

Curriculum Vitae

ELİF DEMİRTAŞ

CONTACT

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

EDUCATION

2021- Ozyegin University
2024 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)

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

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

WORK EXPERIENCE

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

04/2022- **Research Assistant** (Full-time)
01/2023 Fenerbahce 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: A dynamic, reciprocal process across days.*

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- **Full-time Teaching Assistant**
Present Ozyegin University

09/2021- **Part-time Teaching Assistant**
01/2023 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)	PSY 208A Research Methods II <i>Instructor: Dr. Berna Uzundağ</i>	PSY 208B Research Methods II <i>Instructor: Dr. Pınar Uğurlar</i>	PSY 427 Gender, Leadership and Diversity at Work <i>Instructor: Prof. H. Canan Sümer</i>	
Ozyegin University	Fall 2025	PSY100 General Psychology <i>Instructors: Prof. G. Canan Ergin</i>	PSY305 Work and Organizational Psychology <i>Instructors: Prof. H. Canan Sümer</i>	PSY429 Leadership and Motivation at Work <i>Instructors: Prof. G. Canan Ergin</i>	
Ozyegin University	Spring 2025	PSY100 General Psychology <i>Instructors: Dr. Alper Açık, Dr. Duygu Gürleyik</i>	PSY 208A Research Methods II <i>Instructor: Dr. Pınar Uğurlar</i>	PSY 208B Research Methods II <i>Instructor: Dr. Alper Açık</i>	PSY 306 Measurement Techniques in Psychology <i>Instructor: Prof. H. Canan Sümer</i>
Ozyegin University	Fall 2024	PSY100 General Psychology <i>Instructor: Prof. G. Canan Ergin</i>	PSY 305 Work and Organizational Psychology <i>Instructor: Prof. H. Canan Sümer</i>	PSY 415 Cross-Cultural Psychology <i>Instructor: Prof. G. Canan Ergin</i>	
Ozyegin University	Spring 2024	PSY 552 Advanced Topics in Work and Organizational Psychology II <i>Instructor: Prof. G. Canan Ergin</i>	PSY 555 Training Development and Evaluation <i>Instructor: Prof. H. Canan Sümer</i>	PSY556 Leadership and Motivation <i>Instructor: Prof. G. Canan Ergin</i>	
Ozyegin University	Fall 2023	PSY 305 Work and Organizational Psychology <i>Instructor: Prof. G. Canan Ergin</i>	PSY 321 Qualitative Methods in Psychology <i>Instructor: Prof. G. Canan Ergin</i>	PSY 551 Advanced Topics in Work and Organizational Psychology I <i>Instructor: Prof. H. Canan Sümer</i>	

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

PROJECTS

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

SCHOLARSHIP

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

RESEARCH INTERESTS

- Workplace Mistreatment (with a focus on Workplace Incivility)
- Employee Well-being and Job Attitudes
- Recovery from Workplace Adversities
- Affective Dynamics 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

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G. Canan Ergin

Professor, Industrial and Organizational Psychology

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