

CASSANDRA N. PHETMISY

The University of Maryland
3123K Biology/Psychology Building
College Park, MD 20742
phetmisy@umd.edu

ACADEMIC APPOINTMENTS

University of Maryland, College Park
Assistant Professor of Psychology

Fall 2024 –

EDUCATION

Rice University 2024
Industrial-Organizational Psychology, Ph.D.
Health Psychology & Behavioral Medicine, Ph.D.

Rice University 2022
Industrial-Organizational Psychology, M.A.

University of Houston 2018
Psychology, B.S., *summa cum laude*

AWARDS AND HONORS

Most Valuable Professor, UMD Women's Lacrosse team 2025
Lodieska Stockbridge Vaughn Fellowship Recipient (\$16,000) 2022
NSF Graduate Research Fellowship Honorable Mention 2020
Ford Fellowship Predoctoral Competition Honorable Mention 2020
Provost's Underrepresented Minorities Fellowship at Rice University (\$24,000) 2019
Top Academic Achievement Graduate in Psychology at the University of Houston 2018
Academic Excellence Scholarship at the University of Houston (\$8,000) 2015

FUNDED RESEARCH GRANTS

Society for Industrial and Organizational Psychology (Graduate Student Scholarship) 2024
Is it Payday Yet? The Influence of Payday and Employee Financial Stress on Resilience
Award: \$3,000. **Role:** Principal Investigator

Society for Industrial and Organizational Psychology (Small Grant) 2023
Who Can Afford to Voice? Examining the Role of Resources in the Employee Voice Process
Award: \$4,300. **Role:** Principal Investigator w/ Dr. Danielle D. King

Rice University Social Sciences Research Institute (Pre-Dissertation Research Grant) 2021
Who Can Afford to Voice? Examining the Role of Resources in the Employee Voice Process
Award: \$2,992. **Role:** Principal Investigator w/ Dr. Danielle D. King

Rice University Doerr Institute (Leader Development Innovation Award) 2020
How Previous Leadership and Coaching Experiences within the Hedges Relate to Experiences Beyond
Award: \$29,079.46. **Role:** Co-PI w/ Dr. Mikki R. Hebl, Ivy Watson, and Felix Y. Wu

PUBLICATIONS

**Denotes equal author contribution*

Peer-Reviewed Publications

- Paoletti, J., **Phetmisys, C. N.**, Lai, V. D., & Fagundes, C. P. (2023). Perceived income inadequacy is associated with Epstein-Barr Virus latency and mental health outcomes in informal caregivers who are also employed in the healthcare industry. *Psychoneuroendocrinology*, 158, 106024. <https://doi.org/10.1016/j.psneuen.2023.106388>
- Calderwood C., Minnen, M., **Phetmisys, C. N.**, Kidwell, K., French, K. & King, D. D. (2022). Understanding how family demands impair health behaviors in working sole mothers: The role of perceived control over leisure time. *Applied Psychology: Health and Well-Being*, 14(2), 362-382. <https://doi.org/10.1111/aphw.12307>
- King, D. D., Lyons, B. J., & **Phetmisys, C. N.** (2021). Perceived resiliency: The influence of resilience narratives on attribution processes in selection. *Journal of Vocational Behavior*, 131, 1-22. <https://doi.org/10.1016/j.jvb.2021.103653>
- Ahmad, A., King, E., Lindsey, A., Sabat, I., **Phetmisys, C. N.**, Anderson, A. (2021). Interpersonal outcomes of religious identity management at work. *Journal of Management Studies*, 58(8), 2207-2238. <https://doi.org/10.1111/joms.12758>
- Phetmisys, C. N.** & King, D. D. (2021). The ubiquitous effects of financial stress during pandemics and beyond: Opportunities for Industrial and Organizational Psychology. *Industrial and Organizational Psychology*, 14(1-2), 90-93. <https://doi.org/10.1017/iop.2021.16>
- *Corrington, A., *Ng, L. C., ***Phetmisys, C. N.**, *Watson, I., *Wu, F. Y., Hebl, M. R. (2020). How bias thwarts successful aging at work. *Industrial and Organizational Psychology*, 13(3), 413-416. <https://doi.org/10.1017/iop.2020.63>
- *Burrows, D. N., ***Phetmisys, C. N.**, Watson, I., Brown, R. L., & Beier, M. E. (2020). Coffee and corporate social responsibility: Not as simple as revitalizing anti-sexual harassment and racial discrimination training. *Industrial and Organizational Psychology*, 13(2), 216-218. <https://doi.org/10.1017/iop.2020.44>
- Sutu, A., **Phetmisys, C. N.**, & Damian, R. I. (2020). Open to laugh: The role of openness to experience in humor production ability. *Psychology of Aesthetics, Creativity, and the Arts*, 15(3), 401-411. <https://doi.org/10.1037/aca0000298>

Book Chapters and Other Contributions

- Silver, E. R., **Phetmisys, C. N.**, Corrington, A., Fa-Kaji, N., Ng, L. C., & Hebl, M. (2023). Calling for more organizational research on socioeconomic status. In D. L. Stone, J. Canedo, & K. Lukaszewski (Eds.), *Forgotten minorities* (pp. 299–328). Information Age Publishing, Inc.
- King, D. D., DeShon, R. P., **Phetmisys, C. N.**, & Burrows, D. (2022). What is resilience? Offering construct clarity to address “quicksand” and “shadow side” resilience concerns. In Perrewe, P. D. Harms, & C.-H. Chang (Eds.), *Examining the Paradox of Occupational Stressors: Building Resilience or Creating Depletion (Research in Occupational Stress and Well Being, Vol. 20*, pp. 25–50). Emerald Publishing. <https://doi.org/10.1108/S1479-355520220000020005>

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

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

MANUSCRIPTS IN REVISION OR UNDER FIRST REVIEW

*Denotes equal author contribution

Phetmisy, C. N., Bardwell, T., Bazzoli, A., & Davenport, M. K. (under 2nd review). Financial stress meta-analysis.

Phetmisy, C. N. & King, D. D. (under 1st revise and resubmit). Financial stress, leadership, and voice. Bazzoli, A., *Chatterjee, D., *Göddölei, A., & *Phetmisy, C. N. (under review). Socioeconomic status, disadvantage, and stigma.

Phetmisy, C. N., *Bazzoli, A., & Burrows, D. N. (under review). Financial stress, identity, and careers.

PEER-REVIEWED RESEARCH PRESENTATIONS

*Denotes equal author contribution, undergraduate student author

Chaired Symposia

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

Bisbey, T. M., Phetmisy, C. N., Yi, G., & Salas, E. (2023, April). *Fight or flight: Reactions to leader receptivity, performative actions, and non-action*. In T. M. Bisbey & C. N. Phetmisy (Co-Chairs). Unheard and undervalued: The unexamined consequences and predictors of employee voice [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

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

Panel Discussions

Probst, T. M. (Co-Chair), Bazzoli, A. (Co-Chair), Graham, B. A., Phetmisy, C. N., & Saxena, M. (2025, July). Navigating the early academic career: Science to practice insights from rising economic stress scholars. [Panel]. Accepted for presentation at the Work, Stress, and Health Conference, Seattle, WA.

Koziel, R. J. (Co-Chair), McEachern, P. (Co-Chair), Thomas C. L. (Co-Chair), Bazzoli, A., Cubrich, M., **Phetmisy, C. N.**, Saxena, M., Snoeyink, M. J., & Watson, G. P. (2025, April). Research with workers at the margins: A discussion on research, theory, and advocacy. [Panel]. Accepted for presentation at the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.

Symposia Presentations

Moran, L. H., French, K. A., Calderwood, C. C., **Phetmisy, C. N.**, King, D. D., & Sloan, M. M. (2025, April). *The role of microbreaks and family overload in the work recovery process*. In K. Shockley & R. S. Grant (Co-Chairs). My cup spilleth over: Examining dynamic work-nonwork spillover processes [Symposium]. Accepted for presentation at the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.

Bazzoli, A., Chatterjee, D., Gödöllei, A., & **Phetmisy, C. N.** (2025, April). *Socioeconomic status, disadvantage, and stigma in the workplace: Current directions and a future research agenda*. In J. Phillips & D. Chatterjee (Co-Chairs). “Ignored no more!”: Considering status and collar differences among workers [Symposium]. Accepted for presentation at the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.

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

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

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

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

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

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

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

Paper and Poster Presentations

Phetmisy, C. N., Bardwell, T., Bazzoli, A. & Davenport, M. K. (2025, July). *A meta-analysis of financial stress, income, and job experiences: An examination of main effects and incremental validity*.

Accepted for presentation at the Work, Stress, and Health Annual Conference, Seattle, WA.

Gonzalez, I., Patel, P., **Phetmisy, C. N.**, Gard, A. (2025, April). *Best practices for sharing participants' data: New insights for advancing psychological science – A systematic review*. Accepted for presentation at the PSYC Terp Research Fair, College Park., MD.

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

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

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

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

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

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

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

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

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

INVITED RESEARCH TALKS

Phetmisy, C. N. (February, 2025). A meta-analysis of financial stress, income, and job experiences. An invited talk at Wayne State University, Detroit, MI.

Rice University,

Personality Theory and Research (PSYC 330, March 2024)

Minorities in Social Sciences Series (February 2022)

Industrial-Organizational Psychology (PSYC 231, September 2022)
Health Psychology (PSYC 345, March 2022)
Positive Psychology (PSYC 480, October 2021)

TEACHING EXPERIENCE

University of Maryland at College Park – undergraduate
Introduction to Industrial-Organizational Psychology

Rice University - undergraduate
Introduction to Industrial-Organizational Psychology
Introduction to Psychology

REVIEWING EXPERIENCE

Journal of Business and Psychology, Editorial Board, 2024 – present
Journal of Business and Psychology, Assistant Editor, 2021 – 2023

Ad-hoc Experience:

Society for Industrial and Organizational Psychology Annual Conferences
American Psychological Association Annual Conferences

UNIVERSITY SERVICE

University of Maryland at College Park
Department of Psychology

Merit Committee	2025 – present
Graduate Committee	2024 – present
Psychology Research Empowerment Program (PREP), Faculty Visit	02/2025

Rice University

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

PROFESSIONAL SERVICE

Society for Industrial and Organizational Psychology: Reviewer on the Student Travel Award Committee	2024 – present
Houston Area Industrial-Organizational Psychology: Social Coordinator	2022 – 2024

APPLIED WORK

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

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

MEDIA

“Deep dive with Dr. Cassandra Phetmisy: Financial stress is about more than money.” Cracking the Shell on Psychological Science, University of Maryland, College Park. April 2025.
<https://podcasts.apple.com/us/podcast/cracking-the-shell-on-psychological-science/id1791297827?i=1000702062332>

PROFESSIONAL AFFILIATIONS

Member, Society for Industrial and Organizational Psychology
Member, Academy of Management