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EDUCATION

Ph.D.

Major: Management - Organizational Behavior
Tulane University, A.B. Freeman School of Business

M.Ed.

Major: Human Resource Development
Vanderbilt University

B.A.

Major: Psychology
Fisk University

DISSERTATION

Title: Perceptions of Diversity Climate and Workplace Incivility: Exploring their Effects on Employee Cognition, Attitudes, and Behavior

Committee: Adrienne Colella (Chair), Michael Burke, Lei Lai

RESEARCH INTERESTS

Workplace Incivility, Employment Discrimination, Stigma, Salary Negotiations

ACADEMIC AND PROFESSIONAL POSITIONS

Assistant Professor, College of Business, Florida State University
August 2013- present

Assistant Professor, College of Business, Southern University Baton Rouge
August 2012- May 2013

Graduate Teaching/Research Assistant, A.B. Freeman School of Business, Tulane University
August 2007-May 2012

Education Consultant, Capital One Corporation
June 2006 - August 2008

Training Developer, Healthcare Corporation of America
November 2003 – June 2006
Training Manager, Healthcare Corporation of America
September 2001 – November 2003

Graduate Assistant, Dept of Human and Organizational Development (HOD), Vanderbilt University
September 1999- May 2001

BOOK CHAPTERS

Colella, A., McKay, P., Daniels, S.R., & Signal, S. (2012) Employment Discrimination. *The Oxford University Press Handbook of Industrial/Organizational Psychology*. S. Koslowski (Ed.).

Ferris, G. R., Daniels, S. R., & Sexton, J. (forthcoming) Race and Stress. P.L. Perrewé, C.C. Rosen, & J.R.B. Halbesleben (Eds.), *Research in occupational stress and well being* (Vol. 13). Bingley, UK: Emerald Group Publishing.

MANUSCRIPTS UNDER REVIEW

Cropanzano, R.S., Anthony, E., Daniels, S.R., & Hall, A.V. *Another Look at Social Exchange: Two Dimensions of Reciprocity. Under review at Journal of Management*

Hall, A.V., Daniels, S.R., Nishii, L., & Colella, A. J. *Minority Status and Paternalism: Examining the Influence on Employee Work Experiences and Turnover. Under review at Journal of Management.*

MANUSCRIPTS IN PREPARATION

Daniels, S.R., Hall, A.V., & Colella, A. *Investigating the Antecedents to Instigated Workplace Incivility. Journal of Management.*

Daniels, S.R., Watkins, M.B., & Colella, A, Hall, A.V. *Backlash for Asking for Money? It Depends on the Gender of the Negotiator and the Type of Position. Journal of Applied Psychology.*

Daniels, S.R., Simmons, A., *Uncovering the Relationship Between Instigated Workplace Incivility and Social Dominance Orientation. Journal of Applied Psychology.*

Daniels, S.R., & Colella, A.J., *Instigated Workplace Incivility: What 's the Role of Personal Entitlement. Journal of Management.*

Jones, C.J., & Daniels, S.R. *Star CEO and Firm Tenure. Academy of Management Journal.*

CONFERENCE PRESENTATIONS

- Cropanzano, R.S., Anthony, E., Daniels, S.R., & Hall, A.V. (2014, August) Another Look at Social Exchange: Two Dimensions of Reciprocity. 2014 Academy of Management Meeting, Philadelphia, PA
- Daniels, S.R., Marchiondo, L., & Kabat-Farr, D. (2013, August). Workplace Incivility Research Incubator. 2013 Academy of Management Meeting, Lake Buena Vista (Orlando), Florida
- Daniels, S.R. (2012, November) Invited panel participant, at the Management Doctoral Student Experience. Panel discussion presented at the PhD Project Conference, Chicago, IL.
- Daniels, S.R. (2012, November) Discussant for the *'Strategy/OT/IM: Sensemaking session in the "Strategic Management/Organizational Theory/International Management" track*. Discussant at the Southern Management Association Conference, Fort Lauderdale, FL.
- Daniels, S.R., & Colella, A. (2012, February) *Paternalism and Perceived Discrimination*. Manuscript presented at the 2012 Women and Diversity Research Conference, New Orleans, LA.
- Daniels, S.R., Watkins, M.B., & Colella, A. (2011, March) *Social Costs for Salary Negotiations: It Depends on the Race and Gender of the Negotiator*. Manuscript presented at the 2011 Latin American Research Conference, New Orleans, LA.
- Daniels, S.R., Watkins, M.B., & Colella, A. (2011, March) *Backlash for Asking for Money? It Depends on the Gender of the Negotiator and the Type of Position*. Manuscript presented at the 2011 Southwest Academy of Management Conference, Houston, Texas.
- Daniels, S.R., & Colella, A. (2010, August) *Minority Status and Paternalism: Examining the Influence on Employee Work Experiences and Turnover*. Manuscript presented at the 2010 Academy of Management Conference, Montreal, Canada.
- Daniels, S.R., & Watkins, M.B. (2009, August) *An Entitlement Perspective: Why Women Evade Salary Negotiations*. Manuscript presented at the 2009 Academy of Management Conference, Chicago, IL.
- Williams, M.L., & Daniels, S.R. (2009, April) *New Developments in the Measurement of Compensation Satisfaction*. Manuscript presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

GRANTS

- First Year Assistant Professor Award 2013-2014, Florida State University, \$20,000

HONORS AND AWARDS

- Invited Participant, Human Resources Doctoral Dissertation Consortium, Academy of Management, 2009
- A.B. Freeman School of Business, Fellowship, Tulane University, 2007-2012

TEACHING INTERESTS

- Organizational Behavior (Spring 2014)
- Current Issues in Human Resources (Fall 2013, Spring 2014)
- Human Resource Management (Fall 2012)
- Workplace Diversity and Discrimination (Fall 2012)
- Organizational Behavior, Instructor (Spring 2011)
 - Undergraduate organizational behavior course, *Average rating: 5.13 /6.0*
- Organizational Behavior, Instructor (Spring 2010)
 - 2 sections, Undergraduate organizational behavior course, *Average rating: 5.02 /6.0*
- Teaching assistant
 - Organizational Behavior, Undergraduate (Spring 2009)
 - Instructor: Adrienne Colella

ACADEMIC AFFILIATIONS

- Academy of Management
- Society for Industrial & Organizational Psychology
- Southern Management Association

ACADEMIC SERVICE AND ACTIVITIES

- Faculty Advisor, Society of Human Resource Management Student Chapter – Florida State University
- Ad hoc reviewer, *Academy of Management* (GDO division), 2014, 2011
- Planning committee member, Management Doctoral Student Association, The Ph.D. Project (2010-2011)
- Secretary, Management Doctoral Student Association, The Ph.D. Project (2009-2010)

REFERENCES

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