

# Laura Elizabeth McClelland

## Curriculum Vita

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### CONTACT INFORMATION

1846 Main St.  
Upland, IN 46989  
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### EDUCATION

- Ph.D., Applied Psychology. Concentration: Industrial-Organizational Psychology** 2007  
Clemson University; Clemson, SC
- Masters, Applied Psychology. Concentration: Industrial-Organizational Psychology** 2004  
Clemson University; Clemson, SC
- B.S., Psychology; minor in Horticulture** 2001  
Iowa State University; Ames, IA

### TEACHING EXPERIENCE

**Taylor University, Assistant Professor of Psychology** – Upland, IN 08/16 – present  
A Christian liberal arts college dedicated to living life together in a discipleship community

#### Responsibilities:

- Teaching psychology courses (e.g., developmental, I-O)
- Commitment to intellectual and spiritual development, both personally and within the broader Taylor community
- Guiding students with academic and career paths
- Building professional and student relationships
- Investment in scholarship activities

#### Achievements:

- Successfully advised and supported students in their academic and professional pursuits
- Selected for several teaching and research grants
- Gained a greater understanding of faith integration in the classroom and successfully focused on such integration in the classroom
- Established strong professional relationships with both colleagues and students
- Provided service to the university through regular committee work
- Contributed to the development psychology and I-O psychology through research presentations at professional conferences
- Built a valuable understanding of the research process and data analysis in students by working with them on various research projects
- Presented research at professional conference with students, building their professional and presentation skills

**Ivy Tech Community College, Adjunct Faculty** – Kokomo, IN 03/14 – present  
Offers affordable education and workforce development to students

#### **Psychology Instructor (both face-to-face and online)**

#### Responsibilities:

- Independently designing and teaching psychology course content
- Creating classroom tools and instructional methods
- Openly communicating with students, building relationships, and making myself approachable and available
- Initiating contact with struggling students and designing plans for improvement

#### Achievements:

- Seeking out new ways to engage students (e.g., develop new materials, solicit feedback)

## APPLIED/PROFESSIONAL EXPERIENCE

### **Taylor University, Faculty advisor for Psi Chi** – Upland, IN

08/18 – present

Lead student members of Taylor's chapter of Psi Chi, and induct new members

#### Responsibilities:

- Determine which students qualify for membership and invite them to join
- Plan, organize, and lead the coordination of the induction ceremony for new Psi Chi members
- Work with students to elect officers each year, schedule meetings, and plan society activities

#### Achievements:

- Created a more active Psi Chi chapter, planning activities and community outreach
- Submitted collaborative research with students to the MPA Midwestern conference

### **PreVisor, Professional Services Consultant** – Minneapolis, MN

02/08 – 01/11

Develops and provides best practice tools for pre-employment selection, assessment, and validation

#### Responsibilities:

- Planned, executed, and documented selection consulting projects related to clients' pre-employment or employee assessment needs
- Served as an expert resource in employee assessment, selection, and development
- Conducted job analyses and recommended assessment solutions and interview content to clients
- Completed competency mappings and recommended relevant solution and interview content
- Developed custom culture fit tests to measure job fit and/or company fit
- Data management and analysis (e.g., assessment solution scores, re-norming)
- Completed various deliverables and recommendations around applicant reactions, passing scores, best practices, and adverse impact

#### Achievements:

- Collaborated with the sales department to develop new Professional Services business (e.g., additional job analysis projects, validation studies)
- Contributed to the development of the I-O field through presentations at professional conferences
- Managed anywhere from 6-10 active projects and over 30 clients at any given time
- Worked with 15 Fortune 500 clients
- Completed projects in a variety of industry types such as manufacturing, healthcare, administration, leadership (e.g., PIC, executive), and government
- Assisted in the creation of over 15 custom culture fit assessments
- Designed over 70, and built over 100, online assessment solutions

## RESEARCH EXPERIENCE

### **Research, Taylor University**

Fall 2018-present

- Completed study examining student personality, university fit, life satisfaction, use of campus spaces, and restorativeness – done in collaboration with students; research received two grants; presented at a regional conference
- Collected and presented data examining faculty experience of emotional labor in the classroom and job burnout, along with student perceptions of faculty emotional labor – done in collaboration with students; two presentations at a regional conference
- Analyzed and presented data focused on attendance behaviors and perceptions of attendance policies in students – done in collaboration with a colleague; presented at a teaching conference and on campus
- Collected and presented research on student trauma, resilience, and life satisfaction – done in collaboration with a student; presented at a local conference

### **Independent Research, Clemson University**

Fall 2003-December 2007

- Conducted applied policy-capturing research examining the impact of stress and fatigue on judgment
- Conducted data analysis from a sleep deprivation study looking at the effects of effort and sleepiness on performance as well as different ways to assess sleepiness
- Developed true score estimates of interviewee performance on interview questions assessing personality characteristics in order to provide an evaluative standard for other analyses

- Conducted research and data collection examining the influence of social support and gender on pain report

## RESEARCH INTERESTS

- Relationship between personality, university fit, life satisfaction, and restorativeness in college students
- Influence of course policies on student attendance and learning outcomes
- The influence of social support in both personal and professional capacities
- Effects of stress on worker performance

## PROFESSIONAL AFFILIATIONS

- Member of the Society for Industrial and Organizational Psychology (since 2002)
- Member of the American Psychological Association (since 2008)
- Member of Minnesota Professionals for Psychology Applied to Work (2009-2010)
- Member of Psi Chi (since 2001)

## COMMUNITY AND UNIVERSITY ACTIVITIES

- Committee member of Faculty Personnel Committee at Taylor University (since 2022)
- Faculty advisor for CURE University student club (2020-2021)
- Title IX Investigator for Taylor University (since 2020)
- Colleagues' College planning committee (spring 2020 through summer 2021)
- BCTLE representative on Faculty Council, as temporary replacement (Fall 2019)
- Member of the Upland Garden Club (since 2019)
- Committee member of Community Life Committee at Taylor University (2018-2021)
- Committee member of the Teacher Education Committee at Taylor University (2017-2018)

## GRANTS AND AWARDS

- FMUS Research Grant (2022)
- Women's Giving Circle Grant (2021)
- FMUS Research Grant (2021)
- Course Design Institute Grant (2021)
- Women's Giving Circle Grant (2020)
- Pandemic Teaching Grant (2020)
- New Course Design Grant (2019)
- Mini-grant – Course Revision (2018)

## PUBLICATIONS

- McClelland, L. E., & Brads, J. H. (2023). *Exploring college student academic fit as a mediator between personality and life satisfaction* [Unpublished manuscript]. Department of Psychology, Taylor University.
- McClelland, L. E., & Nussbaum, S. A. (2023). *College campus restorativeness: Examining relationships with personality and space usage* [Manuscript submitted for publication]. Department of Psychology, Taylor University.
- McClelland, L. E., & Brads, J. H. (2023). *The Five Factor Model and life satisfaction: Examining the predictive and mediatory role of restorativeness indoors* [Manuscript submitted for publication]. Department of Psychology, Taylor University.
- McClelland, L. E., & Case, K. F. (2023). Is class worth their time? Student perspectives on class structure and attendance. *Studies in Educational Evaluation*. Advance online publication.  
<https://doi.org/10.1016/j.stueduc.2023.101281>

- McClelland, L. E., Switzer III, F. S., & Pilcher, J. J. (2013). Changes in nurses' decision making during a 12-h day shift. *Occupational Medicine*, 63, 60-65.
- McClelland, L. E., Pilcher, J. J., & Moore, D. D. (2010). Oculomotor measures as predictors of performance during sleep deprivation. *Aviation, Space, & Environmental Medicine*, 81, 833-842.
- McClelland, L. E., & McCubbin, J. A. (2008). Social influence and pain response in women and men. *Journal of Behavioral Medicine*, 31, 413-420.
- McClelland, L. E. (2007). *Examining the effects of fatigue on decision-making in nursing: A policy-capturing approach* (Doctoral dissertation). Retrieved from Dissertations at TigerPrints. (154)
- McClelland, L. E., & Pilcher, J. J. (2007). Assessing subjective sleepiness during a night of sleep deprivation: Examining the internal state and behavioral dimensions of sleepiness. *Behavioral Medicine*, 33, 17-26.
- Pilcher, J. J., McClelland, L. E., Moore, D. D., Haarmann, H., Baron, J., Wallsten, T. S., & McCubbin, J. A. (2007). Language performance under sustained work and sleep deprivation conditions. *Aviation, Space, & Environmental Medicine*, 78, B25-38.

## PRESENTATIONS

- McClelland, L. E., & Cheek, B. N. (2023, August 3-5). *Restorativeness indoors: Examining links with greenery and affect* [Poster presentation]. American Psychological Association, Washington, DC.
- McClelland, L. E., Cheek, B. N., Sevilla, N. A., Collins, A. M., & Brads, J. H. (2023, August 3-5). *Psychological needs as a mediator between volunteering and subjective well-being* [Poster presentation]. American Psychological Association, Washington, DC.
- Cheek, B. N., Heo, S., & McClelland, L. E. (2022, October 7). *Examining restorativeness and affect in indoor environments* [Poster presentation]. Indiana Academy of the Social Sciences, Gary, IN.
- Heo, S. & McClelland, L. E. (2022, October 7). *Influence of greenery on restorativeness of campus study rooms* [Poster presentation]. Indiana Academy of the Social Sciences, Gary, IN.
- McClelland, L. E., Slater, L. A., & Brads, J. H. (2022, August 4-6). *Academic Fit as a mediator between personality and life satisfaction* [Poster presentation]. American Psychology Association, Minneapolis, MN.
- McClelland, L. E., Brads, J. H., & Slater, L. A. (2022, August 4-6). *Restorativeness and personality: Interactions with space usage* [Poster presentation]. American Psychological Association, Minneapolis, MN.
- Slater, L. A., McClelland, L. E., & Brads, J. A. (2022, April 21-23). *The impact of non-academic activities on personality and life satisfaction* [Poster presentation]. Midwestern Psychological Association, Chicago, IL.
- Brads, J. A., Slater, L. A., & McClelland, L. E. (2022, April 21-23). *Satisfaction With Life, The Big Five, and the mediatory role of perceived restorativeness* [Poster presentation]. Midwestern Psychological Association, Chicago, IL.
- Meade, A. S., Brads, J. H., Slater, L. A., & McClelland, L. E. (2022, April 21-23). *Restorative potential of library study rooms on a college campus* [Poster presentation]. Midwestern Psychological Association, Chicago, IL.
- McClelland, L. E., Brads, J. A., & Slater, L. A. (2021). *Personality, rest, and satisfaction with life* [Seminar presentation]. Taylor University Fall Science Lecture Series, Upland, IN.

- Brads, J. A., Slater, L. A., & McClelland, L. E. (2021, October 9). *The effect of the Big Five personality traits on the perceived restorativeness of Zondervan Library spaces* [Poster presentation]. Taylor University Homecoming Poster Session, Upland, IN.
- McClelland, L. E. (2021, April 22-24). *Student perceptions of emotional labor in faculty* [Poster presentation]. Midwestern Psychological Association, Chicago, IL.
- McClelland, L. E., Brads, J., & Slater, L. (2021, April 22-24). *The effects of introversion, extraversion, and the perceived restorativeness of campus spaces on Satisfaction With Life* [Poster presentation]. Midwestern Psychological Association, Chicago, IL.
- McClelland, L. E., Cox, G., & Carp, B. (2020). *Emotional labor and burnout in full-time university professors* [Poster presentation]. Midwestern Psychological Association, Chicago, IL.
- Case, K. E. & McClelland, L. E. (2019). *Is class worth their time? Student perspectives on class structure and attendance* [Conference session]. Original Lilly Teaching Conference, Oxford, OH.
- Adkins, J. B. & McClelland, L. E. (2019). *Student trauma, resilience, and life satisfaction* [Poster presentation]. Indiana Psychological Association, Indianapolis, IN.
- McClelland, L. E., Switzer, F. S., & Pilcher, J. J. (2009). *Examining the effects of fatigue on decision making: A policy-capturing approach* [Poster presentation]. Society for Industrial and Organizational Psychology, New Orleans, LA.
- Popp, E. C., Evans, A. L., & McClelland, L. E. (2009). *Does faking on noncognitive, nonsimulation (NCNS) assessments impact performance?* [Poster presentation]. Society for Industrial and Organizational Psychology, New Orleans, LA.
- Fallaw, S. S., Solomonson, A. L., & McClelland, L. E. (2009). *Current trends in assessment use: A multi-organizational survey* [Poster presentation]. Society for Industrial and Organizational Psychology, New Orleans, LA.
- McClelland, L. E., Pilcher, J. J., Beeco, J. A. & McCubbin, J. A. (2006). *Effects of sleep deprivation on estimated performance and motivation following language tasks* [Poster presentation]. Annual Sleep Societies Meeting, Salt Lake City, UT.
- Fishel, S., Herleman, H., & McClelland, L. (2006). *Team communication and performance: Creating a harmonious relationship* [Poster presentation]. Academy of Management Conference, Atlanta, GA.
- Pilcher, J. J., Baron, J., McClelland, L. E., & McCubbin, J. A. (2006). *Predicting language performance under sustained operations conditions* [Poster presentation]. Annual Sleep Societies Meeting, Salt Lake City, UT.
- McClelland, L. E., Pilcher, J. J., & McCubbin, J. A. (2006). *Oculomotor measures as predictors of performance under sleep deprivation conditions* [Poster presentation]. Society for Industrial and Organizational Psychology, Dallas, TX.
- Pilcher, J. J. & McClelland, L. E. (2006). *The effects of stress and fatigue on language-related performance* [Poster presentation]. APA/NIOSH Conference on Work, Stress, and Health 2006: Making a Difference in the Workplace. Miami, FL.
- Pilcher, J. J., McClelland, L. E., Ihlenfeldt, K., Maxfield, N. D., & McCubbin, J. A. (2005). *Language-related performance during a night of sleep deprivation* [Poster presentation]. Annual Sleep Societies Meeting, Denver, CO.

- Raymark, P. H., Van Iddekinge, C. H., Odle-Dusseau, H. N., McClelland, L. E., Millard, M. R., Rizzo, B. S., & Bradley, J. (2005). *Demographic and contextual influences on the accuracy of interviewer ratings* [Poster presentation]. Society for Industrial and Organizational Psychology, Los Angeles, CA.
- McClelland, L. E., McCubbin, J. A., Switzer, F. S., & Kowalski, R. M. (2005). *Sex differences in pain sensitivity: Interactions with social support* [Poster presentation]. Annual Meeting of the American Psychosomatic Society, Vancouver, BC, Canada.
- McClelland, L.E., Frank, T.A, Browning, A.G, & Pilcher, J. J. (2004). *Assessing subjective sleepiness during a night of sleep deprivation* [Poster presentation]. Clemson University's 9th Annual Graduate Research Forum, Clemson, SC.