Virginia Tech Department of Psychology
Colloquium Series 2015-2016

Distinguished Alumni Lecture (PhD, 1989)

Paul Levy, PhD
Professor and Chair
Department of Psychology
University of Akron

“Performance Feedback: A Program of Research”

Monday, October 26th
3:30pm

Dr. Levy will talk about a program of research on feedback processes in organizations. The focus will be on 2 constructs that have been central to his work over the past 20 years. First, he will outline the development of a construct called the Feedback Environment which is the feedback culture in an organization and highlight the development of a measure used in many studies since its inception. He will then show how this construct has been linked to various work-related constructs – both antecedents and outcomes. Second, he will present a more recent construct called Feedback Orientation which is an individual’s receptivity to feedback. A measure of this construct will also be presented along with a discussion of recent research linking the Feedback Orientation to work-related constructs as well. He will sketch out how and why the research developed, what we know about these constructs and their role in feedback processes, and what some next steps might be.

Paul E. Levy, Ph.D., is a Professor and Chair of Psychology at The University of Akron. Dr. Levy received his Ph.D. in I/O psychology from Virginia Tech in 1989 and has been a faculty member at The University of Akron since that time where he chaired the nationally-ranked Industrial/ Organizational Psychology Program for 10 years. He is a fellow of the Society for Industrial and Organizational Psychology, the Association for Psychological Science, and the American Psychological Association. His consulting and research interests include performance appraisal, feedback, motivation, coaching, and organizational surveys/attitudes. He is the author of one of the leading I/O textbooks in the field and Associate Editor of Organizational Behavior and Human Decision Processes. He has over 70 refereed publications with many appearing in the top journals in the discipline such as the Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, and Personnel Psychology. He has over 25 years of consulting and grant-related experience and his clients/sponsors have included the federal government, large private organizations, and local not for profit companies. Dr. Levy has been married to Sylvia Chinn-Levy since 1988 and they have three wonderful young boys: Christopher (21), Sean (18), and Jared (16) who have very little interest in psychology, but love playing sports, watching TV, and listening to and performing music.