

**Corinne A. Moss-Racusin, Ph.D.**  
**Associate Professor of Psychology**  
*Curriculum Vitae*

**Skidmore College**  
**Tisch Learning Center, Room 149**  
**815 North Broadway**  
**Phone: 518-580-8329**

**Email: [cmossrac@skidmore.edu](mailto:cmossrac@skidmore.edu)**

**Lab Website: <https://academics.skidmore.edu/blogs/scidlab/>**

### **Academic Appointments**

---

**May 2019 - Present** **Skidmore College**

- Position: Associate Professor, Department of Psychology

**July 2013 – May 2019** **Skidmore College**

- Position: Assistant Professor, Department of Psychology

**July 2011 - July 2013** **Yale University**

- Position: Postdoctoral Associate
- Advisers: Dr. John Dovidio and Dr. Jo Handelsman

### **Education**

---

**March, 2011: Ph.D. in Social Psychology** **Rutgers University**

- Adviser: Dr. Laurie Rudman
  - Dissertation title: *Understanding Women's Self-Promotion Detriments: The Backlash Avoidance Model*

**March, 2008: M.S. in Social Psychology** **Rutgers University**

- Adviser: Dr. Laurie Rudman
  - Thesis title: *Self-Promotion vs. Backlash Prevention: Regulatory Focus and Gender Differences in Self-Advocacy*

**May, 2005: B.A. in Psychology, magna cum laude** **New York University**

- Adviser: Dr. Madeline Heilman
  - Honors thesis title: *Failure to be Feminine: Interpersonal Penalties for Failure on Sex-Consistent Domains*

### **Research Funding**

---

- *Smithsonian Institute*, Research Grant, “The Impact of Gender Bias on Women’s STEM Outcomes” (\$4,703), 2015-2017
  - Role: PI
- *National Science Foundation*, Research on Education and Learning (REAL) Grant, “Moving the Needle: Women in Engineering and Computing” (\$374,376), 2014-2016

- Role: Consultant (PI: Catherine Hill, American Association of University Women)
- *Skidmore College*, Faculty Development Grant, “The Impact of Gender Bias on Women’s STEM outcomes” (\$1,500), 2014-2015
  - Role: PI
- *Alfred P. Sloan Foundation*, Basic Research/STEM Higher Education Grant, “Testing Interventions to Reduce Science Faculty Members’ Gender Biases” (\$74,980), 2013-2015
  - Role: PI
- *Alfred P. Sloan Foundation*, Basic Research/STEM Higher Education Grant, “Gender Bias and the Art of Persuasion: Testing Central, Peripheral, and Hybrid Persuasion-Based Intervention Strategies to Reduce Bias” (\$540,000), 2013-2016
  - Role: Co-PI (with Dr. Jo Handelsman, Yale University)
- *National Science Foundation*, Graduate Research Fellowship (\$90,000), 2008-2011
  - Role: PI
- *American Psychological Association (Div. 35)*, Geis Memorial Dissertation Award (\$15,000), 2010
  - Role: PI
  - Funding presented to one student annually to support “the dissertation research that is most likely to make a significant contribution to social psychological theory.”
- *Society for the Psychological Study of Social Issues*, Grant-in-Aid (\$1,000), 2010
  - Role: Co-PI (with Dr. Jessica Good)
- *Rutgers University*, Research and Statistical Training Grant (\$250), 2009
- *Yale University Rudd Center*, Research Grant (\$1,000), 2005

### **Honors and Awards**

- *Society for Personality and Social Psychology*, Teacher/Scholar Travel Award (2019)
- *Society for Experimental Social Psychology*, Elected Fellow (2016)
- *Association for Psychological Science*, “Rising Star Award” (2015)
  - These awards recognize “outstanding psychological scientists (across all areas of psychology) in the earliest stages of their research career post-PhD whose innovative work has already advanced the field and signals great potential for their continued contributions”
- *Nerdscholar*, “40 Under 40: Professors Who Inspire” (2015)
  - Nominated by students and colleagues, and selected (through competitive process) for this award recognizing excellence in teaching and mentoring
- *Rutgers University*, Dean’s Research Award (2011)
  - Given annually to the Rutgers graduate student (across all fields) who has exhibited the most outstanding research accomplishments
- *Rutgers University*, Social Psychology Research Excellence Award (2010)
- *Rutgers University*, Conference Travel Award (2010)
- *Rutgers University*, Graduate Student Outstanding Research Award (2009)
- *Society for Personality and Social Psychology/National Science Foundation*, selected to attend the Summer Institute in Social Psychology, Chicago (2009)
  - Course: Emotions in Group and Intergroup Contexts (with Eliot Smith and Ernestine Gordijn)

- Workshop on Meta-Analysis (with Blair Johnson)
- *Rutgers University*, Special Study Award (2009)
- *Sigma Xi*, elected to scientific honor society (2008)
- *Rutgers University*, Distinguished Departmental Service Award (2008)
- *National Science Foundation*, Graduate Research Fellowship, Honorable Mention (2007)
- *Society for Personality and Social Psychology*, Conference Travel Award (2006)
- *New York University*, Lawrence Erlbaum Book Award for Distinguished Honors Thesis (2005)
- *New York University*, Founders Day Award (2005)
- *Luce Travel Scholars Program*, Finalist (2005)
- *Psi Chi*, elected to Psychological honor society (2003)

### Research Interests

My primary research interests include stereotyping processes, gender roles, and diversity science. More specifically, I study the ways in which stereotypes shape behavior, social judgments, and self-regulation, and how these in turn impact interpersonal relationships, intergroup dynamics, and the treatment of stigmatized group members within institutions. I also conduct work on the development, assessment, and implementation of diversity interventions designed to reduce bias and promote parity.

### Peer-Reviewed Publications (*h* index = 27)

\*Denotes undergraduate student (at time of paper submission)

†Denotes graduate student or postdoctoral student (at time of paper submission)

40. **Moss-Racusin, C. A.**, Schofield, C. A., \*Brown, S., & \*O'Brien, K. A. (in press). Breast is (viewed as) best: Demonstrating formula feeding stigma. *Psychology of Women Quarterly*.
39. Murphy, M. C., Mejia, A., Mejia, J., Yan, X., Cheryan, S., Dasgupta, N., Destin, M...**Moss-Racusin, C. 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*.
38. Begeny, C. T., **Moss-Racusin, C. A.**, Ryan, M. K., & Ravetz, G. (2020). In some professions women have become well-represented, yet gender bias persists—perpetuated by those who think it is *not* happening. *Science Advances*, 26, eaba7814.
37. Pietri, E. S., Hennes, E. P., Dovidio, J. F., Brescoll, V. L., †Bailey, A., **Moss-Racusin, C. A.**, & Handelsman, J. (2019). Addressing unintended consequences of gender diversity interventions on women's sense of belonging in STEM. *Sex Roles*, 80, 527-547.
36. **Moss-Racusin, C. A.**, \*Sanzari, C., \*Caluori, N., & \*Rabasco, H. (2018). Gender bias produces gender gaps in STEM engagement. *Sex Roles*, 79, 651-670.
35. Hennes, E. P., Pietri, E. S., **Moss-Racusin, C. A.**, \*Mason, K. A., Dovidio, J. F., Brescoll, V. L., †Bailey, A., & Handelsman, J. (2018). Increasing the perceived malleability of gender bias using a modified Video Intervention for Diversity in STEM (VIDS). *Group Processes and Intergroup Relations*, 21, 788-809.
34. **Moss-Racusin, C. A.**, †Pietri, E. S., †Hennes, E. P., Dovidio, J. F., Brescoll, V. L., †Roussos, G., & Handelsman, J. (2018). Reducing STEM gender bias with VIDS (Video

- Interventions for Diversity in Science). *Journal of Experimental Psychology: Applied*, 24, 236-260.
33. **Moss-Racusin, C. A.**, & \*Rabasco, H. (2018). Reducing gender identity bias through imagined intergroup contact. *Journal of Applied Social Psychology*, 48, 457-474.
  32. \*Khosla, N., Perry, S. P., **Moss-Racusin, C. A.**, \*Burke, S., & Dovidio, J. F. (2018). A comparison of clinician's racial biases in the United States and France. *Social Science and Medicine*, 206, 31-37.
  31. Sullivan, J., **Moss-Racusin, C. A.**, Lopez, M., & \*Williams, K. (2018). Backlash against gender stereotype-violating preschool children. *PLoS ONE*, 13: e0195503.
    - o Winner, Open Science Framework Pre-Registration Challenge
  30. \*Parker, L., Monteith, M., **Moss-Racusin, C. A.**, & \*Van Camp, A. (2018). Promoting concern about gender bias with evidence-based confrontation. *Journal of Experimental Social Psychology*, 74, 8-23.
  29. Good, J. J., Sanchez, D. T., & **Moss-Racusin, C. A.** (2018). A paternalistic duty to protect? Predicting men's decisions to confront sexism. *Psychology of Men and Masculinity*, 19(1), 14-24.
  28. Borelli, J. L., Nelson-Coffey, S. K., River, L. M., Birken, S. A., & **Moss-Racusin, C. A.** (2017b). Bringing work home: Gender and parenting correlates of work-family guilt among parents of toddlers. *Journal of Child and Family Studies*, 26(6), 1734-1745.
  27. \*Pietri, E., **Moss-Racusin, C. A.**, Dovidio, J. F., Guha, D., \*Roussos, G., Brescoll, V. L., & Handelsman, J. (2017). Using video to increase gender bias literacy toward women in science. *Psychology of Women Quarterly*, 41, 175-196.
  26. Borelli, J. L., Nelson-Coffey, S. K., River, L. M., Birken, S. A., & **Moss-Racusin, C. A.** (2017a). Gender differences in work-family guilt in the parents of young children. *Sex Roles*, 76, 356-368.
  25. **Moss-Racusin, C. A.**, van der Toorn, J., Dovidio, J. F., Brescoll, V. L., Graham, M. J., & Handelsman, J. (2016). A "Scientific Diversity" Intervention to Reduce Gender Bias in a Sample of Life Scientists. *CBE-Life Sciences Education* (Special Issue on Broadening Participation in the Life Science), ar29.
  24. **Moss-Racusin, C.A.**, & \*Johnson, E. R. (2016). Backlash against male elementary educators. *Journal of Applied Social Psychology*, 46, 379-393.
  23. **Moss-Racusin, C. A.**, & \*Miller, H. G. (2016). "Taking charge" of stigma: Treatment seeking alleviates mental illness stigma targeting men. *Journal of Applied Social Psychology*, 46, 319-335.
  22. Handley, I. M., Brown, E. R., **Moss-Racusin, C. A.**, & Smith, J. L. (2015). The quality of evidence revealing subtle gender biases in science is in the eye of the beholder. *Proceedings of the National Academy of Sciences*, 43, 13201-13206.
    - o Selected (through competitive process) for summary and inclusion in the Harvard Kennedy School Women and Public Policy Program Gender Action Portal.
  21. **Moss-Racusin, C. A.**, & \*Molenda, A. K., & \*Cramer, C. (2015). Can evidence impact attitudes? Public reactions to experimental evidence of gender bias in STEM fields. *Psychology of Women Quarterly*, 39, 194-209.
  20. \*Wilton, L. S., Good, J. J., **Moss-Racusin, C. A.**, Sanchez, D. T. (2015). Communicating more than diversity: The effect of institutional diversity statements on expectations and performance as a function of race and gender. *Cultural Diversity and Ethnic Minority Psychology*, 21, 315-325.

19. <sup>+</sup>Young, D., **Moss-Racusin, C. A.**, & Sanchez, D. T. (2014). Implicit agency, communality, and perceptual congruence in couples: Implications for relationship health. *Journal of Experimental Social Psychology, 55*, 133-138.
18. **Moss-Racusin, C. A.**, van der Toorn, J., Dovidio, J. F., Brescoll, V. L., Graham, M., & Handelsman, J. (2014). Scientific diversity interventions. *Science, 343*, 615-616.
17. Rudman, L. A., <sup>+</sup>Mescher, K., & **Moss-Racusin, C. A.** (2013). Reactions to gender egalitarian men: Perceived feminization due to stigma-by-association? *Group Processes and Intergroup Relations, 16*, 572-599.
16. Handelsman, J., & **Moss-Racusin, C. A.** (2013). Institute training to reduce bias. *Nature, 495*, 35-38.
15. **Moss-Racusin, C. A.**, Dovidio, J. F., Brescoll, V. L., Graham, M., & Handelsman, J. (2012). Science faculty's subtle gender biases favor male students. *Proceedings of the National Academy of Sciences, 109*, 16474-16479.
  - Reprinted as **Moss-Racusin, C. A.**, Dovidio, J. F., Brescoll, V. L., Graham, M., & Handelsman, J. (2012). Science faculty's subtle gender biases favor male students. In Wyer, M., Barbercheck, M., Cookmeyer, D., Ozturk, H. O., & Wayne, M., *Women, science and technology: A reader in feminist science studies*. New York: Routledge, pp. 3-14.
  - Rated as "Exceptional" and "Must Read" by the Faculty of 1000.
  - Selected (through competitive process) for summary and inclusion in the Harvard Kennedy School Women and Public Policy Program Gender Action Portal.
14. West, T. V., Heilman, M. E., **Moss-Racusin, C. A.**, <sup>+</sup>Gullett, R., & Magee, J. C. (2012). Building blocks of bias: Gender composition predicts male and female group members' evaluations of each other and the group. *Journal of Experimental Social Psychology, 48*, 1209-1212.
13. Rudman, L.A., **Moss-Racusin, C. A.**, Phelan, J. E., & <sup>+</sup>Nauts, S. (2012). Status incongruity and backlash effects: Defending the gender hierarchy motivates prejudice against female leaders. *Journal of Experimental Social Psychology, 48*, 165-179.
12. Sanchez, D. T., Phelan, J. E., **Moss-Racusin, C. A.**, & Good, J. J. (2012). The gender role motivation model of women's sexually submissive behavior and satisfaction in heterosexual couples. *Personality and Social Psychology Bulletin, 38*, 528-539.
11. Brescoll, V. L., Uhlmann, E. L., **Moss-Racusin, C. A.**, & <sup>\*</sup>Sarnell (2012). Masculinity, status and subordination: Why working for a stereotype violator causes men to lose status. *Journal of Experimental Social Psychology, 48*, 354-357.
  - Selected (through competitive process) for summary and inclusion in the Harvard Kennedy School Women and Public Policy Program Gender Action Portal.
10. Good, J. J., **Moss-Racusin, C. A.**, & Sanchez, D. T. (2012). When do we confront? Perceptions of costs and benefits predict confronting discrimination on behalf of the self and others. *Psychology of Women Quarterly, 36*, 210-226.
9. Sanchez, D. T., **Moss-Racusin, C. A.**, Phelan, J. E., & Crocker, J. (2011). Relationship contingency and sexual motivation in women: Implications for sexual satisfaction. *Archives of Sexual Behavior, 40*, 99-110.
8. **Moss-Racusin, C. A.**, Good, J. J., & Sanchez, D. T. (2010). The impact of collective gender identity on relationship quality: When men feel devalued. *Psychology of Men and Masculinity, 11*, 65-75.

7. **Moss-Racusin, C. A.**, Phelan, J. E., & Rudman, L. A. (2010b). “I’m not prejudiced, but...”: Compensatory egalitarianism in the 2008 Democratic presidential primary. *Political Psychology, 31*, 543-561.
6. **Moss-Racusin, C. A.**, Phelan, J. E., & Rudman, L. A. (2010a). When men break the gender rules: Status incongruity and backlash against modest men. *Psychology of Men and Masculinity, 11*, 140-151.
5. **Moss-Racusin, C. A.**, & Rudman, L. A. (2010). Disruptions in women’s self-promotion: The backlash avoidance model. *Psychology of Women Quarterly, 34*, 186-202.
4. **Moss-Racusin, C. A.**, & Good, J. J. (shared first authorship). (2010). “But, that doesn’t apply to me”: Teaching college students to think about gender. *Psychology of Women Quarterly, 34*, 418-421.
3. Phelan, J. E., **Moss-Racusin, C. A.**, & Rudman, L. A. (2008). Competent yet out in the cold: Shifting criteria for hiring reflect backlash toward agentic women. *Psychology of Women Quarterly, 32*, 406-413.
2. Puhl, R. M., **Moss-Racusin, C. A.**, Schwartz, M. B., & Brownell, K. D. (2008). Weight stigmatization and bias reduction: Perspectives of overweight and obese adults. *Health Education Research, 23*, 347-358.
1. Puhl, R. M., **Moss-Racusin, C. A.**, & Schwartz, M. B. (2007). Internalization of weight bias: Implications for binge eating and emotional well-being. *Obesity, 15*, 19-23.

#### Manuscripts Invited for Revision

- **Moss-Racusin, C. A.**, \*Sanzari, C., \*Bogdan, E., \*Nahabedian, D., & \*Brown, S. (2020). Expecting better: Experimental investigations of the benefits of paternity leave for anticipated well-being. Revision requested.

#### Manuscripts Under Review or in Preparation (full drafts available)

- **Moss-Racusin, C. A.**, Pietri, E. S., van der Toorn, J., & Ashburn-Nardo, L. (2020). Boosting the sustainable representation of women in STEM with evidence-based policy initiatives. Manuscript under review.
- \*Sanzari, C., \*Dennis, A. & **Moss-Racusin, C. A.** (2020). Should I stay or should I go? Penalties for briefly de-prioritizing work or childcare. Manuscript under review.
- Sullivan, J., Ciociolo, A., & **Moss-Racusin, C. A.** (2020). Establishing the developmental trajectories of gender stereotypes. Manuscript under review.
- †Hildebrand, L., †Posid, T., **Moss-Racusin, C. A.**, & Cordes, S. (2020). Does my daughter like math? Gender-specific relations between parent and child implicit and explicit math attitudes and beliefs. Manuscript under review.
- **Moss-Racusin, C. A.**, Rapp, S., O’Brien, K. A., & Brown, S. (2020). *Gender bias targeting men produces gender gaps in HEED engagement*. Manuscript in preparation.
- Greenwald, A. G., Dasgupta, N., Dovidio, J. F., Kang, J., **Moss-Racusin, C. A.**, & Teachman, B. A. (2020). *Implicit bias remedies: What is known and what is not known*. Manuscript in preparation.

#### Chapters

---

- Good, J. J., Woodzicka, J. A., Bourne, K. A., & **Moss-Racusin, C. A.** (2019). The decision to act: Intrapersonal and situational factors that predict women’s and men’s

decisions to confront sexism. In R. Mallett and M. Monteith (Eds.), *Confronting Prejudice and Discrimination: The Science of Changing Minds and Behaviors*. Elsevier.

- **Moss-Racusin, C. A.** (2014). Male backlash: Penalties for men who violate gender stereotypes. In Burke, R., & Major, D. (Eds.), *Gender in organizations: Are men allies or adversaries to women's career advancement?* London: Edward Elgar Publishing, pp. 247-269.
- Dovidio, J. F., +Thomas, E. L., **Moss-Racusin, C. A.**, Brescoll, V. L., Graham, M. J., & Handelsman, J. (2013). Included but invisible? The benefits and costs of inclusion. *Gender & work: Challenging conventional wisdom*. Cambridge: Harvard Business School Press.
- Rudman, L. A., **Moss-Racusin, C. A.**, Glick, P., & Phelan, J. E. (2012). Reactions to vanguards: Advances in backlash theory. In Devine, P. G., & Plant, E. A. (Eds.), *Advances in Experimental Social Psychology*, 45, pp. 167-227.
- Moss, N. E., Racusin, G. R., & **Moss-Racusin, C. A.** (2007). Group therapy with children and adolescents. In Martin, A., & Volkmar, F. (Eds.), *Child and Adolescent Psychiatry: A Comprehensive Textbook*, 3<sup>rd</sup> ed. Baltimore: Williams & Wilkins.

### **Other Publications**

---

- **Moss-Racusin, C. A.**, & Good, J. G. (2015). Measure of a man: Outcomes of gender stereotyping for men and masculinity. *Social Psychology*, 46, 179-181.
- Conner, A., Cook, K. S., Correll, S. J., Markus, H. R., **Moss-Racusin, C. A.**, Muller, C. B., Raymond, J. L., & Simard, C. (2014). Obscuring gender bias with "choice." *Science*, 6176, 1200.
- **Moss-Racusin, C. A.** (2014). Relationship contingency and sexual satisfaction. In Michalos, A. C. (Ed.), *Encyclopedia of Quality of Life and Well-Being Research*. Dordrecht, Netherlands: Springer, pp. 5430-5433.
- **Moss-Racusin, C. A.** (2013). Gender bias also contributes to the attrition of women in science. *BioScience*, 63, 318.
- **Moss-Racusin, C. A.** (2012). Are science faculty biased against female students? *PSP Connections* (Society for Personality and Social Psychology Commentary and Analysis website). Available at: <https://spsptalks.wordpress.com/2012/09/21/are-science-faculty-biased-against-female-students/>
- Prime, J., Foust-Cummings, H., +Salib, E. R., & **Moss-Racusin, C. A.** (2012). *Calling all white men: Can training help create inclusive workplaces?* New York: Catalyst.
- Prime, J., **Moss-Racusin, C. A.**, & Foust-Cummings, H. (2010). *Engaging men in gender initiatives: Stacking the deck for success*. New York: Catalyst.
- Prime, J., & **Moss-Racusin, C. A.** (2009). *Engaging men in gender initiatives: What change agents need to know*. New York: Catalyst.
- Brescoll, V. L., & **Moss-Racusin, C. A.** (2007). How to walk the tightrope of "nice and able:" Overcoming workplace challenges for female bosses. *Psychology of Women Quarterly*, 31, 217-218.
- **Moss-Racusin, C. A.**, & Heilman, M. E. (2005). Interpersonal penalties for failure behavior on sex-consistent domains. *Inquiry: Journal of Undergraduate Research*, 9, 36.

## Selected Media Interviews and Coverage of Research

Links to selected articles available on lab website

(<https://academics.skidmore.edu/blogs/scidlab/selected-media-coverage-and-interviews/>)

*Science, Nature, New York Times, New York Times Magazine, The New Yorker, Wall Street Journal, Washington Post, Los Angeles Times, CNN, Forbes, ABC World News with Diane Sawyer, Last Week Tonight with John Oliver, National Public Radio, Canadian Broadcasting Corporation, Smithsonian, Scientific American, Philadelphia Inquirer, The Chronicle of Higher Education, Inside Higher Education, Science News, American Psychological Association Magazine*, discussion of Moss-Racusin et al. (2012) in Congresswoman Jackie Speier's open letter to Alan Leshner, CEO and Executive Publisher of *Science*

## Chaired Symposia

- **Moss-Racusin, C. A.** (Chair). (2019, February). *Doing Research and Getting Grants Outside an R-1 Setting*. Professional development session conducted at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.
  - Participants: Moss-Racusin, C. A., Howell, R. T., Rios, K., Le, B., & Xu, X (M).
- **Moss-Racusin, C. A.** (Chair). (2017, January). *The Nature of Anti-Transgender Prejudice: Investigating Scope, Process, and Interventions*. Symposium conducted at the 18<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
  - Participants: Moss-Racusin, C. A., Rabasco, H., Burke, S. E., Wittlin, N., LaFrance, M., Gomez, E., Gulgoz, S., DeMeules, M.R., Olson, K.R., Tate, C.C., Youssef, C. P.
- **Moss-Racusin, C. A. & Stout, J. G.** (Chairs). (2013, January). *New interdisciplinary perspectives on the antecedents to and remedies for the gender gap in STEM*. Symposium conducted at the 14<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
  - Participants: Stout, J. G., Ito, T. A., Finkelstein, N. D., Pollock, S. J., Moss-Racusin, C. A., Dovidio, J. F., Brescoll, V. L., Graham, M. J., Handelsman, J., Sekaquaptewa, D., Marks-Wilt, G., Hyde, J., Rozek, C., Hulleman, C., Harackiewicz, J.
- **Moss-Racusin, C. A.** (Chair). (2011, August). *"Taking a stand": The predictors and importance of confronting discrimination*. Symposium conducted at the 119<sup>th</sup> annual meeting of the American Psychological Association, Washington, D. C.
  - Participants: Ashburn-Nardo, L., Goodwin, S. A., Morris, K. A., Good, J. J., Moss-Racusin, C. A., Sanchez, D. T., Rattan, A., Dweck, C. S., Stout, J. G., Dasgupta, N.
- **Moss-Racusin, C. A., & Brescoll, V. L.** (Chairs). (2010, January). *Sex, status, power and penalties for gender deviance: New directions in backlash research*. Symposium conducted at the 11<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
  - Participants: Rudman, L. A., Moss-Racusin, C. A., Phelan, J. E., Nauts, S., Glick, P., Weber, S., Johnson, C., Branstiter, H., Okimoto, T., Brescoll, V. L.



## Refereed Conference Talks

---

- **Moss-Racusin, C. A.,** & Dennis, A. (2019, February). *Workplace repercussions for prioritizing childcare or self-care*. Data blitz talk presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.
- Hennes, E. P., Pietri, E., **Moss-Racusin, C. A.,** Mason, K. A., Dovidio, J., Brescoll, V. L., Bailey, A. H., & Handelsman, J. (2018, October). *Diversity interventions that increase awareness of inequality may inadvertently increase perceptions that inequality is inevitable*. Talk presented at the Society of Experimental Social Psychology Annual Conference, Seattle, WA.
- Hennes, E. P., Pietri, E., **Moss-Racusin, C. A.,** \*Mason, K. A., Dovidio, J., Brescoll, V. L., +Bailey, A. H., & Handelsman, J. (2018, July). *Improving self-efficacy to combat STEM gender bias using a modified Video Intervention for Diversity in STEM (VIDS) intervention*. Talk presented at the International Society for Justice Research 17<sup>th</sup> Biennial Conference, Atlanta, GA.
- Good, J. J. **Moss-Racusin, C. A.,** & Sanchez, D. T. (2018, March). *A paternalistic duty? Predicting men's decisions to confront sexism on behalf of women*. Talk presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- Pietri, E.S., **Moss-Racusin, C.A.,** Hennes, E.P., Dovidio, J.F., Brescoll, V.L., & Handelsman, J. (2017, April). *A multiple component intervention to address gender bias in STEM*. Talk presented at Annual Convention of the Society for Industrial and Organizational Psychology, Orlando, Florida.
- **Moss-Racusin, C. A.,** & \*Rabasco, H. (2017, January). *Reducing gender identity bias through imagined intergroup contact*. Talk presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- \*Johnson, E. & **Moss-Racusin, C. A.** (2016, March). *Backlash against male elementary educators*. Talk presented at the Annual Meeting of the Eastern Psychological Association, New York, NY.
- +Pietri, E., **Moss-Racusin, C.A.,** Hennes, E.P., Dovidio, J.F., Brescoll, V.L., Roussos, G., & Handelsman, J. (2016, January). *Visual media as an intervention to decrease gender bias in STEM*. Talk presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Handley, I., Brown, E. R., **Moss-Racusin, C. A.,** & Smith, J. L. (2015, September). *The quality of evidence revealing subtle gender biases in science is in the eye of the beholder*. Talk presented at the annual meeting of the Society for Experimental Social Psychology, Denver, CO.
- **Moss-Racusin, C. A.,** +Pietri, E., +Hennes, E. P., Dovidio, J., Brescoll, V. L., \*Rabasco, H., & Handelsman, J. (2015, May). *The myth of meritocracy? Demonstrating and addressing gender bias in academic science*. Talk presented at the annual meeting of the Association for Psychological Science, New York, NY.
- **Moss-Racusin, C. A.,** +Pietri, E., +Hennes, E. P., Dovidio, J., Brescoll, V. L., \*Rabasco, H., & Handelsman, J. (2015, March). *The myth of meritocracy? Demonstrating and addressing gender bias in academic science*. Talk presented at the annual meeting of the Eastern Psychological Association, Philadelphia, PA.

- **Moss-Racusin, C. A.,** \*Molenda, A. K., & \*Cramer, C. R. (2015, January). *Public reactions to evidence of gender bias in STEM fields*. Talk presented at the third annual Capital District Feminist Studies Conference, Albany, NY.
- Van der Toorn, J., **Moss-Racusin, C. A.,** Dovidio, J. F., Brescoll, V. L., Graham, M., & Handelsman, J. (2014, July). *A scientific approach to the design, assessment, and broad implementation of diversity interventions in academia*. Talk presented at the annual meeting of the European Association of Social Psychology, Amsterdam, Netherlands.
- Rudman, L. A., +Mescher, K., +Fetterolf, J. C., & **Moss-Racusin, C. A.** (2014, February). *Detecting subtle biases: Using the Brief IAT to uncover prejudice against egalitarian White men and high status Black women*. Talk presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- **Moss-Racusin, C. A.,** van der Toorn, J., Dovidio, J. F., Brescoll, V. L., Graham, M., & Handelsman, J. (2013, September). *Evidence for the efficacy of a diversity training intervention with academic scientists*. Talk presented at the Society for Experimental Social Psychology annual conference, Berkeley, CA.
- **Moss-Racusin, C. A.,** Dovidio, J. F., Brescoll, V. L., Graham, M., & Handelsman, J. (2013, January). *Science faculty gender biases favor male students*. Talk presented at the 14<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- +Mescher, K., Rudman, L.A., & **Moss-Racusin, C. A.** (2013, January). *Reactions to gender egalitarian men: Perceived feminization due to stigma-by-association*. Talk presented at the 14<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- **Moss-Racusin, C. A.** (2012, August). *Integrating new theoretical perspectives to develop backlash interventions*. Talk presented at the 72<sup>nd</sup> annual meeting of the Academy of Management, Boston, MA.
- Prime, J. P., **Moss-Racusin, C. A.,** +Salib, E. R. (2012, June). *Advocating for out-groups: What motivates men's support for workplace equality?* Talk presented at the 9<sup>th</sup> Biennial meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.
- Rudman, L. A., +Mescher K., & **Moss-Racusin, C. A.** (2012, May). *Reactions to gender egalitarian men: Perceived feminization due to stigma-by-association*. Presented at the annual meetings of the Association for Psychological Science, Chicago, IL.
- Good, J. J., **Moss-Racusin, C. A.,** & Sanchez, D. T. (2011, August). *Why confront? Motivation for confronting sexism on behalf of the self and other*. Talk presented at the 119<sup>th</sup> annual meeting of the American Psychological Association, Washington, D.C.
- **Moss-Racusin, C. A.,** & Rudman, L. A. (2011, March). *Disruptions in women's self-promotion: The backlash avoidance model*. Talk presented at the annual meeting of the Association for Women in Psychology, Philadelphia, PA.
- **Moss-Racusin, C. A.,** Rudman, L. A., Phelan, J. E., & Nauts, S. (2010, August). *Status incongruity and backlash effects: Defending the gender hierarchy motivates prejudice toward female leaders*. Talk presented at the 70<sup>th</sup> annual meeting of the Academy of Management, Montreal, Canada.
- **Moss-Racusin, C. A.,** & Rudman, L. A. (2010, June). *Disruptions in women's self-promotion: The backlash avoidance model*. Talk presented at the 8<sup>th</sup> Biennial meeting of the Society for the Psychological Study of Social Issues, New Orleans, LA.

- Rudman, L. A., & **Moss-Racusin, C. A.** (2010, June). *Disruptions in women's ability to self-promote: The backlash avoidance model*. Talk presented at the 1<sup>st</sup> Conference on Motivation, Self-Regulation and Gender, Gdansk, Poland.
- **Moss-Racusin, C. A.**, Phelan, J. E., & Rudman, L. A. (2010, January). *When men break the gender rules: Status incongruity and backlash toward modest men*. Talk presented at the 11<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- **Moss-Racusin, C. A.** (2008, November). *"I'm not prejudiced, but..."*; *Compensatory egalitarianism in the 2008 Democratic presidential primary*. Talk presented at the Interdisciplinary Graduate Student Forum on Race and Ethnicity, Rutgers University, New Brunswick, NJ.
- Rudman, L. A., Phelan, J. E., & **Moss-Racusin, C. A.** (2008, October). *Backlash effects and status-related gender stereotypes*. Talk presented at the Society for Experimental Social Psychology annual conference, Sacramento, CA.
- Brescoll, V. L., **Moss-Racusin, C. A.**, & Uhlmann, E. L. (2008, August). *Denigration by mere association: Working for a gender atypical supervisor leads men to lose status*. Talk presented at the Academy of Management Annual Meeting, Anaheim, CA.
- **Moss-Racusin, C. A.** (2005, April). *Interpersonal penalties for failure on sex-consistent domains*. Talk presented at the 31<sup>st</sup> Annual Undergraduate Research Conference, New York University, New York, NY.
- Purdie-Vaughns, V., Dittlman, R., Grewal, D., & **Moss-Racusin, C. A.** (2005, August). *Race, class, gender, sexuality: Methodological challenges in studying intersecting stigmas*. Talk presented at the 113<sup>th</sup> Annual American Psychological Association Convention, Washington, D.C.

### **Invited Talks**

---

- **Moss-Racusin, C. A.** (2020, June). *Tangible tools for expanding diversity and inclusion*. Workshop, American Society for Mass Spectrometry, event held virtually due to Covid-19 crisis.
- **Moss-Racusin, C. A.** (2020, June). *Is there still gender bias in academic science (and does it matter)? What the scientific studies say*. Keynote Speaker, American Society for Mass Spectrometry, event held virtually due to Covid-19 crisis.
- **Moss-Racusin, C. A.** (2020, January). *Understanding and reducing gender bias in STEM*. Invited speaker, Social/BBQ Proseminar, University of Kansas. Lawrence, KS.
- **Moss-Racusin, C. A.** (2019, May). *Understanding and reducing gender bias in STEM*. Invited speaker, Northwestern University. Chicago, IL.
- **Moss-Racusin, C. A.** (2019, May). *Understanding and reducing gender bias in STEM*. Invited Research and Mentoring Inclusivity in STEM (RMAIS) Speaker, Colorado State University. Fort Collins, CO.
- **Moss-Racusin, C. A.** (2019, March). *Identifying and reducing gender bias in academic science*. Invited speaker, North Carolina State University. Raleigh, NC.
- **Moss-Racusin, C. A.** (2018, December). *The biases that blind us: How gender stereotypes limit opportunities for women in STEM*. Invited speaker, Saratoga Science on Tap Speaking Series. Saratoga Springs, NY.

- **Moss-Racusin, C. A.** (2018, November). *Identifying and reducing gender bias in STEM*. Goldstein Lecture, Rider University. Lawrenceville, NJ.
- **Moss-Racusin, C. A.** (2018, September). *Roadblocks and roadmaps to gender equality in STEM*. Invited speaker and attendee, Excellence and Gender Equity in Science and Technology Conference. Waterloo, Canada.
- **Moss-Racusin, C. A.** (2017, May). *Roadblocks and roadmaps to gender equality in STEM*. Invited speaker and attendee, Big Ideas in Big Sky Summit: Collaborating to Transform the Culture of Engineering. Bozeman, MT.
- **Moss-Racusin, C. A.** (2017, March). *Just “locker room banter”: Denying evidence of sexism*. Invited Panelist, “How did Clinton Lose and How do Women Win?” Roosevelt House Public Policy Institute, Hunter College, New York, NY.
  - Co-Panelists included: Gloria Steinem, Christine Quinn, Laurie Rudman, Virginia Valian
- **Moss-Racusin, C. A.,** <sup>+</sup>Pietri, E., <sup>+</sup>Hennes, E. P., Dovidio, J., Brescoll, V. L., <sup>\*</sup>Rabasco, H., <sup>\*</sup>Caluori, N., <sup>\*</sup>Sanzari, C., & Handelsman, J. (2016, November). *Gender bias in STEM fields*. Invited speaker, Institute on Inclusion and Inclusive Classrooms, Ferris State University, Grand Rapids, MI.
- **Moss-Racusin, C. A.,** <sup>+</sup>Pietri, E., <sup>+</sup>Hennes, E. P., Dovidio, J., Brescoll, V. L., <sup>\*</sup>Rabasco, H., <sup>\*</sup>Caluori, N., & Handelsman, J. (2016, April). *Reducing gender bias in STEM fields through evidence-based interventions*. Annual Psychology Speaker, Siena College, Loudonville, NY.
- **Moss-Racusin, C. A.,** <sup>\*</sup>Miller, H., <sup>\*</sup>Johnson, E., & <sup>\*</sup>Rabasco, H. (2016, March). *Challenging Masculinity: New Evidence of Penalties for Gender Non-Conformity*. Work as a Masculinity Contest Working Group, University of British Columbia, Vancouver, Canada.
- **Moss-Racusin, C. A.** (2015, October). *Reducing gender bias in STEM fields through evidence-based interventions*. Faculty-to-Faculty Talk Series, Skidmore College, Saratoga Springs, NY.
- **Moss-Racusin, C. A.,** <sup>+</sup>Pietri, E., <sup>+</sup>Hennes, E. P., Dovidio, J., Brescoll, V. L., <sup>\*</sup>Rabasco, H., <sup>\*</sup>Caluori, N., & Handelsman, J. (2015, September). *The biases that blind us: How gender stereotypes constrain opportunities for women in STEM*. Women and Public Policy Program research seminar, Harvard Kennedy School, Cambridge, MA.
- **Moss-Racusin, C. A.,** <sup>+</sup>Pietri, E., <sup>+</sup>Hennes, E. P., Dovidio, J., Brescoll, V. L., <sup>\*</sup>Rabasco, H., & Handelsman, J. (2015, June). *Exploring diversity in the scientific community*. Conducting Research at CHOP speaking series, University of Pennsylvania/Children’s Hospital of Philadelphia Research Institute, Philadelphia, PA.
- **Moss-Racusin, C. A.,** <sup>+</sup>Pietri, E., <sup>+</sup>Hennes, E. P., Dovidio, J., Brescoll, V. L., <sup>\*</sup>Rabasco, H., & Handelsman, J. (2015, April). *Testing interventions to reduce gender bias in STEM fields*. Gender & Work symposium, Harvard Business School, Cambridge, MA.
- **Moss-Racusin, C. A.** (2014, October). *The myth of meritocracy? Demonstrating and addressing gender bias in academic science*. Sharon Silbiger Lecture, Albert Einstein College of Medicine, Bronx, NY.
- **Moss-Racusin, C. A.** (2014, September). *The myth of meritocracy? Gender bias in academic science, and the influence of diversity interventions*. Colloquium presentation, Union College, Schenectady, NY.

- **Moss-Racusin, C. A.,** Dovidio, J. F., & <sup>+</sup>Pietri, E. (2014, July). *The myth of meritocracy? Gender bias in academic science, and the influence of diversity interventions*. White House Office of Science and Technology Policy, Washington, DC.
- **Moss-Racusin, C. A.** (2014, May). *The biases that blind us: How gender stereotypes constrain opportunities for women in STEM*. Midwestern Psychological Association annual meeting, Chicago, IL.
- **Moss-Racusin, C. A.,** & <sup>+</sup>Pietri, E. (2014, March). *Testing interventions to reduce gender bias in STEM*. Regional Summer Institute Leaders' Meeting, National Academy of Sciences, Washington, DC.
- **Moss-Racusin, C. A.** (2014, January). *The myth of meritocracy? Gender stereotyping and subtle bias in academic science*. Colloquium presentation, Stanford University, Stanford, CA.
- **Moss-Racusin, C. A.** (2013, October). *The myth of meritocracy? Gender stereotyping processes in academic science*. Colloquium presentation, Pomona College, Claremont, CA.
- **Moss-Racusin, C. A.,** & Gendler, T. S. (2013, May). *Implicit gender biases*. Minorities and Philosophy panel, Yale University, New Haven, CT.
- **Moss-Racusin, C. A.** (2013, May). *Gender stereotyping in academic science and medicine*. Psychiatry Resident Grant Rounds lecture, Yale University, New Haven, CT.
- **Moss-Racusin, C. A.** (2013, April). *How gender stereotypes function within academic science contexts*. Clarke Forum for Contemporary Issues lecture, Dickinson College, Carlisle, PA.
- Dovidio, J. F., <sup>+</sup>Thomas, E. L., **Moss-Racusin, C. A.,** Brescoll, V. L., Graham, M. J., & Handelsman, J. (2013, February). *Included but invisible? The benefits and costs of inclusion*. Gender & Work symposium, Harvard Business School, Cambridge, MA.
- **Moss-Racusin, C. A.** (2013, February). *The myth of meritocracy? Gender stereotyping processes in academic science*. All-University Diversity Symposium, University of Connecticut, Storrs, CT.
- **Moss-Racusin, C. A.** (2012, December). *Bias and backlash: How gender stereotyping processes undermine organizational equity and diversity*. Colloquium presentation, CUNY Brooklyn College, Brooklyn, NY.
- **Moss-Racusin, C. A.** (2012, December). *Bias and backlash: How gender stereotyping processes undermine equity and diversity*. Colloquium presentation, Rutgers University—Camden, Camden, New Jersey.
- **Moss-Racusin, C. A.** (2012, November). *Bias and backlash: How gender stereotyping processes undermine equity and diversity*. Colloquium presentation, Skidmore College, Saratoga Springs, NY.
- **Moss-Racusin, C. A.** (2012, October). *How gender stereotypes function within academic science contexts*. Colloquium presentation, Indiana University-Purdue University Indianapolis, Indianapolis, IN.
- **Moss-Racusin, C. A.** (2012, February). *The high costs of gender stereotyping: Implications for institutional equity and diversity*. Colloquium presentation, University of Connecticut, Storrs, CT.
- **Moss-Racusin, C. A.** (2011, April). *Gender stereotypes in the workplace: Implications for equity and diversity*. Colloquium presentation, Hofstra University, Hempstead, NY.

- **Moss-Racusin, C. A.** (2011, March). *Responses to egalitarian threat: Anti-prejudicial attitudes and hiring decisions*. SCP-Colloquium speaking series, Radboud University, Nijmegen, Netherlands.
- **Moss-Racusin, C. A.** (2011, February). *Gender stereotypes in the workplace: Implications for equity and diversity*. Colloquium presentation, Suffolk University, Boston, MA.
- **Moss-Racusin, C. A.** (2010, December). *Gender stereotypes in the workplace: Implications for equity and diversity*. Colloquium presentation, Wesleyan University, Middletown, CT.
- **Moss-Racusin, C. A.** (2010, January). *When men break the gender rules: Status incongruity and backlash against modest men*. Social Psychology brown bag speaking series, Rutgers University—New Brunswick, Piscataway, NJ.
- **Moss-Racusin, C. A.** (2007, October). *Pursuing gender studies in an advanced degree program*. National Alliance on Mental Illness speaking series, Rutgers University, New Brunswick, NJ.
- **Moss-Racusin, C. A.** (2006, January). *Penalties for failure and effects on consumption stereotypes*. Rudd Center for Food Policy and Obesity seminar series, Yale University, New Haven, CT.

### **Refereed Conference Posters**

---

- \*Brown, S., **Moss-Racusin, C. A.**, & Schofield, C. A. (2020, February). *Is breast always (viewed as) best? Demonstrating infant feeding stigma*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- \*O'Brien, K., Sullivan, J., & **Moss-Racusin, C. A.** (2020, February). *Backlash for children's gender stereotype violations*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- \*Bogdan, E., Zeng, A., & **Moss-Racusin, C. A.** (2020, February). *Self-reports of gender bias in STEM fields*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- \*Brenner, J., \*Correll, B., \*Bogdan, E., & **Moss-Racusin, C. A.** (2020, February). *Access to paid maternity leave increases men's and women's anticipated well-being*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- \*Bogdan, E., \*Sanzari, C., Nahabedian, D., Brown, S., & **Moss-Racusin, C. A.** (2020, February). *Something is better than nothing: Any form of paid parental leave improves projected outcomes*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- \*Sanzari, C. M., & **Moss-Racusin, C.A.** (2019, February). *Backlash against women who temporarily deprioritize caregiving*. Poster presented at the annual meeting of the Capital District Feminist Consortium Conference, Saratoga Springs, NY.
- \*Bogdan, E. M., \*Sanzari, C.M., \*Nahabedian, D.A., & **Moss-Racusin, C. A.** (2019, February). *Parental Leave Policies Shape Undergraduate's Predicted Future Relationship Satisfaction and Quality of Life*. Poster presented at the annual meeting of the Capital District Feminist Consortium Conference, Saratoga Springs, NY.

- \*Mason, K. A., Hennes, E. P., Pietri, E., & **Moss-Racusin, C. A.** (2019, February). *Improving self-efficacy to combat STEM gender bias using a modified Video Intervention for Diversity in STEM (VIDS)*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.
- \*Bogdan, E., \*Sanzari, C., \*Nahabedian, D., & **Moss-Racusin, C. A.** (2019, February). *Parental leave policies shape undergraduate's predicted future relationship satisfaction and quality of life*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.
- \*Sanzari, C., & **Moss-Racusin, C. A.** (2019, February). *Backlash against women who temporarily deprioritize caregiving for work or self-care*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.
- Sullivan, J., **Moss-Racusin, C. A.**, & \*Goldstein, B. (2019, January). *The development of gender stereotypes across the developmental timespan*. Budapest CEU Conference on Cognitive Development, Budapest, Hungary.
- \*Sanzari, C., \*Caluori, N., \*Rabasco, H., \*Dennis, A., & **Moss-Racusin, C. A.** (2018, March). *The existence of gender bias depresses women's STEM outcomes*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- \*Sanzari, C., \*Dennis, A., \*Louis, K., \*Ager, G., \*Warren, B., \*Guizarry, D., & **Moss-Racusin, C. A.** (2017, March). *Gender bias undermines women's STEM engagement*. Poster presented at the annual meeting of the Eastern Psychological Association, Boston, MA.
- \*Rabasco, H., & **Moss-Racusin, C.A.** (2016, August). *Reducing Anti-Transgender Bias with Imagined Intergroup Contact*. Poster presented at the annual meeting of the Pacific Conference for Prejudice and Culture, Bellingham, WA.
- \*Johnson, E. R., & **Moss-Racusin, C.A.** (2016, May). *Backlash against male elementary educators*. Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- \*Caluori, N., \*Rabasco, H., & **Moss-Racusin, C.** (2016, March). *Gender bias undermines students' STEM engagement*. Poster session presented at the Annual Convention of the Eastern Psychological Association, New York, NY.
- \*Caluori, N., \*Rabasco, H., & **Moss-Racusin, C.A.** (2016, January). *Gender bias undermines students STEM engagement*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- \*Rabasco, H., & **Moss-Racusin, C.A.** (2016, January). *Using imagined intergroup contact to reduce transprejudice*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- \*Johnson, E. R., & **Moss-Racusin, C.A.** (2016, January). *Backlash against male elementary educators*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- \*Rabasco, H., & **Moss-Racusin, C.A.** (2016, January). *Reducing Gender Identity Bias through Imagined Intergroup Contact*. Poster presented at the Capital District Feminist Studies Conference, Troy, NY.

- †Posid, T., \*Hymes, L., **Moss-Racusin, C. A.**, & Cordes, S. (2015, October). *The development and influence of math-gender stereotypes across the lifespan*. Poster presented at the biennial meeting of the Cognitive Development Society, Columbus, OH.
- \*Miller, H. G., & **Moss-Racusin, C. A.** (2015, March). *“Taking charge” of stigma: treatment seeking alleviates penalties for men’s mental illness*. Poster presented at the annual meeting of the Eastern Psychological Association, Philadelphia, PA.
- \*Johnson, E. R., & **Moss-Racusin, C. A.** (2015, March). *Investigating the influence of behavioral attributions on backlash against male elementary school educators*. Poster presented at the annual meeting of the Eastern Psychological Association, Philadelphia, PA.
- **Moss-Racusin, C. A.**, & \*Miller, H. G. (2015, February). *“Taking charge” of stigma: treatment seeking alleviates penalties for men’s mental illness*. Poster presented at the annual meeting of the Society for Personality and Social Psychology Conference, Long Beach, California.
- \*Molenda, A. K., **Moss-Racusin, C. A.**, & \*Cramer, C. R. (2015, February). *Reactions to evidence of gender bias in STEM fields*. Poster presented at the annual meeting of the Society for Personality and Social Psychology Conference, Long Beach, California.
- †Pietri, E.S., **Moss-Racusin, C.A.**, Dovidio, J.F., Brescoll, V.L., †Roussos, G., Handelsman, J. (2015, February). *A novel intervention to influence perceptions of women in the sciences*. Poster presented at the annual meeting of the Society for Personality and Social Psychology Conference, Long Beach, California.
- \*Van Camp, A. R., †Parker, L. R. M., Monteith, M. J., & **Moss-Racusin, C. A.** (2015, February). *Sexism matters: Toward understanding when confrontations of sexism curb bias*. Poster presented at the annual meeting of the Society for Personality and Social Psychology Conference, Long Beach, California.
- \*Johnson, E. R. & **Moss-Racusin, C. A.** (2015, January). *The Influence of Gender on Backlash against Elementary Educators*. Poster presented at the Third Annual Capital District Feminist Studies Conference, Albany, NY.
- **Moss-Racusin, C. A.**, Good, Jessica J., & Sanchez, D. T. (2014, February). *Beyond predicting confrontation: The costs (to perpetrators) and ironic benefits (for victims) of sexism*. Poster presented at the 15<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- \*Khosla, N. N., **Moss-Racusin, C. A.**, & Dovidio, J. F. (2014, February). *Clinicians’ racial biases in the United States and France*. Poster presented at the 15<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- †Wilton, L.S., Good, J.J., **Moss-Racusin, C.**, & Sanchez, D.T. (2013, March). *Communicating diversity and bias: Diversity statements impact women of color’s performance expectations*. Poster presented at the Annual Meeting of the Eastern Psychological Association, New York, NY.
- †Wilton, L.S., Good, J.J., **Moss-Racusin, C.**, & Sanchez, D.T. (2013, January). *Communicating diversity and bias: The role of institutional diversity statements on performance and performance expectations for women of color*. Poster presented at the 14<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.



- <sup>+</sup>Wilton, L. S., Good, J. J., **Moss-Racusin, C. A.**, Sanchez, D. T. (2012, June). *Institutional diversity statements as identity threats for women of color*. Poster presented at the 9<sup>th</sup> biennial conference for the Society for the Psychological Study of Social Issues, Charlotte, NC.
- **Moss-Racusin, C. A.**, Rudman, L. A., & <sup>+</sup>Mescher, K. (2012, January). *Reactions to feminist men: Stigma-by-association?* Poster presented at the 13<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- **Moss-Racusin, C. A.**, Rudman, L. A., Phelan, J. E., & Dovidio, J. F. (2011, January). *Implicit compensation vs. explicit defense: Hiring decisions and anti-prejudicial attitudes*. Poster presented at the 12<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Good, J. J., **Moss-Racusin, C. A.**, & Sanchez, D. T. (2011, January). *Why confront? Explicit motivations for confronting sexism on behalf of the self and other*. Poster presented at the 12<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- **Moss-Racusin, C. A.**, Phelan, J. E., & Rudman, L. A. (2009, February). *Voting discrimination against atypical political candidates: Differences in perceived issue competence*. Poster presented at the 10<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Tampa, FL.
- Phelan, J. E., **Moss-Racusin, C. A.**, & Rudman, L. A. (2009, February). *Competent yet out in the cold: Shifting criteria for hiring reflect backlash toward agentic women*. Poster presented at the 10<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Tampa, FL.
- **Moss-Racusin, C. A.** (2008, February). *Why women don't ask: Fear of backlash and gender differences in self-advocacy*. Poster presented at the 9<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Albuquerque, New Mexico.
- **Moss-Racusin, C. A.**, & Sanchez, D. T. (2007, May). *Stigma consciousness impacts close relationship cohesion*. Poster presented at the 19<sup>th</sup> annual meeting of the Association for Psychological Science, Washington, D. C.
- **Moss-Racusin, C. A.**, Sarnell, L., & Brescoll, V. L. (2007, January). *Powerful women and male subordinates: Attitudes towards men who work for women*. Poster presented at the 8<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Memphis, TN.
- Puhl, R. M., **Moss-Racusin, C. A.**, Schwartz, M. B., & Brownell, K. D. (2006, October). *Walk in my shoes: A qualitative investigation of weight stigmatization in overweight and obese adults*. Poster presented at the annual meeting of the North American Association for the Study of Obesity, Boston, MA.
- Puhl, R. M., **Moss-Racusin, C. A.**, & Schwartz, M. B. (2006, October). *Internalization of weight stigma: Implications for eating behaviors*. Poster presented at the annual meeting of the North American Association for the Study of Obesity, Boston, MA.
- **Moss-Racusin, C. A.**, & Heilman, M. E. (2006, January). *Failure to be feminine: Interpersonal penalties for failure behavior on sex-consistent domains*. Poster presented at the 7<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Palm Springs, CA.

## Teaching Experience

---

### **AT SKIDMORE:**

#### Instructor

- SSP 100: *Scribner Seminar (First Year Experience), "Bad" Science: Science as a Tool for Preventing and Promoting Social Justice* (F2017)
- PS 101: *Introduction to Psychological Science* (F2014, F2016)
- PS 102: *Colloquium in Psychological Science* (F2014, S2015, F2017)
- PS 205: *Social Psychology* (F2013, S2014, S2016, F2017, F2019)
- HF 200: *Social Psychology Honors Forum Add-On Seminar* (F2013, S2016)
- PS 251: *Diversity and Bias in STEM* (F2014)
- PS 275/6: *Exploratory Research in Psychology* (F2013, S2014, F2014, F2015, F2016, S2017, F2017, S2018, F2018, S2019, F2019, S2020, F 2020)
- PS 313: *Psychology of Gender* (S2014, S2015, S2019, S2020)
- PS 320: *Research Methods in Social Psychology* (F2016, F2018, F2019, F2020)
- PS 351: *Advanced Statistical Analysis Using SPSS Syntax* (S2020)
- PS 371: *Independent Study in Psychology* (F2018, F2019, S2020)
- HF 372: *Honors Forum Independent Study* (S2014)
- PS 373: *Research Independent Study in Psychology* (S2014, F2014, F2015, F2016, S2017, F2017, S2018, F2018, S2019, F2019, S2020, F2020)
- PS 375/6: *Senior Research Project* (F2013, S2014, F2014, S2015, F2015, S2016, F2017, S2018; F2019, S2020, F2020)

#### Guest Lecturer

- *Chemistry Department Senior Seminar* (S2014)
  - Instructor: Dr. Reba Howard
  - Topic: Gender in STEM

### **PRE SKIDMORE:**

#### Instructor

- *General Psychology*, Rutgers University (Summer 2009)
- *Social Psychology*, Rutgers University (Summer 2008)
- *Psychology of Women and Gender*, Rutgers University (Summer 2008)
- *Infant and Child Development Lab*, Rutgers University (Summer 2007)

#### Teaching Assistant

- *Implicit Methods*, Rutgers University (F2007)
  - Instructor: Dr. Laurie Rudman
- *Introduction to Psychology*, New York University (F2003, F2004)
  - Instructor: Dr. Gary Marcus
- *Introduction to Psychology*, New York University (S2004)
  - Instructor: Dr. Ted Coons

### Guest Lecturer

- *Managing a Modern Workforce*, Yale University School of Management (S2010)
  - Instructor: Dr. Victoria Brescoll
  - Topic: Workplace Gender Diversity and Discrimination
- *Social Psychology*, Rutgers University (Summer 2010)
  - Instructor: Dr. Jessica Good
  - Topic: Conformity and Obedience
- *Social Psychology*, Rutgers University (F2010)
  - Instructor: Dr. Diana Sanchez
  - Topic: Being the Target of Stereotyping, Prejudice and Discrimination

### Supervised Student Research

---

#### **AT SKIDMORE:**

- Senior Thesis (PS 375/6)
  - Brian Correll (F2020-S2021)
  - Kerry O'Brien (F2019-S2020)
  - Sophie Brown (F2019-S2020, co-supervised with Casey Schofield)
  - Christina Sanzari (F2017-S2018)
  - Alexandra Dennis (F2017-S2018)
  - Helena Rabasco (F2015-S2016)
  - Elizabeth Johnson (F2014-S2015)
  - Hannah Miller (F2013-S2014)
- Research Independent Study in Psychology (PS 373)
  - Grace Beneke (F2020)
  - Brian Correll (F2019, S2020, F2020)
  - Sam Rapp (S2020)
  - Kerry O'Brien (F2019, S2020)
  - Sophie Brown (S2019, F2019, S2020)
  - Jonah Brenner (F2019, S2020)
  - Emily Bogdan (F2017, F2018, S2019)
  - Christina Sanzari (F2016, S2017, F2017, S2018)
  - Amy Zeng (F2017, S2018)
  - Nava Caluori (F2015)
  - Helena Rabasco (F2014)
  - Margeaux Cannon (S2014)
- Independent Study in Psychology (PS 371)
  - Devika Nambiar (F2019)
  - Delia Nahabedian (F2018)
  - Megan Volkert (F2018)
  - Sophie Brown (F2018)
- Exploratory Research Experience in Psychology Advisor (PS 275/6)
  - Regularly supervised students from Fall 2013-present
- Honors Forum Independent Study (HF 372)
  - Leah Tagliarino (S2014)

- Summer Collaborative Research (competitive funding mechanism)
  - Kerry O'Brien, Summer 2019 (\$750 in research funding in addition to room, board, and stipend)
  - Alexandra Dennis, Summer 2017 (\$420 in research funding in addition to room, board, and stipend)
  - Elizabeth Johnson, Summer 2014 (\$150 in research funding in addition to room, board, and stipend)

**PRE SKIDMORE:**

- Co-Adviser, *Roslyn High School Research Trainee Program* (F2011-S2014)
  - Arshia Aalami Harandi (High School Diploma, 2013; Columbia University B.S., 2017)
- Honors Research Supervisor, *Yale University* (S2012-S2014)
  - Natalia Khosla (B.S., 2014)
- Master of Art thesis committee outside reader, *School of the Art Institute of Chicago* (S2012)
  - Joyce Ah-Ram Garside (MAAT, 2012)
- Honors Thesis Advisor, *Rutgers University* (F2010-S2011)
  - Jessica Bernstein (B.A., 2011; M.S., 2013)
- Undergraduate Research Assistant Supervisor, *Rutgers University* (F2007 – S2011)
  - Responsible for hiring, training and supervising over 50 research assistants
- Honors Thesis Co-Adviser, *Yale University* (2005-2006)
  - Lonnie Sarnell (B.A., 2006; Psy.D. La Salle University 2013)

**Selected Student Awards and Funding**

---

**AT SKIDMORE:**

- *National Science Foundation*, Graduate Research Fellowship
  - Christina Sanzari (2020-2023)
  - Nava Caluori (2018-2021)
- *Fulbright Institution*, Fulbright Scholarship
  - Natalia Khosla (2014-2016)
- *Skidmore College*, SEE-Beyond Award
  - Jonah Brenner (2019)
  - Emily Bogdan (2018)
  - Christina Sanzari (2017)
  - Amy Zeng (2016)
- *Skidmore College*, The Michele Kelly '72 Memorial Award
  - Christina Sanzari (2018)
- *Society for Personality and Social Psychology*, Undergraduate Diversity Award
  - Helena Rabasco (2017)
- *Skidmore College*, Responsible Citizen Internship Award
  - Christina Sanzari (2017, declined)
  - Christina Sanzari (2016)
- *Skidmore College*, Caren Lane Sass Award

- Sam Rapp (2020)
- Kengthsagn Louis (2017)
- Nava Caluori (2016)
- *Skidmore College*, Foley Psychology Department Research Award
  - Sophie Brown (2019)
  - Christina Sanzari (2017)
  - Elizabeth Johnson (2014)
- *Skidmore College*, Amy Eisenberg Memorial Award
  - Elizabeth Johnson (2015)
- *Skidmore College*, Amy Eisenberg Memorial Award
  - Hannah Miller (2014)

**PRE SKIDMORE:**

- *Sigma Xi Scientific Research Honor Society, Yale University Chapter*, Undergraduate Research Award
  - Natalia Khosla (2012)
  - Research funding awarded for honors research project conducted under my supervision. One of five research grants given annually to Yale students across the sciences and engineering fields judged to have “the most promise for future research careers.”
- *Intel Science Talent Search*, 2<sup>nd</sup> place finish, Behavioral and Social Sciences Division
  - Arshia Aalami Harandi (2013)
- *Long Island Psychology Fair*, “Best in Category”
  - Arshia Aalami Harandi (2013)

**Service to Skidmore College**

---

- Chair, *Curriculum Committee* (June 2020-present)
- Academic Advisor, *Skidmore College* (F2013-present)
- Faculty Supervisor, Psychology Department Social Media Accounts, *Psychology Department* (F2019-present)
- Working group member (appointed to create document outlining departmental scholarship expectations for tenure), *Psychology Department* (Spring 2020)
- Elected member, *Curriculum Committee* (F2018-S2020)
- Elected faculty representative, Presidential Search Committee, *Skidmore College* (S2019-S2020)
- Colloquium Coordinator, *Psychology Department* (F2018-F2019)
- Search Participant, Clinical and Health tenure-track faculty searches, *Psychology Department* (F2019)
- Facilitator, Inclusive Hiring Workshops, *Skidmore College* (Fall 2018, Fall 2019)
- Leader, *Scholarship and Creative Endeavors Group* (Summer 2018, Summer 2019)
- Invited to appear in promotional video to aid Emerson Challenge fundraising campaign for the Center for Integrated Sciences, *Office of Advancement* (F2017)
- PS 101 working group member, *Psychology Department* (F2017)

- Invited faculty research speaker, Reunion Planning Weekend, *Office of Alumni Relations and College Events* (Summer 2017)
- Member, Psychology Department Review Board, *Psychology Department*, S2016-present
- SONA System Administrator, *Psychology Department* (S2016-S2017)
- Psi Chi Faculty Advisor, *Psychology Department* (F2013-F2017)
- Selection Committee Member, *Porter Scholar and S3M Scholarship Programs* (S2014, S2016)
- Diversity Representative, open area tenure-track faculty search, *Psychology Department* (S2014-S2015)
- Search Committee Member, open area tenure-track faculty search, *Psychology Department* (F2014)
- Search Participant, cognitive and developmental tenure-track faculty searches, *Psychology Department* (F2013)
- Invited speaker, *Women in Business Talks*, Gender Bias in STEM Fields (F2014)
- Member, Psychology Department Curriculum Assessment Committee, *Psychology Department* (S2014)
- Invited panelist, *Women in Business* (F2013)

### **Service to Previous Institutions**

---

- Chair, Postdoctoral Associate Search Committee, Center for Scientific Teaching, *Yale University* (S2013)
- Invited speaker, Yale Intergroup Relations Lab, Advanced Implicit Methods Workshop: Using Inquisit to Collect Reaction-Time Data in an Online Environment, *Yale University Psychology Department* (S2013)
- Invited panelist, Graduate Career Services Office, Identity Politics at Work: (Mis)Perceptions of Gender in the Workplace, *Yale University* (S2013)
- Invited panelist, Women in Science at Yale, Gender Bias in the Sciences: A Panel Discussion, *Yale University* (F2012)
- Invited speaker, Yale Intergroup Relations Lab, Successfully Securing External Research Funding Workshop, *Yale University Psychology Department* (F2012)
- Invited speaker, Yale Intergroup Relations Lab, Graduate Student Mentoring Workshop, *Yale University Psychology Department* (S2012)
- Invited panelist, Professional Development Series, *Yale University Psychology Department* (F2011)
- Created and maintained student information section of departmental website, *Rutgers University* (2007-2011)
- Member, Social Psychology Colloquia Committee, *Rutgers University* (2006 – 2011)
- Instructor, “Lessons from Social Psychology,” *I Have a Dream Foundation* (2010)
- Invited panelist, Applying for External Funding Conference, Chaser-Resources Center for Graduate External Funding, *Rutgers University* (2009)
- Invited panelist, Teaching of Psychology Class, *Rutgers University* (2008)
- Judge, Aresty Undergraduate Honors Research Symposium poster competition, *Rutgers University* (2007, 2009)

- Invited panelist, Mentoring Program Workshop, Chaser-Resource Center for Graduate Student External Funding, *Rutgers University* (2008)
- President, Social Psychology Graduate Students Organization, *Rutgers University* (2007-2008)

### **Service to the Field**

---

- Advisory Board Member, *National Science Foundation* grant #1920732, “The Developmental Emergence and Consequences of Spatial and Math Gender Stereotypes” (2019-2022)
  - Grant amount: \$870,968
  - Grant Principal Investigator: S. Cordes
- Advisory Board Member, *National Science Foundation* grant #HRD-1661214, “Reducing Attrition in STEM Doctoral Education: A Longitudinal Investigation using Momentary Assessment and Social Psychological Intervention” (2017 – 2022)
  - Grant amount: \$2,281,522
  - Grant Principal Investigators: J. E. Cook, G. L. Cohen, V. Purdie-Vaughns, & J. Smyth
- Table Host, mentor lunch, *Society for Personality and Social Psychology* (2013, 2017, 2019)
- Member, Graduate Student Travel Award Selection Panel, *Society for Personality and Social Psychology* (2014)
- Member, Program Committee (Poster Review Panel), *Society for Personality and Social Psychology* (2013)
- Reviewer, student poster award contest, *Society for Personality and Social Psychology* conference (2011)
- Submission reviewer, *Academy of Management Meeting* (2011)
- Poster and symposium submission reviewer, *American Psychological Association* Convention, Divisions 8 and 35 (2010, 2011)
- Reviewer, *Association for Psychological Science* Student and Rise-UP Research Award Competitions (2007)

### **Reviewer Duties**

---

- Action Editor, *Social Psychological and Personality Science* (March 2020 – present)
- Editorial Board Member, *Social Psychological and Personality Science* (2019 – present)
- Board of Consulting Editors Member, *Personality and Social Psychology Bulletin* (2016-present)
- Editorial Board Member, *Journal of Experimental Social Psychology* (2016-present)
- Consulting Editor, *Social Psychology* (2016-present)
- Consulting Editor, *Psychology of Women Quarterly* (2014-2016)
- Guest Editor (with Dr. Jessica Good)
  - Special Issue: “Measure of a Man: Outcomes of Gender Stereotyping for Men and Masculinity.”
  - *Social Psychology*, Volume 46, Issue 4 (2015, August)

- Funding Agency Reviewer
  - Behavioral and Cognitive Sciences Division grant reviewer, *National Science Foundation* (2015)
  - Grant review panel member, *National Institutes of Health* (2014)
  - Research at Undergraduate Institutions grant reviewer, *National Science Foundation* (2011)
- Ad Hoc Journal Reviewer
  - *Academy of Management Journal*
  - *American Journal of Community Psychology*
  - *CBE-Life Sciences Education*
  - *European Journal of Social Psychology*
  - *Group Processes and Intergroup Relations*
  - *Journal of Applied Psychology*
  - *Journal of Applied Social Psychology*
  - *Journal of Empirical Legal Studies*
  - *Journal of Experimental Social Psychology*
  - *Journal of Personality and Social Psychology*
  - *Journal of Social Issues*
  - *Nature Geoscience*
  - *Nature Human Behaviour*
  - *Personality and Social Psychology Review*
  - *PLOS One*
  - *Political Psychology*
  - *Proceedings of the National Academy of Sciences*
  - *Psychological Bulletin*
  - *Psychology of Women Quarterly*
  - *Science*
  - *Science Advances*
  - *Sex Roles*
  - *Social Psychological and Personality Science*
  - *Social Psychology*
  - *Social Science Research*

### **Relevant Professional Experience**

---

- **National Academies of Sciences** October 2018 – February 2020
  - Position: Consultant responsible for co-authoring “Literature Review on the Policies, Practices, Programs, and Other Interventions for Improving the Recruitment, Retention, and Sustained Advancement into Leadership Roles of Women in Specific Science, Technology, Engineering, Mathematics, and Medical (STEMM) Disciplines and at Different Stages in Career Trajectories”
- **Catalyst Organization** January 2008 - January 2009  
September 2010 – May 2011
  - Position: Graduate Student Researcher involved in all aspects of research projects relating to women’s professional advancement and workplace gender equity



- Position: Consultant on a project evaluating the efficacy of a training program designed to enhance employees' support for organizational diversity
- **Google** December 2006
  - Position: Consultant on workplace gender stereotyping

### **Professional Memberships**

---

- American Psychological Association
  - Society for Personality and Social Psychology (Division 8)
  - Society for the Psychological Study of Social Issues (Division 9)
  - Society for the Psychology of Women (Division 35)
- Academy of Management
- Association for Psychological Science
- American Association for the Advancement of Science
- Eastern Psychological Association
- Midwestern Psychological Association