

**Corinne A. Moss-Racusin, Ph.D.**

*Curriculum Vitae*

**Skidmore College**  
**Tisch Learning Center, Room 149**  
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**Academic Appointments**

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**July 2013 - present**

**Skidmore College**

- Position: Assistant Professor, Department of Psychology

**July 2011 - July 2013**

**Yale University**

- Position: Postdoctoral Associate
- Advisers: Dr. John Dovidio and Dr. Jo Handelsman

**Education**

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**March, 2011: Ph.D. in Social Psychology**

**Rutgers University**

- Adviser: Dr. Laurie Rudman
  - Dissertation title: *Understanding Women's Self-Promotion Detriments: The Backlash Avoidance Model*

**March, 2008: M.S. in Social Psychology**

**Rutgers University**

- Adviser: Dr. Laurie Rudman
  - Thesis title: *Self-Promotion vs. Backlash Prevention: Regulatory Focus and Gender Differences in Self-Advocacy.*

**May, 2005: B.A. in Psychology, *magna cum laude***

**New York University**

- Adviser: Dr. Madeline Heilman
  - Honors thesis title: *Failure to be Feminine: Interpersonal Penalties for Failure on Sex-Consistent Domains.*

**Grants and Fellowships**

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- *Alfred P. Sloan Foundation*, Basic Research/STEM Higher Education Grant, "Testing Interventions to Reduce Science Faculty Members' Gender Biases" (\$74,980), 2014-2015.
  - Role: PI.

- *Alfred P. Sloan Foundation*, Basic Research/STEM Higher Education Grant, “Gender Bias and the Art of Persuasion: Testing Central, Peripheral, and Hybrid Persuasion-Based Intervention Strategies to Reduce Bias” (\$540,000), 2013-2015.
  - Role: Co-PI (with Dr. Jo Handelsman, Yale University).
- *National Science Foundation*, Graduate Research Fellowship (\$90,000), 2008-2011.
  - Role: PI.
- *American Psychological Association (Div. 35)*, Geis Memorial Dissertation Award (\$15,000), 2010.
  - Role: PI.
  - Award presented to one student annually to support “the dissertation research that is most likely to make a significant contribution to social psychological theory.”
- *Society for the Psychological Study of Social Issues*, Grant-in-Aid (\$1,000), 2010.
  - Role: Co-PI (with Dr. Jessica Good).
- *National Science Foundation*, Grant BCS-0443342, “Backlash for Atypicality and Cultural Stereotype Maintenance” (\$377,422), 2005-2009.
  - Role: Graduate Researcher (PI: Dr. Laurie Rudman).
- *Rutgers University*, Research and Statistical Training Grant (\$250), 2009.
- *Yale University Rudd Center*, Research Grant (\$1,000), 2005.

## **Honors and Awards**

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- *Rutgers University*, Dean’s Research Award (\$1,000), 2011.
  - Given annually to the Rutgers graduate student (across all fields) who has exhibited the most outstanding research accomplishments.
- *Rutgers University*, Social Psychology Research Excellence Award (\$100), 2010.
- *Rutgers University*, Conference Travel Award (\$250), 2010.
- *Rutgers University*, Graduate Student Outstanding Research Award (\$100), 2009.
- *Society for Personality and Social Psychology/National Science Foundation*, selected to attend the Summer Institute in Social Psychology, Chicago, Summer 2009.
  - Course: Emotions in Group and Intergroup Contexts (with Eliot Smith and Ernestine Gordijn)
  - Workshop on Meta-Analysis (with Blair Johnson).
- *Rutgers University*, Special Study Award (\$300), 2009.
- *Sigma Xi*, elected to scientific honor society, 2008.
- *Rutgers University*, Distinguished Departmental Service Award (\$100), 2008.
- *National Science Foundation*, Graduate Research Fellowship (Honorable Mention), 2007.
- *Society for Personality and Social Psychology*, Conference Travel Award (\$500), 2006.
- *New York University*, Lawrence Erlbaum Book Award for Distinguished Honors Thesis (\$100), 2005.
- *New York University*, Founders Day Award, 2005.
- *Luce Travel Scholars Program*, Finalist, 2005.
- *Psi Chi*, elected to Psychological honor society, Spring 2003.

## Research Interests

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My primary research interests include stereotyping processes and diversity, gender roles, and implicit social cognition. More specifically, I study the ways in which stereotypes shape behavior, social judgments, and self-regulation, and how these in turn impact intergroup relations and the equitable treatment of stigmatized group members within institutions.

## Peer-Reviewed Publications (*h* index = 10)

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\*Denotes undergraduate student.

<sup>+</sup>Denotes graduate student or postdoc.

19. <sup>+</sup>Wilton, L. S., Good, J. J., **Moss-Racusin, C. A.**, Sanchez, D. T. (in press). Communicating diversity and bias: The role of institutional diversity statements on performance and performance expectations for women of color. *Group Processes and Intergroup Relations*.
18. **Moss-Racusin, C. A.**, van der Toorn, J., Dovidio, J. F., Brescoll, V. L., Graham, M., & Handelsman, J. (2014). Scientific diversity interventions. *Science*, 343, 615-616.
17. Rudman, L. A., <sup>+</sup>Mescher, K., & **Moss-Racusin, C. A.** (2013). Reactions to gender egalitarian men: Perceived feminization due to stigma-by-association? *Group Processes and Intergroup Relations*, 16, 572-599.
16. Handelsman, J., & **Moss-Racusin, C. A.** (2013). Institute training to reduce bias. *Nature*, 495, 35-38.
15. **Moss-Racusin, C. A.**, Dovidio, J. F., Brescoll, V. L., Graham, M., & Handelsman, J. (2012). Science faculty's subtle gender biases favor male students. *Proceedings of the National Academy of Sciences*, 109, 16474-16479.
  - Reprinted as **Moss-Racusin, C. A.**, Dovidio, J. F., Brescoll, V. L., Graham, M., & Handelsman, J. (2012). Science faculty's subtle gender biases favor male students. In Wyer, M., Barbercheck, M., Cookmeyer, D., Ozturk, H. O., & Wayne, M., *Women, science and technology: A reader in feminist science studies*. New York: Routledge, pp. 3-14.
  - Rated as "Exceptional" and "Must Read" by the Faculty of 1000.
  - Selected (through competitive process) for summary and inclusion in the Harvard Kennedy School Women and Public Policy Program Gender Action Portal.
14. West, T. V., Heilman, M. E., **Moss-Racusin, C. A.**, <sup>+</sup>Gullett, R., & Magee, J. C. (2012). Building blocks of bias: Gender composition predicts male and female group members' evaluations of each other and the group. *Journal of Experimental Social Psychology*, 48, 1209-1212.
13. Rudman, L.A., **Moss-Racusin, C. A.**, Phelan, J. E., & <sup>+</sup>Nauts, S. (2012). Status incongruity and backlash effects: Defending the gender hierarchy motivates prejudice against female leaders. *Journal of Experimental Social Psychology*, 48, 165-179.
12. Sanchez, D. T., Phelan, J. E., **Moss-Racusin, C. A.**, & Good, J. J. (2012). A gender role motivation model of women's sexually submissive behavior and satisfaction in couples. *Personality and Social Psychology Bulletin*, 38, 528-539.
11. Brescoll, V. L., Uhlmann, E. L., **Moss-Racusin, C. A.**, & <sup>\*</sup>Sarnell (2012). Masculinity, status and subordination: Why working for a stereotype violator causes men to lose status. *Journal of Experimental Social Psychology*, 48, 354-357.

- Selected (through competitive process) for summary and inclusion in the Harvard Kennedy School Women and Public Policy Program Gender Action Portal.
- 10. Good, J. J., **Moss-Racusin, C. A.**, & Sanchez, D. T. (2012). Why confront? Motivation for confronting prejudice on behalf of the self and others. *Psychology of Women Quarterly*, 36, 210-226.
- 9. Sanchez, D. T., **Moss-Racusin, C. A.**, Phelan, J. E., & Crocker, J. (2011). Relationship Contingency and Sexual Motivation in Women: Implications for Sexual Satisfaction. *Archives of Sexual Behavior*, 40, 99-110.
- 8. **Moss-Racusin, C. A.**, Good, J. J., & Sanchez, D. T. (2010). The impact of collective gender identity on relationship quality: When men feel devalued. *Psychology of Men and Masculinity*, 11, 65-75.
- 7. **Moss-Racusin, C. A.**, Phelan, J. E., & Rudman, L. A. (2010a). "I'm not prejudiced, but...": Compensatory egalitarianism in the 2008 Democratic presidential primary. *Political Psychology*, 31, 543-561.
- 6. **Moss-Racusin, C. A.**, Phelan, J. E., & Rudman, L. A. (2010b). When men break the gender rules: Status incongruity and backlash against modest men. *Psychology of Men and Masculinity*, 11, 140-151.
- 5. **Moss-Racusin, C. A.**, & Rudman, L. A. (2010). Disruptions in women's self-promotion: The backlash avoidance model. *Psychology of Women Quarterly*, 34, 186-202.
- 4. **Moss-Racusin, C. A.**, & Good, J. J. (shared first authorship). (2010). "But, that doesn't apply to me": Teaching college students to think about gender. *Psychology of Women Quarterly*, 34, 418-421.
- 3. Phelan, J. E., **Moss-Racusin, C. A.**, & Rudman, L. A. (2008). Competent yet out in the cold: Shifting criteria for hiring reflect backlash towards agentic women. *Psychology of Women Quarterly*, 32, 406-413.
- 2. Puhl, R. M., **Moss-Racusin, C. A.**, Schwartz, M. B., & Brownell, K. D. (2008). Weight stigmatization and bias reduction: Perspectives of overweight and obese adults. *Health Education Research*, 23, 347-358.
- 1. Puhl, R. M., **Moss-Racusin, C. A.**, & Schwartz, M. B. (2007). Internalization of weight bias: Implications for binge eating and emotional well-being. *Obesity*, 15, 19-23.

#### Manuscripts Invited for Revision

- <sup>+</sup>Young, D., **Moss-Racusin, C. A.**, & Sanchez, D. T. (2014). Implicit gender role agreement and relationship health in couples. *Journal of Experimental Social Psychology*. Manuscript invited for revision.

#### Manuscripts Under Review or in Preparation

- **Moss-Racusin, C.A.**, Rudman, L. A., & Dovidio, J. F. (2014). The egalitarian's dilemma: A model of implicit compensation and explicit defense after goal threat. Manuscript under review.
- <sup>+</sup>Salib, E. R., Prime, J., **Moss-Racusin, C. A.**, & Good, J. J. (2014). Engaging White men in workplace diversity: Can training be effective? Manuscript under review.
- **Moss-Racusin, C. A.**, & <sup>\*</sup>Molenda, A. K., & <sup>\*</sup>Cramer, C. (2014). *Reactions to experimental evidence of gender bias in STEM fields*. Manuscript under review.

- **Moss-Racusin, C. A., & \* Miller, H. G. (2014).** *Backlash against gender stereotype violators: Penalties for men seeking mental health treatment.* Manuscript in preparation.
- **Moss-Racusin, C. A., Good, J. J., & Sanchez, D. T. (2014).** *Beyond predicting confronting discrimination: The costs (to perpetrators) and ironic benefits (for victims) of sexism.* Manuscript in preparation.
- <sup>+</sup>Pietri, E., **Moss-Racusin, C. A., & Dovidio, J. F. (2014).** *A novel diversity intervention: Using transporting movies to improve gender diversity in STEM.* Manuscript in preparation.
- <sup>\*</sup>Khosla, N., **Moss-Racusin, C. A., Perry, S. P., & Dovidio, J. F. (2014).** *Clinician's racial biases: A cross-cultural comparison.* Manuscript in preparation.

## Chapters

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- **Moss-Racusin, C. A. (2014).** Male backlash: Organizational penalties for men who violate gender stereotypes. In Burke, R., & Major, D. (Eds.), *Men in Organizations: Allies or Adversaries to Women's Career Advancement.* London: Edward Elgar Publishing, pp. 247-269.
- Rudman, L. A., **Moss-Racusin, C. A., Glick, P., & Phelan, J. E. (2012).** Reactions to vanguards: Advances in backlash theory. In Devine, P. G., & Plant, E. A. (Eds.), *Advances in Experimental Social Psychology*, 45, pp. 167-227.
- Moss, N. E., Racusin, G. R., & **Moss-Racusin, C. A. (2007).** Group therapy with children and adolescents. In Martin, A., & Volkmar, F. (Eds.), *Child and Adolescent Psychiatry: A Comprehensive Textbook*, 3<sup>rd</sup> ed. Baltimore: Williams & Wilkins.

## Other Publications

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- Conner, A., Cook, K. S., Correll, S. J., Markus, H. R., **Moss-Racusin, C. A., Muller, C. B., Raymond, J. L., & Simard, C. (2014).** Obscuring gender bias with "choice." *Science*, 6176, 1200.
- **Moss-Racusin, C. A. (2014).** Relationship contingency and sexual satisfaction. In Michalos, A. C. (Ed.), *Encyclopedia of Quality of Life Research.* Dordrecht, Netherlands: Springer, pp. 5430-5433.
- Dovidio, J. F., <sup>+</sup>Thomas, E. L., **Moss-Racusin, C. A., Brescoll, V. L., Graham, M. J., & Handelsman, J. (2013).** Included but invisible? The benefits and costs of inclusion. *Gender & work: Challenging conventional wisdom.* Cambridge: Harvard Business School Press.
- **Moss-Racusin, C. A. (2013).** Gender bias also contributes to the attrition of women in science. *BioScience*, 63, 318.
- **Moss-Racusin, C. A. (2012).** Are science faculty biased against female students? *PSP Connections* (Society for Personality and Social Psychology Commentary and Analysis website).
- Prime, J., Foust-Cummings, H., <sup>+</sup>Salib, E. R., & **Moss-Racusin, C. A. (2012).** *Calling all white men: Can training help create inclusive workplaces?* New York: Catalyst.
- Prime, J., **Moss-Racusin, C. A., & Foust-Cummings, H. (2010).** *Engaging men in gender initiatives: Stacking the deck for success.* New York: Catalyst.

- Prime, J., & **Moss-Racusin, C. A.** (2009). *Engaging men in gender initiatives: What change agents need to know*. New York: Catalyst.
- Brescoll, V. L., & **Moss-Racusin, C. A.** (2007). How to walk the tightrope of “nice and able:” Overcoming workplace challenges for female bosses [Commentary]. *Psychology of Women Quarterly*, 31, 217-218.
- **Moss-Racusin, C. A.**, & Heilman, M. E. (2005). Interpersonal penalties for failure behavior on sex-consistent domains. *Inquiry: Journal of Undergraduate Research*, 9, 36.

## **Selected Media Coverage and Interviews**

- *ABC World News with Diane Sawyer* interview and coverage (12/11/13)
  - *Women Endure Surprising Bias in the Workplace*
- *New York Times Magazine* extended coverage and interview (10/3/13)
  - *Why are There Still so Few Women in Science?*
- *National Public Radio (Daily Circuit)* interview on live call-in program (3/28/13)
  - *Despite Roadblocks, Women in Science Have Gone the Distance.*
- *Nature* coverage (11/21/2012)
  - *Nature's Sexism: The Editors of this Publication Need to Improve how we Reflect Women's Contributions to Science.*
- *Science* interview (9/28/2012)
  - *U.S. Study Shows Unconscious Gender Bias in Academic Science.*
- *CNN* coverage (10/1/2012)
  - *Why Bias Holds Women Back.*
- *Forbes* coverage (9/26/2012)
  - *Why we Should Care about Sexism in Science.*
- *Canadian Broadcasting Corporation/National Public Radio (As it Happens)* interview (9/25/2012)
  - *Women in Science.*
- *New York Times* front page Science section interview (9/24/2012)
  - *Bias Persist for Women of Science, a Study Finds.*
- *Scientific American* coverage (9/23/2012)
  - *Study Shows Gender Bias in Science is Real. Here's why it Matters.*
- *Inside Higher Education* coverage (9/21/2012)
  - *Smoking Gun on Sexism?*
- *Canadian Broadcasting Corporation (Definitely Not the Opera)* interview (9/15/2012)
  - *Why Are we so Bad at Bragging?*
- *Wall Street Journal* coverage (7/18/2012)
  - *A Little Diversity Training Goes a Long Way.*
- *Grad Psych APA Magazine* cover story interview (11/2011)
  - *Are Men Better at Selling their Work?*
- *Los Angeles Times* interview (7/30/2010)
  - *Modesty Not Necessarily a Good Thing, at Least for Men in Job Interviews, Study Finds.*
- *The Chronicle of Higher Education* interview (6/20/2010)
  - *Nobody Likes a Modest Man.*

- *Canadian Broadcasting Corporation* interview (2/12/2009)
- *Philadelphia Inquirer* interview (12/15/2008)
  - *A Double Standard on Bossiness.*

## Chaired Symposia

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- **Moss-Racusin, C. A.** & Stout, J. G. (Chairs). (2013, January). *New interdisciplinary perspectives on the antecedents to and remedies for the gender gap in STEM*. Symposium conducted at the 14<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
  - Participants: Stout, J. G., Ito, T. A., Finkelstein, N. D., Pollock, S. J., Moss-Racusin, C. A., Dovidio, J. F., Brescoll, V. L., Graham, M. J., Handelsman, J., Sekaquaptewa, D., Marks-Wilt, G., Hyde, J., Rozek, C., Hulleman, C., Harackiewicz, J.
- **Moss-Racusin, C. A.** (Chair). (2011, August). *"Taking a stand": The predictors and importance of confronting discrimination*. Symposium conducted at the 119<sup>th</sup> annual meeting of the American Psychological Association, Washington, D. C.
  - Participants: Ashburn-Nardo, L., Goodwin, S. A., Morris, K. A., Good, J. J., Moss-Racusin, C. A., Sanchez, D. T., Rattan, A., Dweck, C. S., Stout, J. G., Dasgupta, N.
- **Moss-Racusin, C. A.**, & Brescoll, V. L. (Chairs). (2010, January). *Sex, status, power and penalties for gender deviance: New directions in backlash research*. Symposium conducted at the 11<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
  - Participants: Rudman, L. A., Moss-Racusin, C. A., Phelan, J. E., Nauts, S., Glick, P., Weber, S., Johnson, C., Branstiter, H., Okimoto, T., Brescoll, V. L.

## Refereed Conference Presentations

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- Van der Toorn, J., **Moss-Racusin, C. A.**, Dovidio, J. F., Brescoll, V. L., Graham, M., & Handelsman, J. (2014, July). *A scientific approach to the design, assessment, and broad implementation of diversity interventions in academia*. Talk presented at the annual meeting of the European Association of Social Psychology, Amsterdam, Netherlands.
- Rudman, L. A., Mescher, K., Fetterolf, J. C., & **Moss-Racusin, C. A.** (2014, February). *Detecting subtle biases: Using the Brief IAT to uncover prejudice against egalitarian White men and high status Black women*. Talk presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- **Moss-Racusin, C. A.**, van der Toorn, J., Dovidio, J. F., Brescoll, V. L., Graham, M., & Handelsman, J. (2013, September). *Evidence for the efficacy of a diversity training intervention with academic scientists*. Talk presented at the Society for Experimental Social Psychology annual conference, Berkeley, CA.
- **Moss-Racusin, C. A.**, Dovidio, J. F., Brescoll, V. L., Graham, M., & Handelsman, J. (2013, January). *Science faculty gender biases favor male students*. Talk presented at the 14<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

- Mescher, K., Rudman, L.A., & **Moss-Racusin, C. A.** (2013, January). *Reactions to gender egalitarian men: Perceived feminization due to stigma-by-association*. Talk presented at the 14<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- **Moss-Racusin, C. A.** (2012, August). *Integrating new theoretical perspectives to develop backlash interventions*. Talk presented at the 72<sup>nd</sup> annual meeting of the Academy of Management, Boston, MA.
- Prime, J. P., **Moss-Racusin, C. A.**, Salib, E. R. (2012, June). *Advocating for out-groups: What motivates men's support for workplace equality?* Talk presented at the 9<sup>th</sup> Biennial meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.
- Rudman, L. A., Mescher K., & **Moss-Racusin, C. A.** (2012, May). *Reactions to gender egalitarian men: Perceived feminization due to stigma-by-association*. Presented at the annual meetings of the Association for Psychological Science, Chicago, IL.
- Good, J. J., **Moss-Racusin, C. A.**, & Sanchez, D. T. (2011, August). *Why confront? Motivation for confronting sexism on behalf of the self and other*. Talk presented at the 119<sup>th</sup> annual meeting of the American Psychological Association, Washington, D.C.
- **Moss-Racusin, C. A.**, & Rudman, L. A. (2011, March). *Disruptions in women's self-promotion: The backlash avoidance model*. Talk presented at the annual meeting of the Association for Women in Psychology, Philadelphia, PA.
- **Moss-Racusin, C. A.**, Rudman, L. A., Phelan, J. E., & Nauts, S. (2010, August). *Status incongruity and backlash effects: Defending the gender hierarchy motivates prejudice toward female leaders*. Talk presented at the 70<sup>th</sup> annual meeting of the Academy of Management, Montreal, Canada.
- **Moss-Racusin, C. A.**, & Rudman, L. A. (2010, June). *Disruptions in women's self-promotion: The backlash avoidance model*. Talk presented at the 8<sup>th</sup> Biennial meeting of the Society for the Psychological Study of Social Issues, New Orleans, LA.
- Rudman, L. A., & **Moss-Racusin, C. A.** (2010, June). *Disruptions in women's ability to self-promote: The backlash avoidance model*. Talk presented at the 1<sup>st</sup> Conference on Motivation, Self-Regulation and Gender, Gdansk, Poland.
- **Moss-Racusin, C. A.**, Phelan, J. E., & Rudman, L. A. (2010, January). *When men break the gender rules: Status incongruity and backlash toward modest men*. Talk presented at the 11<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- **Moss-Racusin, C. A.** (2008, November). *"I'm not prejudiced, but..."; Compensatory egalitarianism in the 2008 Democratic presidential primary*. Talk presented at the Interdisciplinary Graduate Student Forum on Race and Ethnicity, Rutgers University, New Brunswick, NJ.
- Rudman, L. A., Phelan, J. E., & **Moss-Racusin, C. A.** (2008, October). *Backlash effects and status-related gender stereotypes*. Talk presented at the Society for Experimental Social Psychology annual conference, Sacramento, CA.
- Brescoll, V. L., **Moss-Racusin, C. A.**, & Uhlmann, E. L. (2008, August). *Denigration by mere association: Working for a gender atypical supervisor leads men to lose status*. Talk presented at the Academy of Management Annual Meeting, Anaheim, CA.
- **Moss-Racusin, C. A.** (2005, April). *Interpersonal penalties for failure on sex-consistent domains*. Talk presented at the 31<sup>st</sup> Annual Undergraduate Research Conference, New York University, New York, NY.



- Purdie-Vaughns, V., Dittlman, R., Grewal, D., & **Moss-Racusin, C. A.** (2005, August). *Race, class, gender, sexuality: Methodological challenges in studying intersecting stigmas*. Talk presented at the 113<sup>th</sup> Annual American Psychological Association Convention, Washington, D. C.

## Invited Talks

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- **Moss-Racusin, C. A.** (2015, April). Women and Public Policy Program research seminar, Harvard Kennedy School, Cambridge, MA.
- **Moss-Racusin, C. A.** (2014, October). Sharon Silbiger Lecture, Albert Einstein College of Medicine, Bronx, NY.
- **Moss-Racusin, C. A.** (2014, September). Colloquium presentation, Union College, Schenectady, NY.
- **Moss-Racusin, C. A.** (2014, May). *The biases that blind us: How gender stereotypes constrain opportunities for women in STEM*. Midwestern Psychological Association annual meeting, Chicago, IL.
- **Moss-Racusin, C. A., & Pietri, E.** (2014, March). *Testing Interventions to Reduce Gender Bias in STEM*. Regional Summer Institute Leaders' Meeting, National Academy of Sciences, Washington, DC.
- **Moss-Racusin, C. A.** (2014, January). *The myth of meritocracy? Gender stereotyping and subtle bias in academic science*. Colloquium presentation, Stanford University, Stanford, CA.
- **Moss-Racusin, C. A.** (2013, October). *The myth of meritocracy? Gender stereotyping processes in academic science*. Colloquium presentation, Pomona College, Claremont, CA.
- **Moss-Racusin, C. A., & Gendler, T. S.** (2013, May). *Implicit gender biases*. Minorities and Philosophy discussion, Yale University, New Haven, CT.
- **Moss-Racusin, C. A.** (2013, May). *Gender stereotyping in academic science and medicine*. Psychiatry Resident Grant Rounds lecture, Yale University, New Haven, CT.
- **Moss-Racusin, C. A.** (2013, April). *How gender stereotypes function within academic science contexts*. Clarke Forum for Contemporary Issues lecture, Dickinson College, Carlisle, PA.
- Dovidio, J. F., Thomas, E. L., **Moss-Racusin, C. A.,** Brescoll, V. L., Graham, M. J., & Handelsman, J. (2013, February). *Included but invisible? The benefits and costs of inclusion*. Gender & work: Challenging conventional wisdom research symposium, Harvard Business School, Cambridge, MA.
- **Moss-Racusin, C. A.** (2013, February). *The myth of meritocracy? Gender stereotyping processes in academic science*. All-University Diversity Symposium, University of Connecticut, Storrs, CT.
- **Moss-Racusin, C. A.** (2012, December). *Bias and backlash: How gender stereotyping processes undermine organizational equity and diversity*. Colloquium presentation, CUNY Brooklyn College, Brooklyn, NY.
- **Moss-Racusin, C. A.** (2012, December). *Bias and backlash: How gender stereotyping processes undermine equity and diversity*. Colloquium presentation, Rutgers University—Camden, Camden, New Jersey.

- **Moss-Racusin, C. A.** (2012, November). *Bias and backlash: How gender stereotyping processes undermine equity and diversity*. Colloquium presentation, Skidmore College, Saratoga Springs, NY.
- **Moss-Racusin, C. A.** (2012, October). *How gender stereotypes function within academic science contexts*. Colloquium presentation, Indiana University-Purdue University Indianapolis, Indianapolis, IN.
- **Moss-Racusin, C. A.** (2012, February). *The high costs of gender stereotyping: Implications for institutional equity and diversity*. Colloquium presentation, University of Connecticut, Storrs, CT.
- **Moss-Racusin, C. A.** (2011, April). *Gender stereotypes in the workplace: Implications for equity and diversity*. Colloquium presentation, Hofstra University, Hempstead, NY.
- **Moss-Racusin, C. A.** (2011, March). *Responses to egalitarian threat: Anti-prejudicial attitudes and hiring decisions*. SCP-Colloquium speaking series, Radboud University, Nijmegen, Netherlands.
- **Moss-Racusin, C. A.** (2011, February). *Gender stereotypes in the workplace: Implications for equity and diversity*. Colloquium presentation, Suffolk University, Boston, MA.
- **Moss-Racusin, C. A.** (2010, December). *Gender stereotypes in the workplace: Implications for equity and diversity*. Colloquium presentation, Wesleyan University, Middletown, CT.
- **Moss-Racusin, C. A.** (2010, January). *When men break the gender rules: Status incongruity and backlash against modest men*. Social Psychology brown bag speaking series, Rutgers University—New Brunswick, Piscataway, NJ.
- **Moss-Racusin, C. A.** (2007, October). *Pursuing gender studies in an advanced degree program*. National Alliance on Mental Illness speaking series, Rutgers University, New Brunswick, NJ.
- **Moss-Racusin, C. A.** (2006, January). *Penalties for failure and effects on consumption stereotypes*. Rudd Center for Food Policy and Obesity seminar series, Yale University, New Haven, CT.

## Poster Presentations

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- **Moss-Racusin, C. A.,** Good, Jessica J., & Sanchez, D. T. (February, 2014). *Beyond predicting confrontation: The costs (to perpetrators) and ironic benefits (for victims) of sexism*. Poster presented at the 15<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- Khosla, N. N., **Moss-Racusin, C. A.,** & Dovidio, J. F. (February, 2014). *Clinicians' racial biases in the United States and France*. Poster presented at the 15<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- Wilton, L.S., Good, J.J., **Moss-Racusin, C.,** & Sanchez, D.T. (March, 2013). *Communicating diversity and bias: Diversity statements impact women of color's performance expectations*. Poster presented at the Annual Meeting of the Eastern Psychological Association, New York, NY.
- Wilton, L.S., Good, J.J., **Moss-Racusin, C.,** & Sanchez, D.T. (January, 2013). *Communicating diversity and bias: The role of institutional diversity statements on*

- performance and performance expectations for women of color.* Poster presented at the 14<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Wilton, L. S., Good, J. J., **Moss-Racusin, C. A.**, Sanchez, D. T. (June, 2012). *Institutional diversity statements as identity threats for women of color.* Poster presented at the 9<sup>th</sup> biennial conference for the Society for the Psychological Study of Social Issues, Charlotte, NC.
  - **Moss-Racusin, C. A.**, Rudman, L. A., & Mescher, K. (2012, January). *Reactions to feminist men: Stigma-by-association?* Poster presented at the 13<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
  - **Moss-Racusin, C. A.**, Rudman, L. A., Phelan, J. E., & Dovidio, J. F. (2011, January). *Implicit compensation vs. explicit defense: Hiring decisions and anti-prejudicial attitudes.* Poster presented at the 12<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
  - Good, J. J., **Moss-Racusin, C. A.**, & Sanchez, D. T. (2011, January). *Why confront? Explicit motivations for confronting sexism on behalf of the self and other.* Poster presented at the 12<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
  - **Moss-Racusin, C. A.**, Phelan, J. E., & Rudman, L. A. (2009, February). *Voting discrimination against atypical political candidates: Differences in perceived issue competence.* Poster presented at the 10<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Tampa, FL.
  - Phelan, J. E., **Moss-Racusin, C. A.**, & Rudman, L. A. (2009, February). *Competent yet out in the cold: Shifting criteria for hiring reflect backlash toward agentic women.* Poster presented at the 10<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Tampa, FL.
  - **Moss-Racusin, C. A.** (2008, February). *Why women don't ask: Fear of backlash and gender differences in self-advocacy.* Poster presented at the 9<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Albuquerque, New Mexico.
  - **Moss-Racusin, C. A.**, & Sanchez, D. T. (2007, May). *Stigma consciousness impacts close relationship cohesion.* Poster presented at the 19<sup>th</sup> annual meeting of the Association for Psychological Science, Washington, D. C.
  - **Moss-Racusin, C. A.**, Sarnell, L., & Brescoll, V. L. (2007, January). *Powerful women and male subordinates: Attitudes towards men who work for women.* Poster presented at the 8<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Memphis, TN.
  - Puhl, R. M., **Moss-Racusin, C. A.**, Schwartz, M. B., & Brownell, K. D. (2006, October). *Walk in my shoes: A qualitative investigation of weight stigmatization in overweight and obese adults.* Poster presented at the annual meeting of the North American Association for the Study of Obesity, Boston, MA.
  - Puhl, R. M., **Moss-Racusin, C. A.**, & Schwartz, M. B. (2006, October). *Internalization of weight stigma: Implications for eating behaviors.* Poster presented at the annual meeting of the North American Association for the Study of Obesity, Boston, MA.
  - **Moss-Racusin, C. A.**, & Heilman, M. E. (2006, January). *Failure to be feminine: Interpersonal penalties for failure behavior on sex-consistent domains.* Poster presented

at the 7<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Palm Springs, CA.

## **Relevant Professional Experience**

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- **Rutgers University Social Cognition Lab** January 2007 – May 2011
  - Position: Lab manager for Dr. Laurie Rudman's social cognition lab. Responsible for interviewing, training, and overseeing all research assistants and implementing research projects.
- **Catalyst Organization** January 2008 - January 2009  
September 2010 – May 2011
  - Position: Graduate Student Researcher involved in all aspects of research projects relating to women's professional advancement and workplace gender equity.
  - Position: Consultant on a project evaluating the efficacy of a training program designed to enhance employees' support for organizational diversity.
- **Google** December 2006
  - Position: Consultant on workplace gender stereotyping.
- **Yale University Rudd Center** September 2005 - June 2006
  - Position: Full-time Head Research Assistant for Dr. Kelly Brownell.
- **Yale University Consultation Center** Summers 2004, 2005
  - Position: Research Assistant for Dr. Jacob Tebes.

## **Teaching Experience**

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### Instructor

- Introduction to Psychological Science, *Skidmore College*, Fall 2014
- Colloquium in Psychological Science, *Skidmore College*, Fall 2014
- Diversity and Bias in STEM, *Skidmore College*, Fall 2014
- Psychology of Gender, *Skidmore College*, Spring 2014
- Social Psychology, *Skidmore College*, Fall 2013, Spring 2014
- Social Psychology Honors Forum Seminar, *Skidmore College*, Fall 2013
- General Psychology, *Rutgers University*, 2009
- Social Psychology, *Rutgers University*, 2008
- Psychology of Women and Gender, *Rutgers University*, 2008
- Infant and Child Development Lab (emphasizing statistics, research methodology, and scientific writing), *Rutgers University*, 2007

### Teaching Assistant

- Implicit Methods, *Rutgers University*, Fall 2007
  - Instructor: Dr. Laurie Rudman
- Introduction to Psychology, *New York University*, Fall 2003, 2004

- Instructor: Dr. Gary Marcus
- Introduction to Psychology, *New York University*, Spring 2004
  - Instructor: Dr. Ted Coons

#### Guest Lecturer

- Chemistry Department Senior Seminar, *Skidmore College*, Spring 2014
  - Instructor: Dr. Reba Howard
  - Topic: Gender in STEM
- Managing a Modern Workforce, *Yale University School of Management*, Spring 2010
  - Instructor: Dr. Victoria Brescoll
  - Topic: Workplace Gender Diversity and Discrimination
- Social Psychology, *Rutgers University*, Summer 2010
  - Instructor: Dr. Jessica Good
  - Topic: Conformity and Obedience
- Social Psychology, *Rutgers University*, Fall 2010
  - Instructor: Dr. Diana Sanchez
  - Topic: Being the Target of Stereotyping, Prejudice and Discrimination

#### Mentoring

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- Senior Thesis Advisor, *Skidmore College*.
  - Hannah Miller (B.A., 2014).
    - Thesis: *Backlash against gender stereotype violators: Penalties for men seeking mental health treatment.*
  - Elizabeth Johnson (B.A., 2015).
- Research Independent Study in Psychology Advisor, *Skidmore College*.
  - Margeaux Cannon (B.A., 2014).
  - Project: *Backlash against gender deviant athletics coaches.*
- Exploratory Research Experience in Psychology Advisor, *Skidmore College*.
  - Meagan Driscoll (B.A., 2014).
  - Aneta Molenda (B.A., 2014).
  - Charlotte Cramer (B.A., 2015).
  - Elizabeth Dean (B.A., 2015).
  - Elizabeth Johnson (B.A., 2015).
  - Allegra Nevins (B.A., 2015).
  - Nava Calouri (B.A., 2016).
  - Annelise Cohen (B.A., 2016).
  - Robin Cooley (B.A., 2016).
  - Madeline Emerick (B.A., 2016).
  - Emily Mandel (B.A., 2016).
  - Corey Miller (B.A., 2016).
  - Daniel Murillo (B.A., 2016).
  - Yoon Young Sim (B.A., 2016).
  - Britney Smart (B.A., 2016).
  - Helena Rabasco (B.A., 2016).

- Honors Forum Independent Study, *Skidmore College*.
  - Leah Tagliarino (B.A., 2014)
- Honors Research Supervisor, *Yale University*, January 2012 – May 2014.
  - Natalia Khosla (B.S., 2014).
  - Honors research project: *Cross-cultural health care bias: The United States and France*.
- Co-Adviser, *Roslyn High School Research Trainee Program*, December 2011 – May 2014.
  - Student: Arshia Aalami Harandi (High School Diploma, 2013; Columbia University B.S., 2017).
  - Independent project: *Me, myself and I: The effects of self-promotion and gender on evaluators' perceptions*.
  - Intel Science Talent Search 2<sup>nd</sup> place, Behavioral and Social Sciences Division (2013).
  - Awarded “Best in Category” at the Long Island Psychology Fair (2013).
- Master of Art thesis committee outside reader, *School of the Art Institute of Chicago*.
  - Joyce Ah-Ram Garside (MAAT, 2012).
  - Thesis: *Art therapists attitudes toward persons with obesity*.
- Honors Thesis Advisor, *Rutgers University*.
  - Jessica Bernstein (B.A., 2011; M.S., 2013).
  - Thesis: *Examining negative reactions to female self-promoters*.
- Undergraduate Research Assistant Supervisor, *Rutgers University*, September 2007 – May 2011.
  - Responsible for hiring, training and supervising over 50 undergraduate research assistants.
- Honors Thesis Co-Adviser, *Yale University*.
  - Student: Lonnie Sarnell (B.A., 2006; now in a Ph.D. program at La Salle University).
  - Thesis: *Powerful women and male subordinates: Attitudes towards men who work for women*.

## Student Awards

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- *Fulbright Institution*, Fulbright Scholarship (2014-2016).
  - Student: Natalia Khosla (Yale B.S., 2014).
- *Skidmore College*, Amy Eisenberg Memorial Award (2014)
  - Student: Hannah Miller (B.A., 2014)
- *Skidmore College*, Foley Psychology Department Research Award (2014)
  - Student: Elizabeth Johnson (B.A., 2015)
- *Sigma Xi Scientific Research Honor Society, Yale University Chapter*, Undergraduate Research Award, 2012.
  - Student: Natalia Khosla (Yale B.S., 2014).
  - Research funding awarded for honors research project conducted under my supervision. One of five research grants given annually to Yale students across the sciences and engineering fields judged to have “the most promise for future research careers.”

- *Intel Science Talent Search*, 2<sup>nd</sup> place finish, Behavioral and Social Sciences Division (2013).
  - Student: Arshia Aalami Harandi (High School Diploma, 2013; Columbia University B.S., 2017).
- *Long Island Psychology Fair*, “Best in Category” (2013).
  - Student: Arshia Aalami Harandi (High School Diploma, 2013; Columbia University B.S., 2017).

## Service

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- Faculty Psi Chi Advisor, *Skidmore College*, Fall 2013-present.
- Member, Psychology Department Curriculum Assessment Committee, *Skidmore College*, Spring 2014-present.
- Reader, Porter Scholar and S3M Scholarship Applications, *Skidmore College*, 2014.
- Invited panelist, Women in Business, Do Aggressive Women Win?, *Skidmore College*, 2013.
- Chair, Postdoctoral Associate Search Committee, Center for Scientific Teaching, *Yale University*, 2013.
- Invited panelist, Graduate Career Services Office, Identity Politics at Work: (Mis)Perceptions of Gender in the Workplace, *Yale University*, 2013.
- Invited panelist, Women in Science at Yale, Gender Bias in the Sciences: A Panel Discussion, *Yale University*, 2012.
- Invited speaker, Yale Intergroup Relations Lab, Successfully Securing External Research Funding Workshop, *Yale University Psychology Department*, 2012.
- Invited speaker, Yale Intergroup Relations Lab, Graduate Student Mentoring Workshop, *Yale University Psychology Department*, 2012.
- Invited panelist, Professional Development Series, *Yale University Psychology Department*, 2011.
- Created and maintained student information section of departmental website, *Rutgers University*, 2007-2011.
- Member, Social Psychology Colloquia Committee, *Rutgers University*, 2006 – 2011.
- Instructor, “Lessons from Social Psychology,” *I Have a Dream Foundation*, 2010.
- Invited panelist, Applying for External Funding Conference, Chaser-Resources Center for Graduate External Funding, *Rutgers University*, 2009.
- Invited panelist, Teaching of Psychology Class, *Rutgers University*, 2008.
- Invited panelist, Mentoring Program Workshop, Chaser-Resource Center for Graduate Student External Funding, *Rutgers University*, 2008.
- President, Social Psychology Graduate Students Organization, *Rutgers University*, 2007-2008.

## Workshops Provided

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- **Moss-Racusin, C. A.** (2013, April). *Advanced Implicit Methods Workshop: Using Inquisit to Collect Reaction-Time Data in an Online Environment*. Department of Psychology, Yale University, New Haven, CT.
- **Moss-Racusin, C. A.** (2013, May). *Introduction to Social Science Methodology and Data Analysis Techniques*. Department of Molecular, Cellular and Developmental Biology, Yale University, New Haven, CT.

## Reviewer Duties

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- Guest Editor (with Jessica Good, Ph.D.)
  - *Social Psychology*
  - Special Issue: “Measure of a Man: Outcomes of Gender Stereotyping for Men and Masculinity.”
  - Anticipated publication date: Summer, 2015.
- Ad Hoc Reviewer
  - *Academy of Management Journal*
  - *American Journal of Community Psychology*
  - *European Journal of Social Psychology*
  - *Group Processes and Intergroup Relations*
  - *Journal of Applied Psychology*
  - *Journal of Applied Social Psychology*
  - *Journal of Experimental Social Psychology*
  - *Journal of Personality and Social Psychology*
  - *Journal of Social Issues*
  - *Personality and Social Psychology Review*
  - *PLOS One*
  - *Political Psychology*
  - *Psychology of Women Quarterly*
  - *Sex Roles*
  - *Social Psychological and Personality Science*
  - *Social Psychology*
- Travel Award reviewer, *Society for Personality and Social Psychology*, 2014.
- Program Committee (Poster Review Panel), *Society for Personality and Social Psychology*, 2013.
- National Science Foundation RUI grant reviewer, 2011.
- Reviewer for the annual student poster award contest at the Society for Personality and Social Psychology conference, 2011.
- Conference submission reviewer for the Academy of Management Meeting, 2011.
- Poster and symposium submissions reviewer for the American Psychological Association Convention, Divisions 8 and 35, 2010, 2011.



- Judge for the Rutgers University Aresty Undergraduate Honors Research Symposium poster competition, 2007, 2009.
- Reviewer for the Association for Psychological Science Student and Rise-UP Research Award Competitions, 2007.

### **Computer Skills**

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- AMOS—path analysis, structural equation modeling and statistical software package.
- EQS—path analysis, structural equation modeling and statistical software package.
- HTML—basic webpage construction, online questionnaires.
- Inquisit—programming and administration of computer-based reaction-time measures, survey construction.

### **Professional Memberships**

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- American Psychological Association
  - Society for Personality and Social Psychology (Division 8)
  - Society for the Psychological Study of Social Issues (Division 9)
  - Society for the Psychology of Women (Division 35)
- Academy of Management
- Association for Psychological Science
- American Association for the Advancement of Science