

# KAITLIN MCCORMICK-HUHN, PH.D.

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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.** (2018). 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.

*-Handbook awarded The Association of American Publishers Prose Award for a multi-volume reference work in the social sciences*

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.**, Warner, L.R., Settles, I.H., & Shields, S.A. (under review). *What if psychology took intersectionality seriously? Rethinking psychology's participants*

**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. (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). 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., Leverett, P.M., & Lazos, S. (2019, June). Mitigating racial bias in school discipline: A district-wide intervention. Talk to be presented at the conference for the Society of the Psychological Study of Social Issues, San Diego, CA.

McCormick-Huhn, K. & Shields, S.A. (2019). 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. (2019, April). A psychological approach to mitigating unconscious bias in the workplace. To be presented to the Women's Research Institute of Nevada, University of Nevada, Las Vegas. Las Vegas, NV.
- McCormick-Huhn, K. (2019). Workplace bias intervention. Presented to the William S. Boyd School of Law Workplace Law Club at University of Nevada, Las Vegas. Las Vegas,

NV.

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, Alexandrea 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, NV.

### **Consultant**

2019- Bias Awareness Training for School Professionals, Clark County School District, NV.

### **Ad Hoc Reviewer**

*Basic and Applied Social Psychology*  
*Journal of Social and Political Psychology*

### **Conference Reviewer**

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