

## **Ella J. Lombard**

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University of Washington

119A Guthrie Hall, Seattle, WA 98195

### **EDUCATION**

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|--------------|--|
| 2019-present | <b>University of Washington</b> , Seattle, WA<br>Ph.D. Candidate, Social Psychology  |
| 2015-2019    | <b>Northwestern University</b> , Evanston, IL<br>B.A. Psychology and English, summa cum laude<br>Psychology Departmental Honors<br>English Departmental Honors |

### **AWARDS AND FELLOWSHIPS**

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- Distinguished Teaching Award, University of Washington, *2023*  
Psychology Department Scholar Merit Award, University of Washington (one term of support), *2023*  
Alcor Summer Fellowship, University of Washington (one term of support), *2022*  
Graduate Student Poster Award, Society for Personality & Social Psychology, *2022*  
National Science Foundation Graduate Research Fellowship Honorable Mention, *2021*  
Graduate Travel Award, Society for Personality & Social Psychology, *2020*  
The Graduate School Top Scholar Award, University of Washington (one term of support), *2019*  
Big Ten Postgraduate Scholarship, Big Ten Conference (\$7,500), *2019*  
"How Do We Know Ourselves?" Panel Best Talk Award, Northwestern, *2019*  
Edwin L. Shuman Award for Best Honors Thesis in Creative Writing, Northwestern, *2019*  
National Science Foundation Graduate Research Fellowship Honorable Mention, *2019*  
Margaret Akerstrom Academic Achievement Award, Northwestern (highest GPA of all student-athletes in graduating class), *2019*  
Daniel Bonbright Scholar Award, Northwestern University (highest GPA of all humanities majors in graduating class), *2018*  
Academic All-Big Ten Award, Big Ten Conference, *2017, 2018, 2019*  
Big Ten Distinguished Scholar Award, Big Ten Conference, *2017, 2018, 2019*

### **RESEARCH GRANTS**

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- Jenessa Shapiro Graduate Research Award (\$1,000), Society for Personality & Social Psychology, *2023*  
Academic Year Undergraduate Research Grant, Northwestern University (\$950), *2019*  
Weinberg Conference Presentation Grant, Northwestern University (\$500), *2019*

Undergraduate Research Conference Travel Grant, Northwestern University (\$500),  
2019

Underwood Psychology Research Grant, Northwestern University (\$3,500), 2018

## PUBLICATIONS

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**Lombard, E. J.** & Cheryan, S. (2024). Does my work matter? Reduced sense of mattering as a source of gender disparities. *Social and Personality Psychology Compass*, 18(1), [e12907](#).

**Lombard, E. J.**, Azpeitia, J., & Cheryan, S. (2021). Built on uneven ground: How masculine defaults disadvantage women in political leadership. *Psychological Inquiry*, 32(2), 107-116. DOI: [10.1080/1047840X.2021.1930776](https://doi.org/10.1080/1047840X.2021.1930776)

Cheryan, S., **Lombard, E. J.**, Hudson, L., Louis, K., Plaut, V. C., & Murphy, M. C. (2019.) Double isolation: Identity expression threat predicts greater gender disparities in computer science, *Self and Identity*, DOI: [10.1080/15298868.2019.1609576](https://doi.org/10.1080/15298868.2019.1609576)

## UPCOMING PUBLICATIONS

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*Shared superscripts denote equal co-author contributions.*

Cheryan, S., **Lombard, E. J.**, Hailu, F., Pham, L., & Weltzien, K. (under review). Why do gender disparities in some STEM fields still exist?

Bourne, K., **Lombard, E. J.**, Eisner, L., Lanfranconi, D., & Hässler, T. (under review). Coming out on the field: Negative attitudes and perceptions of others' attitudes toward LGB+ athletes.

## PUBLICATIONS IN PREP (manuscript revision stage, all data collected)

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*Shared superscripts denote equal co-author contributions.*

Lawson, K. M.<sup>1</sup>, Murphy, B. A.<sup>1</sup>, Azpeitia, J.<sup>2</sup>, **Lombard, E. J.**<sup>2</sup>, Pope, T. J.<sup>2</sup>, & Hall, J. A. (in prep). Citing behaviors in psychology: A roadblock to cumulative and inclusive science, preprint: <https://psyarxiv.com/6kvqg>

**Lombard, E. J.** & Cheryan, S. (in prep). Feedback receptivity from those in power reduces bias concerns about gender, sexuality, and disability bias.

**Lombard, E. J.**<sup>1</sup>, Garr-Schultz, A.<sup>1</sup>, & Cheryan, S. (in prep). People direct women away from male-dominated opportunities when gender-balanced alternatives are present.

**Lombard, E. J.**, Jarvis, S. N., Howlett, S. A., & Evers, E. R. K. (in prep). Advantage versus disadvantage framing effects on preferences for redistributive policies.

**Lombard, E. J.**, Alattas, A., & Cheryan, S. (in prep). Does cuisine diversity influence how much Americans eat?

## OP-EDS & RESEARCH BLOG POSTS

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- Lombard, E. J.**, Rubin, J., Chen, K., & Divanji, R. (2024). [Student perceptions of AI: Recommendations for schools and teachers](#). *foundry10*.
- Lombard, E. J.**, Rubin, J., Chen, K., & Divanji, R. (2024). [Student perceptions of AI: Ethics and policy at school](#). *foundry10*.
- Lombard, E. J.**, Rubin, J., Chen, K., & Divanji, R. (2024). [Student perceptions of AI: Use, trust, and literacy](#). *foundry10*.
- Cheryan, S. & **Lombard, E. J.** (2020). [How to respond to Trump's racism](#). *Crosscut*.

## INVITED RESEARCH TALKS

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- UW Psychology Recruitment Visit Rapid Fire Research Talks, February 2024  
Zapp Energy, November 2023

## INVITED DIVERSITY, EQUITY, & INCLUSION TALKS

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- UW Psychology Faculty Retreat, 2021  
UW Psychology Department Diversity Steering Committee, 2021  
UW Psychology Department Strategic Planning Committee, 2021  
Northwestern University Department of Athletics and Recreation, 2018  
Northwestern University Department of Athletics and Recreation, 2018

## CONFERENCE TALKS

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*Shared superscripts denote equal co-author contributions.*

- Lawson, K., Murphy, B., Jovani, A.<sup>1</sup>, **Lombard, E.**<sup>1</sup>, Pope, T.<sup>1</sup>, & Hall, J. (2024). *Citing behaviors in psychology: A roadblock to cumulative and inclusive science*. In Teacher/Scholar Data Blitz, Society for Personality and Social Psychology Annual Convention, San Diego, CA.
- Bourne, K., **Lombard, E. J.**, Lanfranconi, D., Eisner, L., & Hässler, T. (2024). *Coming out on the field: Negative attitudes and perceptions of others' attitudes toward LGB+ athletes*. In Advancing LGBTIQ+ Research Across the Globe. Preconference conducted at Society for Personality and Social Psychology Annual Convention, San Diego, CA.
- Lombard, E. J.** & Cheryan, S. (2023). *Feedback Receptivity: A Leadership Strategy for Increasing STEM Gender Equity*. In Degefe, E. (Chair), Gender bias in business: New sources and solutions. Symposium conducted at Society for Personality and Social Psychology's Virtual Annual Convention.
- Garr-Schultz, A., **Lombard, E. J.**, & Cheryan, S. (2023). *Gender-Balanced Courses Impede Women's Access to Computer Science's More Prestigious Subfields*. In Women's Experiences in Male Dominated STEM Fields: Barriers to Thriving. Symposium conducted at Society for Personality and Social Psychology's Virtual Annual Convention.

Azpeitia, J., **Lombard, E. J.**, Pope, T., & Cheryan, S. (2022). *Reference Audit: A Technique for Diversifying Your References*. In Ledgerwood, A. (Chair), [Disrupting Racism and Eurocentrism in Research Methods and Practices](#). Virtual workshop conducted at Society for Personality and Social Psychology's Annual Convention.

**Lombard, E. J.** & Cheryan, S. (2022). *Feedback Receptivity: A Leadership Strategy for Increasing STEM Gender Equity*. Annual conference of the Berkeley Haas Culture Initiative.

**Lombard, E. J.** & Cheryan, S. (2021). *Measuring "Normal": Do Masculine Defaults in Engineering Research Laboratories Increase Women's Fears of Being Stereotyped?* In Moser, C. & Muragishi, G. A. (Chairs), *Disrupting Cultural Defaults in STEM: Women's Contributions and Intersectional Allyship*. Symposium conducted at Society for Personality and Social Psychology's Virtual Annual Convention.

**Lombard, E. J.**, Garr-Schultz, A., & Gardner, W. (2019). *One Person, Many Groups: Collective Coherence in LGBTQ+ Individuals*, Northwestern University Undergraduate Research & Arts Exposition, Evanston, IL.

## POSTER PRESENTATIONS

+ denotes my undergraduate or post-baccalaureate mentee

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AlMansour, L. H.+, **Lombard, E. J.**, & Cheryan, S. (2024, upcoming). *Understanding gender disparities: The role of sense of mattering in male-dominated fields*, University of Washington Undergraduate Research Symposium, Seattle, WA.

Li, A.+, **Lombard, E. J.**, Muragishi, G., & Cheryan, S. (2024, upcoming). *Do cultures of urgency in professional settings lead to underrepresentation of employees of color?* University of Washington Undergraduate Research Symposium, Seattle, WA.

**Lombard, E. J.** & Cheryan, S. (2024). *Instructor feedback receptivity reduces bias concerns and facilitates accessibility for disabled students*, Society for Personality and Social Psychology Annual Convention, San Diego, CA.

Chen, E.+, **Lombard, E. J.**, & Cheryan, S. (2024). *Trustwillingness: A catalyst for gender equity*, Society for Personality and Social Psychology Annual Convention, San Diego, CA.

Chen, F.+, **Lombard, E. J.**, & Cheryan, S. (2024). *Improved perceptions of white leaders' equitability in diverse settings*, Society for Personality and Social Psychology Annual Convention, San Diego, CA.

Li, A.+, **Lombard, E. J.**, Muragishi, G., & Cheryan, S. (2024). *Do cultures of urgency in professional settings lead to underrepresentation of employees of color?* Society for Personality and Social Psychology Annual Convention, San Diego, CA.

Bourne, K., **Lombard, E. J.**, Hässler, T., & Eisner, L. (2023). *Coming out on the field: Negative perceptions and attitudes toward lesbian, gay, and bisexual athletes*, Society for Personality and Social Psychology Annual Convention, Atlanta, GA.

- Nicolau, G., **Lombard, E. J.**, & Cheryan, S. (2023). *Who needs accommodations? Perceptions of students with apparent and non-apparent disabilities*, Society for Personality and Social Psychology Annual Convention, Atlanta, GA.
- Chen, F., **Lombard, E. J.**, & Cheryan, S. (2023). *Perceptions of White leaders' equitability in diverse settings*, University of Washington Undergraduate Research Symposium, Seattle, WA.
- Chen, F., **Lombard, E. J.**, & Cheryan, S. (2023). *Perceptions of White leaders' equitability in diverse settings*, Society for Personality and Social Psychology Annual Convention, Atlanta, GA.
- Qiao, A., **Lombard, E. J.**, & Cheryan, S. (2023). *Feedback Receptivity: A Leadership Strategy Reducing Sexual Orientation Bias Concerns*, Society for Personality and Social Psychology Annual Convention, Atlanta, GA.
- Chen, F., **Lombard, E. J.**, & Cheryan, S. (2022). *Leaders' Desire to Use Power for Good: A Leadership Strategy for Increasing Gender Equity*, University of Washington Undergraduate Research Symposium, Seattle, WA.
- Lombard, E. J.** & Cheryan, S. (2022). *Feedback Receptivity: A Leadership Strategy for Increasing STEM Gender Equity*, Annual conference of the Society for Personality and Social Psychology, San Francisco, CA.
- Alattas, A., **Lombard, E. J.**, & Cheryan, S. (2020). *Cuisine Diversity and Intended Food Consumption*, University of Washington Summer Research Symposium, Seattle, WA.
- Lombard, E. J.** & Gardner, W. (2020). *One Person, Many Groups: Collective Coherence in LGBTQ+ Individuals*, Annual conference of the Society for Personality and Social Psychology, New Orleans, LA.
- Lombard, E. J.** & Cheryan, S. (2019). *Is Cuisine Diversity Influencing How Much Americans Eat?* Society for Personality and Social Psychology Annual Convention, Portland, OR.

## TEACHING & MENTORING EXPERIENCE

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### Teaching PhD Student Courses

#### **Linear Models and Data Analysis & Laboratory in Statistical Computation II**

*Winter 2023, Winter 2024:* University of Washington, **Teaching Assistant**. Assisted with lecture class, helped write exams, provided feedback on assignments and exams.

#### **Proseminar**

*Fall 2022, Fall 2023:* University of Washington, **Instructor**. Independently designed and taught a weekly seminar to help first-years build foundational skills for graduate school.

### Teaching Undergraduate Courses

#### **Laboratory in Social Psychology**

*Spring 2023:* University of Washington, **Instructor**.

*Fall 2021:* University of Washington, **Reader/Grader**. Provided detailed feedback and mentoring on revision strategies to students on written assignments.

### **Statistical Inference in Psychological Research**

*Spring 2020, Spring 2021, Spring 2023:* University of Washington, **Teaching Assistant**. Led four weekly hourlong sections and graded assignments.

### **Psychology of Cognitive Development**

*Winter 2023:* University of Washington, **Reader/Grader**. Provided two rounds of detailed feedback and mentoring on revision strategies for students' final papers.

### **Psychology of Health Disparities**

*Fall 2022:* University of Washington, **Reader/Grader**. Provided detailed feedback to students on final projects.

### **Psychology of Human Development**

*Fall 2019, Fall 2021:* University of Washington, **Teaching Assistant**. Assisted with lecture class and graded assignments.

### **Current Topics in Psychology: Science of You**

*Spring 2021:* University of Washington, **Reader/Grader**. Provided detailed feedback and mentoring on revision strategies to students on written assignments.

### **Introduction to Psychology**

*Fall 2020:* University of Washington, **Head Teaching Assistant**. Designed and led weekly review session and graded assignments.

### **Introduction to Probability and Statistics for Psychology**

*Winter 2020:* University of Washington, **Teaching Assistant**. Led four weekly hourlong sections and graded assignments.

### **Peer Academic Coach Training Program**

*Spring 2019:* Northwestern University, **Curriculum Designer**. Hired to design 7 interactive professional development sessions with targeted learning objectives for peer academic coaches, integrating evidence-based best practices for promoting student learning, goal-setting, and achievement with an emphasis on equitable mentoring.

### **Peer Academic Coaching**

*Fall 2016-Spring 2019:* Northwestern University, **Peer Academic Coach**. Mentored 9 students (2-3 per quarter) through weekly meetings to enhance organization and study skills, goal-setting, time management, and work-life balance.

### **Advising Undergraduate Research**

**Key outcomes:** 12 students; 9 presentations; 11 awards; over \$20,000 in funding to undergraduate mentees

**Laila AlMansour**, Honors Student, Fall 2023-Present

Mary Gates Research Scholarship (\$5000)

**Anna Li**, Summer 2023-present

**Miriam Maria**, Summer 2023-Winter 2024

**Krit Rai Singh**, Summer 2023-Fall 2023

**Elisa Chen**, Spring 2023-Fall 2023

**Felice Chen**, Fall 2021-Present (*Honors Student* Fall 2021-Spring 2023)

2024 SPSP Undergraduate Poster Award (\$100)

Mary Gates Research Scholarship II (\$2500)

2023 SPSP Undergraduate Poster Award Runner-Up

2023 SPSP Undergraduate Diversity Award

Mary Gates Research Scholarship (\$5000)

UW Husky Alumni Scholarship (\$2000)

UW Psychology Honors Scholar Award (\$650)

UW Undergraduate Research Travel Award (\$750)

**Samantha Friedlander**, Fall 2022-Winter 2023

**Giovanna Nicolau**, Summer 2022-Winter 2023

SPSP Undergraduate Diversity Award

**Anni Qiao**, Fall 2021-Fall 2022

SPSP Undergraduate Diversity Award

**Afia Khan**, Spring 2022-Summer 2022

**Davis Fogg**, Spring 2022-Summer 2022

**Ahmed Alattas**, 2019-2020

Mary Gates Research Scholarship (\$5000)

## **ORGANIZATIONAL EQUITY & INCLUSION WORK**

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### **Diversity Steering Committee, University of Washington**

*2019-2023*: Departmental Climate Survey Working Group

### **UW College of Arts & Sciences Equitable Faculty Hiring Practices**

*Summer 2021*: Case Study Report Designer & Inter- and Intra-Institutional Consultant.

### **Anti-Racism Citation Audit: Strategies for Citing More URM Scholars**

*2020-2021*: Project Lead.

### **Graduate Student Peer Mentoring Program, University of Washington**

*2020-2021*: Founder & Project Lead. Organized and led a matching program that pairs incoming graduate students in the Psychology department with returning students and facilitates mentorship & support throughout the first year.

### **Engage (King NU PRIDE Program), Northwestern Athletics Department**

*2017-2019*: Executive Board Member. Planned and executed ongoing social justice education, activism, and affinity groups throughout the athletic department.

### **P.U.R.P.L.E. Peer Mentor, Northwestern Athletics Department**

2017-2018: Invited Member. Acted as a health and wellness education and awareness liaison.

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## **SERVICE & COMMUNITY ENGAGEMENT**

### **Psychology Department PhD Student Orientation**

2022, 2023: University of Washington; Independently organized and executed a 2-day event with 25+ speakers for the first-year cohort

### **NUDAR Diversity & Equity Listening Tour**

2021: Northwestern University, Invited Participant

### **Social, Personality, & Developmental Psychology Recruitment Panel**

2021: University of Washington, Panel Chair

### **Social & Personality Psychology Graduate Student Recruitment**

2021: University of Washington, Coordinator

### **Psychology Department New PhD Student Orientation**

2020: University of Washington, Invited Panelist

### **NUDAR Diversity Webpage Development Focus Group**

2019: Northwestern University, Invited Participant

### **Weinberg College Board of Visitors**

2019: Northwestern University, Invited Undergraduate Speaker

### **Big Ten Advisory Commission for Equality**

2019: Northwestern University, Invited Breakout Session Speaker

### **Undergraduate Teaching Observation Program**

2019: Invited Teaching Observer

### **Start Strong and Stay Strong: Advice from the Experts**

2018: Invited Student Panelist

### **Northwestern New Faculty Workshop**

2018: Invited Student Panelist

### **Weinberg College Student Advisory Board**

2018: Psychology Department Representative

### **Navigating Northwestern Academics Forum**

2017: Discussion Facilitator

### **Slivka Residential College of Science & Engineering**

2015-2016: Faculty Outreach Committee

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## **PROFESSIONAL AFFILIATIONS**

Society for Personality and Social Psychology

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## **STATISTICAL & TECHNOLOGICAL SKILLS**



*Techniques:* Descriptive and Experimental Data Analysis, Qualitative Analysis, Factor Analysis, Within-Subjects Moderated Mediation, HLM, web information retrieval and machine learning

*Statistical Software:* SPSS, R

*Online Research Platforms:* Qualtrics survey design & implementation, Prolific, Amazon MTurk

**REFERENCES AVAILABLE UPON REQUEST**

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