

KAITLIN MCCORMICK-HUHN

William S. Boyd School of Law
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EDUCATION

- 2018 Dual-Ph.D., Psychology and Women's Studies, The Pennsylvania State University, University Park, PA.
- 2016 M.S., Psychology, The Pennsylvania State University, University Park, PA.
- 2013 B.A., Psychology, Boston University, Boston, MA.
College of Arts and Sciences Honors Program.
Summa Cum Laude, with Honors in Psychology.

ACADEMIC POSITIONS

- 2018- Workplace Law Postdoctoral Research Fellow, William S. Boyd School of Law, University of Nevada, Las Vegas

GRANTS AND AWARDS

- 2017 Geis Memorial Award, Society for the Psychology of Women, Division 35 American Psychological Association
- 2017 Research and Graduate Studies Office (RGSO) Dissertation Support Grant, The College of the Liberal Arts, The Pennsylvania State University
- 2017 Constance Shehan Women's Studies Award, The College of the Liberal Arts, The Pennsylvania State University
- 2017 Graduate Student Travel Award, The Society for Personality and Social Psychology
- 2016 Superior Teaching and Research (STAR) Award, The College of the Liberal Arts, The Pennsylvania State University
- 2015 Graduate Research Fellowship Honorable Mention, National Science Foundation
- 2014 Clara Mayo Grant, The Society for the Psychological Study of Social Issues
- 2013 Graduate Scholar Award, The Pennsylvania State University
- 2013 Psychology Department Service Award, Boston University
- 2012 Phi Beta Kappa, Boston University

PUBLICATIONS

- Shields, S.A., **McCormick, K.T.**, Dicicco, E.C., & Zawadzki, M.J. (2018). Demonstrating the cumulative effects of unconscious bias with WAGES-Academic (Workshop Activity

for Gender Equity Simulation): Short and long-term impact on faculty and administrators. *Journal of Women and Minorities in Science and Engineering*. 24, 147-163.
doi:10.1615/JWomenMinorScienEng.2018014113

Shields, S. A., MacArthur, H. J., & **McCormick, K.T.** (2017). The gendering of emotion and the psychology of women. In C. Travis & J. W. White (Eds.), *American Psychological Association Handbook on the Psychology of Women, Vol. 1* (pp.189-206). Washington, D. C.: American Psychological Association.

Doane, B., **McCormick, K.**, & Sorce, G. (2017). Changing methods for feminist public scholarship: Lessons from Sarah Koenig's podcast Serial. *Feminist Media Studies*. 17, 119-121. doi: 10.1080/14680777.2017.1261465

McCormick, K.T., MacArthur, H.J., Shields, S.A., & Diccico, E.C. (2016). New perspectives in gender and emotion. In T-A. Roberts, N. Curtin, L. Cortina, & L. E. Duncan (Eds.). *Feminist Perspectives on Building a Better Psychological Science of Gender* (pp. 213-230). New York, NY: Springer.

McCormick, K., & Shields, S.A. (2016). Gender and emotion. In *The SAGE Encyclopedia of Theory in Psychology*. (pp. 354-355). Thousand Oaks: SAGE Publications, Inc.
doi:10.4135/9781483346274.n122

Book Review

McCormick, K.T. (2016). Book review: Gender, power, and organisation: A psychological perspective on life at work. *Psychology of Women Quarterly*. 40, 307.
doi:10.1177/0361684316631933

MANUSCRIPTS UNDER REVIEW

McCormick-Huhn, K., & Shields, S.A. (under review). *The emotion storyboard: A method to examine social dimensions of emotion*.

MANUSCRIPTS IN PREPARATION

McCormick-Huhn, K., Kim, L.M., & Shields, S.A. (in preparation). *Unconscious bias interventions for the workplace: An initial test of WAGES-Business (Workshop Activity for Gender Equity Simulation) and Google's re:Work Trainings*.

McCormick-Huhn, K., Shields, S.A., Warner, L.H., & Settles, I.H. (in preparation). *What if psychology took intersectionality theory seriously?*

McCormick-Huhn, K. & Shields, S.A. (in preparation). *Can angry Black and White women get ahead in the era of #MeToo? Social dynamics in emotion appropriateness*.

McCormick-Huhn, K., Zawadzki, M.J., & Shields, S.A. (in preparation). *Never let them see*

you sweat: Acknowledging contextualized nervousness does not buffer perceptions of competence in a job interview.

CHAired CONFERENCE SYMPOSIA

McCormick-Huhn, K. & Shields, S.A. (2019, February). Cultural shifts or cultural moments? When historical context affects science. Symposium to be conducted at the 20th annual conference for the Society of Personality and Social Psychology, Portland, OR.

CONFERENCE TALKS

McCormick-Huhn, K. & Shields, S.A. (2019, February). Can angry Black and White women get ahead in the era of #MeToo? Social dynamics in emotion appropriateness. In McCormick-Huhn, K. & Shields, S.A. (Chairs). *Cultural shifts or cultural moments? When historical context affects science*. Symposium to be conducted at the 20th annual conference for the Society of Personality and Social Psychology, Portland, OR.

McCormick-Huhn, K., Zawadzki, M.J., & Shields, S.A. (2017). Never let them see you sweat: Acknowledging contextualized nervousness does not buffer perceptions of competence in a job interview. Talk presented at the 20th biennial conference for the International Society for Research on Emotion, St. Louis, MO.

CONFERENCE POSTERS

**indicates undergraduate mentee*

McCormick-Huhn, K., & Shields, S.A. (2018). The emotion storyboard: A method to examine emotion in the social world. Poster presented at The Pennsylvania State University's Graduate Research Exhibition. University Park, PA.

McCormick-Huhn, K., Kim, L.M., & Shields, S.A. (2018). Unconscious bias intervention at work: An initial test of WAGES-Business (Workshop Activity for Gender Equity Simulation) and Google's Unconscious Bias @ Work. Poster presented at the 19th annual convention for the Society of Personality and Social Psychology, Atlanta, GA. *Also presented at the 2018 Institute for Academic Feminist Psychologists, Miami, FL.*

McCormick, K.T., Zawadzki, M.J., & Shields, S.A. (2017). Acknowledging contextualized emotion: How to maintain perceptions of competence when displaying emotions. Poster presented at the 18th annual convention for the Society of Personality and Social Psychology, San Antonio, TX.

*Burtner, M., McCormick, K.T., & Mark, M.M. (2016). Timing and mediator measurement. Poster presented at The Pennsylvania State University's Psi Chi Undergraduate Research Conference. University Park, PA.

*Hammaker, S., Mark, M.M., & McCormick, K.T. (2016). Planned use of research findings does not affect trust, but does influence support for research and perceptions of the

studied program. Poster presented at The Pennsylvania State University's Undergraduate Research Exhibition. University Park, PA.

McCormick, K.T., Weaver, K.S., MacArthur, H.J., & Adams, Jr., R.B. (2016). Just a joke? Sexist jokes' influence in tolerance of sexism. Poster presented at the 11th biennial conference for the Society of the Psychological Study of Social Issues, Minneapolis, MN.

McCormick, K.T., Weaver, K.S., MacArthur, H.J., & Adams, Jr., R.B. (2016). That's what she said: The role of joke teller gender and joke type in perceptions of sexist humor. Poster presented at the 17th annual convention for the Society of Personality and Social Psychology, San Diego, CA.

McCormick, K.T., Diccico, E.C., Shields, S.A., & Zawadzki, M.J. (2014). Faculty and administrators' evaluation of the Workshop Activity for Gender Equity Simulation in the Academy (WAGES–Academic). Poster presented at the 10th biennial conference for the Society of the Psychological Study of Social Issues, Portland, OR.

RESEARCH EXPERIENCE

- 2016 Summer Graduate Research Assistant with Dr. Melvin Mark, Department of Psychology (Social Area), The Pennsylvania State University
Projects: *Program evaluation; statistical mediation*
- 2015 Summer Graduate Research Assistant with Drs. Stephanie Shields and Marcela Borge, Departments of Psychology (Social Area) & Women's, Gender, and Sexuality Studies, and Learning, Design, & Technology, The Pennsylvania State University
Projects: *Adaptation of a gender bias-reducing intervention to a virtual platform*
- 2013-2018 Graduate Student with Dr. Stephanie Shields, Departments of Psychology (Social Area) & Women's, Gender, and Sexuality Studies, The Pennsylvania State University
- 2011-2013 Honors Thesis Student and Undergraduate Research Assistant with Dr. Deborah Kelemen, Child Cognition Lab, Department of Psychology (Developmental Area), Boston University
Projects: *Theory of Mind; children's reputation knowledge; teaching children about evolution*

INVITED TALKS AND PRESENTATIONS

McCormick-Huhn, K. (2018). A psychological approach to mitigating unconscious bias in the workplace. Presented at the William S. Boyd School of Law Faculty Enrichment Series at University of Nevada, Las Vegas. Las Vegas, NV.

McCormick-Huhn, K. (2017). Topics in research ethics. Speaker for First Year Psychology

Graduate Student Orientation, The Pennsylvania State University. University Park, PA.

McCormick, K. T., Zawadzki, M.J., & Shields, S.A. (2017). Never let them see you sweat: Acknowledging contextualized nervousness does not buffer perceptions of competence in a job interview. Presented to the Social Psychology Area at The Pennsylvania State University. University Park, PA.

McCormick, K. T. (2014). Neutralizing the negative effects of emotion stereotyping for women in STEM. Presented to the Social Psychology Area at The Pennsylvania State University. University Park, PA.

McCormick, K. T. & Diccico, E.C. (2013). The Workshop Activity for Gender Equity Simulation. Co-presented to the Women's Studies Department Coffee Hour at The Pennsylvania State University. University Park, PA.

McCormick, K. T. & MacArthur, H. J. (2013). Women and media representation. Co-presented to the College of Agricultural Sciences Diversity Education Series at The Pennsylvania State University. University Park, PA.

TEACHING POSITIONS

University of Nevada, Las Vegas

Instructor

Gender, Race, and Class (Women's Studies)
Spring 2019

The Pennsylvania State University

Section Instructor

Basic Research Methods in Psychology
Fall 2017 (student rating average: 7.0 out of 7.0)
Spring 2017 (student rating average: 6.67 out of 7.0)
Spring 2015 (student rating average: 6.0 out of 7.0)

Teaching Assistant

Psychology as a Science and Profession
Psychology of Humor
Psychology of Gender
Work Attitudes and Motivation (Psychology)
Psychology of Human Emotion
Psychology of Women
Forensic Psychology

Psychology First Year Seminar: Emotion and the Body

Guest Lecturer

McCormick, K. T. (2017). Gender at work: Double binds and double standards. Presented to “Psychology of Gender” at The Pennsylvania State University, University Park, PA.

McCormick, K. T. (2016). Gender and anger. Presented to “Psychology First Year Seminar: Self-presentation Costs and Benefits” at The Pennsylvania State University. University Park, PA.

McCormick, K. T. (2015). Work-life interface and conflict. Presented to “Work Attitudes and Motivation” at The Pennsylvania State University. University Park, PA.

McCormick, K. T. (2014). Gender and emotion. Presented to “Psychology of Human Emotion” at The Pennsylvania State University. University Park, PA.

McCormick, K. T. (2014). Predicting violent behavior. Presented to “Forensic Psychology” at The Pennsylvania State University. University Park, PA.

McCormick, K. T. (2014). Eyewitness identification and testimony. Presented to “Forensic Psychology” at The Pennsylvania State University. University Park, PA.

McCormick, K. T. (2014). Gender and STEM. Presented to “Psychology of Women” at The Pennsylvania State University. University Park, PA.

Graduate Mentor

Senior Honors Thesis
Sarah Hammaker

Undergraduate Research Assistants

Hannah Bisbing, Marlana Quail, Beverly Stokes, Rachel Sorrentino, Katrina Helfand, Riley Hellings, Matthew Burtner, Sarah Hammaker, Crystal Harris, Julianna Axworthy, Robert Lai, Janie Johnson, Chelsea McGhee, Shelley Eisenberg, Christina Nguyen, Alexzandra Sutsko

Boston University

Teaching Assistant

Principles of Biology I

Laboratory Learning Assistant

Principles of Biology I

PROFESSIONAL SERVICE

Public/Professional Service

2018- Member of Implicit Bias Working Group, Clark County School District Social Justice Partnership

Ad Hoc Reviewing

Basic and Applied Social Psychology
Journal of Social and Political Psychology

Conference Reviewing

Society for the Psychological Study of Social Issues Conference

Departmental Service

The Pennsylvania State University

2017-2018 Graduate Student Peer Mentor, Psychology Department, The Pennsylvania State University
2017-2018 Graduate Student Representative for Social Psychology Area Students, The Pennsylvania State University
2015 Graduate Student Representative for Psychology and Women's, Gender, and Sexuality Studies Faculty Search Committee, The Pennsylvania State University

Boston University

2012-2013 Chapter President, Psi Chi International Honors Society for Psychology
2011-2012 Chapter Treasurer, Psi Chi International Honors Society for Psychology

PROFESSIONAL ORGANIZATIONS

Society for Personality and Social Psychology
Society for the Psychological Study of Social Issues
American Psychological Association
Div. 8: Society for Personality and Social Psychology; Div. 9: Society for the Psychological Study of Social Issues; Div. 35: Society for the Psychology of Women
Association for Psychological Science
International Society for Research on Emotion