

## Curriculum Vitae

**ELİF DEMİRTAŞ**

### CONTACT

Email: [elif.demirtas@ozyegin.edu.tr](mailto:elif.demirtas@ozyegin.edu.tr)

LinkedIn: [linkedin.com/in/elifdemirtas](https://www.linkedin.com/in/elifdemirtas)

Adress: Ozyegin University, Department of Psychology, AB2 280, Cekmekoy, Istanbul, Turkey.

### EDUCATION

**2021-2024** Ozyegin University  
Institute of Social Sciences  
***M.A. in Industrial and Organizational Psychology*** (Full-Scholarship, Tuition in English)  
GPA: 3.39/4.00 (Honor Degree)

***Thesis Title:*** Exploring Antecedents and Daily Consequences of Workplace Incivility: An Experience Sampling Study

***Advisor:*** Prof. H. Canan Sümer ([canan.sumer@ozyegin.edu.tr](mailto:canan.sumer@ozyegin.edu.tr))

**02/2019-08/2019** Károli Gáspár University of the Reformed Church  
Faculty of Humanities and Social Sciences  
***Erasmus Exchange Program in Psychology*** (Tuition in English)  
GPA: 3.81/4.00

**2016-2020** Bolu Abant İzzet Baysal University  
Faculty of Arts and Sciences  
***B.A. in Psychology*** (30% English Tuition)  
GPA: 3.50/4.00 (High Honor Degree)

### WORK EXPERIENCE

**01/2023-Present** **Research Associate** (Full-time)  
Ozyegin University  
Faculty of Social Sciences  
*Department of Psychology (English)*

**04/2022-01/2023** **Research Assistant** (Full-time)  
Fenerbahçe University  
Faculty of Economics, Administrative and Social Sciences  
*Department of Psychology (English)*

## RESEARCH EXPERIENCE

**01/2023-04/2024**      **Researcher, TÜBİTAK (Scientific and Technological Research Council of Turkey)**

- **Project Title:** “Does Employee Attachment Style Matter in the Experience of Workplace Incivility?”
- **Project Number:** 222K117
- **Grant:** 1002-A Rapid Support Module (Grant Amount: 60,000 TRY)
- **Project Coordinator:** Prof. H. Canan Sümer

I was the **sole researcher** of the project managing the entire process autonomously—from the initial project proposal to the final report—**under the supervision of Prof. H. Canan Sümer**.

### **Project Role and Contributions:**

- **Project Proposal Development:** Designed the research framework, formulated hypotheses, and prepared the project proposal, ensuring methodological and ethical rigor.
- **Participant Recruitment:** Managed participant recruitment for the daily-diary study, including identifying (*via Pre-Application Form*) contacting, and informing eligible participants. Provided feedback to non-recruited individuals, explaining eligibility criteria.
- **Survey Administration:** Administered daily online surveys over five days (pre- and post-work), ensuring participant compliance and timely data collection. Adjusted the process to accommodate participants' work schedules and monitored participation throughout the day and sent reminder messages when necessary.
- **Data Management:** Organized and securely stored data to maintain data integrity.
- **Participant Compensation:** Distributed gift vouchers to participants who completed all daily surveys, determining eligible individuals.
- **Data Analysis & Statistical Evaluation:** Conducted statistical analyses (*Including, multilevel mediation analysis and multilevel path analysis with random coefficient modeling*) employing appropriate methods and techniques.
- **Scientific Reporting:** Synthesized research findings into a structured report, adhering to academic writing standards and preparing the final project report.

**02/2024-07/2024**      **Research Assistant**

Contributed to the literature review for the research project “The battle within: understanding women’s adversarial interactions at work” conducted by Prof. G. Canan Ergin and Prof. H. Canan Sümer.

**02/2023-07/2023**      **Research Assistant**

Contributed to data collection for the research project “The battle within: understanding women’s adversarial interactions at work” conducted by Prof. G. Canan Ergin and Prof. H. Canan Sümer.

## MANUSCRIPT UNDER PREPARATION

Demirtas, E., & Sümer, H.C. *The Daily Affective Spiral of Workplace Incivility: From Morning Mood to End-of-Day Responses and Back Again*

## CONFERENCE PRESENTATIONS

Demirtas, E. & Sümer, H. C. (2025, May). *Waking up to incivility: The power of morning mood in shaping workplace dynamics*. Paper presented at the 22nd European Congress of Work and Organisational Psychology, Prague, Czech Republic.

Demirtas, E. (2022, October). *Individual, situational and contextual antecedents of experienced workplace incivility*. Paper presented at the 2nd International Conference on Social Sciences, Humanities and Education, Istanbul, Turkey.

## INVITED TALKS

Demirtas, E. (2024, October). *Exploring antecedents and daily consequences of workplace incivility: An experience sampling study*. Invited talk at the Ozyegin University, Psychology Graduate Seminar, Istanbul, Turkey.

Demirtas, E. (2022, November). *Does employee attachment style matter in the experience of workplace incivility?* Invited talk at the Sabancı University, Workplace Mistreatment Workshop, Istanbul, Turkey.

## TEACHING ASSISTANTSHIPS

**01/2023- Present**                      **Full-time Teaching Assistant**  
Ozyegin University

**09/2021- 01/2023**                      **Part-time Teaching Assistant**  
Ozyegin University

### Responsibilities:

- **Conducting Recitation Sections:** Conducted supplementary sessions to reinforce key concepts from lectures and promote active student engagement.
- **Conducting Practical Sessions:** Led hands-on practice sessions using tools such as SPSS, enabling students to gain applied learning experiences.
- **Grading:** Evaluated and graded (essay) exams and assignments objectively and in a timely manner.
- **Grade Recording:** Accurately recorded student grades in the Learning Management System (LMS).
- **Providing Feedback:** Reviewed student assignments/projects and provided feedback to support academic development.
- **Advising:** Offered guidance to students on their research projects.

Institute	Semester	Courses Assisted as TA (Lecture Code, Name and Instructor)			
Ozyegin University	Spring 2026 (Ongoing)	<b>PSY 208A</b> Research Methods II  <i>Instructor: Dr. Berna Uzundağ</i>	<b>PSY 208B</b> Research Methods II  <i>Instructor: Dr. Pınar Uğurlar</i>	<b>PSY 427</b> Gender, Leadership and Diversity at Work  <i>Instructor: Prof. H. Canan Sümer</i>	
Ozyegin University	Fall 2025	<b>PSY100</b> General Psychology  <i>Instructors: Prof. G. Canan Ergin</i>	<b>PSY305</b> Work and Organizational Psychology  <i>Instructors: Prof. H. Canan Sümer</i>	<b>PSY429</b> Leadership and Motivation at Work  <i>Instructors: Prof. G. Canan Ergin</i>	
Ozyegin University	Spring 2025	<b>PSY100</b> General Psychology  <i>Instructors: Dr. Alper Açık, Dr. Duygu Gürleyik</i>	<b>PSY 208A</b> Research Methods II  <i>Instructor: Dr. Pınar Uğurlar</i>	<b>PSY 208B</b> Research Methods II  <i>Instructor: Dr. Alper Açık</i>	<b>PSY 306</b> Measurement Techniques in Psychology  <i>Instructor: Prof. H. Canan Sümer</i>
Ozyegin University	Fall 2024	<b>PSY100</b> General Psychology  <i>Instructor: Prof. G. Canan Ergin</i>	<b>PSY 305</b> Work and Organizational Psychology  <i>Instructor: Prof. H. Canan Sümer</i>	<b>PSY 415</b> Cross-Cultural Psychology  <i>Instructor: Prof. G. Canan Ergin</i>	
Ozyegin University	Spring 2024	<b>PSY 552</b> Advanced Topics in Work and Organizational Psychology II  <i>Instructor: Prof. G. Canan Ergin</i>	<b>PSY 555</b> Training Development and Evaluation  <i>Instructor: Prof. H. Canan Sümer</i>	<b>PSY556</b> Leadership and Motivation  <i>Instructor: Prof. G. Canan Ergin</i>	
Ozyegin University	Fall 2023	<b>PSY 305</b> Work and Organizational Psychology  <i>Instructor: Prof. G. Canan Ergin</i>	<b>PSY 321</b> Qualitative Methods in Psychology  <i>Instructor: Prof. G. Canan Ergin</i>	<b>PSY 551</b> Advanced Topics in Work and Organizational Psychology I  <i>Instructor: Prof. H. Canan Sümer</i>	

Ozyegin University	<b>Spring 2023</b>	<b>PSY 420</b> Selected Topics in Work and Organizational Psychology  <i>Instructor: Prof. G. Canan Ergin</i>	<b>PSY 552</b> Advanced Topics in Work and Organizational Psychology II  <i>Instructor: Prof. G. Canan Ergin</i>	<b>PSY 555</b> Training Development and Evaluation  <i>Instructor: Prof. H. Canan Sümer</i>	<b>PSY556</b> Leadership and Motivation  <i>Instructor: Prof. G. Canan Ergin</i>
Ozyegin University	<b>Fall 2022</b>	<b>PSY 551</b> Advanced Topics in Work and Organizational Psychology I  <i>Instructor: Prof. H. Canan Sümer</i>			

## PROJECTS

- 10/2022**      **Publishing Team Member**  
 Editing Conference Book of 2nd International Conference on Social Sciences, Humanities, and Education
- 02/2022-06/2022**      **Project Team Member**  
 Designing of Assertiveness Training Program against Workplace Incivility
- 09/2021-01/2022**      **Project Team Member**  
 Job Analysis of Occupational Nurses and Development of Performance Appraisal Tool

## SCHOLARSHIP

- 2021-2024**      Graduate Scholarship, Full Tuition Waiver, Ozyegin University
- 2021-2024**      Paid Scholarship for Graduate Studies in return for Research and Teaching Assistantship, Ozyegin University

## INTEREST TOPICS

- Well-being at Work
- Workplace Mistreatment (Specifically, Workplace Incivility)
- Job Attitudes
- Attachment Styles at Work

## SKILLS

Computer: MPLUS, SPSS, JASP.

Language: Turkish (Native), English (Fluent)

**PERSONAL INFORMATION**

Date of Birth and Place: 19/08/1997, Bursa

Nationality: Turkey

**REFERENCES**

**H. Canan Sümer** (*Academic Supervisor*)

Professor, Industrial and Organizational Psychology

Dean, Faculty of Social Sciences

Ozyegin University, Istanbul, Turkey

[canan.sumer@ozyegin.edu.tr](mailto:canan.sumer@ozyegin.edu.tr)

**G. Canan Ergin**

Professor, Industrial and Organizational Psychology

Ozyegin University, Istanbul, Turkey

[canan.ergin@ozyegin.edu.tr](mailto:canan.ergin@ozyegin.edu.tr)

