

## CURRICULUM VITAE

### JOHN P. MERIAC, PH.D.

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Global Leadership and Management  
College of Business Administration  
University of Missouri - St. Louis

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*Updated January 25, 2022*

#### EDUCATION

##### **The University of Tennessee, Knoxville TN**

Department of Management, Haslam College of Business  
Ph.D., Industrial & Organizational Psychology (2008)

##### **Appalachian State University, Boone NC**

Department of Psychology, College of Arts and Sciences  
Department of Management, Walker College of Business  
M.A., Industrial-Organizational Psychology and Human Resource Management (2004)

##### **East Carolina University, Greenville NC**

Department of Psychology, Thomas Harriot College of Arts and Sciences  
B.A., Psychology (2001), Minor: Business Administration

#### ACADEMIC APPOINTMENTS

Associate Professor (2018 – present)

Department of Global Leadership and Management, University of Missouri – St. Louis

Associate Professor (2015 – 2018)

Department of Psychological Sciences, University of Missouri - St. Louis

Assistant Professor (2008 – 2015)

Department of Psychological Sciences, University of Missouri - St. Louis

**PUBLICATIONS** (\*Denotes student co-author)

- Davison, H. K., Braddy, P., **Meriac, J. P.**, Gigliotti, R., Detwiler, R., & Bing, M. (In press). Ambition: A deterrent to workplace deviance among narcissistic leaders. *Leadership & Organization Development Journal*.
- Gorman, C. A., & **Meriac, J. P.** (In press). Performance management in a virtual/hybrid world of work: How can science inform practice? *The Industrial-Organizational Psychologist*.
- Meriac, J. P.**, & Gorman, C. A. (2017). Work ethic and work outcomes in an expanded criterion domain. *Journal of Business and Psychology*, 32, 273–282.
- Gorman, C. A., **Meriac, J. P.**, Roch, S. G., Ray, J. L., & Gamble, J. S. (2017). An exploratory study of effective performance management practices: Is performance management research irrelevant? *International Journal of Selection and Assessment*, 25, 193-202.
- Gorman, C. A., Cunningham, C. J. L., Bergman, S. M., & **Meriac, J. P.** (2016). Time to change the bathwater: Correcting misconceptions about performance ratings. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 314-322.
- Gorman, C. A., & **Meriac, J. P.** (2016). Examining the work ethic of correctional officers using a short form of the multidimensional work ethic profile. *The Prison Journal*, 96, 258-278.
- Gorman, C. A., **Meriac, J. P.**, Ray, J. L., & Roddy, T. W. (2016). Current trends in rater training: A Survey of rater training programs in U.S. organizations. In B. J. O'Leary, B. L. Weathington, C. J. Cunningham, and M. D. Biderman (Eds.), *Trends in training* (pp. 1-24). Newcastle upon Tyne, UK: Cambridge Scholars Publishing.
- Hill, S. E.\*, Thomas, A. L. E.\*, & **Meriac, J. P.** (2016). Political behaviors, politics perceptions and work outcomes: Moving to an experimental study. In E. Vigoda-Gadot and A. Drory (Eds.), *Handbook of organizational politics* (2<sup>nd</sup> ed., pp. 369-400). Northampton, MA: Edward Elgar.
- Meriac, J. P.** (2015). Examining relationships among work ethic, academic motivation, and performance. *Educational Psychology*, 35, 523-540.
- Meriac, J. P.**, Gorman, C. A., & Macan, T. (2015). Seeing the forest but missing the trees: The role of judgments in performance management. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 102-108.
- Banister, C. M.\*, & **Meriac, J. P.** (2015). Political skill and work attitudes: A comparison of multiple social effectiveness constructs. *The Journal of Psychology*, 149, 775-795.
- Meriac, J. P.**, Slifka, J. S.\*, & LaBat, L. R.\* (2015). Work ethic and grit: An examination of empirical redundancy. *Personality and Individual Differences*, 86, 401-405.

- Meriac, J. P.**, Thomas, A. L. E.\*, & Milunski, M.\* (2015). Work ethic as a predictor of task persistence and intensity. *Learning and Individual Differences*, *37*, 249-254.
- Meriac, J. P.**, Hoffman, B. J., & Woehr, D. J. (2014). A conceptual and empirical review of the structure of assessment center dimensions. *Journal of Management*, *40*, 1269–1296.
- Blain, L. M., Galovski, T. E., Elwood, L. S., & **Meriac, J. P.** (2013). How does the posttraumatic cognitions inventory fit in a four-factor posttraumatic stress disorder world? An initial analysis. *Psychological Trauma: Theory, Research, Practice, and Policy*, *5*, 513-520.
- Macan, T., Kandola, B., **Meriac, J. P.**, & Merritt, S. (2013). Learning from others: Expanding diversity and inclusion across our borders. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *6*, 233-236.
- Meriac, J. P.**, Woehr, D. J., Gorman, C. A., & Thomas, A. L. E.\* (2013). Development and validation of a short form for the multidimensional work ethic profile (MWEP). *Journal of Vocational Behavior*, *82*, 155-164.
- Morris, M. L., Blair, C. A., & **Meriac, J. P.** (2013). Core self-evaluation and goal orientation: Examining work stress. *Human Resource Development Quarterly*, *24*, 35-62.
- Thompson, V. L. S., Bugbee, A., **Meriac, J. P.**, & Harris, J. K. (2013). The utility of cancer-related cultural constructs to understand colorectal cancer screening among African Americans. *Journal of Public Health Research*, *2*, 59-65.
- Meriac, J. P.** (2012). Work ethic and academic performance: Predicting citizenship and counterproductive behavior. *Learning and Individual Differences*, *22*, 549-553.
- Hoffman, B. J., Gorman, C. A., Blair, C., **Meriac, J. P.**, Overstreet, B. L., & Atchley, E. K. (2012). Evidence for the effectiveness of an alternative multisource performance rating methodology. *Personnel Psychology*, *65*, 531-563.
- Woehr, D. J., **Meriac, J. P.**, & Bowler, M. C. (2012). A review of methodological approaches in assessment center research. In D. J. R. Jackson, C. E. Lance, & B. J. Hoffman (Eds.), *The psychology of assessment centers* (pp. 45-67). New York, NY: Routledge.
- 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.

#### CONFERENCE PRESENTATIONS

Sansberry, K. D., & **Meriac, J. P.** (2022, April). *Abusive supervision and facades of conformity: Individual and situational moderators*. Poster presented at the 37<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

Gorman, C. A., & **Meriac, J. P.** (2022, April). *Neutralizing gender bias in leadership ratings: The impact of frame-of-reference scales*. Poster presented at the 37<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

- Bartkoski, T. J.\* , & **Meriac, J. P.** (2020, June). *Criterion-related validity of feedback orientation ratings: A multisource examination*. Poster presented at the 35<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
- Thomas, A. L. E., & **Meriac, J. P.** (2020, June). *Development of a multidimensional political behavior scale*. Poster presented at the 35<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
- Hill, S. E., Thomas, A. L. E.\* , & **Meriac, J. P.** (2019, April). *Do you perceive it? Perceptual issues surrounding organizational politics*. Symposium chaired at the 34<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Hill, S. E., Thomas, A. L. E.\* , & **Meriac, J. P.** (2019, April). Positive and negative politics: The importance of perceived motivation. In S. E. Hill, A. L. E. Thomas, & **J. P. Meriac** (Chairs). *Do you perceive it? Perceptual issues surrounding organizational politics*. Paper presented at the 34<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Meriac, J. P.** (2018, April). Discussant. In P. Ingold (Chair). *The AC, you, and me: Insights from an interpersonal perspective*. Symposium presented at the 33<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Bryant, W.\* , Bartkoski, T. J.\* , **Meriac, J. P.**, & Gorman, C. A. (2018, April). *User reactions to Frame of Reference Scales: An experimental study*. Poster presented at the 33<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Meriac, J. P.**, & Gorman, C. A. (2018, April). *Work ethic and counterproductive behavior: Relationships depend on leadership styles*. In C. A. Reynolds Kueny (Chair). *Leadership's influence on CWBs: How leaders hurt and help CWBs in Organizations*. Paper presented at the 33<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Blinebry, A.\* , & **Meriac, J. P.** (2017, April). *The effects of feedback environments on performance outcomes*. Poster presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Meriac, J. P.**, & Shoss, M. K. (2017, April). *New developments in work ethic research: Antecedents, impact, and consequences*. Symposium chaired at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- LaBat, L. R.\* , Erb, K. R., Shoss, M. K., & **Meriac, J. P.** (2017, April). *I learned it from you!: Parental influences on work ethic*. In **J. P. Meriac** & M. K. Shoss (Chairs). *New developments in work ethic research: Antecedents, impact, and consequences*. Paper presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando FL.

- Gorman, C. A., & **Meriac, J. P.** (2017, April). *Does the format matter?: Recent advancements in rating format research*. Symposium chaired at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Arciniega, L. M., Allen, N. J., & **Meriac, J. P.** (2017, April). *Using comics for measuring classic constructs in low literacy populations*. In C. A. Gorman & **J. P. Meriac** (Chairs). *Does the format matter?: Recent advancements in rating format research*. Paper presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando FL.
- Hill, S. E.\*, Thomas, A. L.\*, Fox, J. M.\*, & **Meriac, J. P.** (2017, April). *Politics and relationships: Effects on affective commitment*. Poster presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Bartkoski, T. J.\*, Preuss, A. J.\*, & **Meriac, J. P.** (2017, April). *Establishing a nomological network of student citizenship behavior*. Poster presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Gorman, C. A., **Meriac, J. P.**, Mitchell, L. D., & Gamble, J. S. (2017, April). *Beyond rating accuracy: Frame-of-reference training reduces gender bias in performance ratings*. In A. M. Mendoza & S. C. Payne (Chairs) *When are performance ratings most valuable?* Paper presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando FL.
- Gorman, C. A., **Meriac, J. P.**, Ray, J. L., Ryman, J. A., & Gamble, J. S. (2016, October). *An exploratory study of the influence of contemporary performance management research on current organizational practice*. Paper presented at the annual meeting of the Southern Management Association, Charlotte, NC.
- Bartkoski, T. J.\*, Preuss, A. J.\*, **Meriac, J. P.**, Merritt, S. M., Slifka, J. S.\*, & LaBat, L. R.\* (2016, April). *Examining the structure and measurement invariance of student citizenship behavior*. Poster presented at the 31<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Hill, S. E.\*, Huber, K.\*, Synovec, R. J.\*, **Meriac, J. P.**, & Banister, C. M.\* (2016, April). *Inside-out: Social intelligence, LMX, and work outcomes*. Poster presented at the 31<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Labat, L. R.\*, Kuehn, H.\*, **Meriac, J. P.**, & Gorman, C. A. (2015, June). *Race and gender differences in regulatory focus: An examination of measurement invariance*. Poster presented at the 2015 Association of Research in Personality conference, St. Louis, MO.

- Slifka, J. S.\*, Labat, L. R.\*, & **Meriac, J. P.** (2015, April). *Work ethic and grit: An examination of empirical redundancy*. Poster presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Gorman, C. A., **Meriac, J. P.**, Ray, J., & Roddy, T. (2015, April). A survey of rater training programs in U. S. organizations. In C. A. Gorman & K. G. Melchers (Chairs). *New developments in rater training research*. Paper presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Hill, S. E.\*, **Meriac, J. P.**, & Thomas, A. L. E.\* (2015, April). *Political influence, politics perceptions and work outcomes: An experimental investigation*. Poster presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Ingalls, E. A.\*, **Meriac, J. P.**, Hill, S. E.\*, & Slifka, J. S.\* (2015, April). User reactions and rating scales: An experimental comparison. In C. A. Gorman & **J. P. Meriac** (Chairs). *It's okay to do rating format research again*. Paper presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Gorman, C. A., & **Meriac, J. P.** (2015, April). *It's okay to do rating format research again*. Symposium chaired at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bing, M. N., Braddy, P. W., **Meriac, J. P.**, & Davison, K. (2015, April). *Political skill, narcissism, and ambition interact to predict workplace deviance*. Poster presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, PA.
- Ingalls, E. A.\*, Thomas, A. L. E.\*, **Meriac, J. P.**, & Gorman, C. A. (2014, August). *Leadership and work outcomes: The mediating role of regulatory focus*. Poster presented at the 122<sup>nd</sup> annual convention of the American Psychological Association, Washington, DC.
- Perry, K. M.\*, **Meriac, J. P.**, & Ingalls, E. A.\* (2014, May). *Role definitions and OCB: An investigation of antecedents and consequences*. Poster presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Thomas, A. L. E.\*, & **Meriac, J. P.** (2014, May). *Differing responses to politics: The moderating effect of regulatory focus*. Poster presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Hill, S. E.\*, Huber, K.\*, Synovec, R.\*, & **Meriac, J. P.** (2014, May). *Social intelligence and work attitudes: The mediating role of LMX*. Poster presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Synovec, R. J.\*, Patterson, M. L., Macan, T. H., & **Meriac, J. M.** (2014, May). *Effects of message modality on health-related attitudinal and behavioral changes*. Poster presented at the 86<sup>th</sup> annual meeting of the Midwestern Psychological Association, Chicago, IL.

- Meriac, J. P.** (2013, April). Discussant. In K. A. Smith-Jentsch & D. Jackson (Chairs). *“It depends”*: More nuanced approaches to understanding assessment center validity. Symposium presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Banister, C.\* & **Meriac, J. P.** (2013, April). *The incremental variance in work attitudes explained by political skill*. Poster presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Hirtz, R. J.\*, Huber, K.\*, Milunski, M. R.\*, & **Meriac, J. P.** (2013, April). *Person-environment fit and performance: The mediating role of regulatory focus*. Poster presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- 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 presented at the 27<sup>th</sup> annual meeting of the Society for Industrial and 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 presented at the 27<sup>th</sup> annual meeting of the Society for Industrial and 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 presented at the 27<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Banister, C.\* & **Meriac, J. P.** (2012, April). *Political skill: An antidote for frustration at work*. Poster presented at the 27<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Ingalls, E. A.\*, Howland, N.\*, Mulderig, T. H.\*, Thomas, A. L.\*, LaChapell, J. L.\*, Sloan, V. C.\*, & **Meriac, J. P.** (2012, April). *The mediating role of motivation between person-environment fit and citizenship*. Poster presented at the 27<sup>th</sup> annual meeting of the Society for Industrial and 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 26<sup>th</sup> annual meeting of the Society for Industrial and 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 26<sup>th</sup> annual meeting of the Society for Industrial and 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 26<sup>th</sup> annual meeting of the Society for Industrial and 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 26<sup>th</sup> annual meeting of the Society for Industrial and 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 25<sup>th</sup> annual meeting of the Society for Industrial and 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 24<sup>th</sup> annual meeting of the Society for Industrial and 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 24<sup>th</sup> annual meeting of the Society for Industrial and 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 23<sup>rd</sup> annual meeting of the Society for Industrial and 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 22<sup>nd</sup> annual meeting of the Society for Industrial and 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 22<sup>nd</sup> annual meeting of the Society for Industrial and 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 21<sup>st</sup> annual meeting of the Society for Industrial and 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 21<sup>st</sup> annual meeting of the Society for Industrial and 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 20<sup>th</sup> annual meeting of the Society for Industrial and 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 26<sup>th</sup> 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 26<sup>th</sup> 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 26<sup>th</sup> 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 23<sup>rd</sup> 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 47<sup>th</sup> annual meeting of the Southeastern Psychological Association, Atlanta, GA.

#### **INVITED COLLOQUIA AND PRESENTATIONS**

**Meriac, J. P.** (2020, October). *Ask Me Anything (Career Info Chat)*. Gateway Industrial-Organizational Psychologists (GIOP). Invited Speaking Event. St. Louis, MO.

**Meriac, J. P.** (2012, November). *Trends in work ethic research*. Psi Chi Invited Speaker Series. University of Missouri - St. Louis, St. Louis, MO.

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

#### **GRANT FUNDING**

College of Arts and Sciences Research Award (2016). University of Missouri – St. Louis. Frame-of-Reference Scales: Psychometric Properties and User Reactions. PI: **John P. Meriac, Ph.D.** at the University of Missouri – St. Louis (\$7000; Funded).

Express Scripts Grant Competition: Consumer Behavior Social Science Research (2011). Effects of message modality on health-related attitude and behavioral changes. Co-PIs: Miles

John P. Meriac, Ph.D.

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; Funded).

University of Missouri Research Board (2009-2011). Beyond cognitive tests and GPA: Work ethic in the academic environment. PI: **John P. Meriac, Ph.D.** at the University of Missouri – St. Louis (\$15,900; Funded).

Applied Psychological Measurement, Inc. Grants for Graduate Students (2008). PI: **John P. Meriac, M.A.** at the University of Tennessee (\$1,000; Funded).

## UNIVERSITY TEACHING

University of Missouri - St. Louis, Global Leadership and Management (2018 – present):  
MGMT 3600 Management and Organizational Behavior (Undergraduate)  
MGMT 3621 Human Resource Management (Undergraduate)  
MGMT 3635 Leadership in Organizations (Undergraduate)  
MGMT 5628: Authentic Leadership (Graduate)  
BUSAD 7101 Quantitative Methods I (Graduate)  
BUSAD 7103 Quantitative Methods II (Graduate)

University of Missouri - St. Louis, Department of Psychological Sciences (2008 – 2018):  
PSYCH 2219 Research Methods in Psychology (Undergraduate)  
PSYCH 3316 Fundamentals of Leadership (Undergraduate)  
PSYCH 4321 The Dark Side of Organizational Behavior (Undergraduate)  
PSYCH 4365 Psychological Testing and Assessment (Undergraduate)  
PSYCH 7421 Quantitative Methods I: Advanced Univariate Statistics (Graduate)  
PSYCH 7422 Quantitative Methods II: Multivariate Statistics (Graduate)  
PSYCH 7454 Seminar in Personnel Psychology (Graduate)  
PSYCH 7457 Assessment Centers in I-O Psychology (Graduate)  
PSYCH 7458 Performance Management (Graduate)  
PSYCH 7458 The Dark Side of Organizational Behavior (Graduate)

The University of Tennessee, Department of Management (2008):  
MGT 300: Organizational Management (Undergraduate)

Tennessee Wesleyan College, Department of Management (2007):  
BA 300 Business Statistics (Undergraduate)

Appalachian State University, Department of Management (2004):  
MGT 3620 Human Resource Management (Undergraduate)

Appalachian State University, Department of Psychology (2002 - 2003):  
PSY 1200 General Psychology (Undergraduate)  
PSY 3204 Cognitive Processes (Undergraduate)  
PSY 3207 Organizational Psychology (Undergraduate)

John P. Meriac, Ph.D.

## **DBA DISSERTATION COMMITTEES**

Scott Boswell  
Bill Butler (Chair)  
Gretchen Decker (Chair)  
Cindy Goodwin-Sak

James Jordan  
Kevin Sansberry (Chair)  
Sara Thies  
Sarah Willey (Chair)

## **PHD DISSERTATION COMMITTEES**

Christina Banister (Chair)  
Timothy Bartkoski (Chair)  
Amanda Blinebry (Chair)  
William Bryant  
Allison Burrus  
Jessica Deslauriers  
Angela Farabee  
Jacob Fischer  
Dana Grambow  
Lyndsey Havill  
Heather Heimbaugh  
Sarah Hill (Chair)  
Ryan Hirtz

Kelli Huber  
Emily Ingalls  
Wesley Kinerk  
Lauren LaBat (Chair)  
Vanessa Lammers  
Michael McKenna  
James Mundell  
Jennifer Morton  
Kimberly Perry (Chair)  
Cari Rottman  
Robert Synovec  
Amanda Thomas (Chair)  
Graham Wohler

## **MA THESIS COMMITTEES**

Alicia Ako-Brew  
Christina Banister (Chair)  
William Bryant  
Amanda Blinebry (Chair)  
Allison Burrus  
Jenna Cox  
Brittany Dressler  
Reigna El-Yashruti  
Jacob Fox (Chair)  
Sarah Hill (Chair)  
Kelli Huber  
Austin Hulsey

Wisdom Jackson  
Lauren LaBat (Chair)  
Vanessa Lammers  
Jennifer Morton  
James Mundell  
Sally Pessin  
Cari Rottman  
Lei Shirase  
John Slifka (Chair)  
Adnan Smajic  
Maria Spilker  
Amanda Thomas (Chair)

## **SCHOLARLY AND EDITORIAL SERVICE**

### **Journal Associate Editor**

*Human Performance* (2017 – present)

John P. Meriac, Ph.D.

## **Journal Editorial Boards**

*Human Performance* (2015 – 2017)  
*Journal of Business and Psychology* (2012 – present)  
*Journal of Organizational Behavior* (2018 – present)  
*Personnel Assessment and Decisions* (2014 – present)

## **Journal Manuscript Reviewer**

*Applied Psychology: An International Review*  
*Basic and Applied Social Psychology*  
*British Journal of Educational Psychology*  
*Creativity and Innovation Management*  
*Educational Psychology*  
*Ethics and Behavior*  
*Group & Organization Management*  
*Human Performance*  
*International Journal of Psychology*  
*Journal of Business and Psychology*  
*Journal of Business Ethics*  
*Journal of Business Research*  
*Journal of Management*  
*Journal of Organizational Behavior*  
*Journal of Personnel Psychology*  
*Journal of Vocational Behavior*  
*Learning and Individual Differences*  
*Management Research Review*  
*Motivation and Emotion*  
*Personality and Individual Differences*  
*Personality and Social Psychology Bulletin*  
*Social Behavior and Personality: An International Journal*

## **Conference Proposal Reviewer**

*Academy of Management*  
*American Psychological Association*  
*Society for Industrial and Organizational Psychology*  
*Southern Management Association*

## **Book Reviewer**

*Sage Publications, Quantitative Methods Textbooks*

## **Grant Review**

University of Missouri Research Board  
Social Sciences and Humanities Research Council of Canada

## **UNIVERSITY SERVICE**

Deputy Chair, UMSL Campus IRB, University of Missouri – St. Louis (2021 - present)

In this role, I facilitate meetings if the chair cannot attend and facilitate reviews of proposals from the chair's college, in addition to regular attendance and participation in campus IRB meetings.

Organizer, Invited Speaker Series, Department of Global Leadership and Management, College of Business Administration, University of Missouri – St. Louis (2021 - 2022)

Created, organized, invited, and facilitated the process of inviting guest speakers on management topics for the 2021 – 2022 academic year.

Member, Marketing and Entrepreneurship Department Review Committee, University of Missouri – St. Louis (2021)

Served as a member of the 5-year campus review team. Evaluated the operation of the Department of Marketing and Entrepreneurship, and provided recommendations based on self-study data and input from faculty, students, and staff.

Member, Faculty Senate, Representative for Department of Global Leadership and Management, College of Business Administration, University of Missouri – St. Louis (2021 - present)

Served on Spring research panel and Oversight committees.

Chair, Graduate Studies Committee, College of Business Administration, University of Missouri – St. Louis (2020 – 2021)

Reviewed curriculum changes and new proposals for graduate courses in the College of Business Administration. Facilitated meetings to discuss course and program proposals and changes, and coordinated faculty approval of changes.

Academic Director, Doctor of Business Administration Program, University of Missouri-St. Louis (2020 - 2021)

Directed academic affairs of Doctor of Business Administration students after entry to the program. Duties include curriculum management, oversight of program IRB committee, assignment of students to chairs, forming learning communities, and more.

UMSL Curriculum Alignment Process (CAP) Liaison for Graduate Business Programs, College of Business Administration, University of Missouri – St. Louis (2020 - 2021)

Chaired the Doctor of Business Administration and Masters of Business Administration committees for the CAP process, also to be used for AACSB/AOL purposes. The tasks involved deriving learning outcomes, mapping curriculum to learning outcomes, planning and scheduling course delivery and determining assessments for learning outcomes.

John P. Meriac, Ph.D.

Member, Ad Personam Committee, College of Business Administration, University of Missouri – St. Louis (2020)

Served on Ad Personam Committee for candidate under consideration for promotion and tenure during the 2020-2021 academic year.

Member, Assurance of Learning Committee, College of Business Administration, University of Missouri – St. Louis (2020 - 2021)

Served as member of college committee on assurance of learning assessment for AACSB accreditation.

Member, UMSL Campus IRB, University of Missouri – St. Louis (2020 - present)

Reviewed submissions for full review and attended monthly committee meetings.

Chair, Ad Personam Committee, College of Business Administration, University of Missouri – St. Louis (2019)

Chaired Ad Personam Committee for candidate under consideration for promotion and tenure during the 2019-2020 academic year.

Member, Graduate Studies Committee, College of Business Administration, University of Missouri – St. Louis (2018 – present)

Reviewed curriculum changes and new proposals for graduate courses in the College of Business Administration.

Associate Chair, Department of Psychological Sciences, University of Missouri - St. Louis (2014 - 2018)

Assisted department chairperson with administrative tasks and department policy issues. Specific duties involved assisting with teaching schedules, teaching assistant assignments, staffing adjunct faculty positions, and other duties.

Member, Communication and Media Studies Department Review Committee, University of Missouri – St. Louis (2017)

Served as a member of the 5-year campus review team. Evaluated the operation of the Communication and Media Studies Department, and provided recommendations based on self-study data and input from faculty, students, and staff.

Member, Department Review Committee – I-O Program Representative, Department of Psychological Sciences, University of Missouri - St. Louis (2017)

Gathered information and prepared a report on faculty and student activities associated with the I-O Psychology PhD program for the purposes of a 5-year department review.

Member, University Libraries Review Committee, University of Missouri – St. Louis (2015)

Served as a member of the 5-year campus team; evaluated the operation of university libraries and provided recommendations based on unit and external constituents' input.



Director of Human Subjects Pool, Department of Psychological Sciences, University of Missouri - St. Louis (2008 – 2014)

Directed activities associated with research participation for credit in undergraduate psychology courses. Responsibilities included the oversight of recruitment activities, development and revision of policies and procedures, training and supervision of graduate assistants that helped coordinate activities, training new researchers on policies and procedures, facilitation of credit reports and other information relayed to instructors, and troubleshooting/solving problems as they arose throughout the academic year.

Judge, Undergraduate Student Research Poster Fair, University of Missouri - St. Louis (2014)  
Judged posters presented by undergraduate students at an annual research competition.

Member, Curriculum and Instruction Committee, Department of Psychological Sciences, University of Missouri - St. Louis (2011 – 2013)

Discussed and made recommendations to the faculty on curriculum and teaching issues.

Judge, Undergraduate Student Research Poster Fair, University of Missouri - St. Louis (2013)  
Judged posters presented by undergraduate students at an annual research competition.

Judge, Graduate Student Research Poster Fair, University of Missouri - St. Louis (2012, 2018)  
Judged posters presented by graduate students at an annual research competition.

Member, Department Review Committee – I-O Program Representative, Department of Psychological Sciences, University of Missouri - St. Louis (2012)

Gathered information and prepared a report on faculty and student activities associated with the I-O Psychology PhD program for the purposes of a 5-year department review.

Member, College Statistics Committee, College of Arts and Sciences, University of Missouri - St. Louis (2010 – 2011)

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

## **PROFESSIONAL ORGANIZATION SERVICE**

President, Gateway Industrial-Organizational Psychologists (2018 – 2020)

Worked with executive board members in setting the direction and overseeing operations of the organization. Gateway Industrial-Organizational Psychologists is a non-profit professional organization for Industrial-Organizational Psychologists in the St. Louis metropolitan area.

Executive Treasurer, Gateway Industrial-Organizational Psychologists (2015 – 2017)

Collected dues and meeting fees, processed payments for meeting activities and expenses, prepared financial reports, and maintained the society's budget.

## **PROFESSIONAL WORKSHOPS AND TUTORIALS**

Basic and Intermediate Structural Equation Modeling with AMOS  
Differential Item Functioning with Item Response Theory  
Conducting Meta-Analysis with SAS  
Departmental Policies and Recruitment Using the Human Subjects Pool

## **SELECTED PROFESSIONAL EXPERIENCE**

Coordinator and Assessor, Tennessee Assessment Center (2005 – 2008)

As coordinator, responsibilities includes staffing assessment centers, assisting in the training and development of new assessors and role players, preparation and development of exercises, updating and revising existing exercises and other materials. As an assessor, responsibilities included the assessment of candidates as they participated in assessment centers for selection/promotion and developmental purposes, serving as a role player in high-fidelity simulations, and preparing assesse performance reports following the assessment center.

Coordinator and Assessor, University of Tennessee Center for Executive Education/Leadership Development Programs (2006 – 2008)

Assisted in the coordination of assessment centers for leadership development purposes, for executive MBA students. 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.

## **MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS**

Academy of Management (AOM)  
Gateway Industrial-Organizational Psychologists (GIOP)  
Society for Industrial and Organizational Psychology (SIOP)  
Society for Human Resource Management (SHRM)

## **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)  
Sigma Iota Epsilon – Management Honor Society (Appalachian State University, 2001)  
Psi Chi – Psychology Honor Society (East Carolina University, 2001)