

Teri A. Kirby

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Department of Psychological Sciences | Purdue University

<https://kirbylab.wixsite.com/diplab> | Updated Jun 2024

ACADEMIC APPOINTMENTS

Associate Professor in Social Psychology, 2024 – present
Department of Psychological Sciences, Purdue University, US

Assistant Professor in Social Psychology, 2022 – 2024
Department of Psychological Sciences, Purdue University, US

Associate Professor in Social/Organizational Psychology, 2018 – 2021
Department of Psychology, University of Exeter, UK

Assistant Professor in Social/Organizational Psychology, 2015 – 2018
Department of Psychology, University of Exeter, UK

EDUCATION

Ph.D. in Social Psychology, University of Washington, 2015
Quantitative Minor, Diversity Science Specialization

M.S. in Psychology, University of Washington, 2014

B.A. in Psychology, University of Pennsylvania, 2004-2008
Minors in Political Science and French

PUBLICATIONS

Total citation count: 2,459 (Google Scholar)

* indicates a mentee

Peer-reviewed publications (N = 31):

Morgenroth, T., Kirby, T.A., Zehnter, M., & Ryan, M.K. (in press). Sex wars and TERF wars: The divisiveness of who is included in feminism. Manuscript accepted for publication at *Sex Roles*.

Morgenroth, T., Begeny, C., Kirby, T.A., Paaßen, B., & Zeng, Y. (in press). Dissecting whiteness: Stereotypes of lower and upper class White US Americans. Manuscript accepted for publication at *Self and Identity*.

Zhang*, J. & Kirby, T.A. (2024). Who counts as diverse? The strategic broadening and narrowing of diversity. *Frontiers in Psychology*, 15, 1-11.

Russell Pascual, N.*, Kirby, T.A., & Begeny, C. (2024). Disentangling the nuances of diversity ideologies. *Frontiers in Psychology*, 14, 1-15.

Kirby, T.A., Barreto, M., Korine, R.*, Hendy, J.*, Osman, L.*, Stadie, S.*, & Tan, D.* (2024). To conceal or reveal: Identity-conscious diversity ideologies facilitate sexual minority identity disclosure. *European Journal of Social Psychology*, 54, 199-218.

- Spangsdorf, S., Ryan, M.R., & Kirby, T.A. (2024). Understanding the impact of context on ambition: Gender role conformity negatively influences adolescent boys' ambition scores in an educational context. *Youth & Society*, 56(5), 861-884.
- Kirby, T.A., Gündemir, S., Carter, A.B., Schwanold, E.* , & Argyri, E.K.* (2023). The role of intraminority relations in perceptions of cultural appropriation. *Journal of Personality and Social Psychology*, 125(6), 1373-1393. **Recipient of HHS Diversity, Equity, and Inclusion Science Consortium Faculty Paper Award.**
- Kirby, T.A., Pascual, N.R.*, & Hildebrand, L.* (2023). The dilution of diversity: Ironic effects of broadening diversity. *Personality and Social Psychology Bulletin*, Advance online publication, 1-16.
- Olsson, M., van Grootel, S....Kirby, T.A....Martiny, S.E. (2023). Gender gap in parental leave intentions: Evidence from 37 countries. *Political Psychology*, 44 (6), 1-30.
- Kosakowska-Berezecka, N., Bosson, J.K...Kirby, T.A... Żadkowska, M. (2023). Gendered self-views across 62 countries: A test of competing models. *Social Psychological and Personality Science*, 14(7), 808-824.
- Wong, E.*, Kirby, T.A., Rink, F.A., Ryan. (2022). Intersectional invisibility in women's diversity interventions. *Frontiers in Psychology*, 13.
- Morgenroth, T., Kirby, T.A., Cuthbert, M., Evje, J., & Anderson, A. (2022). Bisexual erasure: Perceived attraction patterns of bisexual women and men. *European Journal of Social Psychology*, 52, 249–259.
- Greenwald, A.G.*, Brendl, M., Huajian, C., Cvencek, D., Dovidio, J.F., Friese, M., Hahn, A., Hehman, E., Wilhelm, H., Hughes, S., Hussey, I., Jordan, C., Kirby, T.A., Lai, C.K., Lang, J.W.B., Lindgren, K.P., Maison, D., Ostafin, B.D., Rae, J.R., Ratliff, K.A., Spruyt, A., Wiers, R. W. (2022). *Best research practices for using the Implicit Association Test. Behavioral Research Methods*, 54, 1161–1180.
- Kirby, T.A., & Kaiser, C.R. (2021). Person-message fit: Racial identification moderates the benefits of diversity approaches. *Personality and Social Psychological Bulletin*, 47(6), 873-890.
- Morgenroth, T., Kirby, T.A., Gee, I.A.*, Ovet, T.*, (2021). Born this way—or not? The relationship between essentialism and sexual minorities' LGBTQ+ identification and belonging. . *Archives of Sexual Behavior*, 50(8), 3447-3458.
- Kirby, T.A., Merritt, S.*, Baillie, S., Wu Malahy, L., & Kaiser, C.R. (2021). Combating bisexual erasure: The correspondence of implicit and explicit sexual identity. *Social Psychological and Personality Science*, 12(8), 1415-1424. [pre-print: <https://psyarxiv.com/nx53u>]
- Bosson, J.K., Vandello, J.A...Kirby, T.A... Žukauskienė, R. (2021). Psychometric properties and correlates of precarious manhood beliefs in 62 nations. *Journal of Cross-Cultural Psychology*, 52(3), 231-258.
- Kirby, T.A., Silva-Rego, M.*, & Kaiser, C.R. (2020). Colorblind and multicultural diversity strategies create identity management pressure, *European Journal of Social Psychology*, 50, 1143-1156.
- † Morgenroth, T., Kirby, T.A., Ryan, M.K. & Sudkaemper, A.* (2020). The who, when, and why of the glass cliff phenomenon: A meta-analysis of appointments to precarious leadership positions. *Psychological Bulletin*, 146(9), 797–829.
- † Lead authorship shared by first two authors

- Kirby, T.A., Tabak, J.A., Ilac, M., & Cheryan, S. (2020). The symbolic value of ethnic spaces. *Social Psychological and Personality Science*, 11(7), 867-878.
- Ryan, M.K., Begeny, C.T., Bongiorno, R., Kirby, T.A., Morgenroth, T. (2020). Editorial: Understanding barriers to workplace equality: A focus on the target's perspective. *Frontiers in Psychology: Organizational Psychology*, 11:1279. doi: 10.3389/fpsyg.2020.01279
- Sudkaemper, A.*, Ryan, M.K., Kirby, T.A., & Morgenroth, T. (2020). A comprehensive measure of attitudes and behaviour: Development of the Support for Gender Equality Among Men scale. *European Journal of Social Psychology*, 50(2), 256-277.
- Handron, C., Kirby, T.A., Wang, J., Matskewich, H.E., & Cheryan, S. (2017). Unexpected gains: Being overweight buffers Asian Americans from prejudice against foreigners. *Psychological Science*, 28(9), 1214-1227.
- Kirby, T.A., & Greenwald, A.G. (2017). Mental ownership: Does mental rehearsal transform novel stimuli into mental possessions? *Journal of Experimental Social Psychology*, 73, 125-135.
- Ruby, M.B., Alvarenga, M.S., Rozin, P., Kirby, T.A., Richer, E., Rutsztein, G. (2016). Attitudes toward beef and vegetarians in Argentina, Brazil, France, and the USA. *Appetite*, 96, 546-547.
- Kirby, T.A., Kaiser, C.R., & Major, B. (2015). Insidious procedures: Diversity awards legitimize unfair organizational practices. *Social Justice Research*, 28(2), 169-186.
- Brady, L.M., Kaiser, C.R., Major, B., & Kirby, T.A. (2015). It's fair for us: Diversity structures cause women to legitimize discrimination. *Journal of Experimental Social Psychology*, 57, 100-110.
- Duckworth, A.L., Kirby, T.A., Gollwitzer, A., & Oettingen, G. (2013). From fantasy to action: Mental contrasting with implementation intentions (MCII) improves academic performance in children. *Social Psychological and Personality Science*, 4(6), 745-753.
- Duckworth, A.L., Tsukayama, E., & Kirby, T.A. (2013). Is it really self-control? Examining the predictive power of the delay of gratification test. *Personality and Social Psychology Bulletin*, 39(7), 843-855.
- Gollwitzer, A., Oettingen, G., Kirby, T.A., Duckworth, A.L., & Mayer, D. (2011). Mental contrasting facilitates academic performance in school children. *Motivation and Emotion*, 35, 403-412.
- Duckworth, A. L., Kirby, T.A., Tsukayama, E., Berstein, H., & Ericsson, K.A. (2011). Deliberate practice spells success: Why grittier competitors triumph at the National Spelling Bee. *Social Psychological and Personality Science*, 2, 174-181.

Book chapters:

- Gündemir, S., & Kirby, T.A. (2022). Diversity approaches in organizations: A leadership perspective. In J. Marques & S. Dhiman (Eds.). *Leading With Diversity, Equity and Inclusion - Approaches, Practices and Cases for Integral Leadership Strategy*. Springer International.
- Begeny, C., Wong, E.*, Kirby, T.A., Rink, F.A. (2021). Gender, race, and leadership. In M. Hogg (Ed.). *Oxford Encyclopedia of Social Psychology*. Oxford University Press.

GRANTS & FELLOWSHIPS

Total grant and fellowship funding awarded: \$736,018

Royal Society of Chemistry + Science & Innovation Network

LGBT+ Inclusion in STEM grant scheme, 2023-2024 **(\$125,000)**

PI: Ioana Latu, Co-PIs: **Teri Kirby**, Rhiannon Turner, Teresa McCormack

Project partners: Chemistry Departments at MIT, UC Boulder, Oxford University, Imperial College London, University College London, and Queen's University Belfast.

Somewhere over the rainbow: Investigating presence, perceptions, and engagement with LGBTQ+ inclusion symbols in STEM departments in the UK and US

Ross-Lynn Research Scholar Award, Purdue University, 2023-2024 **(\$43,042)**

PI: **Teri Kirby**

Cultural Appropriation as a Threat Response

Economic and Social Research Council, New Investigator Award, 2019-2022 **(\$329,303)**

PI: **Teri Kirby** (Grant Number: ES/S00274X/1)

The Paradox of Identity-Conscious Diversity Initiatives: How Accentuating Differences May Perpetuate Inequality

British Academy/Leverhulme Trust, Small Research Grant, 2020-2021 **(\$9,143)**

PI: Thekla, Morgenroth, Co-PI: **Teri Kirby** (Grant Number: SRG20\201173)

She's not a real feminist: Conflicts in the pursuit of gender equality

Visiting International Academic Fellowship, University of Exeter, 2020 **(\$1,992)**

PIs: Michelle Ryan, **Teri Kirby**, Chris Begeny

Fellow: Toni Schmader (University of British Columbia)

Europe Network Fund Award, University of Exeter, 2019 **(\$3,809)**

PIs: Michelle Ryan, Teri Kirby; Co-PIs: Belle Derks, Colette van Laar, Jojanneke van der Toorn

Gender Inequality Network (Exeter, Utrecht, Leuven, Leiden), Collaboration funds for gender workshop

Outward Mobility Academic Fellowship, University of Exeter, 2018 **(\$6,500)**

PIs: Joanne Smith, Teri Kirby, Manuela Barreto, Celia Morgan

Collaboration visit to University of British Columbia

Society for the Psychological Study of Social Issues Grant-in-Aid, 2017 **(\$1,971)**

PI: Teri Kirby, Co-PI: Michelle Ryan

How Do Organizational Diversity Philosophies Impact Women's Progression to Leadership Positions?

College of Life and Environmental Sciences Strategic Development Fund, 2017 **(\$4,739)**

Facilitating High Impact Experimental Research in Psychology

College of Life and Environmental Sciences Strategic Development Fund, 2016 **(\$1,817)**

Diversity Policies & Ethnic Minorities' Workplace Outcomes

ALCOR Summer Fellowship, University of Washington, 2015 **(\$9,155)**

Robert C. Bolles Dissertation grant, University of Washington, 2015 **(\$1,240)**

National Science Foundation Graduate Research Fellowship, 2012-2015 **(\$210,990)**

*Ironic Effects of Multicultural Policies: Increased Susceptibility to Stereotype Threat***Grants/fellowships awarded to my mentees:**

Graduate Research Innovation Award, Junming Zhang, Purdue University, 2024 **(\$1,000)**

Graduate Student Government Travel Grant, Junming Zhang, Purdue University, 2024 **(\$500)**

Office of Undergraduate Research (OUR) Professional Development Grant, Purdue University, 2023 **(\$500)**
Abigael Click, *Understanding and Defining Cultural Appropriation*

Small Research Grant, Decision Sciences Collaborative, Ohio State University, 2023-2024 **(\$3,051)**
PI: Laura Hildebrand, Co-PIs: **Teri Kirby**, Franki Kung
The Effect of Broad versus Narrow Diversity Statements on Discriminatory Hiring Decisions

Economic and Social Research Council Fellowship (SWDTP), UK Research Council, 2019-2023 **(\$132,907)**
Student: Nicole Russell Pascual, Mentor: **Teri Kirby**
The ironic consequences of celebrating differences in the workplace

AWARDS, HONORS, & OTHER DISTINCTIONS

Faculty Paper Award (*The role of intraminority relations in perceptions of cultural appropriation*), HHS
Diversity, Equity, and Inclusion Science Consortium, Purdue University, 2024

Elected Fellow, Society for Experimental Social Psychology, 2022

Diversity Award Admired Scholars Program, Society for Personality and Social Psychology, 2022
Designated as an admired scholar through the Diversity Travel award program

Research publication featured in Harvard Kennedy School's Gender Action Portal highlighting research that advances gender equity, 2020: *It's fair for us: Diversity structures cause women to legitimize discrimination*. <https://gap.hks.harvard.edu/its-fair-us-diversity-structures-cause-women-legitimize-discrimination>

European Association of Social Psychology Full Member Research Travel Award, 2018 **(\$886)**
How Messages to "Lean In" Impact Female Leaders, Collaboration visit to Madeline Heilman's lab

Chaired SPSP Diversity & Climate Committee's sponsored symposium, 2015
One symposium is selected annually for its significance to the field of diversity science
Symposium title: *Detecting and responding to inclusion cues: Implications for racial minorities*

Graduate and Professional Student Senate Travel Award, University of Washington, 2015 **(\$300)**

Society for Personality and Social Psychology Graduate Student Travel Award, 2014 **(\$500)**

Selected for Summer Institute in Social and Personality Psychology, UC Davis, 2013
Courses: *Social Neuroendocrinology & Longitudinal Data Analysis*

Student Poster Award, Annual meeting of SPSP, Honorable Mention, 2012

Ford Foundation Graduate Research Fellowship, Honorable Mention, 2012 (\$60,000)

ORAL PRESENTATIONS

* indicates a student mentee

Invited Talks:

- Kirby, T.A.** (2025, Feb). Identity safety cues and LGBTQ+ identity disclosure. *Invited talk for the Self and Identity preconference, Annual meeting of the Society for Personality and Social Psychology*, Denver, USA.
- Kirby, T.A.** (2024, Apr). “Inclusive” definitions of diversity. *Invited talk for the Social Psychology Seminar Series*, Indiana University, Bloomington, USA.
- Kirby, T.A.** (2024, Apr). The dilution of diversity: Ironic effects of broadening diversity. *Social Psychology Journal Club*, University of Illinois Urbana–Champaign, Champaign, IL.
- Kirby, T.A.** (2023, Dec). “Inclusive” shifts in diversity rhetoric. *Invited talk for Proseminar in Diversity & Inequality Psychology*, University of California - Riverside, USA.
- Kirby, T.A.** (2023, Oct). The ramifications of colorblind thinking. *Invited talk for Critical Conversations series*, Purdue University, USA.
- Kirby, T.A.** (2023, Sep). “Inclusive” definitions of diversity: Effects on the LGBTQ+ community. *Invited keynote address for the LGBTIQ+ Workplace Inclusion Conference*, Leiden University, Netherlands.
- Kirby, T.A.** (2022, Nov). The who and how of diversity. *Invited talk for the Industrial/Organizational Psychology Colloquium*, Purdue University, USA.
- Kirby, T.A.** (2022, Sep). Building inclusive spaces. *Invited talk for Critical Conversations series*, Purdue University, USA.
- Kirby, T.A.** (2022, May). The dilution of diversity: Ironic effects of broadening diversity. *Invited talk at the Duck Conference on Social Cognition*, Duck, SC, USA.
- Kirby, T.A.** (2021, Mar). Unpacking the nuances of diversity management. *Invited talk for the Psychology Seminar series*, University of Southampton, England.
- Kirby, T.A.** (2021, Jan). Unpacking the nuances of diversity management. *Invited talk for the Department of Management and Organizations Seminar series*, Stockholm School of Economics, Sweden.
- Kirby, T.A.** (2020, Feb). Tailoring diversity initiatives to the gender and race intersection. *Invited talk for the Gender preconference at the annual meeting of the Society for Personality and Social Psychology*, New Orleans, USA.
- Kirby, T.A.** (2020, Jan). The nuances of diversity management: Implications for racial minorities and women. *Invited talk for the Social Psychology Seminar series*, University of Groningen.
- Kirby, T.A.** (2019, May). The pitfalls of celebrating diversity: Implications for ethnic minorities and women. *Invited talk for the Psychology Seminar series*, Queen’s University Belfast.

- Kirby, T.A.** (2019, Feb). Cultural appropriation or appreciation? The role of status and cultural awareness on reactions to cultural appropriation. *Invited talk for the Social/Personality Psychology Brownbag series*, University of Washington.
- Kirby, T.A.** (2019, Jan). The trials and tribulations of celebrating diversity. *Invited talk for the Social Identity Lab group*, University of British Columbia.
- Kirby, T.A.** (2018, Jul). The trials and tribulations of diversity management: How diversity initiatives impact minority groups. *Invited talk for Pearn Kandola Lunch Seminar series*.
- Kirby, T.A.** (2017, May). The trials and tribulations of diversity management: How diversity initiatives impact ethnic minorities and women. *Invited talk for the Psychology Seminar series*, University of Essex.
- Kirby, T.A.** (2017, Mar). Why isn't diversity management working? *Invited talk for the PsycSoc Seminar series*, University of Exeter.
- Kirby, T.A.** (2015, Oct). Ironic effects of diversity policies: Can multiculturalism increase self-stereotyping among African Americans? *Talk given in Laboratory in Social Psychology (undergraduate course)*, University of Washington, Seattle, WA.
- Kirby, T.A.** (2015, Mar). Ironic effects of inclusive diversity policies: Multiculturalism increases self-stereotyping among racial minorities. *Talk given at the Diversity Science Seminar & Psychology Recruitment Lunch*, University of Washington, Seattle, WA.
- Kirby, T.A.** (2014, Mar). Ironic effects of diversity policies: Can multiculturalism increase self-stereotyping among African Americans? *Talk given in Laboratory in Social Psychology (undergraduate course)*, University of Washington, Seattle, WA.
- Kirby, T.A.** (2013, Apr). Affective Priming and Mere Exposure. *Talk/lecture given in Implicit and Unconscious Cognition (undergraduate course)*, University of Washington, Seattle, WA.
- Kirby, T.A.** (2013, Feb). Ironic effects of diversity policies: Can multiculturalism increase self-stereotyping among African Americans? *Talk given at the Diversity Steering Committee Lunch*, University of Washington, Seattle, WA.

Chaired Symposia:

- Hildebrand, L.K.* & **Kirby, T.A.** (2023, Oct). Hidden motivations and consequences: Unexpected sources of threat and discrimination in organizations. *Symposium chaired at the annual meeting of the Society for Experimental Social Psychology*, Madison, WI, USA.
- Kirby, T.A.** & Latu, I. (2020, Jul). Not all diversity initiatives are created equal: The nuances of designing effective initiatives. *Symposium accepted to the 19th general meeting of the European Association of Social Psychology*, Krakow, Poland. Canceled due to COVID-19.
- Morgenroth, T. & **Kirby, T.A.** (2017, Jul). Barriers to achieving gender equality: Shortcomings of placing the burden on women. *Symposium chaired at the 18th general meeting of the European Association of Social Psychology*, Granada, Spain.

Kirby, T.A., & Kaiser, C.R. (2015, Feb). Detecting and responding to inclusion cues: Implications for racial minorities. *Symposium chaired at the annual meeting of the Society for Personality and Social Psychology*, Long Beach, CA. **Chosen as official conference Diversity Symposium.**

Symposium and Data Blitz Presentations:

Zhang, J.* & **Kirby, T.A.** (2024, May). Are intersectional diversity initiatives identity safety cues for White women? *Symposium presentation at the annual meeting of the Midwestern Psychological Association*, Chicago, USA.

Kirby, T.A. & Zhang, Z.* (2024, Feb). Colorblindness motivates support for belonging initiatives among dominant groups. In Esposito, E. (chair), *At the intersection of personal and social bias. Symposium presentation at the annual meeting of the Society for Personality and Social Psychology*, San Diego, CA, USA.

Russell Pascual, N.* , **Kirby, T.A.**, & Begeny, C. (2024, Feb). The insidious costs of telling women to "lean in." In Ragland, K. & Wilton, L. (chairs), *Identity-Centered Approaches to Enhancing Diversity Practices. Symposium presentation at the annual meeting of the Society for Personality and Social Psychology*, San Diego, CA, USA.

Kirby, T.A., Russell Pascual, N.* , & Hildebrand, L.K.* (2023, Oct). The dilution of diversity: Ironic effects of broadening diversity on identity safety. In Hildebrand, L.K. & Kirby, T.A. (chairs), *Hidden motivations and consequences: Unexpected sources of threat and discrimination in organizations. Symposium presentation at the annual meeting of the Society for Experimental Social Psychology*, Madison, WI, USA.

Hildebrand, L.K.* , **Kirby, T.A.**, Kung, F.Y.H., & Russell Pascual, N.* (2023, Oct). Broadening the definition of diversity leads to deprioritization of traditionally-marginalized job applicants. In Hildebrand, L.K. & Kirby, T.A. (chairs), *Hidden motivations and consequences: Unexpected sources of threat and discrimination in organizations. Symposium presentation at the annual meeting of the Society for Experimental Social Psychology*, Madison, WI, USA.

Wong, E.* , Rink, F.A., **Kirby, T.A.**, & Ryan, M.K. (2023, Jul). Internally versus externally focused diversity interventions for women. In Şahin, O. & Evangelista , Z. (chairs), *Experiences, needs, and interventions: How individual and structural factors relate to belonging and well-being in organizational settings. Symposium presentation at the 19th general meeting of the European Association of Social Psychology*, Krakow, Poland.

Kirby, T.A., Pascual, N.R.* , & Hildebrand, L.* (2023, Jul). The dilution of diversity: Ironic effects of broadening diversity. In Mor, K. (chair), *Invisible but not invincible: Barriers to LGBTQ+ inclusion at work. Symposium presentation at the 19th general meeting of the European Association of Social Psychology*, Krakow, Poland.

Pascual, N.R.* , **Kirby, T.A.**, & Begeny, C. (2023, Jul). The insidious costs of telling women to "lean in." In van Veelen, R.. (chair), *Detecting blind spots in gender inequality at work: Signals that reinforce a masculine stereotype of occupational status, salary and success. Symposium presentation at the 19th general meeting of the European Association of Social Psychology*, Krakow, Poland.

- Kirby, T.A.**, Pascual, N.R.* & Hildebrand, L*. (2023, Feb). The dilution of diversity: Ironic effects of broadening diversity. *Single paper symposium presentation at the annual meeting of the Society for Personality and Social Psychology*, Atlanta, USA.
- Kirby, T.A.** & Pascual, N.R.* (2022, Apr). The dilution of diversity: Ironic effects of broadening diversity. *Paper presentation at the annual meeting of the Midwestern Psychological Association*, Chicago, USA.
- Kirby, T.A.** & Barreto, M. (2021, May). Identity-conscious diversity messages facilitate sexual identity disclosure among sexual minorities. *Presentation at the LGBTQI+ Workplace Inclusion Conference*, Leiden University (virtual conference).
- Kirby, T.A.**, Tabak, J.A., Ilac, M., & Cheryan, S. (2021, Feb). The symbolic value of identity-focused space. In Meagher, B. (chair), *The Psychology of Home. Symposium presentation at the annual meeting of the Society for Personality and Social Psychology* (virtual conference).
- Kirby, T.A.** & Barreto, M. (2020, Jul). Identity-conscious diversity messages facilitate sexual identity disclosure among sexual minorities. In van der Toorn, J. & Colombo, M. (chairs), *Heteronormativity at Work: Its Origins, Implications and Underlying Mechanisms. Data blitz accepted to the annual meeting of the International Society of Political Psychology*, Berlin, Germany. Canceled due to COVID-19.
- Kirby, T.A.**, Silva-Rego, M.*, Kaiser, C.R., Powell, C.* , Ji, H.* , Eckhardt, G.* , Huyn, I.* (2020, Jul). Gender-conscious diversity messages validate women who face workplace gender discrimination. In Kirby, T.A. & Latu, I. (chairs), *Not all diversity initiatives are created equal: The nuances of designing effective initiatives. Symposium presentation accepted to the 19th general meeting of the European Association of Social Psychology*, Krakow, Poland. Canceled due to COVID-19.
- Ng, J.* , Morton, T., & **Kirby, T.A.** (2020, Jul). Acculturation orientations shape international students' experiences of restorativeness within socially distinct study spaces. *Data blitz accepted to the 19th general meeting of the European Association of Social Psychology*, Krakow, Poland. Canceled due to COVID-19.
- Wong, E.* , Rink, F.A., Ryan, M.K., & **Kirby, T.A.** (2020, Jul). Intersectional needs for successful gender diversity interventions. In Wong, E. (chair), *Multiple identities and their intersection: How our experiences and needs are shaped by multidimensionality. Symposium presentation accepted to the 19th general meeting of the European Association of Social Psychology*, Krakow, Poland. Canceled due to COVID-19.
- Spangsdorf, S.* , Ryan, M.K., & **Kirby, T.A.** (2020, Jul). How might adolescent ambition be gendered? Developing a multifaceted model of ambition. *Data blitz accepted to the 19th general meeting of the European Association of Social Psychology*, Krakow, Poland. Canceled due to COVID-19.
- Kirby, T.A.**, Schwanold, E., & Gundemir, S. (2020, Feb). *Cultural appropriation or appreciation? The role of status and cultural awareness on reactions to cultural appropriation*. In Mosley, A.J. & Biernat, M. (chairs), *The Psychology of Cultural Appropriation in Intergroup Contexts. Symposium presentation at the annual meeting of the Society for Personality and Social Psychology*, New Orleans, USA.
- Carter, A.B., Gundemir, S., **Kirby, T.A.**, & Galinsky, A. (2020, Feb). *Cultural Borrowing versus Trespassing*. In Mosley, A.J. & Biernat, M. (chairs), *The Psychology of Cultural Appropriation in Intergroup Contexts. Symposium presentation at the annual meeting of the Society for Personality and Social Psychology*, New Orleans, USA.

- Kirby, T.A., & Schwanold, E.*** (2019, Jun). Cultural appropriation or appreciation? The role of status and cultural awareness on reactions to cultural appropriation. *Symposium presentation at the annual meeting of the Society for the Psychological Study of Social Issues*, San Diego, USA.
- Ryan, M.K., Morgenroth, T., **Kirby, T.A.**, & Sudkaemper, A.* (2019, May). The who, when, and why of the glass cliff phenomenon: A meta-analysis of appointments to precarious leadership positions. *Symposium presentation at the general meeting of the European Association of Work and Organizational Psychology*, Turin, Italy.
- Kirby, T.A.** & Barreto, M. (2019, Mar). Organizational pro-diversity cues facilitate sexual identity disclosure among sexual minorities. In Germano, A. & Cheryan, S. (chairs), Uncovering the costs and benefits to popular diversity programs across schools and workplaces. *Symposium presentation at the annual meeting of the International Convention of Psychological Science*, Paris, France.
- Kirby, T.A., & Schwanold, E.*** (2019, Feb). Cultural appropriation or appreciation? The role of status and cultural awareness on reactions to cultural appropriation. *Data blitz given at the Self & Identity Preconference of the annual meeting of the Society for Personality and Social Psychology*, Portland, USA.
- Morgenroth, T., **Kirby, T.A.**, Sudkaemper, A. *, & Ryan, M.K. (2019, Feb). The who, when, and why of the glass cliff phenomenon: A meta-analysis of appointments to precarious leadership positions. *Data blitz given at the Gender Preconference of the annual meeting of the Society for Personality and Social Psychology*, Portland, USA.
- Kirby, T.A., & Kaiser, C.R.** (2017, Jul). The demands of diversity philosophies: Strategic self-stereotyping among racial minorities. In Ryan, M.K. (chair), Reducing prejudice and enhancing equality: Exploring the unintended consequences of practical interventions. *Symposium presentation at the 18th general meeting of the European Association of Social Psychology*, Granada, Spain.
- Kirby, T.A., & Kaiser, C. R.** (2016, Jul). The demands of diversity messages: Strategic self-stereotyping among racial minorities. *Talk presented at the biennial meeting of the International Society for Justice Research*, Canterbury, United Kingdom.
- Sudkaemper, A.*, Ryan, M.K., **Kirby, T.A.** & Morgenroth, T. (2017, Jun). Men's support for gender equality. In Gender Roles in the Future? Theoretical Foundations and Future Research Directions. *Talk presented at the EASP Small Group Meeting*, Berlin, Germany.
- Sudkaemper, A.*, Ryan, M.K., **Kirby, T.A.** & Morgenroth, T. (2016, Jul). Support for gender equality among men – Scale development. *Talk given at the Diversity & Leadership Conference*, Canterbury, United Kingdom.
- Kirby, T.A., & Kaiser, C.R.** (2015, Feb). Ironic effects of inclusion: Inclusive diversity policies increase self-stereotyping among low status groups. In **T.A. Kirby** & C.R. Kaiser (chairs), Detecting and responding to inclusion cues: Implications for racial minorities. *Symposium presentation at the annual meeting of the Society for Personality and Social Psychology*, Long Beach, CA.
- Kirby, T.A., & Kaiser, C.R.** (2014, Oct). Ironic effects of inclusive diversity policies: Multiculturalism increases self-stereotyping among minorities. *Talk given at the Groups Preconference of the annual meeting of the Society Experimental Social Psychology*, Columbus, OH.

- Kirby, T.A., & Kaiser, C.R.** (2014, Aug). Ironic effects of inclusive diversity policies: Multiculturalism increases self-stereotyping among minorities. *Talk given at the third annual meeting of the Pacific Conference on Prejudice & Culture*, Bellingham, WA.
- Kaiser, C.R., Major, B., Brady, L.M., & **Kirby, T.A.** (2014, Jul). Do diversity initiatives cause men and women to turn a blind eye towards sexism? *Symposium presentation at the annual meeting of the European Association of Social Psychology*, Amsterdam, Netherlands.
- Kaiser, C.R., Brady, L.M., **Kirby, T.A.**, & Major, B. (2014, Feb). Blind to injustice: Pro-diversity environments create illusions of fairness among high and low status groups. *Symposium presentation at the annual meeting of the Society for Personality and Social Psychology*, Austin, TX.
- Kirby, T.A.**, Kaiser, C.R., & Major, B. (2013, Aug). Diversity structures hinder detection of unfair organizational procedures. *Talk given at the third annual meeting of the Pacific Conference on Prejudice & Culture*, Bellingham, WA.
- Kirby, T.A.**, & Greenwald, A.G. (2013, May). Mere exposure meets levels of processing: Affective consequences of cognitive activity. *Talk given at the annual meeting of the Northwest Cognition and Memory Conference*, Surrey, BC.
- Apablaza, D. *, **Kirby, T.A.**, & Kaiser, C. R. (2013, May). Hidden consequences: Can multiculturalism cause increased self-stereotyping among racial minorities? *Talk given at the annual University of Washington Undergraduate Research Symposium*, Seattle, WA.

IMPACT AND PUBLIC ENGAGEMENT

Popular science articles written:

- Kirby, T.A.** (2021). How do bisexual people see themselves? *Character and Context*. Popular science article invited for SPSP Blog. <https://www.spsp.org/news-center/blog/kirby-bisexual-self-perception>
- Kirby, T.A.** (2020). Who really uses safe spaces anyway? *Character and Context*. Popular science article invited for SPSP Blog. <https://www.spsp.org/news-center/blog/kirby-safe-space-benefits>
- Ryan, M.K. & **Kirby, T.A.** (2018). Lean in – but how? *The Psychologist*, 31, 24-25. Popular science article written for the British Psychological Society. <https://thepsychologist.bps.org.uk/volume-31/may-2018/lean-how>

Popular science presentations and interviews given:

- Research article featured in [DUCKCAST](#): The Duck Conference on Social Cognition Podcast (Aug 2023)
- Interviewed for [Bisexual Brunch podcast](#) about research on bisexuality (Dec 2021)
- Kirby, T.A.** (2020, Sep). The nuances of effective diversity management. *Invited talk for UK Parliament Diversity & Inclusion Seminar series*.
- Kirby, T.A.** (2018, Jul). The trials and tribulations of diversity management: How diversity initiatives impact ethnic minorities and women. *Invited talk for Pearn Kandola Lunch Seminar series* (Business Consultancy in Oxford).
- Interviewed for Nature Index (2018): [UK researchers want quotas to redress lack of diversity](#).
- Kirby, T.A.** (2011, Oct). How implicit bias affects our everyday lives. *Invited talk in secondary school Psychology Course*, Health Sciences and Human Services High School.

Selected media and popular science coverage of my research:

- Diversity is Important. Diversity-Related Training is Terrible, *Minding the Campus*, Nov 2020, <https://www.mindingthecampus.org/2020/11/06/diversity-is-important-diversity-related-training-is-terrible/> [research articles: *It's fair for us: Diversity structures cause women to legitimize discrimination & Insidious procedures: Diversity awards legitimize unfair organizational practices*]
- Avoiding the 'glass cliff': How to promote women and people of color during a time of crisis with the support they actually need, *Business Insider*, Aug 2020, <https://www.businessinsider.com/women-and-people-of-color-face-glass-cliff-us-2020-7?r=US&IR=T> [research article: *The who, when, and why of the glass cliff phenomenon: A meta-analysis of appointments to precarious leadership positions*]
- Culture Wars And The Untold Story Of Lyndie B. Hawkins, *NPR Hidden Brain*, July 2020, <https://www.npr.org/2020/07/13/890610437/culture-wars-and-the-untold-story-of-lyndie-b-hawkins?t=1595435698765> [research article: *Connection through distinction: The causes and consequences of Whites' adoption of minority cultures*]
- 'Ethnic Spaces' Can Help Minority Students Feel Welcome on Campus, *Psych Central*, April 2020, <https://bit.ly/2V2eZgr> [research article: *The symbolic value of ethnic spaces*]
- Overweight Asian-Americans Are Seen as More 'American', Study Finds, *The New York Times*, August 2017, <https://www.nytimes.com/2017/08/03/science/overweight-skinny-asians-americans.html> [research article: *Unexpected gains: Being overweight buffers Asian Americans from prejudice against foreigners*]
- People See Heavier Asian-Americans As More American, Study Shows, *The Huffington Post*, August 2017, <https://bit.ly/2BdaesZ> [research article: *Unexpected gains: Being overweight buffers Asian Americans from prejudice against foreigners*]
- Angela Duckworth on Passion, Grit and Success, *The New York Times*, April 2016, <https://www.nytimes.com/2016/04/10/education/edlife/passion-grit-success.html> [research article: *Deliberate practice spells success: Why grittier competitors triumph at the National Spelling Bee*]

MENTORING

Post-doctoral fellows:

- Marco Silva-Rego, 2016-2017

PhD students:

- Linh Pham, 2024-present
- Max Miller, 2024-present
- Junming Zhang, 2022-present
- Nicole Russell Pascual, awarded 2024
Initial Post-Ph.D. Position: Postdoctoral Fellow at the University of Michigan, USA (Mentor: Dr. Denise Sekaquaptewa)
- Edwina Wong, awarded 2024
Initial Post-Ph.D. Position: Postdoctoral Fellow at the University of Amsterdam, Netherlands
- Joshua Ng, awarded 2021
Initial Post-Ph.D. Position: Assistant Professor at Taylor's University, Malaysia
- Antonia Sudkaemper, awarded 2019 (ESRC funded)
Initial Post-Ph.D. Position: Diversity & Inclusion Specialist, Cambridge Assessment, UK

Master's students:

- Nicole Russell Pascual (ESRC funded), 2019-2020
- Isabel Gee, 2018-2019
- Gazi Eraslan, Hexin Ji, Tom Ovet, Edwina Wong, 2017-2018
- Eileen Schwanold, Yang Xueying, 2016-2017
- Pantelis Kalpouzos, 2015-2016

Lab managers:

- Austin Zeng, 2023-present
- Casey McMahon, 2022-23
Post-lab manager position: PhD student at Columbia University, USA
- Eirini Ketzitidou Argyri, 2020-21
Post-lab manager position: PhD student at the University of Exeter, UK

Undergraduate thesis, capstone, or research projects advised:*Purdue University:*

Lily Whitehair (Summer Research Opportunities Program), Abigael Click (Louise Stokes Alliance for Minority Participation), Shannon Sturt (capstone for Honors College)

University of Exeter (thesis students):

Amelia Lumme, Hiu Ching Lo, Maisie Douch, Meg Ashford-Gregory, Charlotte Walters, Jack Oades, Shania Hughes, Alix Baker, Joseph Wright, Joseph Edmonds, Zoe Bird, Bethany Wells, Nicole Russell Pascual, Faye Proud, Vilma Jokinen, Jemma Convery, Hayley Flint, Jamie Hendy, Laura Osman, Sophie Stadie, Alex Stratford, Riya Surtani, Darren Tan, Emily Credido, Greg Eckhartt, Sophie Erskine, Raphael Korine, Cordelia Powell, Lydia Sze, Varun Venkatraman, Ciara Beaumont-Wood, Chi Chan, Chun Chang, Roisin Doherty, Katy Dunnill, Natalie Green, Natalie Priestley, Rija Tariq

University of Washington:

Drake Apablaza (Honors thesis)

Research assistants/interns mentored:*Purdue University:*

Cheyenne Nicole Essex, Cydney Wathen, Wen Yin, Annabelle Battiste, Kavya Krishnan, Carson Schalk, Abigael Click, Trina Makalintal, Jacob Lo, Britney Ramos, Shannon Sturt

University of Exeter:

Sarah Kenway, Jasmine Sketchley, Rosie Chandler-Wilde, Nicole Russell Pascual (Exeter Access to Internships Awardee), Leah Fawaz, Zee Ning Liew, Navina Sandhu, Greg Eckhartt, Sophie Erskine

DIVERSITY & INCLUSION LEADERSHIP

Director, Diversity, Equity, and Inclusion Committee, Department of Psychological Sciences, Purdue University, 2024 – present

Member, Diversity & Climate Committee, Society for Personality and Social Psychology, 2024-present

Member, Diversity, Equity, and Inclusion Committee, Department of Psychological Sciences, Purdue University, 2022 – present

Director of Postdoctoral Research, Department of Psychology, University of Exeter, 2018 – 2019

Program Director for Master's in Social & Organizational Psychology, Department of Psychology, University of Exeter, 2017 – 2019

Athena SWAN & Inclusion committee, Department of Psychology, University of Exeter, 2016 – 2021

Chair, Diversity Steering Committee, Department of Psychology, University of Washington, 2013 – 2015

Member, Diversity Steering Committee, Department of Psychology, University of Washington, 2011 – 2013

OTHER LEADERSHIP AND SERVICE

Editorial Experience:

Editorial Board: Group Processes and Intergroup Relations, 2023-present

Editorial Board: Cultural Diversity and Ethnic Minority Psychology, 2020-present

Guest editor, Frontiers in Psychology special issue: "Understanding Barriers to Workplace Equality: A Focus on the Target's Perspective"

Ad Hoc Manuscript Reviewing:

Academy of Management Journal

British Journal of Social Psychology

Cultural Diversity and Ethnic Minority Psychology

European Journal of Social Psychology

Frontiers in Psychology (Personality and Social Psychology section)

Group Processes and Intergroup Relations

Journal of Consumer Psychology

Journal of Experimental Social Psychology

Journal of Personality and Social Psychology

Journal of Social Issues

Personality and Social Psychological Bulletin

Psychological Science

Social Psychological and Personality Science

Ad Hoc Grant Reviewing:

Institute for Diversity Science, University of Wisconsin-Madison, Seed Grant Selection Committee

National Science Foundation, Social Psychology Program

Canada Foundation for Innovation, John R. Evans Leaders Fund

Leverhulme Trust

Research Foundation - Flanders (FWO)

Time-Sharing Experiments for the Social Sciences

Service to Purdue University Psychology Department:

Search Committee for Industrial/Organizational Psychology Faculty Position, 2023 – 2024

Service to University of Exeter Psychology Department:

Ethics Committee reviewer, 2017 – 2019

Personal academic tutor to undergraduate Psychology students, 2015 – present

Service to University of Washington Psychology Department:

Social/Personality Graduate Admissions committee, UW Psychology, 2014 – 2015

Guest speaker, Graduate student professionalism proseminar, UW Psychology, 2015

Panelist, Psi Chi Graduate School Panel, 2011, 2012, 2013

Search committee member, Social/Personality Graduate Admissions, UW Psychology, 2014 – 2015

Representative, Graduate Psychology Action Committee, 2012 – 2013

Organizer, Graduate Student Recruitment Weekend, 2012

Organizer, Social-Personality Psychology weekly Brownbag Seminar, 2011 – 2014

Other Service to Discipline:

Co-organizer, Group Processes and Intergroup Relations preconference, Society for Personality and Social Psychology, 2023, 2024

Mentor, SPSP GASP Mentoring Lunch at annual conference, 2021, 2022, 2023

“Faculty and Post-Doc Positions in Europe”

“To Post-Doc or Not to Post-Doc”

Mentor, SPSP Mentoring Lunch at annual conference, 2020, 2023

“Navigating pre-registration and open science practices when collecting your own data”

Mentor, SPSSI Mentoring Lunch at annual conference, 2019

“How to be a Good Reviewer”

#SPSPchat Q&A panelist, “So you're a new assistant professor,” 2019
Co-organizer, Third Annual Pacific Conference on Prejudice & Culture, 2013
Reviewer, SPSP Student Poster Award, 2012

Graduate Student Committees:

Dissertation Committees:

Elisabeth Noland, 2024-present
Katherine Buchman (Department of Public Health), 2024-present
Layla Dang, awarded 2024
Ebony Bradley, awarded 2024

Plan of Study Advisory Committee Member:

Kira Means, 2024-present
Katherine Buchman (Department of Public Health), 2024-present
Elisabeth Noland, 2022-present
Layla Dang, 2022-2024

Dissertation External Examiner:

Amy Jones, Queen’s University Belfast, 2021

Dissertation Proposal or Final Examiner (Internal, University of Exeter):

Josephine Cooper, 2017
Esma Ciftci, 2018
Damilola Makanju, 2019
Victoria Opara, 2019
Fidelia Law, 2020
Emily Hughes, 2020
Esra Dasci, 2019 (Final)