

CURRICULUM VITAE
LINDSAY YASMIN DHANANI

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updated 2/1/2024

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
- M.A. OHIO UNIVERSITY, Athens, OH May 2022
Law, Justice, and Culture
GPA: 4.00
Research Capstone Project: Have you Heard the News? The Effects of Exposure to News about Recent Transgender Legislation on Transgender Youth and Young Adults
- 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
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WORK EXPERIENCE

- 2022-present RUTGERS UNIVERSITY, New Brunswick, New Jersey
Assistant Professor, School of Management and Labor Relations
Human Resources Management Department
- 2017-2022 OHIO UNIVERSITY, Athens, Ohio
Assistant Professor, Department of Psychology
Industrial/Organizational Psychology Program
-

REFEREED PUBLICATIONS

*DENOTES A GRADUATE STUDENT COAUTHOR

- 1) **Dhanani, L. Y.**, Totton, R., Pham, C.,* & Hall, T. K.* (in press). Visible but hidden: An intersectional examination of identity management among sexual minority employees. *Journal of Management*.
- 2) **Dhanani, L. Y.**, Sultan, M.,* Pham, C.,* Charles, D. R.,* Mikami, K.,* & Crandell, H.* (in press). Inclusion near and far: A mixed-methods investigation of inclusive organizational behavior, work modality, and employee outcomes. *Journal of Organizational Behavior*.
- 3) **Dhanani, L. Y.**, Totton, R. T., & Hall, T. K.* (in press). Every action has a reaction: A model of coworkers' reactions to sexual minority employees' identity disclosure. *Journal of Occupational and Organizational Psychology*.
- 4) King, E., Hebl, M., Corrington, A., **Dhanani, L. Y.**, Holmes IV, O., Lindsey, A. P., Madera, J., Maneethai, D., Martinez, L., Ng, E. S., Nittrouer, C. L., Sabat, I., Sawyer, K., & Thoroughgood, C. (in press). Understanding and addressing the health implications of anti-LBTQ+ legislation. *Occupational Health Science*.
- 5) Franz, B., **Dhanani, L. Y.**, Hall, O. T., Brook, D., Fenstemaker, C., Simon, J., & Miller, W. C. (in press). Buprenorphine misinformation and willingness to treat patients with opioid use disorder among primary care providers. *Addiction Science & Clinical Practice*.
- 6) Fenstemaker, C., Abrams, E.,* Obringer, B.,* King, K.,* **Dhanani, L. Y.**, & Franz, B. (accepted). Primary care professionals' perspectives on tailoring buprenorphine training for rural practice. *Journal of Rural Health*.
- 7) **Dhanani, L. Y.**, LaPalme, M. L., Pham, C.,* & Hall, T. K.* (2023). The burden of hate: How nonwork discrimination experienced during the COVID-19 pandemic impacts Asian American employees. *Journal of Business and Psychology*, 38, 621-635.

Selected for an editor commendation at *Journal of Business and Psychology*, which is awarded to papers that are of particular note

- 8) Hall, T. K.,* & **Dhanani, L. Y.** (2023). Bystander responses to benevolent and hostile sexism. *Sex Roles*, 89, 658-669.

- 9) **Dhanani, L. Y.,** & Totton, R. (2023). Have you heard the news? The effects of exposure to news about recent transgender legislation on transgender youth and young adults. *Sexuality Research and Social Policy*, *20*, 1345-1359.
- 10) **Dhanani, L. Y.,** Miller, W. C., Hall, T., Brook, D. L., Simon, J. E., Go, V., & Franz, B. (2023). Positive contact and empathy as predictors of primary care providers' willingness to prescribe medications for opioid use disorder. *Social Science & Medicine – Mental Health*, *4*, 100263.
- 11) Franz, B., **Dhanani, L. Y.,** Hall, O. T., Brook, D. L., Simon, J. E., & Miller, W. C. (2023). Differences in buprenorphine prescribing readiness among primary care professionals with and without X-waiver training in the US. *Harm Reduction Journal*, *20*, 180.
- 12) **Dhanani, L. Y.,** Wiese, C. W., Brooks, L. *, & Beckles, K. (2022). Reckoning with Racialized Police Violence: The Role of I-O Psychology. *Industrial and Organizational Psychology*, *15*, 554-577.
- 13) **Dhanani, L. Y.,** Franz, B., & Pham, C.* (2022). Experiencing, anticipating, and witnessing discrimination during the COVID-19 pandemic: Implications for health and well-being among Asian Americans. *Frontiers in Public Health*, *10*, 94903.
- 14) **Dhanani, L. Y.,** & Franz, B. (2022). An experimental study of messaging strategies to improve COVID-19 vaccine uptake among Black Americans. *Preventative Medicine Reports*, *27*, 101792.
- 15) **Dhanani, L. Y.,** & Franz, B. (2022). A meta-analysis of COVID-19 vaccine attitudes and demographic characteristics in the United States. *Public Health*, *207*, 31-38.
- 16) **Dhanani, L. Y.,** Harris, E. L.*, Mirto, J.*, & Franz, B. (2022). Barriers to working with patients who misuse opioids: Implications for medical education. *Substance Use & Misuse*, *57*, 1177-1184.
- 17) Rohling, M., Ready, R., **Dhanani, L.,** & Suhr, J. (2022). Shift happens: The gender composition in clinical neuropsychology across five decades. *The Clinical Neuropsychologist*, *36*, 1-23.
- 18) Vancouver, J. B., Carlson, B. W., **Dhanani, L. Y.,** & Colton, C. E.* (2021). Interpreting Moderated Multiple Regression: A Comment on Van Iddekinge, Aguinis, Mackey, and DeOrtentiis (2018). *Journal of Applied Psychology*, *106*, 467-475.
- 19) **Dhanani, L. Y.,** LaPalme, M. L., & Joseph, D. L. (2021). How prevalent is workplace mistreatment? A meta-analytic investigation. *Journal of Organizational Behavior*, *42*, 1082-1098.
- 20) **Dhanani, L. Y.,** Johnson, R. C., & Poeschel, A. (2021). The inequity of crisis: COVID-19 as a case for diversity management. *Industrial and Organizational Psychology*, *14*, 81-84.
- 21) Johnson, R. C., **Dhanani, L. Y.,** Poeschel, A., & Sultan, M.* (2021). COVID-19 and the reimagining of working while sick. *Industrial and Organizational Psychology*, *14*, 260-263.

- 22) **Dhanani, L. Y., & Franz, B.** (2021). Why public health framing matters: An experimental study of the effects of COVID-19 framing on prejudice and xenophobia in the United States. *Social Science & Medicine*, *269*, 113572.
- 23) Franz, B., & **Dhanani, L. Y.** (2021). Beyond Political Affiliation: An Examination of the Relationships between Social Factors and Perceptions of and Responses to COVID-19. *Journal of Behavioral Medicine*, *44*, 641-652.
- 24) Franz, B., **Dhanani, L. Y.**, & Brook, D.* (2021). Physician blame and vulnerability: Novel predictors of physician willingness to work with patients with OUD. *Addiction Science & Clinical Practice*, *16*, 33.
- 25) **Dhanani, L. Y.** & Franz, B. (2021). Attitudes toward and experiences working with patients who misuse opioids among board certified physicians in Ohio. *Substance Abuse*, *42*, 466-470.
- 26) Franz, B., **Dhanani, L. Y.**, & Miller, W. C. (2021). Rural/urban differences in physician bias toward patients with opioid use disorder. *Psychiatric Services*, *72*, 874-879.
- 27) **Dhanani, L. Y.**, Franz, B., & Hall, T. K.* (2021). Revisiting the relationship between contact and physician attitudes toward patients with opioid use disorder. *Addictive Behaviors Reports*, *14*, 100372.
- 28) **Dhanani, L. Y.**, Main, A. M., & Pueschel, A. (2020). Do you only have yourself to blame? A meta-analytic test of the victim precipitation model. *Journal of Organizational Behavior*, *41*, 706-721.
- 29) Pueschel, A., Johnson, R., & **Dhanani, L. Y.** (2020). Putting Gen Z first: Educating with a generational mindset. *Industrial and Organizational Psychology*, *13*, 594-598.
- 30) **Dhanani, L. Y.**, & Franz, B. (2020). Unexpected public health consequences of the COVID-19 pandemic: A national survey examining anti-Asian attitudes in the United States. *International Journal of Public Health*, *65*, 747-754.
- 31) **Dhanani, L. Y.**, & Franz, B. (2020). The role of news consumption and trust in public health leadership in shaping COVID-19 knowledge and prejudice. *Frontiers in Psychology*, *11*, 560828.
- 32) **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.
- 33) **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.
- 34) **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.

- 35) 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.
- 36) 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.
- 37) 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.
- 38) 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.
- 39) **Dhanani, L.Y.**, & Wolcott, A.M. (2014). The missing piece: Noncognitive stereotype and stereotype threat. *Industrial and Organizational Psychology, 7*, 430-432.

PUBLICATIONS: BOOK CHAPTERS

- 40) 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.
- 41) 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.
- 42) 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.
- 43) 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

- 44) **Dhanani, L. Y.**, Main, A. M., & Puschel, 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.
- 45) 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*.

OTHER PUBLICATIONS

- 46) **Dhanani, L. Y.**, & Franz, B. (2021). A review of vaccine uptake and hesitancy: Evidence-based guidance for the COVID-19 vaccination campaign. Research report prepared for the COVID-19 Vaccination Uptake Behavioral Science Task Force.
- 47) Franz, B., & **Dhanani, L. Y.** (2020). What COVID-19 should teach us about xenophobia. *National Center for Institutional Diversity*. Available at: <https://medium.com/national-center-for-institutional-diversity/what-covid-19-should-teach-us-about-xenophobia-ccbff02c61a1>
- 48) **Dhanani, L. Y.**, Ruggs, E., & Eagleson, J. (2019). Better practices in surveying demographic information. Report prepared for the Society for Industrial and Organizational Psychology.

EDUCATIONAL MATERIALS

- 49) **Dhanani, L. Y.** (accepted). Intersectionality. *SAGE Business Foundations*.

MANUSCRIPTS UNDER REVIEW

- Dhanani, L. Y.** (revise and resubmit, second round). Mapping the mistreatment landscape: An integrative review of workplace mistreatment constructs. *Journal of Organizational Behavior*.
- Dhanani, L. Y.**, & LaPalme, M. L. (revise and resubmit). You made your choice: Stigma controllability as a barrier to bystander intervention on behalf of LGBTQ+ employees. *Journal of Applied Psychology*.
- Taylor, S. G., & **Dhanani, L. Y.** (proposal submitted). It's not (just) what you say, it's (also) how you say it: Integrating a linguistic perspective into workplace mistreatment research. *Journal of Management*.

SELECT WORKS IN PROGRESS

- LaPalme, M. L., **Dhanani, L. Y.**, & Joseph, D. L. (manuscript in progress). Affective chickens and performance eggs: A longitudinal meta-analysis. *Personnel Psychology*.
- Sturman, M., Fan, X.,* Houston, L., & **Dhanani, L. Y.** (manuscript in progress). Education as an equalizer? The dynamic effects of education on racial and gender wage inequality. *Academy of Management Journal*.
- Hall, T. K.,* & **Dhanani, L. Y.** (manuscript in progress). How does workplace mistreatment spread? A tale of two theories. *Journal of Organizational Behavior*.
- Dhanani, L. Y.** (manuscript in progress). We're in it together: Communal coping responses to COVID-19 and employee wellbeing. *Journal of Management*.

Dhanani, L. Y., & Joseph, D. L. (manuscript in progress). From tunnel vision to a bird's-eye view: Broadening the conceptualization of workplace discrimination. *Journal of Applied Psychology*.

Dhanani, L. Y., Arena, D. Jr., & Liu, J.* (data collection in progress). Not who you were thinking of: The nonprototypicality of bisexual employees. *Journal of Applied Psychology*.

Dhanani, L. Y., Arena, D. Jr., & Liu, J.* (manuscript in progress). Working while under attack: The impact of anti-LGBT legislation on the work experiences of sexual minority employees. *Journal of Organizational Behavior*.

Dhanani, L. Y., & LaPalme, M. (data collection in preparation). Standing up and cooling down: The effects of bystander intervention following experienced racial discrimination. *Journal of Applied Psychology*.

Dhanani, L. Y., & Wiese, C. W. (data collection in preparation). When sexual harassment follows you home: Consequences for partner intimacy and conflict. *Journal of Applied Psychology*.

PRESENTATIONS AT INTERNATIONAL CONFERENCES (REFEREED)

Dhanani, L. Y., Arena, D. F., & Liu, J.* (2023, August). Not who you were thinking of: (Non)prototypical sexual orientation discrimination targets. Symposium presented as a DEI Division session entitled, "Pushing the Boundary: Challenging Assumptions in Diversity Scholarship" at the 83rd annual meeting of the Academy of Management.

Wiese, C. W., **Dhanani, L. Y.**, Hunter, M., & Li, Y.* (2023, August). Where's your head at? Exploring role transitions among remote workers. Paper presented at the 83rd annual meeting of the Academy of Management.

Dhanani, L. Y., Dachner, A., Beatty, J., Bernstein, R., & Case, S. (2023, August). Challenges and opportunities of teaching DEI in 2023. Professional Development Workshop (PDW) presented at the 83rd annual meeting of the Academy of Management.

Pham, C. T., **Dhanani, L. Y.**, & Hall, T. K. (2023, April). Hidden targets: Racial identity management in response to COVID-19 discrimination. Poster presented at Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Charles, D. R., **Dhanani L. Y.** & Mikami, K. (2023). We're in This Together: Communal Coping during COVID-19. Poster presented at Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Dhanani, L. Y., Totton, R., & Hall, T. K.* (2022, August). Every action has a reaction: A model of coworkers' reactions to sexual minority employees' identity disclosure. Paper presented in a GDO Division session entitled, "Advancing Research on LGBTQ Identity Management" at the 82nd annual meeting of the Academy of Management.

Dhanani, L. Y., Totton, R., Hall, T. K.,* & Pham, C.* (2022, April). An intersectional examination of identity management among LGBP employees. Poster presented at Society for Industrial Organizational Psychology Annual Conference, Seattle, WA, United States.

Hall, T. K.* & **Dhanani, L. Y.** (2022, April). Witnessing benevolent and hostile sexism: Impacts on bystander intervention. Poster presented at Society for Industrial Organizational Psychology Annual Conference, Seattle, WA, United States.

Schmerling, E.,* Roth, Z.,* **Dhanani, L. Y.,** & Johnson, R. C. (2022, April). Class consciousness informs justice beliefs and union support. Poster presented at Society for Industrial Organizational Psychology Annual Conference, Seattle, WA, United States.

Pham, C.,* **Dhanani, L. Y.,** Hall, T. K.,* & LaPalme, M. L. (2021, November). Spillover effects of anti-Asian sentiment on Asian American employees' well-being during COVID-19. Poster presented at the Work, Stress, and Health Annual Conference, virtual.

Dhanani, L. Y., & LaPalme, M. L. (2021, March). You made your choice: Stigma controllability and bystander responses to transphobia. Poster presented at Society for Industrial Organizational Psychology Annual Conference, virtual.

Dhanani, L. Y., & Wiese, C. W. (Cochairs) (2021, March). Police reform and I-O psychology: How can we get involved? Panel presented at Society for Industrial Organizational Psychology Annual Conference, virtual.

Hall, T. K.*, **Dhanani, L. Y.,** & Pham, C.* (2021, March). Helpful or harmful? Interactive effects of diversity climate and racial harassment. Poster presented at Society for Industrial and Organizational Psychology Annual Conference, virtual.

Dhanani, L. Y., Johnson, R. C., & Pueschel, A. (2020, August). Antecedents and outcomes of disclosure among employees with chronic health conditions. Paper presented in a OB Division session entitled, "Thinking Beyond the Barriers: Disability at Work" at the 80th annual meeting of the Academy of Management, virtual.

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 presented 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 an 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 an OB Division session

entitled, “Discrimination in Organizations” at the 79th annual meeting of the Academy of Management. Boston, MA.

Dhanani, L. Y., & Puschel, 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.

PRESENTATIONS AT NATIONAL OR REGIONAL CONFERENCES (REFEREED)

Franz, B., **Dhanani, L. Y.**, Mirto, J.,* & Harris, E.* (2021, April). Barriers to working with patients who misuse opioids: Implications for reducing physician burnout. Paper presented at the 11th annual Ohio Osteopathic Symposium.

Franz, B., **Dhanani, L. Y.**, Brook, D.* (2021, April). Physician blame and vulnerability: Novel predictors of physician willingness to work with patients who misuse opioids. Paper presented at the Ohio Public Health Association combined conference.

INVITED TALKS

Dhanani, L. Y., Rennie, L., & Tebbe, E. A. (2023, June). The impact of recent legislation on trans-nonbinary individuals. APA Science Showcase.

Dhanani, L. Y. (2021, August). Women and work. Presented as part of the Ohio University College of Business Leadership Development Conference focused on developing inclusive leaders.

Dhanani, L. Y., Franz, B., Banhoff, A., Rosenthal, M., & Wallace, R. (2021, June). Successful strategies to promote vaccination among long term care staff. Presented to LeadingAge New York.

Billotte Verhoff, C., **Dhanani, L. Y.**, Kaylor, P., & Wright, C. (2021, May). Dirty laundry: Navigating the messiness of inclusive pedagogy and faculty's lived experiences. Presented as part of the Ohio Professional Development Consortium's Inclusive Teaching in Higher Education Endorsement.

Franz, B., & **Dhanani, L. Y.** (2021, May). (Un)expected consequences of the COVID-19 pandemic. Presented as part of the Alumni Academy at Ohio University.

Dhanani, L. Y., Dudding, R., Hendricks-Sturup, R., Nicks, S., Shamblin, S., & Tennessee, A. (panelists) (2021, February). Ethics of Racism and Health Disparities. Dr. Jennifer Horner Lecture in Bioethics Series, *Ohio University*.

Dhanani, L. Y., Barsade, S., Chatman, J., Duckworth, A., Buttenheim, A., Cialdini, R.,... & Staw, B. (2021, February). COVID-19 vaccination uptake behavioral science task force. Presented to Lee A. Fleisher, CMS Chief Medical Officer and Director, for distribution to colleagues at the Department of Health and Human Services.

Dhanani, L. Y. (2020, November). I can't protect you from your choices: Stigma controllability and bystander intervention. *Akron University*.

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

GRANTS

R34 DA057160-01- NIH-NIDA. (funded). Developing a Tailored Stigma Reduction Intervention to Increase Buprenorphine Prescribing among Rural Primary Care Providers in Ohio. PI: Berkeley Franz. CO-I: **Lindsay Y. Dhanani**, William C. Miller, Vivian Go, O. Trent Hall.

Dhanani, L. Y., & LaPalme, M. L. (funded). Underestimating and Underreacting? Identifying and Addressing Empathy Gaps in Perceptions of Racial Microaggressions. \$7,000. Society for Industrial-Organizational Psychology, 2020-2021.

Sparks, K.,* Russell, J., & **Dhanani, L. Y.** (funded). The prevalence of generalized anxiety disorder (GAD) in collegiate athletic trainers. \$1,500. Great Lakes Athletic Trainers Association, Thomas Weidner Research Assistance Award, 2020-2021.

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.

PRESS

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Dolan, E. (2020). Study links regular use of Fox News, Twitter, and Facebook to reduced knowledge about COVID-19. *PsyPost*. [Study links regular use of Fox News, Twitter, and Facebook to reduced knowledge about COVID-19 \(psypost.org\)](https://www.psypost.org/study-links-regular-use-of-fox-news-twitter-and-facebook-to-reduced-knowledge-about-covid-19)

McLafferty, C. (2021). Students, faculty adapt to virtual work environments for another semester. *The Post*. <https://www.thepostathens.com/article/2021/01/students-faculty-virtual-environments-covid-19>

Valentino, T. (2021). Rural physicians report higher rates of bias against OUD patients. *Addiction Professional*. [Rural Physicians Report Higher Rates of Bias Against OUD Patients | Psychiatry & Behavioral Health Learning Network \(psychcongress.com\)](#)

Hardee, H. (2021). Worker mistreatment is a global crisis: Meta-analysis. *Academic Times*. [Worker mistreatment is a global crisis: meta-analysis - The Academic Times](#)

Novotney, A. (2023). ‘The young people feel it in their bones’: A look at the mental health impact of antitrans legislation. *American Psychological Association*. <https://www.apa.org/topics/lgbtq/mental-health-anti-transgender-legislation>

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Dolan, E. W. (2024). Bystander blindspot? New research examines reactions to benevolent sexism in the workplace. *PsyPost*. <https://www.psypost.org/2024/01/bystander-blindspot-new-research-examines-reactions-to-benevolent-sexism-in-the-workplace-220407>

HONORS AND AWARDS

2023	Nomination for best PDW, MED Division, Academy of Management
2022	Editor Commendation, <i>Journal of Business and Psychology</i>
2022	Best LGBT Research Award, Society for Industrial and Organizational Psychology
2021	Best Student Paper Award, Work, Stress, and Health Conference
2021	Grasselli Brown Outstanding Teacher Award, Ohio University
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	College of Sciences Graduate Student Scholarship, University of Central Florida
2015	Top Paper Award, Academy of Management Conference
2014	Graduate Research Forum Best in Category Scholarship, University of Central Florida
2014	Psi Chi Travel Fellowship

2011	Nominee for the Order of the Pegasus (UCF's most prestigious student honor)
2011	Office of International Studies Study Abroad Scholarship, University of Central Florida
2011	Showcase of Undergraduate Research Second Place Scholarship, University of Central Florida
2010	Showcase of Undergraduate Research Honorable Mention Scholarship, University of Central Florida
2010	Honors in the Major Scholarship, University of Central Florida
2010	Undergraduate Researcher of the Month, University of Central Florida

TEACHING EXPERIENCE

Graduate Courses

Seminar in Teaching Psychology (PSY 7960)
 Department of Psychology, Ohio University
 Number of sections: 1
 Teaching evaluations: 4.99/5.00

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: 2
 Teaching evaluations: 4.89/5.00

Undergraduate Courses

Diversity and Inclusion at Work
 School of Management and Labor Relations, Rutgers University
 Number of sections: 2
 Teaching evaluations (mean): 4.82/5.00

Organizational Behavior
 School of Management and Labor Relations, Rutgers University
 Number of sections: 2
 Teaching evaluations (mean): 4.76/5.00

Psychology of Gender (PSY 3440)
 Department of Psychology, Ohio University
 Number of sections: 7
 Teaching evaluations (mean): 4.75/5.00

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 Industrial-Organizational Psychology (INP 3004)
 Department of Psychology, University of Central Florida
 Number of sections: 1
 Teaching evaluations: 4.72/5.00

PROFESSIONAL DEVELOPMENT ACTIVITIES

Journal of Applied Psychology Editorial Fellowship, Summer 2023-Summer 2024
 Junior Faculty Consortium, DEI Division, Academy of Management, Summer 2023
 Peer Mentor, Rutgers Connection Network Mentoring Program, Fall 2022-Spring 2023
 Lifelong Learning in Inclusive & Equitable Teaching Series, Rutgers University, Summer 2022
 Women Leading Ohio Professional Development Program, Ohio University, Fall 2020-Spring 2021
 Online training, Student Success in Your Online Course, Ohio University, Summer 2020
 Instructional Strategies for Remote and Online Teaching, Part I, Ohio University, Summer 2020
 Instructional Strategies for Remote and Online Teaching, Part II, Ohio University, Summer 2020
 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

STUDENT COMMITTEE MEMBERSHIPS

Dissertation Committee Member or Chair

Jerry Liu (Rutgers, HR department, Dissertation Committee Member)
 Mohsin Sultan (Ohio University, Psychology Department, Dissertation Committee Member)
 Colleen Cowgill (Ohio University, Psychology Department, Dissertation Committee Member)
 Rebecca Totton (Ohio University, Psychology Department, Dissertation Committee Member)

Elise Lundequam (Ohio University, Psychology Department, Dissertation Committee Member)

Master's Thesis Committee Member or Chair

Yuhua Li (Georgia Tech, Psychology Department, Thesis Committee Member)
 Taylor Hall (Ohio University, Psychology Department, Thesis Committee Chair)
 Mohsin Sultan (Ohio University, Psychology Department, Thesis Committee Member)
 Cassie Colton (Ohio University, Psychology Department, Thesis Committee Member)
 LeVonte' Brooks (Ohio University, Psychology Department, Thesis Committee Member)
 Ethan Schmerling (Ohio University, Psychology Department, Thesis Committee Member)

Comprehensive/Qualifying Exam Committee Member or Chair

Alondrea Hubbard (Rutgers University, SMLR, Committee Member)
 Hannah Park (Rutgers University, SMLR, Committee Member)
 Ethan Schmerling (Ohio University, Psychology Department, Committee Member)
 Taylor Hall (Ohio University, Psychology Department, Committee Chair)
 LeVonte' Brooks (Ohio University, Psychology Department, Committee Chair)
 Mohsin Sultan (Ohio University, Psychology Department, Committee Chair)
 Cassie Colton (Ohio University, Psychology Department, Committee Member)

DEPARTMENTAL SERVICE ACTIVITIES

Faculty Advisor, RU Inclusive, Rutgers University, Spring 2023-present
 Member, PhD Program Committee, Rutgers University, Spring 2023-present
 Panelist, PhD Program Orientation, SMLR, Rutgers University, Fall 2023
 Speaker, Career Readiness Panel: DEI in the Workplace, Rutgers University, Spring 2023
 Presenter, Doctoral Proseminar, Rutgers University, Spring 2023
 Chair, Experimental Psychology Program Graduate Admissions Committee, Ohio University, Fall 2020-Spring 2021
 Faculty Co-Advisor, Psi Chi International Honor Society, Ohio University Chapter, Fall 2017-Spring 2020
 Organizer and Presenter, Graduate Student Workshop on Successful Academic Writing, Ohio University, Summer 2019, Summer 2021
 Leader, Graduate Student Writing Group, Ohio University, Summer 2019-Spring 2022
 Member, Diversity, Inclusion, and Social Justice Committee, Ohio University, Fall 2020
 Member, Psychology Department Bystander Intervention Training Committee, Ohio University, Fall 2018-Spring 2020
 Member and Diversity Advocate, Experimental Psychology Program Graduate Admissions Committee, Ohio University, Fall 2018-Spring 2020
 Member, Psychology Department Policy and Planning Administration Committee, Ohio University, Fall 2018-Spring 2019, Fall 2020-Spring 2021
 Member, Psychology Department Judicial Committee, Ohio University, Fall 2017-Spring 2019, Fall 2020-Spring 2021
 Member, Psychology Department Evaluation Committee, Ohio University, Fall 2017

UNIVERSITY SERVICE ACTIVITIES

Marshall, Commencement Ceremony, Rutgers University, Spring 2023
 Participant, Multicultural Women's Mixer, Ohio University, Spring 2021, Spring 2022
 Member, Student Code of Conduct Review and Standards Committee, Ohio University, Fall 2020-
 Spring 2022
 Member, Budget Study Group, Ohio University, Summer 2020
 Panelist, New Faculty Orientation Question and Answer Panel, Ohio University, Summer 2019
 Member, Presidential Subcommittee on Sexual Assault Prevention, Ohio University, Spring 2019-
 Spring 2020
 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-Fall 2019
 Judge, Research and Creative Activity Expo, Ohio University, April 2018, April 2022

PROFESSIONAL SERVICE ACTIVITIES

Representative at Large, DEI Division, Academy of Management, Summer 2023-Summer 2026
 Chair/Chair in Training, Committee for Ethnic Minority Affairs, Society for Industrial and
 Organizational Psychology, Summer 2023-Summer 2026
 Member, SIOP Audience Task Force, Summer 2023-Summer 2024
 Subgroup Award Lead, Society for Industrial and Organizational Psychology, Summer 2022-Spring
 2023
 Ambassador, Ambassador Program, Society for Industrial and Organizational Psychology, Spring
 2022
 Chair, Hebl Award Committee, Society for Industrial and Organizational Psychology, Summer 2021-
 Fall 2022
 Member/Reviewer, Hebl Award Committee, Society for Industrial and Organizational Psychology,
 Summer 2020
 Goal Champion, Women's Inclusion Network, Society for Industrial and Organizational
 Psychology, Fall 2018-Spring 2019
 Member, Women's Inclusion Network, Society for Industrial and Organizational
 Psychology, Fall 2018-Spring 2021
 Member, Committee for Minority and Ethnic Affairs, Society for Industrial and Organizational
 Psychology, Fall 2021-Spring 2022

EDITORIAL AND REVIEWING EXPERIENCE

Editorial Board Member	Journal of Business and Psychology (2020-)
	Journal of Organizational Behavior (2018-)
	Journal of Vocational Behavior (2018-)
Reviewer	Journal of Applied Psychology
	Journal of Management
	Organizational Research Methods

Conference Reviewer

Human Relations
Journal of Occupational and Organizational Psychology
Journal of Occupational Health Psychology
Archives of Scientific Psychology
Stress and Health
Social Science and Medicine
Society for Industrial and Organizational Psychology (2018-)
Academy of Management (2021-)