

Department of Psychology
Personality and Social Contexts

School of Social Work
Interpersonal Practice

EDUCATION

- Ph.D. Psychology | Personality and Social Contexts** Expected August 2024
The University of Michigan, Ann Arbor, MI
- M.S.W. Interpersonal Practice in Integrated Health, Mental Health, and Substance Abuse** Expected August 2024
The University of Michigan, Ann Arbor, MI
- M.S. Psychology | Personality and Social Contexts** January 2020
The University of Michigan, Ann Arbor, MI
Thesis Title: Impact of Race and Hair on Evaluations of Black Women Professionals
Advisors: Drs. Isis Settles, Lilia Cortina
- B.A. Psychology, Women’s and Gender Studies** May 2017
Rutgers, The State University of New Jersey, New Brunswick, NJ

EMPLOYMENT

- College of Literature, Science, and the Arts—Office of the Dean** January 2023—Present
University of Michigan, Ann Arbor, MI
Graduate Student Staff Assistant
- Provide administrative support for the Associate Dean for Diversity, Equity, and Inclusion by conducting research; drafting reports and executive summaries; providing support at Dean's Office and college events
- Affirmations** May 2022—Present
Ferndale, MI
Mental Health Therapy Intern
- Provide queer-affirming mental health counseling to a client caseload consisting of individuals and couples
 - Train under clinical supervision in treatment modalities such as motivational interviewing, cognitive behavior therapy, dialectical behavior therapy, trauma-informed care
 - Assess client symptoms and co-create detailed treatment plans to alleviate and address various mental health conditions
- Edward Ginsberg Center for Community Service and Learning** September 2020—April 2022
University of Michigan, Ann Arbor, MI
Lead Graduate Academic Liaison
- Supported faculty, staff, and students prepare for community engagement by facilitating curricular and co-curricular workshops for groups of 15-100 individuals
 - Developed curriculum and integrate current research into Ginsberg Center materials and resources
 - Served as lead liaison and convene professional development group meetings with junior liaisons, offering guidance and performance feedback
 - Participated in large group meetings with other liaisons and supervisors in order to offer input on workshop content and personnel considerations

Department of Psychology

January 2020—April 2020

University of Michigan, Ann Arbor, MI

Graduate Student Research Assistant

- Design, implement, and manage two ongoing research projects for the Multiple Intersecting Identities (Mii) Lab related to the sexual harassment of Black queer women and the experiences of discrimination for Black scholars in academia
- Prepare manuscripts for publication and completion of doctoral degree and presentations for research conferences related to authenticity, discrimination, and mentorship
- Supervise 6 undergraduate research assistants, train them on psychological research methods, and provide professional development opportunities and guidance related to graduate school and postbaccalaureate careers

Department of Psychology

January 2018—December 2019

University of Michigan, Ann Arbor, MI

Graduate Student Instructor

- Taught and clarified materials for students covered in lectures and texts
- Engaged students in active learning and other class-related activities
- Provided a forum for students to have thoughtful and thorough discussions on content from lecture and how they relate to the broader society

Ronald E. McNair Post-Baccalaureate Achievement Program

May 2017—August 2017

Rutgers University, New Brunswick, NJ

Program Assistant

- Executed a variety of administrative duties, including drafting emails, answering phone calls, filing documents, and scanning files
- Developed and maintain organized Microsoft Excel spreadsheets regarding constituent summer programs
- Assisted in the development of coursework materials and PowerPoint presentations for the Ronald E. McNair 2017 cohort of 15 students
- Accompanied student scholars on culturally-enriching day trips and campus visits, providing social support and access to social capital

Undergraduate Academic Affairs

September 2016—May 2017

Rutgers University, New Brunswick, NJ

Student Administrative Assistant

- Provided confidential support to Vice Chancellor, Assistant Vice Chancellor, and Senior Executive Director
- Addressed sensitive correspondence from central administrative offices to faculty, staff, and students of the University and delegated all administrative duties
- Prepared and evaluated the accuracy of files, records, supporting documents, and spreadsheets within the department

PUBLICATIONS

Harrison, E. G., Banks, J., **Thorne, K. M.**, Douglas, H. M., Miller-Tejada, S. (*Under review at American Psychologist*). Ethical considerations for psychologists engaging in social media research: #BlackInTheIvory as a case study.

Fike, K. J., Morton, C. S., **Thorne, K. M.**, Mattis, J. S. (2022). The power of faith: Racial discrimination and religiosity among Black American men. *Cultural Diversity and Ethnic Minority Psychology*. <https://doi-org.proxy.lib.umich.edu/10.1037/cdp0000574>

Thorne, K. M., Jones, M. K., Davis, T. M., Settles, I. H. (2021). The significance of race in cross-racial mentoring of faculty of color. *Translational Issues in Psychological Science*. <https://doi-org.proxy.lib.umich.edu/10.1037/tps0000286>

Brassel, S. T., Davis, T. M., Jones, M. K., Miller-Tejada, S., **Thorne, K. M.**, & Areguin, M. A. (2020). The importance of intersectionality for research on the sexual harassment of Black queer women at work. *Translational Issues in Psychological Science*. <https://doi.org/10.1037/tps0000261>

TEACHING

Department of Psychology

Fall 2019

University of Michigan, Ann Arbor, MI

Graduate Student Instructor

Organizational Psychology

- Developed weekly discussion materials for 75 undergraduate students in relation to the study of human thought and action in organizations covered in lectures and readings
- Engaged students in active learning and other class-related activities
- Provided a forum for students to have thoughtful and thorough discussions on content from lecture and how they relate to the broader society
- Created, administered, and/or graded course exams, papers, and weekly discussion questions
- Maintained a detailed gradebook
- Worked collaboratively and diligently with the teaching team
- Gave a guest lecture on self-presentation and race to all 150 students enrolled in the course

Department of Psychology

Winter 2018/Fall 2018

University of Michigan, Ann Arbor, MI

Graduate Student Instructor

Introduction to Psychology

- Developed weekly discussion materials for 75 undergraduate students in relation to various theoretical bases for the understanding of human behavior covered in lectures and readings
- Engaged students in active learning and other class-related activities
- Provided a forum for students to have thoughtful and thorough discussions on content from lecture and how they relate to the broader society
- Created, administered, and/or graded course exams, papers, and weekly discussion questions
- Maintained a detailed gradebook
- Worked collaboratively and diligently with the teaching team

PRESENTATIONS

Society for the Psychological Study of Social Issues

June 2023

Denver, Colorado

Presentation

- Thorne, K. M. (2023, June). Sexual harassment of Black queer women in the workplace. Society for the Psychological Study of Social Issues (Denver, Colorado).

Society for the Psychological Study of Social Issues

June 2022

San Juan, Puerto Rico

Interactive Discussion

- Thorne, K. M., Banks, J., Harrison, E. G. (2022, June). #BlackInTheIvory: Black scholars using Twitter as a digital counterspace. Society for the Psychological Study of Social Issues (San Juan, Puerto Rico).

Academy of Management

August 2020

Virtual (due to Covid-19 pandemic)

Symposium

- Robotham, K., Thorne, K. M., Rabelo, V. C., McCluney, C. L. (2020, August). Black women's experiences of mistreatment and withdrawal: The mediating effects of vigilance and stress. Academy of Management Annual Meeting, A Virtual Experience.

Society for the Psychological Study of Social Issues

June 2020

Denver, Colorado

Symposium

- Thorne, K. M. (2020, June). Race, Hair, and Evaluations of Women Professionals. Symposium talk at the annual conference (conference cancelled due to covid-19 pandemic).

International Convention of Psychological Science

March 2019

Paris, France

Poster Presentation

- Morton, C. S., Fike, K. J., **Thorne, K. M.**, & Mattis, J. S. (2019, March). Religiosity and prosociality among African American urban-residing men. International Convention of Psychological Science, Paris, France.

Society for Research on Child Development Special Topics Meeting

October 2018

Philadelphia, PA

Paper Presentation

- Morton, C. S., Fike, K. J., **Thorne, K. M.**, & Mattis, J. S. (2018, October). Love harder: Examining the influence of dignity violations, religiosity, and existential well-being on Black male emerging adults' prosociality. Society for Research on Child Development Special Topics Meeting, Philadelphia, PA.

Ronald E. McNair Summer Institute Research Symposium

July 2016

Rutgers University, New Brunswick, NJ

Poster Presentation

- **Thorne, K. M.**, & McKay, P. (2016, July). The effects of racial and gender diversity on business unit performance: The influence of cooperation climate. Rutgers University, New Brunswick, NJ.

INVITED TALKS

Minority Health Conference: Body and Soul Poetry Hour

February 2021

University of California, Los Angeles, CA

FELLOWSHIPS AND AWARDS

Anti-Racism Graduate Student Research Grant

Spring 2023

University of Michigan, Ann Arbor, MI

Riecker Graduate Student Research Grant

Spring 2023

University of Michigan, Ann Arbor, MI

Rackham One-Term Dissertation Fellowship

Fall 2022

University of Michigan, Ann Arbor, MI

Grant-in-Aid

Spring 2022

Society for the Psychological Study of Social Issues

Jay and Kay Peters Graduate Psychology Award

Summer 2020

University of Michigan, Ann Arbor, MI

Rackham Research Grant

Fall 2019

University of Michigan, Ann Arbor, MI

Rackham Merit Fellow

Fall 2017—Spring 2022

University of Michigan, Ann Arbor, MI

Department of Psychology Training Grant

March 2018

University of Michigan, Ann Arbor, MI

Rackham Professional Development Grant

March 2018

Thorne 4

University of Michigan, Ann Arbor, MI

SERVICE AND LEADERSHIP

Multiple Intersecting Identities (Mii) Lab

University of Michigan, Ann Arbor, MI
Undergraduate Lab Co-Supervisor

September 2018—December 2021

Student Academic Affairs Committee

University of Michigan, Ann Arbor, MI
Committee Member, Area Representative

September 2018—April 2019

Committee for Art Inclusion and Representation

University of Michigan, Ann Arbor, MI
Committee Member, BSPA Representative

Winter 2019

Black Student Psychological Association

University of Michigan, Ann Arbor, MI
Treasurer (2018-2019); Chair (2019-2020)

September 2018—May 2020

puBLACations

Co-Founder

August 2016

- Promote a broader understanding and awareness of Black literature by focusing exclusively on novels, poems, and other texts written by Black authors
- Serve a distinct niche at Rutgers University by catering to students who seek a safe, inclusive, and thoughtful forum to discuss Black literature, art, history, and current events
- Maintain the overall purpose and direction of the organization

TRAININGS AND WORKSHOPS

Institute for Social Change

University of Michigan, Ann Arbor, MI

May 2021

- Attended several workshops over the course of two weeks related to social change efforts and community-based/community participatory research
- Developed greater understanding of my career goals and envisioned how my own research can be more public-facing and incorporate stakeholders and community-defined priorities

Decolonial Black Feminism in the Americas

Cachoeira, Bahia, Brasil

August 2018

- Attended several workshops and guest lectures during the week related to intersectionality theory, Black feminist theory, and diasporic studies and related theories

PROFESSIONAL AFFILIATIONS

American Psychological Association

Society for the Psychological Study of Social Issues