

CURRICULUM VITAE

JOHN P. MERIAC, PH.D.

Department of Psychology
University of Missouri - St. Louis
425 Stadler Hall
One University Boulevard
St. Louis, MO 63121-4499

Phone: 314-516-5467
Fax: 314-516-5392
Email: meriacj@umsl.edu

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EDUCATION

Doctor of Philosophy

The University of Tennessee (2008)
Knoxville, TN
Industrial & Organizational Psychology

Master of Arts

Appalachian State University (2004)
Boone, NC
Industrial-Organizational Psychology and Human Resource Management

Bachelor of Arts

East Carolina University (2001)
Greenville, NC
Psychology
Minor: Business Administration

ACADEMIC APPOINTMENTS

Assistant Professor (2008 – Present)

Department of Psychology
University of Missouri-St. Louis
St. Louis, MO

PUBLICATIONS

Woehr, D. J., **Meriac, J. P.** & Bowler, M. C. (In press). A review of methodological approaches in assessment center research. Chapter to appear in D. J. Jackson, B. J. Hoffman & C. E. Lance (Eds.), *The Psychology of Assessment Centers*.

- Gorman, C. A., **Meriac, J. P.**, Overstreet, B. L., Apodaca, S., McIntyre, A. L., Park, P., & Thorndike, J. N. (2012). A meta-analysis of the regulatory focus nomological network: Work-related antecedents and consequences. *Journal of Vocational Behavior, 80*, 160-172.
- Macan, T., Mehner, K., Havill, L., Roberts, L., Heft, L., & **Meriac, J. P.** (2011). Two for the price of one: Assessment center training to focus on behaviors can transfer to performance appraisals. *Human Performance, 24*, 443-457.
- Meriac, J. P.**, Woehr, D. J., & Banister, C. (2010). Generational differences in work ethic: An examination of measurement equivalence across three cohorts. *Journal of Business and Psychology, 25*, 315-324.
- Woehr, D. J., & **Meriac, J. P.** (2010). Using polytomous item response theory to examine differential Item and test functioning: The case of work ethic. In J. Harkness, M. Braun, B. Edwards, T. Johnson, L. Lyberg, P. Mohler, B. E. Pennell, & T.W. Smith (Eds.), *Survey methods in multinational, multicultural, and multiregional contexts* (pp. 415-429). Hoboken, NJ: Wiley.
- Meriac, J. P.**, Poling, T. L., & Woehr, D. J. (2009). Are there gender differences in work ethic?: An examination of the measurement equivalence of the multidimensional work ethic profile. *Personality and Individual Differences, 47*, 209-213.
- Meriac, J. P.**, Hoffman, B. J., Woehr, D. J., & Fleisher, M. S. (2008). Further evidence for the validity of assessment center dimensions: A meta-analysis of the incremental criterion-related validity of dimension ratings. *Journal of Applied Psychology, 93*, 1042-1052.
- Hoffman, B. J., Blair, C. A., **Meriac, J. P.**, & Woehr, D. J. (2007). Expanding the criterion domain? A quantitative review of the OCB literature. *Journal of Applied Psychology, 92*, 555-566.
- Woehr, D. J., Arthur, W. Jr., & **Meriac, J. P.** (2007). Method factors instead of error variance: Meta-analysis of assessment center construct validity. In H. Schuler (Ed.), *Assessment center zur potenzialanalyse* (pp. 81-108). Hogrefe-Verlag.
- Meriac, J. P.**, & Villanova, P. D. (2006). Agreeableness and extraversion as moderators of the political influence compatibility – work outcomes relationship. In E. Vigoda-Gadot, & A. Drory (Eds.), *Handbook of organizational politics* (pp. 16-28). Northampton, MA: Edward Elgar.
- Thompson, L. F., **Meriac, J. P.**, & Cope, J. G. (2002). Motivating online performance: The influences of goal setting and Internet self-efficacy. *Social Science Computer Review, 20*, 149-160.

SUBMITTED MANUSCRIPTS

Meriac, J. P. (Under review). Work ethic and academic performance: Predicting citizenship and counterproductive behavior.

Gorman, C. A., Hoffman, B. J., Blair, C., **Meriac, J. P.**, Atchley, E. K., & Overstreet, B. L. (Under review). When practicality and utility collide: Evidence for the effectiveness of an alternate multi-source feedback measurement methodology.

Morris, M. L., Blair, C. A., & **Meriac, J. P.** (Under review). Core self-evaluation and goal orientation: Predicting work stress.

Banister, C., & **Meriac, J. P.** (Under review). Surviving the game: Political skill buffers the effects of organizational politics on work outcomes.

MANUSCRIPTS IN PREPARATION

Meriac, J. P. (In preparation). Work ethic in the academic environment: An examination of motivational mechanisms and outcomes.

Meriac, J. P., Fisher, J., & Hoffman, B. J. (In preparation). Moderators of the criterion-related validity of assessment center dimension ratings.

Meriac, J. P., Woehr, D. J., Thomas, A., Miller, M., & Poling, T. (In preparation). Development and validation of a short form for the multidimensional work ethic profile (MWEP).

Meriac, J. P., Woehr, D. J., & Hoffman, B. J. (In preparation). Broad constructs and assessment centers: Further support for a general framework..

Meriac, J. P., Braddy, P. & Blair, C. A. (In preparation). Are all dimensions of political skill equal?: An application of relative weight analysis.

OTHER RESEARCH PROJECTS IN DEVELOPMENT

Meriac, J. P. & Bowler, M. C. An examination of the effect of assessment center construct models on rating characteristics.

Meriac, J. P., Banister, C., & Hill, S. Political skill and work outcomes: The moderating effect of job complexity.

Woehr, D. J., Gaby, S., & **Meriac, J. P.** Development and validation of the climate for performance appraisal questionnaire (CPAQ).

Hoffman, B. J., Allen, T., Blair, C., A. & **Meriac, J. P.** Boundary conditions surrounding contextual performance: A quantitative summary and review.

CONFERENCE PRESENTATIONS

Meriac, J. P., Hoffman, B. J., & Fischer, J. (2012, April). The unique contribution of dimensions and OAR to AC validity. In **J. P. Meriac** & K. Melchers (Chairs). *Prediction with assessment centers: What makes them work?* Paper to be presented at the 27th annual meeting of the Society for Industrial-Organizational Psychology, San Diego, CA.

Meriac, J. P., & Woehr, D. J. (2012, April). Broad Assessment Center Dimensions: A Nomological Network Examination of Validity. In D. J. R. Jackson & B. J. Hoffman (Chairs). *Dimension, task, and mixed-model perspectives on assessment centers*. Paper to be presented at the 27th annual meeting of the Society for Industrial-Organizational Psychology, San Diego, CA.

Meriac, J. P., Howland, N., & Thomas, A. (2012, April). Work ethic and performance outcomes: An investigation of motivational mechanisms. Poster to be presented at the 27th annual meeting of the Society for Industrial-Organizational Psychology, San Diego, CA.

Banister, C., & **Meriac, J. P.** (2012, April). Political skill: An antidote for frustration at work. Poster to be presented at the 27th annual meeting of the Society for Industrial-Organizational Psychology, San Diego, CA.

Ingalls, E. A., Howland, N., Mulderig, T. H., Thomas, A. L., LaChapell, J. L., Solan, V. C., & **Meriac, J. P.** (2012, April). The mediating role of motivation between person-environment fit and citizenship. Poster to be presented at the 27th annual meeting of the Society for Industrial-Organizational Psychology, San Diego, CA.

Meriac, J. P. (2011, April). Generational differences in work ethic. In J. Erdheim & M. Lodato (Chairs). *Future directions in multigenerational research and its application*. Panel presented at the 26th annual meeting of the Society for Industrial-Organizational Psychology, Chicago, IL.

Meriac, J. P., & Woehr, D. J. (2011, April). *Advances in work ethic research: Current and future directions*. Panel chaired at the 26th annual meeting of the Society for Industrial-Organizational Psychology, Chicago, IL.

Banister, C., Rottman, C., & **Meriac, J. P.** (2011, April). Multi-source ratings and political skill: An evaluation of measurement equivalence. Poster presented at the 26th annual meeting of the Society for Industrial-Organizational Psychology, Chicago, IL.

Hoffman, B. J., Gorman, C. A., Blair, C. A., **Meriac, J. P.**, & Atchley, E. K. (2011, April). Improving multisource ratings by implementing principles of frame-of-reference training.

- Poster presented at the 26th annual meeting of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Morris, M. L., Blair, C. A., & **Meriac, J. P.** (2011, February). Core self-evaluation and goal orientation: Predicting work stress. Paper presented in the Proceedings of the 2011 AHRD International Conference of the Americas, Chicago, IL.
- Meriac, J. P.**, Fischer, J. & Hoffman, B. J. (2010, April). Assessment center validity: A meta-analysis of contextual and methodological moderators. In B. J. Hoffman & **J. P. Meriac** (Chairs). *Explanatory mechanisms and boundary conditions underlying assessment center validity*. Paper presented at the 25th annual meeting of the Society for Industrial-Organizational Psychology, Atlanta, GA.
- Meriac, J. P.**, Braddy, P. & Blair, C. A. (2009, April). Political skill in organizations: Importance depends on who you are. Interactive poster presented at the 24th annual meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.
- Meriac, J. P.**, Hoffman, B. J. & Woehr, D. J. (2009, April). A quantitative review and analysis of the constructs underlying assessment center ratings: What are we measuring? In B. J. Hoffman (Chair). *Unanswered questions: Examining the psychometric properties of assessment centers*. Paper presented at the 24th annual meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.
- Woehr, D. J., & **Meriac, J. P.** (2008, July). Differential functioning of multidimensional work ethic in the United States and Mexico. Paper presented at the International Conference on Survey Methods in Multicultural, Multinational, and Multiregional Contexts, Berlin, Germany.
- Meriac, J. P.**, Poling, T. L. & Woehr, D. J. (2008, April). Work ethic and differential functioning for males and females. Poster presented at the 23rd annual meeting of the Society for Industrial-Organizational Psychology, San Francisco, CA.
- Blair, C. A., **Meriac, J. P.**, & Bowler, M. C. (2007, November). Core self evaluation and job satisfaction: The mediating role of goal orientation. Paper presented at the annual meeting of the Southern Management Association, Nashville, TN.
- Blair, C. A., **Meriac, J. P.**, & Morris, M. L. (2007, August). Work stress: A sketch of the dispositional causes of work stress. Poster presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Meriac, J. P.** & Bowler, M. C. (2007, May). An IRT examination of the Conditional Reasoning Test for Aggression. Poster presented at the annual meeting of the Association for Psychological Science, Washington, D. C.

- Bowler, M. C., Blair, C. A., & **Meriac, J. P.** (2007, May). Trait activation across assessment center exercises: An examination of exercise order effects. Poster presented at the annual meeting of the Association for Psychological Science, Washington, D. C.
- Meriac, J. P.**, Hoffman, B. J., Fleisher, M. S., & Woehr, D. J. (2007, April). Expanding the nomological network surrounding assessment center dimensions: A Meta-Analysis. In B. J. Hoffman & C. E. Lance (Chairs). *The assessment center validity paradox: Alternative analytic and design methodologies*. Paper presented at the 22nd annual meeting of the Society for Industrial-Organizational Psychology, New York, NY.
- Poling, T. L., **Meriac, J. P.**, & Woehr, D. J. (2007, April). Contagious Justice: Components, Antecedents, and Cross-level Effects of PJ Climate. Poster presented at the 22nd annual meeting of the Society for Industrial-Organizational Psychology, New York, NY.
- Meriac, J. P.**, Woehr, D. J., & Mot, I. (2006, June). Differential functioning of work ethic across international populations. Paper presented at the 17th meeting of the International Society for the Study of Work and Organizational Values, Tallin, Estonia.
- Hoffman, B. J., Blair, C. A., **Meriac, J. P.**, & Woehr, D. J. (2006, May). Expanding the criterion domain? A meta-analysis of the OCB literature. Poster presented at the 21st annual meeting of the Society for Industrial-Organizational Psychology, Dallas, TX. (Presented during the featured poster session for top conference posters and finalist for the Flanagan top student paper award)
- Meriac, J. P.**, Poling, T. P. & Woehr, D. J. (2006, May). Measuring work ethic: An application of polytomous item response theory. Poster presented at the 21st annual meeting of the Society for Industrial-Organizational Psychology, Dallas, TX.
- Hoffman, B. J., Oliver, J., **Meriac, J. P.**, & Woehr, D. J. (2005, August). Examining the validity of the multifactor leadership questionnaire: A quantitative review. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.
- Meriac, J. P.**, & Villanova, P. D. (2005, April). Personality moderators of the political influence compatibility – work outcomes relationship. Poster presented at the 20th annual meeting of the Society for Industrial-Organizational Psychology, Los Angeles, CA.
- Meriac, J. P.**, Poling, T., & Woehr, D. J. (2005, February). Multi-source rating in team performance appraisal. Poster presented at the 26th annual Industrial-Organizational and Organizational Behavior Graduate Student Conference, Melbourne, FL.
- Poling, T., **Meriac, J. P.**, & Woehr, D. J. (2005, February). Team performance measurement. Poster presented at the 26th annual Industrial-Organizational and Organizational Behavior Graduate Student Conference, Melbourne, FL.

Meriac, J. P. & Villanova, P. D. (2005, February). Personality and social influence orientation. Poster presented the 26th annual Industrial-Organizational and Organizational Behavior Graduate Student Conference, Melbourne, FL.

Villanova, P. D., Bernardin, H. J., & **Meriac, J. P.** (2003, July). Workplace transformations and HRM practices. Paper presented at the European Applied Business Research Conference, Venice, Italy.

Meriac, J. P., Thompson, L. F., & Cope, J. G. (2002, March). Searching for information on the Internet: Does goal setting motivate online performance? Poster presented at the 23rd annual Industrial-Organizational and Organizational Behavior Graduate Student Conference, Tampa, FL

Meriac, J. P., Thompson, L. F., & Cope, J. G. (2001, March). Relationships among goal setting, self-efficacy, and Internet search behavior. Poster presented at the 47th annual meeting of the Southeastern Psychological Association, Atlanta, GA

INVITED PRESENTATIONS

Meriac, J. P. (2010, November). Constructs and assessment center ratings: Progress and future directions. *Invited Colloquium Series*. Universität Zürich, Zürich, Switzerland.

FUNDED RESEARCH

Society for Human Resource Management Foundation (Application Submitted Fall 2011)
Performance management training: Assessing current organizational practices. Grant submitted to conduct a large-scale survey on performance management training practices in applied settings.

Co-PIs: Therese Macan, Ph.D. and **John P. Meriac, Ph.D.** at the University of Missouri – St. Louis (Not Funded)

Express Scripts Grant Competition: Consumer Behavior Social Science Research Awards (Application Submitted Fall 2011)
Effects of message modality on health-related attitude and behavioral changes. Grant submitted to conduct an experiment on message content and subsequent attitude and behavior changes.

Co-PIs: Miles Patterson, Ph.D., Therese Macan, Ph.D., **John P. Meriac, Ph.D.**, and James Breaugh, Ph.D. at the University of Missouri – St. Louis (\$38,082.00)

University of Missouri Research Board (Application Submitted Fall 2009)
Beyond cognitive tests and GPA: Work ethic in the academic environment. Grant submitted to conduct an empirical examination of individual difference predictors of academic performance beyond standardized test scores, expanding the criterion domain of academic performance, and motivational mechanisms.

PI: **John P. Meriac, Ph.D.** at the University of Missouri – St. Louis (\$15,900.00)

Society for Human Resource Management Foundation (Application Submitted Fall 2009)

Performance constructs, individual differences and rating characteristics. Grant submitted to conduct a laboratory examination of assessment center training content and individual differences, and the impact on rating quality.

PI: **John P. Meriac, Ph.D.** at the University of Missouri – St. Louis (Not Funded)

University of Missouri Research Board (Application Submitted Spring 2009)

Assessment center rating quality: What about the constructs? Grant submitted to conduct an evaluation of the effects of multiple theoretical performance models on rater agreement, accuracy, and factor structure of assessment center ratings.

PI: **John P. Meriac, Ph.D.** at the University of Missouri – St. Louis (Not Funded)

Applied Psychological Measurement, Inc. Grants for Graduate Students (Summer 2008)

Grant obtained to conduct and present a cross-cultural evaluation of the measurement invariance of work ethic items across respondents from the United States and Mexico.

Analyses primarily focused on differential item functioning using item response theory.

PI: **John P. Meriac, M.A.** at the University of Tennessee (\$1,000.00)

UNIVERSITY TEACHING

University of Missouri-St. Louis

Assistant Professor, Department of Psychology (2008 – present)

Quantitative Methods II: Multivariate Statistics (Graduate)

Performance Management (Graduate)

Assessment Centers in I-O Psychology (Graduate)

Seminar in Personnel Psychology (Graduate)

Research Methods in Psychology (Undergraduate)

Fundamentals of Leadership (Undergraduate)

The University of Tennessee

Graduate Teaching Assistant / Lecturer, Department of Management (2008)

Organizational Management (Undergraduate)

Tennessee Wesleyan College

Adjunct Faculty / Lecturer, Department of Management (2007)

Business Statistics (Undergraduate)

Appalachian State University

Adjunct Faculty / Lecturer, Department of Management (2004)

Human Resource Management (Undergraduate)

Appalachian State University

Adjunct Faculty / Lecturer, Department of Psychology (2003)

Cognitive Psychology (Undergraduate)

Appalachian State University

Graduate Teaching Assistant / Lecturer, Department of Psychology (2002 - 2003)

Organizational Psychology (Undergraduate)

General Psychology (Undergraduate)

DOCTORAL DISSERTATIONS CHAIRED

Kimberly Perry (2009 – present)

*Proposed Spring 2010

Christina Banister (2011 – present)

*Proposal in preparation

Amanda Blinebry (2011 – present)

*Proposal in preparation

MASTER’S THESES CHAIRED

Christina Banister (2009 – 2011)

Amanda Blinebry (2009 – 2011)

Amanda Thomas (2010 – present)

*Proposal in preparation

DOCTORAL COMMITTEE MEMBERSHIPS

Dana Grambow (2008 – present)

Lyndsey Havill (2010 – present)

Jessica Deslauriers (2010 – present)

Angela Farabee (2010 – 2011)

Jake Fischer (2011 – present)

Wesley Kinerk (2011 – present)

THESIS COMMITTEE MEMBERSHIPS

Cari Rottman (2010 – 2011)

Maria Spilker (2009 – 2010)

Vanessa Lammers (2010 – 2011)

Katherine Figueroa (2011)

Brittany Dressler (2010)

Jenna Cox (2011 – present)

Jose Cantt (2011 – present)

SERVICE ACTIVITY

University of Missouri – St. Louis, Department of Psychology

Director of Human Subjects Pool (2008 – present)

Directed the activities associated with research participation for course credit in undergraduate psychology courses for the department. Responsibilities included the evaluation of research studies that recruited participants from the subject pool, oversight and development of policies and procedures, and the supervision of graduate assistants that aided in the coordination of subject pool use. In addition, during the 2009-2010 academic year I will direct the implementation of a new research management system and update requisite training, as well as modify policies and procedures accordingly.

University of Missouri – St. Louis, College of Art and Sciences

University Statistics Committee (2010 – present)

Served as a representative from the Department of Psychology to make curriculum suggestions and changes regarding statistics courses in the College of Arts and Sciences.

EDITORIAL SERVICE

Ad Hoc Reviewer

Applied Psychology: An International Review

Human Performance

International Journal for the Psychology of Religion

International Journal of Psychology

Journal of Business Research

Social Behavior and Personality: An International Journal

GRANT REVIEW

University of Missouri Research Board (2008, 2010)

SELECTED PROFESSIONAL EXPERIENCE

Tennessee Assessment Center (Knoxville, TN)

Coordinator, Assessor, Role Player, and Report Writer (2005 – 2008)

As coordinator, responsibilities include staffing assessment centers, aiding in the training and development of new assessors and role players, the preparation and development of exercises and materials, coordinating the setting of assessment centers, scheduling all tests, exercises and role plays throughout an assessment center, and updating and adapting existing exercises. As assessor, role player and report writer, responsibilities included the assessment and rating of behaviors of candidates as they participated in assessment centers for the assessment of managerial potential, serving as a role player in high-fidelity simulations, and creating feedback reports for assesseees following the assessment center experience.

The University of Tennessee (Knoxville, TN)
Center for Executive Education / Leadership Development Program – Senior Executive, Aerospace Executive, and Physician’s Executive MBA Programs
LDP Coordinator (2006 – 2008)

On a team of five coordinators, responsibilities included the staffing, exercise preparation, and scheduling of developmental assessment center activities, among other duties in conjunction with a large MBA program. Additional responsibilities included the training and development of new assessors, preparing and editing feedback reports and the administration and development of a multi-source feedback instrument.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

American Psychological Association (2007 – present)
Association for Psychological Science (2005 – present)
Society for Industrial and Organizational Psychology (2001 – present)
Southern Management Association (2006 – present)
Gateway Industrial-Organizational Psychologists (2008 – present)

AWARDS AND HONORS

Beta Gamma Sigma – Business Honor Society (The University of Tennessee, 2007)
Golden Key International Honour Society (The University of Tennessee, 2007)
Phi Kappa Phi National Honor Society (The University of Tennessee, 2006)
Scholarly Research Grant Program (The University of Tennessee, 2005)
Sigma Iota Epsilon – Management Honor Society (Appalachian State University, 2001)
Psi Chi – Psychology Honor Society (East Carolina University, 2001)