

CURRICULUM VITAE

(Current: August 2021)

Shanna Richards Daniels

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EDUCATION

- 2012 Ph.D., Tulane University, New Orleans, LA.
Major: Management. Organizational Behavior.
- 2001 M.Ed., Vanderbilt University, Nashville, TN.
Major: Human Resource Development.
- 1999 B.A., Fisk University, Nashville, TN.
Major: Psychology.

PROFESSIONAL EXPERIENCE

- 2021- present Provost Faculty Fellow for Diversity, Equity and Inclusion, Florida State University, Tallahassee, FL.
- 2020- present Associate Professor, Management, Florida State University, Tallahassee, FL.
- 2019- 2020 Diversity, Equity, and Inclusion - Research Fellow, Catalyst.org, New York, NY.
- 2013–2020 Assistant Professor, Management, Florida State University, Tallahassee, FL.
- 2012–2013 Assistant Professor, Management, Southern University, Baton Rouge, LA.
- 2007–2012 Research Assistant, Organizational Behavior, Tulane University, New Orleans, LA.

RECOGNITION/AWARDS

Nominated for Outstanding Junior Faculty Research Award, Florida State University, College of Business (2019).

Best Article Award, Human Resource Management Review (2018).

Best Overall Conference Paper, Southern Management Association (2018).
Best Paper in Track, Southern Management Association (2018).
Nominated - Florida State University Teaching Award (2018).
Florida State University Provost Faculty of Color Honor, University Provost (2017).
Nominated -Florida State University Teaching Award (2016).
Tulane University, A.B. Freeman School of Business, Research Fellowship (2007–2012).

RESEARCH INTERESTS

Bias/Discrimination, Stigma, Workplace Aggression/Deviance, Diversity and Inclusion, Social Exchange

RESEARCH

Journal Articles

- Jordan, S. L., Palmer, J. C., **Daniels, S. R.**, Hochwarter, W. A., Perrewé, P. L., & Ferris, G. R. (2021). Subjectivity in fairness perceptions: How heuristics and self-efficacy shape the fairness expectations and perceptions of organizational newcomers. *Applied Psychology*.
- Hackney, K., **Daniels, S. R.**, Paustian-Underdahl, S., Perrewé, P. L., Mandeville, A., Asia, E., (2020). Examining the effects of perceived pregnancy discrimination on mother and baby health. *Journal of Applied Psychology*
***Best Overall Conference Paper for Southern Management Association 2018**
***Best Paper in Track #5 for Southern Management Association 2018**
- Jordan, S., Hochwarter, W., Palmer, J., **Daniels, S. R.**, & Ferris, G. R. (2020). Supervisor narcissistic rage: political support as an antidote. *Journal of Managerial Psychology*.
- Daniels, S.R.**, & Thornton, L.M. (2019). Race and workplace discrimination: The mediating role of cyber incivility and interpersonal incivility. *Equality, diversity, and inclusion: An international journal*.
- Mackey, J. D., Bishoff, J. D., **Daniels, S. R.**, Hochwarter, W. A., & Ferris, G. R. (2019). Incivility's relationship with workplace outcomes: Enactment as a boundary condition in two samples. *Journal of Business Ethics*, 155(2), 513-528.
- Daniels, S. R.**, & Jordan, S., (2018). The effect of paternalism on incivility: Exploring incivility climate as a boundary condition. *Journal of Leadership and Organizational Studies*, 26(2), 190-20.
- Baur, J. E., Hall, A. V., **Daniels, S. R.**, Anderson, H., Buckley, M. R. (2018). Beyond banning

the box: A conceptual model of the stigmatization of ex-offenders in the workplace. *Human Resource Management Review*, 28(2), 204-219.

Selected as 2018 Best Article Award - *Human Resource Management Review

Hackney, K., Maher, L., **Daniels, S. R.**, Hochwarter, W., & Ferris, G. R. (2018). Job performance and well-being consequences of perceived entitlement behavior: relationship quality as moderator. *Group & Organization Management*, 43(1), 101-137.

Daniels, S. R., Wang, G., Lawong, D., & Ferris, G. R. (2017). Collective assessment of the human resources management field: Meta-analytic needs and theory development prospects for the future. *Human Resource Management Review*, 27(1), 8-25.

Daniels, S. R., Perrewé, P. L., & Ferris, G. R. (2017). The subtleties of subtle discrimination: An interesting but incomplete picture. *Industrial and Organizational Psychology*, 10(1), 82-86.

Cropanzano, R. E., *Anthony, E., ***Daniels, S. R.**, & *Hall, A. V. (2017). Social exchange theory: A critical review with theoretical remedies. *Academy of Management Annals*, 11, 479-516.

*Indicates that second - fourth authors contributed equally to the manuscript.

*Authors listed in alphabetical order.

Ferris, G. R., Perrewé, P. L., **Daniels, S. R.**, Lawong, D., & Holmes, J. J. (2016). Social influence and politics in organizational research: What we know and what we need to know. *Journal of Leadership and Organizational Studies*, 24(1), 5-19.

Invited Book Chapters

Fontes-Comber, A. T., Perrewé, P. L., **Daniels, S. R.** Are male athletes ready to have female coaches? Implicit leadership theories, and the role of cultural tightness-looseness on male followers' acceptance or rejection of female leaders. *Frontiers in Global Organizations: Theory, Research, and Managerial Applications*. Hauppauge, NY: Nova Science.

Daniels, S. R., Anthony, E., Zhang, L. (2021). Diversity climate and incivility climate: Context matters examining the role of incivility on organizational citizenship behaviors and turnover intentions. Hauppauge, NY: Nova Science Publishers

Perrewé, P. L., **Daniels, S. R.**, Hackney, K. J., & Maher, L. (2019). Pregnancy in the workplace: The role of stigmas, discrimination, and identity management. In *Women, business, and leadership: Gender and organisations* (pp. 12). Cheltenham, UK: Edward Elgar Publishing.

Cropanzano, R., Anthony, E., **Daniels, S. R.**, & Hall, A. V. (2017). Reciprocity in social exchange. In C. Moliner, R. Cropanzano, & V. Martiñez-Tur (Eds.) Vicente Martiñez-Tur (University of Valencia, Spain). (Eds.), *Organizational justice: International perspectives and conceptual advances* (pp. 37). London, UK: Psychology

Press/Routledge.

Ferris, G. R., **Daniels, S. R.**, & Sexton, J. (2014). Race, Stress, and Well-Being in Organizations: An Integrative Conceptualization. In Perrewe, Pamela L C, Rosen C R., Halbesleben J (Ed.), *The Role of Demographics in Occupational Stress and Well-Being* (pp. 38). Bingley, UK: Emerald Group Publishing.

Colella, A. J., McKay, P., **Daniels, S. R.**, & Signal, S. M. (2012). Employment Discrimination. In S. Koslowski (Ed.), *The Oxford University Press Handbook of Industrial/Organizational Psychology* (pp. 68). US: Oxford University Press.

Manuscripts under Review

Daniels, S. R., Bentley, J. R., Campion, E. D., Treadway, D. C., Yang, J., (1st revise and resubmit). Not Taking it Personally: The Mitigating Effects of Relational Identification on Occupational Stigma Internalization and Job Performance in 'Dirty Work'. *Journal of Applied Psychology*.

Manuscripts in Preparation

Maternal Discrimination, Stress Mindsets, and Career Attitudes. (October 2020 - Present). Data analysis phase.

Work-family interruptions. (August 2020 - Present). Data collection phase

Flexible work arrangements. Experience sampling method project.(2020 - Present). Data collection phase.

An empirical investigation of social exchange theoretical remedies. (April 2019 - Present). Data analysis phase.

Minority Status and Paternalism: Examining the Influence on Employee Work Experiences and Turnover. (2021 - Present). Data collection phase.

Conference Presentations

Thorpe-Moscon, J. S., Travis, D., Erica, L. L., **Daniels, S. R.**, Samantha, E. E., (2020). "Talent Retention in the Future of Work: How Inclusion of People of Color is the Key," Society for Industrial Organizational Psychology (SIOP).

Daniels, S. R., Deng, Y., Perrewe, P. L., (2020). "A systematic review of research on fatherhood and professional identity management: A multilevel process model and agenda for future research," Society for Industrial Organizational Psychology (SIOP).

- Daniels, S. R.**, Thornton, L., (2019). "Race and workplace discrimination: The mediating role of cyber incivility and interpersonal incivility," Academy of Management 2019 Meeting, Boston, MA.
- Daniels, S. R.**, Simmons, A., (2019). "Responding to incivility: Exploring revenge and incivility climate," Society of Industrial and Organizational Psychology.
- Salaiz, A., Evans, K., Jones, C., **Daniels, S. R.**, (2019). "CEO-COB Prestige Diversity and Strategic Change: Exploring a Curvilinear Relationship," Strategic Management Society.
- Jordan, S., Palmer, J., Hochwarter, W. A., **Daniels, S. R.**, Perrewe, P. L., Ferris, G. R., (2019). "The Nature of Newcomers' Injustice Expectations: A Multi-Study Investigation," Academy of Management.
- Hackney, K., **Daniels, S. R.**, Paustian-Underdahl, S., Perrewe, P. L., Eaton, A., Mandeville, A. (2018). "Examining the effects of Perceived Pregnancy Discrimination on Mother and Baby Health," Southern Management Association Conference.
- Hackney, K., **Daniels, S. R.**, Maher, L., Perrewe, P. L., Hall, A., (2018). "Paternalism During Pregnancy: Stress Reliever or Stressor?," Southern Management Association.
- Holmes, O. I., **Daniels, S. R.**, Marchiondo, L. (2017). "An investigation of race-based impression management strategies.," Academy of Management.
- Daniels, S. R.**, Hackney, K., Maher, L., Perrewe, P. L. (2017). "Covering stigmatized identities in organizations: The role of ego depletion and inauthenticity" Southern Management Association.
- Evans, K., Salaiz, A., Jones, C., **Daniels, S. R.** (2017). "Nuances of Executives' Prestige: Effects of CEO's and COB's Prestige Dynamics on Firm's Strategic Change.," Strategic Management Society.
- Daniels, S. R.**, Holmes, O. I., Marchiondo, L. (2016). "Exploring the role of competitive and collective threat in incivility among women in the workplace," Academy of Management.
- Daniels, S. R.**, Anthony, E., Zhang, L., (2015). "Diversity climate and incivility experience: Exploring the moderating role of leader member exchange". Southern Management Association.
- Daniels, S. R.**, Simmons, A., Hall, A.V. (2015). Toward a Better Understanding of Workplace Mistreatment, "Incivility Perpetration: Understanding the Role of Social Dominance Orientation, Psychological Entitlement, and Moral Disengagement," Academy of Management Meeting.

Hackney, K., Maher, L., Hochwarter, W. A., **Daniels, S. R.**, Ferris, G. R., (2014). "Job performance and well-being consequences of perceived entitlement behavior: Moderating role of relationship quality," Southern Management Association.

Hackney, K., Maher, L., **Daniels, S. R.**, Hochwater, W., Ferris, G.R. (2014). "Performance and Well-Being Consequences of Perceived Entitlement Behavior: Relationship Quality as Moderator," Southern Management Association (SMA).

Cropanzano, R. E., Anthony, E., **Daniels, S. R.**, Hall, A. V. (2014). "Reciprocity in Social Exchange: A Review and Conceptual Extension," Academy of Management (AOM).

Refereed Papers at Symposia

Daniels, S. R., Holmes, O. L., & Marchiondo, L. (2016). Exploring the role of competitive and collective threat in incivility among women in the workplace. In Pauline Schilpzand (Chair), *Workplace Incivility: New Frontiers and Research Directions*. Symposium conducted at the meeting of Academy of Management Annual Meeting, Anaheim, CA.

Daniels, S. R., Simmons, A., & Hall, A. V. (2015). Incivility Perpetration: Understanding the Role of Social Dominance Orientation, Psychological Entitlement, and Moral Disengagement. In Gregory Thrasher (Chair), *Toward a Better Understanding of Workplace Mistreatment*. Symposium conducted at the meeting of Academy of Management Meeting, Vancouver, BC, Canada.

Invited Keynote and Plenary Presentations at Symposia

Daniels, S. R. (presented 2015). Gender and the Workplace: New Considerations for Women Entering the Workforce. Keynote presentation in Megan McGee (Chair), *Panhellenic Women's History Month Event*. Symposium conducted at the meeting of Florida State University, Tallahassee, FL.

Refereed Presentations at Symposia

Daniels, S. R., Marchiondo, L., & Kabat-Farr, D. (2015). Workplace Incivility Research Incubator. In *Workplace Incivility Research Incubator*. Presentation to be conducted at the meeting of Academy of Management Meeting, Vancouver, BC, Canada.

Daniels, S. R., Marchiondo, L., & Kabat-Farr, D. (presented 2013). Workplace Incivility Research Incubator. In *Workplace Incivility Research Incubator*. Presentation at the meeting of Academy of Management Meeting, Lake Buena Vista (Orlando), Florida.

Contracts and Grants Funded

Daniels, S. R. (May 2021–Aug 2021). Summer Research Grant. Funded by College of Business. Total award \$20,000.

Daniels, S. R. (May 2020–Aug 2020). Summer Research Grant. Funded by College of Business. Total award \$14,000.

Daniels, S. R. (May 2019–Aug 2019). *Visible Stigmas and Identity Management*. Funded by College of Business. Total award \$10,000.

Daniels, S. R. (May 2017–Aug 2017). *Beyond Banning the Box: A Conceptual Model of the Stigmatization of Ex-Offenders in the Workplace*. Funded by College of Business. Total award \$20,000.

Daniels, S. R. (May 2015–Aug 2015). *Paternalism as a Form of Subtle Bias: Exploring the Experiences of Pregnant and New Mothers in the Workplace*. Funded by Florida State University - College of Business. Total award \$13,000.

College of Business 2015 Summer Research Grant.

Daniels, S. R. (May 2014–Aug 2014). *Investigating the Relationship between Psychological Entitlement and Uncivil Behavior*. Funded by Florida State University - First Year Assistant Professor Research Grant 2014. Total award \$20,000.

FSU University Service

Steering committee, The Collaborative on Academic Careers in Higher Education (COACHE), Florida State University (2021- present).

Senator, Faculty Senate (elected), Florida State University (2021- present).

Facilitator/Interviewer, Florida State University Presidential Scholars (2017–present).

CARE Faculty Panel, The Center for Academic Retention & Enhancement (CARE) at Florida State University (2018–present).

FSU College of Business Service

Task force member, Diversity, Equity, and Inclusion Task Force (2020 – present)

Committee member, Technology Committee (2017–present).

Marshal, Commencement Ceremony (2014–present).

Participant, Diversity in Leadership Day (2019).

Participant, Business Bash (2019).

Participant, AACSB Accreditation – Assistant professor group interview (2018).

Advisor, SHRM - Student Chapter (2014–2017).

FSU Department Service

Committee Member, OBHR Associate Professor Search Committee. (February 2019 - Present).

Committee member, Undergraduate Policy (2015–present).

Committee member, Scholarship Committee (2015–present).

Guest speaker, Women in Business (2019).

The Profession

Editorial Board Membership(s)

Journal of Leadership and Organizational Studies (2017–present).

Reviewer for Refereed Journals

Personnel Psychology (2019 – present).

Journal of Management (Jan 2017–present).

Human Resource Management Review (Oct 2016–present).

Academy of Management Meeting (Nov 2008–present).

Journal of Organizational Behavior's IRIOP Annual Review Issue (2016).

Chair of a Symposium

Daniels, S. R. (Chair). (2016). *Careers & Social Issues*. Symposium conducted at the meeting of Southern Management Association.

Service to Professional Associations

Representative-at-Large, Academy of Management Division of Gender, Diversity and Organizations (GDO) (2019–present).

Ad Hoc Reviewer, Academy of Management Meeting (2008–present).

Current Membership in Professional Organizations

Academy of Management
Society of Industrial Organizational Psychology
Southern Management Association

Teaching

Courses Taught

Organizational Behavior (MAN3240)
Business and Society (MAN4701)
Current Issues in Human Resource Management (MAN4390)
Staffing (MAN4320)
Staffing – MBA (MAN5365)

Doctoral Committee Member

Deng, Y., doctoral candidate. (2021- present).
Lawong, D., graduate. (2019). Assistant Professor, University of Alabama, Birmingham
Hackney, K., graduate. (2017). – Assistant Professor, Baylor University