professor, University of Akron

7/01 – 8/03 Akron, OH

Design and coordinate the Introduction to Psychology program with an enrollment of 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 Organizational Behavior 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.

1/99–7/01

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 Brinnoth Group

7/96 – 12/98

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

8/93 – 5/97 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

9/90 – 5/91 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

9/87 – 8/90 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

Introduction to Psychology Coordinator & Instructor, July 2001 – present

Teaching of Psychology Graduate Seminar, 2002 – 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

- Elicker, J.D. (2000). An organizational justice explanation of feedback reactions in different leader-member exchange relationships. *Dissertation Abstracts International: Section B: The Sciences and Engineering, Vol. 61 (7 – B)*, p. 3886. University Microfilms International, U.S.
- Elicker, J.D., Foust, M.S., O'Malley, A.L., & Levy, P.E. (in press). Employee lateness behavior: The role of lateness climate and individual lateness attitude. *Human Performance*.
- 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., O'Malley, A.L. & Williams, C.M. (2008). Does an Interactive WebCT Site Help Students Learn? *Teaching of Psychology, 35*, 126–131.
- 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.

E. Manuscripts Under Review

- Allen, P.A., Ruthruff, E., Elicker, J.D., & Lien, M. (under review). Multi-Session, Dual-Task PRP Practice Benefits Older and Younger Adults Equally. Under review at *Experimental Aging Research*.
- Elicker, J.D., Lord, R.G., Ash, S.R., Kohari, N., Hruska, B., & Medvedeff, M. (Revise & Resubmit). Velocity as a predictor of performance satisfaction, mental focus, and goal revision. Under review at *Applied Psychology: An International Review*.
- Elicker, J.D. & McConnell, N. (under review). Interactive learning in the classroom: Is student response method related to course performance? Under review at *Teaching of Psychology*.
- Elicker, J.D., McConnell, N., & Hall, R.J. (under review). Research participation for course credit in Introduction to Psychology: Why don't people participate? Under review at *Teaching of Psychology*.
- Elicker, J.D., Snell, A.F., & O'Malley, A.L. (Revise & Resubmit). Do student perceptions of diversity emphasis relate to learning of psychology? Under review at *Teaching of Psychology*.
- Elicker, J.D., Thompson, M.N., Snell, A.F., & O'Malley, A.L. (under review). Training for multiculturally sensitive teaching: Is believing that we are emphasizing diversity enough? Under review at *Teaching of Psychology*.
- Kohari, N.E., Lord, R.G., Elicker, J.D., Ash, S.R., & Hruska, B.J. (under review) Antecedents of Students' Mental Model Development. Under review at *Journal of Educational Psychology*.

G. 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.
- 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.
- Simerson, G.R., Cook, K.W., ZiaMian, M., Elicker, J., Wasyliv, 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.

H. Honors and Awards

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
Outstanding Psychology Student of the Year, 1991, University of New Haven
SOTAL Fellow 2002, University of Akron

I. Professional Organizations

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

J. Service

Departmental

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| Scholarship Committee | 2006 – 2008 |
| Undergraduate Committee | 2004 – 2008 |
| Peer Review of Teaching Committee | 2002 – 2008 |
| Chair, Peer Review of Teaching Committee | 2007 – 2008 |
| Research Pool Administrator | 2003 – 2008 |
| Department Chair Review Committee | 2008 |
| Coordinator for I/O Comps & Specialty Exams | 2007 – 2008 |
| Chair, Research Pool Committee | 2003 – 2004 |
| Undergraduate Task Force | 2002 – 2003 |

University

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| First Year Council | 2006 – 2008 |
| Interviewer, Honors College | 2006 – 2008 |
| 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 |
| 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

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| SIOP Reviewer | 2006 |
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Community

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