

# Randy T. Lee

## Vita

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

Email: [tl729@cornell.edu](mailto:tl729@cornell.edu)  
Website: [randyl.ee](http://randyl.ee)

### 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 Graduate Research Fellowship (GRF) 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.**, Critcher, C.R., Surenkok, G., Baum, S.M., & Zayas, V. (in prep.). Benefiting from social 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? A comparison of two cultures

4. Surenkok, G., **Lee, R.T.**, & Zayas, V (in prep.). Mitigating the affective consequences of social exclusion: A mega-study of 5 unique interventions.
5. Jeffrey, C.M.,\* **Lee, R.T.**, & Zayas, V. (in prep.) Emojis used in text based communication among partners shape perceptions of relationship quality.

## CONFERENCE PRESENTATIONS

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

1. **Lee, R.T** & Gilovich, T. (2023, February). How are good conversationalists different from the rest of us?. Presentation submitted for the 2023 Society for Personality and Social Psychology Conference, Atlanta, GA.
2. **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.
3. 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.
4. 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.
5. **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.
6. 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.
7. **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 Virtual Conference.
8. **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) Virtual Conference.
9. 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 Virtual Conference.
10. 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 Virtual Conference.
11. **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 presented at the 2021 Society for Personality and Social Psychology Virtual Conference.

12. **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” Virtual Preconference.
13. 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 Virtual Conference.
14. 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 Virtual Conference.
15. **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 Interview and Recruitment Weekend, Ithaca, NY.
16. **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.
17. 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.
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. **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.
20. 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.
21. 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.
22. 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.
23. **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.
24. 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.

25. 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.
26. 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.
27. **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.
28. **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.
29. **Lee, R.T.** (2015, August). Forgetting the individual: Why bullying interventions fail. Talk at the Yale Center for Emotional Intelligence, New Haven, CT.
30. **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.

## TEACHING EXPERIENCE

<b>Introduction to Moral Psychology</b> Graduate Teaching Assistant, Cornell University Professor: Shaun Nichols	Fall 2022 <i>Ithaca, NY</i>
<b>Leading and Managing Organizations</b> (Executive MBA) Graduate Teaching Assistant, Cornell University Professor: Elizabeth Mannix	Summer 2022 <i>Ithaca, NY</i>
<b>Managerial Decision Making</b> (Graduate/Professional Level) Graduate Teaching Assistant, Cornell Tech Professor: Jay Russo	Spring 2022 <i>New York City, NY</i>
<b>Better Decisions for Life, Love, and Money</b> Graduate Teaching Assistant, Cornell University Professors: Bob Frank, Tom Gilovich, Ted O'Donoghue, Jay Russo, Bill Schulze, and Suzanne Shu	Spring 2022 <i>Ithaca, NY</i>
<b>Introduction to Personality</b> Graduate Teaching Assistant, Cornell University Professor: Vivian Zayas	Fall 2018, '19, Summer '20, '21, Winter '21, '22 <i>Ithaca, NY</i>
<b>Prejudice and Stereotyping</b> Graduate Teaching Assistant, Cornell University Professor: Amy Krosch	Fall 2021 <i>Ithaca, NY</i>
<b>Introduction to Psychology</b> Graduate Teaching Assistant, Cornell University Professor: Bryan West	Summer 2021 <i>Ithaca, NY</i>

**Introduction to Social Psychology: Writing in the Major** Spring 2021  
 Instructor and Course Designer, Cornell University *Ithaca, NY*

**Introduction to Social Psychology** Spring 2020  
 Graduate Teaching Assistant, Cornell University *Ithaca, NY*  
 Professor: Tom Gilovich

**Seminar in Emotion and Emotional Development** Spring 2016  
 Undergraduate Teaching Assistant, UC Berkeley *Berkeley, CA*  
 Professor: Joseph J. Campos

**Personal and Community Development for Psychology** Spring 2016  
 Instructor and Course Designer, UC Berkeley *Berkeley, CA*  
 Course Faculty Sponsor: Serena Chen

**GUEST LECTURES AND PRESENTATIONS**

**Personality** Summer 2021  
 Course: Introduction to Psychology, Cornell University *Ithaca, NY*  
 Professor: Bryan West

**Emotional Intelligence: Theory, findings, and issues** Spring 2018  
 Course: Seminar in Emotion and Emotional Development, UC Berkeley *Berkeley, CA*  
 Professor: Joseph J. Campos

**Project Implicit: Linking bias, county level poverty, and police shootings** Spring 2018  
 Course: Stigma and Prejudice, UC Berkeley *Berkeley, CA*  
 Professor: Rodolfo Mendoza-Denton

**Open source data: Using the General Social Survey and Project Implicit** Fall 2017  
 Course: Stigma and Prejudice, UC Berkeley *Berkeley, CA*  
 Professor: Rodolfo Mendoza-Denton

**ACADEMIC AND COMMUNITY SERVICE**

**Carl Becker House, Cornell West Campus House System** August 2022 – present  
 Graduate Resident Fellow *Ithaca, NY*

**Cornell Undergraduate Psychology Conference** May 2019 – present  
 Organizer for 2020 (cancelled), 2021, and 2022; assistant for 2019 conferences *Ithaca, NY*

**Six College Conference** April 2019 – present  
 Organizer for annual regional graduate student organized social psychology conference *Ithaca, NY*  
*Hosted by Cornell in 2022 - Columbia, Cornell, CUNY, NYU, Princeton, Yale (the six colleges) rotate hosting duties yearly*

**Cornell Moral Psychology of Social Tech Conference** June 2022  
 Graduate Student Assistant *Ithaca, NY*

**Cornell Psychology Graduate Student Diversity Committee** November 2018 – May 2022  
 Mentorship Program Planning Committee Chair (2021-2022 year) *Ithaca, NY*

**Cornell Department of Psychology Colloquium Committee** August 2021 – May 2022  
 Graduate Student Representative *Ithaca, NY*

<b>Graduate Students Mentoring Undergraduates</b> Graduate student mentor & panelist for multiple events	July 2019 – May 2021 <i>Ithaca, NY</i>
<b>Graduate Student School Outreach Program</b> Graduate Student Fellow	November 2018 – May 2019 <i>Ithaca, NY</i>
<b>University of California Athletics</b> Marketing and Fan Experience Intern	July 2017 – May 2018 <i>Berkeley, CA</i>
<b>NSF AGEP National Research Conference</b> Research Conference Coordinator <i>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</i>	August 2017 – March 2018 <i>Berkeley, CA</i>
<b>UC Berkeley Psychological Committee</b> Founder and Elected Chair	September 2014 – May 2016 <i>Berkeley, CA</i>
<b>Mt. San Antonio College Psychology Day</b> Panelist, Transferring to a 4-year University	May 2015 and May 2016 <i>Walnut, CA</i>
<b>Berkeley Undergraduate Journal</b> Senior Editor	August 2014 – December 2015 <i>Berkeley, CA</i>

## MENTORSHIP

(Note: This section only includes students who have completed an honors thesis, an undergraduate student-led independent research project, or have assisted me supervising or coordinating research projects and undergraduate research assistants. Years in parentheses denote years mentored.)

### ***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.*” Current position: MSc student in Psychiatry @McGill University. Co-supervised with Vivian Zayas.
4. Sebastian Dittgen (2019-21). Independent research project. “*Implicit ambivalence towards significant others.*” 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.*” 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: DPhil student in Organizational Behavior @University of Cambridge. (Coral originally intended to complete an honors thesis with me and Vivian Zayas, but instead matriculated into Cornell’s Developmental Psychology Master’s Program)

7. Grace Cala (2019-22). Psychology honors thesis. “*Liking, enjoyment, comfort, and meaning in virtual conversations.*” 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.*” 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.*” Co-supervised with Vivian Zayas.
10. Nicola Manfredi (2019-22). Independent research project. “*More than an icon: Public figures mitigate emotional distress.*” Current position: Clinical Researcher @Weill Cornell Medicine. Co-supervised with Vivian Zayas.
11. Sasha Milton (2018-present). Independent research project. “*More than an icon: Public figures mitigate emotional distress.*” Co-supervised with Vivian Zayas.
12. Micah Hoffman (2021-present). Biology and Society honors thesis. Conversation Project – Title to be finalized. Co-supervised with Tom Gilovich.

#### **Lab Managers and Project Coordinators**

1. Marek Nowak (2020-2022). Role: Lab Manager for Zayas Lab projects. Current position: Masters of Management Studies student @Duke University
2. Hannah Barnes (2020-2022). Role: Project Coordinator for Gilovich Lab projects. Current position: Masters of Public Health student @University of North Carolina

#### **RESEARCH EXPERIENCE**

**Honors Thesis Student/Research Assistant** August 2014 – May 2016  
UC Berkeley Relationships and Social Cognition Lab *Berkeley, CA*  
Principal Investigators: Ozlem Ayduk and Rodolfo Mendoza-Denton

**Lab Assistant/Coordinator** August 2015 – May 2016  
UC Berkeley Infant Studies Center *Berkeley, CA*  
Principal Investigator: Joseph J. Campos

**Summer Research Intern** June 2015 – August 2015  
Yale Center for Emotional Intelligence *New Haven, CT*  
Principal Investigators: Marc Brackett and Susan Rivers

**Undergraduate Research Assistant** December 2014 – May 2015  
UC Berkeley Social Interaction Lab *Berkeley, CA*  
Principal Investigator: Dacher Keltner

#### **PROFESSIONAL MEMBERSHIPS**

Society of Personality and Social Psychology (SPSP)  
Society of Judgment and Decision Making (SJDMM)  
Society for the Psychological Study of Social Issues (SPSSI)  
International Society for Research on Emotion (ISRE)  
Association for Research in Personality (ARP)