

# Gregg A. Muragishi

*Curriculum Vitae*

## **Contact Information**

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University of Washington  
Department of Psychology  
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## **Research Interests**

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Diversity, equity, inclusion; gender; race and ethnicity; stereotyping; psychological interventions; organizational behavior

## **Academic Positions**

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2022 – Present	<b>Postdoctoral Scholar</b> Department of Psychology, University of Washington
2021 – 2022	<b>Science and Engineering Education Fellow</b> Department of Mechanical Engineering, Stanford University

## **Education**

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2021	<b>Stanford University</b> Ph.D. in Social Psychology
2018	<b>Stanford University</b> M. A. in Social Psychology
2014	<b>California State University, Long Beach (CSULB)</b> M.A. in Psychology – Option in Psychological Research
2010	<b>University of Southern California (USC)</b> B.A. in Psychology
2008	<b>Mount San Antonio College</b>

## **Honors and Awards**

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2020	Centennial Teaching Assistant Award (\$500), Stanford
2020	Travel Award (\$3,000), Women of Color STEM Entrepreneurship Conference
2020	Graduate Diversity Travel Award (\$500), Society of Personality and Social Psychology
2019	Graduate Student Diversity Travel Award (\$500), Society for the Psychological Study of Social Issues
2015	Travel Award (\$500), Understanding Interventions that Broaden Participation in Science Careers

### Grants and Fellowships

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2022	STEM Education Postdoctoral Research Fellowship (\$300,000), NSF
2022	SBE Postdoctoral Research Fellowship (\$138,000; declined), NSF
2020	Institute for Research in the Social Sciences (\$1,500), Stanford
2019	Women of Color in Computing Research Collaborative (\$20,000)
2019	Norman Anderson Research Fund (\$1,900), Stanford
2018	Diversity Dissertation Research Opportunity (\$5,000), Stanford
2017	The McCoy Family Center for Ethics Graduate Fellowship (\$3,000), Stanford
2015	The Sidney Siegal Fellowship (\$30,000), Stanford

### Publications

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- Muragishi, G. A.**, Aguilar, L., Carr, P. B., & Walton, G. M. (2023). Microinclusions: Treating women as respect ted work partners increases a sense of fit in technology companies. *Journal of Personality and Social Psychology*. <https://doi.org/10.1037/pspi0000430>
- Garr-Schultz, A.\*, **Muragishi, G. A.\***, Mortejo, T. A., & Cheryan, S. (2023). Masculine defaults in academic STEM fields. *Psychological Science in the Public Interest*, 24(1), 1-9. <https://doi.org/10.1177/15291006231170829>
- *Equal author contribution*
- Walton, G. M., Murphy, M. C., Logel, C., Yeager, D. S., Goyer, J. P., Brady, S. T., Emerson, K. T. U., Paunesku, D., Fotuhi, O., Blodorn, A., Boucher, K. L.\*, Carter, R. E.\*, Gopalan, M.\*, Henderson, A.\*, Kroeper, K. M.\*, Murdock-Perriera, L. A.\*, Reeves, S. L.\*, Ablorh, T. T.\*\*, Ansari, S.\*\*, Chen, S.\*\*, Fisher, P.\*\*, Galvan, M.\*\*, Gilbertson, M. K.\*\*, Hulleman, C. S.\*\*, Le Forestier, J. M.\*\*, Lok, C.\*\*, Mathias, K.\*\*, **Muragishi, G. A.\*\***, Gonzalez, M.\*\*, Ozier, E.\*\*, Smith, E. N.\*\*, Thoman, D. B.\*\*, Williams, H. E.\*\*, Wilmot, M. O.\*\*, Hartzog, C., Li, X. A., & Krol, N. (2023). Where and with whom does a brief social-belonging intervention promote progress in college? *Science*, 380, 449-505. <https://doi.org/10.1126/science.ade4420>
- *Authors marked with \* and with \*\* contributed equally to this work. They are listed in alphabetical order by last name.*
- Thoman, D. B., **Muragishi, G. A.**, & Smith, J. L. (2017). Research Microcultures as socialization contexts for underrepresented science students. *Psychological Science*, 28(6), 760-773. <https://doi.org/10.1177/0956797617694865>
- Allen, J. M., **Muragishi, G. A.**, Smith, J. L., Thoman, D. B., & Brown, E. R. (2015). To grab and to hold: Cultivating communal values to overcome science culture barriers in first generation college students' science interest. *Translational Issues in Psychological Science*, 1(4), 331-341. <https://doi.org/10.1037/tps0000046>
- Brown, E. R., Smith, J. L., Thoman, D. B., Allen, J., & **Muragishi, G.** (2015). From Bench to Bedside: A communal utility value intervention to enhance students' biomedical science motivation. *Journal of Educational Psychology*, 107(4), 1116-1135. <https://doi.org/10.1037/edu0000033>

### Manuscripts under review

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- Moser, C. E., Branscombe, N. R., & **Muragishi, G. A.** Does he mean it? The role of sincerity in ally behaviors and motivations on women's identity-safety and commitment.

### Manuscripts in Preparation

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- Muragishi, G. A.**, Chen, H. L., Lichtenstein, G., & Sheppard, S. D. Microinclusions around contributions increase Thailand employees' confidence in abilities, fit, and retention at work. *Writing stage*.
- Muragishi, G. A.**, Weitz, E. A., & Walton, G. M. Onboarding social belonging intervention at a Silicon Valley tech company. *Writing stage*.
- Logel, C.\*, **Muragishi, G. A.\***, Walton, G. M., Shi, Y., & Spencer, S. J. (*in prep*). Long-term effects of two brief interventions of women's GPA in engineering.
- *\*Equal author contribution*
- Muragishi, G. A.**, Weitz, E. A., & Walton, G. M. Deconstructing the belonging monolith: What does "belonging" mean to technology workers? *Qualitative coding stage*.

**Muragishi, G. A.,** Chen, H. L., & Sheppard, S. D. Tracking engineering student's contributions and outcomes in team-based design courses. *Data analysis stage.*

**Muragishi, G. A.,** Bourne, K. A., El-Hout, M., Yen, J. W., & Cheryan S. Do White defaults in job ads contribute to the underrepresentation of people of color in academic faculty hiring? *Data collection stage.*

### Conference Presentations & Invited Talks

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#### Symposium Presentations

**Muragishi, G. A.,** & Walton, G. M. (2023, February). Treating women as contributors increases belonging and company commitment. In F. Karmali & W. H. Hall (chairs), *Women's Experiences in Male Dominated STEM Fields: Barriers to Thriving*. Presented at the Society of Personality and Social Psychology, Atlanta, GA.

**Muragishi, G. A.,** & Walton, G. M. (October 2021). Microinclusions: Treating women as respected work partners increases a sense of fit in technology companies. In L. Park & E. Canning (chairs), *New Insights into How Subtle Social Cues Shape Belonging, Motivation, and Performance*. Presented at Society of Experimental Social Psychology, Santa Barbara, CA.

**Muragishi, G. A.,** Weitz, E. A., & Walton, G. M. (February 2021). Cues of Contribution: Onboarding intervention increases sense of fit for women in tech. In C. E. Moser & **G. A. Muragishi** (chairs), *Disrupting Cultural Defaults in STEM: Women's Contributions and Intersectional Allyship*. Presented at the Society of Personality and Social Psychology, Virtual Meeting.

**Muragishi, G. A.,** Weitz, E., Walton, G. M. (September 2020). *Understanding Contributions: Increasing Women and Women of Color's Belonging at a Large Tech Company*. Women of Color in Computing Collaborative Virtual Summit.

**Muragishi, G. A.,** & Walton, G. M. (May 2020). Microinclusions: Dispelling stereotype threat for women in STEM through interpersonal interactions. In **G. A. Muragishi** & W. H. Hall (chairs), *Leveraging Interpersonal Contexts to Address Gender Disparities in STEM*. Presented at The Association for Psychological Science (APS), Chicago, IL.  
<https://www.psychologicalscience.org/conventions/annual/aps-coronavirus> (Conference Canceled)

**Muragishi, G. A.,** & Walton, G. M. Can I Contribute? Respectful interactions boost women's belonging in tech. In C. L. Aidy & T. V. Reifsteck (chairs), *Underrepresentation in STEM: How can we increase the diversity and inclusivity of STEM fields*. Presented at The Society for the Psychological Study of Social Issues (SPSSI), San Diego, CA, June 2019.

**Muragishi, G. A.,** & Walton, G. M. Can I Contribute? Respectful interactions with men boost women's belonging in tech. In A. Rattan (chair), *Four motivational intervention to foster persistence, belonging, and interdisciplinary thinking in STEM*. Presented at Association for Psychological Science (APS), Washington, D.C., May 2019.

Thoman, D. B., **Muragishi, G. A.,** & Smith, J.L. Research Microcultures as Socialization Contexts for Underrepresented Science Students. In M. Boe (chair), *Interest, motivation, and aspirations in STEM: How do these factors develop and influence each other?* European Association for Research on Living and Instruction (EARLI), Tampere, Finland, August 2017.

**Muragishi, G. A.,** Aguilar, L., & Walton, G. M. Using Social Psychology to Support Underrepresented Students in Physics. In D. McPadden (chair), *Supporting Hispanic Women Students in Physics*. American Association for Physics Teachers (AAPT), Sacramento, CA, July 2016.

Allen, J. M., Smith, J. L., Brown, E. R., Thoman, D. B., & **Muragishi, G. A.** Reaping the benefits of research (for others): An altruistic utility value intervention enhances motivation for biomedical research. In J. Allen (chair), *Individual, interpersonal, and cultural transformations in STEM: Social psychological insights into diversifying science*. Association for Psychological Science (APS), New York, NY, May 2015.

#### Invited Research Talks

**Muragishi, G. A.** (2023, January) *Microinclusions: Addressing questions of belonging at work to increase women's sense of fit in technology contexts*. Presented to the Social Psychology, Personality, and Developmental Area Seminar at the University of Washington.

- Muragishi, G. A.** *Microinclusions: Answering questions of belonging to support a diverse workforce*. Takeda Pharmaceuticals, Diversity, Equity, and Inclusion Team, November 2021.
- Muragishi, G. A.** *Belonging in Tech: How to Use Social Psychology to Support Belonging for Women in Tech*. Google, Women@ CoreInfra group, January 2021.
- Muragishi, G. A.** *Cues of Contribution Boost Women's Belonging in Tech*. University of California, Santa Cruz, Leaper Research Group, October 2019.
- Muragishi, G. A.** *Cues of inclusion: Fostering women's sense of belonging in tech*. Stanford School of Humanities and Sciences Alumni Event, March 2019.
- Muragishi, G. A.** *Using Social Psychology to Support Underrepresented Students in Physics*. Stanford Department of Physics – Women in Physics, October 2016.
- Muragishi, G. A.** *Overcoming the Culture of Genius*. Stanford Artificial Intelligence Laboratory's Outreach Summer (SAILORS) Program, July 2016.

### **Paper Presentations**

- Moser, C. E., Branscombe, N. R., & **Muragishi, G. A.** (2023, June). (In)Sincere ally: Motivations and behaviors that impact efficacy of allyship. Paper presented at the Society for the Study of Social Issues, Denver, CO.
- Lee, G., Curti, C., Zambrano, J., **Muragishi, G. A.**, & Thoman, D. B. (2017, April). Perceived faculty support in freshmen year boosts first-generation college students' belonging and persistence in science. Paper to be presented at the annual meeting of the American Educational Research Association. San Antonio, TX.
- Katayama, M., **Muragishi, G. A.**, Thoman, D. B., & Smith, J. L. (2015, April). The "Contextual Lab Effect": Research lab peer beliefs about altruism in science predict students' science research interest. Paper presented at the annual meeting of the American Educational Research Association. Chicago, IL.

### **Poster Presentations**

- Weitz, E. A., **Muragishi, G. A.**, & Walton, G. M. (2020, February). Deconstructing the Belonging Monolith: Examining sources of belonging for women and men in tech. Poster to be presented at *Bringing Intragroup Processes back to Social Psychology* SPSP Preconference. New Orleans, LA.
- Muragishi, G. A.**, Lee, G., Zambrano, J., Jackson, M. C., & Thoman, D. B. (2016, January). Protecting Student Engagement in Science: The interactive effect of belonging uncertainty and triggered interest. Poster presented at the annual meeting of the Society of Personality and Social Psychology. San Diego, CA.
- Brown, E. R., Allen, J. M., Smith, J. L., Collins, C., Landa, I., Curti, C., **Muragishi, G. A.**, & Thoman, D. B. (2016, January). Forecasting Belonging: How other people can benefit from communal and agentic strategies when regulating belonging in group settings. Poster presented at the annual meeting of the Society of Personality and Social Psychology. San Diego, CA.
- Muragishi, G. A.**, Allen, J. M., Thoman, D. B., Smith, J. L., & Brown, E. R. (2015, May). To Grab and to Hold: Cultivating communal goals to overcome cultural and structural barriers in first-generation college students' science interest. Poster presented at the annual meeting for Understanding Interventions that Broaden Participation in Research Careers. San Diego, CA.
- Muragishi, G. A.**, Thoman, D. B., & Smith, J. L. (2015, February). The Labmate Science Forecast: The role of peer altruistic affordance beliefs in shaping individual student's interest in science. Poster presented at the annual meeting of the Society of Personality and Social Psychology. Long Beach, CA.
- Muragishi, G. A.**, Brown, E. R., Burnsus, M., Smith, J. L., & Thoman, D. B. (2014, February). From the "I" to the "we" in Science: The value of communal goal affordances in enhancing biomedical research motivation. Poster presented at the annual meeting of the Society of Personality and Social Psychology. Austin, TX.

### **Teaching Experience**

#### **Instructor of Record**

Introduction to Social Psychology, Stanford (co-taught; Summer 2017, Summer 2018)

Quantitative Methods in Social Research, CSULB (2014-2015)

**Teaching Assistant**

Introduction to Cultural Psychology, Stanford (Head TA, Winter 2020)\*

Wise Interventions, Stanford (Head TA, Winter 2019, Fall 2020)\*

Introduction to Comparative Studies in Race and Ethnicity, Stanford (Winter 2018)\*

Self and Society: Introduction to Social Psychology, Stanford (Spring 2017)

Psych 1, Stanford (Fall 2016 & Winter 2017)\*

Multivariate Statistical Analysis (Graduate level), CSULB (Spring 2015)

**Guest Lecturer**

Introduction to Behavioral Science, Georgetown University (Fall 2022)

Introduction to Cultural Psychology, Stanford (Winter 2020)

Wise Interventions, Stanford (Winter 2019)

Multivariate Statistical Analysis (Graduate level), CSULB (Spring 2015)

\*Denotes assistantships with TA-led discussion sections

**Relevant Professional Experience**

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2022 – Present            **Diversity, Equity, and Inclusion Consultant**  
[illuceo](#)

June 2021 – Sept 2021   **People Science Intern**  
[Humu](#)

**Community Services and Outreach**

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2016 – 2020            Diversity Committee, Department of Psychology, Stanford University

2017-2020            Panel organizer and speaker, [Paths to PhD](#), Stanford University

2016 – 2019            Leadership team, *Psychological Interventions in Educational Settings (PIES)*, Stanford University

2016 – 2018            Graduate mentor, *Graduate Application Mentors for Psychology (GRAM)*, Stanford University

**Research Skills**

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*Quantitative:* (M)ANOVA/(M)ANCOVA, Regression Analysis, Structural Equation Modeling, Multilevel (and Growth) Modeling, Factor Analysis

*Data Analysis:* SPSS, Mplus, R, HLM

*Data Collection:* Qualtrics, MediaLab, Amazon Mechanical Turk, Prolific

**Professional Affiliations**

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Association for Psychological Science

American Educational Research Association

Society of Personality and Social Psychology

Society for the Psychological Study of Social Issues

*Professional References Upon Request*