

## CASSANDRA N. PHETMISY

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### ACADEMIC APPOINTMENTS

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**University of Maryland, College Park**  
*Assistant Professor of Psychology*

Fall 2024 –

### EDUCATION

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**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

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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

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*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**


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\*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.psyneuen.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>

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## MANUSCRIPTS IN REVISION OR UNDER FIRST REVIEW

\*Denotes equal author contribution

Phetmisy, C. N., Bardwell, T., Bazzoli, A., & Davenport, M. K. (1<sup>st</sup> revise and resubmit). Financial stress meta-analysis.

Phetmisy, C. N. & King, D. D. (under 1<sup>st</sup> revise and resubmit). Financial stress, leadership, and voice. Bazzoli, A., Chatterjee, D., Gödöllei, A., & Phetmisy, C. N. (invited). Socioeconomic status, disadvantage, and stigma.

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

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## PEER-REVIEWED RESEARCH PRESENTATIONS

\*Denotes equal author contribution

### 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 spilloth 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: Unsiloeing 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., 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

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- 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

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*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

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*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

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### **University of Maryland at College Park**

*Department of Psychology*

Graduate Committee

2024 – present

### **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

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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

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**Consultant**, Volunteer Program Assessment

09/2019 – 09/2023

Provided pro-bono consulting and assessments for local non-profit organizations to promote organizational effectiveness and volunteer retention  
*Five Acres Animal Shelter (Fall 2019); Oconee Humane Society (Spring 2020); Idaho Humane Society (Fall 2020); Blue Ridge Humane Society (Fall 2021; 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

## PROFESSIONAL AFFILIATIONS

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*Member*, Society for Industrial and Organizational Psychology

*Member*, Academy of Management