

MEGHAN K. DAVENPORT

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EDUCATION

Rice University Industrial/Organizational Psychology, Ph.D.	2023
Rice University Industrial/Organizational Psychology, M.A.	2021
Rice University Psychology, Business Minor, B.A. with honors	2015

PROFESSIONAL EXPERIENCE

<u>University of North Carolina at Charlotte, Charlotte, NC</u> Lecturer of Psychological Science and Organizational Science, Affiliate Faculty in the Gerontology Program	2023-2024
<u>YES Prep Public Schools, Houston, TX</u> Manager of Certification	2016-2018
Alternative Certification Program (ACP) Coordinator	2015-2016

SELECTED HONORS AND AWARDS

Rice Social Sciences Research Institute Graduate Student Conference Travel Grant	2022
American Psychological Association Student Travel Award	2019
Home Office Unsung Hero Award, YES Prep Public Schools	2017
Distinction in Research and Creative Works, Rice University	2015
Sallyport Award, Association of Rice Alumni, Rice University	2015
Rice Student Association Outstanding Senior, Rice University	2015
Outstanding Senior, Lovett College, Rice University	2015
President's Service Award, Lovett College, Rice University	2013
Sophomore Service Award, Lovett College, Rice University	2013
President's Honor Roll, Rice University	2013

FUNDED RESEARCH GRANTS

Rice University Social Sciences Research Institute Seed Money Grant (Co-PI; 2020).	\$6,493.56
Rice University Social Sciences Research Institute Pre-Dissertation Research Grant (2020).	\$3,000
Rice University School of Social Sciences Gateway Program SSURE Grant (2015).	\$1,700.

PEER-REVIEWED PUBLICATIONS

7. **Davenport, M. K., & Beier, M. E.** (2023). Reconsidering the role of error encouragement in error management training. *Journal of Personnel Psychology*. <https://doi.org/10.1027/1866-5888/a000333>
6. **Davenport, M. K.,** Young, C. K., Kim, M. H., Gilberto, J. M., & Beier, M. E. (2022). A lifespan development perspective and meta-analysis on the relationship between age and organizational training. *Personnel Psychology*. <https://doi.org/10.1111/peps.12535>
5. **Davenport, M. K.,** Ruffin, M. A., Oxendahl, T. A., McSpedon, M. R., & Beier, M. E. (2022). “Small” effects, big problems. *Work, Aging, and Retirement*, *waac012*. <https://doi.org/10.1093/workar/waac012> [Free access link](#)
4. Bilotta, I., Cheng, S. K., **Davenport, M. K.,** & King, E. B. (2021). Using the job demands-resources model to understand and address telecommuting employees’ well-being during the COVID-19 pandemic. *Industrial and Organizational Psychology*, *14*, 267-273. <https://doi.org/10.1017/iop.2021.43>
3. **Davenport, M. K., & Beier, M. E.** (2020). Who has the option to age successfully at work? Considering nonwork factors. *Industrial and Organizational Psychology*, *13*, 366-368. <https://doi.org/10.1017/iop.2020.72>
2. Gilberto, J. M., **Davenport, M. K.,** & Beier, M. E. (2020). Personality, health, wealth, and subjective well-being: Testing an integrative model with retired and working older adults. *Journal of Research in Personality*, *87*. <https://doi.org/10.1016/j.jrp.2020.103959>
1. Bilotta, I., **Davenport, M. K.,** Wu, F., & Beier, M. E. (2019). If we build it, will they come? Lack of incentives as barriers to implementing effective sexual harassment training. *Industrial and Organizational Psychology*, *12*, 20-24. <https://doi.org/10.1017/iop.2019.1>

BOOK CHAPTERS AND OTHER CONTRIBUTIONS

4. Beier, M. E., & **Davenport, M. K.** (2022). The psychology of working longer. In L. Berkman & B. Truesdale (Eds.), *Overtime: America’s aging workforce and the future of working longer* (pp. 138-151). Oxford University Press. doi: 10.1093/osc/9780197512067.003.0007 [Google Book Preview](#)
3. **Davenport, M. K.** (2021). To work or not to work: How full-time employment can set you up for success in grad school. *Association for Psychological Science Observer*. <https://www.psychologicalscience.org/observer/student-notebook-workforce>
2. Beier, M. E., & **Davenport, M. K.** (2021). Emerging technologies, the aging workforce, and the future of work. In E. F. Fideler (Ed.), *The Rowman & Littlefield handbook on aging and work* (pp. 307-326). Rowman & Littlefield.
1. Kraiger, K., Wolfson, N., **Davenport, M. K.,** & Beier, M. E. (2020). Assessing learning needs and outcomes in lifelong learning support systems. M. London (Ed.), *The Oxford handbook*

of lifelong learning (2nd ed., pp. 695-710). Oxford University Press. doi: 10.1093/oxfordhb/9780197506707.013.35

INVITED TALKS

6. **Davenport, M. K.** (2022, February). Aging at work: Working through change. Invited talk at the University of North Carolina at Charlotte, Department of Psychological Science.
5. **Davenport, M. K.** (2023, January). Aging at work: Working through change. Invited talk at North Carolina State University, Department of Psychology.
4. **Davenport, M. K.** (2022, December). Aging at work: Working through change. Invited talk at Clemson University, Department of Psychology.
3. **Davenport, M. K.** (2022, November). Aging at work: Working through change. Invited talk at the University of Waterloo, Department of Psychology.
2. Beier, M. E., & **Davenport, M. K.** (2022, September). The psychology of working longer. Roundtable discussion presented at the launch of the book, *Overtime: America's aging workforce and the future of working longer*. Brookings Institution, Washington, DC.
1. Beier, M. E., & **Davenport, M. K.** (2019, November). The psychology of working longer. Invited talk at the *Harvard Center for Population and Development Studies*. Cambridge, MA.

MANUSCRIPTS IN PROGRESS

- Beier, M. E., **Davenport, M. K.**, Ruffin, M. A., & McSpedon, M. R. A person-centered approach to learning across the working lifespan: A review. (Target: *Academy of Management Learning & Education*)
- Davenport, M. K.**, & Beier, M. E. Determinants of interest in training: A lifespan development perspective. (Target: *Journal of Business and Psychology*)
- Harris, A., **Davenport, M. K.**, & Fasbender, U. Uncertainty regulation strategies and retirement intentions. (Target: *Work, Aging, and Retirement*)
- King, D. D., **Davenport, M. K.**, Burrows, D., & Ali, A. Social identities and job search. (Target: *Personnel Psychology*)
- Phetmisy, C. N., Bardwell, T., Bazzoli, A., & **Davenport, M. K.** Financial stress in working adults: A meta-analysis. (Target: *Journal of Applied Psychology*)
- Ruffin, M. A., **Davenport, M. K.**, Beier, M. E. Expectancy and value judgements across technology change at work. (Target: *Journal of Business and Psychology*)

RESEARCH PRESENTATIONS

* denotes an undergraduate student research mentee

** denotes a graduate student research mentee

29. **Davenport, M. K.**, & Beier, M. E. (2024, April). Skills shape jobseekers' perceptions of effort and interest in training. Poster to be presented at the 39th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago, IL.
28. Ruffin, M. A., **Davenport, M. K.**, & Beier, M. E. (2024, April). Attitudes, threat appraisal, and self-efficacy trajectories across technology changes. Poster to be presented at the 39th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago, IL.
27. Phetmisy, C. N., Bardwell, T., Bazzoli, A., & **Davenport, M. K.** (2024, April). A meta-analysis of employee financial stress, wellbeing, and work experiences. In Ready, E. J., Bardwell, T., & Bazzoli, A. (Chairs), *The bigger picture: Unsiloeing economic and financial stressors research*. Paper to be presented at the 39th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago, IL.
26. Harris, A., **Davenport, M. K.**, & Fasbender, U. (2024, April). Exploring the role of uncertainty regulation strategies to demystify the link between person-environment misfit and late career outcomes. In Hofer, A. & Wehrle, K. (Chairs), *From School to Late Career: Insights into Motivation, Internships, and Uncertainty Regulation at Different Career Stages*. Paper to be presented at the 2nd Annual Academy of Management Careers Division Community Conference. Amsterdam, Netherlands.
25. Iriondo, I.*, Ruffin, M. A., **Davenport, M. K.**, & Beier, M. E. (2023, July). Understanding the relationship between person-level variables and technology acceptance in mandatory-use environments. Poster presented at the Rice Office of Undergraduate Research and Inquiry Research Poster Symposium. Houston, TX.
24. **Davenport, M. K.**, & Beier, M. E. (2023, April). Reconsidering the role of error encouragement in error management training. Poster presented at the 38th Annual Conference of the Society for Industrial and Organizational Psychology. Boston, MA.
23. Ruffin, M. A., **Davenport, M. K.**, & Beier, M. E. (2023, April). Learning during mandated technology change: Motivational and individual factors. Poster presented at the 38th Annual Conference of the Society for Industrial and Organizational Psychology. Boston, MA.
22. Phetmisy, C. N., Bardwell, T., **Davenport, M. K.**, & King, D. D. (2023, April). A meta-analytic investigation of financial stress and employee job experiences. Poster presented at the 38th Annual Conference of the Society for Industrial and Organizational Psychology. Boston, MA.
21. **Davenport, M. K.** (2022, December). Reskilling in the wild: Motivation for skill development outside the organizational context. Project presented at the International Early Career Workshop: Writing & Publishing in the Field of Work and Aging. Stuttgart, Germany.

20. **Davenport, M. K.** (2022, October). Motivation for skill development outside the organizational context. Project presented at the Rice and Georgia Tech Stir Fry Summit. Atlanta, GA.
19. Momin, S.*, **Davenport, M. K.**, Beier, M. E. (2022, August). Evaluating the impact of goals on healthcare leadership training outcomes. Poster presented at the Rice Office of Undergraduate Research and Inquiry Research Poster Symposium. Houston, TX.
Winner: Mastery Award
18. Ruffin, M. A., **Davenport, M. K.**, & Beier, M. E. (2022, May). Learner self-directedness in the workplace: Investigating predictors and relationships to self-reported knowledge. Poster presented at the 34th Annual Convention of the Association of Psychological Science, Chicago, IL.
17. **Davenport, M. K.**, Beier, M. E., & Ruffin, M. A. (2022, April). Who is resilient to ineffective technology rollout? Poster presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology. Seattle, WA.
16. **Davenport, M. K.** (2022, April). Who is resilient to ineffective technology rollout? Brown Bag Talk, Rice University I/O Psychology Department. Houston, TX.
15. Beier, M. E. & **Davenport, M. K.** (2021, October). Learning strategies for workplace learning. Invited to present at the 2021 Age in the Workplace Meeting. Groningen, Netherlands, not presented due to inability to travel.
14. **Davenport, M. K.**, & Beier, M. E. (2021, October). Openness and perceived work ability. Invited to present at the 2021 Age in the Workplace Meeting. Groningen, Netherlands, not presented due to inability to travel.
13. Martinez, S.*, **Davenport, M. K.**, Beier, M. E. (2021, August). Learning Strategies. Presented at the Rice Summer Undergraduate Research Fellowship (SURF) Research Talks. Houston, TX.
Winner: Best Presentation
12. Sutton, R. J.*, **Davenport, M. K.**, Beier, M. E. (2021, May). Generativity and agency: Do gender and age matter? Poster presented virtually at the 2021 APS Virtual Convention.
11. **Davenport, M. K.**, Beier, M. E., Wang, S., Hanks, A. R., & Crook, A. E. (2021, April). Examining the self-regulatory mechanisms underlying age differences in the effectiveness of error management training. In Hanson, M. D.. & Randall, J. G. (Chairs), *Training and Self-Regulation: Advances in the Field*. Paper presented virtually at the 36th Annual Conference of the Society for Industrial and Organizational Psychology.
10. **Davenport, M. K.**, & Beier, M. E. (2021, April). Age differences in strategy use during reskilling. In Lyndgaard, S. (Chair), *Reframing Reskilling: Diverse Perspectives on Effective Reskilling Initiatives*. Paper presented virtually at the 36th Annual Conference of the Society for Industrial and Organizational Psychology.

9. **Davenport, M. K.** (2021, March). Age and training: what we know and where we're going. Brown Bag Talk, Rice University I/O Psychology Department. Houston, TX.
8. **Davenport, M. K., & Beier, M. E.** (2020, May). Who anticipates working longer? Applying the job demands-resources model to predict retirement intentions. Poster accepted for the 32nd Annual Convention of the Association of Psychological Science. Chicago, IL. (Conference canceled).
7. Gilberto, J. M., **Davenport, M. K., & Beier, M. E.** (2020, April). Personality, health, wealth, and subjective well-being: Testing an integrative model with retired and working older adults. Poster accepted for the 35th Annual Conference of the Society for Industrial and Organizational Psychology. Austin, TX. (Conference canceled).
6. **Davenport, M. K.** (2020, March). Reconsidering the role of error encouragement in error management training. Brown Bag Talk, Rice University I/O Psychology Department. Houston, TX.
5. **Davenport, M. K., & Beier, M. E.** (2019, August). Conscientiousness, age, and well-being: An examination of facet-level relationships. Poster presented at the American Psychological Association Meeting. Chicago, IL.
4. Beier, M. E., Gilberto, J. M., & **Davenport, M. K.** (2019, July). Personality, health, wealth, and subjective well-being: Testing an integrative model with retired and working older adults. Poster presented at the International Society for the Study of Individual Differences Conference. Florence, Italy.
3. Ng, L., Cheng, S., Corrington, A., **Davenport, M. K.,** Paoletti, J., Traylor, A. M., & King, E. B. (2019, May). Salary and gender diversity at work predict household labor division in heterosexual dyads. Poster presented at the 31st Annual Convention of the Association for Psychological Science. Washington, D.C.
2. Gilberto, J.M., **Davenport, M. K., & Beier, M. E.** (2019, April). Personality, health, wealth, and subjective well-being: Testing an integrative model with retired and working older adults. Poster presented at the Rice Psychological Sciences Department Research Spotlight Symposium. Houston, TX.
1. **Davenport, M. K.** (2015, March). Retirement and subjective wellbeing: An investigation of the moderating effect of personality. Poster presented at the Annual Aging in America Conference of the American Society on Aging. Chicago, IL.

TEACHING EXPERIENCE

Instructor of Record

University of North Carolina at Charlotte

PSYC 6177: Talent Management

*Overall Instructor Effectiveness Rating 4.83
(Rated 1- Very Poor to 5- Excellent)*

Fall 2023

PSYC 2171: Introduction to Industrial/ Organizational Psychology *Spring 2024 (x2)*Rice UniversityPSYC 231: Industrial and Organizational Psychology *Fall 2022**Overall Instructor Effectiveness Rating 4.86**(Rated 1- Poor to 5- Outstanding; Rice Mean = 4.38)*

PSYC 231: Industrial and Organizational Psychology

*Fall 2021**Overall Instructor Effectiveness Rating 4.72**(Rated 1- Poor to 5- Outstanding; Rice Mean = 4.57)***Teaching Assistant**Rice University

PSYC 321: Developmental Psychology

Spring 2023

PSYC 330: Personality Theory and Research

Spring 2021

PSYC 329: Psychological Testing

*Spring 2020***Guest Lecturer**Rice University

PSYC 321: Developmental Psychology

March 2023

PSYC 231: Industrial and Organizational Psychology

June 2021

PSYC 340: Research Methods

April 2021

PSYC 330: Personality Theory and Research

April 2021

PSYC 340: Research Methods

February 2020

PSYC 329: Psychological Testing

January 2020

PSYC 101: Introduction to Psychology

*June 2019*Lawrence University

PSYC 275: Organizational Psychology

*November 2020***Teaching-Related Professional Development**Courses taken through Rice's Center for Teaching Excellence

UNIV 501: Research on Teaching and Learning

Spring 2021

UNIV 500: Principles of Effective College Teaching

*Fall 2021***STUDENTS SUPERVISED**

Graduate Committee Chair

Mayleen Gonzalez, MA Thesis, I/O Psychology, In Progress (co-chaired)

Undergraduate Research Assistants

Harrison Wagner (Spring 2024)

Undergraduate Teaching Assistants/Preceptors

Tucker Neal (Spring 2024)

Ken Silvestri (Spring 2024)

SERVICE

Co-Creator and Co-Facilitator, Rice Psychological Sciences Teaching Workshops	2022, 2023
Campus Representative and RISE Award Reviewer, APS Student Caucus	2018-2023
Co-Coordinator, Industrial and Organizational Psychology Brown Bag	2021-2022
President, Rice Industrial-Organizational Psychology Association (RIOPA)	2019-2020
Recruitment Committee Member, Rice Psychological Sciences Department	2019-2020
Colloquium Committee Member, Rice Psychological Sciences Department	2018-2019

PROFESSIONAL ACTIVITIES

Journal Reviewing

<i>Work, Aging, and Retirement</i> , Ad-Hoc Reviewer	2022-present
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Consulting

<i>Volunteer Program Assessment</i> , Organizational Effectiveness Consultant	2018 – 2023
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Current and Former Professional Associations

- American Psychological Association (APA)
- Association of Psychological Science (APS)
- Society for Industrial and Organizational Psychology (SIOP)

CIVIC ENGAGEMENT

Rice Alumni Volunteers for Admission Alumni Interviewer	2018-present
Rice Graduate Wellbeing Peer	2018-2023
Rice Graduate STRIVE Peer Liaison	2019-2023
Executive Board Member, Rice Graduate STRIVE	2019-2022
Rice CSWGS Advisory Board Member	2015-2018
Rice Alumni Association Builders Awards Committee Co-Chair	2015-2016