

CURRICULUM VITAE
LINDSAY YASMIN DHANANI

Ohio University
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updated 12/01/2019

EDUCATION

Ph.D. UNIVERSITY OF CENTRAL FLORIDA, Orlando, FL May 2017
Industrial/Organizational Psychology
GPA: 4.00

Dissertation: From Tunnel Vision to Bird's Eye View: The Development of a Broad Harassment Construct.
Dissertation Committee: Dr. Dana Joseph (Chair), Dr. Mindy Shoss, Dr. Barbara Fritzsche, Dr. Maureen Ambrose

M.S. UNIVERSITY OF CENTRAL FLORIDA, Orlando, FL May 2014
Industrial/Organizational Psychology
GPA: 4.00

Thesis: Outcomes of perceived workplace discrimination: A meta-analysis of 35 years of research.
Thesis Committee: Dr. Dana L. Joseph (Chair), Dr. Jeremy M. Beus, Dr. Barbara Fritzsche

B.S. UNIVERSITY OF CENTRAL FLORIDA, Orlando, FL May 2012
Psychology
Minors: Anthropology, Anthropology in Multicultural Studies, German
GPA: 3.96

Honors in the Major Thesis: Discrimination of Arabs and Muslims in simulated hiring decisions: The role of multiple categorization, perceived job fit, and social dominance.
Thesis Committee: Dr. Robert L. Dipboye (chair), Dr. Mustapha Mouloua, Dr. Fernando Rivera

WORK EXPERIENCE

2017-present OHIO UNIVERSITY, Athens, Ohio
Assistant Professor, Department of Psychology
Industrial/Organizational Psychology Program

PUBLICATIONS: REFEREED

*DENOTES A GRADUATE STUDENT COAUTHOR

M = THE JOURNAL RANKING (PERCENTILE) WITHIN MANAGEMENT JOURNALS**AP** = THE JOURNAL RANKING (PERCENTILE) WITHIN APPLIED PSYCHOLOGY JOURNALS

- 1) Vancouver, J. B., Carlson, B. W., **Dhanani, L. Y.**, & Colton, C. E.* (accepted). Interpreting Moderated Multiple Regression: The Mysterious Case of Ability, Motivation, and Performance. *Journal of Applied Psychology*.
- 2) **Dhanani, L. Y.**, Main, A. M., & Pueschel, A. (in press). Do you only have yourself to blame? A meta-analytic test of the victim precipitation model. *Journal of Organizational Behavior* (Impact Factor: 5.000; M: 88th/AP: 88th)
- 3) **Dhanani, L. Y.**, & LaPalme, M. L. (2019). It's not personal: A review and theoretical integration of research on vicarious workplace mistreatment. *Journal of Management*, *45*(6), 2322-2351 (Impact Factor: 9.056; M: 99th/AP: 99th)
- 4) **Dhanani, L. Y.**, Johnson, R. C., Colton, C. E.*, & Hall, T. K.* (2019). A missing perspective: Considering survivors in sexual misconduct training. *Industrial and Organizational Psychology*, *12*, 25-29. (Impact Factor: 5.250; AP: 92nd)
- 5) **Dhanani, L. Y.**, Beus, J. M., & Joseph, D. L. (2018). Workplace discrimination: A meta-analytic extension, critique, and future research agenda. *Personnel Psychology*, *71*, 147-179. (Impact Factor: 6.930; M: 95th/AP: 97th)
- 6) Bailey, S. K. T., Neigel, A. R., **Dhanani, L. Y.**, & Sims, V. K. (2018). Establishing Measurement Equivalence across Computer- and Paper-based Tests of Spatial Cognition. *Human Factors*, *60*, 340-350. (Impact Factor: 2.649; AP: 71st)
- 7) McCord, M., Joseph, D. L., & **Dhanani, L. Y.**, & Beus, J. M. (2018). A meta-analysis of sex and race differences in perceived workplace mistreatment. *Journal of Applied Psychology*, *103*, 137-163. (Impact Factor: 5.067; M: 89th/AP: 90th)
- 8) Beus, J. M., **Dhanani, L. Y.**, & McCord, M. A. (2015). A meta-analysis of personality and workplace safety: Addressing unanswered questions. *Journal of Applied Psychology*, *100*, 481-498. (Impact Factor: 5.067; M: 89th/AP: 90th)
- 9) Joseph, D. L., **Dhanani, L. Y.**, Shen, W., McHugh, B., & McCord, M. (2015). Is a happy leader a good leader? A meta-analytic investigation of leader trait affect and leadership. *The Leadership Quarterly*, *26*, 557-576. (Impact Factor: 5.631; M: 92nd/AP: 93rd)
- 10) **Dhanani, L.Y.**, & Wolcott, A.M. (2014). The missing piece: Noncognitive stereotype and stereotype threat. *Industrial and Organizational Psychology*, *7*, 430-432. (Impact Factor: 5.250; AP: 92nd)

PUBLICATIONS: BOOK CHAPTERS

- 11) Shen, W., & **Dhanani, L.** (2018). Measuring and defining discrimination. In A. J. Colella & E. B. King (Ed.) *The Oxford Handbook of Workplace Discrimination* (pp. 297-314). Oxford: Oxford University Press.
- 12) Fritzsche, B. A., & **Dhanani, L.** (2015). *Organizational performance and diversity*. In *The Wiley Blackwell Encyclopedia of Race, Ethnicity and Nationalism* (pp. 1-4). John Wiley & Sons.
- 13) Fritzsche, B., **Dhanani, L. Y.**, & Spencer, J. M. (2014). Empowerment through employment: Job satisfaction theories and research. In Stauser, D. (Ed.), *Career Development, Employment, and Disability in Rehabilitation: From Theory to Practice* (pp. 139-159). New York, NY: Springer Publishing Company.
- 14) Dipboye, R. L., Fritzsche, B., & **Dhanani, L. Y.** (2013). Discrimination in the workplace and employee health. In Cooper, C., Burke, R. J. (Eds.), *The Fulfilling Workplace: The Organization's Role in Achieving Individual and Organizational Health* (pp. 189-216). Surrey, U.K.: Gower.

PUBLICATIONS: REFEREED CONFERENCE PROCEEDINGS

- 15) **Dhanani, L. Y.**, Main, A. M., & Pueschel, A. (2019). Is it the person or the place? A meta-analytic test of the antecedents of experienced workplace incivility. In Guclu Atinc (Ed.), *Proceedings of the Seventy-ninth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.
- 16) McCord, M., Joseph, D. L., & **Dhanani, L. Y.** (2015). A meta-analysis of group differences in the perception of workplace mistreatment. *Academy of Management Best Paper Proceedings*.

MANUSCRIPTS UNDER REVIEW

Removed to maintain confidentiality in the review process

PRESENTATIONS AT NATIONAL CONFERENCES (REFEREED)

Brooks, L. R.*, Vancouver, J. B., & **Dhanani, L. Y.** (2020, April). How Long Do Goals Last? A Meta Analysis of the Effects of Assigned Goals over Time. In M. Keith (Chair), *Setting New Goals for Goal Research: Questioning Assumptions and New Directions*. Symposium accepted for presentation at the Annual Convention of the Society of Industrial and Organizational Psychology, Austin, TX.

Dhanani, L. Y., Main, A. M., & Pueschel, A. (2019, August). Is it the person or is it the place? A meta-analytic test of the antecedents of experienced workplace incivility. Paper presented in a OB Division session entitled, "Incivility at Work" at the 79th annual meeting of the Academy of Management. Boston, MA.

*Selected for Featured Best Papers (rated within the top 10% of papers)

Dhanani, L. Y., LaPalme, M. L., & Joseph, D. L. (2019, August). A cross-cultural meta-analytic investigation of the prevalence of workplace mistreatment. Paper presented in a OB Division session entitled, “Discrimination in Organizations” at the 79th annual meeting of the Academy of Management. Boston, MA.

Dhanani, L. Y., & Pueschel, A. (2019, August). Prevention is the best response: Using education to combat sexual harassment in the #MeToo era. Caucus presented at the 79th annual meeting of the Academy of Management. Boston, MA.

Dhanani, L. Y., & LaPalme, M. L. (2019, April). A Cross-Cultural Meta-Analytic Examination of Sexual Harassment. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Hall, T. K.*, **Dhanani, L. Y.,** & Shea, J.* (2019, April). A Meta-Analytic Investigation of Workplace Mistreatment Spirals. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Vancouver, J. B., Carlson, B. W., **Dhanani, L. Y.,** & Colton, C. E.* (2019, April). Why Product Terms in MMR Do Not Represent Multiplicative Functions in Theories. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

*Selected for a Featured Top Poster (rated as one of the top 10 posters)

LaPalme, M. L., **Dhanani, L. Y.,** & Joseph, D. L. (2018, August). Affective Chickens and Performance Eggs: A Multilevel Longitudinal Meta-Analysis. Paper submitted to the annual meeting of the Academy of Management, Chicago, IL.

Dhanani, L. Y. (2018, April). Diversity Climate and Workplace Discrimination: Moving Beyond Race. Poster presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Dhanani, L. Y., & Wolcott, A. M. (2018, April). A Meta-Analysis of the Antecedents and Outcomes of Workplace Incivility. Poster presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

*included in the Georgia Association for Industrial-Organizational Psychology’s Best of SIOP workshop

Dhanani, L. Y., & Wolcott, A. M. (2017, April). Measurement Equivalence of the Organizational Tolerance for Sexual Harassment Inventory. Poster presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Dhanani, L. Y., Joseph, D. L., & LaPalme, M. L. (2016, April). *How prevalent is workplace discrimination? A meta-analytic investigation.* Poster presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Dhanani, L. Y. (2016, April). *A meta-analysis of abusive supervision.* Poster presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

McCord, M., Joseph, D. L., & **Dhanani, L. Y.** (2015, August). *A meta-analysis of group differences in the perception of workplace mistreatment*. Paper presented in a GDO Division session entitled, “Sexual Harassment and Mistreatment in the Workplace” at the 75th annual meeting of the Academy of Management, Vancouver, BC, Canada.

*Selected for Featured Best Papers (rated within the top 10% of papers)

Dhanani, L. Y., Joseph, D. L., & Wolcott, A. M. (2015, April). *A comprehensive meta-analysis of workplace mistreatment*. Poster presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Dhanani, L. Y., Wolcott, A. M., & Joseph, D. L. (2015, April). *Measurement equivalence in ethnic harassment across minority and majority groups*. Poster presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Reeves, M., Fritzsche, B. A., **Dhanani, L. Y.**, & Marcus, J. (2015, April). *A survivor’s guide to age discrimination*. Poster presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Dhanani, L. Y., & Beus, J. M. (2014, May). A meta-analysis of the consequences of perceived workplace discrimination. Poster presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

Dhanani, L. Y., & Joseph, D. L. (2014, May). Measuring workplace discrimination: breadth versus depth. Poster presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

McCord, M. A., **Dhanani, L. Y.**, & Beus, J. M. (2014, May). Relationships between personality traits and safety behaviors: A meta-analysis. Poster presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

Dipboye, R. L., & **Dhanani, L. Y.** (2013, August). Magnification, mitigation, and reversal of the “beauty is good” effect. In L. D. Sheppard (Chair), *Is beauty good or is it beastly? Tracking the attractiveness bias*. Symposium presented at the 73rd annual meeting of the Academy of Management, Orlando, FL.

Reeves, M. D., Fritzsche, B. A., Smith, N. A., Marcus, J. A., O’Steen, M., **Dhanani, L. Y.** (2013, April). *One shade too grey: Occupational age stereotypes and legal outcomes*. Poster presented at the 28th annual meeting of Society for Industrial and Organizational Society, Houston, FL.

Reeves, M. D., Fritzsche, B. A., Marcus, J., O’Steen, M., **Dhanani, L.** (2012, March). *The other side of age stereotypes: occupational age-type*. Poster presented at the 33rd annual meeting of the Industrial/Organizational-Organizational Behavior Conference, Orlando, FL.

Dhanani, L. Y. (2011, August). *Discrimination of Arabs and Muslims in simulated hiring decisions: The role of multiple categorization, perceived job fit, and social dominance*. Poster Presented at the 119th annual conference of the American Psychological Association, Washington, D.C.

INVITED TALKS

Dhanani, L. Y. (2019, December). I can't protect you from your choices: Stigma controllability and bystander intervention. *Bowling Green State University*.

GRANTS

Dhanani, L. Y., & Johnson, R. C. (not funded). Authentic Leadership, Disclosure, and Well-Being among Sexual Minority Employees. \$6,500. American Psychological Fund's Placek Grant, 2019-2020.

Dhanani, L. Y., Johnson, R. C., & Eatough, E. M. (not funded). Authentic Leadership and Well-Being among Sexual Minority Employees. \$4,200. Society for Industrial-Organizational Psychology, 2018-2019.

Dhanani, L. Y. (Principal Investigator) & Johnson, R. C. (not funded). Surrounded by rudeness: The dual impact of work and nonwork incivility. \$7,830. University of Cincinnati/National Institute of Health, 2018-2019.

Dhanani, L. Y. (Principal Investigator) & Joseph, D. L. (funded) Measuring Workplace Discrimination: Is Breadth Better than Depth? \$13,316. University of South Florida/National Institute for Occupational Safety and Health Pilot Research Project, 2013-2014.

Joseph, D. L., Beus, J. M., **Dhanani, L. Y.**, & Glerum, D. (not funded). Why offenders choose to offend: The role of organizational context in sexual harassment. \$441,341. National Institute of Justice, 2013-2014.

PRESS

Research highlighted in: Lebowitz, S. (2015). A new study finds a key component of effective leadership is surprisingly simple. *Business Insider*. <http://www.businessinsider.com/why-happy-people-are-better-leaders-2015-8>

HONORS AND AWARDS

2019 Top paper award, Academy of Management Conference

2019 Top Poster Award, Society for Industrial and Organizational Psychology

2018	Outstanding Reviewer Award, <i>Journal of Vocational Behavior</i>
2016	UCF College of Sciences Graduate Student Scholarship
2015	Top paper award, Academy of Management Conference
2014	UCF Graduate Research Forum Best in Category Scholarship
2014	Psi Chi Travel Fellowship
2011	Nominee for the Order of the Pegasus (UCF's most prestigious student honor)
2011	UCF Office of International Studies Study Abroad Scholarship
2011	UCF Showcase of Undergraduate Research Second Place Scholarship
2010	UCF Showcase of Undergraduate Research Honorable Mention Scholarship
2010	UCF Honors in the Major Scholarship
2010	UCF Undergraduate Researcher of the Month

TEACHING EXPERIENCE

Graduate Courses

Performance Management (PSY 7631)
 Department of Psychology, Ohio University
 Number of sections: 1
 Teaching evaluations: 4.95/5.00

Advanced Quantitative Seminar in Psychology: Meta-Analysis (PSY 8910)
 Department of Psychology, Ohio University
 Number of sections: 1
 Teaching evaluations: 4.91/5.00

Undergraduate Courses

Psychology of Gender (PSY 3440)
 Department of Psychology, Ohio University
 Number of sections (mean): 3
 Teaching evaluations: 4.76/5.00

Survey of Industrial-Organizational Psychology (PSY 3610)
 Department of Psychology, Ohio University

Number of sections: 3
Teaching evaluations (mean): 4.77/5.00

Psychology of Women (PSY 3742)
Department of Psychology, University of Central Florida
Number of sections: 1
Teaching evaluations: 4.92/5.00

Introduction to I/O Psychology (INP 3004)
Department of Psychology, University of Central Florida
Number of sections: 1
Teaching evaluations: 4.72/5.00

PROFESSIONAL DEVELOPMENT ACTIVITIES

Faculty Learning Community, Designing Effective Writing Assignments, Ohio University, Fall 2018
Master's Tutorial, Conducting Meta-Analyses in R, Society for Industrial-Organization Psychology, April 2018
How to Write to a Competitive National Science Foundation Grant, Ohio University, Spring 2017
Increasing Your Grants Intelligence Workshop, Ohio University, Fall 2017
Internal Grants Workshop, Ohio University, Fall 2017

DISSERTATION/THESIS COMMITTEE MEMBERSHIPS

Committee Member, Mohsin Sultan, Work-Family Conflict and Withdrawal: Exploring the Influence of Occupation-Specific Labor Market Characteristics (thesis). *Completed*
Committee Member, Cassie Colton, Fake it 'til You Make it: Social Desirability Response Bias in Measures of Motivation (thesis). *Completed*
Committee Member, Taylor Hall, Witnessing Benevolent and Hostile Sexism: Comparing Impacts on Stress, Rumination, and Intervention Intentions (thesis). *In progress*
Committee Member, Colleen Cowgill, Ironic Backfire Effects of Attempts to Recruit and Retain Women in STEM (dissertation). *In progress*
Committee Member, Rebecca Totton, (dissertation). Examining Anti-Transgender Prejudice: Identity-Confusion and Deception as Aspects of Distrust (dissertation). *In progress*

PSYCHOLOGY DEPARTMENT SERVICE ACTIVITIES

Presenter and organizer, Graduate Student Workshop on Successful Academic Writing, Summer 2019
Leader, Graduate Student Writing Group, Summer 2019
Chair and member, Industrial-Organizational Psychology Comprehensive Exam Committee, Summer 2019
Faculty Co-Advisor, Psi Chi International Honor Society, Ohio University Chapter, Fall 2017-present
Member, Ohio University Psychology Department Bystander Intervention Training Committee, Fall

2018-present

Member, Industrial-Organizational Psychology Comprehensive Exam Committee, Summer 2018

Member and Diversity Advocate, Ohio University Psychology Department Graduate Admissions Committee, Fall 2018-present

Member, Ohio University Psychology Department Policy and Planning Administration Committee, Fall 2018-present

Member, Ohio University Psychology Department Judicial Committee, Fall 2017-present

Member, Ohio University Psychology Department Evaluation Committee, Fall 2017

OHIO UNIVERSITY SERVICE ACTIVITIES

Panelist, New Faculty Orientation Question and Answer Panel, Summer 2019

Member, Presidential subcommittee on sexual assault prevention, Spring 2019-present

Judge, District Science Fair, the Ohio Academy of Science, March 2019

Member, Committee to Reduce Sexual Misconduct, College of Osteopathic Medicine, Ohio University, Spring 2018-present

Judge, Ohio University Research and Creative Activity Expo, April 2018

PROFESSIONAL SERVICE ACTIVITIES

Member and Goal Champion, Women's Inclusion Network, Society for Industrial-Organizational Psychology, Fall 2018-present

Member, The Industrial-Organizational Psychologist Journal Committee, Society for Industrial-Organizational Psychology, Fall 2018-present

EDITORIAL AND REVIEWING EXPERIENCE

Editorial Board Member, Journal of Vocational Behavior, April 2018-present

Editorial Board Member, Journal of Organizational Behavior, November 2018-present

Reviewer, Journal of Applied Psychology, July 2017-present

Reviewer, Journal of Organizational Behavior, July 2017-November 2018

Reviewer, Journal of Occupational and Organizational Behavior, October 2017-present

Reviewer, Journal of Occupational Health Psychology, October 2017-present

Reviewer, Archives of Scientific Psychology, April 2018-present

Ad hoc reviewer, Organizational Research Methods (2 reviews)

Ad hoc reviewer, Journal of Statistics Education (1 review)

Ad hoc reviewer, Social and Personality Psychology Compass (1 review)

Ad hoc reviewer, PLOS One (2 reviews)

Conference Reviewer, Society for Industrial-Organizational Psychology, 2018 Conference

Conference Reviewer, Society for Industrial-Organizational Psychology, 2019 Conference