

# DANIELLE D. KING

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## PROFESSIONAL EXPERIENCE

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<i>Associate Professor with Tenure</i> Rice University Department of Psychological Sciences	<i>Summer 2024-Present</i>
<i>Director of the DEI Post-doctoral Program</i> Rice University Office of Diversity and Inclusion	<i>Summer 2024-Present</i>
<i>Faculty Mentor of the PhD Pathways Program</i> Rice University Office of Graduate and Postgraduate Studies	<i>Summer 2024-Present</i>
<i>Principal Investigator</i> <i>WorkIng Resilience Research Laboratory</i>	<i>Summer 2018-Present</i>
<i>Assistant Professor</i> Rice University Department of Psychological Sciences	<i>Summer 2018-Summer 2024</i>

## EDUCATION

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Michigan State University Organizational Psychology, Ph.D.	<i>Spring 2018</i>
Michigan State University Organizational Psychology, M.A.	<i>Spring 2015</i>
Spelman College Psychology, B.A. Honors: Summa Cum Laude	<i>Spring 2012</i>

## SELECTED HONORS AND AWARDS

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State of Texas, House of Representatives Resolution Recipient	<i>2024</i>
Rice Provost Office Outstanding Early-Career Faculty Achievement Award	<i>2023</i>
Association for Psychological Science Rising Star Award	<i>2023</i>
American Psychological Association Achievement Award for Early Career Psychologists	<i>2022</i>
Rice Center for Career Development Student's Career Champion Award	<i>2022</i>
Rice School of Social Sciences Dean's Junior Faculty Distinguished Research Award	<i>2022</i>
Rice GSA Faculty Teaching/Mentoring Award	<i>2021</i>
Sophia Meyer Farb Junior Faculty Teaching Award Finalist	<i>2021</i>
Outstanding Undergraduate Research Mentor Award Nominee	<i>2020</i>

Rice University Scholar-Athlete Favorite Professor Award	2018
King-Chávez-Parks Future Faculty Fellowship	2017
Joseph White Outstanding Student Research Award	2017
National Science Foundation EAPSI Summer Fellowship in New Zealand	2015
National Science Foundation Graduate Research Fellowship	2013
MSU University Distinguished Fellowship	2012

## FUNDED RESEARCH GRANTS

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\*Indicates graduate student collaborator

National Science Foundation, Science of Organizations (2023). *CAREER: Broadening Participation in Resilience Education, Research, and Practice by Leveraging Organizational Resources to Address Racial Identity Threats*. **Principal Investigator**. Award: \$529,578.

Rice University, Social Sciences Research Institute, Seed Money Grant (2022). *Resilience to Racial Microaggressions in the Workplace*. **Principal Investigator** with Elisa Fattoracci\*. Award: \$10,000.

Rice University, Anti-racism Grant (2020). *Antiracism in Academic Advising: Enhancing Diversity and Inclusion in High-stress Times and Contexts*. **Principal Investigator** with Drs. Mikki Hebl and Jo Nelson. Award: \$19,982.

National Science Foundation, Smart and Connected Communities (2020). *Toward Smart Resilience: Smart Systems for Situational Awareness of Flood Impacts and Transportation Access (SSSAFT) in Communities*. **Co-Investigator** with Drs. Jamie Padgett (PI), Phillip Bedient, and Devika Subramanian. Award: \$150,000.

Rice University, COVID Research Fund (2020). *Reducing COVID-19 Effects on Human Service Employee Well-being*. **Principal Investigator** with Cassandra Phetmisy\*. Award: \$16,759.

Rice University, Creative Ventures InterDisciplinary Excellence Award (IDEA) (2020). *Advancing the Smart Resilience Paradigm for Flood Affected Communities*. **Co-Investigator** with Drs. Jamie E. Padgett (PI), Devika Subramanian, and Philip Bedient. Award: \$75,000.

National Science Foundation, Science of Organizations (2019). *Collaborative Research: Uncovering and Utilizing the Dynamic Interplay between Work Recovery and Resilience*. **Principal Investigator** with Drs. Kimberly French and Charles Calderwood. Award: \$236,214.

Rice University, Creative Ventures InterDisciplinary Excellence Award (IDEA) (2019). *Fostering Positive Emotions and Psycho-Physio Resilience in Job Seekers and Beyond*. **Principal Investigator** with Drs. Akane Sano and Bryan Denny. Award: \$74,967.

## PEER-REVIEWED PUBLICATIONS

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\*Indicates graduate student collaborator

†Indicates undergraduate student collaborator

24. Jean-Baptiste, T.\*, **King, D. D.**, & Burrows, D. (2024). The Important Role of Policy in Employee Intersectional Authenticity. *Academy of Management Perspectives*.

23. **King, D. D.**, Lopiano, G., & Fattoracci, E.\* (2024). A stigma conscious framework for resilience and posttraumatic change. *American Psychologist*.
22. Panakkal, P.\*, Fattoracci, E.\*, Padgett, J., **King, D. D.**, & Yoo, T<sup>+</sup>. (2024). Sensing Flooded Roads to Support Roadway Mobility During Flooding: A Web-Based Tool and Insights from Needs Assessment Interviews. *Natural Hazards Review*, *1*, 1-33.
21. Fa-Kaji, N., Silver, E.\* , Hebl, M., **King, D. D.**, King, E. B., Corrington, A., & Bilotta, I. (2023). Worrying About Finances During COVID-19: Resiliency Enhances the Effect of Worrying on Both Proactive Behavior and Stress. *Occupational Health Science*, *1*, 111-142.
20. Fattoracci, E.\* & **King, D. D.** (2023). The need for understanding and addressing microaggressions in the workplace. *Perspectives on Psychological Science*, *1*, 1-5.
19. Silver, E.\* , Hebl, M., & **King, D. D.** (2023). Social inequalities in leadership: Shifting the focus from deficient followers to destructive leaders. *Management Decisions*, *61*, 959-974.
18. **King, D. D.**, Fattoracci, E.\* , Hollingsworth, D., Stahr, E.<sup>+</sup> , & Nelson, M.<sup>+</sup> (2023). When thriving requires effortful surviving: Delineating the manifestations and resource expenditure outcomes of microaggressions for Black employees. *Journal of Applied Psychology*, *108*, 183-207.
- <sup>+</sup>*JAP Editor's Choice Article*
17. **King, D. D.**, Hall, A., Johnson, L. & Carter, J.\* , Burrows, D.\* , & Samuel, N.\* (2023). Research on anti-Black racism in organizations: Insights, ideas, and considerations. *Journal of Business and Psychology*, *38*, 145-162.
16. Calderwood, C., Minnen, M.\* , Phetmisy, C.\* , 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*, 362-382.
- <sup>+</sup>*Media coverage: Futurity, Association for Psychological Science News*
15. **King, D. D.**, Lyons, B., & Phetmisy, C.\* (2021). Perceived resiliency: The influence of resilience narratives on attribution processes in selection. *Journal of Vocational Behavior*, *131*, 1-22.
14. Brykman, K. & **King, D. D.** (2021). A resource model for team resilience capacity and learning. *Group & Organization Management*, *46*, 737-772.
- <sup>+</sup>*Media coverage: Forbes*

13. Phetmisy, C.\* & **King, D. D.** (2021). The ubiquitous effects of financial stress during pandemics and beyond: Opportunities for Industrial and Organizational Psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14, 90-93.
12. McCluney, C., **King, D. D.**, Bryant, C., & Ali, A. (2021). From “Calling in Black” to “Calling for Antiracism Resources”: The need for systemic resources to address systemic racism. *Equality, Diversity, and Inclusion: An International Journal*, 40, 49-59.
11. Cheng, S.\*, **King, D. D.**, & Oswald, F. (2020). Understanding how resilience is measured in organizational sciences. *Human Performance*, 33, 130-163.
10. Ryan, A. M., & **King, D. D.**, Wadlington, P., & Elizando, F. (2020). Social identity management strategies of women in STEM fields. *Journal of Occupational and Organizational Psychology*, 93, 245-272.
9. Farh, C., Oh, K., Hollenbeck, J., Yu, A., Lee, S., & **King, D. D.** (2020). Token female voice enactment in traditionally male-dominated teams: Facilitating conditions and consequences for performance. *Academy of Management Journal*, 63, 832-856.
8. **King, D. D.**, Ryan, A. M., & Van Dyne, L. (2019). Voice resilience: Fostering future voice after non-endorsement of suggestions. *Journal of Occupational and Organizational Psychology*, 92, 535-565.
7. Johnson, R. E., **King, D. D.**, Lin, S.-H., Scott, B. A., Jackson Waller, E. M., & Wang, M. (2017). Regulatory focus trickle-down: How leader regulatory focus and behavior shape follower regulatory focus. *Organizational Behavior and Human Decision Processes*, 140, 29-45.
6. McCluney, C., Bryant, C., **King, D. D.**, & Ali, A. (2017). Calling in Black: A dynamic model of racially traumatic events, resourcing, and safety. *Equality, Diversity, and Inclusion: An International Journal*, 36, 767-786.  
  
+2017 Best Paper Award at the Academy of Management Meeting
5. Johnson, R. E., Lin, S.-H., Kark, R., Van Dijk, D., **King, D. D.**, & Esformes, E. (2017). Consequences of regulatory fit for leader-follower relationship quality and commitment. *Journal of Occupational and Organizational Psychology*, 90, 379-406.
4. **King, D. D.**, Ott-Holland, C., Ryan, A. M., & Huang, J. (2017). Personality homogeneity in organizations and occupations: Considering similarity sources. *Journal of Business and Psychology*, 32, 641-653.
3. **King, D. D.**, Newman, A., & Luthans, F. (2016). Not if, but when we need resilience in the workplace. *Journal of Organizational Behavior*, 37, 782-786.

2. **King, D. D.** (2016). The untapped potential in employee resilience: Specific recommendations for research and practice. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 405-411.
1. **King, D. D.**, Ryan, A. M., Kantrowitz, T., Grelle, D., & Dainis, A. (2015). Mobile internet testing: An analysis of equivalence, individual differences, and reactions. *International Journal of Selection and Assessment*, 23, 382-394.

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## BOOK CHAPTERS AND OTHER CONTRIBUTIONS

\*Indicates graduate student collaborator

7. Jean-Baptiste, T.\* , **King, D. D.**, Banerjee, N.\* , & Du, I.+ (2023). Revisiting assumptions about resilience: Adaptive versus maladaptive resilience processes in organizations. *Resilience in Modern Organizations*, C. Cooper, A. Antoniou, & R. Fotinatos-Ventouratos (Eds.). Routledge: Taylor & Francis Group.
6. **King, D. D.**, & McSpedon, M.\* (2022). What leaders get wrong about resilience. *Harvard Business Review*.
5. **King, D. D.**, DeShon, R., Phetmisy, C.\* , & Burrows, D.\* (2022). What is resilience? Offering construct clarity to address “quicksand” and “shadow side” resilience concern. In P. Perrewé, P. Harms, & C. Chang (Eds.), *Research in Occupational Stress and Well Being* (Vol. 20, pp. 25-50). Emerald Publishing Limited.
4. **King, D. D.**, Ali, A. A., McCluney, C., & Bryant, C. (2021). Give Black employees time to rest and recover. *Harvard Business Review*.
3. **King, D. D.**, & Burrows, D.\* (2021). Resilience in the goal hierarchy: Strategy changes as a form of perseverance. In G. Todt, J. Backmann, & M. Weiss (Eds.), *Work Life after Failure?! How Employees Bounce Back, Learn, and Recover from Work-Related Setbacks*. Emerald Publishing.
2. Ryan, A. M., & **King, D. D.** (2019). Connecting Concepts: Effects of Diversity of Interests and Interests’ Effects on Diversity. In C. Nye & J. Rounds (Eds.), *Vocational Interests in the Workplace* (pp. 205-223). New York, NY: Informa UK Limited.
1. Frick, S., Martin, J., Potter, S., French, K., & **King, D. D.** (2015). NSF graduate research fellowships: A toolkit and a Q&A for applications. *TIP: Industrial-Organizational Psychologist*, 53, 172-177.

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## REVISE AND RESUBMIT

\*Indicates graduate student collaborator

†Indicates undergraduate student collaborator

- Kidwell, K.\* , French, K., Minnen, M., **King, D. D.**, & Calderwood, C. (revise & resubmit). [Job stress and recovery]. *Work & Stress*.

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## MANUSCRIPTS UNDER REVIEW

\*Indicates graduate student collaborator

<sup>†</sup>Indicates undergraduate student collaborator

Phetmisy, C., & King, D. D. (under review). [Voice and financial stress]. *Journal of Vocational Behavior*.

## IN PREPARATION RESEARCH

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\*Indicates graduate student collaborator

<sup>†</sup>Indicates undergraduate student collaborator

**King, D. D.**, Fattoracci, E. \*, Oswald, F., & Cheng, C. (in prep). [Employee resilience scale creation and validation]. Project stage: data analyses. *Target: Assessment*.

Banerjee, N. \*, Jean-Baptiste, T. \*, **King, D. D.**, Denny, B., & Sano, A. (in prep). [Job search resilience]. Project stage: data analyses. *Target: Personnel Psychology*.

**King, D. D.**, Phetmisy, C. \*, Jean-Baptiste, T. \*, Ryan, A. M. (in prep). [Goals and resilience]. Project stage: data collection. *Target: Journal of Applied Psychology*.

**King, D. D.**, Phetmisy, C. \*, Calderwood, C., Minnen, M., Glass, J. \*, Moran, L. \*, French, K. (in prep). [Work recovery and resilience]. Project stage: writing. *Target: Journal of Applied Psychology*.

**King, D. D.**, Stanley, L., Roberson, Q., Phetmisy, C. \*, Buchanan, B. \*, & Massey, M. (in prep). [Resilience and resources theory]. Project stage: writing. *Target: Academy of Management Review*.

## PEER-REVIEWED RESEARCH PRESENTATIONS

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\*Indicates graduate student collaborator

<sup>†</sup>Indicates undergraduate student collaborator

### Panels and Workshops

**King, D. D.** (Co-Chair), Biga, A (Co-Chair), Geffre, A., Martin, M-A., & Knight, D. (2023, April). *Building People-First Organizations: Insights and Reflections from the Trenches*. Panel presented at the annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA, United States.

**King, D. D.** (2021, August). Navigating mental health during the doctoral journey. B. Lyons & A. Sheridan (Chairs). GDO Doctoral Consortium PDW presented at the virtual meeting of the Academy of Management.

**King, D. D.** (2021, August). Intersectional Trauma of Women of Color in Academe: Cultivating Trauma-informed Organizations. E. Johnson (Chair). Panel symposium presented at the virtual meeting of the Academy of Management.

**King, D. D.** (2021, August). Using a POS Lens to Advance Managerial Diversity, Equity, and Inclusion Practices. S. Cha, L. Seegars, C. McCluney, & M. Warren (Chairs). Panel symposium presented at the virtual meeting of the Academy of Management.

**King, D. D.** (2021, April). Cross-Boundary Competence: Streamlining Lessons from Culture & Diversity. R. Griffith (Chair). Panel symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

**King, D. D.** (2021, April). Teaching Cultural Differences in Cognitive Test Scores: Challenges and Best Practices. B. Hoffman (Chair). Panel symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

**King, D. D.** (2020, August). Wellbeing and Mental Health: Transitioning from PhD to junior faculty life. J. Booth & A. Hall (Chairs). GDO Doctorial Consortium PDW presented at the virtual meeting of the Academy of Management.

**King, D. D.** (2020, August) Resilience of Women of Color in Academe: Mitigating the Double Bind. E. M. Johnson, P. Khatija, & H. Liu (Chairs). Panel symposium presented at the virtual meeting of the Academy of Management.

<sup>+</sup>*Designated as a Showcase Symposium*

### **Chaired Symposia**

Burrows, D.\* & **King, D. D.** (2021, April). At the Intersection of Race and Gender: Black Women Negotiating Starting Salary. In D. Burrows\*, A. Melson-Silimon\*, & **D. D. King** (Chairs), *Intersectionality at Work: Navigating Multiple Stigmatized Identities*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Cheng, S.\*, **King, D. D.**, & Oswald, F. (2020, April). An item-level understanding of resilience measurement in organizations. In D. Burrows\* & **D. D. King** (Chairs), *Creating Consensus: Workplace Resilience Measurement Best Practices*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, Texas. [In-person presentation cancelled due to COVID-19 pandemic]

Bilotta, I.\*, King, E., Tonidandel, S., Corrington, A.\*, **King, D. D.**, & Hebl, M. (2020, April). Minority students' resilience in STEM. In D. Burrows\* & **D. D. King** (Chairs), *Unique Perspectives and Populations: Resilience Beyond the Nine to Five*. Paper and Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, Texas. [In-person presentation cancelled]

Bisbey, T. M.\*, & **King, D. D.** (2019, August; Chairs) *Multilevel resilience at work: Needed examinations of dyadic, team, and dynamic resilience effects*. Symposium presented at the annual meeting of the Academy of Management, Boston, Massachusetts.

**King, D. D.**, & Lyons, B. (2017, August). When and why sharing resilience influences selection. In **King, D. D.** & Lyons, B. (Chairs), *Resilience at the Interface: Novel Contexts and Neglected Methods*. Symposium presented at the annual meeting of the Academy of Management, Atlanta, Georgia.

**King, D. D., & Van Dyne, L.** (2015, August). The potential for organizational collective resilience following shared adversity. In L. Van Dyne & **D. D. King** (Chairs), *Worker collective resilience: Advancing theories, methods, and applications of resilience research*. Symposium presented at the annual meeting of the Academy of Management, Vancouver, Canada.

### **Symposia Presentations**

Jean-Baptiste, T., **King, D. D.**, & Burrows, D. N., (2024, April). The Important Role of Policy in Employee Intersectional Authenticity. In Lynner, B. M. & Prasad, J. J. (Co-Chairs). *Authenticity at Work: Multiple Pathways to Well-Being*. Symposium accepted to the Annual Conference of the *Society for Industrial and Organizational Psychology*, Chicago, IL, USA.

Phetmisy, C. N. & **King, D. D.** (2024, April). *Who can afford to voice? Examining the role of resources in the employee voice process*. Award: Best of SIOP 2024 [IGNITE]. Presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

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 presented at the annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA. United States.

**King, D. D.**, Phetmisy, C., Minnen, M., Calderwood, C., Moran, L., & French, K. (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 presented at the annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA. United States.

Fattoracci, E., **King, D. D.**, Oswald, F., & Cheng, S. (2023, April). Employee Resilience in Organizations: The Development and Validation of the Employee Resilience Scale (ERS). In A. J. Vanhove (Chair), *Resilience in Organizational Settings: State-of-the-Art Empirical Advancements*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA, United States.

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. Wessel & T. Rich (co-chairs), *The Maintenance of Racism in Organizations*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA. United States.

Fattoracci, E.\* , **King, D. D.**, Hollingsworth, D., Stahr, E.<sup>+</sup>, & Nelson, M.<sup>+</sup> (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*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Phetmisy, C.\*, **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 (Chairs), *Uncertainty compels us: Uncertainty, worker well-being, and work behaviors*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Calderwood, C., **King, D. D.**, & French, K. (2020, August). Leisure time exercise as a time-efficient recovery strategy for busy employees: A study of working sole mothers. In D. Wagner & K. Schabram (Chairs), *Human sustainability in organizations: Physiological, psychological, and social maintenance approaches*. Symposium presented at the virtual meeting of the Academy of Management.

Brykman, K. **King, D. D.**, & Raver, J. L. (2020, August). The role of voice climate and team resilience in facilitating team learning. In A. Stoverink & C. Bradley (Chairs), *Broadening our view of team resilience: Compelling findings from both the field and the laboratory*. Symposium presented at the virtual meeting of the Academy of Management.

+Designated as a Showcase Symposium

French, K., Calderwood, C., & **King, D. D.** (2020, June). Challenge hindrance stressors and sleep among sole mothers. In S. Huang & S. T. McAbee (Chairs), *The Many Faces of Work and Well-Being: Untangling Relations Between Work and Health*. Symposium presented at the virtual meeting of the Society for Industrial and Organizational Psychology.

**King, D. D.**, McCluney, C., Ali, A. A., & Bryant, C. (2019, August). Quantitative assessment of race-based trauma resourcing effectiveness for Black employees' recovery. In Bryant, C. & Ali, A. A. (Chairs), *The Black Experience: A multi-perspective view of Black employee experiences in the workplace*. Symposium presented at the meeting of the Academy of Management, Boston, Massachusetts.

McCluney, C. L., Bryant, C., **King, D. D.**, & Ali, A. A. (2017, August). Calling in Black: Dynamic Model of Racially Traumatic Events on Individual and Organizational Resourcing. In M. Triana (Chair), *50 Shades of Black: Explicit & implicit bias*. Symposium presented at the meeting of the Academy of Management, Atlanta, Georgia.

Ryan, A. M., & **King, D. D.** (2016, April). Diversity and demographic differences in interests connected to organizational diversity. In C. D. Nye (Chair), *Rethinking the Study of Vocational Interests at Work*. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Anaheim, California.

**King, D. D.**, Kantrowitz, T., & Ryan, A. M. (2014, May). Mobile and PC delivered assessments: Comparison of scores and reactions. In T. Kantrowitz (Chair), *Shaping the future of*

*mobile assessment: Research and practice update.* Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

Johnson, R. E., **King, D. D.**, Scott, B., Lin, S., & Jackson, E. M. (2013, November). *Regulatory focus spillover: How leader regulatory focus shapes follower regulatory focus.* Symposium presented at the meeting of the Southern Management Association, New Orleans, Louisiana.

### **Paper and Poster Presentations**

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 accepted at the annual meeting of the Academy of Management, 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 accepted at the annual meeting of the Academy of Management, Boston, MA.

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

Fattoracci, E. S. M.\*, Banerjee, N.\*, **King, D. D.**, Hebl, M., & Nelson, J. (2023, April). *Enhancing DEI&B: Examining the role of leaders in disarming microaggressions and enhancing antiracism at work.* Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

Phetmisy, C. \*, & **King, D. D.**, (2022, August). Who can afford to voice? Examining the role of resources in the employee voice process. Paper presented at the 2022 annual meeting of the Academy of Management, Seattle, WA.

Fattoracci, E. S. M.\*, **King, D. D.**, Cheng, S., & Oswald, F. L. (2022, August). Measuring Resilience in Organizations: The Employee Resilience Scale. Paper accepted for presentation at the 2022 annual meeting of the Academy of Management, Seattle, WA.

Collier, L. \*, Ryan, A. M., & **King, D. D.** (2020, April). How do organizational cues influence applicant perceptions: Identity safety or fit? Poster accepted to the meeting of the Society for Industrial and Organizational Psychology, Austin, Texas. [In-person presentation cancelled due to COVID-19 pandemic]

- Ryan, A. M., & **King, D. D.** (2017, April). *Managing identity as a woman in a STEM field*. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.
- King, D. D.**, Kuntz, J. R., & Naswall, K. (2016, April). *Resilience: Uncovering key factors and mechanisms for reducing employee turnover*. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, Anaheim, California.
- Wessel, J., **King, D. D.**, & Ryan, A. M. (2016, March). *Intersectionality on the path to leadership: The role of identity management in influencing hiring outcomes*. Paper presented at the Purdue University Leadership Excellence and Gender in Organizations Symposium, West Lafayette, Indiana.
- King, D. D.**, Pacic, E., & Ryan, A. M. (2015, April). *Gendering voice: The role of public self-esteem and composition*. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania.
- King, D. D.**, & DeShon, R. P. (2014, May). *The quest for parsimony: Further examination of the grit construct*. Poster presented at the meeting of the Association for Psychological Science, San Francisco, California.
- King, D. D.**, Ott-Holland, C. J., & Ryan, A. M. (2014, May). *Examining modal personality differences between organizations and occupations*. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Kermond, C., **King, D. D.**, & Ryan, A. M. (2014, May). *Does addressing a stereotype help or harm an interviewee?* Poster presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

#### **INVITED RESEARCH TALKS**

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Association for Psychological Science, <i>Professional Development Workshop</i> Title: Academic Burnout and Imposter Syndrome	2024
George Mason University, <i>Psychology Brownbag</i> Title: Employee Resilience and Stigma at Work	2024
University of Georgia, <i>Psychology Brownbag</i> Title: Employee Resilience and Stigma at Work	2024
University of Houston, <i>Medical Student Practicum Workshop</i> Title: Addressing Microaggressions	2024
Glasscock School for Continuing Education, <i>Facing Race Course</i> Title: Disrupting Workplace Inequality and Racism	2023
Rice U. PATHS-UP, <i>D &amp; I Professional Development Workshop</i>	2023

Title: Understanding and Connecting Microaggressions and Resilience	
Vinson & Elkins Law Firm, <i>Black Affinity Network Conference</i> Title: Wellness: The Resilient Lawyer	2023
Ford Motor Company, <i>Black History Month Series</i> Title: Understanding and Addressing Microaggressions in the Workplace	2023
Spelman College, <i>Positive Psychology Class Guest Lecture</i> Title: Psychology Journey from Spelman to Now	2022
Rice U. NEWT Center, <i>D &amp; I Professional Development Workshop</i> Title: Understanding and Connecting Microaggressions and Resilience	2022
Louisiana State University, <i>Psychiatry Grand Rounds Professional Development</i> Title: Understanding and Advancing Employee Resilience	2022
Oregon Institute of Occ. Health & Portland State OHP, <i>Occupational Health Psychology and Total Worker Health Symposium</i> Title: Connecting Resilience and Microaggressions in the Workplace	2022
Glasscock School of Continuing Studies, <i>Staff Professional Development Workshop</i> Title: Connecting Resilience and Microaggressions in the Workplace	2022
Axle Impact Studio, <i>Professional Development Workshop</i> Title: Resilience and Imposter Phenomenon in the Workplace	2022
Harvard T. H. Chan School of Public Health, <i>Black History Month Panel</i> Title: Psychological Sciences, Public Health, and HBCU training	2022
U. of Houston Downtown, <i>President's Lecture Series on Justice, Equity, &amp; Inclusion</i> Title: Inclusive Excellence, the Way Forward: Creating Diverse Organizations	2021
Rice STaRT & CORISE, <i>Distinguished Lecture Series</i> Title: Resilience in Research and Practice	2021
Second Opinion with Joan Lunden Title: Stress and Workplace Experiences	2021
M.D. Anderson Cancer Center, <i>Diversity Council Retreat</i> Title: Resilience and Identity in the Workplace	2021
Filene Research Institute Summit, <i>Keynote</i> Title: DEI and Organizational Resilience	2021
Harris County Public Health, <i>Lunch n' Learn Series</i>	2021

Title: Organizational Resilience for a Diverse Workforce	
Zoom Video Communication, Inc., <i>Zoom Talks</i>	2021
Title: One Year Later – Resilience in the Workplace	
York University, <i>Schulich School of Business Brownbag</i>	2021
Title: Resilience: Cognitive Predictors and Behavioral Outcomes	
Glasscock School for Continuing Education, <i>Psychology of Transformation Course</i>	2021
Title: Resilience: Privilege, Prejudice, and Personal Pain	
Rice University, <i>Rice Discovery R&amp;D Ethics in Research Series</i>	2021
Title: Resilience, Racial Identity, and Research Ethics	
Queen’s University, <i>Center for Social Impact Keynote</i>	2021
Title: Resilience in 2021 and Beyond	
Bowling Green State University, <i>Psychology Brownbag</i>	2021
Title: Resilience: Emotion, Cognitions, and Behaviors	
University of Maryland, <i>Psychology Brownbag</i>	2021
Title: Employee Adversities and Resilience	
Michigan State University, <i>Psychology Brownbag</i>	2021
Title: Junior Faculty Perspective on Academic Life During COVID-19	
Rice University, <i>Society of Rice University Women</i>	2021
Title: Race, Gender, Resilience, and Voice	
Indiana University – Purdue University Indianapolis, <i>Psychology Brownbag</i>	2020
Title: Working Resilience: The role of behaviors, cognitions, and emotions	
Rice University, <i>Center for African and African American Studies</i>	2020
Title: Resilience and Antiracism at Work	
The Department of Defense, <i>Social and Behavioral Science Research Summit Keynote</i>	2020
Title: Why does resiliency matter?	
Rice University, <i>Reflections on Juneteenth and America’s Racial Legacy Lectures</i>	2020
Title: The need for psychological change and anti-racism for effective organizations	
Rice University, <i>TEDx Talk</i>	2020
Title: What is resilience?	
Rice University, <i>CORISE Lightning Talks</i>	2020
Title: Resilience and social equity	

- Texas A&M University, *Psychology Brownbag* 2019  
 Title: Workplace resilience: What we have learned and where we are going
- Academy of Management, *Gender and Diversity in Organizations Plenary* 2019  
 Title: Inclusion is...
- Rice University Health Tea, *Cognitive and Neuroscience Research Interest Group* 2019  
 Title: Resilience and health
- Rice University Dept. of Social Sciences, *Prospective Graduate Student Research Dinner* 2019  
 Title: WorKing resilience and identity in the 21<sup>st</sup> century

## **TEACHING EXPERIENCE**

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- Psychology of Leadership (Graduate)  
 Effectiveness Rating: 4.80 / 5.00  
 Rice University, Department of Psychological Sciences
- Psychology of Leadership (Undergraduate)  
 Effectiveness Rating: 4.77 / 5.00  
 Rice University, Department of Psychological Sciences
- Work Motivation (Graduate)  
 Effectiveness Rating: 5.00 / 5.00  
 Rice University, Department of Psychological Sciences
- Introduction to Industrial and Organizational Psychology (Undergraduate)  
 Effectiveness Rating: 4.92 / 5.00  
 Rice University, Department of Psychological Sciences
- Introduction to Industrial and Organizational Psychology (Undergraduate)  
 Effectiveness Rating: 4.28 / 5.00  
 Michigan State University, Department of Psychology

## **STUDENT MENTORING / ADVISING**

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### Undergraduate Research Lab PI / Mentor

- |                      |      |   |
|----------------------|------|---|
| Gabriella Dunn       | 2019 | Consultant, Accenture                                     |
| Chidera Ibezue       | 2020 | Med. Student, University of Texas Southwestern            |
| Brittany Ikner       | 2020 | M.S. Student in I-O Psych., U. of Tennessee Chattanooga   |
| Cassandra Jean-Céide | 2020 | Doctoral Student in Counseling Psychology, U. of N. Texas |
| Kalise Weeks         | 2020 | Master Student in Education, Virginia State University    |
| Lauren Kang          | 2021 | Practicum Student, Alethia Counseling Center              |
| Beth Buchanan        | 2021 | Ph.D. Student in I-O Psych, U. of Georgia                 |
| Emani Brown          | 2021 | Law Student, Texas Law School                             |
| Shanel Brown         | 2021 | Research Associate Learning Analyst, JetBlue              |

Charlotte Davis	2021	Master Student in Social Work, University of Houston
Sarah Jin	2021	Admission Counselor, Rice University
Cordy McJunkins	2021	M.S. Student in Public Policy, Stanford University
Ashley Anil (Snell)	2021	Ph.D. Student in Clinical Psych, Vanderbilt University
Elliot Stahr	2021	Law Student, Stanford Law School
Melinda Nelson	2022	Digital Customer Experience, CVS Health
Surina Jindel	2022	Teaching Assistant, Rice University
Dylan Morgan	2022	Consultant, Oliver Wyman
Catherine Jackson	2022	M.S. Students in Engineering, Rice University
Tiffany Padilla	2022	Teaching Assistant, Rice University
Alex Townsley	2022	Clinic Assist. and Ed. Content Creator, Katta Dermatology
Aliza Brown	2023	Research Assistant, McLean Hospital/Harvard Med. School
Ryan Blankenburg	2023	M.S. Student in Music Perf., London Royal Coll. of Music
Jenna Diab	2023	Med. Student, Baylor College of Medicine
Teddi Yoo	2023	M.S. Student in Collaborative Piano, U. of MD Coll. Park

#### Undergraduate Honors Thesis Advisor

Ashley Anil (2021) – *Awards: Janessa Shapiro award for top overall presentation; RURS top oral presenter for the School of Social Sciences*

*Placement: Master Student in Psychology, Drexel University*

Charlotte Davis (2021) – *Placement: Master Student in Social Work, University of Houston*

Riya Albert (2021) – *Placement: Medical Student, UT Southeastern*

Arjun Peddireddy (2021)

#### M.A. Thesis Committee Member

Shannon Cheng (2019)

Meghan Davenport (2021)

Ryan Brown (2021)

Felix Wu (2022)

Elizabeth Silver (2022)

Makai Ruffin (2024)

Megan McSpedon (2024)

#### M.A. Thesis Chair

Cassandra Phetmisy (2022)

Elisa Fattoracci (2023)

#### M.A. Advisor (terminal program)

Marissa Lagera (2025)

#### Ph.D. Candidacy Committee Member

Tiffany Bisbey (2019)

Shannon Cheng (2020)

Evan Mulfinger (2020)

Molly Kilcullen (2020)

Leo Alexander III (2021)  
Felix Wu (2022)  
Makai Ruffin (2025)

Ph.D. Dissertation Committee Member  
Shannon Cheng (2021)  
Meghan Davenport (2023)

Ph.D. Dissertation Chair  
Dominique Burrows (2022)  
Cassandra Phetmisy (2024)

Ph.D. Advisor  
Nick Banerjee (2022 – 2027)  
*Awards: Rice Expanding Horizons Scholarship; NSF GRFP Honorable Mention;*  
Tisnue Jean-Baptiste (2022 – 2027)  
Elisa Fattoracci (2020 – 2025)  
*Awards: Social Sciences Research Institute's (SSRI)  
Graduate Student Conference Travel (GSCT) grant; ICPSR  
Quantitative Methods of Social Science Research Program at the University of  
Michigan Diversity Scholarship; SSRI Pre-dissertation Research grant*  
Cassandra Phetmisy (2019 – 2024)  
*Placement: Assistant Professor of Psychology at the University of Maryland  
Awards: NSF GRFP Honorable Mention; Ford Foundation Fellowship  
Honorable Mention; Social Sciences Research Institute's  
(SSRI) Pre-Dissertation Research grant; School of Social Sciences  
Lodieska Stockbridge Vaughn Fellowship; SIOP Small Grant Award; SIOP  
Graduate Student Scholarship*  
Dominique Burrows (2019 – 2022)  
*Placement: Assistant Professor in Organisational Psychology in the Alliance  
Manchester Business School at the University of Manchester  
Accomplishments: Deloitte Inc. consulting internship and full-time job offer*

## **SERVICE**

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### *Rice University*

<i>Faculty Mentor, GPS Pathways Program</i>	<i>Fall 2024-present</i>
<i>Advisory Board Member, STaRT @Rice</i>	<i>Fall 2023-present</i>
<i>Social Sciences Rep., Faculty Senate Executive Committee</i>	<i>Fall 2023-present</i>
<i>Social Sciences Rep., Faculty Senate</i>	<i>Fall 2023-present</i>
<i>Faculty Affiliate, Center for African and African American Studies</i>	<i>Fall 2020-present</i>
<i>Associate, McMurtry College</i>	<i>Spring 2019-present</i>
<i>Senate Member, Graduate Council</i>	<i>Fall 2022-Spring 2023</i>
<i>Senate Rep., Faculty Nominations and Elections Committee</i>	<i>Spring 2022, Spring 2023</i>
<i>Presidential Appointee, Faculty Senate</i>	<i>Spring 2021-2023</i>
<i>Steering Committee Member, SE Texas AAAS Consortium</i>	<i>Spring 2021-2022</i>
<i>Trainer, Rice O-week Coordinator Antiracism Training</i>	<i>Fall 2020</i>

*Rice University, School of Social Sciences*  
*Associate, Collective for Research on Inequality and Social Equity* *Fall 2019-2022*

*Rice University, Department of Psychological Sciences*  
*Member, Diversity and Inclusion Committee* *Fall 2020-present*  
*Member, Applied Psychology Bridge Asst. Prof. Search Committee* *Fall 2023*  
*TMC Research Liaison, Undergraduate Committee* *2019-2022*  
*Advisor, NSF REU Summer Advisor* *Summer 2019, 2021*

## **PROFESSIONAL ACTIVITIES**

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*Society for Industrial and Organizational Psychology*  
*Mentor, Diversifying I-O Psychology Mentoring Program* *2024-present*  
*Member, Pre-conferences Task Force* *2024-present*  
*Chair, S. Rains Wallace Dissertation Award Committee* *2021-2023*  
*Mentor, Ambassador Program* *2021*  
*Member, Diversity and Inclusion Task Force* *2021*  
*Member, S. Rains Wallace Dissertation Award Committee* *2018-2020*

*Academy of Management*  
*Member, Ralph Alexander Best Dissertation Award Committee* *2021*

*Editorial Board Member*  
*Journal of Business and Psychology* *2019-present*

*Ad-hoc Reviewer*  
National Science Foundation, Science of Organizations (SoO) program; Journal of Applied Psychology; Journal of Management; Organizational Behavior and Human Decision Processes; Journal of Vocational Behavior

## **CIVIC ENGAGEMENT**

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*Volunteer, Dress for Success, Houston, TX Chapter* *2024-present*  
*Volunteer, Spelman College Sisters in Psychology (SIP) Mentoring Program* *2023-present*  
*Founder, The Alma Method* *2022-present*  
*Board Member, EPOG Academy* *2020-2022*  
*Volunteer, Upward Bound Mentoring Program* *2016-2018*  
*Volunteer, Big Brothers Big Sisters of America* *2014-2017*  
*Founder, Spelman College Habitat for Humanity Chapter* *2011-2012*  
*Health Chair, Delta Sigma Theta Sorority Inc., Eta Kappa Chapter* *2008-2010*

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