

Cassandra N. Phetmisy, M.A.

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EDUCATION

- Rice University** Spring 2024 (expected)
Industrial-Organizational Psychology, Ph.D.
Second Concentration: Health Psychology & Behavioral Medicine, Ph.D.
Dissertation: “Is it payday yet? Investigating how employee financial stress influences resilience”
Ph.D. Committee Members: Danielle D. King (chair), Sora Jun, Eden B. King
- Rice University** Spring 2022
Industrial-Organizational Psychology, M.A.
Thesis: “Who can afford to voice? Examining the role of resources in the employee voice process”
Committee Members: Danielle D. King (chair), Eden B. King, Frederick L. Oswald
- University of Houston** Spring 2018
Psychology, B.S., *summa cum laude* (ranked #1 out of 265 psychology students)

HONORS AND SCHOLARSHIPS

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|--|------|
| Lodieska Stockbridge Vaughn Fellowship Recipient (\$16,000) | 2022 |
| NSF Graduate Research Fellowship Honorable Mention | 2020 |
| Ford Fellowship Predoctoral Competition Honorable Mention | 2020 |
| Provost’s Underrepresented Minorities Fellowship at Rice University (\$24,000) | 2019 |
| Top Academic Achievement Graduate in Psychology at the University of Houston | 2018 |
| Academic Excellence Scholarship at the University of Houston (\$8,000) | 2015 |

FUNDED RESEARCH GRANTS

- Society for Industrial and Organizational Psychology, Graduate Student Scholarship (2024). *Is it Payday Yet? The Influence of Payday and Employee Financial Stress on Resilience*. **Principal Investigator**. Award: \$3,000.
- Society for Industrial and Organizational Psychology, Small Grant (2023). *Who Can Afford to Voice? Examining the Role of Resources in the Employee Voice Process*. **Principal Investigator** with Dr. Danielle D. King. Award: \$4,300.
- Rice University, The Social Sciences Research Institute Pre-Dissertation Research Grant (2021). *Who Can Afford to Voice? Examining the Role of Financial Stress in the Employee Voice Process*. **Principal Investigator** with Dr. Danielle D. King. Award: \$2,992.
- Rice University, Doerr Institute’s Leader Development Innovation Award (2020). *How Previous Leadership and Coaching Experiences within the Hedges Relate to Experiences Beyond*. **Co-Investigators** with Dr. Mikki R. Hebl, Ivy Watson, and Felix Y. Wu. Award: \$29,079.46.
- Rice University, COVID-19 Research Fund (2020). *Reducing COVID-19 Effects on Human Service Employee Well-being*. **Co-Investigator** with Dr. Danielle D. King. Award: \$16,759.

PEER-REVIEWED PUBLICATIONS

**Denotes equal author contribution*

Paoletti, J., **Phetmisy, C. N.**, Lai, V. D., & Fagundes, C. P. (2023). Perceived income inadequacy is associated with Epstein-Barr Virus latency and mental health outcomes in informal caregivers who are also employed in the healthcare industry. *Psychoneuroendocrinology*, *158*, 106024. <https://doi.org/10.1016/j.psyneuen.2023.106388>

Calderwood C., Minnen, M., **Phetmisy, C. N.**, Kidwell, K., French, K. & King, D. D. (2022). Understanding how family demands impair health behaviors in working sole mothers: The role of perceived control over leisure time. *Applied Psychology: Health and Well-Being*, *14*(2), 362-382. <https://doi.org/10.1111/aphw.12307>

King, D. D., Lyons, B. J., & **Phetmisy, C. N.** (2021). Perceived resiliency: The influence of resilience narratives on attribution processes in selection. *Journal of Vocational Behavior*, *131*, 1-22. <https://doi.org/10.1016/j.jvb.2021.103653>

Ahmad, A., King, E., Lindsey, A., Sabat, I., **Phetmisy, C. N.**, Anderson, A. (2021). Interpersonal outcomes of religious identity management at work. *Journal of Management Studies*, *58*(8), 2207-2238. <https://doi.org/10.1111/joms.12758>

Phetmisy, C. N. & King, D. D. (2021). The ubiquitous effects of financial stress during pandemics and beyond: Opportunities for Industrial and Organizational Psychology. *Industrial and Organizational Psychology*, *14*(1-2), 90-93. <https://doi.org/10.1017/iop.2021.16>

*Corrington, A., *Ng, L. C., ***Phetmisy, C. N.**, *Watson, I., *Wu, F. Y., Hebl, M. R. (2020). How bias thwarts successful aging at work. *Industrial and Organizational Psychology*, *13*(3), 413-416. <https://doi.org/10.1017/iop.2020.63>

*Burrows, D. N., ***Phetmisy, C. N.**, Watson, I., Brown, R. L., & Beier, M. E. (2020). Coffee and corporate social responsibility: Not as simple as revitalizing anti-sexual harassment and racial discrimination training. *Industrial and Organizational Psychology*, *13*(2), 216-218. <https://doi.org/10.1017/iop.2020.44>

Sutu, A., **Phetmisy, C. N.**, & Damian, R. I. (2020). Open to laugh: The role of openness to experience in humor production ability. *Psychology of Aesthetics, Creativity, and the Arts*, *15*(3), 401-411. <https://doi.org/10.1037/aca0000298>

BOOK CHAPTERS AND OTHER CONTRIBUTIONS

**Denotes equal author contribution*

Silver, E. R., **Phetmisy, C. N.**, Corrington, A., Fa-Kaji, N., Ng, L. C., & Hebl, M. (2023). Calling for more organizational research on socioeconomic status. In D. L. Stone, J. Canedo, & K. Lukaszewski (Eds.), *Forgotten minorities* (pp. 299–328). Information Age Publishing, Inc.

King, D. D., DeShon, R. P., **Phetmisy, C. N.**, & Burrows, D. (2022). What is resilience? Offering construct clarity to address “quicksand” and “shadow side” resilience concerns. In Perrewe, P. D. Harms, & C.-H. Chang (Eds.), *Examining the Paradox of Occupational Stressors: Building Resilience or Creating Depletion (Research in Occupational Stress and Well Being, Vol. 20*, pp. 25–50). Emerald Publishing. <https://doi.org/10.1108/S1479-355520220000020005>

Hebl, M. R., ***Phetmisy, C. N.**, *Watson, I., & *Wu, F. Y. (2021). Reducing weight stigma in the workplace. In A. Nordstrom & W. Goodfriend (Eds.), *Innovative stigma and discrimination reduction programs across the world*. Taylor & Francis Routledge. <https://doi.org/10.4324/9781003042464>

Phetmisy, C. N., Godard, R., Trau, R. N. C., & Hebl, M. R. (2020). Diversity and workplace affect: The impact of revealing or concealing a stigma. In L.-Q. Yang, R. Cropanzano, C. Daus, & V. Martinez-Tur (Eds.), *The Cambridge handbook of workplace affect* (pp. 483–496). Cambridge University Press. <https://doi.org/10.1017/9781108573887.037>

UNDER REVIEW

Phetmisy, C. N. & King, D. D. (under review). The role of financial stress and leadership resources in the employee voice process.

MANUSCRIPTS IN PROGRESS

Phetmisy, C. N., Jackson, C., & King, D. D. Career advancement inequalities related to financial stress. Manuscript editing phase, target: *Organizational Behavior and Human Decision Processes*

Phetmisy, C. N., Bardwell, T., Bazzoli, A., & Davenport, M. K. Financial stress meta-analysis. Manuscript writing phase, target: *Journal of Applied Psychology*.

King, D. D., Stanley, L., Connally, Q., **Phetmisy, C. N.**, Buchannan, B. A., & Massey, M. Resilience theory. Manuscript writing phase, target: *Academy of Management Review*.

King, D. D., **Phetmisy, C. N.**, & Ryan, A. M. A tripartite model of resilience at work. Data collection phase, target: *Academy of Management Journal*.

PRESENTATIONS

*Denotes equal author contribution

Conference Talks

Phetmisy, C. N., Bardwell, T., Bazzoli, A., & Davenport, M. K. (2024, April). *A meta-analysis of employee financial stress, well-being, and work experiences*. In E. Ready, T. Bardwell, & A. Bazzoli (Co-Chairs). The bigger picture: Unsiloing economic and financial stressors research [Symposium]. Accepted for presentation at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

Phetmisy, C. N. & King, D. D. (2024, April). *Who can afford to voice? Examining the role of resources in the employee voice process*. In J. Koopmann & K. French (Co-Chairs). Best of SIOP 2024

[IGNITE Session]. Invited for presentation at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

Bisbey, T., Momcilovic, P., & **Phetmisy, C. N.** (2024, April). When hands are tied: Identifying the behavioral markers of leader receptivity. In T. Bisbey & J. E. Perez (Co-Chairs). Are we underutilizing communication data in I-O? New insights, tools, and strategies [Symposium]. Accepted for presentation at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

*Buchanan, B. E., *Massey, M. L., ***Phetmisy, C. N.**, King, D. D., Stanley, L. J., Roberson, Q. M. (2023, August). *A process model of organization-level resources to foster resilience to identity threat*. In M. L. Massey & **C. N. Phetmisy** (Co-Chairs). Resilience in the face of identity threat: The intersection of adversity, identity, and resilience [Symposium]. Academy of Management Annual Convention, Boston, MA.

Minnen, M. E., Calderwood, C., **Phetmisy, C. N.**, Moran, L. H., King, D. D., & French, K. (2023, August). *Antecedents and consequences of work-related rumination: A multilevel approach*. In A. A. Bennett (Chair). New explorations about employee recovery [Symposium]. Academy of Management Annual Convention, Boston, MA.

Phetmisy, C. N. & King, D. D. (2023, April). *Who can afford to voice? The role of financial and leadership resources*. In T. M. Bisbey & **C. N. Phetmisy** (Co-Chairs). Unheard and undervalued: The unexamined consequences and predictors of employee voice [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

King, D. D., **Phetmisy, C. N.**, Minnen, M., Calderwood, C., French, K., & Moran, L. (2023, April). *Daily physical activity and subsequent psychological recovery as means to resilience*. In N. A. Moon & K. P. Merlini (Co-Chairs). Novel approaches to overcoming adversity: Multilevel research on workplace resilience [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

Phetmisy, C. N. & King, D. D. (2022, August). *Who can afford to voice? Examining the role of resources in the employee voice process*. In M. Daniels (Moderator). Voice, collaborating, crafting, and coping [Paper Session]. Academy of Management Annual Convention, Seattle, WA.

Phetmisy, C. N., King, D. D., & Jackson, C. (2021, April). *The cost of financial stress: Exploring how uncertainty affects employee perceptions, cognitions, and behaviors*. In S. Fox & L. Q. Yang (Co-Chairs). Uncertainty compels us: Uncertainty, worker well-being, and work behaviors [Symposium]. Society for Industrial and Organizational Psychology Annual Convention, New Orleans, LA.

Ahmad, A., Sabat, I. E., Lindsey, A., King, E. B., & **Phetmisy, C. N.** (2021, April). *The role of authenticity in interpersonal outcomes of religious identity management*. In D. Arena & C. Nitttrouer (Co-Chairs). Identity management strategy effectiveness and theory generation for a virtual world [Symposium]. Society for Industrial and Organizational Psychology Annual Convention, New Orleans, LA.

Poster Presentations

Phetmisy, C. N., Bardwell, T., Davenport, M. K., & King, D. D. (2023, April). *A meta-analytic investigation of financial stress and employee job experiences*. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

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

Phetmisy, C. N. (2021, December). *Playing it safe: Evaluating the internal and external properties of a voice safety measure*. Poster presented at Rice University, Houston, TX.

Phetmisy, C. N., Liu, S.-N. C., He, Y., & Sabat, I. E. (2020, June). *Shouldn't you sound American by now? The negative work experiences of U.S. immigrants*. Society for Industrial and Organizational Psychology Annual Convention, Austin, TX.

Liu, S.-N., C., Dray, K., Miller, S., **Phetmisy, C. N.,** & Sabat, I. E. (2020, June). *Do you look like you belong? The outcomes of appearing foreign in the U.S. workplace*. Society for Industrial and Organizational Psychology Annual Convention, Austin, TX.

Sutu, A., **Phetmisy, C. N.,** & Damian, R. I. (2019, February). *Open to laugh: The role of openness to experience in humor production ability*. Society for Personality and Social Psychology Annual Convention, Portland, OR.

Cheng, S., **Phetmisy, C. N.,** Watson, I., & Hebl, M. R. (2018, July). *Evaluating international students' college and leadership experiences: A qualitative study*. APA Division 45 Society for the Psychological Study of Culture, Ethnicity, and Race Research conference, Austin, TX.

Phetmisy, C. N., Martinez, C., Alfano, C. A., & Reynolds, K. C. (2018, April). *Social competence and loneliness in healthy teens: Does technology use matter?* Southwestern Psychological Association convention, Houston, TX.

Departmental/Internal Talks

Phetmisy, C. N., Bardwell, T., Bazzoli, A., & Davenport, M. K. (2023, February). *A Meta-Analysis of Financial Stress and Employee Experiences*. Paper presented at the Rice University Industrial-Organizational Psychology Brown Bag, Houston, TX.

Phetmisy, C. N. & King, D. D. (2022, February). *Who Can Afford to Voice? Examining the Role of Resources in the Employee Voice Process*. Paper presented at the Rice University Minorities in Social Sciences Speaker Series, Houston, TX.

Phetmisy, C. N. & King, D. D. (2022, February). *Who Can Afford to Voice? Examining the Role of Resources in the Employee Voice Process*. Paper presented at the Rice University Industrial-Organizational Psychology Brown Bag, Houston, TX.

Phetmisy, C. N., Fattoracci, E. S. M., & King, D. D. (2021, February). *The power of communication: Alleviating negative employee outcomes during the COVID-19 pandemic*. Paper presented at the Rice University Industrial-Organizational Psychology Brown Bag, Houston, TX.

TEACHING EXPERIENCE

Instructor of Record

Rice University

PSYC 231: Introduction to Industrial-Organizational Psychology (undergraduate) Fall 2023
Effectiveness Rating: 4.62 (Rice Mean: 4.40; 5 = highest, 1 = lowest)

PSYC 101: Introduction to Psychology (undergraduate) Summer 2022
Effectiveness Rating: 4.64 (Rice Mean: 4.63; 5 = highest, 1 = lowest)

Guest Lecturer

Rice University

PSYC 330: Personality Theory and Research (undergraduate) Fall 2022
Personality: Work and Business

PSYC 101: Industrial-Organizational Psychology (undergraduate) Fall 2022
Employee Financial Stress and the Workforce
Stress and Worker Well-Being

PSYC 345: Health Psychology (undergraduate) Spring 2022
Exercise, Sleep, and Injury Prevention
Cardiovascular Disease and Diabetes

PSYC 480: Positive Psychology (undergraduate) Fall 2021
What is Employee Resilience?

Teaching Assistant

Rice University

PSYC 330: Personality Theory and Research Spring 2024
PSYC 330: Personality Theory and Research Fall 2022
PSYC 345: Health Psychology Spring 2022
PSYC 480: Psychology of Leadership Fall 2020

RESEARCH EXPERIENCE

Graduate Research Assistant, Rice University 07/2019 – Present
WorkIng Resilience Lab, PI: Danielle D. King, Ph.D.

Lab Manager, Texas A&M University 08/2018 – 07/2019
Inclusion, Diversity, & Employment Lab, PI: Isaac E. Sabat, Ph.D.

Research Assistant, Rice University 05/2017 – 08/2018

Diversity and Discrimination Lab, PIs: Mikki Hebl, Ph.D. and Eden King, Ph.D.

Research Assistant / Lab Manager (as of 11/2017), University of Houston 01/2017 – 08/2018
Personality Development and Success Lab, PI: Rodica I. Damian, Ph.D.

Research Assistant, University of Houston 02/2016 – 10/2017
Sleep and Anxiety Center of Houston, PI: Candice Alfano, Ph.D.

APPLIED EXPERIENCE

Consultant, Volunteer Program Assessment 09/2019 – 09/2023
Provide pro-bono consulting and assessments for local non-profit organizations to promote organizational effectiveness and volunteer retention
Five Acres Animal Shelter (Fall 2019); Oconee Humane Society (Spring 2020); Idaho Humane Society (Fall 2020); Blue Ridge Humane Society (Fall 2021; Fall 2022); Belleville Area Human Society (Spring 2022)

Subject Matter Expert Consultant, Association of American Medical Colleges 08/2022 – 11/2022
Generate situational judgment test items based on core competencies of medical school student selection processes

User Interface Designer, Kerridge Commercial Systems 06/2016 – 06/2018
Trained incoming interns and assisted computer programmers by formatting user interface of web applications using JavaScript code

PROFESSIONAL SERVICE

Social Coordinator
Houston Area Industrial-Organizational Psychology Group 2022 – Present

Reviewer
Society for Industrial and Organizational Psychology Conference 2022

Assistant Editor
Journal of Business and Psychology 2021 – 2023

UNIVERSITY SERVICE

Rice University

Volunteer Program Assessment Officer, Rice Psychological Sciences 2021 – 2023
President, Psychological Sciences Graduate Student Association 2020 – 2021
Member, Rice Psychological Sciences DEI Committee 2020 – 2021
Chief Technology Officer, Rice I-O Psychology Association 2020 – 2021
Graduate Student Volunteer, Minorities in Social Science 2019 – 2020

University of Houston

Undergraduate Student Representative, Women's, Gender, and Sexuality Studies 2018

SKILLS

Statistical Software: R, SPSS, JMP, Mplus

Survey Platforms: Qualtrics, Amazon Mechanical Turk, Prolific

Project Management: Zotero, Notion, Google Drive, Microsoft Office

RELEVANT COURSEWORK

Statistics: Psychometrics (Rice University); Introduction to Structural Equation Modeling (Curran-Bauer Analytics); Regression Analysis for Spatial Data (ICPSR Summer Program); Structural Equation Modeling (University of Houston)

Health Psychology: Psychopathology (Rice University); Psychoneuroimmunology (Rice University); Health Psychology (Rice University)

REFERENCES

Dr. Danielle D. King (danielle.d.king@rice.edu)

Dr. Eden B. King (eden.b.king@rice.edu)

Dr. Frederick L. Oswald (fred.oswald@rice.edu)