

# Sapna Cheryan

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## Positions

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Professor, Department of Psychology, University of Washington, 2019-

Lenore Annenberg and Wallis Annenberg Fellowship in Communication at the Center for Advanced Study in the Behavioral Sciences, Stanford University, 2016-2017

Associate Professor, Department of Psychology, University of Washington, 2014-2019

Visiting Scholar, Russell Sage Foundation, New York, 2012-2013

Assistant Professor, Department of Psychology, University of Washington, 2007-2014

## Education

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Ph.D., Psychology, Stanford University, 2001-2007

B.A., Psychology (Honors)/American Studies (Honors), Northwestern University, 1995-1999

## Peer-reviewed Publications

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Germano, A. L. \*, Ziegler, S. A. \*, Banham, L. \*, & Cheryan, S. (in press). Do diversity awards discourage marginalized groups from more lucrative opportunities? *Psychological Science*.

Cheryan, S., & Markus, H. M. (2020). Masculine defaults: Identifying and mitigating hidden cultural biases. *Psychological Review*, *127*, 1022-1052.

Murphy, M. C. ^, Meijia, A. ^, Mejia, J. ^, Yan, X. ^, Cheryan, S., Dasgupta, N., Destin, M., Fryberg, S. A., Garcia, J. A., Haines, E.L., Harackiewicz, J. M., Ledgerwood, A., Moss-Racusin, C. A., Park, L. E., Perry, S. P., Ratliff, K. A., Rattan, A., Sanchez, D. T., Savani, K., Sekaquaptewa, D., Smith, J. L., Taylor, V. J., Thoman, D. B., Wout, D. A., Mabry, P. L. ^^, Ressler, S. ^^, Diekmann, A. ^^, Pestilli, F. ^^ (in press). Open science, communal culture, and women's participation in the movement to improve science. *Proceedings of the National Academy of Sciences*, *117*, 24154-24164.

^^ These authors contributed equally to the work

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

Murphy, M.C., Carter, E.R., Emerson, K.T.U., & Cheryan, S. (2020). The long reach of prejudiced places? Stereotype expectations and motivation to pursue education among previously-and never-incarcerated Black men. *Self & Identity*, *19*, 456-472.

Cheryan, S., Lombard, E. \*, Hudson, L. \*, Louis, K. \*, Plaut, V.C., & Murphy, M. C. (2020). Double isolation: Identity expression threat predicts greater gender disparities in male-dominated STEM fields. *Self & Identity*, *19*, 412-434.

^International Society for Self and Identity (ISSI) Outstanding Early Career Award Papers

Semrow, M. \*, Zou, L.X. \*, Yang, S. \*, & Cheryan, S. (2020). Gay Asian Americans are seen as more American than Asian Americans who are presumed straight. *Social Psychological and Personality Science*, *11*, 336-344.

- Yang, J.P.\*, Simoni, J.M., Cheryan, S., Shiu, C., Chen, W., Zhao, H., & Lu, H. (2018). The development of a brief distress reduction intervention for individuals recently diagnosed with HIV in China. *Cognitive and Behavioral Practice, 25*, 319-334.
- Cheryan, S., Ziegler, S. A.\*, Montoya, A.\*, & Jiang, L.\* (2017). Why are some STEM fields more gender balanced than others? *Psychological Bulletin, 143*, 1-35.
- Zou, L. X.\*, & Cheryan, S. (2017). Two axes of subordination: A new model of racial position. *Journal of Personality and Social Psychology, 112*, 696-717.
- Master, A.\*, Cheryan, S., Moscatelli, A., & Meltzoff, A. N. (2017). Programming experience promotes higher STEM motivation among first-grade girls. *Journal of Experimental Child Psychology, 160*, 92-106.
- Master, A.\*, Cheryan, S., & Meltzoff, A. N. (2017). Social group membership increases STEM engagement among preschoolers. *Developmental Psychology, 2*, 201-209.
- Handron, C.\*, Kirby, T. A.\*, Wang, J.\*, Mastkewich, H. E.\*, & Cheryan, S. (2017). Unexpected gains: Overweight Asian Americans are buffered from prejudice against foreigners. *Psychological Science, 28*, 1214-1227.
- Siy, J. O.\* & Cheryan, S. (2016). Prejudice masquerading as praise: The negative echo of positive stereotypes. *Personality and Social Psychology Bulletin, 42*, 941-954.
- ^Schweinsberg, M., ^Madan, N., ... Cheryan, S., ... Jiang, L.\*, ... & ^Uhlmann, E. L. (2016). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. *Journal of Experimental Social Psychology, 66*, 55-67.
- ^These authors contributed equally to the work. In total, there are 82 authors.
- Master, A.\*, Cheryan, S., & Meltzoff, A.N. (2016). Computing whether she belongs: What steers adolescent girls away from computer science? *Journal of Educational Psychology, 108*, 424-437.
- Blodorn, A., O'Brien, L. T., Cheryan, S., & Vick, S. B. (2016). Understanding perceptions of racism in the aftermath of Hurricane Katrina: The roles of system and group justification. *Social Justice Research, 29*, 139-158.
- Czopp, A. M., Kay, A. C., & Cheryan, S. (2015). Positive stereotypes are pervasive and powerful. *Perspectives on Psychological Science, 10*, 451-463.
- Cheryan, S., Cameron, J. S., Katagiri, Z.\*, & Monin, B. (2015). Manning up: Threatened men compensate by disavowing feminine preferences and embracing masculine attributes. *Social Psychology, 46*, 218-227.
- Zou, L. X.\* & Cheryan, S. (2015). When Whites' attempt to be multicultural backfire in intergroup interactions. *Social and Personality Psychology Compass, 9*, 581-592.
- Cheryan, S., Master, A.\*, & Meltzoff, A. N. (2015). Cultural stereotypes as gatekeepers: Increasing girls' interest in male-dominated STEM fields by diversifying stereotypes. *Frontiers in Psychology, 6*, 1-8.
- Master, A.\*, Cheryan, S., & Meltzoff, A. N. (2014). Reducing adolescent girls' concerns about STEM stereotypes: When do female teachers matter? *International Review of Social Psychology, 27*, 79-102.
- Siy, J. O.\* & Cheryan, S. (2013). When compliments fail to flatter: American individualism and responses to positive stereotypes. *Journal of Personality and Social Psychology, 104*, 87-102.

- Cheryan, S., Plaut, V.C., Handron, C.\*, & Hudson, L.\* (2013). The stereotypical computer scientist: Gendered media representations as a barrier to inclusion for women. *Sex Roles: A Journal of Research*, 69, 58-71.
- Wang, J.\*, Minervino, C.\*, & Cheryan, S. (2013). Generational differences in vulnerability to identity denial: The role of group identification. *Group Processes and Intergroup Relations*, 16, 601-617.
- Cheryan, S., Drury, B. J.\*, & Vichayapai, M.\* (2013). Enduring influence of stereotypical computer science role models on women's academic aspirations. *Psychology of Women Quarterly*, 37, 72-79.
- Guendelman, M.\*, Cheryan, S., & Monin, B. (2011). Fitting in but getting fat: Identity threat as an explanation for dietary decline among U.S. immigrant groups. *Psychological Science*, 22, 959-967.
- Cheryan, S., Siy, J. O.\*, Vichayapai, M.\*, Kim, S.\*, & Drury, B. J.\* (2011). Do female and male role models who embody STEM stereotypes hinder women's anticipated success in STEM? *Social Psychological and Personality Science*, 2, 656-664.
- Cheryan, S., Meltzoff, A. N., & Kim, S.\* (2011). Classrooms matter: The design of virtual classrooms influences gender disparities in computer science classes. *Computers & Education*, 57, 1825-1835.
- Cheryan, S. & Plaut, V. C. (2010). Explaining underrepresentation: A theory of precluded interest. *Sex Roles: A Journal of Research*, 63, 475-488.
- Kaiser, C. R., Drury, B. J.\*, Spalding, K. E.\*, Cheryan, S., & O'Brien, L. T. (2009). The ironic consequences of Obama's election: Decreased support for social justice. *Journal of Experimental Social Psychology*, 45, 556-559.
- Cheryan, S., Plaut, V. C., Davies, P., & Steele, C. M. (2009). Ambient belonging: How stereotypical environments impact gender participation in computer science. *Journal of Personality and Social Psychology*, 97, 1045-1060.
- Adams, G., Edkins, V., Lacka, D., Pickett, K., & Cheryan, S. (2008). Teaching about racism: Pernicious implications of the standard portrayal. *Basic and Applied Social Psychology*, 30, 1-13.
- Cheryan, S., & Monin, B. (2005). Where are you *really* from? Asian Americans and identity denial. *Journal of Personality and Social Psychology*, 89, 717-730.
- Cheryan, S., & Bodenhausen, G. V. (2000). When positive stereotypes threaten intellectual performance: The psychological hazards of "model minority" status. *Psychological Science*, 11, 399-402.
- \* student or postdoc author

## Chapters and Commentaries

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- El-Hout, M.\*<sup>^</sup>, Garr-Schultz, A.\*<sup>^</sup>, & Cheryan, S. (in press). Beyond biology: The importance of social factors in explaining gender disparities in STEM preferences [commentary]. *European Journal of Personality*.

<sup>^</sup> These authors contributed equally to the work

- Master, A.\*, Cheryan, S., & Meltzoff, A. N. (2016). Motivation and identity. In K. R. Wentzel & D. B. Miele (Eds.), *Handbook of Motivation at School, 2<sup>nd</sup> edition* (pp. 300-319). New York, NY: Routledge.
- Plaut, V. C., Cheryan, S., & Garnett, F. G. (2015). New frontiers in diversity research: Theoretical and practical implications. In M. Mikulincer and P. R. Shaver (Editors-in-Chief). *APA Handbook of Personality and Social Psychology*. Washington DC: APA Books.
- Cheryan, S., Ziegler, S. A.\*, Plaut, V. C., & Meltzoff, A. N. (2014). Designing classrooms to maximize student achievement. *Policy Insights from the Behavioral and Brain Sciences, 1*, 4-12.
- Cheryan, S. (2012). Understanding the paradox in math-related fields: Why do some gender gaps remain while others do not? [commentary] *Sex Roles: A Journal of Research, 66*, 184-190.
- Drury, B. J.\*, Siy, J. O.\*, & Cheryan, S. (2011). When do female role models benefit women? The importance of differentiating recruitment from retention in STEM. *Psychological Inquiry, 22*, 265-269.
- Wang, J.\*, Siy, J. O.\*, & Cheryan, S. (2011). Racial discrimination and mental health among Asian American youth. In F.T. Leong, Juang, L., Qin, D.B., & Fitzgerald, H.E. (Eds.) *Asian American and Pacific Islander Children and Mental Health Volume 1: Development and Context* (pp. 219-242). Santa Barbara, CA: ABC-CLIO.
- Cheryan, S. & Bodenhausen, G. V. (2011). Model minority. In S.M. Caliendo & C.D. McIlwain (Eds.), *Routledge Companion to Race & Ethnicity* (pp. 173-176). New York: Routledge.
- Cheryan, S., & Tsai, J. L. (2006). Ethnic identity. In F. T. Leong, A. G. Inman, A. Ebreo, L. Yang, L. Kinoshita & M. Fu (Eds.), *Handbook of Asian American Psychology*. Thousand Oakes, CA: Sage.

## **Fellowships & Grants**

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- Boys have it; girls have to work for it: The development and consequences of gender stereotypes about natural talent vs. effort in mathematics* (\$1,399,995), co-PI, Institute of Education Sciences, 2020-2022
- A cultural growth-mindset approach to interest: Implications for gender gaps in computer science participation* (\$1,171,536), PI, National Science Foundation, 2019-2022
- Two axes of subordination: Disaggregating racial groups to understand the contexts that shape discrimination* (\$398,528), PI, National Science Foundation, 2019-2022
- Who likes computer science? How gender stereotypes about interest shape children's motivation* (\$399,731), co-PI, National Science Foundation, 2018-2020
- Gender stereotypes in STEM: Exploring developmental patterns for prevention* (\$1,339,149), co-PI, Institute of Education Sciences, 2018-2022
- Double isolation: Social pressure and gender disparities in computer science* (\$596,747), PI, NSF, 2014-2019
- NSF REAL Graduate Training Supplement (\$35,000), PI, 2016-2018
- What explains gender differences in computing? A critical review of research on computing in the context of other STEM fields* (\$45,987), PI, Sloan Foundation, 2014
- NSF CAREER: *Transforming the image of computing to increase female participation in computer science* (\$546,017), PI, 2009-2015
- NSF CAREER REU and Career-Life Balance Supplements (\$36,175), PI, 2010-2012

*Transforming engineering through PEERS: Building a better experience for underrepresented students* (\$999,974), co-PI, NSF, 2009-2014

*The influence of stereotypical and non-stereotypical role models on women's interest in computer science* (\$38,297), PI, UW Royalty Research Fund, 2008-2010

*Identity threat: An explanation for dietary decline among second generation immigrants to the US*, UW Institute for Ethnic Studies in the United States (\$10,400), PI, 2008-2009

Dissertation Fellow, Clayman Institute for Gender Research, Stanford University, 2006-2007

Center for Comparative Studies in Race and Ethnicity Teaching Fellow, 2006-2007

Graduate Research Opportunity Grant, Stanford University, 2006-2007

Graduate Student Research Grant, Media X, Stanford University, 2006

Norman Anderson Graduate Student Grant, Stanford University, 2005

National Science Foundation (NSF) Graduate Fellowship, 2000-2004

Robert Byrd Scholarship, Northwestern University, 1995-1999

## **Awards**

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Fellow, Association for Psychological Science (APS), 2018

David Teller Distinguished Faculty Award for Graduate Mentorship, University of Washington, 2018

International Society for Self and Identity (ISSI) Outstanding Early Career Award, 2017

Fellow, Society for Personality and Social Psychology (SPSP), 2017

Fellow, Society for the Psychological Study of Social Issues (SPSSI), 2017

American Association of University Women (AAUW)-Seattle Named Honoree, 2011

Undergraduate Research Mentor Award, University of Washington, 2010

Centennial Teaching Award, Stanford University, 2006

Society for the Psychological Study of Social Issues (SPSSI) Travel Award, 2006

American Psychological Association (APA) Dissertation Research Award, 2005

Lozoff Graduate Essay Prize, Clayman Institute for Gender Research, Stanford University, 2005

Society for Personality and Social Psychology (SPSP) Travel Award, 2005

Departmental Teaching Award, Stanford University, 2004

Phi Beta Kappa, Northwestern University, 1999

William Hunt Award for Outstanding Psychological Research, Northwestern University, 1999

William Exum Writing Award, Northwestern University, 1998

## **Selected Media Mentions**

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[‘Mr. Vice President, I am speaking’: A Culture of Interruption](#), *Yes!*, October 2020

[How to respond to Trump's racism](#), *Crosscut*, May 2020

[UW professor helps Mattel evolve Barbie](#), *King 5 News*, July 2018

[The gender gap isn't set in stone](#) (op-ed), *LA Times*, September 2017

[Source of the week](#), *NPR*, August 2017

[Overweight Asian-Americans are seen as more ‘American’, study finds](#), *The New York Times*, August 2017

[Inclusive environment key to closing gender gap](#), *U.S. News & World Report*, November 2016

[Researchers explain how stereotypes keep girls out of computer science classes](#), *Washington Post*, April 2016

[Why Asian Americans don’t vote Republican](#), *Washington Post*, November 2015

[What really keeps women out of tech](#), *The New York Times*, October 2015

[How stereotypes keep women from computer science](#), *NPR: KUOW*, June 2014

[Tech shift: More women in computer science classes](#), *San Francisco Chronicle*, February 2014

[Scientist = geek is a dangerous equation](#), *NPR*, October 2013

[Why aren’t women interested in computer science?](#) *The Wall Street Journal*, September 2013

[You don’t look like a math major](#), *Aljazeera America*, August 2013

[Nerd stereotype may drive women away from computer science](#), *Popular Science*, June 2013

[Jeremy Lin and the dark side of positive stereotypes](#) (op-ed), *Psychology Today*, May 2012

[Does this green card make me look fat? Immigrants pack on the pounds in America](#), *Vancouver Sun*, May 2011

[Do immigrant kids get fat to fit in?](#) *Time*, May 2011

[Immigrants eat American junk food to fit in](#), *U.S. News and World Report*, May 2011

[Program makes math easy as 1, 2, 3](#), *Boston Globe*, June 2010

[Out of the loop in Silicon Valley](#), *The New York Times*, April 2010

[Love the work, hate the Star Trek figurines](#), *Boston Globe*, January 2010

[Nerds keep women away from computer science](#), *NPR*, December 2009

[Geeks drive girls out of computer science](#), *MSNBC*, December 2009

[Star Trek stops women from becoming computer scientists](#), *Wired*, December 2009

[Of geeks and girls](#), *Science Notes*, August 2009

[Prototypes as gatekeepers: Researchers study the consequences for gender participation in computer sciences](#), *NPR*, April 2008

## **Selected Invited Talks**

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Association for the Study of Higher Education, November 2020

University of California, Berkeley, Haas School of Business, Management of Organizations Colloquium, January 2020

Princeton University, Social Psychology, December 2019

DRRC Intergroup Conflict & Cooperation Conference, Kellogg School of Business, Northwestern, June 2019

Capital One Bank, June 2019

Stand Up Science, May 2019  
Apple University, April 2019  
Seattle Country Day School, March 2019  
Microsoft, February 2019  
University of Chicago Booth School of Business, Behavioral Science Seminar, November 2018  
Harvard Gender and Tech Conference, June 2018  
National Center for Women & Information Technology, May 2018  
Northeastern University, Computer and Information Sciences, March 2018  
University of California, Berkeley, NSF AGEF Conference, March 2018  
Chicago Latin School, February 2018  
UW Insiders Series, February 2018  
Learning & the Brain Conference, November 2017  
University of California, Berkeley, Information School, September 2017  
Pivotal Labs, August 2017  
500 Women Scientists, June 2017  
University of California, Berkeley, Institute of Personality and Social Research, May 2017  
University of California, Santa Barbara, Broom Demography Center, May 2017  
University of California, Santa Barbara, Department of Psychology, April 2017  
Stanford University, Center for Advanced Study in the Behavioral Sciences, January 2017  
Stanford University, Clayman Institute, December 2016  
Stanford University, Social Psychology, October 2016  
Stanford University, WISE Ventures, October 2016  
Zillow, August 2016  
The White House, President's Council of Advisors on Science and Technology, July 2016  
University of Oregon, Social Psychology, May 2016  
Stanford University, Social Psychology, May 2016  
Evergreen School, Speaker Series, April 2016  
Quest University, Department of Psychology, January 2016  
Google, December 2015  
Sloan Foundation, November 2015  
Seattle Town Hall, December 2014  
University of British Columbia, Social Psychology, November 2014  
Stanford University, Social Psychology, March 2014  
Portland State University, Department of Psychology, January 2014  
Tufts University, Department of Psychology, April 2013

Wesleyan University, Department of Psychology, April 2013  
Board of Trustees of the Russell Sage Foundation, February 2013  
Princeton University, Social Psychology, November 2012  
Yale University, Social Psychology, October 2012  
Simon Fraser University, Social Psychology, November 2011  
Women in Engineering ProActive Network (WEPAN), June 2011  
National Science Foundation, February 2011  
Microsoft Research, December 2010  
[TEDx](#), April 2010

## Conference Talks

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- Cheryan, S. (2019, February). *Does the follow your passions ideology cause gender disparities in male-dominated STEM fields?* Social cognition pre-conference, Society for Personality and Social Psychology, Portland, OR.
- Cheryan, S. (2018, October). *Undoing gender disparities: A sociocultural solutions model for reducing gender disparities in STEM.* Groups pre-conference, Society for Experimental Social Psychology, Seattle, WA.
- Cheryan, S. (2018, March). *A sociocultural approach to self and identity.* Self and identity pre-conference, Society for Personality and Social Psychology, Atlanta, GA.
- Cheryan, S. (2018, March). *Undoing gender disparities: A sociocultural solutions model for reducing gender disparities in STEM.* Justice and morality pre-conference, Society for Personality and Social Psychology, Atlanta, GA.
- Zou, L. X., & Cheryan, S. (2018, March). *Loathe thy neighbor: Whites' perceptions of threat in response to residential and school diversity.* Society for Personality and Social Psychology, Atlanta, GA.
- Zou, L. X., & Cheryan, S. (2017, January). *Beyond Black and White: The changing faces of racial prejudice* (Symposium co-chair). Society for Personality and Social Psychology, San Antonio, TX.
- Cheryan, S. (2016, February). *Why have women entered some STEM fields more than others?* Gender pre-conference, Society for Personality and Social Psychology, San Diego, CA.
- Cheryan, S. (2015, May). *Two axes of subordination: A new model of racial position*, Person-Memory Interest Group, Estes Park, CO.
- Cheryan, S. (2015, May). *Double isolation: Role violation threats and gender disparities in STEM*, Association of Psychological Science, New York City, NY.
- Cheryan, S. (2015, April). *Why have women entered some STEM fields over others?* Women in STEM NYC meeting, New York City, NY.
- Cheryan, S. (2014, July). *Double isolation: Role violation threats and gender disparities in STEM*, European Association of Social Psychology, Amsterdam, Netherlands.
- Cheryan, S. (2014, February). *Compliments or prejudice? Current challenges of multiculturalism*, Group Processes and Intergroup Relations pre-conference, Society for Personality and Social Psychology, Austin, TX.



- Cheryan, S. (2013, January). *Computing whether she belongs: Increasing girls' interest in computer science*. Press conference. Society for Personality and Social Psychology, New Orleans, LA.
- Cheryan, S. (2012, January). *As American as apple pie: Threats to the American identity influence food choices among U.S. immigrant groups*. Society for Personality and Social Psychology, San Diego, CA.
- Cheryan, S., & Monin, B. (2012, January). *The psychology of food: How everyday cues shape our choices and cravings* (Symposium co-chair). Society for Personality and Social Psychology, San Diego, CA.
- Cheryan, S. (2012, January). *Double isolation: STEM stereotypes as a barrier to inclusion for women*. Social Cognition pre-conference, Society for Personality and Social Psychology, San Diego, CA.
- Cheryan, S. (2011, January). *The design of academic environments influences women's aspirations and expected performance in STEM*. Society for Personality and Social Psychology, San Antonio, TX.
- Cheryan, S. (2010, October). *Do female and male role models who embody STEM stereotypes steer women away?* Society of Experimental Social Psychology, Minneapolis, MN.
- Cheryan, S. (2010, August). *Stereotypes as gatekeepers: Consequences for women's participation in science*. American Psychological Association, Division 8 invited speaker, San Diego, CA.
- Cheryan, S. (2010, June). *The influence of academic stereotypes on women's aspirations*. Duck Conference on Social Cognition, Outer Banks, NC.
- Cheryan, S., Plaut, V.C., Davies, P., & Steele, C.M. (2009, April). *Ambient belonging: How stereotypical cues impact gender participation in computer science*. Western Psychological Association, Portland, OR.
- Cheryan, S. (2007, June). *Prototypes as gatekeepers: Consequence for gender participation in computer science*. Yale School of Management Summer Camp: Identity & Organizations, New Haven, CT.
- Cheryan, S., & Monin, B. (2006, June). *Where are you really from? Asian Americans and identity denial*. Society for the Psychological Study of Social Issues, Long Beach, CA.
- Cheryan, S., & Monin, B. (2005, January). *Where are you really from? Asian Americans and identity denial*. Society for Personality and Social Psychology, New Orleans, LA.
- Cheryan, S., & Monin, B. (2005, January). *Describing, defining, and defending “-American”:* *Understanding the relationship between American and ethnic identity* (Symposium co-chair). Society for Personality and Social Psychology, New Orleans, LA.

## **Professional Service**

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Summer Institute for Social and Personality Psychology Instructor Executive Committee, 2017-present

Summer Institute for Social and Personality Psychology Instructor, New York City, 2019-present

Promising Practices for Improving the Inclusion of Women in Science, Engineering, and Medicine: Lessons from Kuwait and the United States Committee, co-chair, *National Academy of Sciences*, 2019-2020

Promising Practices to Address Women's Underrepresentation Committee, *National Academy of Sciences*, 2018-2019

Book Prize Committee, SPSP, 2018

Local organizer & host, SESP Annual Conference, 2018

Associate Editor, *Journal of Personality and Social Psychology-IRGP*, 2018-2020

Editorial Board: *Journal of Personality and Social Psychology-IRGP*, 2013-present; *Personality & Social Psychology Bulletin*, 2012-present, *Social Psychological and Personality Science*, 2015-present

Guest Editor: *PNAS*, 2016

Journal Reviewer: *Science*, *PNAS*, *Journal of Personality and Social Psychology*, *Psychological Science*, *Personality and Social Psychology Bulletin*, *Journal of Experimental Psychology: General*, *Journal of Experimental Social Psychology*, *Social Psychological and Personality Science*, *Applied Psychology*, *Basic and Applied Social Psychology*, *British Journal of Social Psychology*, *Cultural Diversity and Ethnic Minority Psychology*, *European Journal of Social Psychology*, *Group Processes and Intergroup Relations*, *The Information Society*, *Journal of Applied Social Psychology*, *Journal of Cross Cultural Psychology*, *Journal of Women and Minorities in Engineering*, *Psychology of Women Quarterly*, *Self and Identity*, *Sex Roles*, *Social Cognition*, *Social Psychology*

Grants Reviewer (Ad hoc): *National Science Foundation*, *Social Science and Humanities Research Council of Canada*, *Sloan Foundation*,

National Science Foundation Grant Panelist (Education and Human Resources Panel), 2010

National Science Foundation Grant Panelist (Social, Behavioral & Economic Sciences), 2015, 2017 (fall and spring)

National Science Foundation Graduate Research Fellowship Award Selection Committee, 2008, 2009

SPSP Student Travel Award Committee, 2010

SPSP Diversity and Climate Committee member, 2015-present, and chair, 2016-2017

Summer Institute in Social and Personality Psychology (SISSP) committee, 2017-present

SAGE-CASBS Award Selection Committee, 2017

## **University and Department Service**

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Psychology strategic planning committee, 2017-present

Psychology graduate training committee, 2010-present

Social/personality faculty search committee chair, 2017-2018, 2020-2021

Associate Chair for Graduate Studies, 2019-2020

Social/personality lecturer search committee, 2015-2016

Psychology diversity steering committee member, 2007-2018

Social/personality area chair, 2014-2016

Psychology Guthrie prize committee, 2008-2010

Psychology recruitment committee, 2014-2015

Provost task force on assessment, 2014-2015

Diversity Scholar, Center for Teaching & Learning, 2014-2015

Paws on Science robot programming booth, 2014-2016

Reviewer, Mary Gates, 2010, 2011

Reviewer, Royalty Research Fund, 2011, 2014

Vice Provost conversations on masculinity group, 2015-2016

GO-MAP panel on transitioning to faculty, 2009

Psychology New Student Orientation Teaching Panel, 2011

UW workshop participant on building partnerships with Morehouse College, 2008

UW ADVANCE panel on peer mentorship, 2011

## **Professional Experience**

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Social Science Advisory Board, National Center for Women & Information Technology, 2008-present

Global Advisory Council, Mattel, 2018-2019

User Research Intern, Adobe Systems Inc., San Jose, CA, 2002-2007

Statistical Consultant, Hope Labs, Palo Alto, CA, 2003-2006

Management Consultant, PricewaterhouseCoopers, Bethesda, MD, 1999-2001