

# Tangier M. Davis

tangierd@umich.edu  
University of Michigan, Ann Arbor  
Department of Psychology

## EDUCATION

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- 2019-Present    **Doctoral Candidate**, Personality & Social Contexts Psychology  
University of Michigan, Ann Arbor, MI  
Graduate Student Affiliate: Gender and Feminist Psychology Area
- 2019            **M.S. Psychology**  
University of Michigan, Ann Arbor, MI  
Master's Thesis: *Race-Gender Differences in Benevolent Sexism*  
Faculty Advisor: Isis H. Settles
- 2015-2017     **M.A. General Experimental Psychology**  
California State University, Northridge, CA  
Master's Thesis: *The Consequences of Concealment: When Stigma is Invisible*  
Faculty Advisor: Debbie Ma
- 2011-2015     **B.A. Psychology**, minor in Political Science  
Occidental College  
Undergraduate Honor's Thesis: *Clark Doll Study Revisited: An Intervention*  
Faculty Advisor: Jaclyn Rodriguez

## HONORS AND AWARDS

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- 2021            Graduate Student Diversity Teaching Award, University of Michigan, Ann Arbor
- 2020            Barbara Perry Roberson Award, University of Michigan, Ann Arbor
- 2019            NAACP Image Awards Nominee, University of Michigan, Ann Arbor Chapter
- 2019            Rackham Scholar-Activist Award, University of Michigan, Ann Arbor
- 2018            Ford Fellowship, Honorable Mention Recipient
- 2017-2022     Rackham Merit Fellowship, University of Michigan, Ann Arbor
- 2017            Psychology Department William E. Wilsoncroft Award, California State University, Northridge

2017-2020	California Doctoral Incentive Program, California State University
2016	Graduate Equity Fellowship Scholarship, California State University, Northridge
2017	Sally Casanova California Pre-Doctoral Scholar, California State University
2015-2017	Minority Biomedical Research Support: Research Initiative for Scientific Enhancement Program (MBRS-RISE), National Institutes of Health
2015	College Honors, Occidental College
2013-2015	Alfred Mason, Jr. Family Scholarship, Occidental College
2013-2015	Carnation Scholarship, Occidental College
2015	ASP Grant Recipient, Occidental College
2013-2015	Dean's List, Occidental College

## GRANTS

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2019	Rackham Pre-Candidate Grant, University of Michigan (\$1,500)
2018	CDIP Travel Grant, Chancellor's Doctoral Incentive Program (\$1,500)
2017	Diversity Travel Award, Society for Personality and Social Psychology (\$500)
2017	Clara Mayo Grant, Society for the Psychological Study of Social Issues (\$1,000)
2016	Thesis Support Scholarship, California State University Northridge (\$1,000)
2016	Graduate Equity Fellowship, California State University Northridge (\$1,000)
2016	Associated Students Travel Award, California State University Northridge (\$1,000)
2016	Graduate Studies Travel Award, California State University Northridge (\$1,000)

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**RESEARCH EXPERIENCE**


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*RESEARCH LABS*

- 2017-Present    IDDOL Lab
- 2017-Present    Multiple Identity Intersections (MII) Lab
- 2017-Present    Psychological Research on Gender,  
Research methods, Sex & Sexuality (PROGRESS)  
Lab

*RESEARCH ASSISTANTSHIPS*

- 2017-2018        **Group Differences in Attitudes Towards Benevolent Sexism**  
Advisor: Isis Settles  
University of Michigan, Ann Arbor
- 2017-2018        **Engaging in Difficult Dialogues**  
Advisor: Linda Tropp  
University of Michigan, Ann Arbor
- 2015-2017        **Concealable Stigmatized Identities**  
Advisor: Debbie S. Ma  
California State University, Northridge
- 2016                **Facial Morph Validation**  
Advisor: Debbie S. Ma  
California State University, Northridge
- 2015                **Clark Doll Study Intervention**  
Advisor: Jaclyn Rodriguez  
Occidental College

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**PUBLICATIONS**


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- 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*. (\* indicates joint first-authorship)
- Davis, T. M.**, Jones, M. K., Settles, I. H. Barriers to successful mentoring of faculty of color. *Journal of Higher Education*. (In Press).
- Davis, T. M.**, Settles, I. Standpoints and situatedness: Race and gender differences in benevolent sexism. *Psychology of Women Quarterly*. (Under review).

Flores, L., Settles, I., McGillen, G. G., **Davis, T. M.** Critical Contributions to Scholarship on Women and Work: Celebrating 50 Years of Progress and Looking Ahead to a New Decade. *Journal of Vocational Behavior*. (In Press).

Thorne, K. M., Jones, M. K., **Davis, T. M.**, Settles, I. H. The Significance of Race in Cross-Racial Mentoring of Faculty of Color. *Translational Issues in Psychological Science*. (In Press).

## PRESENTATIONS

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**Davis, T.M.**, Stewart, A., Settles, I. (2020, June). A Qualitative Twitter Analysis of the 2020 Democratic Candidates. Talk to be presented at the annual meeting of the Society for the Psychological Study of Social Issues, Denver, CO. *Cancelled due to COVID-19*.

**Davis, T. M.**, Jones, M., Settles, I. (2020, February). Barriers to successful mentoring of faculty of color. Talk presented as a part of Pat Gurin Distinguished Lecture Series at the University of Michigan.

**Davis, T. M.**, Settles, I. (2019, March). Race and Gender Differences in Benevolent Sexism. Poster session to be presented at the annual meeting of the International Convention of Psychological Science, Paris, France.

**Davis, T. M.**, Tropp, L. (2018, July). *Talking About Race: How Teachers Engage in Discussions of Difference with Students*. Talk presented at the annual meeting of the Society for the Psychological Study of Social Issues, Pittsburgh, PA.

**Davis, T. M.**, Diep, A., Herrera, B., Jiang, R., Ma, D. (2016, April). *Biracial Vs. Monoracial Faces*. Poster session presented at the annual meeting of the Western Psychological Association, Long Beach, CA.

**Davis, T. M.**, Diep, A., Herrera, B., Jiang, R., Ma, D. (2017, January). *Biracial Vs. Monoracial Faces*. Poster session presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

## TEACHING EXPERIENCE

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Fall 2020	<p><b>Lead Instructor</b> Psychology Department/Department of Afroamerican and African Studies, University of Michigan, Ann Arbor</p> <ul style="list-style-type: none"> <li>• Designed and was the sole instructor of Psych 401/DAAS 458: The Psychology of Black Activism</li> <li>• Created the course syllabus and lesson plans for each class</li> <li>• Graded assignments</li> <li>• Managed the overall progress of 20 students</li> </ul>
Winter 2020	<p><b>Graduate Student Instructor</b> Psychology Department, University of Michigan, Ann Arbor</p>

- Taught 3 sections of Psychology 393: Political Psychology
- Led group discussions, proctored exams, and graded papers
- Created spreadsheets to record grades
- Tracked grades in Canvas (online course management system)
- Held office hours to answer students' questions

Fall 2019

**Graduate Student Instructor**

Psychology Department, University of Michigan, Ann Arbor

- Taught 2 sections of Psychology 303: Research Methods in Psychology
- Led group discussions, helped develop study designs, and graded papers
- Tracked grades
- Held office hours to answer students' questions

Winter  
2018 and  
Fall 2018**Graduate Student Instructor**

Psychology Department, University of Michigan, Ann Arbor

- Taught 3 sections of Psychology 290: Introduction to the Psychology of Personality (Fall 2018) and a section of Psychology 111: Introduction to Psychology (Winter 2018)
- Led group discussions, proctored exams, and graded papers
- Created spreadsheets to record grades
- Tracked grades in Canvas (online course management system)
- Held office hours to answer students' questions

Fall 2017-  
Spring  
2018**Research Assistant Supervisor**

- Recruited undergraduate research assistants
- Trained and supervised research assistants to code qualitative data
- Led lab meetings
- Guided research assistants through coding 800+ narratives

Fall 2016  
and Spring  
2017**Teaching Associate**

Psychology Department, CSUN, Northridge, CA

- Taught lab section of *Psychology 321: Research Methods in Psychology*
- Led group discussions, proctored exams, and graded papers
- Tracked grades
- Held office hours to answer students' questions

Spring  
2016**Undergraduate Teaching Assistant**

Psychology Department, CSUN, Northridge, CA

- Assisted with *Psychology 479: Advanced Inquiry into Social Psychology*
- Proctored and graded exams, scored research projects

- Maintained grades in Moodle
- Held office hours to assist with class research project

Spring  
2015

**Intergroup Dialogue Facilitator**

Psychology Department, Occidental College, Los Angeles, CA

- Developed class curriculum and syllabus
- Led class lessons and discussions
- Graded quizzes and projects
- Held office hours to answer student questions and assist with material

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**RELEVANT WORK EXPERIENCE**

2019-2020

**Multiple Intersecting Identities (MII) | University of Michigan**

Lab Manager

- Supervise and train undergraduate research assistants
- Lead biweekly lab meetings
- Track lab projects

2018

**ADVANCE Program | University of Michigan**

Graduate Research Assistant

- Perform statistical analyses
- Write reports on the findings

2016

**Applied VR | Los Angeles, CA**

Research Coordinator

- Organized the research component of the company's work
- Research and report on the utility of virtual reality

2013-2015

**Center for Community Based Learning | Los Angeles, CA**

Education in Action Coordinator

- Organized the logistics of classes that had a community based component
- Tracked class budgets

Fall 2014

**Decision Analysis | Los Angeles, CA**

Full Time Intern

- Assisted with the background research to develop litigation strategy
- Presented strategy options to clients

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**TRAINING/CERTIFICATIONS**

2018

**ICPSR Course: Structural Equation Models with Latent Variables**

University of Michigan, Ann Arbor

Took and completed the course offered as part of a summer program in quantitative methods of social research

2018      **ICPSR Course: Race, Ethnicity, and Quantitative Methodology**  
University of Michigan, Ann Arbor  
Took and completed the course offered as part of a summer program in quantitative methods of social research

2015      **National Institutes of Health (NIH)**  
California State University, Northridge  
Certified to conduct research with human subjects by completing the Protecting Human Research Participants online course, sponsored by the National Institutes of Health (NIH)

### **PROFESSIONAL AFFILIATIONS**

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2017-      Society for the Psychological Study of Social Issues (SPSSI)  
Present

2017-      Association for Psychological Science (APS)  
Present

2017      Society for Personality and Social Psychology (SPSP)

2015      Western Psychological Association (WPA)

### **LEADERSHIP AND SERVICE**

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2020-2021    Departmental Associate, Department of Psychology

2020      Editorial Services: Program Reviewer for SPSSI

2019      Vice-Chair, Black Student Psychological Association (BSPA)

2019      President, Students of Color of Rackham (SCOR), University of Michigan

2018      Treasurer, Students of Color of Rackham (SCOR), University of Michigan

2018      Social Chair, Black Student Psychological Association (BSPA)

2017      Committee Member, Students of Color of Rackham (SCOR), University of Michigan

### **SKILLS**

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- SPSS
- Microsoft Office Suite
- NVivo

- R
- Inquisit
- Dedoose
- Qualtrics Survey Software
- MPlus
- Zotero Reference Management Software