

**ISIS H. SETTLES**  
**Curriculum Vitae**

*Professor of Psychology and Afroamerican and African Studies*  
University of Michigan  
isettles@umich.edu

*Department of Psychology*  
3253 East Hall  
530 Church Street  
Ann Arbor, MI 48109-1043  
734-764-3809

*Department of Afroamerican & African Studies*  
5524 Haven Hall  
505 S. State Street  
Ann Arbor, MI 48109-1045  
734-647-3339

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**EDUCATION**

- 2001      **Ph.D., University of Michigan, Ann Arbor, MI**  
Area: Personality Psychology  
Dissertation Title: 'Negotiating multiple identities: Identity interference in women in science'
- 1997      **M.A., University of Michigan, Ann Arbor, MI**  
Area: Personality Psychology
- 1993      **B.A., Harvard University, Cambridge, MA**  
Major: Psychology

**ACADEMIC POSITIONS**

- 2016-Present    **Professor**  
**Department of Psychology, Personality and Social Contexts area**  
**Department of Afroamerican and African Studies, Afroamerican Studies area**  
University of Michigan
- 2016            **Professor**  
**Department of Psychology, Social/Personality Area**  
Michigan State University
- 2009-2016      **Associate Professor**  
**Department of Psychology, Social/Personality Area**  
Michigan State University
- 2006-2016      **Core Faculty Member, Consortium for Multicultural Psychology Research**  
**Core Faculty Member, Center for Gender in Global Context**  
Michigan State University
- 2001-2009      **Assistant Professor**  
**Department of Psychology, Social/Personality Area**  
Michigan State University

**ADMINISTRATIVE POSITIONS & SPECIAL ASSIGNMENTS**

- 2015- 2016     **Faculty Excellence Advocate, College of Social Science**  
Michigan State University
- Promote faculty quality, diversity, and inclusion within the college
  - College of Social Science liaison to the Title IX Coordinator
  - College of Social Science representative to the Women’s Resource Center’s Women’s Organizational Coordinating Council
- 2015 – 2016   **Faculty Associate, Office of Inclusion and Intercultural Initiatives**  
Michigan State University
- Work with Director to create a University-wide diversity plan
- 2010-2014     **Chair, Social/Personality Area, Department of Psychology**  
Michigan State University

**PROFESSIONAL POSITIONS**

- 1993-1995     **Senior Research Assistant**  
Henry A. Murray Research Center, Radcliffe College, Cambridge, MA  
(*now part of the Institute for Quantitative Social Science at Harvard University*)  
Prepared computer data and associated documentation for social science data archive

**AWARDS/FELLOWSHIPS**

- 2015           Excellence Award in Interdisciplinary Scholarship for “Promoting Inclusive, Ethical, and Successful STEAM Teams,” MSU Chapter of Phi Kappa Phi
- 2014           Excellence in Diversity Award, Sustained Effort Toward Excellence in Diversity, Michigan State University
- 2014           Fellow, American Psychological Association, Division 9 (Society for the Psychological Study of Social Issues)
- 2012           Fellow, American Psychological Association, Division 35 (Society for the Psychology of Women)
- 2006           Carolyn Payton Early Career Award, APA Division 35, Section 1 (for research making a significant contribution to the understanding of gender in the lives of Black women)
- 2000           American Psychological Foundation Travel Award
- 2000           Ford Foundation Dissertation Fellowship Honorable Mention
- 2000           Rackham Predoctoral Fellowship Honorable Mention
- 1995           Ford Foundation Predoctoral Fellowship
- 1995           Committee on Institutional Cooperation Predoctoral Fellowship
- 1995           Horace H. Rackham Merit Fellowship, University of Michigan
- 1995           National Science Foundation Honorable Mention
- 1991-1993     Elizabeth Cary Agassiz Merit Award for Academic Achievement, Harvard University
- 1991-1993     Harvard College Scholarship for Academic Achievement, Harvard University
- 1992           Ford Foundation Undergraduate Research Fellowship

**GRANTS****Grants awarded***Integrating epistemic and social inclusion training for graduate students*

Michigan State University, Creating Inclusive Excellence Program

Co-Principal Investigator (B. Teppen, K. Dotson, J. Brown Clarke, L. Mead, M. O'Rourke, & M. McDaniels, Co-PIs), 2015-2016, \$35,000

*Diversity Research Incubator*

Michigan State University, Department of Psychology, Collaborative Research Fund

Co-Principal Investigator (A. M. Ryan, Co-PI), 2015, \$3,800

*Ethical Standards and Practices of Environmental Science Teams: Does Team Diversity Matter?*

National Science Foundation, Cultivating Cultures for Ethical STEM (CCE STEM)

Co-Principal Investigator (K.C. Elliott, Lead PI; K. Spence Cheruvelil-PI, G. Montgomery-PI, P. A. Soranno-PI), 2014-2019, \$600,000

*Course Development Grant*

Michigan State University, Center for Advanced Study of International Development

2012, \$1,500

*Provost Undergraduate Research Initiative*

Michigan State University, College of Social Science

2009-2010, \$8,000, Award funded four undergraduates to participate in my research

*Risk and protective factors of psychological and academic outcomes of African American undergraduates in science, technology, engineering and mathematics*

Michigan State University, Creating Inclusive Excellence Program

Principal Investigator, 2008-2009, \$14,000

*Measurement of race and gender identity functions*

National Institute of Mental Health (NIMH) B/START Program

Principal Investigator, 2004-2007, \$50,000

**Grant Consultation***Interpersonal and Ethno-Gender Challenges: The Influences of Coping and University Supports on Achievement Among College Women of Color*

Michigan State University, Creating Inclusive Excellence Grant

Expert Consultant (D. Johnson, PI), 2013-2015

**Grants Under Review***Collaborative Research for EHR Core Literature Synthesis to Broaden African American Women and Girls' Participation in STEM: An Intersectional Approach*

National Science Foundation, EHR (Education and Human Resource) Core Research (ECR)

Role: Quantitative Methodologist (PIs T. Chapman and J. Thomas), 2016-2018. \$300,000

**PUBLICATIONS**

(Underline indicates current or previous MSU or UM student)

**Peer-Reviewed Articles**

- Buchanan, N. T., **Settles, I. H.**, Wu, I. H. C., & Hayashino, D. S. (in press). Sexual harassment, racial harassment and well-being among Asian American women: An intersectional approach. *Women & Therapy (Special Issue: Trauma and Well-Being among AAPI Women)*.
- Elliott, J. C., **Settles, I. H.**, Montgomery, G. M., Brassel, S., Cheruvellil, K. S., & Soranno, P. A. (2016). Honorary authorship practices in environmental science teams: Structural and cultural causes and solutions. *Accountability in Research, 24*, 80-98.
- Settles, I. H.**, O'Connor, R. C., & Yap, S. C. Y. (2016). Climate perceptions and identity interference among undergraduate women in STEM: The protective role of gender identity. *Psychology of Women Quarterly, 40*, 488-503.
- Warner, L. R., **Settles, I. H.**, & Shields, S. A. (2016). Intersectionality as an epistemological challenge to psychology. [Commentary on "Intersectionality in quantitative psychological research: I. Theoretical and epistemological issues," by N. M. Else-Quest & J. S. Hyde]. *Psychology of Women Quarterly, 40*, 171-176.
- Buchanan, N. T., **Settles, I. H.**, Hall, A. T., & O'Connor, R. C. (2014). Organizational strategies for reducing and confronting sexual harassment. *Journal of Social Issues (Special Issue on Confronting and Reducing Sexism), 70*, 687-702.
- Settles, I. H.**, Buchanan, N. T., Yap, S. C. Y., & Harrell, Z. A. T. (2014). Sex differences in outcomes and harasser characteristics associated with frightening sexual harassment appraisals. *Journal of Occupational Health Psychology, 19*, 133-142.
- Settles, I. H.** & O'Connor, R. C. (2014). Incivility at academic conferences: Gender differences and the mediating role of climate. *Sex Roles (Special Issue: Interpersonal Mistreatment of Women in the Workplace), 71*, 71-82.
- Settles, I. H.**, Cortina, L. M., Buchanan, N. T., & Miner, K. (2013). Derogation, discrimination, and (dis)satisfaction with jobs in science: A gendered analysis. *Psychology of Women Quarterly, 37*, 179-191.
- Settles, I. H.**, Buchanan, N. T., & Colar, B. K. (2012). The impact of race and rank on the sexual harassment of Black and White men in the military. *Psychology of Men and Masculinity, 13*, 256-263.
- Miner, K., **Settles, I. H.**, Pratt-Hyatt, J., & Brady, C. (2012). Experiencing incivility in organizations: The buffering effects of emotional and organizational support. *Journal of Applied Social Psychology, 42*(2), 340-372. doi:<http://dx.doi.org/10.1111/j.1559-1816.2011.00891.x>
- Settles, I. H.**, Harrell, Z. A. T., Buchanan, N. T., & Yap, S. C. Y. (2011). Frightened or bothered: Two types of sexual harassment appraisals. *Social Psychological and Personality Science, 2*, 600-608.
- Yap, S. C. Y., **Settles, I. H.**, & Pratt-Hyatt, J.S. (2011). Mediators of the relationship between racial identity and life satisfaction in a community sample of African American women and men. *Cultural Diversity and Ethnic Minority Psychology, 17*, 89-97.
- \* The first author received the 2012 Outstanding Multicultural Student Research Award from Michigan State University's Center for Multicultural Psychology Research for this manuscript.
- Settles, I. H.**, Navarrete, C. D., Pagano, S., Abdou, C., & Sidanius, J. (2010). Racial identity and depression among African American women. *Cultural Diversity and Ethnic Minority Psychology, 16*, 248-255.

Miner-Rubino, K., **Settles, I. H.**, & Stewart, A. J. (2009). More than numbers: Individual and contextual factors in how gender diversity affects women's well-being. *Psychology of Women Quarterly, 33*, 463-474.

**Settles, I. H.**, Jellison, W. A., & Pratt-Hyatt, J. S. (2009). Identification with multiple social groups: The moderating role of identity change over time among women scientists. *Journal of Research in Personality, 43*, 856-867.

Woods, K. C., Buchanan, N. T., & **Settles, I. H.** (2009). Sexual harassment across the color line: Experiences and outcomes of cross- vs. intra-racial sexual harassment among Black women. *Cultural Diversity and Ethnic Minority Psychology, 15*, 67-76.

\* The first author received the American Psychological Association's (Division 12) Dalmis A. Taylor Award for Outstanding Student Research and the 2009 Outstanding Multicultural Student Research Award from Michigan State University's Center for Multicultural Psychology Research for this manuscript.

Buchanan, N. T., **Settles, I. H.**, & Woods, K. C. (2008). Comparing sexual harassment subtypes among Black and White women by military rank: Double jeopardy, the Jezebel, and the cult of true womanhood. *Psychology of Women Quarterly, 32*, 347-361.

Roberts, L. M., **Settles, I. H.**, & Jellison, W. A. (2008). Predicting the strategic identity management of gender and race. *Identity: An International Journal of Theory and Research, 8*, 269-306.

**Settles, I. H.**, Pratt-Hyatt, J. S., & Buchanan, N. T. (2008). Through the lens of race: Black and White women's perceptions of womanhood. *Psychology of Women Quarterly, 32*, 454-468.

Buchanan, N. T., **Settles, I. H.**, & Langhout, R. D. (2007). Black Women's coping styles, psychological well-being, and work-related outcomes following sexual harassment. *Black Women, Gender, & Families, 1*, 100-120.

**Settles, I. H.**, Cortina, L. M., Stewart, A. J., & Malley, J. (2007). Voice matters: Buffering the impact of a negative climate for women in science. *Psychology of Women Quarterly, 31*, 270-281.

Rederstorff, J. C., Buchanan, N. T., & **Settles, I. H.** (2007). The moderating roles of race and gender-role attitudes in the relationship between sexual harassment and psychological well-being. *Psychology of Women Quarterly, 31*, 50-61.

**Settles, I. H.** (2006). Use of an intersectional framework to understand Black women's racial and gender identities. *Sex Roles, 54*, 589-601.

\* I received the Carolyn Payton Early Career Award from APA Division 35-Section 1 for this manuscript.

**Settles, I. H.**, Cortina, L. M., Malley, J., & Stewart, A. J. (2006). The climate for women in academic science: The good, the bad, and the changeable. *Psychology of Women Quarterly, 30*, 47-58.

**Settles, I. H.** (2004). When multiple identities interfere: The role of identity centrality. *Personality and Social Psychology Bulletin, 30*, 487-500.

**Settles, I. H.**, Sellers, R. M., & Damas Jr., A. (2002). One role or two? The function of psychological separation in role conflict. *Journal of Applied Psychology, 87*, 574-582.

Stewart, A. J., **Settles, I. H.**, & Winter, N. J. G. (1998). Women and the social movements of the 1960s: Activists, engaged observers, and nonparticipants. *Political Psychology, 19*, 63-94.

**Book Chapters**

Warner, L. R., **Settles, I. H.**, & Shields, S. A. (in press). Intersectionality theory in the psychology of women. In C. B. Travis & J. W. White (Eds.) *Handbook of the Psychology of Women*. Washington, D.C.: American Psychological Association.

**Settles, I. H.** & Cole, E. R. (2016). An intersectional perspective on race and racial identity. In J. Sullivan & W. Cross (Eds.) *Meaning-Making, Internalized Racism, and African American Identity*. State University of New York Press.

**Settles, I. H.** & Buchanan, N. T. (2014). Intersectionality: Multiple categories of identity and difference (pp. 160-180). In V. Benet-Martinez and Y. Hong (Eds.), *The Oxford Handbook of Multicultural Identity*. New York: Oxford University Press, Inc.

\*This book was awarded the 2015 Ursula Gielen Global Psychology Book Award by APA Division 52 (International Psychology).

**Settles, I. H.**, **O'Connor, R. C.**, & **Yap, S. C. Y.** (2012). Buffering the impact of a negative climate for women: Individual, interpersonal, and organizational factors. In M. Paludi (Ed.), *Managing Diversity in Today's Workplace*. Westport, CT: Praeger Publishers.

Harrell, Z. A. T., **Settles, I. H.**, & Buchanan, N. T., **Nnawulezi, N. A.**, & **Yap, S. C. Y.** (2011). The Role of Multiple Social Groups and Identities in Women's Mental Health. In P. K. Lundberg-Love, K. L. Nadal and M. A. Paludi (Eds.), *Women and Mental Disorders*. Westport, CT: Praeger Publishers.

**Settles, I. H.**, Buchanan, N. T. & **Yap, S. C. Y.** (2010). Race/color discrimination. In M. A. Paludi, C. A. Paludi, & E. R. DeSouza (Eds.), *Praeger Handbook on Understanding and Preventing Workplace Discrimination, Volume 1* (pp. 133-156). Westport, CT: Praeger Publications.

Buchanan, N. T., **Settles, I. H.**, **Woods, K. C.**, & **Colar, B. K.** (2010). Sexual harassment of women employees. In M. A. Paludi & F. L. Denmark (Eds.), *Victims of Sexual Assault and Abuse: Resources and Responses for Individuals and Families, Volume 1: Incidence and psychological dimensions* (pp. 271-290). Westport, CT: Praeger Publishers.

Roberts, L. M., Cha, S., E., Hewlin, P. F., & **Settles, I. H.** (2009). Bringing the inside out: Enhancing authenticity and positive identity in organizations. In L. M. Roberts & J. Dutton (Eds.), *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation*. New York: Taylor Francis.

Marks, B., **Settles, I. H.**, Cooke, D.Y., Morgan, L., & Sellers, R. M. (2004). African-American racial identity: A review of contemporary models and measures. In R. Jones (Ed.), *Black Psychology* (4th ed., pp. 383-404). Hampton, VA: Cobb and Henry Press.

**Invited Non-Peer Reviewed Publications**

**Settles, I.H.** (2014). Women in STEM: Challenges and determinants of success and well-being. *Psychological Science Agenda*, 28.

**Encyclopedias**

**Settles, I. H.** & Buchanan, N. T. (2006). The psychology of tokenism. In Y. Jackson (Ed.). *The Encyclopedia of Multicultural Psychology* (pp. 455-456). Thousand Oaks, CA: Sage Publications.

Buchanan, N. T. & **Settles, I. H.** (2006). Minority status. In Y. Jackson (Ed.). *The Encyclopedia of Multicultural Psychology* (pp. 307). Thousand Oaks, CA: Sage Publications.

**Settles, I. H. & Pratt-Hyatt, J. S.** (2005). Personality and youth political involvement. In L. Sherrod, C. Flanagan, & R. Kassimir (Eds.), *Youth Activism: An International Encyclopedia* (vol. 2, pp. 466-470). Westport, CT: Greenwood Publishing.

### **Technical Reports**

**Settles, I. H. & O'Connor, R. C.** (2012). *Report on the History of Science Society Climate Survey*. Unpublished technical report contracted by the History of Science Society. Department of Psychology, Michigan State University.

**Settles, I. H. & O'Connor, R. C.** (2012). *Report on the Philosophy of Science Association Climate Survey*. Unpublished technical report contracted by the Philosophy of Science Association. Department of Psychology, Michigan State University.

### **UNIVERSITY AND PROFESSIONAL SERVICE**

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|----------------|--|
| 2015 – 2018    | Society for the Psychological Study of Social Issues (APA Division 9), Council Member (elected)  |
| 2015 – 2016    | Council Representative to the Executive Committee (elected), Society for the Psychological Study of Social Issues (APA Division 9)                 |
| 2012 – 2015    | Women's Resource Center Advisory Council, Michigan State University  |
| 2011 – Present | Executive Committee, Society for the Psychology of Women (Division 35), American Psychological Association   |
| 2014 – Present | Co-Chair, Special Committee on Academic Feminist Psychology, Society for the Psychology of Women (Division 35), American Psychological Association |
| 2015           | Task Force for the Recruitment of a Diverse Faculty, Michigan State University   |
| 2012 – 2015    | Associate Editor, Psychology of Women Quarterly  |
| 2013 – 2015    | College Hearing Board, College of Social Science, Michigan State University  |
| 2013 – 2015    | Honors College Inclusive Excellence Strategic Committee  |
| 2010 – 2015    | Advisory Committee, Building Interdisciplinary Research Careers in Women's Health (BIRCWH), Michigan State University                              |
| 2010 – 2015    | Mentor, Building Interdisciplinary Research Careers in Women's Health (BIRCWH), Michigan State University  |
| 2011 – 2014    | Faculty Advisory Committee, ADAPP-ADVANCE, Michigan State University   |
| 2011 – 2014    | Co-Chair, Task Force on Academic Feminist Psychology, Society for the Psychology of Women (Division 35), American Psychological Association        |
| 2010 – 2013    | Member, Women's Advisory Council to the Provost, Michigan State University (Co-Chair, 2012-2013)   |
| 2011 – 2012    | Consulting Editor, Psychology of Women Quarterly   |
| 2010 – 2012    | Editorial Board, Journal of Social Issues  |

**PROFESSIONAL DEVELOPMENT/TRAINING ATTENDED**

2011-2012 Leadership Institute for Women in Psychology; Competitive leadership training for mid-career and senior female psychologists through the American Psychological Association

**PROFESSIONAL PRESENTATIONS****Reviewed Presentations**

Brassel, S., **Settles, I.**, Montgomery, G., Elliott, K., Soranno, P., & Cheruvelil, K. (2017, June). The dark side of “inclusivity”: Power and interdisciplinary authorship practices. In Brassel, S. (Chair), *Invisibility in academia: Power, race, and gender*. Symposium to be conducted at the annual meeting of the Society for the Psychological Study of Social Issues, Albuquerque, NM.

Brassel, S., **Settles, I.**, & Buchanan, N. (2017, March). Lay perceptions of sexual harassment toward gender identity and sexual orientation minorities. In Brassel, S. (Chair), *Gender-based mistreatment: An intersectional and contextual analysis*. Symposium to be conducted at the annual meeting of the Association for Women in Psychology, Milwaukee, WI.

Brassel, S., **Settles, I.**, & Buchanan, N. (2017, January). *Lay perceptions of sexual harassment toward gender identity and sexual orientation minorities*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Buchanan, N. T., **Settles, I. H.**, Nguyen, D., & Russell, P. G. (2016, August). Mentoring challenges for women of color in the academy. In D. Mollen (Chair), *Women in the Academy: Diverse Faculty Members Share their Unique Paths of Success*. Symposium presentation at the annual conference of the American Psychological Association.

Buchanan, N. T. & **Settles, I. H.** (2016, August). Racial bias at work: Consequences for employees and organizations and strategies for change. In G. H. J. Twose & **I. H. Settles** (Chairs), *What does psychology have to do with it? Psychological contributions to federal employment policies*. Symposium presentation at the annual conference of the American Psychological Association.

Rosenthal, L., Overstreet, N., **Settles, I. H.**, & Shields, S. A. (2016, June). *How can psychologists use intersectionality to promote social justice?* Interactive discussion presented at the annual conference of the Society for the Psychological Study of Social Issues.

Elliott, J. C., **Settles, I. H.**, Brassel, S., Montgomery, G. M., Cheruvelil, K. S., & Soranno, P. A. (2016, May). The dark side of “inclusivity”: Problematizing authorship practices in interdisciplinary teams. Presentation at the Science of Team Science conference, Phoenix, AZ.

**Settles, I. H.**, Nguyen, D., Buchanan, N. T., & Russell, P. G. (2016, April). Mentoring challenges for faculty of color: An intersectional perspective. In I. Cho & K. N. Miner (Chairs), *Diversity and difference in the University: Findings from the trenches*. Symposium presentation at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

**Settles, I. H.**, Nguyen, D., Buchanan, N. T., & Russell, P. G. (2016, March). The role of gender in mentoring challenges faced by faculty of color. In N. T. Buchanan (Chair), *Faculty of color: Findings and discussion of mentoring needs and experiences of bias*. Symposium presentation at the annual conference of the Association for Women in Psychology, Pittsburgh, PA.

Wu, I. H. C., Buchanan, N. T., **Settles, I. H.**, & Russell, P. G. (2016, March). Faculty reports of bias: Intersections of race and gender. In N. T. Buchanan (Chair), *Faculty of color: Findings and discussion of mentoring needs and experiences of bias*. Symposium presentation at the annual conference of the Association for Women in Psychology, Pittsburgh, PA.



- Settles, I. H.** & Buchanan, N. T. (August, 2015) *Giving an exceptional job talk and academic interview: Planning from Day 1 of graduate school and beyond*. Society for the Psychology of Women/Association for Women in Psychology Suite presentation at the annual meeting of the American Psychological Association, Toronto, CA.
- Settles, I. H.,** Dodson, C. & **O'Connor, R. C.** (2014, August). *A diverse academic climate and gender identity: Implications for women in STEM*. Paper presented at the annual conference of the American Psychological Association in Washington, D.C.
- O'Connor, R. C.,** & **Settles, I. H.** (2014, June). Climate Mediators of Incivility and Academic Conference Outcomes by Sex. In Rabelo, V. (Chair), *Gendered Mistreatment at Work: Fresh Perspectives on a Persistent Problem*. Symposium presentation at the annual meeting of the Society for the Psychological Study of Social Issues, Portland, OR.
- Settles, I. H.,** Buchanan, N. T., **Yap, S. Y.,** & Harrell, Z. (2014, June). The Role of Frightening Appraisals in Sexual Harassment by Sex. In Rabelo, V. (Chair), *Gendered Mistreatment at Work: Fresh Perspectives on a Persistent Problem*. Symposium presentation at the annual meeting of the Society for the Psychological Study of Social Issues, Portland, OR.
- Settles, I. H.** (2014, June). *Early Career Scholars Roundtable: Navigating the tenure process*. Roundtable facilitator/presenter at the annual meeting of the Society for the Psychological Study of Social Issues, Portland, OR.
- Settles, I. H.** (2014, June). *I've got tenure. Now, what do I do?* Interactive discussion facilitator/presenter at the annual meeting of the Society for the Psychological Study of Social Issues, Portland, OR.
- Wu, I., Buchanan, N. T., Bluestein, B.M.,** & Settles, I. H. (2014, May). Differences in Perceptions of Sexual Harassment. Poster presented at the annual conference of the Association for Psychological Science in San Francisco, CA.
- Wu, I. H. C., Settles, I. H.,** Buchanan, N. T., **Nnawulezi, N. A., Rogers, A.** (2014, May). "Difference is in the eye of the beholder": A meta-Analysis of cultural distance and adjustment among international students. Poster presented at the Annual Association for Psychological Science Convention, San Francisco, CA.
- Wu, I. H. C., Kalibetseva, Z., Qin, D., Settles, I.H.,** Buchanan, N. T., & Leong, F. T. L. (2014, March). A longitudinal investigation of parenting style, counseling use, and mental health among Asian American adolescents. Poster presented at the annual Michigan Psychological Association (MPA) Convention in East Lansing, MI.
- \* This poster was awarded the Michigan Psychological Association Diversity Committee Award.
- O'Connor, R. C.,** Buchanan, N.T., **Settles, I.H.,** & Hall, A.T. (2014, March). Best Practices in System-Level Interventions: Reducing Military Sexual Harassment. In Rabelo, V. (Chair), *Sex-Based Victimization in Social Contexts: The Significance of Stigma and Military Policy*. Symposium presentation at the annual meeting of the Association for Women in Psychology, Columbus, OH.
- Settles, I. H.** & **O'Connor, R. C.** (2014, March). *Incivility at academic conferences: Gender differences and the mediating role of climate*. Paper presented at the annual meeting for the Association for Women in Psychology, Columbus, OH.
- O'Connor, R. C.,** & **Settles, I. H.** (2013, July). Chilly climate, discrimination, and well-being: Implications for minorities in STEM. In K. N. Miner and **I. H. Settles** (Chairs), *Minority Experiences of Interpersonal Mistreatment: Implications for Health and Well-Being*. Symposium to be presented at the annual convention of the American Psychological Association, Honolulu, HI.

- Nnawulezi, N., O'Connor, R. C., Dodson, C., & Settles, I. H. (2013, March). Privilege, oppression, or ethnicity: What is White identity? In Z. A. Harrell, (Chair), *Privileged Intersections: Exploring the Construction and Relevance of Multiple Identities*. Symposium conducted at the Association for Women in Psychology, Salt Lake City, UT.
- O'Connor, R.C., & Settles, I.H. (2013, January). *Race and gender role norms: Examining racial differences in the acceptability of restrictions on women's behavior*. Poster presented at the annual meeting of the Society of Personality and Social Psychology, New Orleans, LA.
- Settles, I. H.** (2012, August). *Career Development*. Panel presentation for the American Psychological Association (APA) Society of the Psychology of Women and the Association for Women in Psychology, Orlando, FL.
- Settles, I. H.** (2012, August). *CV Review Workshop*. Panel presentation sponsored by the American Psychological Association (APA) Society of the Psychology of Women and the Association for Women in Psychology, Orlando, FL.
- Settles, I. H., O'Connor, R. C., & Yap, S. C. Y.** (2012, June). Gender identity protects women in science from negative academic climates. In A. J. Stewart (Chair), *In learning from research about changing universities*. Symposium presented at the annual meeting of the Society for the Psychological Study of Societal Issues, Charlotte, NC.
- Dodson, C., Settles, I. H., & Jellison, W. A. (2012, May). Racial Differences in Conceptions of Masculinity. Poster presented at the 2012 meeting of Society for the Psychological Study of Ethnic Minority Issues, Ann Arbor, MI.
- Nnawulezi, N., Wu, I., Dodson, C., O'Connor, R., & Settles, I. (2012, May). *Examining the relationship between White racial identity, victim blaming, and belief in a just world*. In Wu, I. (Chair), *Minority Perceptions of Discrimination*. Symposium presented at the annual conference of Division 45 of the American Psychological Association, Ann Arbor, MI.
- O'Connor, R. C., & Settles, I. H. (2012, May). Racial differences in judgments of benevolent sexism. In Wu, I. (Chair), *Minority Perceptions of Discrimination*. Symposium presented at the annual conference of Division 45 of the American Psychological Association, Ann Arbor, MI.
- O'Connor, R. C., & Settles, I. H. (2012, January). *The role of relative status, benevolent sexism attitudes, and gender in judgments of sexist behavior*. Poster presented at the annual meeting of the Society of Personality and Social Psychology, San Diego, CA.
- O'Connor, R. C., Settles, I. H., & Yap, S. C. Y. (2012, March). The Protective Role of Gender Identification in the Relationship Between a Negative Educational Climate and Academic Performance for Women in STEM. In **Settles, I. H.** (Chair), *Diverse Women's Coping with Mistreatment and Oppression*. Symposium presented at the 2012 meeting of Association for Women in Psychology, Palm Springs, CA.
- Buchanan, N. T., **Settles, I. H.**, & Colar, B. K. (2011, May). *The sexual harassment of military men: The role of race and rank*. Poster presented at the 2011 Work, Stress, & Health Conference, Orlando, FL.
- Settles, I. H.**, Buchanan, N. T., Yap, S. C. Y., & Harrell, Z. A. T. (2011, May). *Fearful or bothered: A comparison of two types of sexual harassment appraisals*. Poster presented at the 2011 Work, Stress, & Health Conference, Orlando, FL.
- Settles, I. H., Yap, S. C. Y., & O'Connor, R.** (2011, March). The relation of liberal and radical feminist attitudes to student activism. In Zucker, A. N. (Chair), *Complicating Feminisms*. Symposium presented at the 2011 meeting of the Association for Women in Psychology, Philadelphia, PA.

- Settles, I. H., & Yap, S. C. Y.** (2011, January). *How Gender Identity Moderates the Impact of a Negative Climate for Women in STEM*. Poster presented at the 2011 meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Yap, S. C. Y., & **Settles, I. H.** (2011, January). *Exploring the Relationship between Asian Identity, American Identity and Life Satisfaction*. Poster presented at the 2011 meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Settles, I. H., Yap, S. C. Y.** Buchanan, N. T., & Harrell, Z.A. (2010, June). Race and sex differences in appraisals as mediators in the relation between sexual harassment and psychological distress. In **Settles, I.H.** (Chair), *The role of race and other contextual factors in perceptions of harassment and bullying in the workplace*. Symposium presented at the 2010 meeting of Society for the Psychological Study of Ethnic Minority Issues, Ann Arbor, MI.
- Buchanan, N. T., **Settles, I. H., & Colar, B.** (2010, June). Race and rank influences the sexual harassment experiences of Black and White men in the military. In **Settles, I.H.** (Chair), *The role of race and other contextual factors in perceptions of harassment and bullying in the workplace*. Symposium presented at the 2010 meeting of Society for the Psychological Study of Ethnic Minority Issues, Ann Arbor, MI.
- Settles, I. H., Jellison, W. A. & Pratt-Hyatt, J. S.** (2010, January). Does group identification help or harm? The moderating role of identity change in identity-threat outcomes for women in science. In V. Purdie-Vaughns and R. P. Eibach (Chairs), *Beyond Particularism in the Study of Intersectional Identities: Building and Testing General Theories of Identity Intersectionality*. Symposium presented at the 2010 meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Settles, I. H., Yap, S. C. Y. & Pratt-Hyatt, J. S.** (2009, November). The protective role of racial and gender identities for perceived workplace obstacles. In M. E. Bergman and K. Miner-Rubino (Chairs), *Workplace Mistreatment and Identity: An Exploration across Different Types of Diversity*. Symposium presented at the 2009 meeting of the Work, Stress, Health Conference, San Juan, Puerto Rico.
- Settles, I. H. & Navarette, C. D.** (2009, August). The relationship between racial identity and depression for Black women. In **I. H. Settles** (Chair), *Identity: What is it good for, and for whom?* Symposium presented at the 2009 meeting of the American Psychological Association, Toronto, Canada.
- Settles, I. H., Jellison, W. A. & Pratt-Hyatt, J. S.** (2009, April). Identity change and identity-threat outcomes for women in science. In K. Miner-Rubino & L. Cortina (Chairs), *Threatened and Threatening: Unique Issues Facing Women at Work*. Symposium presented at the 2009 meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Settles, I. H.** (2008, May). Gender discrimination and sexual harassment outcomes and processes for women in science. In **I. H. Settles** (Chair), *Experiences in higher education across race and gender: Harassment, discrimination, substance abuse, and coping*. Symposium presented at the National Conference for Race and Ethnicity in American Higher Education, Orlando, FL.
- Settles, I. H., Jellison, W. A. & Pratt-Hyatt, J. S.** (2008, May). *Increasing identification over time buffers identity interference outcomes for women in science*. Poster presented at the meeting of the Association for Psychological Science, Chicago, IL.
- Pratt-Hyatt, J. S. & Settles, I. H. (2008, March). *Advocates and Allies: Predictors of race-related activism among White women*. Paper presented at the meeting of the Association for Women in Psychology, San Diego, CA.

- Settles, I. H.**, Buchanan, N. T., & Woods, K. (2008, March). The confluence of power, racial stereotypes, and sexual harassment for Black and White military women. In N. T. Buchanan & **I. H. Settles** (Chairs), *Norms, perceptions & vulnerabilities: Racial influences on women's sexual oppression*. Symposium presented at the Association for Women in Psychology Conference, San Diego, CA.
- Pratt-Hyatt, J. S. & **Settles, I. H.** (2007, January). Voting among young Americans: Political efficacy and candidate support predict voting behavior and election perceptions. Poster presented at the 2007 Conference of the Society for Personality and Social Psychology, Memphis, TN.
- Settles, I. H.**, Cortina, L. M., Stewart, A. J. & Malley, J. (2007, April). The role of voice in buffering the impact of a negative climate for academic women scientists. In K. Miner-Rubino, & L. M. Cortina, L. M. (Chairs), *Organizations behaving badly: Factors affecting women's well-being at work*. Symposium presented at the 2007 meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Ribas, M. & **Settles, I. H.** (2006, April). *Perceptions of race and gender identity functions: What are the positive and negative aspects of being an African American male?* Poster presented at the 2006 meeting of the Western Psychological Association, Palm Springs, CA.
- Pratt-Hyatt, J. S., **Settles, I. H.**, & Torres, J. M. C. (2006, March). *African-American and White women's perceptions of race and gender*. Poster presented at the 2006 meeting of the Association for Women in Psychology, Ann Arbor/Ypsilanti, MI.
- Settles, I. H.** & Jellison, W. A. (2006, January). *The role of identity quality in the relationship between identity commitment and psychological well-being*. Poster presented at the 2006 meeting of the Society for Personality and Social Psychology in Palm Springs, CA.
- Settles, I. H.** (2005, February). *A qualitative analysis of the intersection of race and gender in Black women*. Paper presented at the 2005 meeting of the Association for Women in Psychology, Tampa, FL.
- Settles, I. H.** & Jellison, W. A. (2005, January). *The strategic presentation of gender among women in science*. Poster presented at the 2005 meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Settles, I. H.**, Miner-Rubino, K. N., & Jellison, W. A. (2004, July). *The psychological and academic effects of direct and vicarious discrimination*. Paper presented at the 2004 meeting of the American Psychological Association, Honolulu, HI.
- Torres, J., **Settles, I. H.**, & Jellison, W. A. (2003, May). *Gender discrimination, women centrality, and psychological outcomes for women in science*. Poster presented at the 75th Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
- Settles, I. H.**, Jellison, W. A., & Poulsen, J. (2003, February). *Understanding attributes of social identities as a function of race and gender*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Los Angeles, CA.
- Settles, I. H.** (2002, June). *How negotiating multiple identities relates to identity performance & psychological well-being*. Poster presented at the annual meeting of the American Psychological Society, New Orleans, LA.
- Settles, I. H.** & Sellers, R. M. (2000, August). *Role conflict in student-athletes*. Poster presented at the annual meeting of the American Psychological Association, Washington, DC.
- Settles, I. H.** (1999, April). *Midlife regrets in Black and White women*. Paper presented at the biennial meeting of the Society for Research in Child Development, Albuquerque, NM.

**Settles, I. H.,** Stewart, A. J., & Winter, N. J. G. (1997, October). *The social movements of the sixties: College political orientation and midlife political participation*. Paper presented at the Annual Ford Foundation Conference of Fellows, Washington, D.C.

**Settles, I. H.,** Stewart, A. J., & Winter, N. J. G. (1997, July). *Orientation to the social movements of the sixties: College-educated women make the political personal*. Paper presented at the Twentieth Annual International Society of Political Psychology, Krakow, Poland.

### **Invited Presentations**

**Settles, I. H.** (2015, December). *Racism, racial identity, and well-being for Black women and men: What an intersectional race x gender analysis can reveal*. Invited talk to the Departments of Psychology and African and Afroamerican Studies, University of Michigan, Ann Arbor, MI.

Buchanan, N. T., **Settles, I. H.,** & Granberry Russell, P. (2015, November). *Microaggressions and Bias: Lessons from MSU faculty*. Presentation for the Academic Women's Forum, Michigan State University, East Lansing, MI.

**Settles, I. H.,** Buchanan, N. T., & Granberry Russell, P. (2015, October). *Microaggressions and Bias in the Workplace: Lessons from MSU Faculty*. Presentation for the Women's Resource Center Wise Women Rise Conference, Michigan State University, East Lansing, MI.

Buchanan, N. T., **Settles, I. H.,** & Granberry Russell, P. (2015, August). *Faculty Inclusion and Excellence Project: Overview of faculty reports of bias*. Presentation for the Lyman Briggs College Faculty and Staff Fall 2015 Retreat, Michigan State University, East Lansing, MI.

**Settles, I. H.** (2015, May). *Mentoring and Success in Academia*. Panel presentation for the "Initiative to Recruit a Diverse Workforce" (IRDW) Library Scholars, Michigan State University, East Lansing, MI.

Buchanan, N. T., **Settles, I. H.,** & Granberry Russell, P. (2015, May). *Faculty Inclusion and Excellence Project: Highlights of Findings on Bias and Discrimination*. Presentation for the Planning Meeting of the Strategic University-wide Initiative to "Disrupt" Implicit Bias, Michigan State University, East Lansing, MI.

**Settles, I. H.** (2015, April). *Self-perceptions and sexual harassment: What an intersectional race x gender analysis can reveal*. Invited talk to the Department of Psychology, Pennsylvania State University, State College, PA.

**Settles, I. H.,** Nguyen, D. & Granberry Russell, P. (2015, March). *Effective Mentors and Mentoring: Insights from the Faculty Inclusion Study of Underrepresented Faculty*. Presentation for the MSU Office Faculty and Organizational Development, Michigan State University, East Lansing, MI.

**Settles, I. H.,** Nguyen, D. & Granberry Russell, P. (2015, March). *Effective Mentoring*. Presentation for Lyman Briggs College, Michigan State University, East Lansing, MI.

**Settles, I. H.,** Nguyen, D. & Granberry Russell, P. (2015, January). *Faculty Inclusion and Excellence Project: Faculty Community Involvement*. Presentation for the Office of Outreach and Engagement, Michigan State University, East Lansing, MI.

**Settles, I. H.,** Buchanan, N. T., Nguyen, D. & Granberry Russell, P. (2015, January). *Faculty Inclusion and Excellence Project: Faculty Career Needs, Mentoring and Experiences of Bias*. Presentation for the Task for the Recruitment of a Diverse Faculty, Michigan State University, East Lansing, MI.

**Settles, I. H.,** Buchanan, N. T., Nguyen, D. & Granberry Russell, P. (2014, December). *Faculty Inclusion and Excellence Project: Faculty Career and Mentoring Needs*. Presentation for the Faculty Excellence Advocates, Michigan State University, East Lansing, MI.

- Buchanan, N. T., **Settles, I. H.**, & Granberry Russell, P. (2014, December). *Faculty Inclusion and Excellence Project: Highlights of Findings on Bias*. Presentation for the Faculty Excellence Advocates, Michigan State University, East Lansing, MI.
- Settles, I. H.**, Nguyen, D. & Granberry Russell, P. (2014, December). *Faculty Inclusion and Excellence Project: Faculty Mentoring*. Presentation to the ADAPP-ADVANCE LEAD (Leadership and Administrator Seminar Series), Michigan State University, East Lansing, MI.
- Settles, I. H.** (2014, March). *Life as a Faculty Member*. Faculty panel presentation to the Alliance for Graduate Education & the Professoriate, Michigan State University, East Lansing, MI.
- Settles, I. H.** (2011, October). *Survive and Thrive in the MSU Tenure System*. Panel presentation for the Faculty and Organizational Development (F&OD), Office of the Provost, Michigan State University, East Lansing, MI.
- Settles, I. H.** (2011, September). *I am Woman: The protective role of gender identity for women in science*. Invited talk to the Center for gender in Global Context, Michigan State University, East Lansing, MI.
- Settles, I. H.** (2011, March). *Interrupting Bias in Academic Advising*. Panel presentation for the Office for Inclusion and Intercultural Initiatives, Michigan State University, East Lansing, MI.
- Settles, I. H.** (2010, April). *Identity: What is it and what is it good for?* Invited talk for the 'Psychology Multicultural Student Conference', Department of Psychology, Michigan State University, East Lansing, MI.
- Settles, I. H.** (2009, May). *What is identity good for? Race, gender, and identity in Black women's psychological well-being*. Invited talk to the Department of Psychology, Texas A&M University, College Station, TX.
- Settles, I. H.** (2009, February). *What is identity good for? Race, gender, and identity in Black women's psychological well-being*. Invited talk to the Ethnic Studies Department, University of Colorado, Boulder, CO.
- Settles, I. H.** (2008, April). *Women working in a man's world: The role of token status effects for female and male scientists*. Talk at the Spring 2008 Organizational Psychology Brown Bag Series, Michigan State University, East Lansing, MI.
- Settles, I. H.** (2008, March). *Women working in a man's world: Sexual harassment, workplace climate, and work outcomes for women in male-dominated fields*. Invited talk for the 'Changing Perspectives on Sexual Violence and Harassment' series at the Institute for Research on Women and Gender at University of Michigan, Ann Arbor, MI.
- Settles, I. H.** (2008, February). *The intersection of race and gender: Implications for Black women's self-perceptions and experiences of harassment*. Invited talk to the Department of Psychology, University of South Carolina, Columbia, SC.
- Settles, I. H.** (2007, November). *When gender is devalued: Identity and voice for women in science*. Invited talk to the Department of Psychology, University of Illinois at Chicago, Chicago, IL.
- Settles, I. H.** (2007, March). *Identity, sex-based mistreatment, and climate for women in science*. Invited talk to the Personality in Social Context program in the Department of Psychology, University of Michigan, Ann Arbor, MI.
- Settles, I. H.** (2007, January). *When gender is devalued: Workplace climate and identity for women in science*. Invited talk to the Program in Organizational Studies at University of Michigan, Ann Arbor, MI.

**Settles, I. H.** (2003, February). *Negotiating race and gender: Experiences and strategies of Black women*. Invited talk at Washington University in St. Louis, St. Louis, MO.

**Settles, I. H.** (2002, October). *Racial differences in the experiences of women in science*. Paper presented in the Fall 2002 Industrial/Organizational Brown Bag Series, Michigan State University, East Lansing, MI.

### **Non-refereed Presentations**

**Settles, I. H.** (2016, November). Workplace mistreatment of faculty of color: Characteristics, consequences, and coping. Brown Bag talk given to the Personality and Social Contexts program, University of Michigan, Department of Psychology, Ann Arbor, MI.

Elliott, J. C., **Settles, I. H.**, Brassel, S., Montgomery, G. M., Cheruvelil, K. S., & Soranno, P. A. (2016, September). Honorary authorship practices: Structural and cultural causes and solutions. Poster presentation at the National Science Foundation, CCE-STEM Grantees Workshop, Arlington, VA.

**Settles, I.H.** (2015, May). *Scholarly marginalization*. Lightning talk at the 2015 Diversity Incubator Workshop, East Lansing, MI.

**Settles, I.H.** (2015, May). *Broaden your lens*. Transition talk at the 2015 Diversity Incubator Workshop, East Lansing, MI.

**Settles, I. H. & Shields, S.** (2012, January). *Opportunities for career development*. Talk at the 2012 Institute for Academic Psychologists, San Antonio, TX.

**Settles, I. H.** (2007, March). *The role of identity and context in academic and workplace experiences for women in science*. Talk at the Spring 2007 Social/Personality Brown Bag Series, Michigan State University, East Lansing, MI.

**Settles, I. H.** (2002, November). *Racial identity research in psychology*. Panel presentation to Arts & Letters 830, Michigan State University, East Lansing, MI.

**Settles, I. H.** (2002, October). *Life as a new faculty member*. Panel presentation for McNair/SROP program, Michigan State University, East Lansing, MI.

**Settles, I. H.** (2002, March). *Options for psychology undergraduates after graduation*. Panel presentation for Psychology 290, Michigan State University, East Lansing, MI.

**Settles, I. H.** (2002, March). *My role as a new faculty member*. Presentation for the Stewart Research Lab, University of Michigan, Ann Arbor, MI.

**Settles, I. H.** (2001, November). *Negotiating multiple identities: Identity interference, identity centrality, and well-being in women in science*. Paper presented in the Fall 2001 Social/Personality Brown Bag Series, Michigan State University, East Lansing, MI.

**Settles, I. H.** (1999, November). *Negotiating multiple identities*. Paper presented in the Fall 1999 Personality Brown Bag Series, University of Michigan, Ann Arbor, MI.

**Settles, I. H.** (1998, November). *Personality and the self*. Guest lecture given to the Introduction to Personality course at the University of Michigan, Ann Arbor, MI.

**Settles, I. H. & Sellers, R. M.** (1998, October). *Towards an understanding of role conflict in student-athletes*. Paper presented in the Fall 1998 Personality Brown Bag Series, University of Michigan, Ann Arbor, MI.

**Settles, I. H. & Sellers, R. M.** (1998, May). *The personal meaning of being African American in relation to models of racial identity*. Paper presented at the Fourth Annual Black Graduate Conference in Psychology, Ann Arbor, MI.

**Settles, I. H.,** Stewart, A. J., & Winter, N. J. G. (1997, April). *The effect of three types of student political participation in women's later lives: The validation of three types*. Paper presented in the Winter 1997 Personality Brown Bag Series, University of Michigan, Ann Arbor, MI.

### **MEDIA COVERAGE OF RESEARCH**

"Military Men More Distressed by Sexual Harassment than Military Women, Research Finds" (Settles, Buchanan, Yap, & Harrell, 2014)

- American Psychological Association Press Room (Press Release, 3/27/14)
- NBC Bay Area (3/28/14), NBC Southern California (3/28/14), NBC Connecticut (3/28/14)
- Aljazeera America (3/28/14)
- Press release was reported on in websites internationally.

"Study Finds Gender Differences Related to Sexual Harassment" (Settles, Harrell, Buchanan, & Yap, 2011)

- MSU News (Press Release, 3/29/11)
- Psychology Today Magazine (August, 2011)
- Newstalk 1010 Radio (Toronto, ON; 4/17/11)
- Press release was reported on in over 200 websites internationally.

"Racial Identity and Happiness" (Yap, Settles, & Pratt-Hyatt, 2011).

- MSU News (Press Release, 3/4/11)
- NPR Michigan Radio (3/4/11) and NPR National News Broadcast (3/8/11)
- WTOP News, Washington DC (3/5/11), The Atlanta Post (3/8/11), CNN Headline News Broadcast (3/11/11), The Courier-Journal (Louisville, KY; 3/17/11), Our Weekly (Los Angeles, CA; 4/7/11)
- Press release was reported on in over 200 websites internationally.

### **WORKSHOPS/TRAININGS ORGANIZED AND CONDUCTED**

- |          |   |
|----------|---|
| Mar 2017 | <i>The Pedagogy of Privilege and Oppression: Classroom Techniques and Strategies to Build Student's Critical Consciousness</i> , Milwaukee, WI<br>Pre-Conference Workshop at the Association for Women in Psychology<br>Co-organizers: NiCole Buchanan, Nkiru Nnawulezi     |
| Mar 2016 | <i>2016 Institute for Academic Feminist Psychologists</i> , Pittsburgh, PA<br>Two-day conference conducted for APA Division 35, Society for the Psychology of Women<br>Co-organizers: Nicola Curtin, Asia Eaton, Nicola Newton, Kate Richmond, Stephanie Shields            |
| May 2015 | <i>Diversity Incubator Workshop</i> , East Lansing, MI<br>One-day workshop on multicultural research at Michigan State University<br>Co-organizer: Ann Marie Ryan   |
| Mar 2015 | <i>The Pedagogy of Privilege and Oppression: Classroom Techniques and Strategies to Build Student's Critical Consciousness</i> , San Francisco, CA<br>Pre-Conference Workshop at the Association for Women in Psychology<br>Co-organizers: NiCole Buchanan, Nkiru Nnawulezi |
| Mar 2013 | <i>The Pedagogy of Privilege and Oppression: Classroom Techniques and Strategies to Build Student's Critical Consciousness</i> , Salt Lake City, UT<br>Pre-Conference Workshop at the Association for Women in Psychology<br>Co-organizers: Zaje Harrell, Nkiru Nnawulezi   |



Jan 2012 *Institute for Academic Feminist Psychologists, San Antonio, TX*  
 Two-day conference conducted for APA Division 35, Society for the Psychology of Women  
 Co-organizers: Stephanie Shields, Kate Richmond

## **UNDERGRADUATE TEACHING**

### **Psychology of the Black Experience, University of Michigan**

Small undergraduate course covering psychological perspectives on Black Americans, including prejudice and discrimination, racial identity, stereotype threat, and resilience.

- Taught: Winter, 2017

### **Introduction to Personality, Michigan State University**

Large undergraduate course (150-250 students) covering basic theories of personality

- Taught: Fall, 2001; Fall, 2002; Spring, 2005; Fall, 2007; Fall, 2008; Spring, 2010; Spring, 2015

### **Personality Theories, Michigan State University**

Small upper-level undergraduate course (25-30 students) covering important topics within personality psychology; writing intensive; discussion format; includes basic data analysis

- Taught: Spring, 2003; Spring, 2004; Fall, 2004; Fall, 2005; Spring, 2008; Spring, 2011

### **Psychology of Women, Michigan State University**

Undergraduate course on issues related to the psychology of women, including gender representations, work, relationships, mental health, physical health, and violence

- Taught: Summer, 2009; Fall, 2010; Spring, 2012; Fall, 2013; Fall, 2014

## **GRADUATE TEACHING**

### **Psychology of the Black Experience, University of Michigan**

Graduate course covering psychological perspectives on Black Americans, including prejudice and discrimination, racial identity, stereotype threat, intersectionality, and resilience.

- Taught: Winter, 2017

### **Personality Psychology, Michigan State University**

Graduate course covering theories and empirical research on personality, including motivational, cognitive, trait, cultural, and feminist theories.

- Taught: Fall, 2011

### **Social Identities, Michigan State University**

Graduate course covering theories related to social group memberships, including their basis and function; research on “key” social identities (i.e., race, gender, social class)

- Taught: Spring, 2002; Spring, 2009

### **Social Identity Theory and Intergroup Relations, Michigan State University**

Graduate course apply a social identity approach to the study of stereotyping, prejudice, and discrimination especially on the basis of gender, race, and sexual orientation.

- Taught: Fall, 2012

### **Psychology of Gender, Michigan State University**

Graduate course covering theories on gender differences and similarities; feminist approaches to research; research on gender social roles, women’s sexuality and relationships, workplace issues, violence, and health.

- Taught: Fall, 2010

**SERVICE & MENTORING ACTIVITIES, MICHIGAN STATE UNIVERSITY**

**MSU Mentor** for Cody High School mentoring program, Office of the Provost  
2012

**Faculty Mentor** for the Multiple Identity Intersections Research laboratory  
2007-Present

**Research Mentor** for the McNair/Summer Research Opportunities Program  
Michigan State University, East Lansing, MI  
2002 (2 students), 2004, 2005, 2007, 2008, 2009

**Reviewer** for the McNair/Summer Research Opportunities Program Poster Session  
Michigan State University, East Lansing, MI  
2005, 2008

**Reviewer/Interviewer** for the African Atlantic Research Team Ford Mock Interview Session  
Michigan State University, East Lansing, MI  
Spring, 2007

**PROFESSIONAL ACTIVITIES****Professional Affiliations**

American Psychological Association

Division 8: Society for Personality and Social Psychology

Division 9: Society for Psychological Study of Social Issues

Division 35: Psychology of Women

Division 35, Section 1: Psychology of Black Women

Division 45: Society for Psychological Study of Ethnic Minority Issues

Association for Psychological Science

Association for Women in Psychology

**Departmental Service, Michigan State University**

- Faculty Search Committee, Assistant Professor of Ecological/Community Psychology (2015-2016)
- Fixed Term Faculty Review Committee, Psychology Department (2015-2018)
- Co-Chair, Messé Memorial Lecture, Psychology Department (2014-2016)
- Faculty Search Committee, Assistant Professor of Multicultural Psychology (2014-2015)
- Joseph L. White Outstanding Student Multicultural Research Award Committee (Chair: 2012-2013, Member: 2013-2014)
- Fixed-term Faculty Review Committee, Psychology Department (2011-2012)
- Interest Group Chair, Social-Personality Psychology Interest Group (August 2010-2014)
- Brown Bag Coordinator, Social-Personality Psychology Interest Group (Fall, 2014; Fall, 2010; Spring, 2007; Spring, 2003)
- Faculty Search Committee, Visiting Assistant Professor in Social-Personality Psychology (2009-2010)
- Comprehensive Exam Committee, Social-Personality Psychology Interest Group (2009)
- Admissions Coordinator, Social-Personality Psychology Interest Group (2007-2008)
- Admissions Coordinator, Social-Personality Psychology Interest Group (2004-2005)
- Open House Committee, Psychology Department (2004-2005)
- Finances Committee, Psychology Department (2004)
- Faculty Search Committee, Assistant Professor in Social-Personality Psychology (2002-2003)
- Admissions Committee, Social-Personality Psychology Interest Group (2002-2003)

- Multicultural Initiative Proposal Committee, Psychology Department (2002-2003)
- Admissions Committee, Social-Personality Psychology Interest Group (2001-2002)

## **REVIEWING**

### **Ad Hoc Journal Reviewing**

American Journal of Community Psychology  
Cultural Diversity and Ethnic Minority  
Psychology  
Equity & Excellence in Education  
Human Relations  
Identity  
Journal of Applied Social Psychology  
Journal of Child and Family Studies  
Journal of the National Medical Association  
Journal of Occupational Health Psychology

Journal of Research in Personality  
Journal of Social Issues  
Journal of Women and Minorities in Science  
and Engineering  
Personality and Social Psychology Bulletin  
Psychology of Men and Masculinity  
Psychology of Women  
Sex Roles  
Social Psychology

### **Other Reviewing**

American Psychological Association Division 9 (SPSSI) Convention Program  
Association for Women in Psychology Awards  
Association for Women in Psychology Conference Program  
National Science Foundation  
Tangri Research Award