

Gregg A. Muragishi

Curriculum Vitae

Contact Information

University of Washington
Department of Psychology
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Research Interests

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

Academic Positions

- 2022 – Present **Postdoctoral Scholar**
Department of Psychology, University of Washington
- 2021 – 2022 **Science and Engineering Education Research Fellow**
Department of Mechanical Engineering, Stanford University

Education

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

Grants and Fellowships

- 2024 SBE Postdoctoral Research Fellowship (\$160,000), NSF
- 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

Honors and Awards

2024	Early Career Scholars Travel Funding Award (\$1,000), Society for the Psychological Study of Social Issues
2020	Centennial Teaching Assistant Award (\$500), Stanford University
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

Publications

- Muragishi, G. A.**, Aguilar, L., & Walton, G. M. (*invited forthcoming article*). Microinclusions in organizations. *Harvard Business Review*.
- Brady, S. T., **Muragishi, G. A.**, Getu, R. (*in press*). The unsettled questions of belonging uncertainty. In R. M. Arkin, K.C. Oleson, P. J. Carroll (Eds.), *Handbook of the Uncertain Self, 2nd Edition*. Psychology Press.
- Muragishi, G. A.**, Aguilar, L., Carr, P. B., & Walton, G. M. (2023). Microinclusions: Treating women as respected 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

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

Manuscripts in Preparation

- Muragishi, G. A.***, Logel, C.*, Spencer, S. J., & Walton, G. M. Lasting benefits and catching up: A five-year follow-up of two interventions to mitigate a chilly climate in engineering. *Writing Stage*
- *Equal author contribution
- 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*.
- 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*.

Presentations & Talks

- Muragishi, G. A.**, Bourne, K. A., El-Hout, M., & Cheryan, S. (2024, June). White defaults increase people of colors' anticipated discrimination in academia. In **G. A. Muragishi** & S. L. Auelua-Toomey (chairs), *Challenging the White Standard to Support Racial Equity*. Presented at The Society for the Psychological Study of Social Issues, Philadelphia, PA.
- Muragishi, G. A.**, Bourne, K. A., El-Hout, M., & Cheryan, S. (2024, February). Do White cultural defaults contribute to the underrepresentation of people of color in academia? Presented at the Cultural Psychology Preconference at the Society of Personality and Social Psychology, San Diego, CA
- Li, A., Lombard, E. J., **Muragishi, G. A.**, & Cheryan, S. (2024, February). Do cultures of urgency in professional settings lead to underrepresentation of employees of color? Poster presented at the annual meeting of the Society of Personality and Social Psychology. San Diego, CA.
- Moser, C. E., Branscombe, N. R., & **Muragishi, G. A.** (2023, October). Does he mean it? The role of sincerity in ally motivations and behaviors on women's identity-safety and retention at work. In E. Pietri & V. Derricks (chairs), *Precarious allyship: A social psychological perspective to understanding when and why allyship messaging is (or is not) effective*. Presented at the Society of Experimental Social Psychology, Madison, WI.
- 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.
- 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. (2021, October). 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. (2021, February). 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. (2020, September). *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. (canceled due to COVID-19). 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, Chicago, IL.
<https://www.psychologicalscience.org/conventions/annual/aps-coronavirus>
- Muragishi, G. A.,** & Walton, G. M. (2019, June). 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, San Diego, CA.
- Muragishi, G. A.,** & Walton, G. M. (2019, May). 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, Washington, DC.
- Thoman, D. B., **Muragishi, G. A.,** & Smith, J.L. (2017, August). Research Microcultures as Socialization Contexts for Underrepresented Science Students. In M. Bøe (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.
- 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 presented at the annual meeting of the American Educational Research Association. San Antonio, TX.
- Muragishi, G. A.,** Aguilar, L., & Walton, G. M. (2016, July). Using Social Psychology to Support Underrepresented Students in Physics. In D. McPadden (chair), *Supporting Hispanic Women Students in Physics*. American Association for Physics Teachers, Sacramento, CA.
- 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.
- Allen, J. M., Smith, J. L., Brown, E. R., Thoman, D. B., & **Muragishi, G. A.** (2015, May). 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, New York, NY.
- 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.
- 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.
- 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.

Invited Research Talks

Responsible Conduct of Research Speaker Series, MaineHealth Institute for Research (June 2024)
 ECR PIs Meeting, National Science Foundation (June 2024)
 Department of Psychology – Laboratory for Stress Assessment and Research, University of California, Los Angeles (May 2024)
 Company Leadership and Consulting Teams, illuceo inc. (February 2024)
 Stanford-Thailand Research Consortium, Stanford University (January 2023)
 Department of Psychology, University of Washington (January 2023)
 Department of Mechanical Engineering – Designing Education Lab, Stanford University (June 2021)
 Diversity, Equity, and Inclusion Team, Takeda Pharmaceuticals (January 2021)
 Women@ CoreInfra, Google (January 2021)
 Department of Psychology – Leaper Research Lab, University of California, Santa Cruz (October 2019)
 School of Humanities and Sciences, Stanford University (March 2019)
 Learning and Development Team, Airbnb (August 2018)
 Department of Psychology, Stanford University (May 2017)
 Department of Physics, Stanford University (October 2016)
 Stanford Artificial Intelligence Laboratory’s Outreach Summer (SAILORS) Program (July 2016)

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

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

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

Service

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

Ad-Hoc Reviewer

Educational Psychology Review

Journal of Experimental Psychology: General

Science Advances

Social Psychological and Personality Science

Professional Affiliations

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