

CURRICULUM VITAE

DANIELLE N. ROSENSCRUGGS, Ph.D.

Scholar | Coach | Facilitator

Ann Arbor, MI

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PROFESSIONAL PROFILE

Scholar, coach, and facilitator with expertise in graduate student well-being, impostor phenomenon, self-compassion, and professional development in higher education. Experienced in designing and facilitating workshops, coaching students through academic and career transitions, and developing evidence-based programming within university settings.

EDUCATION

Ph.D., Developmental Psychology 2020 – 2026

The University of Michigan, Ann Arbor, MI

Dissertation: Taming the Impostor: Exploring the relationship between the impostor phenomenon and self-compassion in doctoral education

M.S., Developmental Psychology 2020 – 2022

The University of Michigan, Ann Arbor, MI

Thesis: The multidimensional internalized sexism scale: Development and initial validation of a measure of internalized sexism in women

Post-Baccalaureate, Psychology 2019 – 2020

Portland State University, Portland, OR

Master of Tourism Administration 2006 – 2007

The George Washington University, School of Business, Washington, DC

Bachelor of Arts (Cum Laude), Marketing Communications 2001 – 2004

Columbia College, Chicago, IL

AREAS OF EXPERTISE

- Impostor Experiences in Higher Education
- Graduate Student Well-being
- Student Mentorship and Support
- Academic and Career Development
- Program Design and Evaluation
- Burnout, Perfectionism, and Social Comparison
- Self-Compassion and Mindfulness
- Well-being in Higher Education

CORE COMPETENCIES

Coaching & Facilitation: Individual and Group Coaching, Group Facilitation, Workshop Design and Delivery, Reflective Listening, Mentorship, Graduate Student Support

Communication & Program Development: Curriculum Development, Psychoeducational Programming, Public Speaking, Academic Writing, Public Scholarship

Research & Evaluation: Research Design, Literature Review, Project Management, Program Evaluation, Quantitative and Qualitative Research

Statistical Analysis & Software: Factor Analysis, Regression Modeling, Moderation and Mediation Analysis, SPSS, R, MPlus, Stata

RELEVANT PROFESSIONAL EXPERIENCE

Institute for Social Change (ISC) Engagement Group Facilitator May 2026 – Present

Rackham Graduate School and Ginsberg Center, University of Michigan

- ISC provides an interdisciplinary cohort experience for graduate students interested in learning about community-engaged research, scholarship, and careers.
- Facilitate interdisciplinary dialogue and reflective cohort programming focused on public scholarship, community engagement, identity development, and professional pathways.

Founder, Coach & Facilitator January 2024 – Present

The Impostor Academy

- Offers evidence-based professional development and well-being workshops, minicourses, and presentations for higher education institutions.
- Individual and group coaching for graduate students, postdocs, and faculty navigating impostor experiences, perfectionism, burnout, and academic transitions.

Wellness Coach January 2024 – June 2025

Wolverine Wellness, University of Michigan

- Provided individual coaching for University of Michigan undergraduate and graduate students to support holistic well-being.
- Supported clients in setting self-directed goals aligned with their unique needs, values, and aspirations.

Professional Development Graduate Student Staff Assistant July 2023 – December 2024

Rackham Graduate School, University of Michigan

- Collaborated with Rackham's Director of Professional Development and Engagement to design and support graduate student professional development programming.
- Primary responsibilities include creating and updating content for asynchronous Canvas workshops on professional development topics (e.g., CV writing, strategies for managing impostor experiences, future faculty career preparation).

DEI Graduate Student Staff Assistant August 2022 – April 2023

Rackham Graduate School, DEI Certificate Program, University of Michigan

- Worked as a member of a three-person DEI Certificate Program Team to support approximately 300 program participants.
- Primary responsibilities included managing program inbox, Canvas site, participant dashboard, and other workshop and program materials (e.g., workshop decks, resources).

Impostor Phenomenon Workshop Creator & Facilitator

February 2022 – January 2026

Rackham Graduate School, University of Michigan

- Designed Rackham's impostor phenomenon workshop and accompanying 45-page workbook in collaboration with the Director of Professional Development and Engagement.
- Designed and facilitated dozens of workshops for graduate students, faculty, and staff across the University of Michigan focused on impostor experiences and student well-being.

Graduate Student Instructor

January 2021 - December 2022

Department of Psychology, University of Michigan

- Discussion section leader for Psych 250: Introduction to Developmental Psychology (3 terms; 7 sections). Grader for Psych 358: Psychology of Adolescence (1 term; 150 students) and Psych 111: Introduction to Psychology (1 term; 75 students).
- Primary responsibilities included updating course website, creating course content, grading assignments and exams, managing student communication, and holding office hours.

Founder and Chief Event Officer

January 2016 – August 2019

MeaningFull Events LLC & PDX Event Source, Portland, OR

- Founder and Chief Event Officer of PDX Event Source and MeaningFull Events, LLC, specializing in event planning and staffing for large-scale corporate & nonprofit events.
- Utilized 12 years of event, fundraising, and marketing experience to provide clients with the highest level of service and create high-quality events and experiences for attendees.

Event Operations Manager

October 2015 – January 2016

Destination Concepts, Inc., San Diego, CA

- Planned and operated events ranging in size, scope, and industry throughout California.
- Full-service event planning, transportation, VIP coordination, team building activities, design & décor, operations, contract negotiation, and budget management.

Director of Development

October 2009 – December 2013

Accelerate Brain Cancer Cure, Washington, DC

- Responsible for overseeing development and event portfolio, accounting for \$2.5 million in annual fundraising revenue supporting brain cancer research.
- Managed organization's grant writing and sponsorship tasks, securing more than \$500,000 annually in grants and sponsorships.

RESEARCH EXPERIENCE

Graduate Student Researcher

August 2023 – January 2026

*Research on Race, Achievement, Culture, & Education (RACE) Lab – Dr. Kevin Cokley**Department of Psychology, University of Michigan, Ann Arbor*

- Provided support and feedback for lab mates on various projects related to race, academic achievement, and impostor phenomenon in the context of higher education.
- Chapter contributor (first author) on APA edited volume on the impostor phenomenon.
- Collaborated on multiple quantitative and qualitative projects related to experiences of minoritized students at PWIs, HBCUs, and Hispanic-serving institutions.

Graduate Student Researcher

January 2022 – December 2022

*Mood Lifters Lab – Dr. Patricia Deldin**Department of Psychology, University of Michigan, Ann Arbor*

- Collaborated on research related to Mood Lifters, a peer-led support program designed to support adults experiencing stress, depression, anxiety, and difficult life transitions.
- Attended weekly Mood Lifters lab meetings and participated in 2022 Mood Lifters program.

Graduate Student Researcher

August 2020 – January 2026

*Gender, Media, & Development Lab – Dr. Monique Ward**Department of Psychology, University of Michigan, Ann Arbor*

- Provided support and feedback for lab mates on various projects related to social development, adolescent development, gender norms and stereotypes, and media.
- Collaborated on multiple review papers on gender and sexuality featured in Nature Reviews Psychology and Current Directions in Psychological Science.

Post-Baccalaureate Research Assistant

August 2019 – May 2020

*Gender, Race, and Sexual Prejudice Lab – Dr. Kimberly Kahn**Department of Psychology, Portland State University*

- Contributed to research on racial and gender bias in policing, the stigmatization of religious and ethnic groups, and stereotypes and perceptions of student-athletes.
- Assisted with research design, recruitment, data entry, transcription, and data cleaning.

Post-Baccalaureate Research Assistant

August 2019 – May 2020

*Social Emotional Learning and Mindfulness Lab – Dr. Andrew Mashburn**Department of Psychology, Portland State University*

- Contributed to research on the impacts of Social Emotional Learning and Mindfulness programs on students' social-emotional, self-regulation, and well-being.
- Designed and received IRB approval for a longitudinal study comparing outcomes of 4-, 6-, and 8-week Mindfulness-based Stress Reduction (MBSR) courses.
- Member of MindUp Pre-K research team. Conducted assessments (e.g., Emotion Matching Task, Head-Toes-Knees-Shoulders, EF Touch, Woodcock Johnson IV).

PROFESSIONAL CERTIFICATES & TRAINING

- Co-Active Professional Coach Certification, Co-Active Training Institute (expected completion, October 2026)
- Group Coaching Certification, Group Coaching HQ (April 2026)
- Diversity, Equity, and Inclusion Certificate, Rackham Graduate School (April 2024)
- MasterTrack Certificate in Social Work (December 2023)
- MICHM Mentoring Academy (December 2022)
- Motivational Interviewing Training, Wolverine Wellness (December 2022)
- Institute for Social Change, Rackham Public Scholarship Program (May 2021)

FACILITATED WORKSHOPS & TALKS

Rosenscruggs, D. (2026, May). *You're Here to Learn, Not to Already Know: Reframing impostor experiences in graduate school*. Department workshops for graduate students, faculty, and staff. Department of Human Development and Family Science, Purdue University, West Lafayette, IN.

Rosenscruggs, D. (2025, August). *Looking Back, Looking Forward: What I'd Wish I'd Known*. Keynote Address for Graduate Student Fall Welcome. Rackham Graduate School, University of Michigan, Ann Arbor, MI.

Rosenscruggs, D. (2024, March). *Taming the impostor: Navigating the Ph.D. to professional job search*. Conference workshop for the 2024 Ph.D. Connections Conference hosted by Rackham Graduate School, University of Michigan, Ann Arbor, MI.

Rosenscruggs, D. (2024, January). *Combating the Impostor Phenomenon in higher education*. Professional development pre-conference workshop, Student Life Professional Development Conference, University of Michigan, Ann Arbor, MI.

Dowd, K, & **Rosenscruggs, D.** (2024, January). *Writing a diversity statement*. Professional development workshop co-facilitator for the University of Michigan Diversity, Equity, and Inclusion Certificate Program, Ann Arbor, MI.

Rosenscruggs, D. (2023, November). *The impostor phenomenon in higher education*. Research talk at the November staff forum at Rackham Graduate School, University of Michigan, Ann Arbor.

Rosenscruggs, D., & Schram, L. (2022-2023 Academic Year). *An introduction to managing impostorism in graduate school*. Twelve (12) graduate student workshops presented across the University of Michigan campus on behalf of Rackham Graduate School, Ann Arbor, MI.

PUBLICATIONS

Rosenscruggs, D., & Cokley, K. (*under review*). Testing the measurement invariance of the Clance Impostor Phenomenon Scale across racially and ethnically diverse U.S. college students.

Cokley, K., Hachem, Z., **Rosenscruggs, D.,** Ross, B., Childs, J., Alvarado, D., & Bhatia, A. (*under review*). Differentiating impostor phenomenon profiles in racially diverse college students: A latent profile analysis.

Ross, B., Hachem, Z., Alvarado, D., **Rosenscruggs, D.,** Childs, J., & Cokley, K. (*under review*). Does impostorism see color? Impostor phenomenon as a moderator/mediator of discrimination and mental health: A replication of Cokley et al. (2017) study.

- Rosenscruggs, D.**, & Schram, L. (2024). Research-based strategies for combating the impostor phenomenon in higher education. In K. Cokley (Ed.), *The impostor phenomenon: Psychological research, theory, and interventions*. American Psychological Association.
- Ward, L.M., Stevens Aubrey, J., Bridgewater, E., & **Rosenscruggs, D.** (2024). What becomes of the Pretty Princess? Childhood Disney princess engagement and affinity and women's appearance and relationship conceptions in late adolescence. In S. J. T. Hust, J. F. Willoughby, and R. Ortiz (Ed.), *Teens, sex, and media: Understanding media impact on adolescent sexuality, sexual health, and advocacy*. Routledge, Taylor & Francis Group.
- Ward, L. M., Daniels, E. A., Zurbriggen, E. L., & **Rosenscruggs, D.** (2023). The sources and consequences of sexual objectification. *Nature Reviews Psychology*, 1-18.
- Kayser, J., Hu, R. X., **Rosenscruggs, D.**, Li, L., & Xiang, X. (2022). A systematic review of the impact of select mindfulness interventions on psychological outcomes among older adults with chronic health conditions. *Clinical Gerontologist*, 1-13.
- Ward, L. M., **Rosenscruggs, D.**, & Aguinaldo, E. R. (2022). A scripted sexuality: Media, gendered sexual scripts, and their impact on our lives. *Current Directions in Psychological Science*, 31(4), 369-374.

RESEARCH PRESENTATIONS & POSTERS

- Rosenscruggs, D.** (2024, August). *Interrogating the Clance Impostor Phenomenon Scale through a racial lens*. 2024 American Psychological Association Annual Conference, Division 45 – Society for the Psychological Study of Culture, Ethnicity, and Race, Seattle, WA.
- Rosenscruggs, D.** (2024, April). *Combating the impostor phenomenon in higher education*. Innovation/Ideation session accepted for the 2024 AAC&U Conference on General Education, Pedagogy, and Assessment, Providence, RI.
- Rosenscruggs, D.** (2024, March). *The development and validation of the Multidimensional Internalized Sexism Scale (MISS)*. Poster accepted for the Association for Women in Psychology 2024 Annual Conference, Virtual. [Accepted, unable to attend].
- Rosenscruggs, D.** (2023, November). *Taming the impostor: Exploring the impostor phenomenon and self-compassion in doctoral education*. Developmental psychology brown bag research talk at the University of Michigan, Ann Arbor, MI.
- Rosenscruggs, D.**, Money, E., & Kahn, K. (2020, February). *Exploring gender differences in mindfulness and the moderating effect of gender identity centrality*. Poster presented at the Society for Personality and Social Psychology 2020 Convention, New Orleans, LA.
- Rosenscruggs, D.**, Choles, J., Skinner, E., Mashburn, A., & Roeser, R. (2020, March). *Student perceptions of teachers' mindful behaviors in the middle school classroom: Gender*

differences and change over time. Accepted poster for the Society for Research on Adolescence 2020 Biennial Meeting, San Diego, CA [Session canceled, COVID-19].

Labinger, E., Choles, J., **Rosenscruggs, D.**, Tremaine, E., Adams-Wiggins, K., Hernández, M., & Mashburn, A. (2020, April). *Alignment between preschool and kindergarten teachers' beliefs and classroom practices during children's transition to kindergarten.* Poster for Early Education & Child Development Special Interest Group of American Educational Research Association Annual Meeting, San Francisco, CA [Session canceled, COVID-19].

ACADEMIC LEADERSHIP & SERVICE

- Committee Member, Rackham Mental Health & Well-being Committee (Fall 2024 – Fall 2025)
- Co-Chair, Rackham Well-being Symposium (Fall 2024)
- Student Advisory Board Member, Rackham Advocate Program (Winter 2024 – Fall 2025)
- Ph.D. Connections Planning Committee, Rackham Graduate School (Fall 2023 – Winter 2024)
- Diversity Recruitment Committee, Developmental Psychology area (Fall 2023 – Winter 2024)
- Curriculum Committee, Developmental Psychology area (Fall 2022 – Spring 2023)
- Curriculum Committee, Psychology Student Academic Affairs (Fall 2022 – Spring 2023)
- Newsletter Committee, Developmental Psychology area (Fall 2020 – Spring 2022)

RESEARCH AWARDS AND GRANTS

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| • Jay & Kay Peters Graduate Psychology Student Award (\$2,000) | April 2024 |
| • Jonides Graduate Research Award (\$1,000) | November 2023 |
| • Barbara Oleshansky Memorial Fund Summer Research Award (\$2,000) | April 2023 |
| • Institute for Social Research, Quantitative Methods Award (\$4,400) | March 2023 |
| • Rackham Pre-Candidate Graduate Student Research Grant (\$1,500) | September 2021 |
| • Ward Summer Research Grant (\$1,500) | May 2021 |
| • Department of Psychology Summer Research Award (\$2,000) | April 2021 |