

CRYSTAL L. HOYT- CURRICULUM VITAE

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Contact Information:

JEPSON SCHOOL OF LEADERSHIP STUDIES
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RESEARCH OVERVIEW

My scholarship resides at the intersection of human belief systems and social justice and wellbeing. I explore the role of beliefs, such as mindsets, self-efficacy, stereotypes, and political ideologies, in the experiences and the perceptions of individuals with stigmatized social identities such as women and minorities in leadership, economics, or STEM fields, those with overweight, those in poverty, or sexual minorities. Through my research I aim to elucidate the important role of belief systems in fundamental social issues, such as representation gaps in leadership, health and well-being, entrepreneurship, intergroup discrimination, and poverty and wealth inequality—with an aim to inform public policy and change agents. These social issues are complex and challenging and a scientific understanding of them can help ensure that relevant social policies and interventions are both informed and intentional.

ACADEMIC POSITIONS

University of Richmond, Jepson School of Leadership Studies
Thorsness Endowed Chair in Ethical Leadership (2019-present)
Associate Dean for Academic Affairs (2016-2022)
Professor of Leadership Studies and Psychology (2015-present)
Interim Director for Teaching and Scholarship Initiative (2018-19)
Associate Professor of Leadership Studies (2009-2015) and Psychology (2011-2015)
Program Coordinator, Women's, Gender & Sexuality Studies (2011-2014)
Assistant Professor of Leadership Studies (2003-2009)

EDUCATION

Doctor of Philosophy, Psychology, 2003
University of California, Santa Barbara
Bachelor of Arts, Psychology; cum laude; Honors in Psychology, 1997
Claremont McKenna College

AWARDS AND HONORS

Jepson School Award for Leadership and Service, 2022
Distinguished Scholar Award, *University of Richmond*, 2021.
Fellow of the Society for Personality and Social Psychology (SPSP), 2020
Fellow of the Association for Psychological Science (APS), 2018
Omicron Delta Kappa Certificate of Appreciation, *University of Richmond*, 2015, 2017
Lifetime Membership Award, *Women Involved in Living and Learning, Univ. of Richmond*, 2013
Outstanding Alumni Award, *Psychology Department, Claremont, McKenna College*, 2012
Favorite Faculty, *Kappa Kappa Gamma*, 2011
Honorary Member, *Golden Key International Honour Society*, 2011.
Distinguished Educator Award, *University of Richmond*, 2009.
Outstanding Faculty Member, *The Epsilon Circle of Omicron Delta Kappa*, 2008-09.

Outstanding Faculty Award Finalist, *State Council of Higher Education for Virginia*, 2008, 2009.
 Outstanding Mentor Award nominee, Undergraduate Research Committee, *Univ. of Rich.*, 2007, 2009, 2011.
 Division 49 Dissertation Prize Finalist *American Psychological Association*, 2004
 Favorite Faculty Award, *Kappa Kappa Gamma, UCSB*, 2003
 Graduate Student Poster Award, *Society for Personality and Social Psychology*, 2003
 Outstanding Faculty Member Award, *Residence Hall Association/Office of Residential Life, UCSB*, 1998
 WPA Award: Student Research Scholarship, *Western Psychological Association*, 1997
 The John R. Snortum Award & Outstanding Student in Major, *Psychology Department, CMC*, 1997
 Sigma Xi, Scientific Research Society, Associate member, inducted in 1996

PUBLICATIONS

*= Former or current undergraduate student

- Hoyt, C. L., Lundberg, K. B., *Lauber, M., *Wallace, H., & *Marston, A. (in press). When coupled with anti-egalitarianism, color evasion predicts protection of the status quo during a university-wide movement for racial justice. *Journal of Community & Applied Social Psychology*.
- Hoyt, C. L., *Rafferty, D., Earl, S., & Burnette, J. L. (in press). Growth mindsets of people can promote interracial contact intentions among White Americans via positive expectations and reduced anxiety. *Group Processes and Intergroup Relations*.
- Hoyt, C. L., Billingsley, J., Burnette, J. L., Becker W., & Babij, A. (2023). The implications of mindsets of poverty for stigma against those in poverty. *Journal of Applied Social Psychology*, 53(5), 385-407. <https://doi.org/10.1111/jasp.12947>
- Burnette, J. L., Knouse, L. E., Billingsley, J., Earl, S., Pollack, J. M., & Hoyt, C. L. (2023). A systematic review of growth mindset intervention implementation strategies. *Social and Personality Psychology Compass*, 17(2), e12723. <https://doi.org/10.1111/spc3.12723>
- Hoyt, L. C., Burnette, J. L., *Nash, E., Becker, W., & Billingsley, J. (2023). Growth mindsets of anxiety: Do the benefits to individual flourishing comes with societal costs? *The Journal of Positive Psychology*, 18(3), 370-382. <https://doi.org/10.1080/17439760.2021.2006762>
- Becker, W., Burnette, J. L., & Hoyt, C. (2023). Coping in the time of COVID-19: Mindsets and the stories we tell. *Journal of Applied Social Psychology*, 53, 153-165. <https://doi.org/10.1111/jasp.12936>
- *Simon, S., Hoyt, C. L., & Fattorusso, S. (2023). Stereotypic beliefs contribute to gender disparities in the field of economics. *Journal of Social Psychology*, 163(2), 145-157. <https://doi.org/10.1080/00224545.2022.2110030>
- Hoyt, C. L., *d'Almeida, A., *Forsyth, R., & Burnette, J. L. (2022). Mindsets of criminality: Predicting punitive and rehabilitative attitudes. *Psychology, Crime & Law*. Advance online publication. <https://doi.org/10.1080/1068316X.2022.2154352>
- Burnette, J. L., Billingsley, J., Banks, G.C., Knouse, L.E., Hoyt, C.L., Pollack, J., & *Simon, S. (2022). A systematic review and meta-analysis of growth mindset interventions: For whom, how, and why might such interventions work? *Psychological Bulletin*. Advance online publication. <https://doi.org/10.1037/bul0000368>
- Burnette, J. L., Billingsley, J., & Hoyt, C. L. (2022). Harnessing growth mindsets to help individuals flourish. *Social and Personality Psychology Compass*, 16(3), e12657. <https://doi.org/10.1111/spc3.12657>
- Burnette, J. L., Hoyt, C. L., Buttrick, N., & *Auster-Gussman, L. (2022). Well-being in the time of COVID-19: Do metaphors and mindsets matter? *International Journal of Psychology*, 57(1), 87-95. <https://doi.org/10.1002/ijop.12785>
- Hoyt, C. L., Burnette, J. L., *Forsyth, R., *Parry, M., & *Deshields, B. (2021). Believing in the American Dream sustains negative attitudes toward those in poverty. *Social Psychology Quarterly*, 84(3), 203-215.. <https://doi.org/10.1177/01902725211022319>

- *Simon, S. & Hoyt, C. L. (2021). Gender and leadership. In P. Northouse's *Leadership: Theory and practice*, 9th edition. Thousand Oaks, CA: Sage.
- Hoyt, C. L. & *DeShields, B. (2021). How Social Class Background Influences Perceptions of Political Leaders. *Political Psychology*. <https://doi.org/10.1111/pops.12697>
- Pollack, J. M., Carr, J. C., Corbett, A., Hoyt, C. L., Kellermanns, F. W., Kirkman, B. L., & Post, C. (2020). Contextual and interactional approaches to advancing leadership and entrepreneurship research. *Journal of Management Studies*. Guest editors introduction to the special issue on *Leading Entrepreneurial Ventures: Individual and Team-Based Perspectives*, 57(5), 915- 930. <https://doi.org/10.1111/joms.12605>
- Hoyt, C. L. & Burnette, J. L. (2020). Growth mindset messaging in stigma-relevant contexts: Harnessing benefits without costs. *Policy Insights from the Behavioral and Brain Sciences*, 7(2), 157-164. <https://doi.org/10.1177/2372732220941216>
- Schleider J. L., Burnette, J. L., Widman, L., Hoyt, C. L., & Prinstein, M. J. (2020). Randomized trial of a single-session growth mindset intervention for rural adolescents' internalizing and externalizing problems. *Journal of Clinical Child and Adolescent Psychology*, 49(5), 660-672. DOI: [10.1080/15374416.2019.1622123](https://doi.org/10.1080/15374416.2019.1622123)
- Hoyt, C. L., Allison, S., *Barnowski, A., & *Sultan, A. (2020). Implicit theories of heroism and leadership: The role of gender, communion, and agency. *Social Psychology*, 51, 381-395. <https://doi.org/10.1027/1864-9335/a000422>
- Lindgren, K. P., Burnette, J. L., Hoyt, C. L., Peterson, K. P., & Neighbors, C. (2020). Growth mindsets of alcoholism buffer against deleterious effects of drinking identity on problem drinking over time. *Alcoholism: Clinical and Experimental Research*, 44(1), 233–243. <https://doi.org/10.1111/acer.14237>
- Babij, A. D., Burnette, J. L., & Hoyt, C. L. (2020). Failing and feeling bad: How we think about experiencing negative emotions during setbacks. *Motivation and Emotion*, 44, 436-452. <https://doi.org/10.1007/s11031-019-09789-3>
- Burnette, J. L., Pollack, J. M., *Forsyth, R. B., Hoyt, C. L., Babij, A. D., Thomas, F. N., & Coy, A. (2020). A growth mindset intervention: Enhancing students entrepreneurial self-efficacy and career development. *Entrepreneurship Theory and Practice*, 44(5), 878-908. <https://doi.org/10.1177/1042258719864293>
- Burnette, J. L., Hoyt, C. L., Russell, M., Lawson, B., Dweck, C. S., & Finkel, E. J. (2020). A growth mindset intervention improves interest but not academic performance in the field of computer science. *Social Psychological and Personality Science*, 11, 107-116. DOI: [10.1177/1948550619841631](https://doi.org/10.1177/1948550619841631)
- Hoyt, C. L., Burnette, J. L., Thomas, F. N., & Orvidas, K. (2019) Public health messages and weight-related beliefs: Implications for well-being and stigma. *Frontiers in Psychology: Personal and Social Psychology*, Volume 10, Article 2806. doi: [10.3389/fpsyg.2019.02806](https://doi.org/10.3389/fpsyg.2019.02806)
- Burnette, J.L., *Forsyth, R. B., Desmarais, S. L., & Hoyt, C. L. (2019). Mindsets of addiction: Implications for treatment choices in an online sample of substance users. *Journal of Social & Clinical Psychology*, 38, 367-394. <https://doi.org/10.1521/jscp.2019.38.5.367>
- Thomas, F. N., Burnette, J. L., & Hoyt, C. L. (2019). Mindsets of health and healthy eating intentions. *Journal of Applied Social Psychology*, 49, 372-380. <https://doi.org/10.1111/jasp.12589>.
- *Simon, S. & Hoyt, C. L. (2019). Gender and leadership. In P. Northouse's *Leadership: Theory and practice*, 8th edition. Thousand Oaks, CA: Sage.
- Hoyt, C. L., & Burnette, J. L. (2019). *Efficacy and growth mindsets buffer against identity threat for women in leadership positions*. In S. Tan and L. DeFrank-Cole (Eds.) *Women's Leadership Journeys: Stories, Research, and Novel Perspectives* (pp. 178-191). Routledge.

- Hoyt, C. L., Morgenroth, T., & Burnette, J. L. (2019). Understanding sexual prejudice: The role of political ideology and strategic essentialism. *Journal of Applied Social Psychology, 49* (1), 3-14.
<https://doi.org/10.1111/jasp.12560>
- Latu, I. M., Schmid Mast, M., Bombari, D., Lammers, J., & Hoyt, C. L. (2018). Empowering mimicry: Female leader role models empower women in leadership tasks through body posture mimicry. *Sex Roles: A Journal of Research, 1-14*. DOI: [10.1007/s11199-018-0911-y](https://doi.org/10.1007/s11199-018-0911-y)
- Hoyt, C. L., & *Parry, M. (2018). Sociocultural and individual manifestations of sexual stigma: The role of political ideology and prejudice in discrimination against sexual minorities. *Journal of Social and Political Psychology, 6*(1), 92-128. doi:10.5964/jspp.v6i1.810
- Hoyt, C. L., *Forsyth, R., & Burnette, J. L. (2018). Social dominance orientation moderates the effectiveness of mindset messages. *British Journal of Social Psychology, 52* (2) 448-460,.
<https://doi.org/10.1111/bjso.12238>
- Hoyt, C. L., Moss, A. J., Burnette, J. L., *Schieffelin, A., & *Goethals, A. (2018). Wealth inequality and activism: Perceiving injustice galvanizes social change but perceptions depend on political ideologies. *European Journal of Social Psychology, 48*, 081-090. DOI: 10.1002/ejsp.2289
- Burnette, J. L., Russell, M., Hoyt, C. L., Orvidas, K., & Widman, L. (2018). An Online Growth Mindset Intervention in a Sample of Rural Adolescent Girls. *British Journal of Education Psychology, 88*, 428-445. Doi: . <http://doi.org/10.1111/bjep.12192>
- Burnette, J. L., Hoyt, C. L., Dweck, C. S., & *Auster-Gussman, L. (2017). Weight beliefs and messages: Mindsets predict body-shame and anti-fat attitudes via attributions. *Journal of Applied Social Psychology, 47*(11), 616-624. DOI: 10.1111/jasp.12464
- Burnette, J. L., Hoyt, C. L., & Orvidas, K. (2017). Mindsets of body weight. In C. Zedelius, B. C. N. Müller, and J. Schooler (Eds.) *The science of lay theories: How beliefs shape our cognition, behavior, and health*. Springer.
- Hoyt, C. L., & Goethals, G. (2017). Introduction. In G. Goethals & C. Hoyt, (Eds.) *Women and Leadership: History, Theories, and Case Studies* (pp. ix-xvi). Great Barrington, MA: Berkshire Publishing.
- Hoyt, C. L., & *Simon, S. (2017). Social psychological approaches to women and leadership theory. In S. Madsen (Ed.) *Handbook of Research on Gender and Leadership* (pp. 85-99). Edward Elgar Publishing.
- Hoyt, C. L., Burnette, J., *Auster-Gussman, L., Blodorn, A., & Major, B. (2017). The obesity stigma asymmetry model: Indirect and divergent effects of blame and entity theorizing on anti-fat prejudice. *Stigma and Health, 1*(2), 53-65. <http://dx.doi.org/10.1037/sah0000026>
- Hoyt, C. L. & *Simon, S. (2016). The role of social dominance orientation and patriotism in the evaluation of minority and female leaders. *Journal of Applied Social Psychology, 46*, 518-528..
 DOI: 10.1111/jasp.12380
- Hoyt, C. L. & Murphy, S. (2016). Managing to clear the air: Stereotype threat, women, and leadership. *The Leadership Quarterly, 27*(3), 387-399. [doi:10.1016/j.leaqua.2015.11.002](https://doi.org/10.1016/j.leaqua.2015.11.002)
- Hoyt, C. L. & *Goldin, A. (2016). Political ideology and American intergroup discrimination: A patriotism perspective. *The Journal of Social Psychology, 156*(4), 369-381. DOI: 10.1080/00224545.2015.1106434
- Hoyt, C. (2015). *Social identities and leadership: The case of gender*. In G. Goethals, S. Alison, R. Kramer, & D. Messick's (Eds.) *Conceptions of Leadership: Enduring Ideas and Emerging Insights* (pp. 71-91). New York, NY: Palgrave Macmillan.
- Hoyt, C. L., & *Simon, S. (2015). Women and leadership. In P. Northouse's *Leadership: Theory and practice, 7th edition*. Thousand Oaks, CA: Sage.
- Hoyt, C. L. & Price, T. (2015). Ethical decision making and leadership: Merging social role and self-construal perspectives. *Journal of Business Ethics, 126*, 531-539.
- Hoyt, C. L., Burnette, J., & *Auster-Gussman, L. (2014). 'Obesity is a disease': Examining the self-regulatory impact of this public health message. *Psychological Science, 25*, 997-1002.

- *Media coverage: Over 55 online articles including The Huffington Post, The Boston Globe, The Washington Times, Psychology Today, and NPR's Tell Me More*
- Hoyt, C. L., Price, T., & *Poatsy, L. (2013). The social role theory of unethical leadership. *Leadership Quarterly*, 24, 712-723. <http://dx.doi.org/10.1016/j.leaqua.2013.07.001>
- Hoyt, C. L., & Burnette, J. (2013). Gender bias in leader evaluations: Merging implicit theories and role congruity perspectives. *Personality and Social Psychology Bulletin*, 39, 1306-1319. doi: 10.1177/0146167213493643
- Hoyt, C. L. (2013). Inspirational or self-deflating: The role of self-efficacy in elite role model effectiveness. *Social Psychological and Personality Science*, 4, 290-298. doi:10.1177/1948550612455066
- *Simon, S., & Hoyt, C. L. (2013). Exploring the effect of media images on women's leadership self-perceptions and aspirations. *Group Processes & Intergroup Relations*, 16, 232-245. doi:10.1177/1368430212451176
- Hoyt, C. L. (2013). Leadership within virtual contexts. In Amichai-Hamburger, Y. (Ed.), *The social net: Human behavior in cyberspace* (2nd edition). New York, NY: Oxford University Press.
- Hoyt, C. L. (2013). Women and leadership. In P. Northouse's *Leadership: Theory and practice*, 6th edition (pp. 349-382). Thousand Oaks, CA: Sage.
- Pollack, J., Burnette, J., & Hoyt, C. L. (2012). Self-efficacy in the face of threats to entrepreneurial success: Mindsets matter. *Basic and Applied Social Psychology*, 34, 287-294. doi: [10.1080/01973533.2012.674452](http://dx.doi.org/10.1080/01973533.2012.674452)
- Hoyt, C. L., Burnette, J., & *Innella, A. (2012). I can do that: The impact of implicit theories on leadership role model effectiveness. *Personality and Social Psychology Bulletin*, 38, 257-268. doi: [10.1177/0146167211427922](http://dx.doi.org/10.1177/0146167211427922)
- *Media coverage: Psychology Today*
- Hoyt, C. L. (2012). Gender bias in employment contexts: A closer examination of the role incongruity principle. *Journal of Experimental Social Psychology*, 48, 86-96. doi: [10.1016/j.jesp.2011.08.004](http://dx.doi.org/10.1016/j.jesp.2011.08.004)
- Hoyt, C. L., *Simon, S., & *Innella, A. (2011). Taking a turn toward the masculine: The impact of mortality salience on implicit leadership theories. *Basic and Applied Social Psychology*, 33, 374-381. DOI: 10.1080/01973533.2011.614173
- Hoyt, C. & *Simon, S. (2011). Female leader role models: Injurious or inspiring? *Psychology of Women Quarterly*, 35, 143-157. doi:10.1177/0361684310385216
- *Media coverage: The Today Show, The New York Times*
- Hoyt, C. & Johnson, S. (2011). Gender and leadership development: A case of female leaders. In S. Murphy's (Ed.) *Building the Next Generation of Leaders* (pp. 205-228). Jossey Bass.
- Goethals, G. & Hoyt, C. (2011). What makes leadership necessary, possible, and effective: The psychological dimensions. In R. Riggio & M. Harvey (Eds.) *Leadership Studies: The Dialogue of Disciplines* (pp. 101-118). Edward Elgar.
- Forsyth, D. R., & Hoyt, C. L. (2011). *Perspectives on individualism, collectivism, and the greater good*. In D. R. Forsyth & C. L. Hoyt (Eds.) *For the Greater Good of All: Perspectives on Individualism, Society, and Leadership*. Palgrave Macmillan.
- Hoyt, C. L. & Price, T., & *Emrick, A. (2010). Leadership and the more-important-than-average effect: Overestimation of group goals and the justification of unethical behavior. *Leadership*, 6(4), 391-407. doi: 10.1177/1742715010379309
- Hoyt, C., Johnson, S., Murphy, S., & Skinnell, K. (2010). The impact of blatant stereotype activation and group sex-composition on female leaders. *Leadership Quarterly*, 21, 716-732. doi: [10.1016/j.leaqua.2010.07.003](http://dx.doi.org/10.1016/j.leaqua.2010.07.003)

- Hoyt, C. L. (2010). Women, men, and leadership: Exploring the gender gap at the top. *Social and Personality Psychology Compass*, 4, 484-498. Doi: 10.1111/j.1751-9004.2010.00274.x
- Burnette, J., Pollack, J. & Hoyt, C. (2010). Individual differences in implicit theories of leadership ability and self-efficacy: Predicting responses to stereotype threat. *Journal of Leadership Studies*, 3, 46-56. DOI: 10.1002/jls.20138
- Hoyt, C., & Blascovich, J. (2010). The role of self-efficacy and stereotype activation on cardiovascular, behavioral and self-report responses in the leadership domain. *Leadership Quarterly*, 21, 89-103. doi: [10.1016/j.leaqua.2009.10.007](https://doi.org/10.1016/j.leaqua.2009.10.007)
- Hoyt, C. L. & Forsyth, D. R. (2010). *Groups and Teams*. In R. A. Couto's (Ed.). *Political and Civic Leadership* (Vol. 2, pp. 781-789). Thousand Oaks, CA: Sage.
- Hoyt, C. L. & Goethals, G. R. (2010). *Leader-member exchange theory*. In J. M. Levine and M. A. Hogg (Eds.). *Encyclopedia of Group Processes and Intergroup Relations* (Vol. 2, pp. 517-519). Thousand Oaks, CA: Sage.
- Hoyt, C. L. (2010). Women and leadership. In P. Northouse's *Leadership: Theory and practice*, 5th edition (pp. 301-333). Thousand Oaks, CA: Sage.
- Hoyt, C. L., *Simon, S., & *Reid, L. (2009). Choosing the best (wo)man for the job: The effects of mortality salience, sex, and gender stereotypes on leader evaluations. *Leadership Quarterly*, 20, 233-246. doi: [10.1016/j.leaqua.2009.01.016](https://doi.org/10.1016/j.leaqua.2009.01.016)
- Media coverage: US News and World Report
- *Simon, S., & Hoyt, C. (2008). Understanding the gender gap in support for a woman for president. *Analyses of Social Issues and Public Policy (ASAP)*, 8, 157-181. DOI: 10.1111/j.1530-2415.2008.00167.x
- Hoyt, C. L., Goethals, G. R., & Forsyth, D. R. (2008). *A contemporary social psychology of leadership*. In C.L. Hoyt, G. R. Goethals, & D.R. Forsyth (Eds.) *Leadership at the crossroads: Leadership and psychology* (Vol.1, pp. 1-10). Westport, CT: Praeger.
- Hoyt, C. L. & Chemers, M. M. (2008). *Social stigma and leadership: A long climb up a slippery ladder*. In C.L. Hoyt, G. R. Goethals, & D.R. Forsyth (Eds.) *Leadership at the crossroads: Leadership and psychology* (Vol.1, pp. 165-180). Westport, CT: Praeger.
- Hoyt, C. L. (2008). Leader-follower relations. In A. Marturano & J. Gosling (Eds.), *Leadership: The key concepts*, pp. 90-94. Oxford: Routledge.
- Hoyt, C. L., *Aguilar, L., Kaiser, C., Blascovich, J., & *Lee, K. (2007). The self-protective and undermining effects of attributional ambiguity. *Journal of Experimental Social Psychology*, 43, 884-893. <http://dx.doi.org/10.1016/j.jesp.2006.10.013>
- Hoyt, C. L. & Blascovich, J. (2007). Leadership efficacy and women leaders' responses to stereotype activation. *Group Processes and Intergroup Relations*, 10, 595-616. doi: 10.1177/1368430207084718
- Hoyt, C. L. (2007). Social learning. In R. F. Baumeister & K. D. Vohs (Eds), *Encyclopedia of social psychology*, Vol. 2, pp. 906-909. Thousand Oaks, CA: Sage.
- Hoyt, C. L. (2006). Women and leadership. In P. Northouse's *Leadership: Theory and practice*, 4th edition (pp. 265-299). Thousand Oaks, CA: Sage.
- Hoyt, C. L., Goethals, G. R. & Riggio, R. (2006). Leader-follower relations: Group dynamics and the role of leadership. In G. R. Goethals & G. Sorenson (Eds.) *A quest for a general theory of leadership: A multidisciplinary experiment* (pp. 96-122). Cheltenham, U.K.: Edward Elgar Publishing.
- Hoyt, C. L. (2005). The role of leadership efficacy and stereotype activation in women's identification with leadership. *Journal of Leadership and Organizational Studies*, 11(4), 2-14. doi: 10.1177/107179190501100401
- Bailenson, J., Swinth, K., Hoyt, C. L., Persky, S., Dimov, A., & Blascovich, J. (2005). The independent and interactive effects of embodied agent appearance and behavior on self-report, cognitive, and

- behavioral markers of copresence in immersive virtual environments. *PRESENCE: Teleoperators and Virtual Environments* 14 (4), 379-393. doi:10.1162/105474605774785235
- Hoyt, C. L., & Ciulla, J. (2004, October). *Using advanced gaming technology to teach leadership: A research-based perspective*. (Available from the Woodrow Wilson International Center of Scholars)
- Hoyt, C. L. & Blascovich, J. (2003). Transformational and transactional leadership in virtual and physical environments. *Small Group Research*, 34, 678-715. doi: 10.1177/1046496403257527
- Hoyt, C. L., Murphy, S., Halverson, S., & Watson C. (2003). Group leadership: Efficacy and effectiveness. *Group Dynamics: Theory, Research, and Practice*, 7, 259-274. doi: [10.1037/1089-2699.7.4.259](https://doi.org/10.1037/1089-2699.7.4.259)
- Hoyt, C. L., Blascovich, J., & Swinith, K. (2003). Social inhibition in immersive virtual environments. *PRESENCE: Teleoperators and Virtual Environments*, 12, 183-195. doi: 10.1162/105474603321640932
- Hoyt, C. L. (Fall, 2002). Women leaders: The role of stereotype activation and leadership efficacy. Kravis Leadership Institute, *Leadership Review*.
- Blascovich, J., Loomis, J., Beall, A., Swinith, K. R., Hoyt, C. L., & Bailenson, J.N. (2002). Immersive virtual environment technology: Just another methodological tool for social psychology? *Psych Inq*, 13, 146-149. DOI:10.1207/S15327965PLI1302_03
- Blascovich, J., Loomis, J., Beall, A., Swinith, K., Hoyt, C. L., & Bailenson, J. (2002). Immersive virtual environment technology as a methodological tool for social psychology. *Psychological Inquiry*, 13, 103-124. DOI:10.1207/S15327965PLI1302_01

EDITED BOOKS

- Goethals, A., & Hoyt, C. (Eds., 2017). *Women and Leadership: History, Theories, and Case Studies*. Great Barrington, MA: Berkshire Publishing.
- Forsyth, D. R., & Hoyt, C. L. (Eds., 2011). *For the Greater Good of All: Perspectives on Individualism, Society, and Leadership*. Palgrave Macmillan.
- Hoyt, C. L., Goethals, G. R., & Forsyth, D. R. (Eds., 2008). *Leadership and psychology* (Vol.1) in J. Ciulla's (Series Ed.) *Leadership at the crossroads*. Westport, CT: Praeger.

MANUSCRIPTS UNDER REVIEW/REVISION OR IN PREP

- *Katz, L., & Hoyt, C. L. (under review). *Draw some awesome: The bidirectional relationship between awe and art*.
- Hoyt, C. L. Burnette, J. L., Billingsley, J., Becker W., & Babij, A. (under review). Mindsets of poverty: Implications for redistributive policy support.
- Hoyt, C. L., Burnette, J. L., & Moore, M. (in prep). *Partisan prejudice: The role of beliefs about the unchanging nature of ideology and partisans*.
- Hoyt, C. L., Burnette, J. L., Moore, M., Marston, A., Rosen, S., & Lavine, I. (in prep). *The Role of Health Campaigns in Stigma Toward Those with Anorexia*
- Babij, A., Earl, S., Becker W., Hoyt, C.L., Burnette, J. L., Marston, A., & Crispin, K. (in prep). Mindsets of mental illness: What are the implications for stigma?
- Hoyt, C. L., Burnette, J. L., & Kyler, N. (in prep). *Socioeconomic Mobility Mindsets: The importance of differentiating individual potential from contextual affordances beliefs*.
- Hoyt, C. L., Billingsley, J., Burnette, J. L., Becker, W., Keating, L. A., Lipsey, N., & Pollack, J. M. (in prep) *Do Growth Mindsets Predict Social Judgments and Decisions? A Meta-Analysis and Conceptual Replication*
- Becker, W., Burnette, J. L., Hoyt, C., & Lipsey, N. (in prep) *Mindsets of parenting ability: Assessment and prediction of psychological flourishing*.

MAINSTREAM MEDIA ARTICLES OR BLOG ENTRIES

- Hoyt, C. (2023, March 10). [How the American dream distorts our views on poverty](#). *Richmond Times Dispatch*.
- Burnette, J. L., Hoyt, C. L. & Billingsley, J. (2022, December 21). [Do Growth Mindset Interventions Work?](#) *Character and Context Blog*.
- Williamson, T. & Hoyt, C. (2022, November). [From PWI to inclusive community of learning: The path UR must walk](#). *The Collegian: Student Newspaper at the University of Richmond*.
- Hoyt, C. (2022, November 3). [Advancing women in economics is a moral imperative: Why aren't we talking about it?](#) *Diverse Issues in Higher Education*.
- Hoyt, C. (2020, December 7). [COVID-19 exposes U.S.' dire need for more working-class politicians on future ballots](#). *Richmond Times Dispatch*.
- Hoyt, C. (2020, August 24). [A VP Kamala Harris would redefine leadership by smashing race and gender barriers](#). *USA Today*.
- Hoyt, C. (2020, March 9). [The sexism in liberal politics is real](#). *The Hill*.
- Hoyt, C. L. & Burnette, J. L. (2020, March 16). Public health messages about losing weight can have undesired effects. *Character & Context*. <http://www.spsp.org/news-center/blog/burnette-hoyt-weight-loss-public-messaging>
- Hoyt, C. & Burnette, J. (2014, June 10). Surprising psychology can make the country healthier. *Scientific American*. <http://www.scientificamerican.com/article/surprising-psychology-can-make-the-country-healthier/>
- Burnette, J., & Hoyt, C. (2014, March 23). To be or not to be? Should obesity be a disease? *The Psych Report*. <http://thepsychreport.com/research-application/featured-research/should-obesity-be-a-disease/>
- Hoyt, C., & Burnette, J. (2014, February 21). Should obesity be a 'disease'? *Gray Matter, The New York Times*. <http://www.nytimes.com/2014/02/23/opinion/sunday/should-obesity-be-a-disease.html?hp&rref=opinion&r=2>
- Hoyt, C., & Burnette, J. (2013, December 30). Mindsets matter: Understanding when attitudes predict gender bias. *Personality and Social Psychology Connections*. <http://spsptalks.wordpress.com/2013/12/30/mindsets-matter-understanding-when-attitudes-predict-gender-bias/>
- Hoyt, C., & Burnette, J. (2013, November). In leadership, mindsets matter. *Leading Thoughts; The New York Times in College*. <http://nytimesinleadership.com/leading-thoughts/>
- Hoyt, C. (2012, October 9). Todd Akin, Claire McCaskill and the catch-22 of the 'ladylike' leader. *On Leadership Op-ed; The Washington Post*. http://www.washingtonpost.com/national/on-leadership/todd-akin-claire-mccaskill-and-the-catch-22-of-the-ladylike-leader/2012/10/09/e9b5f148-118b-11e2-be82-c3411b7680a9_story.html

IN THE NEWS

Research coverage:

Mindsets and addiction research covered in numerous online articles including:

- <https://news.yahoo.com/boiling-addiction-down-disease-may-hinder-recovery-093529258.html>
- <https://www.sciencedaily.com/releases/2019/05/190528120324.htm>
- <https://psmag.com/news/calling-addiction-a-disease-can-sometimes-hamper-recovery>
- https://www.business-standard.com/article/news-ani/message-that-addiction-is-a-disease-makes-substance-users-less-likely-to-seek-help-119052900496_1.html

Growth mindset intervention in computer science:

- <https://www.sciencedaily.com/releases/2019/05/190506124104.htm>

- <https://www.universityherald.com/articles/76272/20190506/low-cost-intervention-boosts-undergraduate-interest-in-computer-science.htm>

'Obesity is a disease' research was covered in over 55 online articles including

- The Huffington Post: http://www.huffingtonpost.com/2014/01/29/obesity-disease-psychological-impact_n_4681056.html
- The Boston Globe: <http://www.bostonglobe.com/ideas/2014/02/09/how-stress-out-your-baby/PHwwPFewbSsjfvcmcovZUI/story.html>
- The Washington Times: <http://m.washingtontimes.com/blog/watercooler/2014/jan/28/hey-food-police-calling-obesity-disease-actually-h/>
- Psychology Today: http://www.psychologytoday.com/blog/the-athletes-way/201401/does-labeling-obesity-disease-backfire?quicktabs_5=1

Where to look for the best role models. *The Today Show*. August 11, 2013
<http://www.today.com/id/49063771/#52727207>

Sometimes second-best makes a better role model. *Alina Tugend; The New York Times*. August 9, 2013
<http://www.nytimes.com/2013/08/10/your-money/sometimes-second-best-makes-a-better-role-model.html?smid=fb-share&r=0>

Role Models and Beliefs about Leadership: When do you benefit from a leadership role model? Art Markman; *Psychology Today*. February 11, 2012. <http://www.psychologytoday.com/blog/ulterior-motives/201202/role-models-and-beliefs-about-leadership>

A Ghoulish Poll for Hillary Clinton: Studies show that subtle reminders of death can skew voters toward safety and security. *Chris Wilson; US News and World Report*. November 30, 2007.
<http://www.usnews.com/news/articles/2007/11/30/a-ghoulish-poll-for-hillary-clinton>

Interviews:

Interview with Michele Martin for NPR's *Tell Me More*:

<http://www.npr.org/2014/04/22/305859253/psychological-consequences-of-calling-obesity-a-disease>

Quoted In:

Gov. Northam's forgotten epidemic: Virginia's unemployed (May, 2020)

<https://www.washingtonpost.com/opinions/2020/05/13/gov-northams-forgotten-epidemic-virginias-unemployed/>

At 2.6 million strong, Women's marches crush expectations. *USA Today*. January 2017.

<http://www.usatoday.com/story/news/politics/2017/01/21/womens-march-aims-start-movement-trump-inauguration/96864158/> (Picked up in around 150 publications)

Why women make better money managers. *Today Money*. January 17, 2014.

<http://www.today.com/money/why-women-make-better-money-managers-2D11943971>

Capitol Square plan to honor Virginia women stirs debate. *Kristen Green; Richmond Times Dispatch*.

September 23, 2012. http://www.timesdispatch.com/news/capitol-square-plan-to-honor-va-women-stirs-debate/article_eb6facde-43e8-5010-8856-459c036115c0.html

Overcoming the crony factor. *Diane Glass and Shaunti Feldhan; Chicago Tribune*. November 9, 2005.

http://articles.chicagotribune.com/2005-11-09/features/0511090153_1_miers-nomination-harriet-miers-affirmative-action

GRANTS AND FELLOWSHIPS

National Science Foundation, Interdisciplinary Behavioral and Social Sciences Research competition (total award \$249,852). Co-Principal Investigator with Jeni Burnette (PI, NC State), Barry Lawson (Richmond), Carol Dweck (Stanford) and Jeremy Bailenson (Stanford). *Mindsets matter: An interdisciplinary approach for increasing female involvement and achievement in STEM, 2013-16.*

- Course Transformation Grant (total award \$1,500; individual award \$375). Development of new course on theories of gender and sexuality. *Program for the Enhancement of Teaching Effectiveness*. Summer 2011.
- Soaring with Eagles' Grants at Work, Project Team Member (individual award \$3,000). Grant for Projects Class Curriculum. *Soaring with Eagles Foundation, 2010*.
- Faculty Summer Research Grants (award \$2,000). 'Understanding Media Images on Women's Identification with Leadership' and 'The more-important-than-average effect and the justification of unethical behavior.' *Jepson School of Leadership Studies, 2009*.
- Center for Civic Engagement Collaborative Research Fellowship (award \$5,000). 'Exploring and reducing gender discrimination in leadership domains,' *Bonner Center for Civic Engagement, Summer 2008*.
- Keck Course Development Grant for 'Gender in Leadership' (with Elizabeth Faier; award \$3,000), *Keck Initiative on Leadership and the Liberal Arts, 2008*
- SPSSI Grants-in-Aid (award \$2,000). 'Stereotype activation and women leaders: Examining the role of leadership efficacy and counterstereotypic exemplars,' *The Society for the Psychological Study of Social Issues, 2006-2007*.
- Keck Course Development Grant for 'Psychology and Leadership' (with Scott Allison; award \$3,000), *Keck Initiative on Leadership and the Liberal Arts, 2005-2006*
- Keck Grant to Support Undergraduate Research (award \$500), *Keck Initiative on Leadership and the Liberal Arts, 2006*
- Faculty Research Grant (award \$3,100): Stereotype Activation and Women Leaders: Understanding the Role of Personal Resources and Situational Moderators, *Jepson School of Leadership Studies, 2006*
- Faculty Research Grant (award \$3,000), Stereotype Activation and Women Leaders: Understanding the Role of Personal Resources and Situational Moderators, *Jepson School of Leadership Studies, 2004*
- PETE (Program for Enhancing Teaching Effectiveness) Grant (award \$1,700), *University of Richmond, 2004*
- Student Caucus Student Grant (award \$200), *American Psychological Society, 2002*
- Special Graduate Division Dissertation Fellowship (award \$5,000), *U. of California, Santa Barbara, 2002*
- Summer Teaching Institute for Associates Fellowship, (award \$2,000), *University of California, Santa Barbara, 2001*
- Graduate Fellowship, *Research Center for Virtual Environments & Behavior, UCSB, 1998-2000*
- Student Research Scholarship, *Western Psychological Association, 1997*
- Research Fellowship (\$2,500 award), *Kravis Leadership Institute, Claremont McKenna College, 1996*

CHAIRED SYMPOSIA

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- Degefe, E. D. & Hoyt, C. L. (February, 2023). *Gender bias in business: New sources and solutions*. Speakers: Crystal Hoyt, Elizabeth Degefe, Ezgi Ozgumus, & Ella Lombard. Symposium presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- Burnette, J. L. & Hoyt, C. L. (October, 2021). *Harnessing Growth Mindsets for Positive Social Change*. Speakers: Crystal L. Hoyt, Mary C. Murphy, Aneeta Rattan, & Laura E. Wallace. Symposium presented at the annual meeting of the Society for Experimental Social Psychology (SESP), Santa Barbara, CA.
- Hoyt, C. L. (Chair, 2020). *When leaders face personal crisis: A research and practice panel discussion*. Panelists: Gill Robinson Hickman, Laura Knouse, Ray Robinson, and Jorrit Volkers. Panel discussion at the annual meeting of the International Leadership Association (ILA).
- Burnette, J., L. & Hoyt, C., L. (February, 2020). *Mindsets: A new era of research*. Speakers: Jeni Burnette, Aneeta Rattan, Elizabeth Canning, and Crystal Hoyt. Symposium presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.

- Hoyt, C. L., & Burnette, J. L. (October, 2018). *Contemporary justifications of inequalities*. Speakers: Erin Hennes, Rebecca Hetey, Devon Proudfoot, and Crystal Hoyt. Symposium presented at the annual meeting of the Society for Experimental Social Psychology (SESP), Seattle, WA.
- Hoyt, C. L. (Chair, 2016). *Leaders in personal crisis*. Panelists: Gill Robinson Hickman and Laura Knouse. Panel discussion at the annual meeting of the International Leadership Association (ILA) in Atlanta, GA.
- Burnette, J. L., & Hoyt, C. L. (2016). *The social construction of stigma*. Symposium presented at the annual meeting of the Southeastern Society for Social Psychology (SSSP), Asheville, NC.
- Burnette, J. L., & Hoyt, C. L. (2015). *A social psychological perspective on eating behaviors*. Symposium presented at the annual meeting of the Southeastern Society for Social Psychology (SSSP), Winston-Salem, NC.
- Hoyt, C., L. & Burnette, J. L. (2015). *The STEM gender gap: Examining psychological mechanisms and promoting inclusion*. Speakers: Sarah Grover, Laurie O'Brian, Jeni Burnette, & Lauren Aguilar. Symposium presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Long Beach, CA.
- Major, B. & Hoyt, C. L. (2014) *The social psychology of obesity*. Symposium organized for the annual meeting of the Society of Experimental Social Psychology (SESP), Columbus, OH.
- Hoyt, C. L., & Burnette, J. L. (2014). *Mindsets matter: The power of beliefs for everyday life*. Symposium presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Austin, TX.
- Hoyt, C. L. (2013): *The power of invisible leadership: How a compelling common purpose inspired exceptional leadership*. Panelists: Georgia Sorenson, Ted A. Baartmans, Gill R. Hickman. Presented at the annual meeting of the International Leadership Association (ILA) in Montreal, Canada.
- Hoyt, C. L. & Simon, S. (2012). *Changing societies through leadership: Closing the gender gap on top*. Symposium presented at the biennial meeting of the Society for the Psychological Study of Social Issues (SPSSI), Charlotte, NC.
- Hoyt, C. L. (2010): *The rise of women as leaders: Progress and continuing barriers*. Panelists: Hannah Riley Bowles, Alice Eagly, and Swanee Hunt. Panel discussion at the annual meeting of the International Leadership Association (ILA) in Boston, MA.

CONFERENCE PRESENTATIONS

- Hoyt, C. L., Billingsley, J., Burnette, J. L., Becker W., & Babij, A. (2023, October). *Challenging beliefs to fight poverty: Mindsets of poverty and attitudes towards America's disadvantaged*. Talk presented at the International Leadership Association's (ILA) 25th Global Conference, Vancouver, Canada.
- *Simon, S., Hoyt, C. L., O'Brien, L., & Amari, C. (2023, March). *Justice for discrimination? Examining the role of growth mindsets and intent*. Poster presented at the annual meeting of the Eastern Psychological Association (EPA), Boston, MA.
- Hoyt, C.L., *Simon, S., & Fattorusso, S. (2023, February). *Stereotypic Beliefs Contribute to Gender Disparities in Economics*. Talk presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- Earl, S., Hoyt, C.L., Burnette, J.L., & *Rafferty, D. (2023, February). *Mindsets and Interracial Contact*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- *Lavine, I., *Rosen, S., *Marston, A., *Devita, C., *Shatalov, Y., & Hoyt, C.L. (2023, February). *Perceptions of Asian American and White American Leaders Depend Upon Organizational Performance*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.

- *Rosen, S., *Lavine, I. *Marston, A., *Devita, C., *Shatalov, Y., Hoyt, C.L., & Burnette, J.L. (2023, February). *Double-edged sword effects of public health messaging on eating disorder stigma*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- *Marston, A., Moore, M., Hoyt, C.L., & Burnette, J.L. (2023, February). *Public Health Messaging Alters the Justification For, But Not Level Of, Eating Disorder Stigma*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- Becker, W., Burnette, J.L., & Hoyt, C.L. (2023, February). *Coping in the Wake of Challenges: Mindsets and the Stories We Tell*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- *Moynihan, C. & Hoyt, C. L. (2023, February). *Understanding racial bias towards physicians: The role of patients' preference for hierarchy*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- *Osterberg, A. & Hoyt, C. L. (2023, February). *Does civic engagement predict moral behaviors? A test of moral theories*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- Berry, W., Lundberg, K., & Hoyt, C. L. (2023, February). *Can social harmony and social change co-exist? The relationship between interracial contact and collective action in a university-wide movement for racial justice*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- Hoyt, C. L., Burnette, J. L., *Forsyth, R., *Parry, M., & *DeShields, B. (2022, October). *Leaders and the fight against poverty: Believing in meritocracy can sustain prejudice against those in poverty*. Talk presented at the annual meeting of the International Leadership Association (ILA), Washington D.C.
- *Walker, W. & Hoyt, C. L. (2022, February). *University diversity rationales: The case for moral rationales*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Francisco, CA.
- *Margolis, A. & Hoyt, C. L. (2022, February). *The effects of mental illness mindsets on stigma toward those with mental illness*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Francisco, CA.
- *Li, K., & Hoyt, C. L. (2022, February). *When They Lost Their Words: The Impact of Microaggressions and Exclusion on Chinese International Students' Linguistic Capacity*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Francisco, CA.
- *Rosen, S., *Apt, N., & Hoyt, C. L. (2022, February). *Effects of COVID-19 Anxiety on Social Interactions and Drinking Behaviors Amongst College Students*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Francisco, CA.
- *Lauber, M., *Wallace, H., Lundberg, K., & Hoyt, C. L. (2022, February). *The Motivated Use of Colorblindness in a University-Wide Movement for Racial Justice*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Francisco, CA.
- Burnette, J. L., Hoyt, C. L., Billingsley, J., Becker, W., & *Nash, E. (2022, February). *Growth mindsets of anxiety: Do the benefits come with societal costs?* Talk presented at the annual meeting of the Society of Personality and Social Psychology (SPSP), San Francisco, CA.
- Babij, A. D., Burnette, J. L., & Hoyt, C. L. (2022, February). *Mindsets of mental illness: Are there double-edged sword effects of growth mindsets on prejudice?* Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Francisco, CA.
- *Marston, A., *Crispin, K., Hoyt, C.L., Burnette, J.L., Babij, A., Billingsley, J., & Knouse, L. (2022, February). *Double-Edged Sword Effects for Growth Mindsets of Weight but not for Growth Mindsets*

- of Mental Illness*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Francisco, CA.
- Becker, W., Burnette, J.L., Hoyt, C.L., & Lipsey, N.P. (2022, February). *Growth Mindsets of Parenting Ability and Psychological Flourishing*. Talk presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Francisco, CA.
- Hoyt, C. L., Burnette, J. L., Billingsley, J., Babij, A., & Becker, W. (2021, October). *Mindsets of poverty: Implications for judgments and decisions*. Talk presented at the annual meeting of the Society for Experimental Social Psychology (SESP), Santa Barbara, CA.
- Hoyt, C. L. & *DeShields, B. (2021, May). *How social class background influences perceptions of political leaders*. Poster presented at the 2021 Association for Psychological Science (APS) Virtual Convention.
- *Crispin, K., *Marston, A., Hoyt, C. L., Burnette, J. L., Knouse, L., & Billingsley, J. (2021, February). *Mindsets of Addiction and Stigma Toward those with Addiction*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Virtual Convention.
- *d'Almeida, A., Hoyt, C. L., & *Forsyth, R. (2021, February). *Punishment or rehabilitation? The contradictory effects of political ideology on criminal justice goals*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Virtual Convention.
- Hoyt, C. L. & *DeShields, B. (2021, February 11–13). *How social class background influences perceptions of political leaders*. Talk presented in *Teacher Scholar Data Blitz* at the annual meeting of the Society for Personality and Social Psychology (SPSP), Virtual Convention.
- *Katz, J., & Hoyt, C. L. (2021, February). *Draw some awesome II: The effects of art and awe on grief and giving*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Virtual Convention.
- *Nash, E., Hoyt, C. L., & Burnette, J. L. (2021, February). *The mixed blessing of anxiety mindsets on well-being and collective action and the role of political ideology*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Virtual Convention.
- Hoyt, C. L. & *DeShields, B. (2020, November). *How social class background influences perceptions of political leaders*. Talk presented in session on *Power, inequalities, and leadership systems* at the annual meeting of the International Leadership Association (ILA).
- Burnette, J. L. & Hoyt, C. L. (March, 2020). *Consequences of Obesity Public Health Messages: A Mindset Approach*. Invited paper presented at the Obesity Initiative Research Symposium. Athens, GA.
- Burnette, J., L., Pollack, J. M., Knouse, L., & Hoyt, C. L. (2020, March). *Do growth mindset interventions work?*. Talk presented at the 16th European Spring Conference on Social Psychology, Sils-Maria, Switzerland.
- Burnette, J., L., Hoyt, C. L., Knouse, L., & Pollack, J. M. (2020, February). *Mindset interventions: A call for improving implementation fidelity*. Talk presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.
- Hoyt, C. L., & Burnette, J. L. (2020, February). *Double-edged sword effects of growth mindsets*. Talk presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.
- *d'Almeida, A., *Zaloom, C., Hoyt, C. L., & *Forsyth, R. (2020, February). *Double-edged sword effects of conservatives' fixed beliefs about criminality*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.
- *Katz, J., & Hoyt, C. L. (2020, February). *Draw some awesome: The effect of art and awe on grief and giving*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.

- *Messervey, S., & Hoyt, C. L. (2020, February). *Hostile sexism and perceptions of competence and warmth of Black women*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.
- Babij, A. D., Hoyt, C. L., & Burnette, J. L., & (2020, February). *How social class mobility and poverty mindsets predict economic policy support and prejudice against the poor*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- *Forsyth, R. B., Hoyt, C.L., & Burnette, J.L. (2020, February) *The Meritocracy Paradox: How meritocracy encourages and hinders prejudice against the poor*. Poster presented at the Annual Convention of the Society for Personality Social Psychology, New Orleans, LA.
- Thomas, F., Orvidas, K., Hoyt, C. L., & Burnette, J. (February, 2020). *Public health messages and weight-related beliefs: Implications for well-being and stigma*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.
- *Roberson, J. & Hoyt, C. L. (February, 2020). *Leveraging empathy to reduce social dominance orientation and colorblind ideology*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.
- Schleider, J. L., Burnette, J. L., Widman, L., Hoyt, C., & Prinstein, M. J (2019, November). Randomized trial of a single-session growth mindset intervention for rural adolescents' internalizing and externalizing problems. In J. L. Schleider (Chair), *Brief, Technology-Mediated Interventions to Expand the Reach of Cognitive-Behavioral Therapies*. Symposium at the Association for Behavioral and Cognitive Therapies 53rd Annual Convention, Atlanta, GA.
- *Roberson, J. & Hoyt, C. L. (2019, February). *Promoting positive interracial interactions: An experimental investigation*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Portland, OR.
- *Rafferty, D. & Hoyt, C. L. (2019, February). *The role of growth mindsets in interracial interactions*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Portland, OR.
- Babij, A. D., Burnette, J. L., & Hoyt, C. L. (2019, February). *Emotion Meaning Mindsets and Self-Regulation*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Portland, OR.
- Thomas, F. N., Orvidas, K., Burnette, J. L., & Hoyt, C., (February 2019). Weight beliefs, unhealthy eating and mental health: Differentiating mindsets from controllability is critical. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Portland, OR.
- Hoyt, C. L., Burnette, J. L., Moss, A., *Schieffelin, A., & *Goethals, A. (2018, October). *Contending with wealth inequality: The role of perceiving procedural injustice in galvanizing social change*. Talk presented at the annual meeting of the Society for Experimental Social Psychology (SESP), Seattle, WA.
- Hoyt, C. L. (2018, October). *Efficacy and growth mindsets buffer against identity threat for women in leadership positions*. Talk presented in panel on *Navigating the journey of women leaders* at the annual meeting of the International Leadership Association (ILA) in West Palm Beach, FL.
- Hoyt, C. L. (2018, October). Speaker in panel on *A conversation with Joanne B. Ciulla: Ethics and leadership in a world where both seem scarce* at the annual meeting of the International Leadership Association (ILA) in West Palm Beach, FL.
- Babij, A., Burnette, J.L., Pollack, J.M., Forsyth, R. B., Hoyt, C.L., & Thomas, F. N. (2018, October). *A Growth Mindset Approach to Fostering Interest in the Field of Entrepreneurship*. Talk presented at the annual meeting of the Southeastern Society for Social Psychology (SSSP), Raleigh, NC.
- Thomas, F. N., Burnette, J. L., & Hoyt, C. L. (2018, October). *Mindsets of Health: Implications for Healthy Eating Intentions*. Talk presented at the annual meeting of the Southeastern Society for Social Psychology (SSSP), Raleigh, NC.

- Hoyt, C. L., & Burnette, J. L. (2018, May). *The double edged sword effect of implicit theories on anti-fat prejudice and self-stigma*. Talk presented in symposium on *Mindsets the promote well-being and reduce health-related stigmatization* at the 30th Annual Meeting of the Association for Psychological Science (APS), San Francisco, CA.
- *Parry, M., & Hoyt, C. L. (2018). *Effect of political ideology on perceived threat from ideological texts*. Poster presented at the 2018 Annual Meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- *DeShields, B., & Hoyt, C. L. (2018). *The American Dream and leader perceptions: How subtle cues to class can affect political candidate evaluations*. Poster presented at the 2018 Annual Meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- Babij, A., Burnette, J. L. & Hoyt, C. L. (2018). *Emotion meaning mindsets*. Poster presented at the 2018 Annual Meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- *Barnowski, A., Hoyt, C. L., Allison, S., *Sultan, A. (2018). *Heroes, leaders, and gender*. Poster presented at the 2018 Annual Meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- Thomas, F., Burnette, J. L. & Hoyt, C. L. (2018). *Implicit theories of health and healthy eating behaviors*. Poster presented at the 2018 Annual Meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- *Schieffelin, A., & Hoyt, C. L. (2018). *The effect of mindsets about the nature of people on academic engagement in "brilliance-required" domains*. Poster presented at the 2018 Annual Meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- *Bodalski, E., Hoyt, C. L., Knouse, L., & Forsyth, D. (2018). *ADHD and the dark side of leadership*. Poster presented at the 2018 Annual Meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- *Forsyth, R., Hoyt, C. L., & Burnette, J. (2018). *Fixed mindsets can be hard to change: Ideological motivations can sustain fixed mindsets*. Poster presented at the 2018 Annual Meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- Simons-Rudolph, J., Brugh, C., Burnette, J., Thomas, F., Hoyt, C. L., & Carlin, M. (2018). *Person mindsets: Fixed mindsets predict harsher immigration and anti-terrorism policy support*. Poster presented at the 2018 Annual Meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- Hoyt, C. L. (October, 2017). *Achieving authenticity: Social-identity based barriers to legitimacy*. Talk presented in panel on *The search for good leaders: The value and challenges of authenticity* at the annual meeting of the International Leadership Association (ILA) in Brussels, Belgium.
- Murphy, S. E., Jansson, M., & Hoyt, C. L. (August, 2017). *Implicit theories and leader identity: Leadership self-efficacy effects for women and men*. Talk presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Hoyt, C. L. & Burnette, J. (July, 2017). *Body weight mindsets: The double-edged sword effects of weight beliefs on anti-fat prejudice and self-stigma*. Talk presented in the symposium on *Reducing prejudice and enhancing equality: Exploring the unintended consequences of practical interventions* at the 18th General Meeting of the European Association of Social Psychology, Granada, Spain.
- *Parry, M., & Hoyt, C. L. (2017). *Understanding the Role of Political Ideology in Contemporary Sexual Discrimination*. Poster presented at the 2017 Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- *Forsyth, R., *Morse, E., Hoyt, C. L., & Burnette, J. L. (2017). *The Power of Mindsets: Exploring the Role of Implicit Theories on Social Dominance Orientation (SDO) and Volunteering*. Poster presented at the 2017 Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

- Hoyt, C. L. & *Seaton, A. L. (2017). *Who Do We Help?: How Mortality Salience, Changing Demographics and Ideology Shape Pro-Social Behavior*. Poster presented at the 2017 Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Lindgren, K. P., Olin, C., Hoyt, C. L., Montes, K. M., & Burnette, J. L. (2017). *Implicit Theory of Personality Moderates the Drinking Identity—Hazardous Drinking Relation*. Poster presented at the 2017 Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Thomas, F. N., Babij, A. D., Pollack, J. M., Hoyt, C. L., & Burnette, J. L. (January, 2017). *Weight stigma, pitch performance and entrepreneurial venture funding*. Poster presented at the 2017 Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Hoyt, C. L., Morgenroth, T., & Burnette, J. L. (2016). *The stigma asymmetry model applied to sexual prejudice*. Talk presented at the annual meeting of the Southeastern Society for Social Psychology (SSSP), Asheville, NC.
- Burnette, J.L., Dweck, C., *Auster-Gussman, L., & Hoyt, C. L. (2016). *Reducing internalized obesity stigma: An implicit theories perspective*. Talk presented at the annual meeting of the Southeastern Society for Social Psychology (SSSP), Asheville, NC.
- Hoyt, C. L., & Murphy, S. E. (August, 2016). *An examination of the consequences and moderators of stereotype threat for female leaders*. Talk presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Russell, V. M., Burnette, J. L., Hoyt, C. L., Lawson, B., Dweck, C. S., & Finkel, E. L. (August, 2016). *Increasing interest in computer science: A mindset intervention*. Poster presented at the annual meeting of the American Psychological Association, Denver, CO.
- Orvidas, K., Burnette, J. L., Hoyt, C. L., Russell, V. M., Lawson, B., Dweck, C. S., & Finkel, E. (May, 2016). *Sense of belonging mediates the association between growth mindsets and interest in computer science*. Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- Murphy, S. E., Reichard, R., & Hoyt, C. (June, 2016). *Motivation to lead over time and context: Understanding women's leadership*. Talk presented at the Institute of Work Psychology International Conference on Work, Well-being, and Performance. Sheffield, UK.
- Hoyt, C. (February, 2016). *Mindsets matter for female leaders: The role of leadership efficacy and growth mindsets in buffering against identity threat*. Talk presented at the 24th Kravis-de Roulet Conference; Women's Leadership Journeys Revealed: Attributes, Styles, and Impact. Claremont McKenna College, CA.
- *Schieffelin, A., Hoyt, C. L., Burnette, J. L., & Moss, A. (January, 2016). *Addressing wealth inequality: Perceiving procedural injustice reduces system-justifying effects of conservatism*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Diego, CA.
- Russell, V. M., Burnette, J. L., Hoyt, C. L., Dweck, C. S., Finkel, E. J., & Lawson, B. (January, 2016). *The effects of a growth mindset intervention on students' computer science interest over time*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Diego, CA.
- Babbitt, B., Lamer, S., Hoyt, C. L., & Weisbuch, M. (January, 2016). *In a Barbie world: On the implications of sex-typed environments*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Diego, CA.
- Russell, V. M., Burnette, J. L., Hoyt, C. L., Dweck, C. S., Finkel, E., & Lawson, B. (October, 2015). *The effects of a growth mindset intervention on students' computer science interest over time*. Poster presented at the annual meeting of the Southeastern Society for Social Psychology (SSSP), Winston-Salem, NC
- Hoyt, C. L., & Burnette, J. L. (October, 2015). 'Obesity is a disease': Examining the impact of this public health message. Talk presented at the annual meeting of the Southeastern Society for Social Psychology (SSSP), Winston-Salem, NC.

- Murphy, S. E., Jansson, M., & Hoyt, C. L. (2015). *Implicit theories of leadership and the leader identity: Fit outcomes in agentic and communal organizations*. Talk presented at the annual meeting of the Academy of Management, Vancouver, BC.
- Pollack, J. M., Burnette, J. L., & Hoyt, C. (September, 2015). Obesity stigma and the pursuit of venture funding: Weight, attractiveness, and perceived quality of entrepreneurs' business pitches. Paper to be presented at the 3rd Annual International Weight Stigma Conference, (Reykjavik, Iceland).
- Hoyt, C. L., Burnette, J., *Auster-Gussman, L., Blodorn, A., & Major, B. (September, 2015). *Public health obesity messages: A stigma asymmetry model of the divergent effects of blame and entity theorizing on anti-fat prejudice*. Paper presented at the third annual Weight Stigma Conference. Reykjavik, Iceland.
- Hoyt, C., Murphy, S., & Simon, S. (2015). *Social Identities and Leadership: The Power of Beliefs*. European Association for Social Psychology (EASP) small conference on Unexpected Leadership: How Marginal Individuals and Groups Lead Social Transformation. University of Sheffield, England.
- *Shick, A. Lawson, B., Hoyt, C., & Burnette, J. (2015). *Increasing Female Involvement and Achievement in STEM* (poster). 2015 Grace Hopper Celebration of Women in Computing, Houston, TX.
- *Shick, A., Lawson, B., Hoyt, C. L., & Burnette, J. (2015). *Ice Maze: A Growth-Mindset Educational Game for Introductory Computer Science*. Poster presented to *CAPWIC 2015: Capital Region Celebration of Women in Computing*, Harrisonburg, VA. (Awarded top prize for undergraduate poster presentations.)
- Burnette, J., L., Hoyt, C. L., Lawson, B., & Dweck, C. S. (February, 2015). *Growth theories buffer females against identity threat in computer science*. Paper presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Long Beach, CA.
- Hoyt, C. L., Burnette, J. L., *Gomez, J., & *Forsyth, R. (February, 2015). *Increasing Participation in STEM Through Growth Theories: Testing an Implicit Theory Teaching Intervention*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Long Beach, CA.
- Hoyt, C. L., Burnette, J. L., & *Auster-Gussman, L. (2014). *Weight stigma: The role of public health message in decreasing stigma against obese individuals*. Paper presented at the annual meeting of the Society of Experimental Social Psychology (SESP), Columbus, OH.
- Burnette, J. L., Hoyt, C. L., *Auster-Gussman, L., & Dweck, C. S. (2014). *Social psychology and public health: Obesity messages matter for mindsets*. Paper presented at the annual meeting of the Society of Experimental Social Psychology (SESP), Columbus, OH.
- Hoyt, C. L. (2014). *Gendered leadership: Myths and realities*. Talk presented at the annual meeting of the International Leadership Association (ILA) in San Diego, CA.
- Hoyt, C. L. (2014). *"Most Inexhaustible of all Topics": Reflections on the Leadership Studies Curriculum at the Jepson School*. Talk presented at the annual meeting of the International Leadership Association (ILA) in San Diego, CA.
- Hoyt, C. L. (2014). *Political ideologies: Implications for employment-related gender bias*. Talk presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Austin, TX.
- *Auster-Gussman, L., Hoyt, C. L., Burnette, J. L. (2014). *Self-efficacy within identity-threatened domains: The role of implicit person theories in self-regulation*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Austin, TX.
- *Reid, A. , *Goldin, A., & Hoyt, C. L. (2014). *The national one and the ethnic many: The role of sociopolitical ideologies in American intergroup partiality*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Austin, TX.
- Hoyt, C. L., & Price, T. L. (2013). *The social role theory of unethical leadership*. Presented at the annual meeting of the International Leadership Association (ILA) in Montreal, Canada.
- Hoyt, C. L. (2013). *Inspirational of self-deflating: The role of self-efficacy in elite role model effectiveness*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.

- *Hensel, A. K., *Johnson, J. J., & Hoyt, C. L. (2013). *Would you help vs Will you help: Mediators of gender effects on prosocial behavior*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.
- *Auster-Gussman, L., Burnette, J., Hoyt, C. L. (2013). *Implicit theories and attitudes toward obese persons*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.
- Hoyt, C. L., *Auster-Gussman, L., & Burnette, J. (2013). *Lay theories and attitudes toward women: Merging implicit theory and role congruity perspectives*. Presented at the Common Sense Beliefs and Lay Theories Preconference at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.
- *Auster-Gussman, L., Burnette, J., Hoyt, C. L. (2012). *Implicit theories and attitudes toward obese persons*. Poster presented at the HHMI Science Symposium at the University of Richmond.
- *Hensel, A. K., *Johnson, J. J., & Hoyt, C. L. (2012). *Would you help vs Will you help: Mediators of gender effects on prosocial behavior*. Poster presented at the HHMI Science Symposium at the University of Richmond.
- Hoyt, C. L., Burnette, J., & *Innella, A. N. (2012). *Changing societies through leadership: Implicit theories and role model effectiveness*. Talk presented at the bi-annual meeting of Society for the Psychological Study of Social Issues (SPSSI) conference, Charlotte, NC.
- *Innella, A. N., Hoyt, C. L., & *Simon, S. (2012). *The effect of mortality salience on implicit leadership theories*. Talk presented at the bi-annual meeting of Society for the Psychological Study of Social Issues (SPSSI) conference, Charlotte, NC.
- *Simon, S., Hoyt, C. L., & Johnson, Y. (2012). *Effect of media images on women's leadership perceptions and aspirations*. Talk presented at the bi-annual meeting of Society for the Psychological Study of Social Issues (SPSSI) conference, Charlotte, NC.
- Hoyt, C.L., Burnette, J. L., *Sweeney, C., & *Erickson-Kulas, R. (2012). *Leadership role model effectiveness: An implicit theories perspective*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Diego, CA.
- *Schmitz, H., & Hoyt, C.L. (2012). *Ethical decision making: A social status perspective*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Diego, CA.
- *Poatsy, L., & Hoyt, C.L. (2012). *'But it's for a good cause': Ethics and the social role theory of leadership*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Diego, CA.
- *Thornhill, C., & Hoyt, C.L. (2012). *Perceiving leadership effectiveness: The role of sexual orientation and gender*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Diego, CA.
- Hoyt, C. L. (2011). *Inspirational or self-deflating: The role of status and self-efficacy in leadership role model effectiveness*. Presented at the annual meeting of the International Leadership Association (ILA) in London, England.
- Pollack, J. M., Burnette, J. L., & Hoyt, C. L. (2011, August). *Buffering the effects of stereotype threat on women's entrepreneurial competence evaluations*. Paper presented at the Academy of Management (AoM) Annual Meeting, San Antonio, TX.
- *Innella, A., Hoyt, C. L., Burnette, J. & *Van Epps, E. (2011). *I can do that: Implicit theories of leadership ability and role model inspiration*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Antonio, TX.
- *Goldin, A., & Hoyt, C. L. (2011). *Political Ideology and Prosocial Behavior: Understanding the Role of Pro-America Attitudes and Blatant Prejudice*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Antonio, TX.

- Hoyt, C. L., *Goldin, A., & *Greenfield, K. (2010). *Employment discrimination: The role of ideology, gender, and caregiving*. Talk presented at the bi-annual meeting of Society for the Psychological Study of Social Issues (SPSSI) conference, New Orleans, LA.
- Hoyt, C. L., *Simon, S., & *Innella, A. (2010). *Female leader role models: Injurious or inspiring?* Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Las Vegas, NV.
- *Innella, A. & Hoyt, C. L. (2010). *Helpful or hurtful: How do female role models affect women in leadership roles?* Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Las Vegas, NV.
- Hoyt, C. L. (2009, November). *Stigmatized Leaders: Examining the Impact of Social Stigma on Leaders' Attributions, Self-Perceptions, and Well-being*. Talk presented at the annual meeting of the International Leadership Association (ILA) in Prague, Czech Republic.
- *Frazier, B., Hoyt, C., & Bukach, C. (2009, May). *Can she ever be "The Man"?: The effect of gender on implicit perceptions of leadership ability in an applied hiring task*. Presented at the annual meeting of the Association for Psychological Science (APS) annual convention in San Francisco, CA.
- *Frazier, B., *Innella, A. & Hoyt, C. (2009, Feb.). *Gender, stereotypes, and leadership: A leadership intervention for adolescent girls*. Presented at the annual meeting of the Southeastern Psychological Association (SEPA), New Orleans, LA.
- *Innella, A. & Hoyt, C. (2009, Feb.). *The impact of role models on female leaders*. Presented at the annual meeting of the Southeastern Psychological Association (SEPA), New Orleans, LA.
- *Simon, S. & Hoyt, C. (2009, Feb.). *Madame President?: A closer examination of the gender gap in support for a woman for president*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Tampa, FL.
- Pollack, J., Burnette, J., & Hoyt, C. (2009, Feb.). *Implicit theories of leadership and self-efficacy: Implications for coping with leadership challenges*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Tampa, FL.
- Hoyt, C., & Goethals, G. (2008, Nov.). *Psychology and leadership*. Talk given in a symposium: 'New Work on Leadership and the Humanities, Politics, and Psychology,' at the annual meeting of the Leadership Association (ILA) in Los Angeles, CA.
- Price, T., & Hoyt, C. (2008, Nov.). *The psychology of leadership ethics: Part III*. Talk given in a symposium: 'Psychological perspectives on ethical leadership,' at the annual meeting of the International Leadership Association (ILA) in Los Angeles, CA.
- Hoyt, C. & *Simon, S. (2008, June). *Understanding the gender gap in support for a woman for president*. Presented at the Society for the Psychological Study of Social Issues (SPSSI) conference, Chicago, IL.
- *Simon, S. & Hoyt, C. (2008, March). *The dark side of exposure to role models: Will female leaders guide you to the top or just let you down*. Presented at the Eastern Psychological Association (EPA) conference, Boston, MA.
- *Simon, S. & Hoyt, C. (2008, February). *The effects of stereotype activation on women's reactions to leadership situations, or How reading Cosmo might prevent you from becoming CEO*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Albuquerque, NM.
- Hoyt, C. & Price, T. (2008, February). *Leadership and the more-important-than-average effect*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Albuquerque, NM.
- Price, T., & Hoyt, C. (2007, November). *The psychology of leadership ethics*. Talk presented in a symposium. 'The Mind of a Leader: Psychology and Cognition in Leadership Studies,' at the annual meeting of the International Leadership Association (ILA) in Vancouver, Canada.
- Hoyt, C. L. (2007, June) Presentation of *Leadership and Psychology* course, Keck Workshop, Leadership Across the Liberal Arts Curriculum Conference, Claremont, CA.

- *Simon, S., & Hoyt, C. (2007, March). *Women's responses to gender-leader stereotype activation in cognitively busy situations*. Presented at the annual meeting of the Eastern Psychological Association (EPA), Philadelphia, PA.
- Hoyt, C. L., *Simon, S., & *Reid, L. (2007, January). *Choosing the best (wo)man for the job: The effects of mortality salience and sex on leader evaluations*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Memphis, TN.
- Hoyt, C. L. (2006, November). *Stereotype reactance in the leadership role: The effects of leadership efficacy on women's responses to stereotypes*. Talk presented in a symposium. 'Women's paths to leadership: Overcoming challenges and undermining stereotypes,' at the annual meeting of the International Leadership Association (ILA) in Chicago, IL.
- Hoyt, C. L. (2006, November). *The psychology of leadership ethics*. Presented in a panel with Terry Price and Don Forsyth at the annual meeting of the International Leadership Association (ILA) in Chicago, IL.
- Hoyt, C. L. (2006, June) Co-presenter with Scott Allison of *Leadership and Psychology* course, Keck Workshop, Leadership Across the Liberal Arts Curriculum Conference, University of Richmond.
- Hoyt, C. & Halverson, S. (2006, May). *The impact of solo-status and stereotype activation on female leaders*. Talk presented in symposium, 'To conform or deny: Gender stereotypes and female leaders,' at the annual meeting of the Society for Industrial-Organizational Psychology (SIOP), Dallas, TX.
- Hoyt, C., *Aguilar, L., Kaiser, C., Blascovich, J., & *Lee, K. (2006, January). *The self-protective and undermining effects of attributional ambiguity: An investigation into Latino leaders*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Palm Springs, CA.
- Hoyt, C. (2005, May). *The role of leadership efficacy in women's leadership identification responses to stereotype activation*. Presented at the annual meeting of the American Psychological Society (APS), Los Angeles, CA.
- Hoyt, C., *Lee, K., & Blascovich, J. (2005, January). *Latino leaders: The impact of stigma and performance feedback on attributions to discrimination and self-esteem*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.
- Hoyt, C. (2004, November). *Leadership in the virtual age: Transformational and transactional leadership in virtual and physical environments*. Talk presented at the annual meeting of the International Leadership Association (ILA), Washington, D.C.
- Hoyt, C. & Blascovich, J. (2004, June). *Women leaders: The impact of conflicting role expectations*. Presented at the bi-annual meeting of the Society for the Psychological Study of Social Issues (SPSSI), Washington, D.C.
- Hoyt, C., *Lee, K., & Blascovich, J. (2004, May). *The impact of stigma and performance feedback on Latino leaders' attributions to discrimination and self-esteem*. Presented at the annual meeting of the Association for Psychological Science (APS), Chicago, IL.
- Hoyt, C., & Blascovich, J. (2004, January). *Stereotype vulnerability or stereotype reactance: The influence of negative leadership stereotypes on high and low efficacy women leaders*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Austin, TX.
- *Lee, K., Hoyt, C., & Blascovich, J. (2003, May) *Latino leaders: The role of ethnicity and leadership feedback*. Poster presented at UCSB's Undergraduate Research Poster Colloquium.
- Hoyt, C. L., *Aguilar, L., & Blascovich, J. (2003, May). *Interpreting leadership failure: Is it my ability or my ethnicity?* Paper presented at the annual meeting of the Western Psychological Association (WPA), Vancouver, BC, Canada.
- Hoyt, C. L., & Blascovich, J. (2003, February). *Stereotype threat or stereotype challenge: The role of leadership efficacy*. Presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Los Angeles, CA.

- Hoyt, C. L., & Blascovich, J. (2002, June). *Leadership in the virtual frontier: Transformational leadership and immersive virtual environment technology*. Presented at the annual meeting of the Association for Psychological Science (APS), New Orleans, LA.
- Hoyt, C. L., & Blascovich, J. (2001, June). *Social facilitation in virtual environments: A new methodological tool for social psychologists*. Hot Topic Paper presented at the annual meeting of the Association for Psychological Science (APS), Toronto, Ontario.
- Blascovich, J., Swinth, K. R., Hoyt, C., & Bailenson, J. (2001, January). *A threshold model of social influence within immersive virtual environments*. Paper presented at the annual meeting of Medicine Meets Virtual Reality (MMVR), Newport Beach, CA.
- Hoyt, C.L. (1999, May). *Social facilitation in virtual environments*. Paper presented at the University of California Mini-Convention, Santa Barbara, CA.
- Hoyt, C.L., Watson, C.B., Murphy, S.E. (1997, April). *Group leadership: The stress buffering effects of confidence and optimism*. Talk presented at the Annual Convention of the Western Psychological Association (WPA), Seattle, WA. Talk also presented at the Annual Western Psychological Conference for Undergraduate Research, Santa Clara, CA.

INVITED TALKS AND LECTURES

- Gender-related research at the University of Richmond*. Chaired a panel of student researchers for the Board of Trustees' Diversity, Equity, Inclusion, and Belonging Committee; April, 2023.
- Mindsets of Poverty: Implications for Stigma and Redistributive Policy Support*. Invited speaker at the Duke Social Psychology Brown Bag Series. Duke University; January, 2022.
- Mindsets of Poverty: Implications for Stigma and Redistributive Policy Support*. Invited speaker at the North Carolina State Health and Behavioral Research Group. North Carolina State University; August, 2021.
- Implicit Bias and Stereotype Threat*. Invited speaker at the American Physiological Society Diversity Equity, and Inclusion Webinar Series. Online; March, 2021.
- Women and leadership: Achieving legitimacy and why it matters*. Invited speaker at the Women in Academic Leadership Program, University of Richmond, VA; September, 2020.
- Mindsets Matter for Diversifying Scientific Leadership*. Panel on Implicit Bias, National Hispanic Science Network, New Orleans, LA; October, 2019.
- Roadmap to success: This is not just a grab-bag candy game*. Invited speaker at the Roadmap Program, University of Richmond, VA; August, 2019.
- Mindsets Matter for Diversifying Scientific Leadership*. 11th Annual Ting-Kai Li, M.D. Plenary Lecture, Research Society on Alcoholism, Minneapolis, MN; June, 2019.
- Contending with wealth inequality: The role of perceiving procedural injustice in galvanizing social change*. Invited speaker at the Visible Scholar Program, University Richmond, VA; November, 2018.
- Subtle bias and perceptions of unfairness at work*. Invited speaker at the Generating pay equity: Realizing the benefits of the California Fair Pay Law conference, UC Davis, CA; April, 2018.
- Leading Entrepreneurial Ventures: Individual and Team-Based Perspectives*. Invited panelist at the PreConference Development Workshop, Academy of Management meetings, Atlanta, GA August, 2017.
- Understanding our Hidden Biases*. Invited speaker; 3Degrees; Richmond, VA; July, 2017.
- Mindsets matter for leaders: The role of leadership efficacy and growth mindsets*. Invited scholar at the National Leadership Symposium at the University of Tampa, FL; July, 2016.
- Mindsets matter for female leaders: The role of leadership efficacy and growth mindsets in buffering against identity threat*. Invited speaker for the Women's Faculty Council Lecture during research Week at Oklahoma State University; Stillwater, OK; February, 2016.
- Women in Leadership*. Invited speaker Virginia Center for Inclusive Communities, Workplace Inclusion Network; Richmond, VA August 2015.

Leadership in a Diverse Society. Invited speaker; University of Hartford, College of Education, Nursing and Health Professions; West Hartford, CT; November, 2014.

Leading in a Diverse Society. Invited speaker; NIH Executive Leadership Program; Brookings Executive Education; Washington, DC; August, 2014.

Women, Leadership, and Learning In. Invited panelist; Robins School of Business, University of Richmond; October 24, 2013.

Social Identities and Leadership: The Case of Race and Gender. Invited talk at the Center for Leadership in Education, School of Professional and Continuing Studies, University of Richmond, April, Nov 2013; Feb and Oct, 2014.

Understanding stereotype threat. Invited talk in the STEM Diversity Series sponsored by HHMI; University of Richmond, March, 2013

Racism without Racists: What are the implications of a colorblind ideology for intergroup relations? Invited discussion leader at Consider This; University of Richmond, Dec. 2012.

Gender and Leadership. Invited talk at the Sorensen Institute Emerging Leaders Program, Richmond, August 2012.

- Gender bias in employment contexts: The role of political ideology and gender role salience.* Invited talk at Virginia Commonwealth University, Richmond, March 2012.
- Gender and Leadership.* Invited talk at St. Catherine's School, Richmond, Dec, 2011.
- Gender and Leadership.* Invited talk at the Center for Leadership in Education, School of Continuing Studies, University of Richmond, Sept, 2011; Feb. 2012.; Oct. 2012.
- Stereotype Threat.* Invited talk at the Connecting Women of Color Conference, University of Richmond, Feb. 2011.
- Gender and Leadership.* Invited talk at the Center for Leadership in Education, School of Continuing Studies, University of Richmond, Feb, 2010.
- Women and leadership: Understanding barriers and promoting effectiveness.* Invited talk at the Osher Institute, School of Continuing Studies, University of Richmond, Feb, 2010.
- Understanding stereotypes and promoting inclusiveness.* Workshop given at the Next Generation Leadership Academy, Richmond, VA, April, 2009.
- Gender in Leadership.* Workshop given at the Issues in Leadership Series, Richmond, VA, April, 2009.
- Leadership and the more-important-than-average effect.* Jepson School Research Seminar, Oct. 2008
- Women on course: Topping the leader board.* Invited talk for the Williams Mullen Women's Initiative, Richmond, VA, April, 2008.
- Stereotypes and leadership.* Invited talk for the Issues in Leadership breakfast series. The Center for Leadership in Education, University of Richmond, VA, November, 2007, July 2008.
- Mind games: How stereotypes shape women leaders' self-perceptions and performance.* Invited talk with Stacey Sinclair (UVA). Talk given at the Jepson Leadership Forum: Leadership and the Mind, University of Richmond, March 2007.
- Group dynamics and diversity.* Workshop given at the Next Generation Leadership Academy, Richmond, VA, December, 2006.
- Leadership and diversity.* Invited talk at Tufts University, Boston, MA, November, 2006.
- Women and leadership: Understanding the barriers and promoting leadership effectiveness.* Invited teleconference for the Women in Technology group, Wells Fargo & Company, October 2006.
- Group dynamics and leadership.* Workshop given at the Emerging Leader Institute, Virginia Association of Independent Schools, Richmond, VA, August, 2006.
- Women and leadership.* Invited workshop at KARAMAH: Muslim Women Lawyers for Human Rights, Law and Leadership Program, Washington D.C., July 2006.
- Women and leadership: Understanding the barriers and promoting leadership effectiveness.* Invited talk at the Corporate Reputation & Governance Women's Network Event: *Nurture the Leader Within*, Capital One, Richmond, VA, June 2006.
- Leadership and diversity in groups.* Invited teleconference with Don Forsyth for the Leadership Development Program, Wells Fargo & Company, May 2006.
- Virtual environment technology and group dynamics.* Invited talk with Don Forsyth given at the Public Safety University Day, School of Continuing Studies, University of Richmond, February, 2006.
- Group and social psychological perspectives on leadership.* Workshop given at the Next Generation Leadership Academy, Richmond, VA, June, 2005; February, 2006.
- He's a powerful leader, she's a battle-ax: Understanding the implications of biases against women leaders.* Invited talk at the Women in the Know Conference, Westhampton College, University of Richmond, November, 2005.
- Group dynamics.* Workshop given at the Professional Executive Leadership School, University of Richmond Management Institute, Richmond, VA, November, 2005.
- Stereotype activation and leadership efficacy: Understanding the effects of stereotypes on female leaders.* Invited talk at the University of Virginia, October, 2005.

- Group dynamics at the Jepson School of Leadership Studies.* Invited talk at Family Weekend (with Don Forsyth), Jepson School of Leadership Studies, 2005.
- Stereotype vulnerability or stereotype reactance: Understanding the effects of stereotypes on women leaders.* Invited talk, Psychology Department, University of Richmond, April, 2004.
- The art and science of influence.* Invited talk at the Leadership Luncheon, Jepson School of Leadership Studies, February, 2004.
- Women and minority leaders: Understanding the effects of stereotypes and discrimination.* Invited talk at California State University, Hayward, December, 2002.
- The effects of stereotypes and discrimination on non-traditional leaders.* Invited talk at the Advanced Training Institute for Social Psychologists, Santa Barbara, CA, August, 2002.

TEACHING/MENTORING

Dissertation or Thesis Committee Member

- Robyn Bell, George Washington University (Ph.D.). *How senior leaders use a growth mindset to claim a leader identity.* 2018-present.
- Elizabeth Harvard, University of Richmond's SPCS, (MA). *Utilizing and Extended Theory of Planned Behavior Model to Explore Generation X and Y's Motivations for Charitable Giving to Independent Schools.* 2018-2019
- Lauren Hawthorne, University of Maine, (Ph.D.). *Role fit and the glass ceiling: Exploring factors that contribute to women's underrepresentation in leadership.* 2014-2017.
- Stefanie Simon, Tulane University, (Ph.D.). *Exploring the influence of a leader's gender on the experiences of followers from racial minority groups.* 2014-2015.

Advisee Research Awards/Grants/Fellowships

- Jepson Undergraduate Research Grant (Advisee: Ilana Lavine and Samara Rosen), U. of Richmond, 2021-22.
- Jablin Award for Undergraduate Research (Advisee: Ally Osterberg), Jepson School, 2021-2022.
- Jepson Student Travel Grant (Advisee: Anna Marston), Univ. of Richmond, 2021-2022.
- Jepson Undergraduate Research Grant (Advisee: Ally Osterberg), Univ. of Richmond, 2021-22.
- Jepson Undergraduate Research Grant (Advisee: Charlotte Moynihan), Univ. of Richmond, 2021-22.
- Jepson Undergraduate Research Grant (Advisee: Anna Marston, Caroline Devita, and Ilana Lavine), Univ. of Richmond, 2021-22.
- Jepson Student Travel Grant (Advisee: Anna Marston), Univ. of Richmond, 2020-2021.
- Jepson Student Travel Grant (Advisee: Kendall Crispin), Univ. of Richmond, 2020-2021.
- Jepson Undergraduate Research Grant (Advisee: Will Walker), Univ. of Richmond, 2020-21.
- Jepson Undergraduate Research Grant (Advisee: Kexin Li), Univ. of Richmond, 2020-21.
- Jepson Undergraduate Research Grant (Advisee: Samara Rosen), Univ. of Richmond, 2020-21.
- Jepson Undergraduate Research Grant (Advisee: Nora Apt), Univ. of Richmond, 2020-21.
- Jepson Undergraduate Research Grant (Advisee: Kendall Crispin), Univ. of Richmond, 2020-21.
- Jepson Undergraduate Research Grant (Advisee: Anna Marston), Univ. of Richmond, 2020-21.
- Jepson Undergraduate Research Grant (Advisee: Allie Margolis), Univ. of Richmond, 2020-21.

Jepson Undergraduate Research Grant (Advisee: Kate McCarthy), Univ. of Richmond, 2019-20.
Jepson Undergraduate Research Grant (Advisee: Emma Nash), Univ. of Richmond, 2019-20.
Jepson Student Travel Grant (Advisee: Ayele d'Almeida), Univ. of Richmond, 2019-2020.
Jepson Student Travel Grant (Advisee: Sara Messervey), Univ. of Richmond, 2019-2020.
Arts and Sciences Student Travel Grant (Advisee: Jacob Roberson), Univ. of Richmond, 2018-2019.
Jablin Award for Undergraduate Research (Advisee: Jamie Katz), Jepson School, 2018-2019.
Jepson Undergraduate Research Grant (Advisee: Jamie Katz), Univ. of Richmond, 2018-19.
Jepson Undergraduate Research Grant (Advisee: Ashley Gross), Univ. of Richmond, 2018-19.
Jepson Undergraduate Research Grant (Advisee: Dana Rafferty), Univ. of Richmond, 2017-18.
Arts and Sciences Student Travel Grant (Advisee: Brent Deshields), Univ. of Richmond, 2017-2018.
Arts and Sciences Student Travel Grant (Advisee: Aliya Sultan), Univ. of Richmond, 2017-2018.
Jablin Award for Undergraduate Research (Advisee: Dana Rafferty), Jepson School, 2017-2018.
Arts and Sciences Summer Research Fellowship (Advisee: Brent Deshields) U of R, 2017.
Jepson Undergraduate Research Grant (Advisee: Elizabeth Bodalski), Univ. of Richmond, 2016-17.
Jepson Undergraduate Research Grant (Advisee: Annette Schieffelin), Univ. of Richmond, 2016-17.
Jepson Undergraduate Research Grant (Advisee: Veerle Verhey), Univ. of Richmond, 2016-17.
Jablin Award for Undergraduate Research (Advisee: Annette Schieffelin), Jepson School, 2016-2017.
Arts and Sciences Summer Research Fellowship (Advisee: Mitch Parry) U of R, 2016.
Arts and Sciences Student Travel Grant (Advisee: Annette Schieffelin), Univ. of Richmond, 2016.
Jepson Student Travel Grant (Advisee: Annette Schieffelin), Univ. of Richmond, 2016.
Jepson Summer Research Grant (Advisee: Annette Schieffelin), Univ. of Richmond, 2015.
Arts and Sciences Student Travel Grant (Advisee: Julianne Gomez), Univ. of Richmond, 2015.
Jepson Undergraduate Research Grant (Advisee: Ann Louise Seaton), Univ. of Richmond, 2014-15.
Jepson Undergraduate Research Grant (Advisee: Maddie Soskin), Univ. of Richmond, 2014-15.
Arts and Sciences Summer Research Fellowship (Advisee: Rachel Forsyth) U of R, 2014.
Arts and Sciences Summer Research Fellowship (Advisee: Julianne Gomez) U of R, 2014.
Center for Civic Engagement Summer Civic Fellowship (Shaleetta Hicks), U or R, 2013.
Jepson Summer Research Grant (Advisee: Lindsay Hudson), Univ. of Richmond, 2013.
Jepson Summer Research Grant (Advisee: Shiksha Mahtani), Univ. of Richmond, 2013.
Arts and Sciences Undergraduate Research Grant (Advisee: Kelsey Greenfield), Univ. of Rich, 2013.
Arts and Sciences Undergraduate Research Grant (Advisee: Richard Barnett), Univ. of Rich, 2013.
Arts and Sciences Student Travel Grant (Advisee: Lisa Auster-Gussman), Univ. of Richmond, 2012-13.
Arts and Sciences Student Travel Grant (Advisee: Athena Hensel), Univ. of Richmond, 2012-13.
Arts and Sciences Student Travel Grant (Advisee: Kelsey Greenfield), Univ. of Richmond, 2012-13.
Arts and Sciences Undergraduate Research Grant (Advisee: Lisa Auster-Gussman), Univ. of Rich, 2012-13.
Jepson Undergraduate Research Grant (Advisee: Taylor Michals), Univ. of Richmond, 2011-12.
Arts and Sciences Summer Research Fellowship (Advisee: Lisa Auster-Gussman), Univ. of Richmond, 2012.
Arts and Sciences Summer Research Fellowship (Advisees: Athena Hensel and Jennifer Johnson), UR, 2012.
Jepson Undergraduate Research Grant (Advisee: Kate Heyer), Univ. of Richmond, 2011-12.
Jepson Travel Grant (Advisee: Heather Schmitz), Univ. of Richmond, 2011-12.
Jepson Summer Research Fellowship (Advisee: Heather Schmitz), Univ. of Richmond, 2011.
Arts and Sciences Student Travel Grant (Advisee: Heather Schmitz), Univ. of Richmond, 2011.
Arts and Sciences Summer Research Fellowship (Advisee: Kelsey Greenfield), Univ. of Richmond, 2011.
Jepson Undergraduate Research Grant (Advisee: Laura Poatsy), Univ. of Richmond, 2010-2011.
Arts and Sciences Undergraduate Research Grant (Advisee: Megan Reilly), Univ. of Richmond, 2010-11.
Jepson Summer Research Fellowship (Advisee: Heather Schmitz), Univ. of Richmond, 2010.
Arts and Sciences Summer Research Fellowship (Advisee: Aleah Goldin), Univ. of Richmond, 2010.

Jablin Award for Undergraduate Research (Advisee: Prasant Dubey), Jepson School, 2010.
Outstanding Student Overall in Psychology (Advisee: Audrey Innella), Univ. of Richmond, 2010
Jepson Undergraduate Research Grant (Advisee: Prasant Dubey), Univ. of Richmond, 2009-2010
Arts and Sciences Summer Research Fellowship (Advisee: Audrey Innella), Univ. of Richmond, 2009.
Jepson Undergraduate Research Grant (Advisee: John Frank), Univ. of Richmond, 2009
Center for Civic Engagement Collaborative Research Fellowship (Advisees: Audrey Innella and Becca Frazier), Bonner Center for Civic Engagement, University of Richmond, Summer 2008.
Arts and Sciences Summer Research Fellowship (Advisee: Becca Frazier), Univ. of Richmond, 2008.
The John Neasmith Dickinson Research Award (Advisee: Becca Frazier), Univ. of Richmond, 2008.
Student Research Fellow for the Keck Initiative on Leadership & the Liberal Arts, Jepson Undergraduate Research Grant, and Student Paper Award at the A&S Research Symposium (Advisee: Stefanie Simon), University of Richmond, 2007.
Quest Grant & Jepson Undergraduate Research Grant (Advisee: Jackie Knupp), Univ. of Richmond, 2006
Jepson Undergraduate Research Grant (Advisee: Ashley Pyle), Univ. of Richmond, 2005
Quest Grant & Jepson Undergraduate Research Grant (Advisee: Alyson Emrick), Univ. of Richmond, 2005
Undergraduate Research Award (Advisee: Kevin Lee), University of Calif., Santa Barbara, 2002
Genesis Award, (Advisee: Lauren Aguilar), University of California, Santa Barbara, 2001

Undergraduate Courses: University of Richmond

Racism without Racists
Leadership in a Diverse Society
Social Psych Perspectives on Diversity and Leadership
Leadership and the Social Sciences
Gender in Leadership
Women and Leadership: A Stigma Perspective
Theories and Models of Leadership
Psychology and Leadership, a team-taught course developed and co-taught with Scott Allison, Department of Psychology, as part of a Keck Foundation grant for 'Leadership and the Liberal Arts,'
Social Psychology of Pluralism
Research Methods
Junior Honors Tutorial in Leadership Studies
Foundations of Leadership Studies
Group Dynamics

Honors Thesis (or Senior Thesis) Advisor (PSY= Psychology; IDST: Interdisciplinary Studies)

Charlotte Moynihan: Understanding racial bias toward physicians: The role of patients' preference for hierarchy (2021-22)
Ally Osterberg: Does civic engagement predict moral behaviors? A test of moral theories. (2021-22)
Kexin Li: When they lost their words: The impact of microaggressions and exclusion on Chinese international students' linguistic capacity and leadership emergence (2020-21)
Allie Margolis: The effect of mindset messaging on the public's perception of mental illness (2020-21)
Will Walker: The impact of diversity framing on students' sense of belonging (2020-21)
Kate McCarthy: Reproductive justice: The role of persuasive appeals. (2019-20)
Emma Nash: Mindsets and resilience. (2019-20)
Jamie Katz: The effect of art and awe on relationship loss (2018-19)
Ashley Gross: Gender and sport: The disparity between opportunities provided to men and women in particular sports (2018-19)

- Dana Rafferty: The role of mindsets and ideologies in cross-racial interactions on college campuses. (2017-18)
- Elizabeth Bodalski: ADHD and the dark side of leadership. (2016-17).
- Annette Schieffelin: The effect of implicit theories and gender on self-efficacy, confidence interest, and resilience in the domains of computer science and psychology (2016-17)
- Veerle Verhey: Understanding the gender wage gap in non-profit organizations. (2016-17)
- Emmy Morse: Implicit theories and attitudes toward volunteerism (2014-15).
- Ann Louise Seaton: Terror management, Latino population growth, and pro-social behavior (2014-15).
- Maddie Soskin: Mindsets matter: The role of perfectionism and implicit theories in involvement and achievement in STEM (2014-15).
- Alyson Fraser (senior thesis): Examining rape-related messages in teen novels (2013-14).
- Richard Barnett (senior thesis): Effects of clothing on people's perceptions of older women (2012-13)
PSY
- Taylor Michals: Understanding the political glass-ceiling: The role of gender, race, and Commander-in-Chief (2012-2013)
- Kelsey Greenfield: Understanding the role of mindfulness in self-regulation (2012-2013) PSY
- Lisa Auster-Gussman: Implicit theories, the self-concept and health maintenance (2012-2013) PSY
- Aleah Goldin: The Bariach (2012-2013) IDST, Honors
- Kate Heyer: Think, like a chameleon, and embrace change: Effective innovation management (2011-2012)
- Heather Schmitz: "Why can't we be friends?": Understanding positive interracial interactions (2011-12)
- Laura Poatsy: Gender, leadership and ethical decision making. (2010-2011)
- Megan Reilly: The role of implicit theories of leadership and gender on perceptions of job applicant hireability: Are leaders born or made? (2010-2011)
- Prasant Dubey: Understanding rejection across ingroups and outgroups. (2009-2010)
- Audrey Innella: What counts? Legitimizing female role models? (2009-2010)
- John Frank: The effect of religious fundamentalism on homophobia. (2008-2009)
- Becca Frazier: Can she ever be 'The Man'? The effect of gender on implicit perceptions of leadership ability in an applied hiring task. (2008-2009)
- Allison DuVal: Fostering leaders for social justice: Ally identity development and success. (2007-2008)
- Stefanie Simon: The effects of gender role activation on women's reactions to leadership situations. ('06-07)
- Alyson Emrick: The effect of single sex student leadership positions on intent to lead in the future. (2005-06)
- Ashley Pyle: The effect of gender oriented tasks & gender roles on leadership perceptions & performance. (2005-06)

Honors Theses Committee Member

- Kayla Woods: The impact of segregation policies on academic achievement of Black students in Delaware public schools (2021-22)
- Katherine Szeluga: Student activism on college campuses (2020-21)
- Alex Beran: Athletes, eating disorders, and the ethics of coaching (2020-21)
- Jieyi Ding: Leadership and intergroup identities (2018-19)
- AJ Accomando: First impression biases and leadership. (2016-17)
- Rose Wynn: A bad following: The Big Five Inventory of personality traits and follower reactions to unethical leader behavior (2013-14)
- Victoria Lyon: Obesity: A public health issue morally requiring regulation (2012-2013)
- Joey Greener: The impact of presidential debate format (2012-2013)

Natasha Levanti: The relationship between Danish political leaders and Danish citizens: From a Danish leadership perspective (2011-2012)
Colleen Schulz: A closer examination into expert witness testimony (2011-2012)
Katy Skimming: Do physicians have a moral obligation to be healthy? (2009-2010)
Maxwell Teschke: Person perception of leaders with adult ADHD. (2009-2010)
Adrienne Supino: The war on inequality: Subtleties in the perceptions of women leaders. (2006-2007)
Jackie Knupp: How should physicians be motivated to fulfill social obligations? (2005-2006)
Independent Research Advisor (L: leadership studies; P: psychology; V: volunteer)
S22: Anna Marston (P), Caroline Devita (L), Ilana Lavine (L); Samara Rosen (L), Yulia Shatalov (L), Celia Satter (P), Jenna Carastro (P)
F21: Anna Marston (P), Caroline Devita (L), Ilana Lavine (L)
S21: Kendall Crispin (L), Anna Marston (P), Nora Apt (L), Samara Rosen (P)
F20: Kendall Crispin (P), Anna Marston (L), Nora Apt (L), Samara Rosen (P)
S20: Ayele d'Almeida (L), Kendall Crispin (L), Anna Marston (L), Lexi Russell (L)
F19: Ayele d'Almeida (L)
SUM 2019: Sara Messervey (L)
S19: Jacob Roberson (P), Ayele d'Almeida (L), Chloe Zaloom (P), Sarah Jacobson (J), Lexi Russell (P)
S18: Brent DeShields (P), Jacob Roberson (P), Kathryn Olon (P)
F17: Brent DeShields (P), Aliya Sultan (P)
SUM17: Brent DeShields (P)
S17: Mitch Parry (P), Rachel Forsyth (P), Aggy Barnowski (L), Aliya Sultan (P)
F16: Mitch Parry (P), Rachel Forsyth (P), Aggy Barnowski (P)
SUM 2016: Mitch Parry (P)
S16: Madeleine Hardt (J), Mitch Parry (P), Karissa Lim (P), Olivia Hennessy (P), Annette Schieffelin (V), Vladimira Dostalova (L, Czech Republic)
F15: Madeleine Hardt (P), Hannah Soine (L, Germany), Vladimira Dostalova (L, Czech Republic)
SUM 2015: Annette Schieffelin (L)
S15: Andrew Cross (P), Rachel Forsyth (P), Madeleine Hardt (J), Olivia Karahan (P) Mitch Parry (P) Mollie Reese (J)
F14/S15 NSF GRANT: Amy Shick
F14: Rachel Forsyth (P), Mitch Parry (P), Mollie Reese (J), Annette Schieffelin (J)
SUM 2014: Julianne Gomez (P), Rachel Forsyth (P)
S14: Lindsay Hudson (V), Abby Goethals (P), Kendall Bossidy (J), Andrew Cross (P), Emily O'Connor (J), Autumn Halstead (P), Kelsey Donner (P)
F13: Lindsay Hudson (V), Caraline Mikkelsen (J), Abby Goethals (P), Ally Reid (P), Andrew Cross (P)
F13 NSF GRANT: Taylor Applebaum, Samantha Ostoich
S13: Lindsay Hudson (V), Hannah Konowitz (P), Kelsey Greenfield (P), Aleah Goldin (V), Caraline Mikkelsen (P), Mollie Reese (P), Abby Goethals (J), Ally Reid (P), Autumn Halstead (P) Emily O'Connor (J)
F12: Kelsey Greenfield(P/J), Richard Barnett (P), Ally Reid (P), Lindsay Hudson (V), Dani Camous (J), Hannah Konowitz (P/J)
S12: Kelsey Greenfield (P/J), Abbey Hone (P), Lindsay Hudson (V), Hannah Konowitz (P/J), Colin Sweeney (P/J), Josie Senoga (V/J/P)
F11: Connor Flanagan (J), Kelsey Greenfield (P), Lindsay Hudson (J), Colin Sweeney (P), Josie Senoga (V)
S11: Andrew Benford (P), Miki Doan (V), Aleah Goldin (P), Kelsey Greenfield (P), Kate Heyer (J), Colin Sweeney (J), Josie Senoga (J), Crystal Thornhill (P)
F10: Andrew Benford & Crystal Thornhill (P), Aleah Goldin & Kelsey Greenfield (V), Heather Schmitz (L)

F09-S10: Andrew Benford (P), Aleah Goldin (V), Kelsey Greenfield (V), Kate Heyer (V, J), Rebecca McAdams (V-only Fall), and Josie Senoga (V, J).
S09: Audrey Innella (P), Justin Jackson (P), Ashlee Murphy (sociology), Jessica Workman (V)
F08: Becca Frazier (V), Audrey Innella (P), Justin Jackson (P)
S08: Becca Frazier (P), Lauren Harris (L), Audrey Innella (P), Melanie Martin (P), Brittany Vida (L)
F07: Becca Frazier (L), Audrey Innella (P), Gina LeBlanc (P)
S07: Cara Schmidt, Becca Frazier (V)
Summer 2006: Maggie Moorhead (P)
S06: Meredith Clarke (L), Hunter Allen (L)
F05/Spring 2006: Lindsey Reid (P), Stefanie Simon (L)
S05: Katie Cook (P), Lauren Reeves (V), Stefanie Simon (P), Kimberly Wirt (V)
Summer 2004: Sara Strong (P)
F04: Lauren Bentley (P), Alyson Emrick (L)
S04: Katie Cook (P), Ben Dietrich (L), Ashley Pyle (L), Lindsey Reid (V), Gary Welch (P), Cait White (P)
Masters Committee Member (Psychology Department)
Brandyn Street: "The Relationship between Age and Depression: A Self-Efficacy Mediation Model"
2004.

University of California, Santa Barbara (Dept. of Psychology, Teaching Associate)

Experimental Psychology, *Fall 2002, Spring 2003*
Leadership and Group Dynamics, *Summer 2001*
Social Psychology, *Summer 2000*
Special Topics: Virtual Reality Technology for the Social Sciences, *Fall 1999*

Westmont College, CA (Department of Psychology, Teaching Associate)

Developmental Psychology, *2000-2001*

University of California, Santa Barbara (Dept. of Psychology, Teaching Assistant)

Lab in Experimental Psychology, *Winter 2003*
Lab in Social Behavior, *Spring 2001*
Introduction to Psychology, *Winter 2001, Fall 1997*
Introduction to Experimental Psychology, *Fall 2000, Fall 2001, Spring 2002*
Intergroup Relations, *Summer 1999*
Psychophysiology, *Fall 1999*
Statistics for the Social Sciences, *Spring 98, Summer 99*
Social Psychology, *Winter 1998*

EDITORIAL ROLES

Associate Editor:

Journal of Experimental Psychology: General, 2020-2022

Editorial Board:

Sex Roles (2015-present)

Leadership Quarterly (2008-2022)

Journal of Experimental Psychology: General (2014-2020)

Special Issue Edited:

Journal of Management Studies special issue *Leading entrepreneurial ventures: Individual and team-based perspectives*, with Jeff Pollack, Jon Carr, Andrew Corbett, Franz Kellermanns, Brad Kirkman, & Corinne Post.

Editorial Reviews:

Academy of Management Perspectives
Analyses of Social Issues and Public Policy
Applied Psychology: An International Review
Basic and Applied Social Psychology
British Journal of Educational Psychology
Entrepreneurship Theory and Practice
European Journal of Psychology of Education
European Journal of Social Psychology
European Review of Applied Psychology
Experimental Psychology
Frontiers in Psychology
Group Processes and Intergroup Relations
Group and Organization Management
Health Psychology
Human Resource Management
International Journal of Sport Psychology
Journal of Applied Psychology
Journal of Applied Social Psychology
Journal of Business and Psychology
Journal of Business Ethics
Journal of Experimental Psychology: General
Journal of Experimental Social Psychology
Journal of Homosexuality
Journal of Management Studies
Journal of Managerial Psychology
Journal of Medical Ethics
Journal of Nonverbal Behavior
Journal of Occupational and Organizational Psychology
Journal of Occupational Health Psychology
Journal of Personality and Social Psychology
Journal of Personnel Psychology
Journal of Social and Political Psychology
Journal of Women, Politics, and Policy
Language Teaching Research
Learning and Individual Differences
Learning and Instruction
Military Psychology
Motivation Science
Nature Communications
Organizational Behavior and Human Decision Processes
Organization Science
Personality and Social Psychology Bulletin
PLOS ONE
Political Psychology
Psychology Learning and Teaching
Psychology of Women
Psychological Science
SAGE Open
Self and Identity
Sex Roles
Small Group Research
Social Psychology
Social Psychology Quarterly
Stigma and Health
Teaching and Learning in Medicine
The Leadership Quarterly

Other Professional Service Activities:

Member, Board of Trustees, Orchard House School, 2019-present
NSF Panel Reviewer, Social Psychology Panel, Spring 2018, Spring 2019, Fall 2019, Spring 2020, Fall 2020, Fall 2021
Panelist, Women's leadership workshop, Society of Experimental Social Psychology (SESP) preconference, 2018
External reviewer, Diversity Management Program, Dept. of Psychology, Cleveland State University, 2017
Senior scholar advisor; Emerging scholars research consortium; International Leadership Association, 2016
Leadership of the Scholarship Member Interest Group, *International Leadership Association*, Chair elect, 2009; Chair, 2010; Immediate Past Chair, 2011
Reviewer: Grant Reviewer: National Science Foundation, Swiss National Science Foundation, Israel Science Foundation, Netherlands Organization for Scientific Research (NWO)
Conference Reviewer: *Society for Personality and Social Psychology*, *International Leadership Association*, the *Society of the Psychological Study of Social Issues*, *Society for Industrial and Organizational Psychology*

Promotion and tenure external reviewer

Panelist and reviewer, NSF CDI (Cyber-Enabled Discovery and Innovation) Type II proposals, 2009

Publications Committee Member, *International Leadership Association Board of Directors*, 2009-2010

Poster Award Judge, *Society for Personality and Social Psychology*, 2004

Advanced Training Institute for Social Psychologists Assistant, *Research Center for Virtual Environments & Behavior, UCSB*, 2002

Hot Topic Session Moderator, *American Psychological Society Meeting*, Toronto, Ontario, 2001

Volunteer, *Summit of Psychological Science Societies*, UCSB, 1998

Psychology Newsletter Editor, *Psychology Department, Claremont McKenna College*, 1996-7

UNIVERSITY SERVICE

Jepson School of Leadership Studies Committee Service

Member, *Promotion Review Committee* (Bezio), 2022

Chair, *Academic Affairs Committee*, 2016-2022; Member, 2005-2009; 2011-16

Chair, *Faculty Search Committee* (Social Science), 2021-22

Member, *Diversity Equity and Inclusion Committee*, 2020-2021

Member, *Promotion Review Committee* (Williamson), 2021

Member, *Tyler Haynes Chair search committee*, 2018-2019

Member, *Tenure Review Committee* (von Rueden), 2018

Member, *Tenure Review Committee* (Flanigan, Hayter, Hidalgo), 2017

Member, *Faculty Search Committee* (Social Science/Inequality), 2016-17

Member, *Tenure Review Committee* (Bezio), 2016

Chair, *Mid-Tenure Review Committee* (Von Rueden), 2015-16

Chair, *Mid-Tenure Review Committee* (Flanigan), 2014-15

Member, *Mid-Tenure Review Committee*, (Bezio), 13-14; (Hayter, Hidalgo, Kong), 14-15

Member, *Faculty Search Committee* (History), 2013-14

Member, *Distinguished Educator Award selection committee*, 2010-2013

Member, *Assessment Committee*, 2010-2012

Member, *Faculty Search Committee* (Ethics), 2011

Member, *Tenure and Promotion Committee* (Thad Williamson), 2010-11

Chair, *Faculty Search Committee* (International), 2009-2010

Member, *Research and Scholarship Committee*; 2003-2005, 2009-2010

Member, *Student Affairs Committee*, 2009-2010

Member, *Committee on Review Procedures*, 2007-2009

Member, *Keck Website/Student Survey Ad-Hoc Committee*, 2005

Chair, *Experiential Learning Ad-Hoc Committee*; 2004-2005

Member, *Faculty Search Committee* (Justice and Social Theory); 2004

Member, *Theories and Models Course Development Committee*; 2004

Member, *Faculty Planning and Hiring Committee*; 2003-2004

University of Richmond Committee Service

Member, *Academic Scheduling and Enrollment Planning Working Group*, 2020-2022

Ex-officio member, *Faculty Status Committee*, 2019-2022

Ex-officio member, *General Education Committee*, 2019-2022

Ex-officio member, *University Academic Program Committee*, 2019-2022

Member, *Institutional Coordinating Council*, 2019-2022

Member, *Richmond Scholars Selection Committee*, 2017-2022

Member, *WILL Advisory Board*, 2011-2022
Vice-Chair, *IRB*; 2016- 2022; *Full or alt. member since Spring 2009*
Member, *Women Gender and Sexuality Studies Advisory Board*; 2008-2022, Chair 2011-14
Member, *School of Professional and Continuing Studies Academic Council*; 2004-2010; 2016-2022
Member, *Substantive Change Committee*, 2016-2022
Member, *Erik Nielson's Promotion Committee*, SPCS, 2020
Member, *Bob Spires' Promotion Committee*, SPCS, 2019
Chair, *Teaching and Scholarship Initiative Committee*, 2018-2019
Member, *Black History Month Planning Committee*, 2016-2019
Member, *Dr. Cassada's Promotion Committee*, SPCS, 2017
Member, *Steering Committee for the University of Richmond's New Strategic Plan*, 2015-2017
Member, *Student Involvement Committee*, 2016-2017
Member, *Planning Committee for a Thriving and Inclusive Community*; 2015-16
Member, *A&S Dean Search Committee*, 2015-16
Member, *Westhampton College Dean Search Committee*, 2015-16
Member, *Oldham Scholar Selection Committee*, 2003-04; 2012-16
Member, *Westhampton College Student Affairs Committee*, 2011-2014, 2015-16
Member, *Presidential Search Committee*, 2014-15
Chair, *University Faculty Council*, 2014-15; member 2013-14.
Member, *UFC Faculty Governance Subcommittee*, 2013-15
Member, *Committee on Committees*, 2012-15
Member, *Provost Search Committee*, 2013-14
Member, *UFC Academic Calendar Review Subcommittee*, F2013
Chair, *WGSS Endowed Chair Search Committee*, 2011-2014
Member, *Cross School Curricular Oversight Committee, Subcommittee on Upper-Division Cross-School Curricular Opportunities*, 2012-2013
Member, *Board of Trustees Student Development Committee*, 2009-2012
Chair, *Dr. Strait's Promotion Committee*, SPCS, 2010
Member, *Dr. Taylor's Promotion Committee*, SPCS, 2010
Member, *Faculty Search Committee, Psychology Department*, 2010
Member, *Panhellenic Project Committee*, 2009-2010.
Member, *Ad Hoc Curriculum Task Force Subcommittee on Upper-Division Cross-School Curricular Opportunities*; 2009-2010
Member, *Program for Enhancing Teaching Effectiveness (PETE) Committee*, 2005-2009
Member, *Jepson School of Leadership Studies Dean Search Committee*; 2006-2007.
Member, *Classroom Master Plan Committee*, 2005
Member, *Oldham Scholarship Committee*; 2003-2004

Student Advising

Advisor for Jepson School of Leadership Studies Majors/Minors, 2003-present
Advisor in Pathways Program focused on first generation students, 2014-2017
Undeclared/University Student Advisor, 2004-present
Primary Advisor for Interdisciplinary Studies Major, Sean Baran, '07, Aleah Goldin, '13, Shaleetta Hicks, '14

Other School and University Service Activities

Panelist, *Salary Negotiation Workshop*, April 2018.
Keynote Speaker, *Richmond Scholars Award Dinner*, March 2018.
Facilitator in the Ally Space, *Connecting Women of Color Conference: Taking our Seat at the Table*, February, 2017

Co-convenor, Faculty Learning Community on *Critical Diversity in Higher Education*, 2016-2017; Member, 2015-16.

Co-founder of the *Gender and Leadership Reading Group* (with Elizabeth Schlatter) 2015-2017

Facilitator (with Glyn Hughes); UR advising workshop on *Working with Underrepresented Students*, F14

Conduct Class visits with tenure-track faculty, 2013-present

Representing WGSS at admitted/prospective student events, 2011-14

Mock Class facilitator: Multicultural Overnight Visit Experience (MOVE), F2013

Panelist: UR Summer Fellowships as a Teaching Tool, 2013

Commencement Marshall, 2010; 2013-present

Moderator, One Book Dean's Panel on *Half the Sky*; April, 2012.

Member of the *Women's Mentoring Group*, 2010- 2013

Member, *Student Support group*, 2011

Served on the *Fulbright Committee*, 2010

Judge: UR Business Pitch, Robins School of Business, 2010

College Fellow and Faculty Advisor for 'Ready for Moore,' an on-campus living community for first-year women with a focus on leadership, 2006-2017

Panelist: Helping first year students establish a social circle. Academic Advising Workshop, Fall 2007.

College Fellow and President's College Associate, focus on linking learning with residential life, 2005-2006

Panelist: 'Westhampton Wonder Women' President's College Associates program, September, 2005.

Panelist: Jepson School of Leadership Studies Parent's Day Panel, 2004, 2005

'Preview Richmond' Jepson School of Leadership Studies Representative, 2004

Jepson School of Leadership Studies Dissertation Award Faculty Respondent, 2004

OTHER PROFESSIONAL DEVELOPMENT

Faculty Fellow, Keck Initiative on Leadership and the Liberal Arts, *University of Richmond, Claremont McKenna College, and Loyola Marymount University*, 2005-2008

Leadership 2006: Women/Leadership, *Center for Public Leadership, Harvard University*, 2006

SPSP Teaching Pre-Conference, *Society for Personality and Social Psychology*, 2004

Associated Colleges of the South Summer Teaching Institute, *Rollins College*, 2004

General Theory of Leadership Working Group, *University of Richmond*, 2003-2006

Summer Teaching Institute for Associates Certificate, *University of Calif., Santa Barbara*, 2000

PROFESSIONAL AFFILIATIONS

American Psychological Association (APA)

Association for Psychological Science (APS)

Eastern Psychological Association (EPA)

International Leadership Association (ILA)

Society for Experimental Social Psychology (SESP)

Society for Industrial and Organizational Psychology (SIOP)

Society for Personality and Social Psychology (SPSP)

Society for the Psychological Study of Social Issues (SPSSI)

Southeastern Psychological Association (SEPA)