

Dominique N. Burrows

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EDUCATION

- Rice University** (Houston, TX, U.S) 2022
Industrial-Organizational Psychology, Ph.D.
Dissertation: Unemployed but Resilient? A model of Resilience Predictors and Outcomes during the Job Search Process
- Purdue University** (Indianapolis, IN, U.S.) 2019
Industrial-Organizational Psychology, M.S.
Concentration: *Research Methodology*
Thesis: Diminishing the Threat: Reducing Intergroup Anxiety and Prejudice in Individuals Low in Openness to Experience
- Taylor University** (Upland, IN, U.S.) 2016
Psychology, B.S., *magna cum laude*

FELLOWSHIPS, GRANTS, AND SCHOLARSHIPS

- Indiana University Purdue University*, **Kabat Fellowship** 2017- 2019
Fellowship awarded for exhibited leadership capabilities in the program.
Award: \$16,000 per annum
- Society for Personality and Social Psychology*, **Graduate Travel Award** 2019
Awarded based on excellence of the submitted abstract and strength of the applicant's scholarly achievements. Award: \$500
- Society for Personality and Social Psychology*, **Diversity Travel Award** 2019
Awarded based upon the excellence of the applicant's scholarly record. Award: \$500
- Midwestern Psychological Association*, **Diversity Travel Award** 2019
Awarded to gender and ethnic minorities to offset travel costs for the MPA conference. Award: \$200
- Bahamas Ministry of Education*, **National Grant Scholarship.** 2014- 2016
Scholarship awarded to promising Bahamian students who wish to study abroad.
Award \$7500 per annum

PEER-REVIEWED PUBLICATIONS

Jean-Baptiste, T., King, D., **Burrows, D.** (2024). The Important Role of Policy in Employee Intersectional Authenticity. *Conditionally Accepted to the Academy of Management Perspectives as of April 24th, 2024.*

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King, D.D., Hall, A.V., Johnson, L., Carter, J., **Burrows, D.**, Samuel, N. (2023). Research on Anti-Black Racism in Organizations: Insights, Ideas, and Considerations. *Journal of Business and Psychology*, 38, 145–162. <https://doi.org/10.1007/s10869-022-09804-4>

Burrows, D. N., Porter, C. O. L. H., & Amber, B. (2022). Beyond choosing to leave: The interactive effects of on- and off-the-job embeddedness on involuntary turnover. *Journal of Applied Psychology*, 107(1), 130–141. <https://doi-org.ezproxy.rice.edu/10.1037/apl0000881>

Burrows, D., Pietri, E. S., Johnson, I. R., & Ashburn-Nardo, L. (2022). Promoting inclusive environments: In-group organizational endorsement as a tool to increase feelings of identity-safety among black women. *Sex Roles*, 86(1), 67-88.

Cheung, H. K., Baranik, L. E., **Burrows, D.**, & Ashburn-Nardo, L. (2022). Hiring discrimination against refugees: Examining the mediating role of symbolic and realistic threat. *Journal of Vocational Behavior*, 138, 103765. <https://doi.org/10.1016/j.jvb.2022.103765>

King, D.D., DeShon, R.P., Phetmisy, C.N. and **Burrows, D.** (2022). What is Resilience? Offering Construct Clarity to Address “Quicksand” and “Shadow Side” Resilience Concerns. In Perrewé, P.L., Harms, P.D. and Chang, C.-H.(D). (Ed.) *Examining the Paradox of Occupational Stressors: Building Resilience or Creating Depletion (Research in Occupational Stress and Well Being, Vol. 20)*, Emerald Publishing Limited, Leeds, pp. 25-50. <https://doi.org/10.1108/S1479-355520220000020005>

King, D. D., & **Burrows, D.** (2021). Resilience in the goal hierarchy: Strategy change as a form of perseverance. In G. Todt, J. Backmann, & M. Weiss (Eds.), *Work Life After Failure?! How Employees Bounce Back. Learn, and Recover from Work-Related Setbacks*. Emerald Publishing.

Burrows, D., Phetmisy, C., Watson, I., Brown, R., & Beier, M. (2020). Coffee and corporate social responsibility: Not as simple as revitalizing training. *Industrial and Organizational Psychology*, 13(2), 216-218. doi:10.1017/iop.2020.44

Lewis, A., Porter, C. O., Amber, B., Stoverink, A. C., & **Burrows, D.** (2019). Collective Efficacy Dispersion in Teams: Variation on a Traditionally Shared Construct. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 18443). Briarcliff Manor, NY 10510: Academy of Management.

WHITE PAPER PUBLICATIONS

Burrows, D., Porter, C.O., Stehman, C., Diagostino, S. (2019). *Incivility: A Silent Sickness in Healthcare* [White Paper]. Kelley School of Business Physician MBA.

PUBLICATIONS UNDER REVIEW OR IN PROGRESS

Banerjee, N., Jean-Baptiste, T., King, D., Goodson, P., Denny, B., Sano, A., **Burrows, D.** (under review). Job Seeker Resilience and Wellbeing. *Journal of Applied Psychology*.

Burrows, D. Women in Negotiation and the Intersection of Race. *Pilot Test Conducted*.

PEER- REVIEWED PRESENTATIONS

Chaired Symposia

Burrows, D. & King, D. D. (2020, April). *Creating consensus: Workplace resilience measurement best practices*. Symposium accepted to be conducted at the annual meeting of the Society for Industrial Organizational Psychology, Austin TX. [In-person conference cancelled]

Burrows, D., King, D.D. (2020, April). *Unique populations and perspectives: resiliency beyond the nine to five*. Symposium accepted to be conducted at the annual meeting of the Society for Industrial Organizational Psychology, Austin, TX. [In-person conference cancelled]

Burrows, D. & Lindsey, A. (2019, April). *Improving lives by leveraging diversity in organizations*. Symposium presented at the annual meeting of the Society for Industrial Organizational Psychology, Washington DC.

Symposia Presentations

Jean-Baptiste, T., King, D., **Burrows, D.** (2024). *The Important Role of Policy in Employee Intersectional Authenticity*. Symposium presented at the annual meeting of the Society for industrial Organizational Psychology, Chicago, IL.

Burrows, D., Pietri, E., & Johnson, I. (2019, April). *How can organizations promote Black women to trust mentors with different identities?* Symposium presented at the annual meeting of the Society for Industrial Organizational Psychology, Washington DC.

Amber, B., Lindsey, A. P., Sabat, I. E., Ahmad, A., **Burrows, D.**, & Liu, S.-N. C. (2018, April). *The consequences of managing an intersectional atheist identity at work*. Symposium to be presented at the annual conference of the Society for Industrial and Organizational Psychology. Chicago, IL.

Teets, L., Lindsey, A., Jones, K., **Burrows, D.**, & Arena, D. (2018, April). *Reducing discrimination against pregnant workers: A policy capturing study*. Symposium to be conducted at the annual conference of the Society for Industrial Organizational Psychology, Chicago, IL.

Burrows, D., Ashburn-Nardo, L. (2018, April). *The dehumanization of voluntary childfree people: Does race matter?* Paper talk to be presented at the annual conference of the Midwestern Psychological Association, Chicago, IL.

Posters Presentations

Burrows, D., Pietri, E., & Johnson, I. (2019, February). *How can organizations promote Black women to trust mentors with different identities?* Poster to be presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.

Amber, B., **Burrows, D.**, Porter, C., & Stehman, C. (2019, February). *The impact of coworker incivility among ER physicians*. Poster submitted to be presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.

Burrows, D., Teets, L., Lindsey, A. P., Jones, K., Arena, D. (2018, April). *Reducing discrimination against pregnant workers*. Poster to be presented at the annual conference of the Midwestern Psychological Association, Chicago, IL.

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Grabowski, M., Amber, B., **Burrows, D.**, Lindsey, A., Sabat, I., & Liu, S. (2018, April). *The consequences of managing an atheist identity at work*. Poster to be presented at the annual conference of the Midwestern Psychological Association, Chicago, IL.

TEACHING EXPERIENCE

Guest Lecturer

Rice University Undergraduate Honors Thesis Course

Topic: How to use SPSS, Data Analyses and Research Methodology

Guest Lecturer

Introduction to Industrial-Organizational Psychology (PSYC 230), Rice University

Topic: Diversity and Equity at Work

Guest Lecturer

Industrial and Organizational Psychology (PSYC 231), Rice University

Topic: Workplace and Employee Resilience

Graduate Teaching Assistant

Physician MBA Program, Kelley School of Business

Graduate Teaching Assistant

Industrial and Organizational Psychology (PSYC 231), Rice University

Dissertation Coach

Executive Students

Independent Consulting

APPLIED EXPERIENCE

Psychometrics and Organizational Behavior Consultant (Independent)

2022-Present

Provide tailored solutions to optimize organizational effectiveness. Key projects include:

- Designing and implementing psychometric assessments
- Conducting research on organizational culture and leadership
- Delivering targeted interventions to improve team dynamics and individual performance

2020-2021

Deloitte

Human Capital Consulting Intern

REVIEWER EXPERIENCE

Student co-reviewer for the **African Journal of Management**

Student co-reviewer for the **Journal of Immigrant and Minority Health**

CERTIFICATIONS

Inter-University Consortium for Political and Social Research Summer Program (ICPSR)

University of Michigan

Concentration: Quantitative Methods to Advance Diversity, Equity, and Inclusion

SELECT COURSES TAKEN

Research Methods (*PSYC 507*)

Psychometrics (*PSYC 602*)

Personnel Psychology (*PSYC 634*)

Advanced Psych Statistics I (*PSYC 502*)

Machine Learning | Big Data (*PSYC 670*)

STATISTICAL LANGUAGES & PACKAGES

Statistical Package for the Social Sciences (SPSS): Expert

MPlus: Proficient

SmartPLS: Proficient

R: Proficient

Qualtrics: Expert