

# Randy T. Lee

## Vita

G75 Uris Hall  
Department of Psychology  
Cornell University  
Ithaca, NY 14853

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### EDUCATION

- Ph.D. Cornell University** Expected 2024  
Social and Personality Psychology Ithaca, NY  
Minor: Cognitive Science  
Committee: Vivian Zayas (chair), Cindy Hazan, and Tom Gilovich
- M.A. Cornell University** 2021  
Social and Personality Psychology Ithaca, NY
- B.A. University of California, Berkeley** 2016  
Psychology w/high distinction and departmental honors Berkeley, CA  
Advisors: Ozlem Ayduk, Rodolfo Mendoza-Denton, and Joseph J. Campos

### PROFESSIONAL EXPERIENCE

- Lab Manager**, UC Berkeley Relationships and Social Cognition Lab 2016 – 2018  
Principal Investigators: Rodolfo Mendoza-Denton and Ozlem Ayduk Berkeley, CA

### HONORS AND AWARDS

- 2022 Cornell University Cognitive Science Program Travel Award
- 2021 Cornell University Department of Psychology Departmental Service Award
- 2021 SPSP Diversity Graduate Student Registration Award
- 2021 SPSP Graduate Student Registration Award
- 2020 Cornell University Department of Psychology Graduate Student Mentorship Award
- 2020 NSF GRFP Honorable Mention
- 2019 SPSP Diversity Graduate Student Travel Award
- 2019 SPSP Graduate Student Travel Award
- 2019 Cornell University Graduate School Travel Award
- 2018 Cornell University Sage Fellowship
- 2016 Warner Brown Memorial Prize for Outstanding Promise in Psychological Research
- 2016 Phi Beta Kappa, University of California, Berkeley
- 2015 Psi Chi, University of California, Berkeley
- 2014 Honors Transfer Council of California Exemplary Achievement Award
- 2014 Kaitlyn McCanne Memorial Scholarship
- 2014 Dr. Ginny Burley Honors Program Scholarship

### GRANTS AWARDED

Cornell Center for Social Sciences. *The effect of causal mechanistic explanations on perceptions of research findings.* (Role: Co-PI; Amount: \$28,421.00). Funding Dates: 11/08/2021 – 06/30/2024.

Cornell Cognitive Science Program Graduate Research Initiative. *Do causal explanations paradoxically undermine the perception of research findings?* (Amount: \$996.32). Award date: 12/09/2021.

Cornell Department of Psychology Graduate Research Grant. *Does benefiting from preferential treatment lead to the exclusion of rejected others?* (Amount: \$497.19). Award Date: 10/20/2020.

## PUBLICATIONS

(note: asterisk [\*] denotes undergraduate mentee)

1. Rosenfeld, D. L., Balcetis, E., Bastian, B., Berkman, E. T., Bosson, J. K., Brannon, T. N., Burrow, A. L., Cameron, C. D., Chen, S., Cook, J. E., Crandall, C., Davidai, S., Dhont, K., Eastwick, P. W., Gaither, S. E., Gangestad, S. W., Gilovich, T., Gray, K., . . . **Lee, R.T.**, . . . Tomiyama, A. J. (2022). Psychological Science in the Wake of COVID-19: Social, Methodological, and Metascientific Considerations. *Perspectives on Psychological Science*, *17*(2), 311–333. doi: 10.1177/1745691621999374
2. Zayas, V., **Lee, R.T.**, & Shoda, Y. (2021). Modeling the mind: Assessment of *if...then...* profiles as a window to shared psychological processes and individual differences. In D. Wood, S.J. Read, P.D. Harms, & A. Slaughter (Eds.) *Measuring and Modeling Persons and Situations* (pp. 145-191). Elsevier.
3. Darling-Hammond, S., **Lee, R.T.**, & Mendoza-Denton, R. (2021). Interracial contact at work: Does workplace diversity reduce bias?. *Group Processes & Intergroup Relations*, *24*(7), 1114–1131. doi:10.1177/1368430220932636
4. Milton, S.,\* Manfredi, N.,\* Cress, D.,\* **Lee, R.T.**, & Zayas, V. (2021). More than an icon: Public figures mitigate emotional distress [Special section of top 20% extended abstracts from the 8th Annual Society for Affective Science Conference]. *Affective Science*. doi: 10.1007/s42761-021-00069-3
5. Perez, A.D., **Lee, R.T.**, & Mendoza-Denton, R. (2020). Belonging in schools. In F.C. Worrell, T.L. Hughes, & D.D. Dixson (Eds.) *Cambridge Handbook of Applied School Psychology* (pp. 157-169). Cambridge University Press. doi:10.1017/9781108235532.010
6. Zayas, V., Sridharan, V., **Lee, R.T.**, & Shoda, Y. (2019). Addressing two blind spots of commonly used experimental designs: The Highly-Repeated Within-Person approach. *Social and Personality Psychology Compass*, *13*(9), e12487. doi:10.1111/spc3.12487
7. **Lee, R.T.**, Perez, A.D., Boykin, C.M., & Mendoza-Denton, R. (2019). On the prevalence of racial discrimination in the United States. *PLoS ONE*, *14*(1), e0210698. doi:10.1371/journal.pone.0210698
8. Campos, J.J., Camras, L.A., **Lee, R.T.**, He, M., & Campos, R.G. (2018). A relational recasting of the principles of emotional competence. *European Journal of Developmental Psychology* (*15*)6, 711-727. doi: 10.1080/17405629.2018.1502921

## PUBLICATIONS UNDER REVIEW OR IN-PREPERATION

(note: asterisk [\*] denotes undergraduate mentee)

1. Baum, S.M., Critcher, C.R., **Lee, R.T.**, Zayas, V. (under revision). Caught in the middle of social exclusion: A misguided and counterproductive reluctance to speak up.
2. **Lee, R.T.**, Zayas, V., Surenkok, G., Baum, S.M., & Critcher, C.R. (in prep.). Benefiting from preferential treatment leads you to perpetuate exclusion.
3. **Lee, R.T.**, Ni, M., Cai, S.,\* & Zayas, V (in prep.). When do the included side with the perpetrator of one-person exclusion versus the rejected?

4. Surenkok, G., **Lee, R.T.**, & Zayas, V (in prep.). Stand by me: The presence of others helps against the negative effects of exclusion.
5. Jeffrey, C.M.,\* **Lee, R.T.**, & Zayas, V. (in prep.) Emojis used in text based communication among partners shape perceptions of relationship quality.
6. **Lee, R.T.**, & Shoda, Y. (in prep.) Building a cumulative body of knowledge of understanding.

## CONFERENCE PRESENTATIONS

(note: asterisk [\*] denotes undergraduate mentee)

1. **Lee, R.T** & Gilovich, T. (2022, May). Do people agree on who is a good conversationalist? If so, what makes them good?. Talk accepted for the 2022 Six College (Columbia, Cornell, CUNY, NYU, Princeton, Yale) Conference.
2. **Lee, R.T.**, Ni, M., Cai, S,\* & Zayas, V. (2022, February). When and why do included people side with perpetrators versus victims of social exclusion?. Poster presented at the 2022 Society for Personality and Social Psychology Conference, San Francisco. CA.
3. Ni, M., **Lee, R.T.**, & Zayas, V. (2022, February). Mental representations of attachment networks. Poster presented at the 2022 Society for Personality and Social Psychology Conference, San Francisco. CA.
4. **Lee, R.T.**, Shoda, Y., & Zayas, V. (2021, June). How do causal mechanistic explanations affect perceptions of research findings?. Talk presented at the 2021 Society for Improving Psychological Science Conference.
5. **Lee, R.T.**, Surenkok, G., Baum, S.M., Critcher, C.R., & Zayas, V. (2021, May). Preferential treatment leads to the further exclusion of rejected individuals. Talk presented at the 2021 Six College (Columbia, Cornell, CUNY, NYU, Princeton, Yale) Conference.
6. Manfredi, N.,\* Milton, S.,\* Cress, D.,\* **Lee, R.T.**, & Zayas, V. (2021, May). More than an icon: Public figures mitigate emotional distress elicited by negative news headlines. Poster presented at the 2021 Association for Psychological Science Conference.
7. Milton, S.,\* Manfredi, N.,\* Cress, D.,\* **Lee, R.T.**, & Zayas, V. (2021, April). More than an icon: Public figures mitigate emotional distress. Flash talk presented during “Regulation” session at the 2021 Society for Affective Science Conference.
8. **Lee, R.T.**, Surenkok, G., Baum, S.M., Critcher, C.R., & Zayas, V. (2021, February). Preferential treatment leads to exclusion of rejected others by included individuals. Single Paper talk presented at a symposium on intergroup conflict at the 2021 Society for Personality and Social Psychology Conference.
9. **Lee, R.T.**, Ni, M., Cai, S,\* & Zayas, V. (2021, February). Benefiting from subtle exclusion leads to the overt exclusion of others across two cultures. Poster presented at the 2021 Society for Personality and Social Psychology “Origins of the Social Mind” Preconference.
10. Cress, D.,\* Manfredi, N.,\* Milton, S.,\* **Lee, R.T.**, & Zayas, V. (2021, February). More than an icon: Public figures mitigate emotional distress. Poster presented at the 2021 Society for Personality and Social Psychology Conference.

11. Jeffrey, C.,\* **Lee, R.T.**, & Zayas, V. (2020, May). The social regulatory functions of emojis in adult attachment relationships. Poster presented at the 2020 Society for Affective Science Conference.
12. **Lee, R.T.**, Surenkok, G., & Zayas, V. (2020, February). Despite our better angels: The consequences of being included at the expense of another. Flash talk presented for the Cornell Department of Psychology's Graduate Recruitment Weekend, Ithaca, NY.
13. **Lee, R.T.**, Surenkok, G., & Zayas, V. (2020, February). Left out at your best friend's benefit: Wairness in response to your friend's inclusion at your expense. Poster presented at the 2020 Society for Personality and Social Psychology Conference, New Orleans, LA.
14. Zayas, V., **Lee, R.T.**, & Surenkok, G. (2020, February). Despite our better angels: Included persons express intent to be inclusive but perpetuate exclusion. Talk presented at a symposium on social exclusion at the 2020 Society for Personality and Social Psychology Conference, New Orleans, LA.
15. Dittgen, S.,\* Rounds, J., Ni, M., **Lee, R.T.**, & Zayas, V. (2020, February). Implicit ambivalence towards significant others. Poster presented at the 2020 Society for Personality and Social Psychology Conference, New Orleans, LA.
16. **Lee, R.T.**, Surenkok, G., & Zayas, V. (2019, May). Caught in the middle: Psychological and behavioral consequences of being included at the expense of another. Talk presented at the 6<sup>th</sup> Annual Social Psychologists Around Western New York Conference, Syracuse, NY.
17. Pitt, R.,\* **Lee, R.T.**, & Zayas, V. (2019, May). Undoing the misperception of included individuals as excluders. Poster presented at Cornell Undergraduate Psychology Conference, Ithaca, NY.
18. Zhang, S.,\* Strycharz, S., **Lee, R.T.**, & Zayas, V. (2019, May). Where has the time gone? The impact of time tracking on busyness and well-being. Talk presented at Cornell Undergraduate Psychology Conference, Ithaca, NY.
19. Zayas, V., **Lee, R.T.**, & Shoda, Y. (2019, March). Towards reverse engineering personality: From situation assessment to personality to behavioral prediction. Talk presented at the Measuring and Modeling Persons and Situations Expert Meeting, Alexandria, VA.
20. **Lee, R.T.**, Surenkok, G, & Zayas, V. (2019, February). Caught in the middle: Psychological consequences of being included when another is rejected. Poster presented at the 2019 Society for Personality and Social Psychology Conference, Portland, OR.
21. Pitt, R.,\* **Lee, R.T.**, & Zayas, V. (2019, February). Undoing the misperception of included individuals as excluders. Poster presented at the 2019 Society for Personality and Social Psychology Conference, Portland, OR.
22. Zhang, S.,\* Strycharz, S., **Lee, R.T.**, & Zayas, V. (2019, February). Where has the time gone? The impact of time tracking on busyness and well-being. Poster presented at the 2019 Society for Personality and Social Psychology Conference, Portland, OR.
23. Perez, A.D., **Lee, R.T.**, Leitner, J.B., & Mendoza-Denton, R. (2018, May). Examining Project Implicit and its usefulness in predicting health outcomes. Talk presented at a symposium on Implicit Bias and Health at the 2018 Association for Psychological Science Conference, San Francisco, CA.

24. **Lee, R.T.**, Kross, E., & Ayduk, O. (2018, March). Implications of self-distancing for discrimination experiences. Poster presented at the 2018 Society for Personality and Social Psychology Conference, Atlanta, GA.
25. **Lee, R.T.**, Leitner, J.B., & Ayduk, O. (2016, May). Social competence and bullying: Self and emotion regulation as protective factors. Poster presented at the 2016 UCLA Psychology Undergraduate Research Conference. Westwood, CA.
26. **Lee, R.T.** (2015, August). Forgetting the individual: Why bullying interventions fail. Talk at the Yale Center for Emotional Intelligence, New Haven, CT.
27. **Lee, R.T.** (2014, April). Trade-based money laundering: An international threat to security. Poster presented at the 2014 Honors Transfer Council of California Research Conference, Irvine, CA.

## RESEARCH EXPERIENCE

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| <b>Honors Thesis Student/Research Assistant</b><br>UC Berkeley Relationships and Social Cognition Lab<br>Principal Investigators: Ozlem Ayduk and Rodolfo Mendoza-Denton | August 2014 – May 2016<br><i>Berkeley, CA</i>   |
| <b>Lab Assistant/Coordinator</b><br>UC Berkeley Infant Studies Center<br>Principal Investigator: Joseph J. Campos  | August 2015 – May 2016<br><i>Berkeley, CA</i>   |
| <b>Summer Research Intern</b><br>Yale Center for Emotional Intelligence<br>Principal Investigators: Marc Brackett and Susan Rivers                                       | June 2015 – August 2015<br><i>New Haven, CT</i> |
| <b>Undergraduate Research Assistant</b><br>UC Berkeley Social Interaction Lab<br>Principal Investigator: Dacher Keltner  | December 2014 – May 2015<br><i>Berkeley, CA</i> |

## TEACHING EXPERIENCE

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|---|---|
| <b>Introduction to Moral Psychology</b><br>Graduate Teaching Assistant, Cornell University<br>Professor: Shaun Nichols  | Scheduled Fall 2022<br><i>Ithaca, NY</i>                              |
| <b>Leading and Managing Organizations</b> (Executive MBA)<br>Graduate Teaching Assistant, Cornell University<br>Professor: Elizabeth Mannix   | Scheduled Summer 2022<br><i>Ithaca, NY</i>                            |
| <b>Managerial Decision Making</b> (Graduate/Professional Level)<br>Graduate Teaching Assistant, Cornell Tech<br>Professor: Jay Russo  | Spring 2022<br><i>New York City, NY</i>                               |
| <b>Better Decisions for Life, Love, and Money</b><br>Graduate Teaching Assistant, Cornell University<br>Professors: Bob Frank, Tom Gilovich, Ted O'Donoghue, Jay Russo, Bill Schulze, and Suzanne Shu | Spring 2022<br><i>Ithaca, NY</i>                                      |
| <b>Introduction to Personality</b><br>Graduate Teaching Assistant, Cornell University<br>Professor: Vivian Zayas  | Fall 2018, '19, Summer '20, '21, Winter '21, '22<br><i>Ithaca, NY</i> |

**Prejudice and Stereotyping**

Graduate Teaching Assistant, Cornell University  
Professor: Amy Krosch

Fall 2021  
*Ithaca, NY*

**Introduction to Psychology**

Graduate Teaching Assistant, Cornell University  
Professor: Bryan West

Summer 2021  
*Ithaca, NY*

**Introduction to Social Psychology: Writing in the Major**

Instructor and Course Designer, Cornell University

Spring 2021  
*Ithaca, NY*

**Introduction to Social Psychology**

Graduate Teaching Assistant, Cornell University  
Professor: Tom Gilovich

Spring 2020  
*Ithaca, NY*

**Seminar in Emotion and Emotional Development**

Undergraduate Teaching Assistant, UC Berkeley  
Professor: Joseph J. Campos

Spring 2016  
*Berkeley, CA*

**Personal and Community Development for Psychology**

Instructor and Course Designer, UC Berkeley  
Course Faculty Sponsor: Serena Chen

Spring 2016  
*Berkeley, CA*

**GUEST LECTURES AND PRESENTATIONS**

**Personality**

Course: Introduction to Psychology, Cornell University  
Professor: Bryan West

Summer 2021  
*Ithaca, NY*

**Emotional Intelligence: Theory, findings, and issues**

Course: Seminar in Emotion and Emotional Development, UC Berkeley  
Professor: Joseph J. Campos

Spring 2018  
*Berkeley, CA*

**Project Implicit: Linking bias, county level poverty, and police shootings**

Course: Stigma and Prejudice, UC Berkeley  
Professor: Rodolfo Mendoza-Denton

Spring 2018  
*Berkeley, CA*

**Open source data: Using the General Social Survey and Project Implicit**

Course: Stigma and Prejudice, UC Berkeley  
Professor: Rodolfo Mendoza-Denton

Fall 2017  
*Berkeley, CA*

**ACADEMIC AND COMMUNITY SERVICE**

**Carl Becker House, Cornell West Campus House System**

(Incoming) Graduate Resident Fellow

August 2022 – present  
*Ithaca, NY*

**Cornell Department of Psychology Colloquium Committee**

Graduate Student Representative

August 2021 – present  
*Ithaca, NY*

**Cornell Undergraduate Psychology Conference**

Organizer for 2020 (cancelled), 2021, and 2022; assistant for 2019 conferences

May 2019 – present  
*Ithaca, NY*

April 2022, Lee pg. 7

**Six College Conference**

Organizer for annual graduate student organized social psychology conference  
*Hosted by Cornell in 2022 - Columbia, Cornell, CUNY, NYU, Princeton, Yale (six colleges) rotate hosting duties yearly*

April 2019 – present

*Ithaca, NY*

**Cornell Psychology Graduate Student Diversity Committee**

Mentorship Program Planning Committee Chair (2021-2022 year)

November 2018 – present

*Ithaca, NY*

**Graduate Student School Outreach Program**

Graduate Student Fellow

November 2018 – May 2019

*Ithaca, NY*

**Graduate Students Mentoring Undergraduates**

Graduate student mentor & panelist for multiple events

July 2019 – May 2021

*Ithaca, NY*

**University of California Athletics**

Marketing and Fan Experience Intern

July 2017 – May 2018

*Berkeley, CA*

**NSF AGEP National Research Conference**

Research Conference Coordinator

August 2017 – March 2018

*Berkeley, CA*

*Alliances for Graduate Education and the Professoriate (AGEP) is an NSF-funded network of universities working to increasing the number of underrepresented minorities obtaining graduate degrees in STEM*

**UC Berkeley Psychological Committee**

Founder and Elected Chair

September 2014 – May 2016

*Berkeley, CA*

**Mt. San Antonio College Psychology Day**

Panelist, Transferring to a 4-year University

May 2015 and May 2016

*Walnut, CA*

**Berkeley Undergraduate Journal**

Senior Editor

August 2014 – December 2015

*Berkeley, CA*

**PROFESSIONAL MEMBERSHIPS**

Society of Personality and Social Psychology (SPSP)

Society of Judgment and Decision Making (SJDM)

Society for the Psychological Study of Social Issues (SPSSI)

International Society for Research on Emotion (ISRE)

Association for Research in Personality (ARP)