



**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

**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.

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.

ker, J.D., & Dell, N.L.R. (56) Ancl, S. Ray, K. (h) N8, (Hr) (a) 4 (B) (M) (C) (n) (A) (5) (g) (2) (M) (h) (9) (d) (F) (M) (42) (0) (n) 97(a) Velocity as a predictor of performance satisf1 4giom5 Tm[(mn4(R)-7(a)i5(c)8(a)8(ne)8(r)6(f)-1(1 )-4(

## 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*. 6<sup>th</sup> 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 9<sup>th</sup>.
- 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 55<sup>th</sup> 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., S ). *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.

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 24<sup>th</sup> 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

## 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	2003	2008, 2010 2013
<i>Helped redesign BSMD interview, 2005</i>		

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