Elena M. Auer
CURRICULUM VITAE

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EDUCATION

Present	1st Year PhD Student, Old Dominion University Industrial/Organizational Psychology
Spring 2016	B.A., The George Washington University, *Summa Cum Laude* Major: Psychology (Concentration in Industrial-Organizational Psychology), Organizational Sciences
Fall 2014	Study Abroad Student, University College London Program: Psychology

RESEARCH EXPERIENCE

June 2016 – Present: Research Assistant, Technology in Training Lab
> Experimental design, data collection, data analysis for various projects related to the impact of technology on selection and training. Specific involvement in projects considering Mechanical Turk, mobile technology, and sentiment analysis.
> Principal Investigator: Dr. Richard Landers

February 2015 – June 2016: Research Assistant, Workplaces and Virtual Environments Lab
> Experimental design, data collection, data analysis for various projects related to the impact of technology on selection, recruitment and performance. Specific involvement in projects considering technology-mediated interviews.
> Principal Investigator: Dr. Tara Behrend

January 2014- May 2014
> Research Assistant, Neuroscience of Language Lab
> Data collection and analysis for projects related to the understanding language acquisition.
> Principal Investigator: Dr. Malathi Thothathiri

CONFERENCE POSTER PRESENTATIONS

Auer, E. M., Horn, R; Shen, R (2016) How People Make and Explain Hiring Decisions
in Technologically Mediated Interviews. Poster presented at The George Washington
University Research Days, May 2016, Washington, DC.

Auer, E. **M.,** Behrend, T. S., Collmus, A. B., & Landers, R. N**.** (2017, April). How pay affects
performance and retention in longitudinal crowdsourced research. Poster presented at
the 32nd Annual Conference of the Society for Industrial and Organizational
Psychology, Orlando, FL.

Cavanaugh, K. J., **Auer, E. M.,** Landers, R. N**.**, Petor, J. R., & Kinney, T. B. (2017,
April). Increases in applicant pool diversity attributable to unproctored internet-based
testing. Poster presented at the 32nd Annual Conference of the Society for Industrial and
Organizational Psychology, Orlando, FL.

GRADUATE COURSEWORK

Individual Differences
Personnel Psychology
Analysis of Variance

PROFESSIONAL EXPERIENCE

January 2016 – May 2016: Practicum in I-O Psychology: Advanced Personnel Selection Course
Under the guidance of Dr. Tara Behrend, worked with three doctoral students to
apply science and practice in Industrial-Organizational Psychology to
design and launch a personnel selection system for a client. Assisted with three stages:
Job Analysis, Predictors and Strategy. Presented findings and final report to client.

January 2015- Present: Special Assistant to Senior Associate Director of GW Housing.
Overhauled hiring process of student leadership positions by conducting a job analysis
and structuring the interview. Developed and implemented job performance and
satisfaction measures for staff. Improve existing training program by building training
materials that correspond to constructs of the job analysis. Member of team in charge of
recruiting, hiring, training and supervising student staff members.

May 2014- August 2014 Human Resources Intern, International Foundation for Electoral
Systems
Researched and created proposals for use of the Human Resources Department on topics
of recruitment of fellows, LGBTQ reasonable accommodation policies, and millennial
motivation.

TEACHING EXPERIENCE

August 2016 – Present: Teaching Assistant, Undergraduate Research Methods.

PROFESSIONAL ASSOCIATIONS
2014- Present, Psi Chi Honors Society, National Honor Society in Psychology
2015-Present, Society for Industrial/Organizational Psychology, Student Affiliate
2016-Present, Association for Psychological Science, Graduate Student Affiliate

HONORS AND AWARDS

2016 PTCMW Graduate Student Consulting Challenge – 1st place
Compete against other teams of local graduate students to design an innovative
performance management system for an organization. Created a proposal drawing from
current research on performance, motivation, goals, feedback, technology and gamification.
Member of 1st place team, received membership award and formal recognition at PTCMW
Fall Event.