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| Jessica Doll, Ph.D. |
| Mailing Address: Department of PsychologyRadford UniversityBox 6946Radford, VA 24142 | Phone: 540.831.5361E-mail: jdoll6@radford.edu |

# EDUCATION

**Clemson University**, Clemson, SC

Doctor of Philosophy, Industrial/Organizational Psychology, 2011

* Dissertation Title : Situational and Individual Moderators of the Decision to Engage in a Workplace Romance

**Appalachian State University**, Boone, NC

Master of Arts, Industrial/Organizational Psychology and Human Resource Management, 2008

**Appalachian State University**, Boone, NC

Bachelor of Science, Psychology, 2003

**TEACHING AND ACADEMIC EXPERIENCE**

* **Assistant Professor,** Radford University, 2012 - present
* **Assistant Professor,** Florida Gulf Coast University, 2011-2012
* **Instructor of Record,** Clemson University, Clemson, SC, 2009- 2011
* **Instructor of Record,** Tri-County Technical College, Pendleton, SC, 2010-2011
* **Instructor of Record,** Appalachian State University, Boone, NC, 2005-2006

**COURSES TAUGHT**

**Undergraduate**

* Environmental Psychology (Florida Gulf Coast University)
* Experimental Psychology (Florida Gulf Coast University)
* Industrial – Organizational Psychology (Florida Gulf Coast University)
* Introduction to Psychology (Appalachian State and Tri-County Technical College)
* Social Psychology (Clemson University)

**TEACHING INTERESTS**

* Industrial Psychology
* Introduction to Psychology
* Organizational Psychology
* Research Methods/Statistics
* Social Psychology

**RESEARCH INTERESTS**

* The effects of cyber-sexual harassment on job performance
* The effects of secret workplace romances on job and life satisfaction
* Situational and individual predictors of the desire to engage in workplace romances
* Cross-cultural & gender differences in selection, engagement, and staffing outcomes
* Impression management and political skill in selection and performance management systems and selection systems

**REFEREED PUBLICATIONS**

**Doll, J**. **L.**, Livesy, J., McHaffie, E., & Ludwig, T. D. (2007). Keeping an uphill edge: Managing

cleaning behaviors at a ski shop. *Journal of Organizational Behavior Management, 27*, 41-60.

**REFEREED PRESENTATIONS**

**Doll, J. L.**, Isgett, S., Giumetti, G., Kowalski, R. M. (2012, August). *E-mails Gone Wild! The Effects of*

*Cyber-Sexual Harassment on Affect in a Simulated Work Environment.* Accepted for presentation

at the annual meeting of the American Psychological Association, Orlando, Florida.

**Doll, J. L.**, & Rosopa, P. J. (2012, August). *Antecedents of the willingness to engage in a workplace*

 *romance.* Accepted for presentation at the annual meeting of the American Psychological

 Association, Orlando, Florida.

Rosopa, P. J., Schroder, A., & **Doll, J. L.** (2011, April). *Detecting between-groups*

 *heteroscedasticity in MMR:A Monte Carlo Study.* Presented at the annual

 meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Raymark, P. H., Slade, B., Seibert, M. K., Odle-Dusseau, H. N., **Doll, J. L**., & Williams, K. Z.

(2010, August). *Antecedents of interview structure: Interview training, purpose, and nature of constructs assessed.* Presented at the Annual Convention of the Academy of Management, Montreal, Canada.

Rosopa, P. J., Schroder, A. N., & **Doll, J. L.** (2010, July).*Diagnosing heterogeneity of variance*

 *across groups in MMR: A review and recommendations for organizational researchers.*

 Paper presented at the Psychometric Society Annual Meeting, Agusta, GA.

**Doll, J. L.**, Livesy, J., McHaffie, L., & Ludwig, T. (2005, January). *Keeping an uphill edge:*

 *Managing cleaning behaviors at a ski shop*. Poster presented at the meeting of the

 Organizational Behavior Management Association, Sarasota, FL.

**RESEARCH IN PROGRESS**

**Doll, J. L.** Individual and situational moderators of the decision to engage in a workplace

 romance. [Stage: Submitted: *Journal of Organizational Behavior*].

Rosopa, P. J., Schroder, A., & **Doll, J. L.** A note on detecting between-groups heteroscedasticity in

 moderated multiple regression with a continuous predictor and a categorical moderator. [Stage:

 Submitted: Psychological Methods].

**Doll, J. L.** &Rosopa, P. J., & Employee engagement across cultures: A model. [Stage: Data

 Analysis]

**Doll, J. L,** & Kowalski, R., Limber, S., & Morgan, C. Differences in task performance under

 varying conditions of cyber-sexual harassment. [Stage: Data Collection].

**Doll, J. L.**, & Raymark, P. H. Impression management and job performance moderated by

 individual political skill. [Stage: data collection]

Rosopa, P. J., & **Doll, J. L.** Investigating core self-evaluations within Asian/Pacific Islanders.

 [Stage: data collection]

**Doll, J.L.** Five-factor facets as predictors of the willingness to engage in a workplace romance.

 [Stage: Design]

**Doll. J. L.** Secret workplace romances and their effects on job satisfaction and job performance.

 [Stage: Design]

Rosopa, P. J., & **Doll, J. L.** A comparison of job performance outcomes across individuals using

 impression management tactics as moderated by social skill, gender, and culture: A

 Monte Carlo study. [Stage: Design]

**AWARDS AND HONORS**

* Finalist (2005), Best Poster at the Organizational Behavior Management Association annual conference
* Appalachian State University, Deans List 1999-2003
* Environmental Quality Institute undergraduate research fellowship (2001-2002), University of North Carolina – Asheville.

**PROFESSIONAL SERVICE**

* Reviewer, Society for Industrial – Organizational Psychologists 2012 Conference Submissions
* Reviewer, *Human Resource Management: Functions, Applications, Skill Development*

**DEPARTMENTAL SERVICE**

* Committee member, Learning Goals Assessment Program, Florida Gulf Coast University
* Senator, Graduate Student Government, Clemson University (2009-2010)

**INTERNAL APPLIED EXPERIENCE**

**Human Resources Generalist,** Dec 2008 - June 2009

Eaton Corporation- Laurinburg, NC **(**A Fortune 200 Company, Eaton is a Diversified Industrial Manufacturer with over 63,000 employees world-wide, over $11 billion in sales, and has progressive HR practices. The Laurinburg location has over 120 employees which comprises of a manufacturing facility and the Golf Grip division headquarters).

* Assisted employees as the main point of contact and coordinator for all HR functions for the production facility during the plant closing.
* Coordinated balanced score cards, merit planning, strategic HR initiatives, performance measurement programs, training initiatives, workers compensation, wage and benefit programs for the production facility and business unit headquarters.
* Project lead for development of wage and benefit programs at two, recently acquired, international locations.

## **Human Resources Generalist,** June 2006 - Dec 2007

*Eaton Corporation* (A Diversified Industrial Manufacturer with over 63,000 employees world-wide and over $11 billion in sales. Forest City Plant is an industrial manufacturing facility with over 200 employees and $30 million in annual sales), Forest City, NC

* Coordinate staffing, recruiting, training, diversity, Workman’s Compensation, Short and Long-Term Disability, FMLA, attendance record, wage survey, Affirmative Action Planning, unemployment case, and performance management initiatives.
* Advised management, supervisors, and employees about plant objectives and alignment with Corporate HR practices, policies, and objectives as well as Federal and State laws surrounding employment issues.

**EXTERNAL CONSULTING APPLIED EXPERIENCE**

**Organizational Consultant,** 2009

Proctor and GambleCompany, Cincinnati, OH (Fortune 500 Company with over 138,000 employees)

* Identified opportunities for improvement in current on-line training system and its integration into corporate culture. Developed and presented recommendations to HR and I/O management and staff.

**Organizational Consultant,** 2006

Merchants Distributors Incorporated, Hickory, NC (950,000 square foot warehouse which supplies over 600 food retailers)

# Worked with food-chain storeowners, managers, and their retail counselors to develop a customer satisfaction survey for MDI to be used as a measure of MDI’s Balanced Scorecard goals and presented survey to top management.

#### Organizational Consultant, 2005

#### *Murray Supply Company, Winston Salem, NC* (large plumbing supply company)

* Developed and present a training program for 42 of Murray Supply’s managers. Collaborated with both managers and employees of the company to complete a needs assessment, organize the event, and evaluate its effectiveness.

**Organizational Consultant,** 2004

*Farmers Ski Shop, Boone, NC*

* Identified opportunities for improvement in employee work behaviors. Implemented a package intervention program that targeted cleaning behaviors. Interviewed employees and owner of the shop to decide upon appropriate cues for behavior change. The results of this are published in the *Journal of Organizational Behavior Management* and were presented at Association for Behavior Analysis, June 2006.

**ACADEMIC AFFILIATIONS**

* Academy of Management
* American Psychological Association
* Society for Industrial/Organizational Psychologists
* Society for Personality and Social Psychologists