

# Teri A. Kirby

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## ACADEMIC APPOINTMENTS

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**Senior Lecturer**, 2018 – present  
 Department of Psychology, University of Exeter, UK

**Lecturer (Assistant Professor)**, 2015 – 2018  
 Department of Psychology, University of Exeter, UK

## EDUCATION

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**Ph.D. in Social Psychology**, University of Washington, 2010-2015 (Advisor: Cheryl Kaiser)  
 Quantitative Minor, Diversity Science Specialization  
 Dissertation title: *The demands of diversity messages: Strategic self-stereotyping among racial minorities*

**M.S. in Psychology**, University of Washington, 2014  
 Thesis title: *Mental rehearsal increases liking for repeatedly exposed stimuli*

**B.A. in Psychology**, University of Pennsylvania, 2004-2008  
 Minors in Political Science and French

## PUBLICATIONS

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**Total citation count: 1,185 (Google Scholar)**

\* indicates a mentee

**Kirby, T.A.**, Merritt, S.\*, Baillie, S., Wu Malahy, L., & Kaiser, C.R. (in press). *Combating bisexual erasure: The correspondence of implicit and explicit sexual identity*. Manuscript accepted for publication at *Social Psychological and Personality Science*. [pre-print: <https://psyarxiv.com/nx53u>]

**Kirby, T.A.**, & Kaiser, C.R. (in press). Person-message fit: Racial identification moderates the benefits of diversity approaches. Manuscript accepted for publication at *Personality and Social Psychological Bulletin*.

**Kirby, T.A.**, Silva-Rego, M.\*, & Kaiser, C.R. (in press). Colorblind and multicultural diversity strategies create identity management pressure. Manuscript accepted for publication at *European Journal of Social Psychology*.

† **Morgenroth, T.**, **Kirby, T.A.**, Ryan, M.K. & Sudkaemper, A.\* (2020). The who, when, and why of the glass cliff phenomenon: A meta-analysis of appointments to precarious leadership positions. *Psychological Bulletin*, 146(9), 797–829.

† Lead authorship shared by first two authors

**Kirby, T.A.**, Tabak, J.A., Ilac, M., & Cheryan, S. (2020). The symbolic value of ethnic spaces. *Social Psychological and Personality Science*, 11(7), 867-878.

Ryan, M.K., Begeny, C.T., Bongiorno, R., **Kirby, T.A.**, Morgenroth, T. (2020). Editorial: Understanding barriers to workplace equality: A focus on the target's perspective. *Frontiers in Psychology: Organizational Psychology*, 11:1279. doi: 10.3389/fpsyg.2020.01279

- Sudkaemper, A.\*, Ryan, M.K., **Kirby, T.A.**, & Morgenroth, T. (2020). A comprehensive measure of attitudes and behaviour: Development of the Support for Gender Equality Among Men scale. *European Journal of Social Psychology*, 50(2), 256-277.
- Handron, C.\*, **Kirby, T.A.**, Wang, J., Matskewich, H.E., & Cheryan, S. (2017). Unexpected gains: Being overweight buffers Asian Americans from prejudice against foreigners. *Psychological Science*, 28(9), 1214-1227.
- Kirby, T.A.**, & Greenwald, A.G. (2017). Mental ownership: Does mental rehearsal transform novel stimuli into mental possessions? *Journal of Experimental Social Psychology*, 73, 125-135.
- Ruby, M.B., Alvarenga, M.S., Rozin, P., **Kirby, T.A.**, Richer, E., Rutzstein, G. (2016). Attitudes toward beef and vegetarians in Argentina, Brazil, France, and the USA. *Appetite*, 96, 546-547.
- Kirby, T.A.**, Kaiser, C.R., & Major, B. (2015). Insidious procedures: Diversity awards legitimize unfair organizational practices. *Social Justice Research*, 28(2), 169-186.
- Brady, L.M., Kaiser, C.R., Major, B., & **Kirby, T.A.** (2015). It's fair for us: Diversity structures cause women to legitimize discrimination. *Journal of Experimental Social Psychology*, 57, 100-110.
- Duckworth, A.L., **Kirby, T.A.**, Gollwitzer, A., & Oettingen, G. (2013). From fantasy to action: Mental contrasting with implementation intentions (MCII) improves academic performance in children. *Social Psychological and Personality Science*, 4(6), 745-753.
- Duckworth, A.L., Tsukayama, E., & **Kirby, T.A.** (2013). Is it really self-control? Examining the predictive power of the delay of gratification test. *Personality and Social Psychology Bulletin*, 39(7), 843-855.
- Gollwitzer, A., Oettingen, G., **Kirby, T.A.**, Duckworth, A.L., & Mayer, D. (2011). Mental contrasting facilitates academic performance in school children. *Motivation and Emotion*, 35, 403-412.
- Duckworth, A. L., **Kirby, T.A.**, Tsukayama, E., Berstein, H., & Ericsson, K.A. (2011). Deliberate practice spells success: Why grittier competitors triumph at the National Spelling Bee. *Social Psychological and Personality Science*, 2, 174-181.

## **GRANTS & FELLOWSHIPS**

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**Total grant and fellowship funding awarded: £451,940**

Economic and Social Research Council, New Investigator Award, 2019-2022 (**£253,310**)

PI: **Teri Kirby** (Grant Number: ES/S00274X/1)

*The Paradox of Gender-Conscious Diversity Initiatives: How Accentuating Gender Differences May Perpetuate Workplace Gender Inequality*

British Academy/Leverhulme Trust, Small Research Grant, 2020-2021 (**£7,033**)

PI: Thekla, Morgenroth, Co-PI: **Teri Kirby** (Grant Number: SRG20\201173)

*She's not a real feminist: Conflicts in the pursuit of gender equality*

Europe Network Fund, University of Exeter, 2019 (**£2,930**)

PIs: Michelle Ryan, Teri Kirby; Co-PIs: Belle Derks, Colette van Laar, Jojanneke van der Toorn  
*Gender Inequality Network (Exeter, Utrecht, Leuven, Leiden)*, Collaboration funds for gender workshop

Outward Mobility Academic Fellowship, University of Exeter, 2018 (**£5,000**)

PIs: Joanne Smith, Teri Kirby, Manuela Barreto, Celia Morgan

Collaboration visit to University of British Columbia

Society for the Psychological Study of Social Issues Grant-in-Aid, 2017 (**£1,516**)

PI: Teri Kirby, Co-PI: Michelle Ryan

*How Do Organizational Diversity Philosophies Impact Women's Progression to Leadership Positions?*

College of Life and Environmental Sciences Strategic Development Fund, 2017 (**£3,645**)

*Facilitating High Impact Experimental Research in Psychology*

College of Life and Environmental Sciences Strategic Development Fund, 2016 (**£1,398**)

*Diversity Policies & Ethnic Minorities' Workplace Outcomes*

ALCOR Summer Fellowship, University of Washington, 2015 (**\$9,155**)

Robert C. Bolles Dissertation grant, University of Washington, 2015 (**\$1,240**)

National Science Foundation Graduate Research Fellowship, 2012-2015 (**\$210,990**)

*Ironic Effects of Multicultural Policies: Increased Susceptibility to Stereotype Threat*

## **AWARDS, HONORS, & OTHER DISTINCTIONS**

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Visiting International Academic Fellowship, University of Exeter, 2020 (**£1,532**)

PIs: Michelle Ryan, Teri Kirby, Chris Begeny

Collaboration visit from Professor Toni Schmader, University of British Columbia

Economic and Social Research Council Studentship (SWDTP), 2019-2023 (**£102,236**)

Awarded to Nicole Russell Pascual, Mentor: **Teri Kirby**

*The ironic consequences of celebrating gender differences in the workplace*

Research publication featured in Harvard Kennedy School's Gender Action Portal highlighting research that advances gender equity, 2020: *It's fair for us: Diversity structures cause women to legitimize discrimination.*

<https://gap.hks.harvard.edu/its-fair-us-diversity-structures-cause-women-legitimize-discrimination>

European Association of Social Psychology Full Member Research Travel Award, 2018 (**€750**)

*How Messages to "Lean In" Impact Female Leaders*, Collaboration visit to Madeline Heilman's lab

Above and Beyond Bronze Award, University of Exeter, 2018 (**£500**)

Awarded for "contribution to education management and leadership within Psychology including an excellent job as MSc Social and Organisational Psychology Programme Director"

Chaired SPSP Diversity & Climate Committee's sponsored symposium, 2015

One symposium is selected annually for its significance to the field of diversity science

Symposium title: *Detecting and responding to inclusion cues: Implications for racial minorities*

Graduate and Professional Student Senate Travel Award, University of Washington, 2015 (**\$300**)

Society for Personality and Social Psychology Graduate Student Travel Award, 2014 (**\$500**)

Selected for Summer Institute in Social and Personality Psychology, UC Davis, 2013

Courses: *Social Neuroendocrinology & Longitudinal Data Analysis*

Student Poster Award, Annual meeting of SPSP, Honorable Mention, 2012

Ford Foundation Graduate Research Fellowship, Honorable Mention, 2012 (**\$60,000**)

Penn Leadership Scholarship, University of Pennsylvania, 2004-2008

## **ORAL PRESENTATIONS**

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\* indicates a student mentee

### **Invited Talks:**

- Kirby, T.A.** (2020, Feb). Tailoring diversity initiatives to the gender and race intersection. *Invited talk for the Gender preconference at the annual meeting of the Society for Personality and Social Psychology*, New Orleans, USA.
- Kirby, T.A.** (2020, Jan). The nuances of diversity management: Implications for racial minorities and women. *Invited talk for the Social Psychology Seminar series*, University of Groningen.
- Kirby, T.A.** (2019, May). The pitfalls of celebrating diversity: Implications for ethnic minorities and women. *Invited talk for the Psychology Seminar series*, Queen's University Belfast.
- Kirby, T.A.** (2019, Feb). Cultural appropriation or appreciation? The role of status and cultural awareness on reactions to cultural appropriation. *Invited talk for the Social/Personality Psychology Brownbag series*, University of Washington.
- Kirby, T.A.** (2019, Jan). The trials and tribulations of celebrating diversity. *Invited talk for the Social Identity Lab group*, University of British Columbia.
- Kirby, T.A.** (2018, Jul). The trials and tribulations of diversity management: How diversity initiatives impact minority groups. *Invited talk for Pearn Kandola Lunch Seminar series*.
- Kirby, T.A.** (2017, May). The trials and tribulations of diversity management: How diversity initiatives impact ethnic minorities and women. *Invited talk for the Psychology Seminar series*, University of Essex.
- Kirby, T.A.** (2017, Mar). Why isn't diversity management working? *Invited talk for the PsycSoc Seminar series*, University of Exeter.
- Kirby, T.A.** (2015, Oct). Ironic effects of diversity policies: Can multiculturalism increase self-stereotyping among African Americans? *Talk given in Laboratory in Social Psychology (undergraduate course)*, University of Washington, Seattle, WA.
- Kirby, T.A.** (2015, Mar). Ironic effects of inclusive diversity policies: Multiculturalism increases self-stereotyping among racial minorities. *Talk given at the Diversity Science Seminar & Psychology Recruitment Lunch*, University of Washington, Seattle, WA.
- Kirby, T.A.** (2014, Mar). Ironic effects of diversity policies: Can multiculturalism increase self-stereotyping among African Americans? *Talk given in Laboratory in Social Psychology (undergraduate course)*, University of Washington, Seattle, WA.
- Kirby, T.A.** (2013, Apr). Affective Priming and Mere Exposure. *Talk/lecture given in Implicit and Unconscious Cognition (undergraduate course)*, University of Washington, Seattle, WA.

**Kirby, T.A.** (2013, Feb). Ironic effects of diversity policies: Can multiculturalism increase self-stereotyping among African Americans? *Talk given at the Diversity Steering Committee Lunch*, University of Washington, Seattle, WA.

### Chaired Symposia:

**Kirby, T.A.** & Latu, I. (2020, Jul). Not all diversity initiatives are created equal: The nuances of designing effective initiatives. *Symposium accepted to the 19<sup>th</sup> general meeting of the European Association of Social Psychology*, Krakow, Poland. Postponed due to COVID-19.

Morgenroth, T. & **Kirby, T.A.** (2017, Jul). Barriers to achieving gender equality: Shortcomings of placing the burden on women. *Symposium chaired at the 18<sup>th</sup> general meeting of the European Association of Social Psychology*, Granada, Spain.

**Kirby, T.A.**, & Kaiser, C.R. (2015, Feb). Detecting and responding to inclusion cues: Implications for racial minorities. *Symposium chaired at the annual meeting of the Society for Personality and Social Psychology*, Long Beach, CA. **Chosen as official conference Diversity Symposium.**

### Symposium and Data Blitz Presentations:

**Kirby, T.A.**, Tabak, J.A., Ilac, M., & Cheryan, S. (2021, Feb). The symbolic value of identity-focused space. In Meagher, B. (chair), *The Psychology of Home. Symposium presentation at the annual meeting of the Society for Personality and Social Psychology* (virtual conference).

**Kirby, T.A.** & Barreto, M. (2020, Jul). Identity-conscious diversity messages facilitate sexual identity disclosure among sexual minorities. In van der Toorn, J. & Colombo, M. (chairs), *Heteronormativity at Work: Its Origins, Implications and Underlying Mechanisms. Data blitz accepted to the annual meeting of the International Society of Political Psychology*, Berlin, Germany. Canceled due to COVID-19.

**Kirby, T.A.**, Silva-Rego, M.\*, Kaiser, C.R., Powell, C.\*, Ji, H.\*, Eckhardt, G.\*, Huyn, I.\* (2020, Jul). Gender-conscious diversity messages validate women who face workplace gender discrimination. In Kirby, T.A. & Latu, I. (chairs), *Not all diversity initiatives are created equal: The nuances of designing effective initiatives. Symposium presentation accepted to the 19<sup>th</sup> general meeting of the European Association of Social Psychology*, Krakow, Poland. Postponed due to COVID-19.

Ng, J.\*, Morton, T., & **Kirby, T.A.** (2020, Jul). Acculturation orientations shape international students' experiences of restorativeness within socially distinct study spaces. *Data blitz accepted to the 19th general meeting of the European Association of Social Psychology*, Krakow, Poland. Postponed due to COVID-19.

Wong, E.\*, Rink, F.A., Ryan, M.K., & **Kirby, T.A.** (2020, Jul). Intersectional needs for successful gender diversity interventions. In Wong, E. (chair), *Multiple identities and their intersection: How our experiences and needs are shaped by multidimensionality. Symposium presentation accepted to the 19th general meeting of the European Association of Social Psychology*, Krakow, Poland. Postponed due to COVID-19.

Spangsdorf, S.\*, Ryan, M.K., & **Kirby, T.A.** (2020, Jul). How might adolescent ambition be gendered? Developing a multifaceted model of ambition. *Data blitz accepted to the 19th general meeting of the European Association of Social Psychology*, Krakow, Poland. Postponed due to COVID-19.

- Kirby, T.A.**, Schwanold, E., & Gundemir, S. (2020, Feb). *Cultural appropriation or appreciation? The role of status and cultural awareness on reactions to cultural appropriation*. In Mosley, A.J. & Biernat, M. (chairs), *The Psychology of Cultural Appropriation in Intergroup Contexts. Symposium presentation at the annual meeting of the Society for Personality and Social Psychology*, New Orleans, USA.
- Carter, A.B., Gündemir, S., **Kirby, T.A.**, & Galinsky, A. (2020, Feb). *Cultural Borrowing versus Trespassing*. In Mosley, A.J. & Biernat, M. (chairs), *The Psychology of Cultural Appropriation in Intergroup Contexts. Symposium presentation at the annual meeting of the Society for Personality and Social Psychology*, New Orleans, USA.
- Kirby, T.A.**, & Schwanold, E.\* (2019, Jun). Cultural appropriation or appreciation? The role of status and cultural awareness on reactions to cultural appropriation. *Symposium presentation at the annual meeting of the Society for the Psychological Study of Social Issues*, San Diego, USA.
- Ryan, M.K., Morgenroth, T., **Kirby, T.A.**, & Sudkaemper, A.\* (2019, May). The who, when, and why of the glass cliff phenomenon: A meta-analysis of appointments to precarious leadership positions. *Symposium presentation at the general meeting of the European Association of Work and Organizational Psychology*, Turin, Italy.
- Kirby, T.A.** & Barreto, M. (2019, Mar). Organizational pro-diversity cues facilitate sexual identity disclosure among sexual minorities. In Germano, A. & Cheryan, S. (chairs), *Uncovering the costs and benefits to popular diversity programs across schools and workplaces. Symposium presentation at the annual meeting of the International Convention of Psychological Science*, Paris, France.
- Kirby, T.A.**, & Schwanold, E.\* (2019, Feb). Cultural appropriation or appreciation? The role of status and cultural awareness on reactions to cultural appropriation. *Data blitz given at the Self & Identity Preconference of the annual meeting of the Society for Personality and Social Psychology*, Portland, USA.
- Morgenroth, T., **Kirby, T.A.**, Sudkaemper, A. \*, & Ryan, M.K. (2019, Feb). The who, when, and why of the glass cliff phenomenon: A meta-analysis of appointments to precarious leadership positions. *Data blitz given at the Gender Preconference of the annual meeting of the Society for Personality and Social Psychology*, Portland, USA.
- Kirby, T.A.**, & Kaiser, C.R. (2017, Jul). The demands of diversity philosophies: Strategic self-stereotyping among racial minorities. In Ryan, M.K. (chair), *Reducing prejudice and enhancing equality: Exploring the unintended consequences of practical interventions. Symposium presentation at the 18<sup>th</sup> general meeting of the European Association of Social Psychology*, Granada, Spain.
- Kirby, T.A.**, & Kaiser, C. R. (2016, Jul). The demands of diversity messages: Strategic self-stereotyping among racial minorities. *Talk presented at the biennial meeting of the International Society for Justice Research*, Canterbury, United Kingdom.
- Sudkaemper, A.\*, Ryan, M.K., **Kirby, T.A.** & Morgenroth, T. (2017, Jun). Men's support for gender equality. In *Gender Roles in the Future? Theoretical Foundations and Future Research Directions. Talk presented at the EASP Small Group Meeting*, Berlin, Germany.
- Sudkaemper, A.\*, Ryan, M.K., **Kirby, T.A.** & Morgenroth, T. (2016, Jul). Support for gender equality among men – Scale development. *Talk given at the Diversity & Leadership Conference*, Canterbury, United Kingdom.
- Kirby, T.A.**, & Kaiser, C.R. (2015, Feb). Ironic effects of inclusion: Inclusive diversity policies increase self-stereotyping among low status groups. In **T.A. Kirby** & C.R. Kaiser (chairs), *Detecting and responding to inclusion cues: Implications for racial minorities. Symposium presentation at the annual meeting of the Society for Personality and Social Psychology*, Long Beach, CA.

- Kirby, T.A.,** & Kaiser, C.R. (2014, Oct). Ironic effects of inclusive diversity policies: Multiculturalism increases self-stereotyping among minorities. *Talk given at the Groups Preconference of the annual meeting of the Society Experimental Social Psychology*, Columbus, OH.
- Kirby, T.A.,** & Kaiser, C.R. (2014, Aug). Ironic effects of inclusive diversity policies: Multiculturalism increases self-stereotyping among minorities. *Talk given at the third annual meeting of the Pacific Conference on Prejudice & Culture*, Bellingham, WA.
- Kaiser, C.R., Major, B., Brady, L.M., & **Kirby, T.A.** (2014, Jul). Do diversity initiatives cause men and women to turn a blind eye towards sexism? *Symposium presentation at the annual meeting of the European Association of Social Psychology*, Amsterdam, Netherlands.
- Kaiser, C.R., Brady, L.M., **Kirby, T.A.,** & Major, B. (2014, Feb). Blind to injustice: Pro-diversity environments create illusions of fairness among high and low status groups. *Symposium presentation at the annual meeting of the Society for Personality and Social Psychology*, Austin, TX.
- Kirby, T.A.,** Kaiser, C.R., & Major, B. (2013, Aug). Diversity structures hinder detection of unfair organizational procedures. *Talk given at the third annual meeting of the Pacific Conference on Prejudice & Culture*, Bellingham, WA.
- Kirby, T.A.,** & Greenwald, A.G. (2013, May). Mere exposure meets levels of processing: Affective consequences of cognitive activity. *Talk given at the annual meeting of the Northwest Cognition and Memory Conference*, Surrey, BC.
- Apablaza, D.\*, **Kirby, T.A.,** & Kaiser, C. R. (2013, May). Hidden consequences: Can multiculturalism cause increased self-stereotyping among racial minorities? *Talk given at the annual University of Washington Undergraduate Research Symposium*, Seattle, WA.

## **IMPACT AND PUBLIC ENGAGEMENT**

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### **Popular science articles:**

- Kirby, T.A.** (in press). Who really uses safe spaces anyway? *Character and Context*. Popular science article invited for SPSP Blog.
- Ryan, M.K. & **Kirby, T.A.** (2018). Lean in – but how? *The Psychologist*, 31, 24-25. Popular science article written for the British Psychological Society. <https://thepsychologist.bps.org.uk/volume-31/may-2018/lean-how>

### **Popular science presentations and interviews:**

- Kirby, T.A.** (2020, Sep). The nuances of effective diversity management. *Invited talk for UK Parliament Diversity & Inclusion Seminar series*.
- Kirby, T.A.** (2018, Jul). The trials and tribulations of diversity management: How diversity initiatives impact ethnic minorities and women. *Invited talk for Pearn Kandola Lunch Seminar series* (Business Consultancy in Oxford). Interviewed for Nature Index (2018): *UK researchers want quotas to redress lack of diversity*. <https://www.natureindex.com/news-blog/uk-researchers-want-quotas-to-redress-lack-of-diversity>
- Kirby, T.A.** (2011, Oct). How implicit bias affects our everyday lives. *Invited talk in secondary school Psychology Course*, Health Sciences and Human Services High School.

### **Selected media coverage of my research:**

- Avoiding the 'glass cliff': How to promote women and people of color during a time of crisis with the support they actually need, *Business Insider*, Aug 2020, <https://www.businessinsider.com/women-and-people-of-color-face-glass-cliff-us-2020-7?r=US&IR=T> [research article: *The who, when, and why of the glass cliff phenomenon: A meta-analysis of appointments to precarious leadership positions*]
- Culture Wars And The Untold Story Of Lyndie B. Hawkins, *NPR Hidden Brain*, July 2020, <https://www.npr.org/2020/07/13/890610437/culture-wars-and-the-untold-story-of-lyndie-b->

[hawkins?t=1595435698765](https://doi.org/10.1037/a0015954) [research article: *Connection through distinction: The causes and consequences of Whites' adoption of minority cultures*]

'Ethnic Spaces' Can Help Minority Students Feel Welcome on Campus, *Psych Central*, April 2020,

<https://bit.ly/2V2cZgr> [research article: *The symbolic value of ethnic spaces*]

Overweight Asian-Americans Are Seen as More 'American', Study Finds, *The New York Times*, August 2017,

<https://www.nytimes.com/2017/08/03/science/overweight-skinny-asians-americans.html> [research article: *Unexpected gains: Being overweight buffers Asian Americans from prejudice against foreigners*]

People See Heavier Asian-Americans As More American, Study Shows, *The Huffington Post*, August 2017,

<https://bit.ly/2BdaesZ> [research article: *Unexpected gains: Being overweight buffers Asian Americans from prejudice against foreigners*]

Angela Duckworth on Passion, Grit and Success, *The New York Times*, April 2016,

<https://www.nytimes.com/2016/04/10/education/edlife/passion-grit-success.html> [research article: *Deliberate practice spells success: Why grittier competitors triumph at the National Spelling Bee*]

## **MANUSCRIPT AND GRANT REVIEWING**

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### **Funding agencies (ad hoc):**

Canada Foundation for Innovation, John R. Evans Leaders Fund

Leverhulme Trust

Research Foundation - Flanders (FWO)

### **Editorial experience:**

Editorial Board: Cultural Diversity and Ethnic Minority Psychology, 2020-present

Guest editor, *Frontiers in Psychology* special issue: "Understanding Barriers to Workplace Equality: A Focus on the Target's Perspective"

### **Ad hoc manuscript reviewing:**

Academy of Management Journal

British Journal of Social Psychology

Cultural Diversity and Ethnic Minority Psychology

European Journal of Social Psychology

Frontiers in Psychology (Personality and Social Psychology section)

Group Processes and Intergroup Relations

Journal of Consumer Psychology

Journal of Experimental Social Psychology

Journal of Personality and Social Psychology

Journal of Social Issues

Personality and Social Psychological Bulletin

Psychological Science

Social Psychological and Personality Science

## **TEACHING**

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### **Module Convenor:**

- Research Apprenticeship: PSYM210, Masters-level course (Spring 2018, 2019)
- Advances and Methods in Social & Organizational Psychology: PSYM204 Masters-level course (Spring 2016, 2017, 2018)
- Work and Organizational Psychology: PSY3416 Undergraduate-level course (Autumn 2015, 2016, 2017, 2018, 2019)



**Course Instructor:**

- Current Issues in Psychology: PSY3403, Undergraduate-level course (Spring 2018)
- Humanization and Dehumanization: Process and Application in Contemporary Societies  
PhD-level course, EASP Summer School, (Summer 2016)  
Co-taught with Maria Paola Paladino & Manuela Barreto

**Teaching Assistant:**

- Linear Models and Data Analysis, University of Washington  
PhD-level course (Spring 2012)
- Research Methods, University of Washington  
Undergraduate-level course, Course section leader (Spring 2011)
- Introduction to Positive Psychology, University of Pennsylvania  
Undergraduate-level course, Course section leader (Spring 2009)
- Research Experience in Personality Psychology, University of Pennsylvania  
Undergraduate-level course (Autumn 2008)

**Formal Teaching Training and Qualifications:**

- Fellow of the Higher Education Academy UK (2018)
- Postgraduate Certificate in Academic Practice, Module 2: Creating Effective Learning in Higher Education, University of Exeter (2018)
- Postgraduate Certificate in Academic Practice, Module 1: The Contemporary Academic in Context, University of Exeter (2017)
- Conference on Teaching and Learning, University of Washington (2010)

**MENTORING**

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**Post-doctoral fellows advised:**

- Marco Silva-Rego, 2016-2017

**PhD students advised:**

- Nicole Russell Pascual, 2019-present (ESRC funded)
- Edwina Wong, 2018-present (University of Groningen; joint supervision with Floor Rink & Michelle Ryan)
- Sabrina Spangsdorf, 2018-present (second supervisor; with Michelle Ryan)
- Joshua Ng, 2017-present (co-supervised with Thomas Morton)
- Antonia Sudkaemper (awarded 2019; ESRC funded; joint supervision with Michelle Ryan & Thekla Morgenroth)

**MSc students advised:**

- 2015-2016: Pantelis Kalpouzios
- 2016-2017: Eileen Schwanold, Yang Xueying
- 2017-2018: Gazi Eraslan, Hexin Ji, Tom Ovett, Edwina Wong (University of Groningen)
- 2019-2020: Nicole Russell Pascual (ESRC funded)

**Undergraduate thesis/dissertation projects supervised:**

- 2013-2014: Drake Apablaza (University of Washington)
- 2015-2016: Ciara Beaumont-Wood, Chi Chan, Chun Chang, Roisin Doherty, Katy Dunnill, Natalie Green, Natalie Priestley, Rija Tariq
- 2016-2017: Emily Credido, Greg Eckhardt, Sophie Erskine, Raphael Korine, Cordelia Powell, Lydia Sze, Varun Venkatraman
- 2017-2018: Jemma Convery, Hayley Flint, Jamie Hendy, Laura Osman, Sophie Stadie, Alex Stratford, Riya Surtani, Darren Tan

- 2018-2019: Alix Baker, Joseph Wright, Joseph Edmonds, Zoe Bird, Bethany Wells, Nicole Russell Pascual, Faye Proud, Vilma Jokinen
- 2019-2020: Charlotte Walters, Jack Oades, Shania Hughes

### **Research Assistants/Interns mentored:**

#### *University of Exeter:*

- 2015-2016: Greg Eckhartt, Sophie Erskine
- 2016-2017: Leah Fawaz, Zee Ning Liew, Navina Sandhu
- 2017-2018: Nicole Russell Pascual, **Exeter Access to Internships Awardee [A21]**

#### *University of Washington:*

- Kaiyuan Xu, 2011 – 2013
- Florence Lau, 2011
- Kay Yu Yuan Chai, 2011 – 2012  
Current position: Clinical Psychology PhD student, Duquesne University
- Yay-hyung Cho, 2011 – 2012  
Current position: Psychology PhD student, University of Michigan
- Erica Ching, 2014
- Sally Merritt, 2014 – 2016  
Current position: Social Psychology PhD student, Tulane University

#### *University of Pennsylvania:*

- Nayan Ramirez, 2008 – 2010  
Current position: Assistant Professor in Criminology, University of California, Northridge
- Amal Shakir, 2009
- Jeong Mi Lee, 2009 – 2010

## **LEADERSHIP AND SERVICE**

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### **Service to University of Exeter Psychology Department:**

Director of Postdoctoral Research, Department of Psychology, 2018 – 2019  
 Program Director for MSc in Social & Organizational Psychology, 2017 – 2019  
 Ethics Committee reviewer, 2017 – 2019  
 Athena SWAN & Inclusion committee, Department of Psychology, 2016 – present  
 Personal academic tutor to undergraduate Psychology students, 2015 – present  
 PhD Upgrade Committees (Independent Assessor): Josephine Cooper (2017), Esma Ciftci (2018), Damilola Makanju (2019), Victoria Opara (2019), Fidelia Law (2020)  
 Internal Examiner for PhD Viva: Esra Dasci (2019)  
 External Examiner for PhD Viva: Amy Jones (Queen's University Belfast, 2021)

### **Service to University of Washington Psychology Department:**

Social/Personality Graduate Admissions committee, UW Psychology, 2014 – 2015  
 Chair, Diversity Steering Committee, 2013 – 2015  
 Guest speaker, Graduate student professionalism proseminar, UW Psychology, 2015  
 Panelist, Psi Chi Graduate School Panel, 2011, 2012, 2013  
 Search committee member, Social/Personality Graduate Admissions, UW Psychology, 2014 – 2015  
 Representative, Graduate Psychology Action Committee, 2012 – 2013  
 Member, Diversity Steering Committee, 2011 – 2013  
 Organizer, Graduate Student Recruitment Weekend, 2012  
 Organizer, Social-Personality Psychology weekly Brownbag Seminar, 2011 – 2014

**Other Service to Discipline:**

Mentor, SPSP Mentoring Lunch at annual conference, New Orleans, 2020  
 Mentor, SPSSI Mentoring Lunch at annual conference, San Diego, 2019  
 #SPSPchat Q&A panelist, "So you're a new assistant professor," 2019  
 Conference organizer, Third Annual Pacific Conference on Prejudice & Culture, 2013  
 Reviewer, SPSP Student Poster Award, 2012

**OTHER RESEARCH EXPERIENCE**

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**Visiting Scholar**, April 2018

Heilman Lab, Department of Psychology, New York University, US

**Graduate Research Assistant**, Dr. Anthony Greenwald

Social Cognition Lab, University of Washington, US, 2010-2012

**Research Coordinator**, Dr. Angela Duckworth

Self-Control & Achievement Lab, University of Pennsylvania, US, 2008-2010

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