

MEGHAN K. DAVENPORT

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9201 University City Blvd. Charlotte, NC 28223

EDUCATION

Rice University 2023
Industrial/Organizational Psychology, Ph.D.
Dissertation Title: “How do skills shape trainee perceptions of effort and interest in training?
A lifespan development perspective”

Rice University 2021
Industrial/Organizational Psychology, M.A.
Thesis Title: “Reconsidering the role of error encouragement in error management training:
Is self-regulation the key?”

Rice University 2015
Psychology, Business Minor, B.A. with honors
Thesis Title: “Retirement and subjective wellbeing: An investigation of the moderating effect
of personality”

PROFESSIONAL EXPERIENCE

University of North Carolina at Charlotte, Charlotte, NC
Assistant Professor of Psychological Science and Organizational Science, 2024-present
Affiliate Faculty in the Gerontology Program

Lecturer of Psychological Science and Organizational Science, 2023-2024
Affiliate Faculty in the Gerontology Program

YES Prep Public Schools, Houston, TX
Manager of Certification 2016-2018
Alternative Certification Program (ACP) Coordinator 2015-2016

SELECTED HONORS AND AWARDS

AOM Careers Division Michael Driver Best Symposium Award 2024
Rice Social Sciences Research Institute Graduate Student Conference Travel Grant 2022
American Psychological Association Student Travel Award 2019
YES Prep Public Schools Home Office Unsung Hero Award 2017
Rice University Distinction in Research and Creative Works 2015
Association of Rice Alumni Sallyport Award 2015
Rice Student Association Outstanding Senior Award 2015
Lovett College Outstanding Senior Award, Rice University 2015
Lovett College President’s Service Award, Rice University 2013
Lovett College Sophomore Service Award, Rice University 2013

Rice University President's Honor Roll

2013

RESEARCH GRANTS

FundedUNC Charlotte Faculty Research Grant (PI). **\$8,000**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

8. Harris, A., **Davenport, M. K.**, Fasbender, U. (2024). Exploring the role of uncertainty regulation strategies to demystify the link between person-environment misfit and late career outcomes. *Work, Aging, and Retirement*, *waac008*. <https://doi.org/10.1093/workar/waac008>
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

8. **Davenport, M. K.** (2025, April). Learning across the lifespan: Current and future research. Invited talk at the Bowling Green State University, Department of Psychological Science, I/O Psychology Speaker Series.
7. **Davenport, M. K.** (2025, April). Learning across the lifespan: Current and future research (and reflections). Invited talk at UNC Charlotte Organizational Science Program, Current Topics Speaker Series. Charlotte, NC.
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.

RESEARCH PRESENTATIONS

* denotes an undergraduate student research mentee

** denotes a graduate student research mentee

37. Phetmisy, C. N., Bardwell, T., Bazzoli, A. & **Davenport, M. K.** (2025, July). A meta-analysis of financial stress, income, and job experiences: An examination of main effects and incremental validity. Poster presented at the Work, Stress, and Health Annual Conference, Seattle, WA.
36. Al-Wajeh, S.*, Ashrafi, T.*, Auton, C.*, Hubbard, L.*, **Davenport, M. K.** (2025, April). Individual Factors Affecting the Relationship Between Job Autonomy and Work Outcomes. Poster presented at the UNC Charlotte Undergraduate Research Conference. Charlotte, NC.
35. **Davenport, M. K.**, Auton, C.*, Gonzalez, M.**, Meredith, C.**, Patel, S.**, & Beier, M. E. (2025, April). Jobseekers' Age-Based Stereotype Threat for Learning: Does the Sought Job Context Matter?. In Van Fossen, J. A. (Chair), *New insights for age differences and supporting factors for adapting to work changes*. Paper presented at the 40th Annual Conference of the Society for Industrial and Organizational Psychology. Denver, CO
34. Ruffin, M. A., **Davenport, M. K.**, & Beier, M. E. (2025, April). Impact of Botched Technology Change on Occupational Future Time Perspective. Poster presented at the 40th Annual Conference of the Society of Industrial and Organizational Psychology. Denver, CO.
33. Gonzalez, M.**, **Davenport, M. K.**, Shanock, L., Woznyj, H., & Dunn, A. (2025, April). Adapting to Shocks: Employees' perceptions of organizational control and support. Poster presented at the 40th Annual Conference of the Society of Industrial and Organizational Psychology. Denver, CO.
32. Harris, A., **Davenport, M. K.**, & Fasbender, U. (2024, August). Utilizing Uncertainty Regulation as a Late Career Strategy. In Willhardt, G., Wehrle, K., & Kira, M. (Chairs), *Navigating Career Transitions: Early Development, Alternative Paths, and Late-Career Perspective*. Paper presented at the 82nd Annual Meeting of the Academy of Management. Chicago, IL.
Winner: AOM Careers Division Michael Driver Best Symposium Award
31. **Davenport, M. K.**, McLennon, S., Magennis, L., & Fitzpatrick, K. (2024, April). Factors influencing registered nurses with inactive licenses to re-enter the workforce. Poster presented at the Sigma Theta Tau International Region 13 Biennial Nursing Research Conference. Charlotte, NC.
30. Wagner, H.*, & **Davenport, M. K.** (2024, April). Investigating predictors of age-based stereotype threat in job-seeking adults. Poster presented at the UNC Charlotte Undergraduate Research Conference. Charlotte, NC.

29. **Davenport, M. K., & Beier, M. E.** (2024, April). Skills shape jobseekers' perceptions of effort and interest in training. Poster 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 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 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 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

S = Spring, F = Fall, Su = Summer

Instructor of Record

University of North Carolina at Charlotte

Graduate

PSYC 6171: Intro to I/ O Psychology

PSYC 6177: Talent Management

F2024

F2023, F2025

Undergraduate

PSYC 2171: Intro to I/ O Psychology
 PSYC 4670: Seminar in Industrial Psychology

*S2024 (x2), F2024, S2025
 S2025, F2025*

Rice University

Undergraduate

PSYC 231: Industrial and Organizational Psychology

F2021, F2022

Guest Lecturer

University of North Carolina at Charlotte

PSYC 3001: Introduction to Lifespan Development

S2024, F2024

Rice University

PSYC 321: Developmental Psychology

S2023

PSYC 231: Industrial and Organizational Psychology

Su2021

PSYC 340: Research Methods

S2020, S2021

PSYC 330: Personality Theory and Research

S2021

PSYC 329: Psychological Testing

S2020

PSYC 101: Introduction to Psychology

Su2019

Lawrence University

PSYC 275: Organizational Psychology

F2020

Teaching Assistant

Rice University

PSYC 321: Developmental Psychology

S2023

PSYC 330: Personality Theory and Research

S2021

PSYC 329: Psychological Testing

S2020

Teaching-Related Professional Development

Courses taken through Rice's Center for Teaching Excellence

UNIV 501: Research on Teaching and Learning

S2021

UNIV 500: Principles of Effective College Teaching

F2021

Teaching-Related Talks

Panelist: The Science and Practice Gap: Breaking the Cycle Through Pedagogy. SIOP Conference, April 2025

Invited Speaker: Belk College of Business, College of Humanities & Earth and Social Sciences, and Klein College of Science Teaching Symposium, April 2025. Talk Title: *Keeping it Real: Staying Rooted in Reality when Designing Assignments*

STUDENTS SUPERVISED

Thesis Committees

Cydnei Meredith, MA Thesis, I/O Psychology, Anticipated Proposal Spring 2025 (chair)

Mayleen Gonzalez, MA Thesis, I/O Psychology, Defended Fall 2024 (co-chair)

Comprehensive Exam Committees

Jeremy Lewis, Organizational Science Ph.D., Spring 2025 (committee member)

Organizational Science Graduate Assistants

Natalie Wilde (2025-2026)

Cydnei Meredith (2024-2026)

Shivani Patel (2024-2025)

Mayleen Gonzalez (2023-2024)

Undergraduate Research Assistants

Madison Black (Fall 2025)

Hannah Jones (Fall 2025)

Tasmia Ashrafi (Spring 2025, Fall 2025)

Layna Hubbard (Spring 2025, Fall 2025)

Sahara Al-Wajeh (Spring 2025)

Catlyn Auton (Fall 2024, Spring 2025)

Harrison Wagner (Spring 2024)

Undergraduate Teaching Assistants/Preceptors

Tasmia Ashrafi (Fall 2024)

Ken Silvestri (Spring 2024)

Tucker Neal (Spring 2024)

SERVICE

UNC Charlotte Psychological Science Department

CURE Curriculum Revision Team

Summer 2024- present

Types of Graduate Schools Information Session Co-Facilitator

Spring 2024

I-O Search Committee Member (x2 positions)

*Spring 2025***UNC Charlotte Organizational Science Program**

Organizational Science Advisory Committee I/O Representative

2024-2026

Organizational Science Institute Faculty Mentor

*Summer 2025***UNC Charlotte Gerontology Program**

Undergraduate Program Coordinator

2025-present

Executive Committee Member

2025-present

SLO Reviewer

*2024-present***UNC Charlotte College of Humanities & Earth and Social Sciences**

CHESS Faculty Council PSYC Representative- Alternate

*2025-2027***Professional Societies**

SIOP Humanitarian Award Committee Member

2026

SIOP Conference Reviewer

2022-present

Campus Representative and RISE Award Reviewer, APS Student Caucus

2018-2023

Civic Engagement

NIOSH Healthy Work Design and Well-being Council Member 2024-2025

Rice Psychological Sciences Department

Co-Creator and Co-Facilitator, Rice Psychological Sciences Teaching Workshops 2022, 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

MEDIA ENGAGEMENT

Television/Radio

Queen City News- [Is AI-hiring software leading to more age discrimination?](#) November 18, 2024
 WFAE 90.7 Charlotte Talks with Mike Collins-[why is it so hard to retire?](#) August 1, 2024

Web

SIOP Items of Interest- [How to Support the Growing Aging Workforce](#) September 4, 2024

PROFESSIONAL ACTIVITIES

Journal Reviewing**Editorial Board Member**

Journal of Business and Psychology 2025-present

Ad-Hoc Reviewer

Industrial and Organizational Psychology 2024-present
Journal of Applied Psychology 2024-present
Work, Aging, and Retirement 2022-present

Consulting

Volunteer Program Assessment, Organizational Effectiveness Consultant 2018 – 2023

Current and Former Professional Associations

- Academy of Management (AOM) CAR, HR, & OB Divisions
- American Psychological Association (APA)
- Association of Psychological Science (APS)
- Society for Human Resource Management (SHRM)
- Society for Industrial and Organizational Psychology (SIOP)

CIVIC ENGAGEMENT

Rice Alumni Volunteers for Admission Alumni Interviewer 2018-2023
 Rice Graduate Wellbeing Peer 2018-2023
 Rice Graduate STRIVE Peer Liaison 2019-2023
 Rice Graduate STRIVE Executive Board Member 2019-2022

Meghan K. Davenport

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Rice CSWGS Advisory Board Member

2015-2018

Rice Alumni Association Builders Awards Committee Co-Chair

2015-2016