

MEGHAN K. DAVENPORT

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EDUCATION

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

PROFESSIONAL EXPERIENCE

<u>University of North Carolina at Charlotte, Charlotte, NC</u> Lecturer	<i>2023-2024</i>
<u>YES Prep Public Schools, Houston, TX</u> Manager of Certification	<i>2016-2018</i>
Alternative Certification Program (ACP) Coordinator	<i>2015-2016</i>

SELECTED HONORS AND AWARDS

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

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. (in press). Reconsidering the role of error encouragement in error management training. *Journal of Personnel Psychology*.
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*)
- Davenport, M. K.**, Beier, M. E., & Ruffin, M. A. Expectancy and value judgements across technology change at work. (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*)

RESEARCH PRESENTATIONS

* denotes an undergraduate research mentee

23. **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.
22. 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.
21. 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.
20. **Davenport, M. K.** (2022, December). Reskilling in the wild: Motivation for skill development outside the organizational context. Project idea presented at the *International Early Career Workshop: Writing & Publishing in the Field of Work and Aging*. Stuttgart, Germany.
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. 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. 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

Fall 2023

Rice University

PSYC 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

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

Work, Aging, and Retirement, Ad-Hoc Reviewer (3) 2022-present

Consulting

Volunteer Program Assessment, Organizational Effectiveness Consultant 2018 – 2023

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