

ADRIANA L. GERMANO

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Education

University of Washington, Seattle, WA

Ph.D., Psychology

anticipated 2021

M.S., Psychology

2017

Advisors: Sapna Cheryan, Kristina Olson

Columbia University, New York, NY

Post-Baccalaureate Certificate Program, Psychology

2013

Advisor: Valerie Purdie-Greenaway

University of Florida, Gainesville, FL

B.F.A., Creative Photography, minor in History of Art, *cum laude*

2010

Selected Fellowships, Honors, and Awards

Summer Institute in Social Psychology Waiver & Travel Award, New York University	2019
Psychology Department Scholar Award, Fellowship, University of Washington	2016, 2019
California Alliance for Graduate Education Research Exchange (NSF-AGEP)	2019
Graduate Poster Award, Society for Personality and Social Psychology – <i>Finalist</i>	2018
Diversity Graduate Travel Award, Society for Personality and Social Psychology	2017
Ford Foundation Pre-Doctoral Fellowship – <i>Honorable Mention</i>	2016, 2017
Diversity Undergraduate Registration Award, Society for Personality and Social Psychology	2015
Dean's Award, University of Florida School of Art and Art History	2009
Florida Medallion Scholar – 75% In-State Tuition Scholarship Awarded by State of Florida	2006 – 2010

Research Support

Robert C. Bolles Dissertation Award, University of Washington (\$1,250)	2019
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Peer-Reviewed Publications

Brady, L. M., **Germano, A. L.**, & Fryberg, S. A. (2017). Leveraging cultural differences to promote educational equality. *Current Opinion in Psychology*, 18, 79–83.

Updated: 06/08/2019

Cook, J. E., **Germano, A. L.**, & Stadler, G. (2016). An exploratory investigation of social stigma and concealment among MS patients. *International Journal of MS Care*, 18, 78–84.

Manuscripts in Preparation and Under Review

Siy, J. O., **Germano, A. L.**, Cheryan, S., & Vianna, L. (in prep). Does the advice to “follow your passions” cause gender gaps in STEM?

Germano, A. L., Ziegler, S. A., & Cheryan, S. (in prep). Diversity awards discourage traditionally marginalized students from applying for more lucrative opportunities.

Germano, A. L. & Cheryan, S. (in prep). Who gets left out when we study race?

Germano, A. L. & Olson, K. R. (in prep). Gender neutral = masculine.

Chaired Symposia

Germano, A. L. & Cheryan, S. (2019, March). *Uncovering the Costs and Benefits to Popular Diversity Programs across Schools and Workplaces*. International Convention of Psychological Science, Paris, France.

Rodriguez-Aruaz, G. & **Germano, A. L.** (2017, January). *How culture shapes us: Self, behavior and opportunities for interventions*. Society for Personality and Social Psychology, San Antonio, TX.

Conference Talks

Germano, A. L., Zeigler, S. A., & Cheryan, S. (2019, March). *Academic diversity awards discourage underrepresented students from applying for more lucrative opportunities*. In **Germano, A. L.** & Cheryan S. (Chairs), *Uncovering the Costs and Benefits to Popular Diversity Programs across Schools and Workplaces*. Symposium conducted at International Convention of Psychological Science, Paris, France.

Germano, A. L., Zeigler, S. A., & Cheryan, S. (2018, March). *Women-targeted academic awards discourage women from applying for more lucrative opportunities*. Data blitz conducted at the Gender Preconference of the Society for Personality and Social Psychology, Atlanta, GA.

Germano, A. L. & Fryberg, S. A. (2017, January). *Tailoring Mindset Interventions for First-Generation College Students: A Cultural Fit Approach*. In Rodriguez-Aruaz, G. & **Germano, A. L.** (Chairs), *How culture shapes us: Self, behavior and opportunities for interventions*. Symposium conducted at the Society for Personality and Social Psychology, San Antonio, TX.

Representative Poster Presentations

⁺ denotes my undergraduate or post-baccalaureate mentee

Ilac, M. ⁺, Truong, L. ⁺, **Germano, A. L.**, & Cheryan, S. (2019, February). *Women-only awards appeal more to women than other lucrative opportunities, regardless of strength of gender identity*. Poster presented at the Society for Personality and Social Psychology, Portland, OR. [***Society for Personality and Social Psychology Undergraduate Poster Award Runner-Up***]

Germano, A. L., Zeigler, S. A., & Cheryan, S. (2019, February). *Academic diversity awards discourage underrepresented students from applying for more lucrative opportunities*. Poster presented at the Social Cognition Preconference of the Society for Personality and Social Psychology, Portland, OR.

Germano, A. L., Zeigler, S. A., & Cheryan, S. (2018, March). *Want to reduce gender inequality in computer science? Stop steering women away from predominately male subfields*. Poster presented at the Society for Personality and Social Psychology, Atlanta, GA. [***Society for Personality and Social Psychology Graduate Poster Award Finalist***]

Epistola, J. ⁺, **Germano, A. L.**, & Fryberg, S.A. (2017, May). *Examining cultural differences in motivation and growth mindset*. Poster presented at the University of Washington Psychology Honors Poster Session, Seattle, WA.

Germano, A. L., Turetsky, K. M., North, M. S., Cook, J. E., Purdie-Vaughns, V., Mervis, J., Hada, E., & Cohen, G. L. (2015, February). *Identity threat and self-regulation: Post-Trier ego depletion among threatened Black premedical students*. Poster presented at Society for Personality and Social Psychology, Long Beach, CA.

Huang, N. ⁺, Glasser, Z. ⁺, **Germano, A. L.**, North, M. S., Purdie-Vaughns, V. (2014, October). *“Graying” out the threat: Ageism and its effects on racial prejudice and perceptions of criminality*. Poster presented at Columbia University Undergraduate Science and Engineering Research Showcase, New York, NY.

Germano, A. L., Cook, J. E., Stadler, G., & Purdie-Vaughns, V. (2014, February). *Chronic illness and concealment among people with multiple sclerosis: A social identity threat perspective*. Poster presented at the Society for Personality and Social Psychology, Austin, TX.

Germano, A. L., Purdie-Vaughns, V., & Cook, J. E. (2013, January). *Can a values-affirmation intervention improve minority performance on the law school admission test? Preliminary results*. Poster presented at the Society for Personality and Social Psychology, New Orleans, LA.

Invited Talks

Columbia University, <i>Laboratory of Intergroup Relations and the Social Mind</i>	2018
New York University, <i>Diversity and Social Processes Lab</i>	2018
March for Science, Seattle, WA	2018
University of Washington, <i>Rapid-Fire Research Talks</i>	2018

Teaching and Mentoring Experience

Graduate Instructor

ENG 401: Leadership Development to Promote Equity in Engineering Relationships	2019
PSYCH 334: Laboratory in Social Psychology x3	2017 – 2018

Graduate Teaching Assistant

PSYCH 345: Social Psychology x2	2016 & 2019
PSYCH 315: Understanding Statistics in Psychology	2017
PSYCH 101: Introduction to Psychology x4	2015 – 2019

Honors Theses Supervised

Jordan Epistola, 2017, University of Washington
Examining cultural differences in motivation and growth mindset.

Zachary Glasser, 2015, Columbia University
“Graying” out the threat: Ageism and its effects on racial prejudice and perceptions of criminality.
Awarded Stacy M. and Russell D. Paul Prize for excellence in psychology

Independent Undergraduate Research Supervised

Maria Ilac, 2020, University of Washington

SPSP Summer Program for Undergraduate Research (SPUR) Supervisee

Fasika Hailu, 2017, University of Washington

Research and Professional Experience

Graduate Writing Tutor, Psychology Writing Center
University of Washington, Seattle, WA 2018 –

Lab Manager, Laboratory of Intergroup Relations and the Social Mind
Columbia University, Department of Psychology, New York, NY 2013 – 2015
PI: Valerie Purdie-Greenaway

Professional Service and Community Outreach

Society of Experimental Social Psychology (SESP) Conference Organizer	2018
Diversity Steering Committee Co-Chair, University of Washington	2017 – 2019
Social Area Recruitment Weekend Leader, University of Washington	2017
Panelist, University of Washington event on applying to graduate school as a student of color	2016
Diversity Steering Committee Member, University of Washington	2015 – 2021
Young Women’s Leadership School of Brooklyn NY Invited Career Day Speaker	2013

Ad hoc reviewer: *Journal of Personality and Social Psychology*
 Psychology of Women Quarterly

Professional Affiliations

Association for Psychological Science (APS)
Society for the Improvement of Psychological Science (SIPS)
Society for Personality and Social Psychology (SPSP)