

SHANNA R. DANIELS

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 Department of Management, College of Business
 Florida State University
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 (May 2019)

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

- 2013–present Assistant Professor, Management, Florida State University,
 Tallahassee, FL.
- 2012–2013 Assistant Professor, Management, Southern University, Baton Rouge,
 LA.
- 2007–2012 Research Assistant/Fellow, Organizational Behavior, Tulane
 University, New Orleans, LA.
- 2006–2007 Education Consultant, Organizational Effectiveness, Capital One.
- 2001–2006 Instructional Consultant, Training and Development, Hospital
 Corporation of America (HCA).

RECOGNITION/AWARDS

2018 Best Article Award - *Human Resource Management Review*

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

Best Overall Conference Paper for Southern Management Association 2018, Southern Management Association, (2018).

Best Paper in Track #5 for Southern Management Association 2018, Southern Management Association, (2018).

Nominated - University Teaching and Advising Award, Florida State University

- 2017
- 2016

RESEARCH

Journal Publications

Daniels, S.R., & Thornton, L.M. (In press). 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.

Manuscripts in Preparation

Daniels, S. R., & Anthony, E. L., Cropanzano, R.E. An empirical investigation of social exchange theoretical remedies. *Data collection stage

Daniels, S. R., Marchiondo, L., & Holmes, O. Drama, drama, drama! Exploring the role of competitive and collective threat in same-sex workplace incivility experiences. *Data collection stage

Hall, A. V., **Daniels, S. R.**, Nishii, L., & Colella, A. J. Minority status and paternalism: Examining the influence on employee work experiences and turnover. *Data collection stage

Conference Presentations

Daniels, S. R., Simmons, A., (2019). SIOP 2019 Conference, "Responding to incivility: Exploring revenge and incivility climate," Society of Industrial and Organizational Psychology, Washington, D.C.

Salaiz, A., Evans, K., Jones, C., **Daniels, S. R.**, (2019). Strategic Management Society Conference, "CEO-COB Prestige Diversity and Strategic Change: Exploring a Curvilinear Relationship," Strategic Management Society, Minneapolis, MN.

Hackney, K., **Daniels, S. R.**, Maher, L., Perrewé, P. L., Hall, A., (2018). Paternalism During Pregnancy: Stress Reliever or Stressor?," Southern Management Association, Lexington, KY.

Hackney, K., **Daniels, S. R.**, Paustian-Underdahl, S., Perrewé, P. L., Mandeville, A., Asia, E., (2018). Examining the effects of Perceived Pregnancy Discrimination on Mother and Baby Health," Southern Management Association, Lexington, KY.

***Best Overall Conference Paper for Southern Management Association 2018**

***Best Paper in Track #5 for Southern Management Association 2018**

- Daniels, S. R.**, Hackney, K., Maher, L., Perrewé, P. L., (2017) "Covering stigmatized identities in organizations: The role of ego depletion and inauthenticity," Southern Management Association 2017 Annual Conference, Clearwater, FL.
- 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, Houston, TX.
- 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 2016 Meeting, Anaheim, CA.
- Daniels, S. R.**, Anthony, E., Zhang, L. (2015). "Diversity climate and incivility experience: Exploring the moderating role of leader-member exchange," Southern Management Association 2015 Annual Conference, St. Pete Beach, FL.
- Daniels, S.R.**, (2015). Panhellenic Women's History Month Event, "Gender and the workplace: New considerations for women entering the workforce," Florida State University.
- 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, Vancouver, Canada.
- Daniels, S. R.**, Marchiondo, L., Kabat-Farr, D. (2015). Workplace incivility research incubator, "Workplace incivility research incubator," Academy of Management Meeting, Vancouver, Canada.
- Daniels, S. R.**, Edward, L. B., (2015). Legal conference, "The business case for diversity," Society for Human Resource Management. Pensacola, FL.
- 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 2014 Annual Conference, Savannah, GA.
- Cropanzano, R. E., Anthony, E., **Daniels, S. R.**, Hall, A. V., (2014). "Reciprocity in Social Exchange: A Review and Conceptual Extension," Academy of Management 2014 Annual Meeting. Chicago, IL.
- Daniels, S. R.** (2014), "Supervisor Paternalism: A New Form of Subtle Discrimination," Florida State University College of Business Center for Human Resource Management.

- Daniels, S. R.,** Marchiondo, L., Kabat-Farr, D., (2013). "Workplace Incivility Research Incubator," Academy of Management Meeting. Orlando, FL.
- Daniels, S. R.,** & Colella, A. J. (2012). "Paternalism and perceived discrimination," Women and Diversity Research Conference, Tulane University, New Orleans, LA.
- Daniels, S. R.,** Watkins, M. B., & Colella, A. J. (2011). "*Backlash for asking for money? It depends on the gender of the negotiator and the type of position,*" Southwest Academy of Management Conference, Southwest Academy of Management (SWAM), Houston, TX.
- Daniels, S. R.,** & Colella, A. J. (2010). "Minority status and paternalism: examining the influence on employee work experiences and turnover," Academy of Management Annual Meeting, Montreal, Canada.
- Daniels, S. R.,** & Watkins, M. B. (2009). "An entitlement perspective: Why women evade salary negotiations,". Paper presented at Academy of Management Conference, Academy of Management Annual Meeting, Chicago, IL.
- Williams, M. L., & **Daniels, S. R.** (2009). "*New developments in the measurement of compensation satisfaction,*" Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA.

Refereed Papers at Symposia

- Holmes, O. I., **Daniels, S. R.,** Marchiondo, L., (2017). "An investigation of race-based impression management strategies," Academy of Management Annual Meeting Atlanta, GA, United States
- Daniels, S. R.,** Holmes, O. I., & Marchiondo, L. (2016). "Exploring the role of competitive and collective threat in incivility among women in the workplace," In Schilpzand, Pauline (Chair), *Workplace Incivility: New Frontiers and Research Directions*. 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*. Academy of Management Annual Meeting, Vancouver, BC, Canada
- Daniels, S. R.** (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 at Florida State University, Tallahassee, FL.

Daniels, S. R., Marchiondo, L., & Kabat-Farr, D. (2015). "Workplace incivility research incubator," In Workplace incivility research incubator. Academy of Management Annual Meeting, Vancouver, BC, Canada.

Daniels, S. R., & Edward, L. B. (2015). "The business case for diversity," Legal Conference, Society for Human Resource Management, Pensacola. FL.

Daniels, S. R. (2014). "Supervisor paternalism: A new form of subtle discrimination," Florida State University College of Business Center for Human Resource Management, Tallahassee, FL.

Daniels, S. R., Marchiondo, L., & Kabat-Farr, D. (2013). "Workplace incivility research incubator,". Academy of Management Annual Meeting, Orlando, FL.

Grants

College of Business, Florida State University

- Total Award \$10,000 (May 2019 - August 2019)
- Total Award \$20,000 (May 2017 - August 2017)
- Total Award \$13,000 (May 2015–Aug 2015)

Provost Faculty of Color Research Grant, Florida State University, (May 2017). Total award \$1200.

Daniels, S. R. (May 2014–Aug 2014). Investigating the relationship between psychological entitlement and uncivil behavior. Florida State University - First Year Assistant Professor Research Grant 2014. Total award \$20,000.

TEACHING

Courses: Doctoral Seminar

1. Organizational Behavior Doctoral Seminar (MAN6275)
 - a. Fall 2018 – present
 - *co-taught with senior faculty member

Courses: Undergraduate

1. Organizational Behavior (MAN3240)
 - a. Spring 2014 - present
2. Current Issues in Human Resource Management (MAN4390)
 - a. Fall 2013- 2016
3. Business and Society (MAN4701)
 - a. Spring 2019 - present

Dissertation Committee Member (Florida State University)

1. Diane Lawong (2019- present)
2. Kaylee Hackney (2017-2018) *Placement: Baylor University

SERVICE

University

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

Interviewer/Facilitator, Presidential Scholars Weekend, (2017).

College

Participant, Diversity in Leadership Day, Florida State University College of Business (2019).

Participant, Business Bash, Florida State University College of Business (2019).

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

Committee member, Technology Committee (2017–present).

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

Marshal, 2014 Spring Commencement Ceremony (2014–present).

Department

Guest speaker, Women in Business class, Florida State University College of Business

Committee member, Undergraduate Policy (2015– present).

Committee member, Undergraduate Scholarship (2016– present).

Editorial Boards

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

Service to the Academy of Management

Nominated for Representative-at-Large at Academy of Management Division of Gender, Diversity and Organizations (GDO, 2019)

Academy of Management Meeting (2008–present).

Ad Hoc Reviewer

Journal of Management (2017–present).

Human Resource Management Review (2016–present).

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

Chair of a Symposium

Daniels, S. R. (Chair). (2016). “Careers & social issues,” Southern Management Association. St. Petersburg, FL.

Membership in Professional Organizations

Academy of Management
Society for Human Resource Management
Society of Industrial Organizational Psychology
Southern Management Association