

Teri A. Kirby

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Department of Psychological Sciences | Purdue University

<https://kirbylab.wixsite.com/diplab> | Updated Jan 2026

RESEARCH INTERESTS

Self, Identity, Intergroup Relations, Diversity

ACADEMIC APPOINTMENTS

Associate Professor in Social Psychology (with tenure), 2024 – present

Department of Psychological Sciences, Purdue University, US

Assistant Professor in Social Psychology, 2022 – 2024

Department of Psychological Sciences, Purdue University, US

Associate Professor in Social/Organizational Psychology, 2018 – 2021

Department of Psychology, University of Exeter, UK

Assistant Professor in Social/Organizational Psychology, 2015 – 2018

Department of Psychology, University of Exeter, UK

EDUCATION

Ph.D. in Social Psychology, University of Washington, 2015

Quantitative Minor, Diversity Science Specialization

M.S. in Psychology, University of Washington, 2014

B.A. in Psychology, University of Pennsylvania, 2004-2008

Minors in Political Science and French

AWARDS, HONORS, & OTHER DISTINCTIONS

Outstanding Early Career Award for Scientific Contributions, International Society for Self and Identity, 2025

“This award is made annually to recognize and encourage a distinguished junior scientist who has made outstanding theoretical and empirical contributions to the scientific study of self and identity. It is ISSI’s premier recognition of a highly distinguished early career.”

Faculty Paper Award (*The role of intraminority relations in perceptions of cultural appropriation*), HHS

Diversity, Equity, and Inclusion Science Consortium, Purdue University, 2024

Elected Fellow, Society for Experimental Social Psychology, 2022

Diversity Award Admired Scholars Program, Society for Personality and Social Psychology, 2022

Designated as an admired scholar through the Diversity Travel award program

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 (\$886)

How Messages to “Lean In” Impact Female Leaders, Collaboration visit to Madeline Heilman’s lab
 Chaired SPSP Diversity & Climate Committee’s sponsored symposium, 2015

One symposium is selected annually for its quality and 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 selective 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

GRANTS & FELLOWSHIPS

External:

Royal Society of Chemistry + Science & Innovation Network

LGBT+ Inclusion in STEM grant scheme, 2023-2024 **(\$125,000)**

PI: Ioana Latu, Co-PIs: Teri Kirby, Rhiannon Turner, Teresa McCormack

Project partners: Chemistry Departments at MIT, UC Boulder, Oxford University, Imperial College London, University College London, and Queen’s University Belfast.

Somewhere over the rainbow: Investigating presence, perceptions, and engagement with LGBTQ+ inclusion symbols in STEM departments in the UK and US

Economic and Social Research Council, New Investigator Award, 2019-2022 **(\$329,303)**

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

The Paradox of Identity-Conscious Diversity Initiatives: How Accentuating Differences May Perpetuate Inequality

British Academy/Leverhulme Trust, Small Research Grant, 2020-2021 **(\$9,143)**

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

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

Society for the Psychological Study of Social Issues Grant-in-Aid, 2017 **(\$1,971)**

PI: Teri Kirby, Co-PI: Michelle Ryan

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

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

Ironic Effects of Multicultural Policies: Increased Susceptibility to Stereotype Threat

Internal:

Ross-Lynn Research Scholar Award, Purdue University, 2023-2024 **(\$43,042)**

PI: Teri Kirby

Cultural Appropriation as a Threat Response

Visiting International Academic Fellowship, University of Exeter, 2020 **(\$1,992)**

PIs: Michelle Ryan, Teri Kirby, Chris Begeny

Fellow: Toni Schmader (University of British Columbia)

Europe Network Fund Award, University of Exeter, 2019 **(\$3,809)**

PIs: Michelle Ryan, Teri Kirby; Co-PIs: Belle Derks, Colette van Laar, Joanneke van der Toorn

Gender Inequality Network (Exeter, Utrecht, Leuven, Leiden), Collaboration funds for gender workshop

Outward Mobility Academic Fellowship, University of Exeter, 2018 **(\$6,500)**

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

Collaboration visit to University of British Columbia

College of Life and Environmental Sciences Strategic Development Fund, 2017 **(\$4,739)**

Facilitating High Impact Experimental Research in Psychology

College of Life and Environmental Sciences Strategic Development Fund, 2016 **(\$1,817)**

*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)****Grants/fellowships awarded to my mentees:**Clara Mayo Grant, Society for the Psychological Study of Social Issues, Junming Zhang, 2025 **(\$500)***Cultural Appreciation or Appropriation? Understanding Black Americans' Perceptions of Outgroup Cultural Adoption*Purdue Rakosnik Grad Professional Development awards, Linh Pham, 2025 **(\$750)**Purdue Graduate Student Government Small Research Grant, Linh Pham, 2025 **(\$750)**Purdue Graduate Student Government Small Research Grant, Junming Zhang, 2025 **(\$750)**Graduate Research Innovation Award, Junming Zhang, Purdue University, 2024 **(\$1,000)**Graduate Student Government Travel Grant, Junming Zhang, Purdue University, 2024 **(\$500)**Office of Undergraduate Research (OUR) Professional Development Grant, Purdue University, 2023 **(\$500)**Abigael Click, *Understanding and Defining Cultural Appropriation*Small Research Grant, Decision Sciences Collaborative, Ohio State University, 2023-2024 **(\$3,051)**

PI: Laura Hildebrand, Co-PIs: Teri Kirby, Franki Kung

*The Effect of Broad versus Narrow Diversity Statements on Discriminatory Hiring Decisions*Economic and Social Research Council Fellowship (SWDTP), UK Research Council, 2019-2023 **(\$132,907)**

Student: Nicole Russell Pascual, Mentor: Teri Kirby

*The ironic consequences of celebrating differences in the workplace***PUBLICATIONS****Total citation count: 3,481 (Google Scholar)**

* indicates a mentee

Peer-reviewed publications:

1. Atkin, A.L., Robbins, P.A., **Kirby, T.A.**, Lieng, N., & Saavedra, J.A. (in press). A mixed methods study of attitudes towards affirmative action, colorblindness, and white privilege among white women college students in the US. Manuscript accepted for publication at *Race and Social Problems*.
2. **Kirby, T.A.** & Gündemir, S. (in press). The who, why, and how of diversity: When celebrating diversity enacts covert identity-blindness. Manuscript accepted for publication at *American Psychologist*.
3. Ng, J.H.*, Morton, T., & **Kirby, T.A.** (2025). Cultural fit in campus spaces: Acculturation orientations shape the perceived restorativeness of minority and majority environments. *Journal of Applied Social Psychology*, Advance Online Publication.
4. **Kirby, T.A.** & Zhang, J.* (2025). Intergroup cultural adoption: When is it appropriation?. *Social Personality and Psychology Compass*, 19, 1-8.
5. Block, K., Olsson, M.I., Van Grootel, S., Meeussen, L., Van Laar, C., Martiny, S.E., Schuster, C., Sun, M.S., Croft, A., Aarntzen, L., Adamus, M., Agirregoikoa, G., Aidy, C., Anderson, J., Atkinson, C., Avicenna, M., Babel, P., Bäck, E., Barth, M., Benson-Greenwald, T.M., Berdynr, E.M., Berent, J., Bergsieker, H.B., Biernat, M., Bîrneanu, A.G., Bodinaku, B., Bosak, J., Bosson, J., Branković, M., Burkauskas, J., Čavojová, V., Cheryan, S., Choi, E., Choi, I., Contreras-Ibáñez, C.C., Coogan, A., Danyliuk, I., Dar-Nimrod, I., Dasgupta, N., de Lemus, S., Devos, T., Diab, M., Diekman, A.B., Efremova, M., Eisner, L., Eller, A., Erentaite, R., Fedáková, D., Franc, R., Gartzia, L., Gavreliuc, A., Gavreliuc, D., Gecaite-Stonciene, J., Germano, A.L., Giovannelli, I., Diaz, R.G., Gitikhmayeva, L., Gizaw, A.M., GJoneska, B., González, O.M., González, R., Grijalva, I.D., Güngör, D., Sendén, M.G., Hall, W., Harb, C., Hassan, B., Hässler, T., Hawi, D.R., Henningsen, L., Hoppe, A., Ishii, K., Jakšić, I.,

- Jasini, A., Jurkevičienė, J., Kelmendi, K., **Kirby, T.A.**, Kitakaji, Y., Kosakowska-Berezecka, N., Kozyska, I., Kulich, C., Kundtová-Klocová, E., Kunuroglu, F., Aidy, C.L., Lee, A., Lindqvist, A., López-López, W., Luzvinda, L., Maricchiolo, F., Martinot, D., McNamara, R.A., Meister, A., Melka, T.L., Mickuviene, N., Miranda-Orrego, M.I., Mkamwa, T., Morandini, J., Morton, T., Mrisho, D., Nikitin, J., Otten, S., Pacilli, M.G., Page-Gould, E., Perandrés, A., Pizarro, J., Pop-Jordanova, N., Pyrkosz-Pacyna, J., Quta, S., Ramis, T., Rani, N., Redersdorff, S., Régner, I., Renström, E.A., Rivera-Rodriguez, A., Esmeralda Rocha, S.T., Ryabichenko, T., Saab, R., Sakata, K., Samekin, A., Sánchez-Pachecho, T., Scheifele, C., Schulmeyer, M.K., Sczesny, S., Sirlopú, D., Smith-Castro, V., Soo, K., Spaccatini, F., Steele, J.R., Steffens, M.C., Sucic, I., Vandello, J., Velásquez-Díaz, L.M., Vink, M., Vives, E., Warkineh, T.Z., Žeželj, I., Zhang, X., Zhao, X., Schmader, T. (in press). The gender gap in the care economy is larger in highly developed countries: Socio-cultural explanations for paradoxical findings. Manuscript accepted for publication at *American Psychologist*.
6. **Kirby, T.A.**, Pascual, N.R.*, & Hildebrand, L.* (2025). The dilution of diversity: Ironic effects of broadening diversity. *Personality and Social Psychology Bulletin*, 51 (2), 268-283.
 7. Wong, E.*, **Kirby, T.A.**, Rink, F.A., Ryan, M.K.. (2025). Overcoming or removing gendered barriers? Support for individualistic diversity, equity, and inclusion interventions among those in power. *Journal of Applied Social Psychology*, 55, 22-37.
 8. Morgenroth, T., **Kirby, T.A.**, & van der Toorn, J. (2024). Heteroprophesism: The power of the gender/sex binary in the workplace. *Current Opinion in Psychology*. Advance online publication, 1-6.
 9. Zhang*, J. & **Kirby, T.A.** (2024). Who counts as diverse? The strategic broadening and narrowing of diversity. *Frontiers in Psychology*, 15, 1-11.
 10. Morgenroth, T., Begeny, C., **Kirby, T.A.**, Paaßen, B., & Zeng, Y. (2024). Dissecting whiteness: Stereotypes of lower and upper class White US Americans. *Self and Identity*, 23, 70-94.
 11. **Kirby, T.A.**, Barreto, M., Korine, R.*, Hendy, J.*, Osman, L.*, Stadie, S.*, & Tan, D.* (2024). To conceal or reveal: Identity-conscious diversity ideologies facilitate sexual minority identity disclosure. *European Journal of Social Psychology*, 54, 199-218. **Top 10 most cited articles published online at EJSP in 2023.**
 12. Schindler, S., Schuster, C... **Kirby, T.A.**... Martiny, S.E. (2024). Policy as normative influence? On the relationship between parental leave policy and social norms in gender division of childcare across 48 countries. *British Journal of Social Psychology*. Advance online publication, 1-24.
 13. Morgenroth, T., **Kirby, T.A.**, Zehnter, M., & Ryan, M.K. (2024). Sex wars and TERF wars: The divisiveness of who is included in feminism. *Sex Roles*, 90, 676-705.
 14. Russell Pascual, N.*, **Kirby, T.A.**, & Begeny, C. (2024). Disentangling the nuances of diversity ideologies. *Frontiers in Psychology*, 14, 1-15.
 15. Spangsdorf, S., Ryan, M.R., & **Kirby, T.A.** (2024). Understanding the impact of context on ambition: Gender role conformity negatively influences adolescent boys' ambition scores in an educational context. *Youth & Society*, 56(5), 861-884.
 16. Besta, T., Jurek, P.... **Kirby, T. A.** ... Žukauskienė, R. (2024). Gender equality collective action intention scale: Psychometric isomorphism and measurement invariance across cultures. *European Journal of Psychological Assessment*. Advance online publication.
 17. **Kirby, T.A.**, Gündemir, S., Carter, A.B., Schwanold, E.*, & Argyri, E.K.* (2023). The role of intraminority relations in perceptions of cultural appropriation. *Journal of Personality and Social*

Psychology, 125(6), 1373-1393. **Recipient of HHS Diversity, Equity, and Inclusion Science Consortium Faculty Paper Award.**

18. Olsson, M., van Grootel, S....**Kirby, T.A.**...Martiny, S.E. (2023). Gender gap in parental leave intentions: Evidence from 37 countries. *Political Psychology*, 44 (6), 1-30. **Top 10 most cited articles published online at Political Psychology in 2023.**
 19. Kosakowska-Berezecka, N., Bosson, J.K....**Kirby, T.A.**... Żadkowska, M. (2023). Gendered self-views across 62 countries: A test of competing models. *Social Psychological and Personality Science*, 14(7), 808-824.
 20. Wong, E.* , **Kirby, T.A.**, Rink, F.A., Ryan. (2022). Intersectional invisibility in women's diversity interventions. *Frontiers in Psychology*, 13.
 21. Morgenroth, T., **Kirby, T.A.**, Cuthbert, M., Evje, J., & Anderson, A. (2022). Bisexual erasure: Perceived attraction patterns of bisexual women and men. *European Journal of Social Psychology*, 52, 249–259.
 22. Greenwald, A.G.*, Brendl, M., Huajian, C., Cvencek, D., Dovidio, J.F., Frieze, M., Hahn, A., Hehman, E., Wilhelm, H., Hughes, S., Hussey, I., Jordan, C., **Kirby, T.A.**, Lai, C.K., Lang, J.W.B., Lindgren, K.P., Maison, D., Ostafin, B.D., Rae, J.R., Ratliff, K.A., Spruyt, A., Wiers, R. W. (2022). *Best research practices for using the Implicit Association Test. Behavioral Research Methods*, 54, 1161–1180.
 23. **Kirby, T.A.**, & Kaiser, C.R. (2021). Person-message fit: Racial identification moderates the benefits of diversity approaches. *Personality and Social Psychological Bulletin*, 47(6), 873-890.
 24. Morgenroth, T., **Kirby, T.A.**, Gee, I.A.*, Ovett, T.*, (2021). Born this way—or not? The relationship between essentialism and sexual minorities' LGBTQ+ identification and belonging. . *Archives of Sexual Behavior*, 50(8), 3447-3458.
 25. **Kirby, T.A.**, Merritt, S.*, Baillie, S., Wu Malahy, L., & Kaiser, C.R. (2021). Combating bisexual erasure: The correspondence of implicit and explicit sexual identity. *Social Psychological and Personality Science*, 12(8), 1415-1424.
 26. Bosson, J.K., Vandello, J.A....**Kirby, T.A.**... Žukauskienė, R. (2021). Psychometric properties and correlates of precarious manhood beliefs in 62 nations. *Journal of Cross-Cultural Psychology*, 52(3), 231-258.
 27. **Kirby, T.A.**, Silva-Rego, M.*, & Kaiser, C.R. (2020). Colorblind and multicultural diversity strategies create identity management pressure, *European Journal of Social Psychology*, 50, 1143-1156.
 28. † **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**
29. **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.
 30. 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
 31. 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.

32. 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.
33. **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.
34. Ruby, M.B., Alvarenga, M.S., Rozin, P., **Kirby, T.A.**, Richer, E., Rutsztein, G. (2016). Attitudes toward beef and vegetarians in Argentina, Brazil, France, and the USA. *Appetite*, 96, 546-547.
35. **Kirby, T.A.**, Kaiser, C.R., & Major, B. (2015). Insidious procedures: Diversity awards legitimize unfair organizational practices. *Social Justice Research*, 28(2), 169-186.
36. 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.
37. 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.
38. 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.
39. 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.
40. 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.

Book chapters:

1. † Rink, F., Gündemir, S., Homan, A.C., Martin, A.E., Carter, A.B., **Kirby, T.A.**, & Dovidio, J.F. (in press). Dressing windows versus generating change: Rethinking organizational DEI efforts through a lens of misalignments. In King, E., Roberson, Q., & Hebl, M.. (Eds.). *Call to Action for Policymakers: Defending and Advancing Diversity, Equity, and Inclusion (DEI) [Research on Social Issues in Management Series]*. Information Age Publishing. † Lead authorship shared by first two authors
2. Gündemir, S., & **Kirby, T.A.** (2022). Diversity approaches in organizations: A leadership perspective. In J. Marques & S. Dhiman (Eds.). *Leading With Diversity, Equity and Inclusion - Approaches, Practices and Cases for Integral Leadership Strategy*. Springer International.
3. Begeny, C., Wong, E. *, **Kirby, T.A.**, Rink, F.A. (2021). Gender, race, and leadership. In M. Hogg (Ed.). *Oxford Encyclopedia of Social Psychology*. Oxford University Press.

ORAL PRESENTATIONS

* indicates a student mentee

Invited External Talks:

- Kirby, T.A. (2026, May). The simultaneous celebration and undermining of diversity. *Invited talk for the Social Psychology Seminar Series*, Northwestern University, Evanston, IL, USA.
- Kirby, T.A. (2026, Feb). The simultaneous celebration and undermining of diversity. *Outstanding Early Career Award Address for the Self and Identity preconference*, Annual meeting of the Society for Personality and Social Psychology, Chicago, USA.

- Kirby, T.A. (2025, May). Not seeing eye to eye: Dominant and minoritized perspectives on celebrating diversity. *Invited talk for the Social Psychology Seminar Series*, University of California – Los Angeles, USA.
- Kirby, T.A. (2025, Feb). Identity safety cues and LGBTQ+ identity disclosure. *Invited talk for the Self and Identity preconference*, Annual meeting of the Society for Personality and Social Psychology, Denver, USA.
- Kirby, T.A. (2024, Apr). “Inclusive” definitions of diversity. *Invited talk for the Social Psychology Seminar Series*, Indiana University, Bloomington, USA.
- Kirby, T.A. (2023, Dec). “Inclusive” shifts in diversity rhetoric. *Invited talk for Proseminar in Diversity & Inequality Psychology*, University of California - Riverside, USA.
- Kirby, T.A. (2023, Sep). “Inclusive” definitions of diversity: Effects on the LGBTQ+ community. *Invited keynote address for the LGBTIQ+ Workplace Inclusion Conference*, Leiden University, Netherlands.
- Kirby, T.A. (2022, May). The dilution of diversity: Ironie effects of broadening diversity. *Invited talk at the Duck Conference on Social Cognition*, Duck, SC, USA.
- Kirby, T.A. (2021, Mar). Unpacking the nuances of diversity management. *Invited talk for the Psychology Seminar series*, University of Southampton, England.
- Kirby, T.A. (2021, Jan). Unpacking the nuances of diversity management. *Invited talk for the Department of Management and Organizations Seminar series*, Stockholm School of Economics, Sweden.
- 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, Netherlands.
- 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, Northern Ireland.
- 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. (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.

Invited Paper Discussions and Internal Talks:

- Kirby, T.A. (2025, Apr). To conceal or reveal: Identity-conscious diversity ideologies facilitate sexual minority identity disclosure. *Invited discussion of my paper for Organizations and Management I: Inside Organizations*, Yale University, New Haven, CT.
- Kirby, T.A. (2024, Nov). The dilution of diversity: Ironie effects of broadening diversity. *Invited discussion of my paper for Experimental Methods course*. Political Science, Purdue University, USA.
- Kirby, T.A. (2024, Apr). The dilution of diversity: Ironie effects of broadening diversity. *Social Psychology Journal Club*, University of Illinois Urbana–Champaign, Champaign, IL, USA.
- Kirby, T.A. (2023, Oct). The ramifications of colorblind thinking. *Invited talk for Critical Conversations series*, Purdue University, USA.

Kirby, T.A. (2022, Nov). The who and how of diversity. *Invited talk for the Industrial/Organizational Psychology Colloquium*, Purdue University, USA.

Kirby, T.A. (2022, Sep). Building inclusive spaces. *Invited talk for Critical Conversations series*, Purdue University, USA.

Chaired Symposia:

Hildebrand, L.K.* & Kirby, T.A. (2023, Oct). Hidden motivations and consequences: Unexpected sources of threat and discrimination in organizations. *Symposium chaired at the annual meeting of the Society for Experimental Social Psychology*, Madison, WI, USA.

Kirby, T.A. & Latu, I. (2020, Jul). Not all diversity initiatives are created equal: The nuances of designing effective initiatives. *Symposium accepted to the 19th general meeting of the European Association of Social Psychology*, Krakow, Poland. Canceled 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 18th 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:

Zhang, J.*, Pham, L., & Kirby, T.A. (2025, Jun). Exploitation and appropriator's identity shape perceptions of cultural appropriation. *Symposium presentation at the annual meeting of the Society for the Psychological Study of Social Issues*, Portland, USA.

Zeng, Y.*, Russell Pascual, N.*, & Kirby, T.A. (2025, May). The ironic effects of broadening diversity for sexual minorities. In Hernandez-Colmenares, A. (chair), Identity and context: Threat and safety among historically marginalized people. *Symposium presentation at the annual meeting of the Midwestern Psychological Association*, Chicago, USA.

McKenna-Plumley, P.E.*, Kirby, T.A., McCormack, T., Turner, R.N., & Latu, I.M. (2024, Sep). Do STEM university departments communicate LGBTQ+ inclusion effectively? Perceptions of inclusion symbols in UK and US STEM departments. *Symposium presentation at the annual meeting of the British Psychological Society (Social Psychology Section)*, Belfast, Northern Ireland.

Zhang, J.* & Kirby, T.A. (2024, May). Are intersectional diversity initiatives identity safety cues for White women? *Symposium presentation at the annual meeting of the Midwestern Psychological Association*, Chicago, USA.

Kirby, T.A. & Zhang, J.* (2024, Feb). Colorblindness motivates support for belonging initiatives among dominant groups. In Esposito, E. (chair), At the intersection of personal and social bias. *Symposium presentation at the annual meeting of the Society for Personality and Social Psychology*, San Diego, CA, USA.

Russell Pascual, N.*, Kirby, T.A., & Begeny, C. (2024, Feb). The insidious costs of telling women to "lean in." In Ragland, K. & Wilton, L. (chairs), Identity-centered approaches to enhancing diversity practices. *Symposium presentation at the annual meeting of the Society for Personality and Social Psychology*, San Diego, CA, USA.

Kirby, T.A., Russell Pascual, N.*, & Hildebrand, L.K.* (2023, Oct). The dilution of diversity: Ironic effects of broadening diversity on identity safety. In Hildebrand, L.K. & Kirby, T.A. (chairs), Hidden motivations and consequences: Unexpected sources of threat and discrimination in organizations. *Symposium*

presentation at the annual meeting of the Society for Experimental Social Psychology, Madison, WI, USA.

- Hildebrand, L.K.*, Kirby, T.A., Kung, F.Y.H., & Russell Pascual, N.* (2023, Oct). Broadening the definition of diversity leads to deprioritization of traditionally-marginalized job applicants. In Hildebrand, L.K. & Kirby, T.A. (chairs), Hidden motivations and consequences: Unexpected sources of threat and discrimination in organizations. *Symposium presentation at the annual meeting of the Society for Experimental Social Psychology, Madison, WI, USA.*
- Wong, E.*, Rink, F.A., Kirby, T.A., & Ryan, M.K. (2023, Jul). Internally versus externally focused diversity interventions for women. In Şahin, O. & Evangelista, Z. (chairs), Experiences, needs, and interventions: How individual and structural factors relate to belonging and well-being in organizational settings. *Symposium presentation at the 19th general meeting of the European Association of Social Psychology, Krakow, Poland.*
- Kirby, T.A., Pascual, N.R.*, & Hildebrand, L.* (2023, Jul). The dilution of diversity: Ironie effects of broadening diversity. In Mor, K. (chair), Invisible but not invincible: Barriers to LGBTQ+ inclusion at work. *Symposium presentation at the 19th general meeting of the European Association of Social Psychology, Krakow, Poland.*
- Pascual, N.R.*, Kirby, T.A., & Begeny, C. (2023, Jul). The insidious costs of telling women to “lean in.” In van Veelen, R.. (chair), Detecting blind spots in gender inequality at work: Signals that reinforce a masculine stereotype of occupational status, salary and success. *Symposium presentation at the 19th general meeting of the European Association of Social Psychology, Krakow, Poland.*
- Kirby, T.A., Pascual, N.R.*, & Hildebrand, L.*. (2023, Feb). The dilution of diversity: Ironie effects of broadening diversity. *Single paper symposium presentation at the annual meeting of the Society for Personality and Social Psychology, Atlanta, USA.*
- Kirby, T.A. & Pascual, N.R.* (2022, Apr). The dilution of diversity: Ironie effects of broadening diversity. *Paper presentation at the annual meeting of the Midwestern Psychological Association, Chicago, USA.*
- Kirby, T.A. & Barreto, M. (2021, May). Identity-conscious diversity messages facilitate sexual identity disclosure among sexual minorities. *Presentation at the LGBTQI+ Workplace Inclusion Conference, Leiden University (virtual conference).*
- 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.*, Eckhartt, 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 19th general meeting of the European Association of Social Psychology, Krakow, Poland. Canceled 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. Canceled 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. Canceled 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. Canceled 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 18th 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.
- Apablasa, 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

Popular science articles written:

- Kirby, T.A. & Cheryan, S. (2025). The overlooked benefits of DEI. Op-ed for the *Purdue Exponent*. https://www.purdueexponent.org/opinion/letters_to_editor/dei-cultural-centers-importance-letter-to-the-editor/article_45ce343e-9319-4425-8bb8-fb7371bb1707.html
- Kirby, T.A. (2021). How do bisexual people see themselves? *Character and Context*. Popular science article invited for SPSP Blog. <https://www.spsp.org/news-center/blog/kirby-bisexual-self-perception>
- Kirby, T.A. (2020). Who really uses safe spaces anyway? *Character and Context*. Popular science article invited for SPSP Blog. <https://www.spsp.org/news-center/blog/kirby-safe-space-benefits>
- 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 given:

- Interviewed for [The Newsworthy podcast](#) about DEI backlash (Feb 2025)
- Research article featured in [DUCKCAST](#): The Duck Conference on Social Cognition Podcast (Aug 2023)

Interviewed for [Bisexual Brunch podcast](#) about research on bisexuality (Dec 2021)

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.](#)

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 and popular science coverage of our research:

Diversity is Important. Diversity-Related Training is Terrible, *Minding the Campus*, Nov 2020, <https://www.mindingthecampus.org/2020/11/06/diversity-is-important-diversity-related-training-is-terrible/> [research articles: *It's fair for us: Diversity structures cause women to legitimize discrimination & Insidious procedures: Diversity awards legitimize unfair organizational practices*]

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> [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/2V2eZgr> [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*]

MENTORING

Post-doctoral fellows:

- Marco Silva-Rego, 2016-2017

PhD students:

- Linh Pham, 2024-present
- Junming Zhang, 2022-present
- Nicole Russell Pascual, awarded 2024
Initial Post-Ph.D. Position: Postdoctoral Fellow at the University of Michigan, USA (Mentor: Dr. Denise Sekaquaptewa)
- Edwina Wong, awarded 2024
Initial Post-Ph.D. Position: Postdoctoral Fellow at the University of Amsterdam, Netherlands
- Joshua Ng, awarded 2021

Initial Post-Ph.D. Position: Assistant Professor at Taylor's University, Malaysia

- Antonia Sudkaemper, awarded 2019 (ESRC funded)

Initial Post-Ph.D. Position: Diversity & Inclusion Specialist, Cambridge Assessment, UK

Master's students:

- Max Miller, 2024-2026
- Nicole Russell Pascual (ESRC funded), 2019-2020
- Isabel Gee, 2018-2019
- Gazi Eraslan, Hexin Ji, Tom Ovett, Edwina Wong, 2017-2018
- Eileen Schwanold, Yang Xueying, 2016-2017
- Pantelis Kalpouzos, 2015-2016

Lab managers:

- Austin Zeng, 2023-present
- Casey McMahon, 2022-23
Post-lab manager position: PhD student at Columbia University, USA
- Eirini Ketzitidou Argyri, 2020-21
Post-lab manager position: PhD student at the University of Exeter, UK

Undergraduate thesis, capstone, or research projects sponsored:

Purdue University:

Lily Whitehair (Summer Research Opportunities Program), Abigael Click (Louise Stokes Alliance for Minority Participation), Shannon Sturt (capstone for Honors College), Rachel Hand (independent project)

University of Exeter (thesis students):

Amelia Lumme, Hiu Ching Lo, Maisie Douch, Meg Ashford-Gregory, Charlotte Walters, Jack Oades, Shania Hughes, Alix Baker, Joseph Wright, Joseph Edmonds, Zoe Bird, Bethany Wells, Nicole Russell Pascual, Faye Proud, Vilma Jokinen, Jemma Convery, Hayley Flint, Jamie Hendy, Laura Osman, Sophie Stadie, Alex Stratford, Riya Surtani, Darren Tan, Emily Credido, Greg Eckhardt, Sophie Erskine, Raphael Korine, Cordelia Powell, Lydia Sze, Varun Venkatraman, Ciara Beaumont-Wood, Chi Chan, Chun Chang, Roisin Doherty, Katy Dunnill, Natalie Green, Natalie Priestley, Rija Tariq

University of Washington:

Drake Apablaza (Honors thesis)

Research assistants/interns mentored:

Purdue University:

Gillian Larson, Maddie Rey, Dante Rohan, Rachel Hand, Kiah Johnson, Riley Ritter, Cheyenne Nicole Essex, Cydney Wathen, Wen Yin, Annabelle Battiste, Kavya Krishnan, Carson Schalk, Abigael Click, Trina Makalintal, Jacob Lo, Britney Ramos, Shannon Sturt

University of Exeter:

Sarah Kenway, Jasmine Sketchley, Rosie Chandler-Wilde, Nicole Russell Pascual (Exeter Access to Internships Awardee), Leah Fawaz, Zee Ning Liew, Navina Sandhu, Greg Eckhardt, Sophie Erskine

DIVERSITY & INCLUSION LEADERSHIP

Interim Director, Diversity, Equity, and Inclusion Committee, Department of Psychological Sciences, Purdue University, 2024

Member, Diversity, Equity, and Inclusion Committee, College of Health and Human Sciences, Purdue University, 2024

Member, Diversity & Climate Committee, Society for Personality and Social Psychology, 2024-present

Member, Diversity, Equity, and Inclusion Committee, Department of Psychological Sciences, Purdue University, 2022 – present

Director of Postdoctoral Research, Athena SWAN & Inclusion committee, Department of Psychology, University of Exeter, 2018 – 2019

Member, Athena SWAN & Inclusion committee, Department of Psychology, University of Exeter, 2016 – 2021

Chair, Diversity Steering Committee, Department of Psychology, University of Washington, 2013 – 2015

Member, Diversity Steering Committee, Department of Psychology, University of Washington, 2011 – 2013

OTHER LEADERSHIP AND SERVICE

Editorial Experience:

Editorial Board: Group Processes and Intergroup Relations, 2023-present

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 Experimental Psychology: Applied

Journal of Personality and Social Psychology

Journal of Social Issues

Personality and Social Psychological Bulletin

Psychological Science

Social Psychological and Personality Science

Ad Hoc Grant and Award Reviewing:

HHS DEI Science Consortium, Purdue University, Faculty Paper Award Selection Committee

Institute for Diversity Science, University of Wisconsin-Madison, Seed Grant Selection Committee

National Science Foundation, Social Psychology Program

Canada Foundation for Innovation, John R. Evans Leaders Fund

Leverhulme Trust

Research Foundation - Flanders (FWO)

Time-Sharing Experiments for the Social Sciences

Service to Department (since 2015):

Search Committee for Open Area Psychology Faculty Position, Purdue University, 2025-2026

Departmental Advisory Committee, Purdue University, 2025-present

Search Committee for Industrial/Organizational Psychology Faculty Position, Purdue University, 2023-2024

Ethics Committee reviewer, University of Exeter, 2017-2019

Personal academic tutor to 50+ undergraduate Psychology students, University of Exeter, 2015-2021

Other Service to Discipline:

Co-organizer, Group Processes and Intergroup Relations preconference, Society for Personality and Social Psychology, 2023, 2024

Mentor, SPSP GASP Mentoring Lunch at annual conference, 2021, 2022, 2023

“Faculty and Post-Doc Positions in Europe”

“To Post-Doc or Not to Post-Doc”

Mentor, SPSP Mentoring Lunch at annual conference, 2020, 2023

“Navigating pre-registration and open science practices when collecting your own data”

Mentor, SPSSI Mentoring Lunch at annual conference, 2019

“How to be a Good Reviewer”

#SPSPchat Q&A panelist, “So you're a new assistant professor,” 2019

Co-organizer, Third Annual Pacific Conference on Prejudice & Culture, 2013

Reviewer, SPSP Student Poster Award, 2012

Graduate Student Committees:

PhD Dissertation Committees (Purdue):

Kira Means, 2025-present

Katherine Buchman (Department of Public Health), 2024-present

Elisabeth Noland, awarded 2025

Layla Dang, awarded 2024

Eboni Bradley, awarded 2024

Master's Thesis Committees (Purdue):

Madison Vigdor, 2025-present

Plan of Study Advisory Committee Member (Purdue):

Phuc Dang, 2025-present

Yiwen Gu, 2025-present

Heejoo Chung, 2025-present

Kira Means, 2024-present

Katherine Buchman (Department of Public Health), 2024-present

Elisabeth Noland, 2022-2025

Layla Dang, 2022-2024

PhD Dissertation External Examiner:

Amy Jones, Queen's University Belfast, 2021

PhD Dissertation Proposal or Final Examiner (Internal, University of Exeter):

Josephine Cooper, 2017

Esma Ciftci, 2018

Damilola Makanju, 2019

Victoria Opara, 2019

Fidelia Law, 2020

Emily Hughes, 2020

Esra Dasci, 2019 (Final)

TEACHING EXPERIENCE

Instructor of Record:

- Theories in Social Psychology: PSY 591 (2024-present), Purdue University
Note: New course for Purdue
- Diversity Science: PSY 591 (2023-present), Purdue University

Note: New course for Purdue

- Professional Issues and Trends in Social Psychology: PSY 506 (2023-present), Purdue University
- Introduction to Social Psychology: PSY 240 (2022-present), Purdue University
- Current Readings in Social Psychology: PSY 507 (2022-present), Purdue University
- Research Apprenticeship: PSYM210, Masters-level course (2018-2019), University of Exeter
- Advances and Methods in Social & Organizational Psychology: PSYM204, University of Exeter Masters-level course (2016-2018)
- Work and Organizational Psychology: PSY3416, University of Exeter Undergraduate-level course (2015-2019)

Co-Instructor:

- Current Issues in Psychology: PSY3403, Undergraduate-level course (Spring 2018), University of Exeter
- 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