

ELISA S. M. FATTORACCI

Psychological Sciences, Rice University, Houston, TX | ef23@rice.edu

EDUCATION

- Doctor of Philosophy, Industrial-Organizational Psychology** 2022-2025 (Expected)
Rice University, Psychological Sciences, Houston, TX
Academic Advisor: Danielle D. King, Ph.D.
- Master of Arts, Industrial-Organizational Psychology** 2020-2023
Rice University, Psychological Sciences, Houston, TX
Committee: Danielle D. King, Ph.D. (Chair), Eden B. King, Ph.D., & Mikki Hebl, Ph.D.
Thesis: Who gets the benefit of the doubt? Tardiness, Trust, and Promotions at the Intersection of Disability Concealability and Race
- Bachelor of Arts, Psychology, Italian Studies, magna cum laude** 2010-2014
University of California, Berkeley, College of Letters and Science, Berkeley, CA

AWARDS, HONORS, & SCHOLARSHIPS

- Editor's Choice Article, Journal of Applied Psychology** Feb. 2023
King, Fattoracci, et al., 2022
- Diversity Scholarship** (\$4,800) Apr. 2022
Inter-university Consortium for Political and Social Research (ICPSR), University of Michigan
- Conference Travel Grant** (\$660) Feb. 2022
Social Sciences Research Institute (SSRI), Rice University
- Educational Scholarship** (\$1,000) Jan. 2022
CIVIC LLC

RESEARCH GRANTS

- Seed Grant** (\$10,000) Jul. 2022
Social Sciences Research Institute (SSRI), Rice University
Resilience to racial microaggressions in the workplace: Uncovering individual and organizational mechanisms for support. Co-Investigator with Dr. Danielle D. King.

PEER-REVIEWED PUBLICATIONS

- King, D. D., Lopiano, G. & **Fattoracci, E. S. M.** (Under Review). The need for rethinking resilience and post-traumatic growth: A stigma-conscious framework.
- Panakkal, P., **Fattoracci, E. S. M.**, Padgett, J., King, D., Yoo, T. (2023). Sensing flooded roads to support roadway mobility and employee safety during flooding: A web-based tool and insights from needs assessment interviews. *Natural Hazards Review*.
<https://doi.org/10.1061/NHREFO.NHENG-1753>
- Fattoracci, E. S. M.**, & King, D. D. (2022). The need for understanding and addressing microaggressions in the workplace. *Perspectives on Psychological Science*.
<https://doi.org/10.1177/17456916221133825>
- King, D. D., **Fattoracci, E. S. M.**, Hollingsworth, D. W., Stahr, E., & Nelson, M (2022). When thriving

requires effortful surviving: Delineating manifestations and resource expenditure outcomes of microaggressions for Black employees. *Journal of Applied Psychology*.
<http://dx.doi.org/10.1037/apl0001016>

Fattoracci, E. S. M., Revels-Macalinao, M., & Huynh, Q.-L. (2021). Greater than the sum of racism and heterosexism: Intersectional microaggressions toward racial/ethnic and sexual minority group members. *Cultural Diversity and Ethnic Minority Psychology*. 27(2), 176–188.
<https://psycnet.apa.org/doi/10.1037/cdp0000329>

BOOK CHAPTERS & OTHER PUBLICATIONS

*Denotes equal authorship contributions

Fattoracci, E. S. M.* & Garcia, L. R.* (Under Review). What's in a name? Enhancing inclusivity and belonging one name pronunciation at a time.

Oxendahl, T., Courey, K., Ruffin, M., **Fattoracci, E. S. M.**, & King, E. (In Press). *The future of human resource management: Diversity in HRM*. Information Age Publishing.

Fattoracci, E. S. M., & Wang, A. (2023). Understanding the impact of concealable disabilities on employee experiences and evaluations in the workplace. In B. Srinidhi (Ed.), *Why diversity, equity, and Inclusion Matter: Challenges and solutions*. World Scientific Publishing.

Silver, E. R., **Fattoracci, E. S. M.**, Oxendahl, T. A., McSpedon, M. R., & Hebl, M. (2023). Negotiating stigma: Disability in the workplace. In M. L. Wehmeyer & D. Dun (Eds.), *The positive psychology of personal factors: Implications for understanding disability*. Lexington Press.

Fattoracci, E. S. M. (2022). Tackling subtle discrimination. Perspectives on systemic racism. EBSCO.

Fattoracci, E. S. M.*, McSpedon, M.R.*, Oxendahl, T. A.*, Silver, E. R.*, & Hebl, M. (2022). The future of disability research in the workplace. In J. Beatty, S. Hennekam, M. Kulkarni (Eds.), *De Gruyter handbook of disability and management*. <https://doi.org/10.1515/9783110743647-003>

MANUSCRIPTS IN PROGRESS

Fattoracci, E. S. M. & Rose, K. (In Preparation). The multidimensionality of stigma: Conceptual expansion, psychometric investigation, and scale development.

Fattoracci, E. S. M. & King, D. D. (In Preparation). Who gets the benefit of the doubt? Tardiness, (dis)trust, and promotions at the intersection of disability concealability and race

King, D. D., **Fattoracci, E. S. M.**, Oswald, F., & Cheng, S. (In Preparation). Measuring individual-level resilience in organizations: The development and validation of the self-regulation measure of employee resilience

CONFERENCE PRESENTATIONS

[^]Denotes mentorship role

Fattoracci, E. S. M. (2024, April). Dimensions of Disability Stigma in Organizational Contexts. Poster presented at the 2024 Annual Society for Industrial and Organizational Psychology Convention, Chicago, IL.

Fattoracci, E. S. M., King, D. D., Oswald, F., & Cheng, S. (2023, April). Measuring employee resilience in organizations: The development and validation of the Employee Resilience Scale. In A. Vanhove (Chair), *Resilience in organizational settings: State-of-the-art empirical advances*. Paper

presented in symposium at the Annual Society for Industrial and Organizational Psychology Convention, Boston, MA.

Fattoracci, E. S. M., & King, D. D. (2023, April). Who gets the benefit of the doubt? The mediating role of perceived trustworthiness in shaping employee ratings at the intersection of race and disability. In J. L. Wessel & R. J. Rich (Chairs), The maintenance of racism in organizations. Paper presented in symposium at the Annual Society for Industrial and Organizational Psychology Convention, Boston, MA.

Fattoracci, E. S. M., Banerjee, N., King, D. D., Hebl, M., & Nelson, J. (2023, April). Antiracism in academic advising: Enhancing DE&I in high-stress contexts. Poster presented at the 2023 Annual Society for Industrial and Organizational Psychology Convention, Boston, MA.

Fattoracci, E. S. M., King, D. D., Cheng, S., & Oswald, F. (2022, August). Measuring resilience in organizations: The Employee Resilience Scale. Paper presented in symposium at the 2022 Annual Academy of Management Convention, Seattle, WA.

Fattoracci, E. S. M. (2022, April). When thriving requires effortful surviving: Delineating manifestations and resource expenditure outcomes of microaggressions for Black employees. Brown Bag Talk, Rice University, I/O Psychology Department, TX.

Fattoracci, E. S. M., Phetmisy, C., & King, D. D. (2022, April). The power of communication: Alleviating negative employee outcomes during the COVID-19 pandemic. Poster presented at the Annual Society for Industrial and Organizational Psychology Convention, Seattle, WA.

Diab, J., Arroyos, A., Berrones, D., Nelson, J., **Fattoracci, E. S. M.**^Δ & Lesane-Brown, C. (2022, April). Truncating the triple threat: The effect of imposter syndrome on perfectionism and psychological distress. Poster presented at the Rice Undergraduate Research Symposium, Houston, TX.

Bugg, J., LeGrand D., Roberts, E. S., **Fattoracci, E. S. M.**^Δ & Lesane-Brown, C. (2022, April). Masculinity vs. help-seeking: An age-old team sports rivalry. Poster presented at the Rice Undergraduate Research Symposium, Houston, TX.

Cantu, K., Flores-Salazar, F., Ngo, C., Srivastava, A., **Fattoracci, E. S. M.**^Δ & Lesane-Brown, C. (2022, April). Exploring the connection between materialism, social media use, and self-stigma. Poster presented at the Rice Undergraduate Research Symposium, Houston, TX

Fattoracci, E. S. M., King, D. D., Hollingsworth, D., Stahr, E., & Nelson, M. (2021, April). Racial microaggressions: A social and resource mechanism examination. In S. Volpone & E. David (Chairs), Disparate treatment work: The impact of observer's labels and cognitions. Paper presented in symposium at the Annual Society for Industrial and Organizational Psychology Convention, New Orleans, LA.

Fattoracci, E. S. M., & Nguyen, A. M. D. (2020, August). Work-nonwork conflict and identity for Latinx first-generation college students. Poster presented at the 2020 Annual American Psychological Association, Society for Industrial/Organizational Psychology (Division 14) Convention, Washington D.C.

Fattoracci, E. S. M., Huynh, Q.-L., & Revels-Macalinao, M. (2019, October). Up front and center: Exploring intersectional microaggressions towards queer Asian Americans. In A. M. D. Nguyen (Chair), The Asian American Experience. Paper presented in symposium at the Annual Asian American Psychological Association Convention, San Diego, CA.

Fattoracci, E. S. M., Garcia, N. S., Samuelson, M. J., Bozo, J. D., & Huynh, Q.-L. (2019, April). To be, or not to be insulted? Meta-stereotypes and microaggression appraisal in Latinx college students. Poster presented at the Annual Western Psychological Association Convention, Pasadena, CA.

RESEARCH EXPERIENCE

Graduate Research Assistant & Graduate Lab Manager

WorkIng Resilience Lab, Rice University Aug. 2020-Present
Principal Investigator: Danielle D. King, Ph.D.

Postbaccalaureate Research Assistant

Wax Lab, California State University, Long Beach Jun. 2019-Aug. 2020
Principal Investigator: Amy Wax, Ph.D.

PRIME Lab, California State University, Fullerton, Northridge Jan. 2018-Aug. 2020
Principal Investigators: Angela-Minh Tu D. Nguyen, Ph.D. & Que-Lam Huynh, Ph.D.

TEACHING & MENTORING EXPERIENCE

Adjunct, Instructor of Record

Marilyn Davies College of Business, University of Houston-Downtown
○ Introduction to Management Spring 2024

Teaching Assistant

Psychological Sciences, Rice University
○ Developmental Psychology (Dr. Kirsten Westmoreland) Spring 2024
○ Research Methods (Dr. Chase Lesane-Brown) Spring 2022
 • Statistics guest lecture evaluation: 4.7/5 (64% response rate)
 • Resilience guest lecture evaluation: 4.8/5 (67% response rate)
○ Industrial-Organizational Psychology (Dr. Danielle D. King) Fall 2022
 • Disability guest lecture evaluation: 4.69/5 (23% response rate)

Graduate Student Research Mentor

WorkIng Resilience Lab, Psychological Sciences, Rice University
○ Trained and mentored 3-8 undergraduate research assistants (URAs) each year. Assigned and reviewed research tasks. Provided evaluative feedback.

APPLIED & PROFESSIONAL EXPERIENCE

Volunteer Program Assessment Consultant Aug. 2020-May 2023
Rice University, Houston, TX

Situational Judgment Test Item Writer Dec. 2021-Jan. 2024
Association of American Medical Colleges, Washington DC

Performance Evaluator Jun. 2022-July 2022
Development Corps, LLC, Los Angeles, CA

Clinical Area Coordinator and Analyst Dec. 2016-Aug. 2020
Psychology Department, University of California, Los Angeles, CA

Program Coordinator Jul. 2015-Oct. 2016
Health Policy Research and Health-Society Research Postdoctoral Scholar Programs

Robert Wood Johnson Foundation, University of California, Berkeley, CA

Academic Advisor and Departmental Coordinator

Sept. 2010-Jul. 2016

International and Area Studies, University of California, Berkeley, CA

SKILLS

Computer Applications

- Qualtrics
- MTurk, Prolific
- Box, Dropbox
- Endnote, Zotero
- Google Apps
- Adobe (Photoshop, InDesign)
- Microsoft Office Suite (Word, Excel, PowerPoint, Access)

Statistical Software

- SPSS, R, MPlus

Languages

- Italian: native speaker
- English: speak fluently and read/write with high proficiency

PROFESSIONAL ACTIVITIES & AFFILIATIONS

Ad-hoc Reviewer

- Group Processes & Intergroup Relations: Sage Publications
- Sociological Inquiry
- Society of Industrial Organizational Psychology

Assistant Editor

- Journal of Business and Psychology June 2023-July 2024

Affiliations

- Society of Industrial Organizational Psychology
- Academy of Management
- American Psychological Association

SERVICE

Diversity, Equity, and Inclusion Committee

May 2021-May 2023

Psychological Sciences, Rice University

Underrepresented Graduate Students in Psychology (UGSP)

Jun. 2016-Aug. 2020

Department of Psychology, University of California, Los Angeles

CIVIC ENGAGEMENT

Volunteer

Mar. 2021-Present

Houston Humane Society, Houston, TX

Tutor and Mentor

Jul. 2012-Aug. 2013

Berkeley High School, Berkeley, CA