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EDUCATION

- Doctoral** **Georgia Institute of Technology, School of Psychology, Atlanta, GA**
PhD in Industrial & Organizational Psychology, 2010.
Minor in Quantitative Psychology, 2010.
- Masters** **Middle East Technical University, Ankara, Turkey**
MSc. Degree in Industrial & Organizational Psychology, 2003.
- Bachelor** **Middle East Technical University, Ankara, Turkey**
BSc. in Psychology, 2000.

WORK EXPERIENCE

- **Middle East Technical University, Psychology:**
 - Associate Professor at METU (November 1, 2022 – present)
 - Associate Professor granted by the Higher Education Council (Since January 2021)
 - Assistant Professor (November 25, 2011 – October 31, 2022).
- **Georgia Institute of Technology, School of Psychology:** Graduate assistant and instructor (2005–2010).
- **Summer Internship at ETS** (June–July, 2008): Worked in developing personality indices to predict educational outcomes in high school. (Supervisors: Dr. Richard Roberts and Dr. Patrick Kyllonen).
- **Summer Internship at ACT** (June–July, 2007): Worked in the development of personality indices for the prediction of various job criteria. (Supervisors: Dr. Steve Robbins and Dr. Alex Casillas).
- **Middle East Technical University, Department of Psychology.** Graduate Teaching Assistant (2001–2003).

RESEARCH INTERESTS

- **Workplace mistreatment:** Studying the etic and emic aspects of workplace mistreatment, with a particular focus on sexual harassment, developing and administering training programs.
- **Vocational interests:** Developing and validating interest inventories based on occupational databases, with a particular focus on integrating interest complexity. Gender differences in STEM interests and outcomes.
- **Individual differences in relation to vocational choice and development:** The relative contribution of cognitive abilities, knowledge, personality and vocational interests in their associations to achievement and persistence in various disciplines, with a particular focus on STEM fields.
- **Personality:** Developing up-to-date assessment instruments, both explicit and implicit, to predict educational and work outcomes. Investigating how the effects of personality vary based on context.

PUBLICATIONS

- 1) Acar, F. P., Ok, A. B., Karanfil, D., Sümer, H. C., **Toker-Gültaş, Y.**, & Göncü-Köse, A. (under review). Introducing institutionalized mistreatment: A neglected phenomenon in organizational research.
- 2) Sumer, H. C., Göncü-Köse, A., **Toker-Gültaş, Y.**, Acar, F. P., Karanfil, D., & Ok, A. B. (in press). Incivility, mobbing, and abusive supervision: A tripartite scale development study. *The Journal of Psychology: : Interdisciplinary Applied*. <https://doi.org/10.1080/00223980.2024.2321881> (2023 Ranking: **Q2**)
- 3) **Toker-Gültaş, Y.**, Ok, A. B., Göncü-Köse, A., Sümer, H. C., Karanfil, D., & Acar, F. P. (2023). Kültüre özgü ve evrensel yönleriyle İş Yerinde Cinsel Taciz Ölçeği. *Türk Psikoloji Yazıları*, 27(52). [Workplace Sexual Harassment Scale: Etic and emic manifestations. *Turkish Psychological Articles*]
- 4) Yüce-Selvi, Ü., Sümer, N., **Toker-Gültaş, Y.**, Låstad, L., & Sverke, M. (2023). Behavioral reactions to job insecurity climate perceptions: Exit, voice, loyalty, and neglect. *International Journal of Environmental Research and Public Health*, 20(9):5732. <https://doi.org/10.3390/ijerph20095732>
- 5) **Toker-Gültaş, Y.**, & Ok, A. B. (2022). İş yerinde cinsiyetçilik: Saçı uzun akılı kısa mı? H. C. Sümer, F. P. Acar ve A. B. Ok (Eds). *İş'te Kötü Muamele: Türleri, Kültüre Özgü Yönleri ve Müdahale Yöntemleri* içinde (185-234. ss.). Nobel Akademik Yayıncılık. [Sexism at the Workplace: Are women 'long-haired but short-brained?' In H. C. Sümer, F. P. Acar ve A. B. Ok (Eds). *Mistreatment at Work: Types, Cultural Forms, and Interventions*].
- 6) **Toker-Gültaş, Y.**, & Düzgün, M. (2022). İş yerinde cinsel tacizin açık ve örtük yüzleri. H. C. Sümer, F. P. Acar ve A. B. Ok (Eds). *İş'te Kötü Muamele: Türleri, Kültüre Özgü Yönleri ve Müdahale Yöntemleri* içinde (235-295 ss.). Nobel Akademik Yayıncılık. [Explicit and covert forms of workplace sexual harassment. In H. C. Sümer, F. P. Acar ve A. B. Ok (Eds). *Mistreatment at Work: Types, Cultural Forms, and Interventions*]
- 7) Taşkan, B., Gülerüz, E., **Toker-Gültaş, Y.** (2022). The moderating role of emotion management in the relationship between mobbing and burnout. *The Journal of Human and Work*, 9(1), 1–14. <http://dx.doi.org/10.18394/iid.1012854>
- 8) **Toker-Gültaş, Y.**, Ok, A. B., & Ceylan, S. (2021). Chapter 13: Cognitive biases of destructive leadership styles: A special focus on Machiavellianism (p. 197–209). In S.M. Camgöz & Ö.T. Ekmekci (Eds) *Destructive leadership and management hypocrisy: Advances in theory and practice*, UK: Emerald Publishing.
- 9) Ok, A. B., Göncü-Köse, A., & **Toker-Gültaş, Y.** (2021). Chapter 3: Fifty shades of Darth Vaders in organizations: An overview of destructive leadership (p. 35–48). In S.M. Camgöz & Ö.T. Ekmekci (Eds) *Destructive leadership and management hypocrisy: Advances in theory and practice*, UK: Emerald Publishing.
- 10) **Toker, Y.** (2020). Fen Bilimleri ve Mühendislikte Kişilik. [STEM Personalities] 1. Baskı. Gazi Kitabevi, Ankara.
- 11) **Toker, Y.**, Gökalp, A., Açıkgöz, Y. (2020, June). Improving vocational interest assessments: Data complexity levels are important for social and enterprising areas. Proceeding of the 6th International Conference on Higher Education Advances (HEAd'20), pp. 465–473, Valencia, Spain. DOI: <http://dx.doi.org/10.4995/HEAD20.2020.11787>
- 12) Açıkgöz, Y., & **Toker, Y.** (2019). Integrating occupational complexity levels to interest assessments in social and enterprising areas: Development of the Vertical Social Interest Scale. *Journal of Career Assessment*, 27(1), 61–77. Doi: 10.1177/1069072717748633 (2019 Ranking: **Q2**)
- 13) **Toker, Y.**, & Gültaş, M. (2019). STEM Interest Complexity Inventory Sort Form with IRT and DIF applications. *Journal of Career Assessment*, 27(1), 78–96. Doi: 10.1177/1069072717748645 (2019 Ranking: **Q2**)
- 14) **Toker, Y.** (2017). Karmaşık FTMM alanlarına ilgilerin öncül değişkenler ve mesleki uyum ölçütleri arasında aracı rolü. *Ankara Üniversitesi Dil ve Tarih-Coğrafya Fakültesi Dergisi*, 57(2), 1102–1125. [The mediating role of interests toward complex STEM areas between antecedents and vocational fit criteria]. DOI: 10.1501/Dtcfder_0000001553

- 15) Dönmez, S., & Toker, Y. (2017). Construction of the Likert-type Transformational Leadership Scale. *Ankara Üniversitesi Dil ve Tarih-Coğrafya Fakültesi Dergisi*, 57(2), 753–775. DOI: 10.1501/Dtcfder_0000001537
- 16) Mete, İ., & Toker, Y. (2017, June). Relative importance of college success predictors: Fluid intelligence, crystallized intelligence, and grit. Proceeding of the 3rd International Conference on Higher Education Advances (HEAd'17), pp. 1246–1254, Valencia, Spain. DOI: <http://dx.doi.org/10.4995/HEAd17.2017.5568> (WOS Core Collection)
- 17) Toker, Y. (2016). Perception differences in ambiguous forms of workplace sexual harassment: A comparison between US and Turkey. *The Journal of Psychology: Interdisciplinary Applied*, 150(5), 625–643. DOI: 10.1080/00223980.2016.1154810 (2016 Ranking: Q2)
- 18) Toker, Y. (2016). İşyerlerinde cinsel taciz: Kapsamı, öncülleri, sonuçları, kurumsal baş etme yöntemleri. *Türk Psikoloji Yazıları*, 19(38), 1–19. [Workplace sexual harassment: Scope, antecedents, consequences, and organizational coping mechanisms. Turkish Psychological Articles].
- 19) Ok, A.B., & Toker, Y. (2016). Saldırganlığın örtük ve açık benlik yansımalarının değerlendirilmesi. *Türk Psikoloji Yazıları*, 19(Özel Sayı), 32–46. [An evaluation of implicit and explicit selves of aggression. Turkish Psychological Articles].
- 20) Toker, Y., & Gültaş, M. (2016, April). An Item Response Theory application to shorten and validate the STEM Interest Complexity Measure. Proceeding of the Annual Meeting of the American Educational Research Association, Washington, DC. <https://www.aera.net/Publications/Online-Paper-Repository/AERA-Online-Paper-Repository>
- 21) Toker, Y. (2013, November). Interests towards symbolic activities in STEM areas: Gender Differences. Proceeding of the 1st International Job and Vocational Counseling Congress, Ankara, Turkey, pages 103–110. [Fen-bilimleri, teknoloji, mühendislik ve matematik (FTMM) alanlarında sembol içeren aktivitelere ilgiler: Kadın-erkek farkları] I. Uluslararası İş ve Meslek Danışmanlığı Kongresi, 103–110.)
- 22) Toker, Y., & Ackerman, P. L. (2012). Utilizing occupational complexity levels in vocational interest assessments: Assessing interests for STEM areas. *Journal of Vocational Behavior*, 80(2), 524–544. DOI: 10.1016/j.jvb.2011.09.001 (2012 Ranking: Q1)
- 23) Toker, Y. & Sümer, H. C. (2010). Workplace sexual harassment perceptions in the Turkish context and the role of individual differences. *Applied Psychology: An International Review*, 59(4), 616–646. DOI: 10.1111/j.1464-0597.2010.00420.x (2010 Ranking: Q1)

Editorial Work

- Guest Editor for a Special Issue in the Turkish Journal of Psychology (SSCI) on Work, Industrial, and Organizational Psychology: Life at Work: Bright and Dark Sides, October 2019. [Konuk Editör; Ekim 2019. Türk Psikoloji Dergisi İş ve Örgüt Psikolojisi “İş’te Yaşam: Aydınlıklar ve Karanlıklar” Özel Sayısı]

Doctoral Dissertation

- Toker, Y. (2010). Cognitive and non-cognitive correlates of the science-math trait complex: Searching for personality correlated and revisiting vocational interests. Doctoral Dissertation: Atlanta: Georgia Institute of Technology.

Master’s Thesis

- Toker, Y. (2003). Individual differences factors affecting workplace sexual harassment perceptions. Master’s Thesis: Ankara: Middle East Technical University.

Translations

- Five chapters in the “Handbook of Industrial, Work, and Organizational Psychology” (Anderson, Ones, Sinangil, & Viswesvaran, 2001) was translated into Turkish.

PRESENTATIONS

Conference Presentations

- 1) **Toker-Gültas, Y.**, Karanfil, D., Ok, A. B., Acar, F. P., Göncü-Köse, A., Sümer, H. C., Wasti, S. A., Cavdar, D., Düzgün, M. (2022, July 12-16). A Moderated-Mediation Model of Institutional and Interpersonal Mistreatment on Burnout in Turkey. [Oral Presentation]. IACCP 2022 Congress, Online.
- 2) **Toker-Gültas, Y.**, Sümer, H. C., Ok, A. B., Karanfil, D., Göncü-Köse, A., Acar, F. P., Düzgün, M., Cavdar, D. (2022, July 12-16). An Etic-Emic Conceptualization of Workplace Sexual Harassment: A Scale Development Study in Turkey [Oral Presentation]. IACCP 2022 Congress, Online.
- 3) Acar, F. P., Ok, A. B., **Toker-Gültas, Y.**, Sümer, H. C., Karanfil, D., Göncü-Köse, A., Düzgün, M., Cavdar, D. (2022, July 12-16). Mistreatment at Work: An Investigation of Its Etic and Emic Aspects in Turkish Context [Oral Presentation]. IACCP 2022 Congress, Online.
- 4) Acar, F. P., Ok, A. B., Karanfil, D., Sümer, H. C., **Toker-Gültas, Y.**, Göncü-Köse, A., Kılıç, F. (2022, August 31-September 2). Measuring Institutionalized Mistreatment at Work: A Neglected Phenomenon in Organizational Research. Track Organisational Psychology [Conference Paper]. British Academy of Management 2022 Conference.
- 5) Sümer, H. C., Karanfil, D., Acar, F. P., Göncü-Köse, A., Ok, A. B., **Toker-Gültas, Y.**, Wasti, A., Cavdar, D. (2022, August 31-September 2). From Workplace Incivility to Well-Being: A Mediated Moderation Model. Track Organisational Psychology [Oral Conference Presentation and Proceeding]. British Academy of Management 2022 Conference.
- 6) Yüce-Selvi, Ü., **Toker, Y.**, Sverke, M., & Låstad, L. (2020, July). The effect of shared job insecurity perceptions on exit, voice, loyalty, and neglect behaviours. Oral presentation at the Online (2021) 32nd International Congress of Psychology, Prague, Czech Republic.
- 7) **Toker, Y.**, Gökalp, A., Açığöz, Y. (2020, June). Social and Enterprising areas involve Interests toward Dealing with Complex Data. Poster presentation at the Asynchronous Online Meeting of the 35th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP 2020), Austin, Texas.
- 8) **Toker, Y.**, Gökalp, A., Açığöz, Y. (2020, June). Improving vocational interest assessments: Data complexity levels are important for social and enterprising areas. Oral presentation at the Synchronous Online Meeting of the 6th International Conference on Higher Education Advances (HEAd'20), Valencia, Spain.
- 9) Acikgoz, Y., **Toker, Y.**, Hickman, D., & Iverson, E. (2019; April). Measuring impression management through a Conditional Reasoning Test. In Schoen, J. (Chair), Latest Findings in Conditional Reasoning: A New Scale, New Analysis, and New Samples. Oral presentation at symposium session conducted at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
- 10) Taşkan, B., Güteryüz, E., & **Toker, Y.** (2019, May). The moderating role of emotion management in the relationship between mobbing and burnout. Poster presented at the Annual Conference of EAWOP, Torino, Italy.
- 11) **Toker, Y.**, & Gökalp, A. (2018, November). Mesleki ilgi envanterlerinin görev karmaşıklık düzeylerine göre iyileştirilmesinde alınan yol. Sözel bildiri. 20. Ulusal Psikoloji Kongresi, Ankara TED Üniversitesi. [Tracking the improvements in improving vocational interest inventories by integrating occupational complexity levels. Oral presentation at the 20th National Psychology Conference, Ankara TED University].
- 12) Ok, A. B., & **Toker, Y.** (2018, April). When is the retired more satisfied? A multilevel analysis across 43 countries. Poster presentation at the Annual Conference of SIOP, Chicago, IL.

- 13) **Toker, Y.** (2018, April). Vocational Interests toward complex occupations make a difference in STEM work life. Poster presentation at the Annual Conference of SIOP, Chicago, IL.
- 14) Ağca, H., & **Toker, Y.** (2017, July). Individual and organizational predictors of perceiving workplace behaviors as counterproductive. Poster presentation at the European Congress of Psychology, Amsterdam, the Netherlands.
- 15) Dönmez, S., & **Toker, Y.** (2017, July). Developing a Likert-type measure to assess transformational and transactional leadership styles in Turkey. Poster presentation at the European Congress of Psychology, Amsterdam, the Netherlands.
- 16) Gültaş, M., & **Toker, Y.** (2017, July). Implicit and explicit achievement motivation differentially predict STEM criteria. Poster presentation at the European Congress of Psychology, Amsterdam, the Netherlands.
- 17) Demiran, A., **Toker, Y.**, & Sümer, H. C. (2017, May). Implicit assessment of transformational leadership via conditional reasoning. Oral presentation at Annual Conference of the European Association of Work and Organizational Psychology, Dublin, Ireland.
- 18) Gültaş, M., & **Toker, Y.** (2017, May). Situational strength as a moderator of the personality-performance association in teaching assistants. Poster presentation at Annual Conference of the European Association of Work and Organizational Psychology, Dublin, Ireland.
- 19) Gültaş, M., **Toker, Y.**, Sümer, H. C., & Sümer, N. (2017, April). Item Response Theory analyses of the Big Five Inventory. Poster presentation at the Annual Conference of SIOP, Orlando, FL.
- 20) Mete, İ., & **Toker, Y.** (2016, April). Predicting college and graduate school success from tests of fluid intelligence, knowledge, and grit. Poster presentation at the Annual Meeting of the American Educational Research Association, Washington, DC.
- 21) **Toker, Y.**, & Gültaş, M. (2016, April). An Item Response Theory application to shorten and validate the STEM Interest Complexity Measure. Oral presentation at the Annual Meeting of the American Educational Research Association, Washington, DC.
- 22) Acikgoz, Y., & **Toker, Y.** (2016, April). Development of the Social Interest Complexity Scale. Poster presentation at the Annual Conference of SIOP, Anaheim, CA.
- 23) Demircioglu, E., & **Toker, Y.** (2016, May). Leader satisfaction: A newly constructed scale. Poster presentation at the 28th Association for Psychological Science Annual Convention, Chicago, IL.
- 24) Gökalp, A., & **Toker, Y.** (2016, May). Assessment of academic crafting and associations with personality. Poster presentation at the 28th Association for Psychological Science Annual Convention, Chicago, IL.
- 25) **Toker, Y.** (2015, July). Gender differences on STEM Interest Complexity and STEM career intentions. Oral presentation at the European Congress of Psychology, Milan, Italy.
- 26) Gültaş, M., & **Toker, Y.** (2015, July). Work Discipline Compound Personality Scale development with item response theory. Oral presentation at the European Congress of Psychology, Milan, Italy.
- 27) **Toker, Y.** (2014, April). Explaining occupational fit indices with the STEM interest complexity scale developed based on occupational databases [Meslek/iş veri-tabanları temelli geliştirilenfen-mühendislik ilgi envanterinin mesleki uyum ölçütlerini açıklayıcı rolü]. Oral presentation at the 18th National Congress of Psychology, Bursa, Turkey.
- 28) **Toker, Y.** (2013, November). Interests towards symbolic activities in STEM areas: Gender Differences. Oral presentation at the 1st International Job and Vocational Counseling Congress, Ankara, Turkey [Fen-Bilimleri, Teknoloji, Mühendislik ve Matematik (FTMM) Alanlarında Sembol İçeren Aktivitelere İlgiler: Kadın-Erkek Farkları. I. Uluslararası İş ve Meslek Danışmanlığı Kongresi].

- 29) Solmazer, G., **Toker, Y.**, & Sümer, H. C. (2013, July). Reactions to performance feedback and source: The moderating effect of individualism/collectivism and power distance. Poster presented at the European Congress of Psychology, Stockholm, Sweden.
- 30) **Toker, Y.** (2011). Predicting sexual harassment responses from harassment forms and harasser stereotypes. Poster presentation at Annual Convention of the American Psychological Association, Washington DC.
- 31) **Toker, Y.** & Ackerman, P. L. (2011, July). A trait complex approach to studying individual differences and STEM vocational criteria. Oral presentation at the European Congress of Psychology, Istanbul.
- 32) Kim, M. Y., Lee, H. J., **Toker, Y.**, & James, L. R. (2011, April). Introducing the revised Implicit Achievement-Motive Assessment, CRT-RMS. Poster presented at the Annual Conference of SIOP, Chicago, IL.
- 33) **Toker, Y.** & Ackerman, P. L. (2010, May). Considering occupational complexity in vocational interest assessments: A new interest assessment for STEM areas. Oral presentation at the Annual Meeting of the American Educational Research Association, Denver, CO.
- 34) Lee, H. J., Kim, M. Y., **Toker, Y.**, Chang, J. Y., Shin, K. H., Cha, K. H., & James, L. R. (2010, April). The cross-cultural generalizability of the CRT-RMS to Korean samples. Poster presentation at the Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- 35) **Toker, Y.** & Ok, A. B. (2010, May). Validation of the CRT-RMS in the Turkish sample. In James, L., & Lee, H. J. (Chairs), Introducing Conditional Reasoning Test-Relative Motive Strength. Oral presentation at symposium session at the Association for Psychological Science Annual Convention, Boston, MA.
- 36) **Toker, Y.** & Sümer, H. C. (2009, April). Emic and etic aspects of sexual harassment perceptions in Turkey. Poster presentation at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- 37) MacCann, C., **Toker, Y.**, & Roberts, R. D. (2009, April). Identifying the major facets of conscientiousness in high school students: Do these facets relate to valued educational outcomes. Paper presented at the Annual Meeting of the American Educational Research Association, San Diego, CA.
- 38) Oh, I., **Toker, Y.**, Ferreter, J., Whitman, D., McKinniss, T., Casillas, A., & Robbins, S. (2008, April). Development of the WorkKeys Talent Assessment scales and indices. Poster presentation at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- 39) **Toker, Y.** & Sümer, H. C. (2004, September). Sexual harassment perceptions of women employees in Turkey: Culture-specific dimensions of perceptions (Türkiye'de kadın çalışanların cinsel taciz algıları: Kültüre özgü algı boyutları). Oral presentation at the 13th National Psychology Conference, Dolapdere Campus, Bilgi University, Istanbul, Turkey.
- 40) **Toker, Y.** & Sümer, H. C. (2004, September). The role of stereotypes towards sexual harassers on perceiving sexual harassment (Cinsel tacizcilere karşı kalıpyargıların cinsel taciz algılarına etkisi). Oral presentation at the 13th National Psychology Conference, Dolapdere Campus, Bilgi University, Istanbul, Turkey.
- 41) **Toker, Y.** & Sümer, H. C. (2004, September). Effects of individual differences factors on sexual harassment perceptions (Cinsel taciz algılarını etkileyen bireysel farklılıklar). Poster presentation at the 13th National Psychology Conference, Dolapdere Campus, Bilgi University, Istanbul, Turkey.

Invited Presentations

- **Toker-Gültaş, Y.** (2023, December 16). İş Yerinde Cinsel Taciz (Workplace Sexual Harassment). 2nd Psychology Days, TED University, Ankara.
- **Toker-Gültaş, Y.** (2023, March 31). Once is More Than Enough: Workplace Sexual Harassment Profiles and Outcomes. ODTÜ, Department of Psychology, Friday Seminar

- **Toker-Gültaş, Y.** (2023, March 8). İş Yerinde Cinsel Taciz hep Belirgin mi? (Is Workplace Sexual Harassment Always Overt?) Çankaya University KADUM International Women's Day Seminar.
- **Toker-Gültaş, Y.** (2021, December). What We Know About Workplace Sexual Harassment in Turkey. Özyeğin Üniversitesi, Department of Psychology, Friday Seminar.
- Prof. Dr. H. Canan Sümer, Prof. Dr. F. Pınar Acar, Doç. Dr. Aslı Göncü Köse, **Doç. Dr. Yonca Toker Gültaş**, Dr. Öğ. Üyesi A. Başak Ok, Dr. Öğ. Üyesi Derya Karanfil, Meltem Düzgün. (30 May 2021). Nezaketsizlikten Tacize: İş Yerinde Pis Yedili. Hasan Kalyoncu Üniversitesi'nde Çevrimiçi Panel. (From Workplace Incivility to Harassment: Seven Sins of Workplace Behaviors. Online Panel at Hasan Kalyoncu University).
- **Toker-Gültaş, Y.** (2021, April 17). Cinsel Tacizin Kültürü Olur mu? (Are there Culture-specific Nuances of Workplace Sexual Harassment?). TPD Öğrenci Koordinasyon Grubu Toplumsal Faaliyetler Komisyonu Organizasyonu. Project AIMSS İş Yerinde Kötü Muamelenin 1001 Yüzü Panel Sunumu.
- **Toker-Gültaş, Y.** (2021, January). Kişi – Meslek/İş Uyumunda Mesleki İlgilerin Önemi (Importance of Vocational Interests in Person-Occupation/Job Fit). Invited online talk at Boğaziçi University Behavioral Sciences Club.
- **Toker, Y.** (2019, November). Fen Bilimleri, Mühendislik, Sosyal ve Girişimci Alanlara Yönelik Mesleki İlgi Envanterlerinin İyileştirilmesi (Improving Vocational Interest Measures related to STEM, Social, and Enterprising Areas). Invited talk at Dokuz Eylül University, İzmir.
- **Toker, Y.** (2019, April). Mesleki İlgiler: Ölçümlerin İyileştirilmesi (Vocational Interests: Improving Assessments). Invited talk at Hacettepe University, Work and Organizational Psychology Symposium, organized by the Psychology Student Society.
- **Toker, Y.** (2019, April). Mesleki İlgi Envanterleri ile Karmaşık Mesleki Faaliyetlere İlgilerin Ölçülmesi (Measuring Interests related to Complex Occupational Activities with Vocational Interest Inventories). Invited talk at İzmir Ekonomi University, İzmir.
- **Toker, Y.** (2018, October). Meslek Seçerken Mesleki Karmaşıklık Düzeyleri Fark Yaratmaktadır: İlgi Envanterlerinin İyileştirilmesi (Occupational Complexity Levels Matter in Vocation Selection: Improving Vocational Interest Measures). Invited talk at METU Northern Cyprus Campus.
- **Toker, Y.** (2018, April). İş Yerinde Cinsel Taciz ve Kültür (Workplace Sexual Harassment and Culture). Invited talk at Psychology Days, Çankaya University, Ankara.
- **Toker, Y.** (2017, April). İş Yerinde Cinsel Taciz (Workplace Sexual Harassment). Invited talk at Psychology Days, METU, Ankara.
- **Toker, Y.** (2013, November). Improving Vocational Interest Inventories based on Occupational Theories and Databases. Invited talk at Çankaya University, Ankara.
- **Toker, Y.** (2011, April). Mesleki İlgi Envanterlerinin İş/Meslek Teorileri ve Veritabanları Çerçevesinde İyileştirilmesi (Improving Vocational Interest Inventories based on Occupational Theories and Databases). Invited talk at Uludağ University, Bursa.
- **Toker, Y. & Ackerman, P. L.** (2010, February). Improving Vocational Interest Assessments: A New Measure for STEM Areas. Poster presented at the Georgia Tech Research Institute Graduate Conference (GTRI-C), Atlanta, GA.
- **Toker, Y.** (2008, July). Developing Personality Assessments from Construct Definitions and Item Pools to Predict Educational Outcomes. Report presented to Educational Testing Service, Princeton, NJ.
- **Toker Y.** (2007, July). Development and Evaluation of the WorkKeys® Talent Indices. Report presented to ACT, Iowa.

TRAININGS & WORKSHOPS GIVEN

- **Toker-Gültaş, Y.** (2023, January 18). Hangi Davranışlar Cinsel Taciz? Örtük Tacizi Nasıl Tanımlayabiliriz? (What is Workplace Sexual Harassment? How Do We Define Covert Sexual Harassment?) Invited 2-hour Workshop for kadinyazilimci.com
- Workplace Mistreatment Awareness Training to the Administrative Personnel holding managerial positions at Özyeğin University, Turkey, 8 December, 2022 & 6 January, 2023. [İş Yerinde Kötü Muamele Farkındalık Eğitimi (6 saat), Özyeğin Üniversitesi, yönetici pozisyonlarıdaki idari personele 8 Aralık 2022 ve 6 Ocak 2023 tarihlerinde verilmiştir.] Contributors: H. Canan Sümer, **Yonca Toker-Gültaş**, Aslı Göncü-Köse, A. Başak Ok, Derya Karanfil, F. Pınar Acar.
- Workshop given on Workplace Mistreatment Awareness at the 2022 National Psychology Congress, İstanbul. [Ulusal Psikoloji Kongresi'nde Workshop: İş Yerinde Kötü Muamele: Pis Yedili, 13 Eylül 2022.] Contributors: Prof. Dr. H. Canan Sümer, **Doç. Dr. Yonca Toker-Gültaş**, Doç. Dr. Aslı Göncü-Köse, Dr. Öğretim Üyesi Derya Karanfil, Prof. Dr. F. Pınar Acar, Dr. Öğretim Üyesi A. Başak Ok, Prof. Dr. S. Arzu Wasti.
- Continuing Education Seminars offered to Human Resources Management Certification Program at METU (ODTÜ Sürekli Eğitim Merkezi – İnsan Kaynakları Sertifikasyon Programı seminerleri) (2013–2018)
Workplace Sexual and Psychological Harassment (3 hours), Statistical Applications for HR (9 hours)
- Continuing Education Seminar offered to the Administrative Personnel Development Program at METU (ODTÜ İdari Gelişim Programı) (2014–2019). Workplace Sexual Harassment (2 hours)
- Continuing seminar offered to the Turkish Fulbright Commission Orientation Programs (2014–2019)
Sexual Harassment and Culture in Turkey (1 hour)
- Seminar on Workplace Gender Discrimination and Harassment for METU Administrative Staff (2011).

GRANTS & PROJECTS

- 1) **International Labor Organization** (Research Coordinator. March – October 2024). **Research on Women's and Men's Perceptions and Experiences of Violence and Harassment at Work**. Funded by ILO and partnered by Özyeğin University.
- 2) **TÜBİTAK 1001** (Araştırmacı. 01 Ekim 2019 – 01 Şubat 2023). **Nezaketsizlikten Tacize, İş Yerinde Kötü Muamele: Kültürel Bağlamda Sonuçlar ve Müdahale Yöntemleri**. Proje No: 119K363. Bütçe: 543.610,00 TL. [Researcher in 1001 Grant by The Scientific and Technological Research Council of Turkey for the project "Workplace Mistreatment from Incivility to Harassment: Outcomes and Intervention Methods from a Cultural Perspective" October 2019–February 2023.]
- 3) **TÜBİTAK 1002** (Yürütücü. 01 Nisan 2020 – 01 Kasım 2021). **Karanlık Üçlü Kişilik Özelliklerinin Duygusal Emek ve İş Yeri Sonuç Değişkenleri Arasındaki İlişkide Moderatör Rolü: Aktivasyon/İnhibisyon Sistemlerine Bağlı Bir İnceleme**. Proje No: 119K578. Bütçe: 12.920,00 TL. [Principal Investigator in 1002 Grant by The Scientific and Technological Research Council of Turkey for the project "The Moderating Role of The Dark Triad Personality Traits on the Association between Emotional Labor and Work Outcomes: An Investigation based on Activation/Inhibition Systems" 01 Nisan 2020– 01 November 2021.]
- 4) **TÜBİTAK 3501** (Yürütücü. 01 Ekim 2017 – 01 Temmuz 2020). **Sosyal/Girişimci Mesleki Alanlara İlgilerin Ölçümünde Karmaşıklık Düzeylerinin Entegrasyonu: İnsanlarla Etkileşim ve Sözel Veri İşleme Karmaşıklık Düzeylerine İlgili Ölçeklerinin Öğrenci ve Çalışan Örneklerinde İncelenmesi**. Proje No: 117K364. Bütçe: 223.458,00TL. [Principal Investigator in 3501 Grant by The Scientific and Technological Research Council of Turkey for the project "Integrating Occupational Complexity Levels in the Assessment of Social/Enterprising Area Interests: Investigation of the People Interaction and Verbal Data Processing Complexity Scales in Student and Employed Samples" 2017–2020.]

- 5) Principal Investigator in **METU Scientific Research Project Fund (BAP-01-04-2017-001)** for the project “**Validation of the STEM Interest Complexity Scale in Employed Samples**” January–December 2017. Budget 10.000,00 TL.
- 6) Short-term consultant in the project “Audit Study in Turkey” by the World Bank and TEPAV (Team Leaders: Ana Maria Munoz Boudet and Victoria Levin). January 2015–September 2015.
- 7) **TÜBİTAK3001** (Yürütücü. 01 Ağustos 2014 – 01 Mayıs 2016). **Fen Bilimleri, Teknoloji, Mühendislik ve Matematik Alanlarında Mesleki Karmaşıklık Düzeyine İlgili Envanterinin Türk Örnekleminde Geçerliliği ve Madde Tepki Kuramı ile İncelenmesi**. Proje No: 114K034. Bütçe: 49.410,00TL. [Principal Investigator in 3001 Grant by The Scientific and Technological Research Council of Turkey for the project “Science, Technology, Engineering, and Mathematics Interest Complexity Scale Validation in the Turkish Context and Examination with Item Response Theory” August 2014–July 2016. Budget: 49.410,00 TL]
- 8) Principal Investigator in **METU Scientific Research Project Fund (BAP-08-11-2015-011)** for the project “**Individual Differences Predicting Academic Success**” January–December 2015. Budget: 30.000,00 TL.

SUPERVISED MASTER’S THESES & DOCTORAL DISSERTATIONS

- 1) Demircioğlu, Zeynep Işıl (ongoing). Why Women Don’t Acknowledge They Have Been Sexually Harassed? Personal Factors Affecting Sexual Harassment Acknowledgement.
- 2) Düzgün, Meltem (ongoing). Do Victim Demographics Play a Role on Sexual Harassment Myth Activation?
- 3) Keleş, Nurdan (ongoing). Do You Hear the Women Sing? A Model of Women’s Voice in Organizations.
- 4) Çıkan, Fuat (ongoing). Antecedents and Outcomes of Self-Determined Motivational Interest Profiles: A Latent Profile Analysis Investigating the Role of Vocational Interests and Interest Complexity.
- 5) Göksu-Beşkaya, Zeynep (ongoing). Response Distortion in Personality Testing.
- 6) Okat, Atakan (ongoing). Passive Aggressive Work Behaviors.
- 7) Çetinbinici, Aysu (March, 2022). Moderating Role of the Dark Triad Personality Traits on the Association Between Emotional Labor and Work Outcomes: An Examination Based on Activation/Inhibition Pathways. Doctoral Dissertation, METU, Ankara. Tez Merkezi No: 725147
- 8) Ceylan, Hazal (September, 2021). Effects of Reading Job Descriptions on Personality Test Response Distortion. Master's Thesis, METU, Ankara. Tez Merkezi No: 697967
- 9) Yüce-Selvi, Ümran (November, 2020). Examining Behavioral Responses to Individual Job Insecurity and Job Insecurity Climate. Doctoral Dissertation. (Principal advisor. Co-advisor: Prof. Dr. Nebi Sümer) Tez Merkezi No: 654666
- 10) Koç, Yasemin Doğa (January, 2020). Workplace Cyberslacking: An Investigation based on the Theory of Planned Behavior. Master's Thesis, METU, Ankara. Tez Merkezi No: 605736
- 11) Koçoğlu, Öykü (January, 2020). Moderating Effects of Perceived Situational Strength on the Relationship between the Dark Triad and Counterproductive Work Behaviors. Master's Thesis, METU, Ankara. Tez Merkezi No: 605889
- 12) Dinçal, Didem (October, 2019). Cultural Factors as Associates of Workplace Sexual Harassment Perceptions and Coping Preferences. Master's Thesis, METU, Ankara. Tez Merkezi No: 593411
- 13) El, İsmail (October, 2019). The Effects of Psychological Capital and Social Capital on Nurses’ Work Engagement and Burnout. Master's Thesis, METU, Ankara. Tez Merkezi No: 594588
- 14) Düzgün, Meltem (September, 2019). Gender-Congruent Leadership Style and Prejudiced Personality in Relation with Job/Leader Satisfaction and Trust. Master's Thesis, METU, Ankara. Tez Merkezi No: 591831

- 15) Demiran, Ayça (2015, April). Measurement of Transformational and Transactional Leadership through Conditional Reasoning. Master's Thesis, METU, Ankara. (Principal advisor. Co-advisor: Prof. Dr. H. Canan Sümer) Tez Merkezi No: 417907
- 16) Yağcı, Hazal (2015, June). Situational Strength based on Culture as a Moderator of the Personality-Job Performance Relationship. Master's Thesis, METU, Ankara. Tez Merkezi No: 417906
- 17) Ağca, Hande (2014, September). Individual and Organizational Predictors of Perceiving Workplace Behaviors as Counterproductive. Master's Thesis, METU, Ankara. Tez Merkezi No: 379887
- 18) Dönmez, Seval (2014, September). Developing a Likert-type Measure to Assess Transformational and Transactional Leadership Styles in Turkey. Master's Thesis, METU, Ankara. Tez Merkezi No: 379888
- 19) Gültaş, Mehmet (2014, September). Work Discipline Compound Personality Scale Development with Item Response Theory. Master's Thesis, METU, Ankara. Tez Merkezi No: 379924
- 20) Solmazer, Gaye (2013, September). Reactions to Performance Feedback and Source: The Moderating Effect of Individualism/Collectivism and Power Distance. Master's Thesis, METU, Ankara. (Principal advisor. Co-advisor: Prof. Dr. H. Canan Sümer) Tez Merkezi No: 347333
- 21) Geçer, Canan (2014, August). Workload, Negative Affectivity, and Safety Climate as the Presumed Moderators of the Risk Perception-Organizational Outcomes Relationships. Master's Thesis, METU, Ankara. (Co-advisor. Principal advisor: Prof. Dr. H. Canan Sümer) Tez Merkezi No: 377892
- 22) Girit, Dilara (2013, September). A Comparison of Telecommuting and Workplace Employees in terms of Situational Strength, Personality, Work Attitudes and Performance. Master's Thesis, METU, Ankara. (Co-advisor. Principal advisor: Prof. Dr. Reyhan Bilgiç). Tez Merkezi No: 345484
- 23) Şahan, Tolga (2013, August). The Effects of Feedback Sign, Achievement Goal Orientation, and Regulatory Focus on Task Performance. Master's Thesis, METU, Ankara. (Co-advisor. Principal advisor: Prof. Dr. H. Canan Sümer). Tez Merkezi No: 345556

PROFESSIONAL SERVICE

Administrative Duties

- EuroPsy National Awarding Committee Member – Turkey (January 2023–ongoing)
- Vice Chair, Department of Psychology, METU (February 2018– 01 March 2021).
- Coordinator of the Industrial/Organizational Psychology Graduate Programs, Department of Psychology, METU (2015–ongoing)
- Departmental undergraduate internship coordinator (2014–ongoing)
- Departmental coordinator for Strategic Planning and Quality Assurance (2018–01 March 2021)
- Reviewer for applications to METU Board of Ethics for Research with Human Subjects (2012–ongoing)
- Departmental coordinator of ÖYP [National program for developing academic faculty] (2012–2016)
- Departmental education committee member (2013–2014).
- Departmental accreditation committee member (2012–2013).
- METU Culture Research Group member (2012–2013).
- Member of Organizing Committee at the 12th National Psychology Conference on Current Problems and Psychology, September 9–13, 2002, METU, Ankara, Turkey.
- Member of Local Organizing Committee at the 9th International Natural and Human-made Hazards Symposium, October 3–6, 2002, Antalya, Turkey.

Reviewer Service

- Reviewer for Turkish Journal of Psychology [Türk Psikoloji Dergisi]. (2019–ongoing).
- Ad-hoc reviewer for: Psychological Reports; Business Ethics-A European Review; Journal of Psychoeducational Assessment; Turkish Psychological Articles [Türk Psikoloji Yazıları]; Psikoloji Çalışmaları [Psychological Studies], Archives of Neuropsychiatry [Nöropsikiyatri Arşivi]; Hacettepe University Journal of Economics and Administrative Sciences; İş-Güç [The Journal of Industrial Relations & Human Resources]; ODTÜ Geliştirme Vakfı Dergisi [METU Journal]; Dokuz Eylül University Social Sciences Journal [DEU Sosyal Bilimler Dergisi].
- Reviewer and panel member for various TÜBİTAK and University BAP projects.
- Reviewer for the Annual Conference of the American Educational Research Association (2015–2018).
- Reviewer for the Annual Conference of SIOP (2010–2018).
- Reviewer for the 1st International Job and Vocational Counseling Congress, Ankara (2013).

CERTIFICATES & AWARDS

- Supervised master's thesis received the 2018-2019 Social Sciences Thesis Award ("Gender-Congruent Leadership Style and Prejudiced Personality in Relation with Job/Leader Satisfaction and Trust" by Meltem Düzgün).
 - Co-supervised master's thesis received Social Sciences Thesis Award in 2014 ("The Effects of Feedback Sign, Achievement Goal Orientation, and Regulatory Focus on Task Performance" by Tolga Şahan, principal advisor Prof. Dr. H. Canan Sümer).
 - Academic Development Program (AGEP) Certificate at METU (2013).
 - Master's Thesis received "METU Mustafa Parlar Annual Thesis Award" (2003-2004).
-

COURSES TAUGHT

- PSY671/PSY6191: Supervised Research in Psychology – I
- PSY672/PSY6192: Supervised Research in Psychology - II
- PSY633: Personality at Work: Theories and Assessment
- PSY535: Advanced Job Analysis and Performance Appraisal
- PSY517: Vocational Counseling and Career Guidance
- PSY510/PSY6101: Statistics, Methods, and Ethics in Psychological Research – II (Advanced Statistics for Psychology-II)
- PSY450/PSY3450: Topics in Social Psychology
- PSY434/PSY4650: Topics in Industrial / Organizational Psychology
- PSY3603: Personality in Social and Work Psychology
- PSY336/PSY3602: Organizational Psychology
- PSY335/PSY3601: Industrial Psychology
- PSY331/PSY3101: Testing and Measurement in Psychology
- PSY3190: Workshop in Quantitative Methods
- PSY3690: Workshop in I/O Psychology
- PSY100/PSY1010: General Psychology

TECHNICAL SKILLS

Statistical Skills:

Structural equation modeling: CFA, path analysis, measurement invariance, analysis of latent mean differences, latent growth modeling, latent profile analysis.

Item Response Theory applications: MGRM for polytomous items, Differential Item Functioning.

Multilevel modeling: Random-coefficient modeling.

Statistical Software:

- MPlus: Attended the 6-day course in February 2015 on “Structural Equation and Multilevel Modeling in Mplus” by Michael Zyphur at the Faculty of Business and Economics, University of Melbourne, Australia.

SPSS

EQS

PARSCALE, Bilog-MG, EQSIRT

HLM

- **Languages:** Fluent English, TÖMER Diploma in Spanish, native speaker of Turkish.

REFERENCES

- *Prof. Dr. H. Canan Sümer*
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- *Prof. Dr. Phillip L. Ackerman*
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Relation: Dissertation Advisor, 2005-2010.
- *Dr. Richard D. Roberts*
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Phone: +1 215 767 0005 (Mobile)
<http://www.radssolution.com/team/>
Relation: Summer Internship Mentor at ETS, 2009.