

HAYRİYE CANAN SÜMER
Professor

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EDUCATION

Ph.D. in Industrial and Organizational Psychology, 1996
Kansas State University, Manhattan, Kansas, USA

M.A. in Industrial Organizational Psychology, 1991
University of New Haven, New Haven, Connecticut, USA

M.S. in Clinical Psychology, 1988
Middle East Technical University, Ankara, Turkey

B.S. in Psychology, 1985
Middle East Technical University, Ankara, Turkey

PROFESSIONAL EXPERIENCE

Faculty Member (September 2019-present)
Department of Psychology, Ozyegin University.

Chair (February 2017-July 2019)
Department of Psychology, Middle East Technical University.

Faculty Member (September 1996-August 2019)
Department of Psychology, Middle East Technical University.
Teaching industrial and organizational psychology-related and general psychology courses at undergraduate and graduate level, conducting research, providing training and consulting services in the area of human resources management, serving in boards, committees, and task groups.

Assistant Chair (December 1997-April 1998)
Department of Psychology, Middle East Technical University.
Assisting the chairperson in coordinating the graduate programs and in other administrative duties.

Teaching Assistant (1995-1996)
Department of Psychology, Kansas State University.
Responsible for preparing and grading exams as well as teaching Freshman Seminar.

Statistical Consultant (1994-1995)
Kansas State University.
Providing consulting to graduate students in a variety of departments on the use of statistical techniques and packages such as SPSS^x and LISREL.

Instructor (1993-1995)

Department of Continuing Education, Kansas State University.

Teaching General Psychology and Industrial Psychology. Responsible for every aspect of teaching and evaluation of students.

Graduate Student Assistant (1992)

Cooperative Extension Office, Kansas State University.

Responsible for updating a database, writing for a rural newsletter, and conducting research.

Graduate Intern (1991)

Pirelli-Armstrong Tire Corporation Headquarters, New Haven, Connecticut.

Developing a three-day managerial training program and an employee attitude survey.

Clinical Psychologist (1988-1990)

Hacettepe University Hospital, Child Psychiatry Clinic, Ankara, Turkey.

Responsible for administering and interpreting psychological tests and providing therapy to children and adolescents.

Research and Teaching Assistant (1986-1988)

Middle East Technical University, Ankara, Turkey.

Working on several research projects including the adaptation of Wechsler Memory Scale to Turkish culture; teaching General Psychology.

OTHER PROFESSIONAL/ACADEMIC ACTIVITIES, AFFILIATIONS, AND HONORS

- Head of Accreditation Board for Psychology Programs, Turkish Psychological Association (December 2015 to present).
- EuroPsy (European Certificate in Psychology) National Awarding Committee Member, Turkish Psychological Association (2012 to present).
- Head of Human Subjects Ethical Review Board, Middle East Technical University, (2014-2017).
- Human Resources Certificate Program Coordinator, Middle East Technical University, Continuing Education Center (2011 to 2018).
- Middle East Technical University Social Sciences Publication Ethics Committee Member (2014-2017).
- National Representative, European Federation of Psychological Associations (EFPA) Assessment Board (2012-2015).
- National Representative, EFPA Standing Committee on Tests and Testing (2008-2012).
- Member of Ethics Committee, Turkish Psychological Association (2008-2012).
- Undergraduate Program Internship Coordinator, Department of Psychology, Middle East Technical University (2007-2014).
- Program Coordinator, Industrial and Organizational Psychology Master's Program, Middle East Technical University (2007-2012).
- Board Member of Applied Ethics and Research Center, Middle East Technical University (2006-2017).
- National Representative, NATO-Research and Technology Organization (RTO) Recruitment and Retention Task Group (2002-2005).
- National Representative, NATO-RTO Recruitment and Retention Exploratory Team (2002).
- Program Chair, 12th National Psychology Congress (2002).
- Board Member, Continuing Education Center, Middle East Technical University (2000-2017).
- Member, Society for Industrial and Organizational Psychology (intermittently from 1995 to 2019).
- Dunlap Fellowship Award, Kansas State University (1995).

- Member, Turkish Psychological Association (1988 to present).
- Board Member, Turkish Psychological Association (1988-1990).
- Highest qualifier and recipient of a graduate scholarship in psychology, Ministry of Education (1989).

EDITORIAL BOARD MEMBER/EDITOR and AD HOC REVIEWER

- Editorial Board Member, Journal of Personnel Psychology
- Editorial Board Member, Turkish Journal of Psychology
- Editorial Board Member, Turkish Psychological Review
- Ad Hoc Reviewer, International Journal of Selection and Assessment
- Ad Hoc Reviewer, Journal of Psychology
- Ad Hoc Reviewer, Military Psychology
- Ad Hoc Reviewer, Sex Roles
- Ad Hoc Reviewer, Journal of Occupational and Organizational Psychology
- Associate Editor, Turkish Journal of Psychology, (1997-2001).

PUBLICATIONS

Journal Articles and Book Chapters:

- Yüce Selvi, Ü., & Sümer, H. C. (in press). An experimental inquiry about the additive effects of assigned and primed goals and their interaction with performance feedback. *Studies in Psychology*.
- Sümer, H. C. & Mete, I. (in press). Why do they leave? A conceptual model of military turnover. In K. Updesh (Ed.). *The Routledge international handbook of military psychology and mental health*, London, U.K.: Taylor & Francis.
- Sümer, N., Sümer, H. C., & Eskin, M. (in-press). The journey of psychology education in Turkey: Challenges and opportunities. In G. J. Rich, L. A. P. Lopez, R. Dudley-Grant, L. Ebesohn, J. Taylor & S. Morrissey (Eds.). *Teaching psychology around the World* (Volume 5) (pp. xx-xx). New Castle, U.K.: Cambridge Scholars Publishing.
- Eskin, M., Aycan, Z., Sümer, H. C., & Sümer, N. (in-press). Psychology as a profession in Turkey: Current state and challenges. In G. J. Rich, L. A. P. Lopez, R. Dudley-Grant, L. Ebesohn, J. Taylor & S. Morrissey (Eds.). *Teaching psychology around the World* (Volume 5) (pp. xx-xx). New Castle, U.K.: Cambridge Scholars Publishing.
- Acikgoz, Y., Sümer, H. C. (2019). Implementation intentions as a predictor of applicant withdrawal. *Military Psychology*. Doi: 10.1080/08995605.2019.1637208
- Acar, P., & Sümer, H. C. (2018). Another test of gender differences in assignments to precarious leadership positions: Examining the moderating role of ambivalent sexism. *Applied Psychology: An International Review*, 67(3), 498–522. doi: 10.1111/apps.12142
- Acikgöz, Y., & Sümer, H. C. (2018). Predicting Applicant Withdrawal: An Expectancy Theory Perspective. *Military Psychology*, 30(2), 152-161. Doi: 10.1080/08995605.2018.1425066
- Evers, A., Muñoz, McCormick, C. M., Hawley, L. R., Muñoz, J., Balboni, G., Bartram, D., Bo Boben, D., Egeland, J., El-Hassan, K., Fernández-Hermida, J. R., Fine, S., Frans, Ö., Gintiliené, G., Hagemester, C., Halama, P., Iliescu, D., Jaworowska, A., Jiménez, P., Manthouli, M., Matesic, K., Michaelsen, L., Mogaji, A., Morley-Kirk, J., Rózsa, S., Rowlands, L., Schittekatte, M., Sümer, H. C., Suwartono, T., Urbánek, T., Wechsler, S., Zelenevska, T., Zanev, S., & Zhang, J. (2017). Testing practices and attitudes toward tests and testing: An international survey. *International Journal of Testing*, 17, 158-190.
- Acikgöz, Y., Sumer, H. C., & Sumer, N. (2016). Do employees leave just because they can? Examining the perceived employability–turnover intentions relationship. *The Journal of Psychology*, 150(5), 666–683.

- Ok, A. B., Sümer, H. C., & Bilgiç, R. (2013). Öğretim elemanı değerlendirmesinde kullanılan formatların hale etkisi, cömertlik etkisi ve kullanıcı tepkileri açısından karşılaştırılması ("Comparing student evaluation formats in terms of halo effect, leniency effect and user reactions"). *Hacettepe Üniversitesi Eğitim Fakültesi Dergisi (H. U. Journal of Education)* 4, 44, 237-248.
- Erol-Korkmaz, H. T., & Sümer, H. C. (2012). Relations of Work Events, Core Self and External Evaluations, and Affective State with Employee Attitude and Behavior. *International Journal of Business and Social Science*, 3, 137-150.
- Evers, A., Muñiz, J., Bartram, D., Boben, D., Egeland, J., Fernández-Hermida, J. R., Frans, Ö., Gintiliené, G., Hagemester, C., Halama, P., Iliescu, D., Jaworowska, A., Jiménez, P., Manthouli, M., Matesic, K., Schittekatte, M., Sümer, H. C., & Urbánek, T. (2012). Testing Practices in the 21st Century Developments and European Psychologists' Opinions. *European Psychologist*, 17, 300-319.
- Toker, Y., & Sümer, H. C. (2010). Workplace sexual harassment perceptions in the Turkish context and the role of individual differences variables. *Applied Psychology: An International Review*, 59(4), 616- 646.
- Ayvasik, H. B., & Sümer, H. C. (2010). Individual differences as predictors of illicit drug use among Turkish college students. *Journal of Psychology: Interdisciplinary and Applied*, 144(6), 489-505.
- Bilgiç, R., & Sümer, H. C. (2009). Predicting military performance from specific personality measures: A validity study. *International Journal of Selection and Assessment*, 17, 231-238.
- Erdemli, C., Sümer, H. C., & Bilgiç, R. (2007). Performans değerlendirmelerinde yazılı geribildirim ve yazılı artı sözlü geribildirim yöntemlerinin karşılaştırılması. ("A comparison of written feedback and written plus verbal feedback methods in performance management"). *Turkish Journal of Psychology*, 22(60), 71-85.
- Sümer H. C., & Sümer N. (2007). Personality and mental health: How related are they within the military context? *Military Psychology*, 19(3), 161-174.
- Sümer, H. C. (2007). Çok kaynaklı geribildirim ve kültür: Kritik bir bakış (Kitap bölümü). ("Multisource feedback and culture: A critical overview"). R. Erdem & C. Ş. Çukur (Eds.). Kültürel bağlamda yönetsel örgütsel davranış. Ankara: Turkish Psychological Association.
- Öz, V., & Sümer, H. C. (2006). Eğitim değerlendirme üzerine bir çalışma: Kara havacılık sınıfı teknisyen astsubay temel eğitiminin değerlendirilmesi ("An evaluation of Army aviation technicians' basic training program"). *Journal of Defense Sciences*, 5(2), 24-52.
- Sümer, H. C. (2006). Women in management: Still waiting to be full members of the club. *Sex Roles: A Journal of Research*, 55, 63-72.
- Sümer, H. C., & Bilgiç, R. (2006). Performans değerlendirmelerinde geleneksel olmayan değerlendirici kaynaklarının kullanımı ("Use of nontraditional rating sources in performance appraisals"). *Turkish Journal of Psychology*, 21(57), 25-40.
- Kale, M., Sümer, N., & Sümer, H. C. (2005). Kara Kuvvetleri havacılığında uçuş eğitimi performansı belirleyicilerinin analizi ("An analysis of flight performance determinants"). *Journal of Defense Sciences*, 4(1), 85-103.
- Sümer, H. C., Bilgiç, R., Sümer, N., & Erol, H. T. (2005). Personality attributes as predictors of psychological well-being. *The Journal of Psychology*, 139(6), 529-544.
- Ölmez, A. E., Sümer, H. C., & Soysal, M. (2004). Organizational rationality in public, private and multinational firms in Turkey. *Information Knowledge Systems Management*, 4, 107-118.
- Sümer, H. C., & Erol, T. (2003). Kamu kuruluşlarında yeniden yapılanma: Bir norm kadro çalışması ("Reorganization efforts in the public sector: A position norm analysis study"). *Turkish Journal of Psychology*, 18, 97-114.
- Fullagar, C., Sümer, H. C., Slick, R., & Sverke M. (2003). Managerial sex-role stereotyping: A cross-cultural analysis. *International Journal of Cross Cultural Management*, 03(01), 93-107.
- Sümer, H. C., & Knight, P. A. (2001). How do people with different attachment styles balance work and nonwork: A personality perspective on work-family linkage. *Journal of Applied Psychology*, 86 (4), 653-663.
- Sümer, H. C., Sümer, N., Demirutku, K., & Çifci, O. S. (2001). Using a personality-oriented job analysis to identify attributes to be assessed in officer selection, *Military Psychology*, 13(3), 129-146.

- Sümer, H. C. (2000). Performans değerlendirmesine tarihsel bir bakış ve kültürel bir yaklaşım. (Kitap bölümü). ("A historical and cultural approach to performance appraisal"). Z. Aycan (Ed.). *Akademisyenler ve profesyoneller gözüyle Türkiye 'de yönetim, liderlik ve insan kaynakları uygulamaları*. Ankara: Turkish Psychological Association.
- Sümer, H. C., Sümer, N., Çifci, S., & Demirutku, K. (2000). Subay kişilik özelliklerinin ölçülmesi ve yapı geçerliği çalışması ("Measurement of officer personality attributes: A construct validity study"). *Turkish Journal of Psychology*, 15(45), 15-36.
- Fullagar, C., Slick, R., Sümer, C., & Marquardt, P. (1997). Union attitudes: Ideologues and instrumentalists. M. Sverke (Ed.), *The future of trade unionism: International perspectives on emerging union structures*. Aldershot, U.K.: Avebury Press.
- Sumer, H. C., & Knight, P. A. (1996). Assimilation and contrast effects in performance ratings: Effects of rating the previous performance on subsequent performance. *Journal of Applied Psychology*, 81, 436-442.
- Schmitt, D., Allik, J., McCrae, R. R., Benet-Martinez, V., Alcalay, L., Ault, L., Austers, I., Bennett, K. L., Bianchi, G., Boholst, F., Borg Cunen, M. A., Braeckman, J., Brainerd Jr., E. G., Caral, L. G. A., Caron, G., Casullo, M. M., Cunningham, M., Daibo, I., DeSouza, E., De Backer, C., Diaz-Loving, R., Diniz, G., Durkin, K., Echegaray, M., Eremsoy, E., Euler, H. A., Falzon, R., Fisher, M. L., Foley, D., Fry, D. P., Fry, S., Ghayur, M. A., Giri, V. N., Golden, D. L., Grammer, K., Grimaldi, L., Halberstadt, J., Haque, S., Hefer, E., Herrera, D., Hertel, J., Hoffmann, H., Hooper, D., Hradilekova, Z., Hudek-Kene-evi, J., Jaafar, J., Jankauskaite, M., Kabangu-Stahel, H., Kardum, I., Khoury, B., Kwon, H., Laidra, K., Laireiter, A. R., Lakerveld, D., Lampert, A., Lauri, M., Lavallée, M., Lee, S. J., Leung, L. C., Locke, K. D., Locke, V., Luksik, I., Magaisa, I., Marcinkeviciene, J., Mata, A., Mata, R., McCarthy, B., Mills, M. E., Mkhize, N. J., Moreira, J., Moreira, S., Moya, M., Munyae, M., Noller, P., Olimat, H., Opre, A., Panayiotou, A., Petrovic, N., Poels, K., Popper, M., Poulimenou, M., P'yatokh, V., Raymond, M., Reips, U. D., Reneau, S. E., Aragon, S. R., Rowatt, W. C., Ruch, W., Rus, V. S., Safir, M. P., Salas, S., Sambataro, F., Sandnabba, K. N., Schulmeyer, M. K., Schütz, A., Scrimali, T., Shackelford, T. K., Sharan, M. B., Shaver, P. R., Sichona, F., Simonetti, F., Sineshaw, T., Sookdew, R., Speelman, T., Spyrou, S., Sümer, H. C., Sümer, N., Supekova, M., Szlendak, T., Taylor, R., Timmermans, B., Tooke, W., Tsaousis, I., Tungaraza, F. S. K., Vandermassen, G., Vanhoomissen, T., Van Overwalle, F., Vanwesenbeeck, I., Vasey, P. L., Verissimo, J., Voracek, M., Wan, W. W. N., Wang, T. W., Weiss, P., Wijaya, A., Woertman, L., Youn, G., Zupanèè, A. (2007). The geographic distribution of Big Five personality traits: Patterns and profiles of human self-description across 56 nations. *Journal of Cross-Cultural Psychology*, 38(2), 173-212.
- Schmitt, D., Alcalay, L., Allensworth, M., Allik, J., Ault, L.,, **Sümer, H. C., et al.** (131 Members of the International Sexual Description Project -ISDP). (2004). Patterns and universals of adult romantic attachment across 62 cultural regions: Are models of self and of other pancultural constructs? (2004). *Journal of Cross-Cultural Psychology*, 35 (4), pp. 367-402.
- Schmitt, D., Alcalay, L., Allik, J., Angleitler, A.,, **Sümer, H. C., et al.** (121 Members of the International Sexual Description Project). (2004). Patterns and universals of mate poaching across 53 nations: The effects of sex, culture, and personality on romantically attracting another person's partner. *Journal of Personality and Social Psychology*, 86(4), 569-584.
- Schmitt, D., Alcalay, L., Allik, J., Ault, L., Austers, I, **Sümer, H. C., et al.** (118 Members of the International Sexual Description Project). (2003). Universal sex differences in the desire for sexual variety: Tests from 52 nations, 6 continents, and 13 islands. *Journal of Personality and Social Psychology*, 85(1), 85-104.
- Schmitt, D., Alcalay, L., Allensworth, M., Allik, J., Ault, L....., **Sümer, H. C., et al.** (131 Members of the International Sexual Description Project). (2003). Are men universally dismissing than women: Gender differences in romantic attachment across 62 cultural regions. *Personal Relationships*, 10, 309-333.

Test Manuals/Handbooks and Technical Reports:

- Sümer, H. C., Er, N., Erol-Korkmaz, H. T., Özen, A., & Yazar, Y. (2014). Personel Tepki Hızı Testi, Hız- Mesafe Tahmini Testi, Görsel Dikkat Testi ve İşitsel Dikkat Testi Kullanıcı El Kitabı. Bursa: Adım Ofset.
- Sümer, H. C., Er, N., Erol-Korkmaz, H. T., & Eriş, A. (2012). Personel Muhakeme Testi (PGMT) Kullanıcı El Kitabı. Bursa: Coşkunöz Holding Yayınları.
- Sümer H. C. (October 2007). *Individual differences and later turnover*. Technical Report. NATO Research and Technology Organization (Reference Number: **RTO-TR-HFM-107**).
- Sümer, H. C., & van de Ven, C. (October 2007). *A proposed model of military turnover*. Technical Report. NATO Research and Technology Organization (Reference Number: RTO-TR-HFM-107).

Other Publications (all Turkish):

- Sümer, H. C. (in-press). Pozitif psikoloji penceresinden “İş”te iyilik hali. *ODTÜ Kampüs Gazetesi*.
- Sümer, H. C. (2009). Psikolojik testler: Test uygulama ve test kullanıcısı standartları. *Cito, No. 4* (Eylül-Ekim).
- Sümer, H. C. (2009). İnsan Kaynakları Yönetimi: Kapsam, Sorunlar ve Heyecan Verici Bir Proje. *Sınırsız* (Coşkunöz Holding), *No. 4*, 12-13.
- Ergin, C., & Sümer, H. C. (2001). Türkiye’de endüstri ve örgüt psikolojisi lisans üstü eğitimi. *Türk Psikoloji Bülteni 1. Ulusal Psikoloji Kurultayı Özel Sayısı*, *7(23)*, 113-115.
- Sümer, H. C. (2001). Bireysel farklılıklar ve yaşam doyumu: Bahar kimlerin bahçesinde? *ODTÜ’LÜ*.
- Sümer, H. C. (2001). Performans değerlendirmesi ve kültür. *ODTÜ’LÜ*.
- Sümer, H. C. (2000). Personel seçme, kişilik ve performans. *ODTÜ’LÜ*.
- Sümer, H. C. (2000). 2000’li yıllarda kariyer planlama ve geliştirme. *ODTÜ’LÜ*.
- Sümer, H. C. (1998). Türkiye’de psikoloji uygulama, araştırma ve yayımlarında etik ilkeler: Tartışma I. *Türk Psikoloji Dergisi*, *13(41)*, 77-79.
- Sümer, H. C. (1998). İnsan kaynakları yönetimi etkinliği olarak örgütsel kariyer planlama ve geliştirme. *Türk Psikoloji Bülteni*, *4(9)*, 62-65.
- Sümer, H. C. (1997). Bir eleman seçme tekniği olarak mülakat. *Türk Psikoloji Bülteni*, *3*, 57-61.
- Sümer, H. C. (1997). Endüstri ve örgüt psikolojisine genel bir bakış. *Bilim ve Ütopya, Ağustos*.

CONFERENCE PRESENTATIONS (International)

- Gültaş, M., & Sümer, H. C. (2019, July). Predicting faking in personality assessment for personnel selection purposes using a machine learning approach. Paper presented at the XVI European Congress of Psychology, Moscow, Russia.
- Karanfil, D., & Sümer, H. C. (2019, July). Spillover of incivility from work to home domain: The mediating role of emotional exhaustion and work family conflict. Paper presented at the XVI European Congress of Psychology, Moscow, Russia.
- Mete, I., & Sümer, H. C. (2019, July). Team debriefing content: A comparison of teamwork and taskwork. Paper presented at the XVI European Congress of Psychology, Moscow, Russia.
- Ozkum, S. B., & Sümer, H. C. (2019, July). Effect of social media information on recruiters’ hiring decision making processes: A policy capturing approach. Paper presented at the XVI European Congress of Psychology, Moscow, Russia.
- Allen, T. D., Falcon, C. N., Catalakal, S., Chin, B., Creswell, J. D., French, K. A., Kay, A. A., Skarlicki, D., Mete, I., Slutsky, J., Sumer, H. C., & Yazar, Y. (2018, April). Symposium presented at Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, USA.
- Acikgoz, Y., & Sumer, H. C. (2017). Predicting applicant withdrawal: An expectancy theory perspective. Poster presented at the 29th annual convention of the Association for Psychological Science, Boston, MA, USA.

- Demiran, A., Toker, Y., & Sümer, H. C. (2017, May). Implicit assessment of transformational leadership via conditional reasoning. Oral presentation at Annual Conference of the European Association of Work and Organizational Psychology, Dublin, Ireland.
- Sümer, H. C., Er, N., Özen, A., & Yazar, Y. (2017, May). Role of specific abilities: Again, not much more than 'G.' Paper presented at the annual meeting of European Association of Work and Organizational Psychology, Dublin, Ireland.
- Yazar, Y., & Sümer, H. C. (2017, May). Development and validity of a dimension-based assessment center: Does exercise similarity breed validity? Paper presented at the annual meeting of European Association of Work and Organizational Psychology, Dublin, Ireland.
- Yazar, Y., & Sümer, H. C. (2017, May). Differential effects of likability on assessment center ratings. Paper presented at the annual meeting of European Association of Work and Organizational Psychology, Dublin, Ireland.
- Gultas, M., Toker, Y., Sümer, H. C., & Sümer, N. (2017, April). Item response theory analyses of the Big Five Inventory. Poster presented at The 32nd Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL, USA.
- Acikgoz, Y., Sumer, H. C., & Sumer, N. (2015, April). Do Employees leave just because they can? Examining the perceived employability – turnover intentions relationship. Poster presented at the 30th Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, PA.
- Şener, N., Dönmez, D., Tezdzhan, F. M., & Sümer, H. C. (2014, July). Women in Turkish politics and the glass cliff: Are women candidates preferentially nominated for unwinnable positions? Paper presented at International Congress of Applied Psychology, Paris, France.
- Göncü, A., & Sümer, H. C. (2012, April). Employee outcomes of leader group prototypicality and mediating processes: Task performance and job satisfaction. Paper presented at the International Journal of Arts and Sciences Spring 2012 Conference, Gottenheim, Germany.
- Coskan, C., Sümer, H. C., & Aydoğan, G. (2011, July). A worker-oriented job analysis procedure in a manufacturing organization. Paper presented at the 12th European Congress of Psychology, Istanbul, Turkey.
- Erol-Korkmaz, H. T., Eris, A., Coskan, C., Sümer, H. C., Ayvasik, H. B., Er, N., Misirlisoy, M., Sümer, N., & Aydoğan, G. (2011, July). Development and validation of the personnel multiple reasoning test for the selection of blue-collar workers in the manufacturing sector. Paper presented at the 12th European Congress of Psychology, Istanbul, Turkey.
- Erol-Korkmaz, H. T., Bicaksiz, P., & Sümer, H. C. (2011, July). Relationships between employee daily justice perceptions, affective reactions and job satisfaction. Paper presented at the 12th European Congress of Psychology, Istanbul, Turkey.
- Göncü, A., & Sümer, H. C. (2011, July). Employees' motivational tendencies and attributions as predictors of supervisor-rated task performance. Paper presented at the 12th European Congress of Psychology, Istanbul, Turkey.
- Göncü, A., & Sümer, H. C. (2011, July). *Leadership styles as predictors of followers' identification with the work group and job satisfaction*. Paper presented at the 12th European Congress of Psychology, Istanbul, Turkey.
- Göncü, A., & Sümer, H. C. (2011, July). *Relationships of followers' collectivism and individualism orientations with social and personal attraction towards the leader*. Paper presented at the 12th European Congress of Psychology, Istanbul, Turkey.
- Haktanir, G., Sümer, H. C., & Özkan, T. (2011, July). *Prediction of safety-related behavior among Turkish nurses: An application of theory of planned behavior*. Paper presented at the 12th European Congress of Psychology, Istanbul, Turkey.
- Misirlisoy, M., Sümer, H. C., Ayvasik, B., Coskan, C., Er, N., Erol-Korkmaz, H. T., & Sümer, N. (2011, July). *Mental rotation of bodily shapes and shepard-metzler cubes*. Paper presented at the 12th European Congress of Psychology, Istanbul, Turkey.
- Ok, B., Bilgic, R., & Sümer, H. C. (2011, July). *The role of supervisor and workgroup commitment in explaining the relationship between communication with the supervisor and workgroup and organizational commitment and turnover intentions*. Paper presented at the 12th European Congress of Psychology, Istanbul, Turkey.

- Sümer, H. C., Aydoğan, G., & Sülo, R. (2011, July). Academy-industry collaboration: Challenges and *payoffs*. Round table discussion presented at the 12th European Congress of Psychology, Istanbul, Turkey.
- Sümer, H. C., Coskan, C., Aydin, G., Aydoğan, G., Sülo, R., Ayvasik, H. B., Er, N., Koku, B., Misirlisoy, M., Sümer, N., Eris, A., Erol-Korkmaz, H. T., Seker, V., & Özütemiz, B. (2011, July). *Developing a testing and assessment center for workers in the manufacturing sector*. Paper presented at the 12th European Congress of Psychology, Istanbul, Turkey.
- Tayfur, Ö., & Sümer, H. C. (2009, July). *The effects of goal orientation on feedback seeking behaviours*. Paper presented at the 11th European Congress of Psychology, Oslo, Norway.
- Erol, H. T., & Sümer, H. C. (2009, October). Antecedents and consequences of negative affective states at work. Paper presented at the International Academy of Management and Business Fall Conference, Istanbul, Turkey.
- Erol, H. T., & Sümer, H. C. (2009, April). The power of pleasant affect at work. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA, USA.
- Toker, Y., & Sümer, H. C. (2009, April). Emic and etic aspects of sexual harassment perceptions in Turkey. Paper to be presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA, USA.
- Erol, H. T., & Sümer, H. C. (2008, July). Individual differences in affective reactions to work events: Potential moderating effects of core-evaluations within the affective events theory framework. Paper presented at 6th International Conference on Emotions and Worklife: Emonet VI, France.
- Ok, A. B., Bilgiç, R., & Sümer, H. C. (2008, July). Relationship between communication, commitment, identification, job satisfaction and turnover intentions. Paper presented at the 29th International Congress of Psychology (ICP 2008), Berlin, Germany.
- Tayfur, Ö., & Sümer, H. C. (2008, July). The relationship between goal orientation and feedback seeking motives. Paper presented at the 29th International Congress of Psychology (ICP 2008), Berlin, Germany.
- Yücebilgiç, H., & Sümer, H. C. (2008, July). A proposed model of safety climate: Contributing factors and consequences. Paper presented at the 29th International Congress of Psychology (ICP 2008), Berlin, Germany.
- Schreurs, B., De Witte, K., Derous, E., Sumer, H. C., & Proost, K. (2006, May). Applicant expectancies: Developing a measure (not only) for the military. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, Texas USA.
- Sümer, H. C., & Sümer, N. (2005, May). Job specific personality attributes as predictors of psychological well-being [for Commissioned Officers]. Paper presented at the International Symposium on Personality at Work, Lüneburg, Germany.
- ◆¹Sümer, H. C. (2004, October). *A model of military turnover*. Paper presented at the International Military Testing Association Annual Conference, Brussels, Belgium.
- ◆ Sümer, H. C. (2004, October). *Individual needs and military turnover*. Paper presented at the International Military Testing Association Annual Conference, Brussels, Belgium.
- ◆ Sümer, H. C., Bilgiç, R., Sümer, N., & Erol, T. (2003, November). *Job-specific personality attributes as predictors of psychological well-being* [for Noncommissioned Officers]. Paper presented at the International Military Testing Association Annual Conference, Pensacola, FL USA.
- Ayvasik, H. B., & Sumer, H. C. (2002, July). *Substance abuse and its psychological correlates among college students*. Paper presented at the 25th International Congress of Applied Psychology, Singapore.
- Sumer, H. C., & Ok, A. B. (2002, July). *Comparing three rating formats for errors, accuracy, and user reactions*. Paper presented at the 25th International Congress of Applied Psychology, Singapore.

¹◆ Published proceedings

- Fullagar, C., Sumer, H. C., Sverke, M., & Slick, R. (2001, April). *Managerial sex-role stereotyping: A cross-cultural analysis*. Paper presented at the Midwestern Academy of Management Annual Meeting, USA.
- Sumer, N., & Sumer, H. C. (2001, August). *Testing a four-factor model of personality for Turkish military officers*. Paper presented at the 109th Annual Convention of the American Psychological Association, San Francisco, CA USA.
- ◆ Sumer, H. C., Sumer, N., & Cifci, O. S. (2000, November). *Establishing construct and criterion-related validity of a personality inventory in the Turkish Armed Forces*. Paper presented at the International Military Testing Association Annual Conference, Edinburgh, UK.
- ◆ Sumer, H. C., Sumer, N., & Demirutku, K. (1999, November). *A person-oriented job analysis for identifying skills and personality attributes to be assessed in officer selection*. Paper presented at the IMTA/NATO/RTA Human Factors & Medicine Panel Workshop on Officer Selection, Monterey, California USA.
- ◆ Sumer, H. C., Sumer, N., Sahin, N., Sahin, N., Demirutku, K., & Eroglu, B. (1999, November). *Development of a personality test battery to be used in officer selection in the Turkish Armed Forces*. Paper presented at the IMTA/NATO/RTA Human Factors & Medicine Panel Workshop on Officer Selection, Monterey, California USA.
- Sumer, H. C. (1998, April). *Adult attachment as a moderator of work-nonwork relationship*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, Texas USA.
- Sumer, H. C., & Knight, P. A. (1996, April). *Work-nonwork linkages: Effects of Attachment Styles*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California USA.
- Fullagar, C., Sumer, H. C., & Slick, R. (1995, June). *Upward influence: Gender and leadership perceptions*. Paper presented at the American Psychological Society 7th Annual Convention, New York.
- Sumer, H. C., & Knight, P. A. (1995, June). *Assimilation and contrast effects in performance ratings: Effects of rating the previous performance*. Paper presented at the American Psychological Society 7th Annual Convention, New York, USA.
- Fullagar, C., Marquardt, P., Slick, R., & Sumer, C. (1995, June). *Union attitudes: Ideologues and instrumentalists*. Paper presented at the Second International Conference on Emerging Union Structures, Stockholm, Sweden.

CONFERENCE PRESENTATIONS (National, all Turkish)

- Sümer, H. C. (2019, April). *İş yerinde iyilik hali ve gönlenme: Göstergeler, tehditler ve sonuçlar*. Invited Talk at the 5th Çankaya University Psychology Days, Ankara, Turkey.
- Sümer, H. C. (2018, April). *İş yerinde mahşerin üç atlısı: Kişilik temelli liderlik kuramlarıyla yeni başlangıç*. Invited Talk at Ankara Yıldırım Beyazıt University Psychology Congress.
- Sümer, H. C. (2017, May). *Personel seçmede kişilik değerlendirme: Zorluklar ve yeni gelişmeler*. Invited Talk at the 3rd Çankaya University Psychology Days, Ankara, Turkey.
- Sümer, H. C., (2016, June). *Personel seçmede ölçme değerlendirme'nin önemi*. Invited speaker, 9. Gülhane Koruyucu Ruh Sağlığı Sempozyumu: Ölçme ve Seçme, Ankara, Turkey
- Sümer, H. C., Er, N., Özen, A., Erol-Korkmaz, H. T., Yazar, Y., Eriş, A., & Aydoğan, G. (2114, April). *Durumsal muhakeme testlerinin personel seçmede kullanımı*. Paper presented at the 18th National Congress of Psychology, Bursa, Turkey.
- Sümer, H. C., Er, N., Özen, A., Erol-Korkmaz, H. T., Yazar, Y., Eriş, A., & Aydoğan, G. (2114, April). *Bir personel seçme aracı olarak hız-mesafe tahmini testi ve iş kazaları ile ilişkisi*. Paper presented at the 18th National Congress of Psychology, Bursa, Turkey.
- Erol-Korkmaz, H. T., Ayvaşık, B., Coşkan, C., Er, N., Nurhan Er, Eriş, A., Mısırlısoy, M., Sümer, H. C., Sümer, N., & Aydoğan, G. (2012, April). *Mavi yaka personel seçimine yönelik bir genel muhakeme testi geliştirilmesi: Geçerlik ve güvenilirlik çalışması*. Paper presented at the 17th National Congress of Psychology, Istanbul, Turkey.

- Göncü, A., & Sümer, H. C. (2012, April). *İlişki-odaklı ve iş-odaklı yöneticiliğin iş doyumuna ve yönetici tarafından değerlendirilen çalışan performansına etkilerindeki farklılıklar: Çalışan atıflarının aracı rolü*. Paper presented at the 17th National Congress of Psychology, Istanbul, Turkey.
- Sümer, H. C. (2008, May). *İnsan kaynakları yönetiminde, ölçme, değerlendirme ve kültürel bağlam*. Invited paper presented at the 1st National Conference of Testing and Measurement in Psychology and Education, Ankara.
- Özmen, N. İ., & Sümer, H. C. (2006, September). *Yönetici ve çalışanların liderlik algulamalarındaki fark çalışanların iş doyumunu etkiler mi?* Paper presented at the 14th National Congress of Psychology, Ankara, Turkey.
- Özmen, N. İ., & Sümer, H. C. (2006, September). *İşe-yönelik lider mi, insana-yönelik lider mi? Yönetici ve çalışanların algı farklılıkları*. Paper presented at the 14th National Congress of Psychology, Ankara, Turkey.
- Tayfur, Ö., & Sümer, H. C. (2006, September). *Türk çalışanlarında hedef yönelimi*. Paper presented at the 14th National Congress of Psychology, Ankara, Turkey.
- Tayfur, Ö., & Sümer, H. C. (2006, September). *Geribildirim arama davranışlarını belirleyen faktörler*. Paper presented at the 14th National Congress of Psychology, Ankara, Turkey.
- Öz, B., & Sümer, H. C. (2004, September). *Pozitif-negatif duygu durum ve iş performansı: İş doyumunun aracı etkileri*. Paper presented at the 13th National Congress of Psychology, İstanbul, Turkey.
- Toker, Y., & Sümer, H. C. (2004, September). *Cinsel tacizcilere karşı kalıp yargı profilleri ve profillerin cinsel taciz algularına etkisi*. Paper presented at the 13th National Congress of Psychology, İstanbul, Turkey.
- Toker, Y., & Sümer, H. C. (2004, September). *Türkiye’de kadın çalışanların işyerinde cinsel taciz alguları: Kültüre özgü algı boyutları*. Paper presented at the 13th National Congress of Psychology, İstanbul, Turkey.
- Toker, Y., & Sümer, H. C. (2004, September). *İş yerinde cinsel taciz algularını etkileyen bireysel farklılıklar*. Paper presented at the 13th National Congress of Psychology, İstanbul, Turkey.
- Erol, H. T., Asan, B., Sümer, H. C. (2002, September). *İki dolaylı iş ölçümü yönteminin karşılaştırılması*. Paper presented at the 12th National Congress of Psychology, Ankara, Turkey.
- Sümer, H. C. (2002, September). *Endüstri ve Örgüt (E/O) Psikolojisi araştırma ve uygulamalarında bağlayıcı etik ilkeler*. Panel discussion presented at the 12th Psychology Congress, Ankara, Turkey.
- Demirutku, K., & Sümer, H. C. (2000, September). *Psikolojik ihtiyaçlar ile iş doyumunu ve kurumsal bağlılık arasındaki ilişkiler: Kültürel bir yaklaşım*. Paper presented at the 11th National Congress of Psychology, İzmir, Turkey.
- Sümer, H. C., Sümer, N., Çifci, O. S., & Öz, B. (2000, September). *Personel seçmede mesleğe özgü kişilik envanterinin geliştirilmesi: Kriter geçerliği çalışması*. Paper presented at the 11th National Congress of Psychology, İzmir, Turkey.
- Tuncel, E., & Sümer, H. C. (2000, September). *İş doyumunu-iş performansı ilişkisini belirleyen değişkenler olarak özdisiplin, mizaç ve toplulukçuluk*. Paper presented at the 11th National Congress of Psychology, İzmir, Turkey.
- Sümer, H. C. (May, 2000). *İnsan kaynakları yönetiminin kamu ve özel sektörde uygulanabilirliği*. Paper presented at Human Resources Administration Symposium, Konya, Turkey.
- Aycan, Z., Sümer, H. C., Sinangil, H., & Ergin, C. (September, 1998). *Endüstri ve örgüt psikolojisinin dünü, bugünü, yarını*. Paper presented at the 10th National Congress of Psychology, Ankara, Turkey.

TRAINING MANUAL (Turkish)

Sümer, H. C. (2017). *İnsan kaynakları yönetimi: İş analizi, personel seçme ve performans yönetimi (Human resources management: Job analysis, personnel selection, and performance management)*. Continuing Education Center, Middle East Technical University².

² This manual supports the courses offered by the author in the Human Resources Management Certificate Program regularly administered in METU.

PATENTS³

International:

- Coordination and Control Test Device, Application No: JP20130532151 20111003, Release No: JP5938411 (B2), Patent Date: May 20, 2016.
- Speed and Distance Estimation Test Device. Application No: JP20130540295 20111104, Publication No: JP5828344 (B2), Patent Date: March 03, 2016.

National:

- Visual Attention Measurement System (“Görsel Dikkat Ölçme Sistemi”), Patent No: 2013 03772, Patent Date: January 21, 2016.
- Two Arm Coordination System (“İki Kol Koordinasyon Sistemi”) 2013 03773, Patent Date: November 23, 2015.
- Speed and Distance Estimation Test Device (“Hız ve Mesafe Tahmini Test Cihazı”) 2010 09701, Patent Date: December 12, 2012.
- Coordination and Control Test Device (“Kordinasyon ve Hakimiyet Test Cihazı”) 2010 08234, Patent Date: December 21, 2012.
- Reaction Time Test Device (“Tepki Hızı Test Cihazı”) 2010 08236, Patent Date: September, 21, 2012.

MANUSCRIPTS/CHAPTERS UNDER PREPARATION

Özkum, S. B., & Sümer, H. C. Does social media hurt more than it serves the applicants: A policy capturing study (Manuscript).

Karanfil, D., & Sümer, H. Spillover of incivility from work to home domain: A moderated mediation analysis (Manuscript).

Sümer, H. C. & Wasti, A. (Eds). Challenges for women at work: Implications for developing countries (Edited Book).

SELECTED TRAINING & CONSULTING EXPERIENCE

- **Training:** METU Continuing Education Center, Human Resources Certificate Program, Seminars on Job Analysis, Personnel Selection Techniques, and Performance Management, 1998-2018.
- **Training:** METU Continuing Education Center, Administrative Personnel Development Program (ODTÜ-IGEP), Seminar on Workplace Incivility and Mobbing, 2014-2018.
- **Training:** Turkish National Police, Interview Techniques. May 2013.
- **Consulting:** Turkish National Intelligence Organization (MIT), Job Analysis and Updating of Personnel Selection System for Specialists, 2009-2011.
- **Consulting:** Turkish Central Bank, Performance Management System Revision Study, 11/2006-03/2007.
- **Consulting:** METU High Schools, Development of a Performance Management System Using Multisource Components, 03/2003-12/2003.
- **Training:** METU Continuing Education Center, Seminars on Leadership, Motivation, Communication, Conflict Management Techniques, 1997-2000.

³ In all the patents Sümer, H. C. is one of the owners of the invention.

PROJECTS (Supported by outside organizations)

- **Project Coordinator:** From incivility to Harassment, Mistreatment at Work: Outcomes and Intervention Techniques from a Cultural Perspective (“Nezaketsizlikten Tacize, İş Yerinde Kötü Muamele: Kültürel Bağlamda Sonuçlar ve Müdahale Yöntemleri), 2019-2022, TÜBİTAK 1001, (Project No: 119K363)
- **Project Academic Coordinator:** Development of a Computer-Based Selection System in the Production Sector, 2008-2013, sponsored by TÜBİTAK, TTGV, and ÇOŞKUNÖZ Holding, Bursa, Turkey.
- **Project Coordinator:** Effects of fairness perceptions and affective judgements concerning workplace events on employees’ attitudes and behaviors, 2010-2011, sponsored by the Scientific and Technological Research Council of Turkey – TÜBİTAK (Project No: 110K001).
- **Project Coordinator:** Development of a Performance Management System for the Turkish Armed Forces, 2003-2004, sponsored by the Turkish General Staff.
- **Project Coordinator:** Development of a Personality Inventory to be Used in the Selection of Noncommissioned Officers in the Turkish Armed Forces, 2002-2003, sponsored by the Turkish Armed Forces.
- **Project Consultant:** Organizational Analysis, Job Analysis, and Downsizing in a Public Sector Organization, 2001-2002, funded by the organization.
- **Project Consultant:** Organizational Analysis, Job Analysis, and Downsizing in a Public Sector Organization, 2002, funded by the organization.
- **Project Coordinator:** Officer Personality Inventory Project” 1999-2000, sponsored by the Turkish General Staff.

PROJECTS (Supported by the university research funds)

- **Project Coordinator:** Factors Affecting the Effectiveness of Internet-Based Training, 2006-2007, sponsored by the METU Research Fund.
- **Project Coordinator:** Individual Differences in Sexual Harassment Perceptions at Work Place, 2001- 2002, sponsored by the METU Research Fund.
- **Project Coordinator:** Comparing Effectiveness of Three Different Student Evaluations of Instructor Forms, 2000-2201, sponsored by the METU Research Fund.
- **Project Coordinator:** A Cultural Approach to Work Motivation: Relationship between Needs and Organizational Commitment and Job Satisfaction, 1999-2000, sponsored by the METU Research Fund.
- **Project Coordinator,** “Gender Roles, Leadership Perceptions, Upward Influence Tactics, and Work Values: A Cross-Cultural Study Comparing Turkey, Sweden, and the U.S.A.” 1998-1999, sponsored by the METU Research Fund.
- **Project Coordinator,** “Managerial Personality Inventory Development” 1997-1998, sponsored by the METU Research Fund.

ACADEMIC ADVISING

- **Advisor:** Karanfil, D. (2019). “Work-home spillover of uncivil behaviors.” Ph.D., METU.
- **Advisor:** Kanaz, A. (2019). “Transformational and transactional leadership styles as predictors of trust in leader and perceived leader effectiveness: Moderating role of affect intensity.” M.S., METU.
- **Advisor:** Özkum, S. B. (2018). “Effect of social media information on recruiters’ hiring decision making processes: A policy capturing approach.” M.S., METU.
- **Advisor:** Açıkgöz, Y. (2016). “Intention – behavior gap as a predictor of applicant withdrawal from the job application process.” Ph.D., METU.
- **Advisor:** Yazar, Y. (2016). “Development and validation of a dimension-based assessment center: influence of likability and impression management on ratings.” M. S., METU.

- **Advisor:** Yüce-Selvi, Ü. (2014). “The effect of primed goals on employee performance” M. S., METU.
- **Advisor:** Karanfil, D. (2014). “Antecedents and consequences of shared mental model for service teams ” M. S., METU.
- **Advisor:** Yıkılmaz-Yanar, K. (2014). “The effect of locus of control and attribution processes on coping style of victims of mobbing” M. S., METU.
- **Advisor:** Şahan, T. “The effects of feedback sign, achievement goal orientation and regulatory focus on task performance ” M.S., METU. (**METU Social Sciences Thesis Award Winner**).
- **Co-Advisor:** Solmazer, G. (2014). “Reactions to performance feedback and source: The moderating effect of individualism/collectivism and power distance” M.S., METU.
- **Advisor:** Eris A. (2013). “Situational Judgment Tests in Assessing Specific Personality Characteristics” M.S., METU.
- **Advisor:** Çolakoğlu, Z. R. (2013). “Establishing the validity of a leadership based Situational Judgment Test” M.S., METU.
- **Advisor:** Göncü, A. (2011). “Leader group prototypicality and followers’ identification: Predictors, mediating processes and follower outcomes” Ph.D., METU. (**METU Social Sciences Thesis Award Winner**).
- **Advisor:** Haktanır, G. (2011). “Prediction of safety related behavior among Turkish nurses: An application of theory of planned behavior and effects of safety climate perceptions” M.S., METU. (**2012 Mustafa Parlar Thesis Award Winner**).
- **Advisor:** Ak, D. (2011). “Glass cliff in relation to hostile and benevolent sexism” M.S., METU.
- **Advisor:** Erol-Korkmaz, H. T. (2010). “The relationship of categories of work events to affective states and attitudes in the workplace: A test of the affective events theory” Ph.D., METU.
- **Advisor:** Bıçaksız, P. (2009). “The effects of gender role ideology, role salience, role demands, and core self-evaluations on work-family interface” M.S., METU.
- **Advisor:** Yücebilgiç, H. (2007). “A proposed model of safety climate: contributing factors and consequences” M.S., ODTÜ.
- **Co-Advisor:** Schreurs, B. (2007). “From post-to-pretest applicant reactions: The effect of applicant selection expectations and perceptions on organizational attractiveness.” Ph.D., Katholieke Universiteit Leuven.
- **Co-Advisor:** Ok, B. (2007). “Correlates of organizational commitment: A special emphasis on organizational communication.” Ph.D., METU.
- **Advisor:** Yılmaz, K. (2006). “An investigation of individual differences factors in online instruction.” M.S., METU.
- **Advisor:** Erdemli, Ç. (2006). “Does enriched mode of communication make a difference in performance feedback for the rater and the ratee? Comparing written feedback with written plus verbal.” M.S., METU.
- **Advisor:** Tayfur, Ö. (2006). “Antecedents of feedback seeking behaviors.” M.S., METU.
- **Advisor:** Özmen, N. I. (2005). “Leadership style of middle level managers in private sector and its relationship with subordinate performance, satisfaction, and commitment.” M.S., METU. (**METU Social Sciences Thesis Award Winner**).
- **Advisor:** Öz, V. (2005). “Kara havacılık sınıfı teknisyen astsubay temel eğitiminin değerlendirilmesi” (“An evaluation of Army aviation technicians’ basic training program”). M.A., Army Institute of Defense Sciences.
- **Advisor:** Çetin, E. (2004). “Kara Kuvvetleri Komutanlığı kadrolarının iş analizi için metodoloji geliştirme: Subay örneği.” (“A study to develop a job analysis method for Land Forces”). M.A., Army Institute of Defense Sciences.
- **Co-Advisor:** Kale, M. (2004). “Uçuş eğitim performansının belirleyicileri üzerine Kara Kuvvetleri Havacılığında bir çalışma.” (“A study on the determinants of flight performance in Army Aviation”) M.A., Army Institute of Defense Sciences.
- **Advisor:** Sözer, S. (2004). “An evaluation of current human resource management practices in the Turkish private sector.” M.S., METU.

- **Adviser:** Toker, Y. (2003). “*Sexual harassment perceptions: A comparison of harasser stereotype with that of managerial stereotype.*” M.S., METU (**2004 Mustafa Parlar Thesis Award Winner**).
- **Adviser:** Öz, B. (2003). “*Mediating effects of job satisfaction in the relationship between dispositional affectivity and contextual job performance.*” M.S., METU.
- **Adviser:** Aydın, S. (2002). “*Attachment styles as predictors of psychological needs.*” M.S., METU.

RELEVANT EXPERIENCES AND SKILLS

Training and Consulting:

- Extensive experience in the development and application of training programs on job analysis, personnel selection, selection interviews, and performance management.
- Extensive experience in test development and validation for personnel selection purposes.
- Experience in the development of assessment center exercises.
- Consulting experience in the development of employee selection and performance appraisal/management systems.
- Consulting experience in job analysis and downsizing in public sector organizations.
- Experience in program development and evaluation.

Teaching:

- Courses Taught: General Psychology (PSY100), Introduction to Psychology-II (PSY102), Research Methods, Industrial Psychology, Selected Topics in Industrial and Organizational Psychology, Gender and Leadership Issues at Work, Advanced Job Analysis and Performance Appraisal, Training and Evaluation, Freshman Seminar, Workshop in I/O Psychology, Field Practice in I/O Psychology.

Program Development:

- Together with Dr. Reyhan Bilgiç, development of the Industrial and Organizational Psychology Master’s Program in the Department of Psychology, Middle East Technical University, 1997.
- Together with Dr. Reyhan Bilgiç and Dr. Türker Özkan, development of the Industrial and Organizational Psychology Ph.D. Program in the Department of Psychology, Middle East Technical University, 2011.