

**Beth Elaine Buchanan**  
beth.buchanan1@uga.edu

## **EDUCATION**

- Expected 2026      **University of Georgia, Athens, GA**  
Ph.D. in Industrial-Organizational Psychology  
Advisor: Kristen Shockley, Ph.D.
- Expected 2024      **University of Georgia, Athens, GA**  
M.S. in Industrial-Organizational Psychology  
Advisor: Kristen Shockley, Ph.D.
- 2021                 **Rice University, Houston, TX**  
B.A. in Psychology  
*Summa Cum Laude*
- Honors Thesis: “The Role of Family Income and Financial Security in  
Work-School Conflict and Work-School Facilitation.”  
Advisor: Eden King, Ph.D.

## **RESEARCH INTERESTS**

Work-Family, Employee Well-Being, Remote Work, Gender

## **HONORS AND AWARDS**

### **J. William Fanning Graduate Fellowship, 2022**

Recipient of \$5,000 fellowship from the University of Georgia based on academic performance and leadership skills

### **Honorable Mention, Graduate Research Fellowship Program, 2021**

Special recognition from The National Science Foundation

### **Honorable Mention, Association of Psychological Science RISE Research Award, 2021**

Special recognition for psychological science research in fields related to socially and economically under-represented and international populations

### **William Howell Award for Excellence in Undergraduate Research and Scholarship, 2021**

Special recognition from Rice University

### **Distinction in Research and Creative Works, 2021**

Special recognition from Rice University

## **Rice Undergraduate Scholars Program, 2020**

Recipient of \$1,000 grant to conduct independent research

## **PUBLICATIONS**

**Buchanan, B. E.**, Harvey, J., & Hebl, M. (in press). *Leadership*. In D. Brannan's (Ed). *The Routledge Encyclopedia of Psychology in the Real World*. Routledge.

## **MANUSCRIPTS IN PREPARATION**

King, D. D., Stanley, L. J., Roberson, Q. M., Phetmisy, C. N., Massey, M. L., & **Buchanan, B. E.** (2023). *The Organizational Resource Model of Employee Resilience to Identity Threat* [Manuscript in preparation]. Department of Psychological Sciences, Rice University.

## **CONFERENCE PRESENTATIONS**

**Buchanan, B. E.**, Massey, M. L., Phetmisy, C. N., King, D. D., Stanley, L. J., & Roberson, Q. M. (under review). A process model of organization-level resources to foster resilience to identity threat. In M. L. Massey & C. N. Phetmisy (Chairs). *Resilience in the face of identity threat: The intersection of adversity, identity, and resilience* [Symposium]. Academy of Management Annual Meeting, Boston, MA, United States.

**Buchanan, B. E.**, Shockley, K. M., Clark, M. A., Dodd, H., & King, E. B. (2023, April 19-22). Invisible household labor: A nomological network of parental cognitive labor. In K. M. Shockley & B. E. Buchanan (Chairs). *Beyond conflict: Gender differences in invisible labor and boundary management* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Shockley, K. M. (Co-Chair), & **Buchanan, B. E.** (Co-Chair). (2023, April 19–22). *Beyond conflict: Gender differences in invisible labor and boundary management* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Facteau, K. O., **Buchanan, B. E.**, Shockley, K. M., Dodd, H., Mills, C., & Albright, G. (2023, April 19-22). Educating dirty workers: Understanding nurse educator and administrator attrition post-COVID-19. In B. D. Pitcher & D. M. Ravid (Chairs). *Examining practical challenges in stigmatized work* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

**Buchanan, B. E.**, & King, E. B. (2021, May 26–27). *Family income is positively correlated with college students' work-school facilitation and, paradoxically, conflict* [Poster presentation]. Convention of the Association of Psychological Science, Virtual.

**Buchanan, B. E.,** King, E. B., & Botsford Morgan, W. (2021, April 11–17). Affective consequences of parents' social media comparisons. In H. K. Cheung & K. Mahibir (Chairs), *Changing many hats: Experiences of early motherhood in the workplace* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

Anderson, A. J., Cheung, H. K., King, E. B., Warner, K., & **Buchanan, B. E.** (2019, April 4–6). Strategies to reduce hiring discrimination against mothers: A field experiment. In H. K. Cheung & E. B. King (Chairs), *From pregnancy to motherhood: Experiences of new and expectant mothers in the field* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, National Harbor, Maryland, United States.

## RESEARCH EXPERIENCE

2021-Present

### **Graduate Research Assistant**

iWill Lab (*Kristen Shockley, Ph.D.*)

University of Georgia

- Design research and conduct analyses for a study on couples' career compromise during COVID-19.
- Design research and conduct analyses for a study on daily coping with job stressors.
- Design surveys and study materials for a study on the daily effects of virtual meetings.
- Conduct interviews on women's experiences with infertility and work.

2019-2021

### **Research Assistant**

Working Resilience Lab (*Danielle King, Ph.D.*)

Rice University

- Directed a team of undergraduate research assistants for a resilience literature review.
- Summarized recent research trends from over 200 articles on resilience in the workplace.
- Trained participants and scheduled survey distribution for an experience sampling study on work recovery.
- Managed recruitment of participants for study on microaggressions.

2018-2021

### **Lab Manager**

Hebl/King Lab (*Mikki Hebl, Ph.D. & Eden King, Ph.D.*)

Rice University

- Served as primary point of contact for over 40 undergraduate research assistants.
- Conducted lab training for undergraduate research assistants.

- Composed weekly emails to undergraduate research assistants.
- Created weekly lab meeting agendas and coordinated lab meeting programming.

2018-2019

**Research Assistant**

Hebl/King Lab (*Mikki Hebl, Ph.D. & Eden King, Ph.D.*)

Rice University

- Assisted with a manuscript revision on college readiness for journal resubmission.
- Managed experimenters and conducted experiments for a study on discrimination against people with disabilities.
- Served as a confederate in a field experiment on breastfeeding discrimination.
- Conducted qualitative coding of data from company websites for a field study on hiring discrimination.

**TEACHING EXPERIENCE**

Spring 2023

**Teaching Assistant–Competency Modeling**

*Randall Lucius, Ph.D.*

University of Georgia

- Grade quizzes.
- Assist with course logistics.
- Calculate team evaluation grades.
- Answer student questions about course material.

Spring 2023

**Teaching Assistant–Motivation and Engagement**

*Kristen Shockley, Ph.D.*

University of Georgia

- Grade case presentations.
- Run data analyses to support student learning.
- Assist with course logistics.
- Answer student questions about course material.

Fall 2022

**Teaching Assistant–Research Analysis in Psychology**

*Michelle vanDellen, Ph.D.*

University of Georgia

- Taught a lab section on using R to perform data analyses.
- Graded weekly data analysis exercises in R.
- Administered exams.
- Answered student questions via email and during lab sections.

Summer 2022

**Teaching Assistant–Human Sexuality**

*Kacy Morris, Ph.D.*

University of Georgia

- Graded weekly assignments and discussion posts.
- Responded to student questions about course material.

Summer 2022

**Teaching Assistant–Developmental Psychology**

*Tori Vratana-Smoot, Ph.D.*

University of Georgia

- Graded weekly assignments.
- Responded to student questions about course material.

Fall 2019

**Teaching Assistant—Social Psychology**

*Mikki Hebl, Ph.D.*

Rice University

- Graded essays and exams for over 80 students.
- Assisted students with learning class content during weekly office hours.

Spring 2019

**Teaching Assistant—Introduction to Linguistics**

*Jonathan Manker, Ph.D.*

Rice University

- Graded biweekly assignments and exams for over 100 students.
- Assisted students with learning class content during weekly office hours.

**WORK EXPERIENCE**

2021-2022

**Research Assistant, ATI Nursing Education**

- Reviewed literature on nurse educator attrition to identify primary “pain points” for nursing faculty.
- Conducted structured interviews with 18 former nurse educators.
- Developed surveys in Qualtrics for quantitative data collection.
- Assisted in data analysis of results and prepared a report of results to the company.

2019-2021

**Student Assistant, Rice University Student Activities Office**

- Composed materials for event marketing.
- Maintained and updated records for club registration.
- Reported club financial activity.
- Assisted students with inquiries about student organizations.

**LEADERSHIP EXPERIENCE**

2022-Present

**Vice President of Finance, I/O Psychology Student Association (IOPSA)**

- Apply for and secure yearly financial award from the university.
- Manage funds for supplies, travel, and other purchases.

- Budget funds for I/O program events.

2021-2022

**Social Media/Newsletter Chair**, I/O Psychology Student Association

- Designed and edited the biannual I/O Psychology newsletter.
- Crafted social media content on Facebook, Instagram, and Twitter.
- Updated the I/O Psychology program website.

2019-2021

**Vice President**, Psi Chi (Psychology Honors Society)

- Planned social events for psychology majors and Psi Chi members.
- Maintained communication with panelists for informational panels on research labs and psychology careers.

## **PROFESSIONAL MEMBERSHIPS**

Society of Industrial/Organizational Psychology