

DUSTIN MANEETHAI

Conrad N. Hilton College of Global Hospitality Leadership
University of Houston
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EDUCATION

2022	University of Houston Ph.D. in Industrial & Organizational Psychology
2019	University of Houston M.A. in Psychology
2017	California State University, Long Beach M.S. in Industrial & Organizational Psychology
2010	University of California, Irvine B.A. in Psychology & Social Behavior

HONORS & AWARDS

2022	University of Houston C. T. Bauer College of Business Behavioral Research Assistance Grants (BRAG) Co-investigator (\$3,500, with Leanne Atwater – PI and Rachel E. Sturm)
2022	University of Houston Elizabeth D. Rockwell Center on Ethics and Leadership (EDR) at the Hobby School of Public Affairs, Research Grant Co-investigator (\$20,000/year, with Lawrence Alan Witt, Lars U. Johnson, and Nikola Fredorowicz)
2021	John C. Flanagan Award for Best Student Contribution at the Society for Industrial & Organizational Psychology (SIOP) Conference 2021 (\$1,500)
2021	University of Houston C. T. Bauer College of Business Behavioral Research Assistance Grants (BRAG) Co-investigator (\$3,500, with Leanne Atwater, Thomas J. George - PI, and Juan M. Madera)
2021	University of Houston Department of Psychology Diversity Day Best Poster (\$100)
2017-2019	University of Houston Presidential Scholarship (\$4,000)
2017-present	Graduate Tuition Fellowship, UH
2015-2017	Distinguished Graduate Student in Psychology, CSULB
2015-2017	Dean's Honor List, CSULB
2010	Summa Cum Laude, UCI
2006-2010	Dean's Honor List, UCI

PUBLICATIONS

1. George, T. J., Atwater, L., **Maneethai, D.**, & Madera, J. M. (2022). Supporting the productivity and wellbeing of remote workers: Lessons from Covid-19. *Organizational Dynamics*.

2. Shoss, M. K., Eisenberger, R., Lee, J., Lewis, B., **Maneethai, D.**, Wen, X., Yu, J., Zheng, J. (2020). Implications of the changing nature of work for the employee-organization relationship. In B. J. Hoffman, M. K. Shoss, & L. K. Wegman (Eds.) *The Cambridge Handbook of the Changing Nature of Work* (pp. 532 - 554). New York, NY: Cambridge University Press.

RESEARCH REPORTS & WHITE PAPERS

1. **Maneethai, D.** & Witt, L. A. (2021). *Resonating with a morality framework: A new direction for training equal opportunity advisors*. Technical Report, Patrick Space Force Base, Florida: Defense Equal Opportunity Management Institute Directorate of Research.
2. Witt, L. A. & **Maneethai, D.** (2021). *Command cultural awareness*. Technical Report, Patrick Space Force Base, Florida: Defense Equal Opportunity Management Institute Directorate of Research.

SELECTED MANUSCRIPTS UNDER REVIEW

Maneethai, D., Eisenberger, R., Rockstuhl, T., & Lewis, B. A. (Revise & Resubmit). Is transformational leadership past its prime or increasingly useful? A 30-year temporal meta-analysis. *Journal of Applied Psychology*

Maneethai, D., Johnson, L. U., & Witt, L. A. (under review). Leaning out? The impact of hostile work environments on workplace deviance and the role of valuing diversity. *Journal of Organizational Behavior*.

Maneethai, D., Torres, F. J., Beiza, A., & Madera, J. M. (under review). Corporate social responsibility in the hospitality industry: A meta-analysis. Target: *International Journal of Hospitality Management*.

Madera, J. M., Beiza, A., & **Maneethai, D.** (under review). How gendered language emerges in applicant materials and leadership descriptions in the hospitality industry: A text analysis study. *Tourism Management*

SELECTED MANUSCRIPTS IN PROGRESS

Maneethai, D., Lee, L., Yu, H., & Jolly, P. (in progress). strategic human resources management: Diversity management in the hospitality industry. Target: *Journal of Hospitality & Tourism Research*..

Maneethai, D., Johnson, L. U., & Witt, L. A. (in progress). Why should I be a good citizen? The effects of abusive supervision on inclusion and the role of diversity values. Target: *Journal of Applied Psychology*.

Maneethai, D., Johnson, L. U., & Witt, L. A. (in progress). The impact of abulic leadership on work-to-family conflict and deviance. Target: *Journal of Business & Psychology*.

Maneethai, D. (in progress). Diversity, equity, and inclusion through the lens of morality: Improving organizational initiatives. Target: *Academy of Management Journal*.

Johnson, L. U., **Maneethai, D.**, & Lopez, T. N. (revising for resubmission). Get ahead and get along: Conditional indirect effects of agreeableness on expediency. *Organizational Science*.

Johnson, L. U., **Maneethai, D.**, Lopez, T. N. (in progress). Working under pressure: Indirect effects of servant leadership on work-to-family conflict and job insecurity. Target: *Journal of Applied Psychology*.

Johnson, L. U., **Maneethai, D.**, Lopez, T. N. (in progress). Antecedents and consequences of diversity values: Development of the diversity values scale. Target: *Journal of Applied Psychology*.

Atwater, L., **Maneethai, D.**, & Sturm, R. (in progress). Hegemonic masculinity and leadership. Target: *Academy of Management Journal*.

Johnson, L. U., **Maneethai, D.**, Lopez, T. N., Bertram, D., & Boudjalil, G. (in progress). The asymmetric stereotypes cognitions model: A revised approach to stereotype threat research in and beyond the workplace. Target: *Academy of Management Journal*.

George, T. J., Atwater, L., **Maneethai, D.**, & Madera, J. M. (in progress). Working from home for all? The effect of remote work incongruence on stress. Target: *Journal of Management*

CONFERENCE PAPERS & PRESENTATIONS (Refereed)

1. Johnson, L. U., **Maneethai, D.**, Bueno, A., & Guzman, G. (August, 2023). *The Asymmetric Stereotype Threat Cognitions Model*. (symposium presentation). Presented at the 83rd Annual Meeting of the Academy of Management (AOM), Boston, Massachusetts.
2. **Maneethai, D.**, Torres, F. J., Beiza, A., & Madera, J. M. (July, 2023). *Corporate social responsibility in the hospitality industry: A meta-analysis* (Presentation). Presented at the Annual International CHRIE Summer Conference, Phoenix, Arizona.
3. **Maneethai, D.**, Fedorowicz, N., Johnson, L. U., & Witt L. A. (April, 2023). *Why should I be a good citizen? Abusive supervision, inclusion, and diversity values*. (Poster). Presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Boston, Massachusetts.
4. **Maneethai, D.** (Chair), Banks, C. G., Cunningham C. J. L., Hammer, L. B., & Witt, L. A. (April, 2023). *Making work, work: A multidisciplinary approach*. (Alternative presentation). Presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Boston, Massachusetts.
5. Fedorowicz, N. (Chair), Kazmi, M. A. (Co-Chair), Alanis, J. M., Bueno, A., Colosimo, J. L., Le Sante, **D.**, **Maneethai, D.**, & Silva, K. T. (April, 2023). *Strategic Diversity, Equity, Inclusion: IGNITing Solutions to Current Challenges*. (Ignite presentation). Presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Boston, Massachusetts.
6. **Maneethai, D.**, Eisenberger, R., Rockstuhl, T., & Lewis, B. A. (August, 2022). Is transformational leadership past its prime or increasingly useful? A 30-year temporal meta-analysis (Symposium). Presented at the 82nd Annual Meeting of the Academy of Management (AOM), Seattle, Washington.
7. **Maneethai, D.**, Fedorowicz, N., Callison, K., Romay, S., & Witt, L. A., (June, 2022). Representation matters: fostering diversity and its impact on emotional exhaustion (Poster). Poster presented at the 15th Annual European Association for Occupational Health Psychology (EAOHP), Bourdeaux, France.
8. Fedorowicz, N., **Maneethai, D.**, Romay, S., Callison, K., & Witt, L. A., (June, 2022). Effects of incivility on voice behaviour (Poster). Poster presented at the 15th Annual European Association for Occupational Health Psychology (EAOHP), Bourdeaux, France.
9. Witt, L. A., Romay, S., Fedorowicz, N., **Maneethai, D.**, & Callison, K. (June, 2022). *Voice and STEM of women faculty* (Poster). Poster presented at the 15th Annual European Association for Occupational Health Psychology (EAOHP), Bourdeaux, France.
10. **Maneethai, D.**, Johnson, L. U., Farmer, B., Fedorowicz, N., Junior, K., Kazmi, M. A., Romay, S., Wise, K., & Witt, L. A. (April, 2022). *IGNITE diversity, equity, and inclusion: Lessons learned*

- from the field and research.* (Ignite presentation). Ignite session presented at the 37th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Seattle, Washington.
11. **Maneethai, D.**, Johnson, L. U., & Witt, L. A. (2022, April). *Inclusion in the Diversity Training Experience: Morality Processes Matter*. Poster presented at the 37th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Seattle, Washington.
 12. **Maneethai, D.** (April, 2021). *Do something! The impact of abulic leadership on work-to-family conflict and deviance*. Poster presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, Louisiana.
 13. Lars, U. J., Lopez, T. N., **Maneethai, D.**, Witt, L. A., Obasare, R., & Fedorowicz, N. (April, 2021). *Antecedents of workplace code switching*. Poster presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, Louisiana.
 14. Fedorowicz, N., Obasare, R., Porter, C. M., **Maneethai, D.**, & Witt, L. A. (April, 2021). *The importance of networking and justice in predicting performance*. Poster presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, Louisiana.
 15. **Maneethai, D.**, Johnson, L. U., Olson, M., & Witt, L. A. (April, 2020). *Racioethnic differences in the effect of diversity climate on emotional exhaustion*. Poster presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, Texas.
 16. Kim, J., **Maneethai, D.**, Kong, T. D., & Atwater, L. E., (April, 2020). *Exploring gender differences in the experience of being envied*. Poster presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, Texas.
 17. Johnson, L. U., Lopez, T. N., **Maneethai, D.**, Sanchez, J., Hall, C. E., Siver, S. R., & Culhane, E., (April, 2020). *Interactive effects of perceptions of fairness on employee connectedness and engagement*. Poster presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, Texas.
 18. Johnson, L. U., Lopez, T. N., **Maneethai, D.**, Witt, L. A., & Culhane, E. (April, 2020). *Indirect effects of hazing and bullying on trust in leadership via connectedness*. Poster presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, Texas.
 19. Bowling, N. A., Eschleman, K. J., Horan, K. A., Jex, M. A., Kling, A. S., **Maneethai, D.**, Restubog, S., Shoss, M. K., Su, S., Tringale, A. M., & Zheng, J. (April, 2020). *Research advances in the situational and person predictors of CWB*. Symposium presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, Texas.
 20. Fedorowicz, N., **Maneethai, D.**, Obasare, R., Zamanipour, T., & Witt, L. A. (November, 2019). *The effects of diversity climate on cohesion and engagement*. Poster presented at the Work, Stress, and Health Conference, Philadelphia, PA.
 21. Fedorowicz, N., Obasare, R., **Maneethai, D.**, & Witt, L. A. (November, 2019). *Effects of incivility on voice behavior*. Poster presented at the Work, Stress and Health Conference, Philadelphia, PA.
 22. **Maneethai, D.**, Obasare, R., Hotze M. L., Fedorowicz, N., Crepeau, L., & Witt, L. A. (April, 2019). *Effects of a hostile work environment on production deviance*. Poster presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.

23. **Maneethai, D.**, Olson, M., Fedorowicz, N., Obasare, R., Stewart, P., Zamanipour, T., Hotze M. L., & Witt, L. A. (April, 2019). *Give an inch, and they take a mile: The downside of idiosyncratic deals*. Poster presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.
24. **Maneethai, D.**, Johnson, L. U., Fedorowicz, N., Rigby, J., & Witt, L. A. (May, 2019). *Effects of identity suppression on emotional exhaustion: interactive effects in coping*. Poster presented at the European Association of Work and Organizational Psychology (EAWOP), Turin, Italy.
25. **Maneethai, D.**, Witt, L. A., Fedorowicz, N., Obasare, R., Zamanipour, T., & Hotze, M. L. (May, 2019). *Effects of servant leadership and empowerment on intentions to leave*. Poster presented at the European Association of Work and Organizational Psychology (EAWOP), Turin, Italy.
26. Fedorowicz, N., **Maneethai, D.**, Obasare, R., Wen, X., Olson, M., Zamanipour, T., Atwater, L. E., & Witt, L. A. (April, 2019). *Effects of diversity climate on emotional exhaustion*. Poster presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.
27. Fedorowicz, N., **Maneethai, D.**, Witt, L. A. Hotze, M. L., Zamanipour, T., & Shoss, M. (2019, May). *Effects of diversity climate and unit cohesion on engagement*. Poster presented at the European Association of Work and Organizational Psychology (EAWOP), Turin, Italy.
28. Witt, L. A., **Maneethai, D.**, & Shoss, M. (2019, May). *Effects of abusive leadership and resilience on production deviance*. Poster presented at the European Association of Work and Organizational Psychology (EAWOP), Turin, Italy.
29. Olson, M., Fedorowicz, N., Obasare, R., **Maneethai, D.**, Tringale, A. M., Atwater, L. E., Campion, J. E., Crepeau, L., & Witt, L. A. (April, 2019). *Effects of ethical leadership and organizational trust on work engagement*. Poster presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.
30. Sanchez, J., Johnson, L. U., Lopez, T. N., **Maneethai, D.**, Witt, L. A., & Culhane, E. (2019, April). *Indirect Effects of Hazing and Bullying on Trust in Leadership via Connectedness*. Poster presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.
31. Johnson, L. U., Thomas, C. L., David, E., Witt, L. A., Penney, L. M., Brown, S. G., Culhane, E., Hardy, J. H., Hetrick, A. L., Cushenbery, L., Hunter, S. T., **Maneethai, D.**, Sanchez, J., Odeh, A., Lopez, T. N., Umana., A., Grambo, T., Hall, C. E. (2019, April). *Running the lab (or not): Best practices for student-faculty research collaborations*. (Panel presentation). Panel presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.
32. Nordan, A., Tringale, A., Olson, M., **Maneethai, D.**, & Witt, L.A. (April, 2018). *Different strokes for different folks: network analysis of FSOP and EE in two samples*. Poster presented at 33rd the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

MEDIA COVERAGE

Research highlighted in: (2021). Episode 4: The State of Remote Work. Texas CEO Magazine.
<https://texasceomagazine.com/episode-4-the-state-of-remote-work-w-dr-leanne-atwater/>

TEACHING EXPERIENCE

- 2022-present Assistant Professor
Leadership in the Hospitality Industry / Organizational Behavior
Average Rating: 4.6 / 5.0
Hilton College of Global Hospitality Leadership
University of Houston
- 2021-2022 Teaching Fellow / Adjunct Professor
Managing Organizational Change
Average Rating: 4.7 / 5.0
Bauer College of Management
University of Houston
- 2017-2018 Teaching Assistant
Introduction to I-O Psychology, Personality Psychology, & Statistics
Average Rating: 4.7 / 5.0
University of Houston
- 2015-2016 Teaching Assistant
Statistics for the Behavioral Sciences
California State University, Long Beach
- 2011-2015 Faculty Manager | Head Instructor | Instructor
English as a Second Language
Chungdahm Academy
Seoul, South Korea

PROFESSIONAL EXPERIENCE

- 2020-present City of Houston Department of Public Works, Researcher
Houston, Texas
- 2020 United States of America, Department of Defense, Research Analyst
Houston, Texas
- 2019-2022 Berkeley Research Group, Consultant
Berkeley, California
- 2018-2022 Hobby School of Public Affairs, Research Assistant
Houston, Texas
- 2016-2018 The Wonderful Company, Organizational Development Consultant
Santa Monica, California

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

- International Council on Hotel, Restaurant, and Institutional Education (ICHRIE)
- Society for Industrial & Organizational Psychology (SIOP)
- Academy of Management (AOM)
- European Association for Work and Organizational Psychology (EAWOP)
- European Association for Occupational Healthy Psychology (EAOHP)

- Graduate Association for Industrial & Organizational Psychology (GAIOP)

SERVICE

- Ad-hoc reviewer: *Journal of Hospitality & Tourism Management*
- Ad-hoc reviewer: *Journal of Travel & Tourism Marketing*
- SIOP Diversity Committee, Graduate Student Committee Member | SIOP 2022
- Junior Faculty Consortia, Graduate Student Committee Member | SIOP 2019 & SIOP 2020
- SIOP Annual Conference Reviewer | 2020 - 2023
- President of the Graduate Students for Industrial Organizational Psychology (GAIOP) | 2019 – 2020
- University of Houston SIOP Reception, Lead Organizer | 2018-2019
- Graduate Recruitment Weekend, Lead Organizer | 2020
- Graduate Recruitment Weekend, Student Interviewer | 2018