

# DUSTIN MANEETHAI

Conrad N. Hilton College of Global Hospitality Leadership  
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## EDUCATION

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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

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2022	University of Houston C. T. Bauer College of Business Behavioral Research Assistance Grants (BRAG) Co-investigator (under final review, with Leanne Atwater – PI, Rachel E. Sturm, and Payal Sharma)
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 Conference 2021 (SIOP)
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

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1. George, T. J., Atwater, L., **Maneethai, D.**, & Madera, J. M. (in press). 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

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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.

## MANUSCRIPTS UNDER REVIEW

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Johnson, L. U., **Maneethai, D.**, & Lopez, T. N. (under review). Get Ahead and Get Along: Conditional Indirect Effects of Agreeableness on Expediency. *Organizational Science*.

## SELECTED MANUSCRIPTS IN PROGRESS

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**Maneethai, D.**, Eisenberger, R., Rockstuhl, T., & Lewis, B. A. (finalizing manuscript). Transformational leadership over time: A meta-analysis of the changes in transformational leadership. Target: *Journal of Applied Psychology*

**Maneethai, D.**, Johnson, L. U., & Witt, L. A. (finalizing manuscript). Effects of a hostile work environment and diversity beliefs on workplace deviance. 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: *Leadership Quarterly*

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*

Johnson, L. U., **Maneethai, D.**, Lopez, T. N., Bertram, D., & Boudjalis, 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., & Edwards, J. R. (in progress). Working from home for all? The effect of remote work incongruence on stress. Target: *Journal of Management*

## CONFERENCE PAPERS & PRESENTATIONS (Refereed)

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1. **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 to be presented at the 37<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Seattle, Washington.
2. **Maneethai, D.**, Johnson, L. U., & Witt, L. A. (2022, April). *Inclusion in the Diversity Training Experience: Morality Processes Matter*. Poster to be presented at the 37<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Seattle, Washington.
  3. **Maneethai, D.** (April, 2021). *Do something! The impact of abulic leadership on work-to-family conflict and deviance*. Poster presented at the 36<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, Louisiana.
  4. 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 36<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, Louisiana.
  5. 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 36<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, Louisiana.
  6. **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 35<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, Texas.
  7. 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 35<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, Texas.
  8. 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 35<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, Texas.
  9. 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 35<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, Texas.
  10. 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 35<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, Texas.
  11. 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.
  12. 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.
  13. **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 34<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.

14. **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 34<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.
15. **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.
16. **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.
17. 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 34<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.
18. 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.
19. 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.
20. 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 34<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.
21. 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 34<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.
22. 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 34<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.
23. 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 33<sup>rd</sup> the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

## **MEDIA COVERAGE**

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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**

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- 2021-present Teaching Fellow  
*Managing Organizational Change*  
Average Rating: 5.0 / 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**

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- 2020-present City of Houston Department of Public Works, Research Assistant  
*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**

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- 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**

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- 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 - 2021
- President of the Graduate Students for Industrial Organizational Psychology (GAIOP) | 2019 – 2020
- University of Houston SIOP Reception, Lead Organizer | 2018-2019 (2019 cancelled)
- Graduate Recruitment Weekend, Lead Organizer | 2020
- Graduate Recruitment Weekend, Student Interviewer | 2018