

Randy T. Lee

Vita

W.J. Brogden Psychology Building
University of Wisconsin–Madison
Madison, WI 53706

Email: randy.lee@wisc.edu
Website: randyl.ee

ACADEMIC APPOINTMENTS

Postdoctoral Researcher, University of Wisconsin–Madison 2025 – Present
Department of Psychology | Mentor: Paula Niedenthal *Madison, WI*

EDUCATION

Ph.D. Cornell University 2025
Social and Personality Psychology *Ithaca, NY*
Graduate Minor: Cognitive Science
Committee: Vivian Zayas (chair), Cindy Hazan, and Tom Gilovich

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

FELLOWSHIPS, HONORS, AND AWARDS

2026 University of Wisconsin Postdoc Excellence Award in Mentoring
2025 NIMH T32 Postdoctoral Fellowship, University of Wisconsin–Madison
2024 Cornell University Provost Diversity Fellowship
2024 Robert S. Hatfield Award for the Study of Ethics in Business and Organizations
2024 International Association for Relationship Research Travel Award
2024 Society for Affective Science Diversity Trainee Award
2023 Cornell University Graduate School Dean’s Scholar
2023 Cornell University Department of Psychology Graduate Student Teaching Award
2021 Cornell University Department of Psychology Departmental Service Award
2021 Society for Personality and Social Psychology Diversity Graduate Student Registration Award
2021 Society for Personality and Social Psychology Graduate Student Registration Award
2020 Cornell University Department of Psychology Graduate Student Mentorship Award
2020 National Science Foundation Graduate Research Fellowship Program Honorable Mention
2019 Society for Personality and Social Psychology Diversity Graduate Student Travel Award
2019 Society for Personality and Social Psychology Graduate Student 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

GRANTS AWARDED

Cornell Center for Social Sciences. *Do we actually know what causes someone to be canceled?* (Role: Co-PI; Amount: \$6,505). Funding Dates: 4/26/2025 – 06/30/2027.

Cornell Center for Social Sciences. *Relational and well-being outcomes of (non)reciprocity in attachment networks.* (Role: Co-PI; Amount: \$5,912). Funding Dates: 4/25/2023 – 06/30/2026.

Cornell Center for Social Sciences. *The effect of causal mechanistic explanations on perceptions of research findings.* (Role: Co-PI; Amount: \$28,421). Funding Dates: 11/08/2021 – 06/30/2026.

PUBLICATIONS

(Note: An asterisk [*] denotes an undergraduate mentee.)

Google Scholar Page: <https://scholar.google.com/citations?user=DSIY-zMAAAAJ>

1. **Lee, R.T.**, Brodie, K., Richardson, J., & Gilovich, T. (in press). Glad to help out: Grateful people are more likely to engage in costly prosocial action. *Emotion*.
2. Williams, W.M., **Lee, R.T.**, Clark, C.J., & Ceci-Williams, W. (2025). Critical thinking in the age of political polarization: Navigating cognitive biases, social identity, and affiliation. In R.J. Sternberg & W. Niu (Eds.) *Critical Thinking Across Disciplines, Vol. 2* (pp. 41-66). Palgrave Macmillan. doi:10.1007/978-3-031-82640-5_2
3. Ni, M., **Lee, R.T.**, & Zayas, V. (2025). The bittersweetness of self-representations: Cross-cultural insights that the self triggers both positive and negative implicit evaluations. *Journal of Cross-Cultural Psychology*, 56(8), 969-996. doi:10.1177/00220221251355914
4. **Lee, R.T.**, Surenkok, G., & Zayas, V. (2024). Mitigating the affective and cognitive consequences of social exclusion: An integrative data analysis of seven social disconnection interventions. *BMC Public Health*, 24(1), 1250. doi:10.1186/s12889-024-18365-5
5. **Lee, R.T.**, Ni, M., Fang, W.M., Ravreby, I., Shoda, Y., & Zayas, V. (2024). An integrative framework for capturing emotion and emotion regulation in daily life. *Affective Science*, 5(3), 179-183. doi:10.1007/s42761-024-00262-0
6. 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
7. 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. doi:10.1016/B978-0-12-819200-9.00006-5
8. 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
9. 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% ranked extended abstracts from the 8th Annual Society for Affective Science Conference]. *Affective Science*, 3(1), 245. doi:10.1007/s42761-021-00068-4
10. 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
11. **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

12. 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
13. 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, IN-REVISION, AND IN PREP

1. **Lee, R.T.** & Gilovich, T. (under review). Far from complacent: Further evidence that gratitude is associated with taking costly prosocial action. [Preprint Available]
2. Kasper, J.[†], **Lee, R.T.**[†], Binnendyk, J., Pennycook, G., & Sezer, O. (under review). Support for “cancellation” is overestimated. [Preprint Available] [†]Authors contributed equally to this work.
3. Young, J.J., Kawamoto, L., Baum, S.M., **Lee, R.T.**, Zayas, V., & Critcher, C.R. (under review). Caught in the middle of social exclusion: A misguided and counterproductive reluctance to speak up. [Preprint Available]
4. **Lee, R.T.**, Surenkok, G., Baum, S.M., Critcher, C.R., & Zayas, V. (in prep). The ripple effect of social exclusion: How misperception and social pressure perpetuate rejection. [Draft Available]
5. **Lee, R.T.**, Wohltjen, S., Vaddadi, S.V.*, Wisener, C.*, Miller, K., & Niedenthal, P. (in prep). Affective predictability and social connection. [Draft Available]
6. Ferguson, M.J., Zayas, V., Bland-Abramson, S., Korkmaz, A., **Lee, R.T.**, Lim, D., Ma, M., Ni, M., Sheu, K., Shen, X., Cone, J., & Hassin, R. (in prep). Implicit measures are unique and valuable tools to study the human mind. [Draft available]
7. Itani, A., **Lee, R.T.**, & Zayas, V. (in prep). Gist in the social world: How people extract meaning and make social decisions.

CHAired SYMPOSIA

1. **Lee, R.T.** & Pennycook, G. (2027, February). Speak up or stay silent? Empirically investigating cancel culture. Symposium proposed for the 2027 Society for Personality and Social Psychology Conference, Philadelphia, PA.
2. **Lee, R.T.** & Gilovich, T. (2026, February). How gratitude and awe foster adherence to prosocial commitments. Symposium chaired at the 2026 Society for Personality and Social Psychology Conference, Chicago, IL.
3. **Lee, R.T.** & Sezer, O. (2025, February). The double-edged sword of humor. Symposium chaired at the 2025 Society for Personality and Social Psychology Conference, Denver, CO.
4. **Lee, R.T.** & Zayas, V. (2024, February). Novel approaches to the study of interpersonal moral decision making. Symposium chaired at the 2024 Society for Personality and Social Psychology Conference, San Diego, CA.

CONFERENCE TALKS

1. **Lee, R.T.**, Brodie, K., Richardson, J., Gilovich, T. (2026, February). Gratitude is associated with taking costly prosocial action. Paper presented as part of the “Gratitude and awe and prosocial commitments” Symposium at the 2026 Society for Personality and Social Psychology Conference, Chicago, IL.
2. **Lee, R.T.**, Lisonbee, M., & Sezer, O. (2025, July). The social costs of name-dropping. Paper presented as part of the “Strategic self-presentation” Symposium at the 2025 Academy of Management Conference, Copenhagen, Denmark.
3. **Lee, R.T.** & Sezer, O. (2025, April). Inside jokes, outside feelings: Exclusive humor shapes shared reality. Paper presented as part of the “Harnessing humor in teams” Symposium at the 2025 Society for Industrial and Organizational Psychology Conference, Denver, CO.
4. **Lee, R.T.** & Sezer, O. (2025, February). Inside jokes, outside feelings: Exclusive humor shapes shared reality. Paper presented as part of the “The double-edged sword of humor” Symposium at the 2025 Society for Personality and Social Psychology Conference, Denver, CO.
5. **Lee, R.T.**, Surenkok, G., & Zayas, V. (2024, July). Friendship is a sheltering tree: Mitigating the affective consequences of social exclusion. Single paper talk presented at the 2024 International Association for Relationship Research Biennial Conference, Boston, MA.
6. **Lee, R.T.**, Surenkok, G., & Zayas, V. (2024, March). Friendship is a sheltering tree: Mitigating the affective consequences of social exclusion. Flash talk presented at the “Affect regulation in interpersonal context” session at the 2024 Society for Affective Science Conference, New Orleans, LA.
7. **Lee, R.T.**, Ni, M., Surenkok, G., Baum, S.M., Critcher, C.R., & Zayas, V. (2024, February). Navigating the moral dilemma of social preferential treatment. Paper presented at the “Novel approaches to the study of interpersonal moral decision making” Symposium at the 2024 Society for Personality and Social Psychology Conference, San Diego, CA.
8. **Lee, R.T.**, Hoffman, M.*, & Gilovich, T. (2023, February). Establishing shared reality through conversation. Talk presented at “Shared Reality” Preconference at the 2023 Society for Personality and Social Psychology Conference, Atlanta, GA.
9. **Lee, R.T.** & Gilovich, T. (2022, May). Do people agree on who is a good conversationalist? If so, what makes them good?. Talk presented at the 2022 Six College (Columbia, Cornell, CUNY, NYU, Princeton, Yale) Virtual Conference.
10. **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.
11. **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.
12. **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 as part of the “Us and Them” Symposium at the 2021 Society for Personality and Social Psychology Conference.

13. **Lee, R.T.**, Surenkok, G., & Zayas, V. (2020, February). Despite our better angels: The consequences of being included at the expense of another. Talk presented for the Cornell Department of Psychology's Graduate Interview and Recruitment Weekend, Ithaca, NY.
14. **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 6th Annual Social Psychologists Around Western New York Conference, Syracuse, NY.
15. 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 the "Implicit Bias and Health Outcomes" Symposium at the 2018 Association for Psychological Science Conference, San Francisco, CA.

CONFERENCE POSTERS

(Note: An asterisk [*] denotes an undergraduate mentee.)

1. **Lee, R.T.**, Brodie, K., Richardson, J., Gilovich, T. (2025, March). Gratitude is associated with taking costly prosocial action. Poster accepted at the 2025 Society for Affective Science Conference "Positive Emotion" Preconference Workshop, Portland, OR. (Recognized for exceptional quality; one of five posters awarded special badge).
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.**, 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.
5. **Lee, R.T.**, Surenkok, G., & Zayas, V. (2020, February). Left out at your best friend's benefit: Wariness 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.
6. **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.
7. **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.

CONFERENCE PRESENTATIONS BY MENTEES

(Note: An asterisk [*] denotes an undergraduate mentee.)

1. Kim., J.H.*, Rivera, V.*, Piker, I.*, Surenkok, G., **Lee, R.T.**, & Zayas, V. (2026, February). When hanging out is leaving out. Poster presented at the 2026 Society for Social and Personality Psychology Conference, Chicago, IL.

2. Graffeo, D.* , **Lee, R.T.**, & Zayas, V. (2026, February). Celebrities as both good and bad: Do famous individuals facilitate bivalent implicit evaluations?. Poster presented at the 2026 Society for Social and Personality Psychology Conference, Chicago, IL.
3. Sandoe, A. M., Rivera, V. * , Fang, W. M., **Lee, R.T.**, & Zayas, V. (2026, February). *Agree to disagree? Perceived political ideology of close ties predicts greater disagreement yet positive feelings post-conversation*. Poster presented at the 2026 Society for Social and Personality Psychology “Political Psychology” Preconference, Chicago, IL.
4. Rivera, V.* , Ni, M., **Lee, R.T.**, Korkmaz, A., Ferguson, M.J., & Zayas, V. (2025, May). The Winner’s Decline: How implicit bivalence elicited by presidential candidates changed during the 2024 election. Poster presented at the 2025 Association for Psychological Science Conference, Washington, D.C.
5. Graffeo, D.* , **Lee, R.T.**, & Zayas, V. (2025, May). Celebrities as *both* good and bad: Do famous individuals facilitate bivalent implicit evaluations?. Poster presented at the 2025 Association for Psychological Science Conference, Washington, D.C.
6. O’Connor, F.D.* , **Lee, R.T.**, & Gilovich, T. (2025, February). Mom, you’re embarrassing me: Exploring the Vicarious Spotlight Effect. Poster presented at the 2025 Society for Personality and Social Psychology Conference, Denver, CO.
7. O’Connor, F.D.* , **Lee, R.T.**, & Gilovich, T. (2024, May). Mom, you’re embarrassing me: Exploring the Vicarious Spotlight Effect. Talk presented at the 2024 Cornell Undergraduate Psychology Conference, Ithaca, NY.
8. Rivera, V.* , **Lee, R.T.**, & Zayas, V. (2024, May). The friend of my enemy is my friend? The Involuntary Excluder Effect among close friend pairs. Talk presented at the 2024 Cornell Undergraduate Psychology Conference, Ithaca, NY.
9. Rivera, V.* , Piker, I.* , Surenkok, G., **Lee, R.T.**, & Zayas, V. (2024, February). I thought we were BFFs? The Involuntary Excluder Effect among friends. Poster presented at the “Social Cognition” and “Close Relationships” preconferences at the 2024 Society for Personality and Social Psychology Conference, San Diego, CA.
10. Norton, A.* , **Lee, R.T.**, & Gilovich, T. (2023, August). Facial adornments that influence the categorization of people as transgender. Talk presented at the 2023 McNairs Scholar Symposium, Ithaca, NY.
11. Hoffman, M.* , **Lee, R.T.**, & Gilovich, T. (2023, February). “Where do you want to talk?”: Investigating the impact of context on informal conversations. Poster presented at the 2023 Society for Personality and Social Psychology Conference, Atlanta, GA.
12. Cala, G.* , **Lee, R.T.**, & Gilovich, T. (2022, May). Liking, enjoyment, comfort, and meaning in virtual conversations. Talk presented at the 2022 Cornell Undergraduate Psychology Conference, Ithaca, NY.
13. Piker, I.* , **Lee, R.T.**, & Zayas, V. (2022, May). I thought we were BFFs? The Involuntary Excluder Effect among best friends. Poster presented at the 2022 Cornell Undergraduate Psychology Conference, Ithaca, NY.

14. 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.
15. 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.
16. 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.
17. 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.
18. 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.
19. Pitt, R.* , **Lee, R.T.**, & Zayas, V. (2019, May). Undoing the misperception of included individuals as excluders. Poster presented at the 2019 Cornell Undergraduate Psychology Conference, Ithaca, NY.
20. 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 the 2019 Cornell Undergraduate Psychology Conference, Ithaca, NY.
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.

TEACHING EXPERIENCE

Research Methods

Lab Instructor, University of Wisconsin–Madison
Professor: Julia Greenberg

Spring 2026
Madison, WI

Introduction to Personality

Graduate Teaching Assistant, Cornell University
Professor: Vivian Zayas

Fall 2018, '19, Summer '20, '21, Winter '21, '22, '23, '24, '25
Ithaca, NY

Ethics in Business and Organizations

Graduate Teaching Assistant, SC Johnson College of Business, Cornell University
Professor: John Doris

Spring 2025
Ithaca, NY

NEH Summer Institute in Moral Psychology

Course Assistant, Cornell University
Institute Directors: John Doris, Shaun Nichols, and Laura Niemi

Summer 2024
Ithaca, NY

Visiting Faculty Instructors: Rachana Kamtekar, Daniel Kelly, Tania Lombrozo, Edouard Machery, Manuel Vargas, Monique Wonderly, David Pizarro, Derk Pereboom, David Shoemaker, Jennifer Morton, Jesse Graham, Valerie Tiberius, Joshua Greene, and Chandra Sripada

Human Bonding

Head Teaching Assistant, Cornell University
Professor: Cindy Hazan

Spring 2023
Ithaca, NY

Psychology of Emotion (eCornell Certificate)

Certificate and Course Co-designer, Cornell University
Professor: David Pizarro

Fall 2022 – Spring 2023
Ithaca, NY

Introduction to Moral Psychology

Graduate Teaching Assistant, Cornell University
Professor: Shaun Nichols

Fall 2022
Ithaca, NY

Leading and Managing Organizations (Executive MBA)

Graduate Teaching Assistant, Cornell University
Professor: Elizabeth Mannix

Summer 2022
Ithaca, NY

Managerial Decision Making (Graduate/Professional)

Graduate Teaching Assistant, Cornell Tech
Professor: Jay Russo

Spring 2022
New York City, NY

Better Decisions for Life, Love, and Money

Graduate Teaching Assistant, Cornell University
Professors: Bob Frank, Tom Gilovich, Ted O'Donoghue, Jay Russo, Bill Schulze, and Suzanne Shu

Spring 2022
Ithaca, NY

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
Supervisor: Tom Gilovich

Spring 2021
Ithaca, NY

Introduction to Social Psychology

Graduate Teaching Assistant, Cornell University
Professor: Tom Gilovich

Spring 2020
Ithaca, NY

Proseminar on Emotion and Attachment

Teaching Assistant, UC Berkeley
Professors: Joseph J. Campos, Mary Main, and Erik Hesse

Fall 2017
Berkeley, CA

Seminar on 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
Faculty Sponsor: Serena Chen

Spring 2016
Berkeley, CA

GUEST LECTURES

Attachment: From Infancy to Adulthood Course: Introduction to Personality, Cornell University Professor: Vivian Zayas	Fall 2023 <i>Ithaca, NY</i>
Social Exclusion (cornell.app.box.com/file/1195896788145) Course: Human Bonding, Cornell University Professor: Cindy Hazan	Spring 2023 <i>Ithaca, NY</i>
Personality Course: Introduction to Psychology, Cornell University Professor: Bryan West	Summer 2021 <i>Ithaca, NY</i>
Emotional Intelligence: Theory, findings, and issues Course: Seminar in Emotion and Emotional Development, UC Berkeley Professor: Joseph J. Campos	Spring 2018 <i>Berkeley, CA</i>
Project Implicit: Linking bias, county level poverty, and police shootings Course: Stigma and Prejudice, UC Berkeley Professor: Rodolfo Mendoza-Denton	Spring 2018 <i>Berkeley, CA</i>
Open-source data: Using the General Social Survey and Project Implicit Course: Stigma and Prejudice, UC Berkeley Professor: Rodolfo Mendoza-Denton	Fall 2017 <i>Berkeley, CA</i>

ACADEMIC AND COMMUNITY SERVICE

UW-Madison Psychology Inclusive Excellence Committee Postdoctoral Member	August 2025 – Present <i>Madison, WI</i>
Carl Becker House, Cornell West Campus Residential College Graduate Resident Fellow	August 2022 – May 2025 <i>Ithaca, NY</i>
4-H Career Explorations Organizer and Program Facilitator	Summer 2024 and Summer 2025 <i>Ithaca, NY</i>
Ad Hoc Committee for Cornell Psychology Honors Program Graduate Student Member	June 2023 – September 2023 <i>Ithaca, NY</i>
Cornell Undergraduate Psychology Conference Lead Organizer for 2020, '21, '22, '23 conferences; Assisted 2019 conference	May 2019 – June 2023 <i>Ithaca, NY</i>
Cornell Psychology Graduate Student Diversity Committee Mentorship Program Planning Committee Chair (2021-2022 year); Member (2018-2022)	November 2018 – May 2022 <i>Ithaca, NY</i>
Cornell Department of Psychology Colloquium Committee Graduate Student Representative	August 2021 – May 2022 <i>Ithaca, NY</i>
Six College Conference Organizer for annual regional graduate student organized social psychology conference <i>Hosted by Cornell in 2022 - Columbia, Cornell, CUNY, NYU, Princeton, Yale (the six colleges) rotate hosting duties yearly</i>	April 2019 – May 2022 <i>Ithaca, NY</i>
GRASSHOPR (Graduate Student School Outreach Program) Graduate Student Fellow	November 2018 – May 2019 <i>Ithaca, NY</i>

University of California Athletics
Marketing and Fan Experience Intern

July 2017 – May 2018
Berkeley, CA

NSF AGEPE National Research Conference
Research Conference Coordinator

August 2017 – March 2018
Berkeley, CA

The Alliances for Graduate Education and the Professoriate (AGEPE) is an NSF-funded network of universities working to increase the number of historically underrepresented individuals who obtain graduate degrees in STEM.

MENTORSHIP

(Note: This section only includes students I have helped supervise for an honors thesis, an undergraduate independent research project, or in the coordination of research projects.)

Honors Thesis and Independent Research Project Mentees

1. Shelly Zhang (2018-19). Psychology honors thesis. “*Where has the time gone? The impact of time tracking on busyness and well-being.*” Current position: PhD student in Social Psychology @University of Virginia. Co-supervised with Vivian Zayas and Steve Strycharz.
2. Raishawn Pitt (2018-19) Psychology honors thesis. “*Undoing the misperception of included individuals as excluders.*” Co-supervised with Vivian Zayas.
3. Clayton Jeffrey (2018-20). Psychology honors thesis. “*Emojis used in text-based communication among partners shape perceptions of relationship quality.*” Total Funding Awarded: Arts and Sciences Undergraduate Research Award and Einhorn Discovery Grant (\$1,250). Current position: PsyD student @University of Prince Edward Island. Co-supervised with Vivian Zayas.
4. Sebastian Dittgen (2019-21). Independent research project. “*Implicit ambivalence towards significant others.*” Current position: M.A. student @New Lines Institute. Co-supervised with Vivian Zayas and James Rounds.
5. Daniel Cress (2019-21). Independent research project. “*More than an icon: Public figures mitigate emotional distress.*” Current position: M.D. student @University at Buffalo. Co-supervised with Vivian Zayas.
6. Coral Zheng (2019-21). Human Development Master’s thesis. “*A bad portrait is better than none: The moderating effect of visual cues in hiding information.*” Current position: PhD student in Organizational Behavior @University of Cambridge. (Coral intended to complete an honors thesis under the co-supervision of Vivian Zayas and me, but had the opportunity to matriculate into Cornell’s Developmental Psychology M.A. Program)
7. Grace Cala (2019-22). Psychology honors thesis. “*Liking, enjoyment, comfort, and meaning in virtual conversations.*” Total Funding Awarded: Arts and Sciences Undergraduate Research Award and Einhorn Discovery Grant (\$1,500). Current position: J.D. student @Notre Dame. Co-supervised with Tom Gilovich.
8. Ilan Piker (2020-22). Psychology honors thesis. “*I thought we were BFFs? The Involuntary Excluder Effect among best friends.*” Total Funding Awarded: Arts and Sciences Undergraduate Research Award and Einhorn Discovery Grant (\$1,500). Co-supervised with Vivian Zayas.
9. Darby Le (2020-22). Independent research project. “*The effects of social exclusion on implicit positive and negative self-evaluations.*” Total Funding Awarded: Arts and Sciences Undergraduate Research Award and Einhorn Discovery Grant (\$1,500). Current position: M.D. student @Washington University in St. Louis. Co-supervised with Vivian Zayas.

10. Nicola Manfredi (2019-23). Independent research project. “*More than an icon: Public figures mitigate emotional distress.*” Total Funding Awarded: Einhorn Discovery Grant (\$482.12). Current position: Clinical Researcher @Weill Cornell Medicine. Co-supervised with Vivian Zayas.
11. Sasha Milton (2018-23). Independent research project. “*More than an icon: Public figures mitigate emotional distress.*” Total Funding Awarded: Einhorn Discovery Grant (\$500). Honors: Selected for an Exceptional Journeys profile. Current position: Clinical Researcher @UCSF. Co-supervised with Vivian Zayas.
12. Micah Hoffman (2021-23). Biology and Society honors thesis. “*Where should we meet to talk?: How does context impact the interpersonal judgments and conversational success.*” Total Funding Awarded: Jane E. Brody Student Research Grant and Ann S. and Robert R. Morley Student Research Grant (\$1,600). Co-supervised with Tom Gilovich.
13. Amirath Norton (2021-24). McNair’s Scholar Program. “*Facial adornments that influence the categorization of people as transgender.*” Co-supervised with Tom Gilovich.
14. Victoria Rivera (2021-25). Psychology honors thesis. “*The friend of my enemy is my friend?*” Total Funding Awarded: Arts and Sciences Undergraduate Research Award and Einhorn Discovery Grant (\$1,500). Honors: 2024 T.A. Ryan Award (Best Honors Thesis in Psychology) and 2024 Urie Bronfenbrenner Award (Outstanding Research). Current position: Lab Manager @Cornell University. Co-supervised with Vivian Zayas.
15. Fionn O’Connor (2022-25). Independent research project. “*The Vicarious Spotlight Effect.*” Total Funding Awarded: Einhorn Discovery Grant and Arts and Sciences Undergraduate Research Award (\$1,500). Current position: Clinical Research Coordinator @University of Pittsburgh. Co-supervised with Tom Gilovich.
16. Daniela Graffeo (2023-present). Human Development honors thesis. “*Celebrities as both good and bad: Do famous individuals facilitate bivalent implicit evaluations?*” Total Funding Awarded: Marjorie A. Corwin Undergraduate Research Fellowship, Human Ecology Undergraduate Research Fund, and Alan D. Mathios Research Grant (\$6,293). Honors: 2026 Henry Ricciuti Award (Outstanding Senior). Co-supervised with Vivian Zayas.
17. Jean Hyun Kim (2025-present). Cornell Nexus Scholar and Psychology Honors thesis. “*When inclusion feels like exclusion.*” Total Funding Awarded: Nexus Scholar Fellowship, Einhorn Discovery Grant, and Arts and Sciences Undergraduate Research Award (\$8,500). Co-supervised with Vivian Zayas.

Lab Managers and Project Coordinators

1. Marek Nowak (2020-2022). Role: Lab Manager for Zayas Lab projects. Current position: Master of Management Studies student @Duke University.
2. Hannah Barnes (2020-2022). Role: Project Coordinator for Gilovich Lab projects. Current position: Master of Public Health student @University of North Carolina.
3. Tomas Greenberg (2021-2022). Role: Project Coordinator for Gilovich Lab projects. Current position: Clinical Psychology PsyD student @Yeshiva University.

RESEARCH EXPERIENCE

Lab Manager

UC Berkeley Relationships and Social Cognition Lab
Principal Investigators: Rodolfo Mendoza-Denton and Ozlem Ayduk

May 2016 – June 2018
Berkeley, CA

Honors Thesis Student/Research Assistant

UC Berkeley Relationships and Social Cognition Lab
Principal Investigators: Ozlem Ayduk and Rodolfo Mendoza-Denton

August 2014 – May 2016
Berkeley, CA

Lab Assistant/Coordinator

UC Berkeley Infant Studies Center
Principal Investigator: Joseph J. Campos

August 2015 – May 2016
Berkeley, CA

Summer Research Intern

Yale Center for Emotional Intelligence
Principal Investigators: Marc Brackett and Susan Rivers

June 2015 – August 2015
New Haven, CT

Undergraduate Research Assistant

UC Berkeley Social Interaction Lab
Principal Investigator: Dacher Keltner

December 2014 – May 2015
Berkeley, CA

PROFESSIONAL MEMBERSHIPS

Society for Personality and Social Psychology (SPSP)
Society for Affective Science (SAS)
Society of Judgment and Decision Making (SJDM)
International Association for Relationship Research (IARR)
Society for the Psychological Study of Social Issues (SPSSI)