

CRYSTAL L. HOYT

Contact Information:

JEPSON SCHOOL OF LEADERSHIP STUDIES
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CURRENT FACULTY POSITION

2003-present University of Richmond, Jepson School of Leadership Studies
Assistant Professor of Leadership Studies (tenure-track position)

EDUCATION

1997-2003 Ph.D., Social Psychology
University of California, Santa Barbara

1992-1997 B.A., Psychology; Cum Laude; Honors in Psychology
Claremont McKenna College

ACADEMIC AWARDS, GRANTS, AND FELLOWSHIPS

Outstanding Faculty Award Finalist, *State Council of Higher Education for Virginia*, 2008.

Outstanding Mentor Award nominee, Undergraduate Research Committee, *University of Richmond*, 2007.

SPSSI Grants-in-Aid (award \$2,000). 'Stereotype Activation and Women Leaders: Examining the Role of Leadership Efficacy and Counterstereotypic Exemplars,' *The Society for the Psychological Study of Social Issues*, 2006-2007.

Keck Course Development Grant for 'Psychology and Leadership' (with Scott Allison), *Keck Initiative on Leadership and the Liberal Arts*, 2005-2006

Keck Grant to Support Undergraduate Research (award \$500), *Keck Initiative on Leadership and the Liberal Arts*, 2006

Faculty Research Grant (award \$3,100): Stereotype Activation and Women Leaders: Understanding the Role of Personal Resources and Situational Moderators, *Jepson School of Leadership Studies*, 2006

Faculty Research Grant (award \$3,000), Stereotype Activation and Women Leaders: Understanding the Role of Personal Resources and Situational Moderators, *Jepson School of Leadership Studies*, 2004

American Psychological Association Division 49 Dissertation Prize Finalist, 2004

PETE (Program for Enhancing Teaching Effectiveness) Grant (award \$1,700), *University of Richmond*, 2004

Favorite Faculty Award, *Kappa Kappa Gamma, UCSB*, 2003

Graduate Student Poster Award, *Society for Personality and Social Psychology*, 2003

Student Caucus Student Grant (award \$200), *American Psychological Society*, 2002

Special Graduate Division Dissertation Fellowship (award \$5,000), *U. of California, Santa Barbara*, 2002

Summer Teaching Institute for Associates Fellowship, (award \$2,000), *University of California, Santa Barbara*, 2001

Graduate Fellowship, *Research Center for Virtual Environments & Behavior, UCSB*, 1998-2000

Outstanding Faculty Member Award, *Residence Hall Association/Office of Residential Life, UCSB*, 1998

Student Research Scholarship, *Western Psychological Association*, 1997

The John R. Snortum Award, *Psychology Department, Claremont McKenna College*, 1997
Outstanding Student in Major, *Psychology Department, Claremont McKenna College*, 1997
Research Fellowship (\$2,500 award), *Kravis Leadership Institute, Claremont McKenna College*, 1996
Sigma Xi, Scientific Research Society, Associate member, *Claremont McKenna College*, 1996
Psi Chi National Honor Society, Co-president, *Claremont McKenna College*, 1996.

PUBLICATIONS

*= Undergraduate student when research was completed.

- Hoyt, C. & Chemers, M. (forthcoming). *Social Stigma and Leadership*. To appear in C. Hoyt, G. Goethals, & D. Forsyth (Eds.) *Social Psychology and Leadership*. Praeger.
- Hoyt, C., *Simon, S., & *Reid, L. (in press). The Effect of Mortality Salience on Leader Preference Based on Gender. *Leadership Quarterly*.
- Hoyt, C. & Blascovich, J. (2007). Leadership Efficacy and Women Leaders' Responses to Stereotype Activation. *Group Processes and Intergroup Relations*, 10, 595-616.
- Hoyt, C., *Aguilar, L., Kaiser, C., Blascovich, J., & *Lee, K. (2007). The Self-Protective and Undermining Effects of Attributional Ambiguity. *Journal of Experimental Social Psychology*, 43, 884-893.
- Hoyt, C. L. (2007). Social Learning. In R. F. Baumeister & K. D. Vohs (Eds), *Encyclopedia of Social Psychology*, Vol. 2, pp. 906-909. Thousand Oaks, CA: Sage.
- Hoyt, C. (forthcoming). Leader-Follower Relations. In A. Marturano & J. Gosling (Eds.), *Leadership: The Key Concepts* (Oxford: Routledge).
- Hoyt, C. (2006). Women and Leadership. In P. Northouse's *Leadership: Theory and Practice*, 4th edition (pp. 265-299). Thousand Oaks, CA: Sage.
- Hoyt, C., Goethals, G. & Riggio, R. (2006). Leader-Follower Relations: Group Dynamics and the Role of Leadership. In G. Goethals & G. Sorenson (Eds.) *A Quest for a General Theory of Leadership: A Multidisciplinary Experiment* (pp. 96-122). Cheltenham, U.K.: Edward Elgar Publishing.
- Hoyt, C. L. (2005). The Role of Leadership Efficacy and Stereotype Activation in Women's Identification with Leadership. *Journal of Leadership and Organizational Studies*, 11(4), 2-14.
- Bailenson, J., Swinth, K., Hoyt, C., Persky, S., Dimov, A., & Blascovich, J. (2005). The Independent and Interactive Effects of Embodied Agent Appearance and Behavior on Self-Report, Cognitive, and Behavioral Markers of Copresence in Immersive Virtual Environments. *PRESENCE: Teleoperators and Virtual Environments* 14 (4), 379-393.
- Hoyt, C. L., & Ciulla, J. (2004, October). *Using Advanced Gaming Technology to Teach Leadership: A Research-Based Perspective*. (Available from the Woodrow Wilson International Center of Scholars)
- Hoyt, C. & Blascovich, J. (2003). Transformational and Transactional Leadership in Virtual and Physical Environments. *Small Group Research*, 34, 678-715.
- Hoyt, C., Murphy, S., Halverson, S., & Watson C. (2003). Group leadership: Efficacy and effectiveness. *Group Dynamics: Theory, Research, and Practice*, 7, 259-274.
- Hoyt, C., Blascovich, J., & Swinth, K. (2003). Social inhibition in immersive virtual environments. *PRESENCE: Teleoperators and Virtual Environments*, 12, 183-195.
- Hoyt, C. L. (Fall, 2002). Women leaders: The role of stereotype activation and leadership efficacy. Kravis Leadership Institute, *Leadership Review*.

Blascovich, J., Loomis, J., Beall, A., Swinth, K., Hoyt, C., & Bailenson, J. (2002). Immersive Virtual Environment Technology as a Methodological Tool for Social Psychology. *Psychological Inquiry*, 13, 103-124.

Blascovich, J., Loomis, J., Beall, A., Swinth, K. R., Hoyt, C., & Bailenson, J.N. (2002). Immersive virtual environment technology: Not just another research tool for social psychology. *Psychological Inquiry*, 13, 146-149.

SUBMITTED MANUSCRIPTS

Hoyt, C., Johnson, S., Murphy, S., & Hogue, K. (under revision). *The Impact of Blatant Stereotype Activation and Solo-Status on Female Leaders*. Manuscript being revised and resubmitted to the *Leadership Quarterly*.

Hoyt, C., & Blascovich, J. (under review). *The Role of Self-Efficacy and Stereotype Activation on Cardiovascular, Behavioral and Self-Report Responses in the Leadership Domain*. Manuscript under review at *Leadership Quarterly*.

Hoyt, C. L. & Price, T., & *Emrick, A. (under review). *Leadership and the more-important-than-average effect*. Manuscript under review at the *Journal of Experimental and Social Psychology*.

Hoyt, C. & *Simon, S. (under review). *The Dark Side of Exposure to Role Models: Will Female Leaders Guide You to the Top or Just Let You Down?*

MANUSCRIPTS IN PREPARATION

Hoyt, C. & Goethals, G. (in preparation). *Leader-Member Exchange Theory*. Invited entry for the *Encyclopedia of Group Processes and Intergroup Relations*

Hoyt, C. & Goethals, G. (in preparation). *Leadership and Psychology*. To appear in Ron Riggio and Michael Harvey's book on interdisciplinary approaches to leadership studies.

Burnette, J., Hoyt, C., & Pollack, J. (in preparation). *Implicit Theories of Leadership and Stereotype Activation*. (Author order alphabetical).

Williamson, T. & Hoyt, C. (in preparation). *The Demographics of Grassroots Leadership in the United States: Who Leads? Who Knows Leaders? And Why Does it Matter?*

*Knupp, J., & Hoyt, C. (in preparation). *The Role of Motivation in the Voluntary Service of Medical Professionals*.

BOOKS IN PREPARATION

Hoyt, C. L., Goethals, G., & Forsyth, D. (Eds., forthcoming). *Social Psychology and Leadership*. Praeger Publishers.

CONFERENCE PAPERS AND PRESENTATIONS

*Simon, S. & Hoyt, C. (2008, March). *The dark side of exposure to role models: Will female leaders guide you to the top or just let you down*. Paper to be presented at the Eastern Psychological Association (EPA), Boston, MA.

*Simon, S. & Hoyt, C. (2008, February, upcoming). *The Effects of Stereotype Activation on Women's Reactions to Leadership Situations, or How Reading Cosmo Might Prevent You from Becoming CEO*. Paper to be presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Albuquerque, NM.

- Hoyt, C. & Price, T. (2008, February, upcoming). *Leadership and the More-Important-Than-Average Effect*. Paper to be presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Albuquerque, NM.
- Price, T., & Hoyt, C. (2007, November, upcoming). *The Psychology of Leadership Ethics*. Paper to be presented in a symposium. 'The Mind of a Leader: Psychology and Cognition in Leadership Studies,' at the annual meeting of the International Leadership Association (ILA) in Vancouver, Canada.
- Hoyt, C. L. (2007, June) Presentation of *Leadership and Psychology* course, Keck Workshop, "Leadership Across the Liberal Arts Curriculum," Claremont, CA.
- *Simon, S., & Hoyt, C. (2007, March). *Women's Responses to Gender-Leader Stereotype Activation in Cognitively Busy Situations*. Paper presented at the annual meeting of the Eastern Psychological Association (EPA), Philadelphia, PA.
- Hoyt, C. L., *Simon, S., & *Reid, L. (2007, January). *Choosing the Best (Wo)Man for the Job: The Effects of Mortality Salience and Sex on Leader Evaluations*. Paper presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Memphis, TN.
- Hoyt, C. L. (2006, November). *Stereotype Reactance in the Leadership Role: The Effects of Leadership Efficacy on Women's Responses to Stereotypes*. Paper presented in a symposium. 'Women's Paths to Leadership: Overcoming Challenges and Undermining Stereotypes,' at the annual meeting of the International Leadership Association (ILA) in Chicago, IL.
- Hoyt, C. L. (2006, November). *The Psychology of Leadership Ethics*. Presented in a panel with Terry Price and Don Forsyth at the annual meeting of the International Leadership Association (ILA) in Chicago, IL.
- Hoyt, C. L. (2006, June) Co-presenter with Scott Allison of *Leadership and Psychology* course, Keck Workshop, "Leadership Across the Liberal Arts Curriculum," University of Richmond.
- Hoyt, C. & Halverson, S. (2006, May). *The Impact of Solo-Status and Stereotype Activation on Female Leaders*. Paper presented in symposium, 'To Conform or Deny: Gender Stereotypes and Female Leaders,' at the annual meeting of the Society for Industrial-Organizational Psychology (SIOP), Dallas, Texas.
- Hoyt, C., *Aguilar, L., Kaiser, C., Blascovich, J., & *Lee, K. (2006, January). *The Self-Protective and Undermining Effects of Attributional Ambiguity: An Investigation into Latino Leaders*. Paper presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Palm Springs, California.
- Hoyt, C. (2005, May). *The Role of Leadership Efficacy in Women's Leadership Identification Responses to Stereotype Activation*. Paper presented at the annual meeting of the American Psychological Society (APS), Los Angeles, California.
- Hoyt, C., *Lee, K., & Blascovich, J. (2005, January). *Latino Leaders: The Impact of Stigma and Performance Feedback on Attributions to Discrimination and Self-Esteem*. Paper presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, Louisiana.
- Hoyt, C. (2004, November). *Leadership in the Virtual Age: Transformational and Transactional Leadership in Virtual and Physical Environments*. Paper presented at the annual meeting of the International Leadership Association (ILA), Washington, D.C.
- Hoyt, C. & Blascovich, J. (2004, June). *Women Leaders: The Impact of Conflicting Role Expectations*. Paper presented at the bi-annual meeting of the Society for the Psychological Study of Social Issues (SPSSI), Washington, D.C.
- Hoyt, C., *Lee, K., & Blascovich, J. (2004, May). *The Impact of Stigma and Performance Feedback on*

Latino Leaders' Attributions to Discrimination and Self-esteem. Paper presented at the annual meeting of the American Psychological Society (APS), Chicago, Illinois.

Hoyt, C., & Blascovich, J. (2004, January). *Stereotype Vulnerability or Stereotype Reactance: The Influence of Negative Leadership Stereotypes on High and Low Efficacy Women Leaders.* Paper presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), Austin, Texas.

*Lee, K., Hoyt, C., & Blascovich, J. (2003, May) *Latino Leaders: The Role of Ethnicity and Leadership Feedback.* Poster presented at UCSB's Undergraduate Research Poster Colloquium.

Hoyt, C. L., *Aguilar, L., & Blascovich, J. (2003, May). *Interpreting Leadership Failure: Is it My Ability or My Ethnicity?* Paper presented at the annual meeting of the Western Psychological Association, Vancouver, BC, Canada.

Hoyt, C. L., & Blascovich, J. (2003, February). *Stereotype Threat or Stereotype Challenge: The Role of Leadership Efficacy.* Paper presented at the annual meeting of the Society for Personality and Social Psychology, Los Angeles, California.

Hoyt, C. L., & Blascovich, J. (2002, June). *Leadership in the Virtual Frontier: Transformational Leadership and Immersive Virtual Environment Technology.* Paper presented at the annual meeting of the American Psychological Society (APS), New Orleans, Louisiana.

Hoyt, C. L., & Blascovich, J. (2001, June). *Social Facilitation in Virtual Environments: A New Methodological Tool for Social Psychologists.* Hot Topic Paper presented at the annual meeting of the American Psychological Society (APS), Toronto, Ontario.

Blascovich, J., Swinth, K. R., Hoyt, C., & Bailenson, J. (2001, January). *A Threshold Model of Social Influence Within Immersive Virtual Environments.* Paper presented at the annual meeting of Medicine Meets Virtual Reality (MMVR), Newport Beach, CA.

Hoyt, C.L. (1999, May). *Social Facilitation in Virtual Environments.* Paper presented at the University of California Mini-Convention, Santa Barbara, CA.

Hoyt, C.L., Watson, C.B., Murphy, S.E. (1997, April). *Group Leadership: The Stress Buffering Effects of Confidence and Optimism.* Paper presented at the Annual Convention of the Western Psychological Association Conference, Seattle, Washington. Paper also presented at the Annual Western Psychological Conference for Undergraduate Research, Santa Clara, CA.

INVITED TALKS AND LECTURES

Stereotypes and Leadership. Invited talk for the Issues in Leadership breakfast series. The Center for Leadership in Education, University of Richmond, VA, November, 2007.

Mind Games: How Stereotypes Shape Women Leaders' Self-Perceptions and Performance. Invited talk with Stacey Sinclair (UVA). Talk given at the Jepson Leadership Forum: Leadership and the Mind, University of Richmond, March 2007.

Group Dynamics and Diversity. Workshop given at the Next Generation Leadership Academy, Richmond, VA, December, 2006.

Leadership and Diversity. Invited talk at Tufts University, Boston, MA, November, 2006.

Women and Leadership: Understanding the Barriers and Promoting Leadership Effectiveness. Invited teleconference for the Women in Technology group, Wells Fargo & Company, October 2006.

Group Dynamics and Leadership. Workshop given at the Emerging Leader Institute, Virginia Association of Independent Schools, Richmond, VA, August, 2006.

Women and Leadership. Invited workshop at KARAMAH: Muslim Women Lawyers for Human Rights, Law and Leadership Program, Washington D.C., July 2006.

Women and Leadership: Understanding the Barriers and Promoting Leadership Effectiveness. Invited talk at the Corporate Reputation & Governance Women's Network Event: *Nuture the Leader Within*, Capital One, Richmond, VA, June 2006.

Leadership and Diversity in Groups. Invited teleconference with Don Forsyth for the Leadership Development Program, Wells Fargo & Company, May 2006.

Virtual Environment Technology and Group Dynamics. Invited talk with Don Forsyth given at the Public Safety University Day, School of Continuing Studies, University of Richmond, February, 2006.

Group and Social Psychological Perspectives on Leadership. Workshop given at the Next Generation Leadership Academy, Richmond, VA, June, 2005; February, 2006.

He's a Powerful Leader, She's a Battle-Ax: Understanding the Implications of Biases Against Women Leaders. Invited talk at the Women in the Know Conference, Westhampton College, University of Richmond, November, 2005.

Group Dynamics. Workshop given at the Professional Executive Leadership School, University of Richmond Management Institute, Richmond, VA, November, 2005.

Stereotype Activation and Leadership Efficacy: Understanding the Effects of Stereotypes on Female Leaders. Invited talk at the University of Virginia, October, 2005.

Group Dynamics at the Jepson School of Leadership Studies. Invited talk at Family Weekend (with Don Forsyth), Jepson School of Leadership Studies, 2005.

Stereotype Vulnerability or Stereotype Reactance: Understanding the Effects of Stereotypes on Women Leaders. Invited talk, Psychology Department, University of Richmond, April, 2004.

The Art and Science of Influence. Invited talk at the Leadership Luncheon, Jepson School of Leadership Studies, February, 2004.

Women and Minority Leaders: Understanding the Effects of Stereotypes and Discrimination. Invited talk at California State University, Hayward, December, 2002.

The Effects of Stereotypes and Discrimination on Non-Traditional Leaders. Invited talk at the Advanced Training Institute for Social Psychologists, Santa Barbara, CA, August, 2002.

TEACHING/MENTORING

Advisee Research Awards/Grants

Student Research Fellow for the Keck Initiative on Leadership, the Liberal Arts & Jepson Undergraduate Research Grant, and Student Paper Award at the A&S Research Symposium (advisee: Stefanie Simon), University of Richmond, 2007.

Quest Grant & Jepson Undergraduate Research Grant (advisee: Jackie Knupp), Univ. of Richmond, 2006

Jepson Undergraduate Research Grant (advisee: Ashley Pyle), Univ. of Richmond, 2005

Quest Grant & Jepson Undergraduate Research Grant (advisee: Alyson Emrick), Univ. of Richmond, 2005

Undergraduate Research Award (advisee: Kevin Lee), University of Calif., Santa Barbara, 2002

Genesis Award, (advisee: Lauren Aguilar), University of California, Santa Barbara, 2001

Undergraduate Courses: University of Richmond

Women and Leadership: A Stigma Perspective, *Fall, 2007*

Theories and Models of Leadership, *Fall 2006, Fall 2007*

Psychology and Leadership, a team-taught course developed and co-taught with Scott Allison, Department of Psychology, as part of a Keck Foundation grant for 'Leadership and the Liberal Arts,' *Spring, 2006*

Social Psychology of Pluralism, *Fall 2005*

Research Methods, *Spring 2005, Fall 2005, Fall 2006*

Junior Honors Tutorial in Leadership Studies, *Spring 2005*

Foundations of Leadership Studies, *Fall 2003, 2004*

Group Dynamics, *Spring 2004, Spring 2005*

Honors Theses Advisor

Allison DuVal: Building Leaders for Social Justice: Ally Identity Development and Success. (2007-2008)

Stefanie Simon: The Effects of Gender Role Activation on Women's Reactions to Leadership Situations. ('06-07)

Alyson Emrick: The Effect of Single Sex Student Leadership Positions on Intent to Lead in the Future. (2005-06)

Ashley Pyle: The Effect of Gender Oriented Tasks & Gender Roles on Leadership Perceptions & Performance. ""

Honors Theses Committee Member

Adrienne Supino: The war on inequality: Subtleties in the perceptions of women leaders. (2006-2007)

Jackie Knupp: How Should Physicians be Motivated to Fulfill Social Obligations? (2005-2006)

Independent Research Advisor (L: leadership studies; P: psychology; V: volunteer)

Fall 2007: Becca Frazier (L), Audrey Innella (P), Gina LeBlanc (P)

Spring 2007: Cara Schmidt, Becca Frazier (V)

Summer 2006: Maggie Moorhead (P)

Spring 2006: Meredith Clarke (L), Hunter Allen (L)

Fall 2005/Spring 2006: Lindsey Reid (P), Stefanie Simon (L)

Spring 2005: Katie Cook (P), Lauren Reeves (V), Stefanie Simon (P), Kimberly Wirt (V)

Summer 2004: Sara Strong (P)

Fall 2004: Lauren Bentley (P), Alyson Emrick (L)

Spring 2004: Katie Cook (P), Ben Dietrich (L), Ashley Pyle (L), Lindsey Reid (V), Gary Welch (P), Cait White (P)

Masters Committee Member (Psychology Department)

Brandyn Street: "The Relationship between Age and Depression: A Self-Efficacy Mediation Model" 2004.

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

Experimental Psychology, *Fall 2002, Spring 2003*

Leadership and Group Dynamics, *Summer 2001*

Social Psychology, *Summer 2000*

Special Topics: Virtual Reality Technology for the Social Sciences, *Fall 1999*

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

Developmental Psychology, *2000-2001*

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

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

Claremont McKenna College (Teaching Assistant)

Statistics for Psychologists, *Department of Psychology; Fall 1995*
Introductory Biology, *Keck Science Center; 1993-94*

PROFESSIONAL SERVICE

Ad hoc reviewer:

Basic and Applied Social Psychology
International Journal of Sport Psychology
International Leadership Association Scholarship Papers
Journal of Business and Psychology
Organizational Behavior and Human Decision Processes
Society for Industrial Organizational Psychology Conference Paper Reviewer

Service Activities:

Poster Award Judge, *Society for Personality and Social Psychology*, 2004
Advanced Training Institute for Social Psychologists Assistant, *Research Center for Virtual Environments & Behavior, UCSB*, 2002
Hot Topic Session Moderator, *American Psychological Society Meeting*, Toronto, Ontario, 2001
Volunteer, *Summit of Psychological Science Societies*, UCSB, 1998
Psychology Newsletter Editor, *Psychology Department, Claremont McKenna College*, 1996-7

PROFESSIONAL DEVELOPMENT

Faculty Fellow, Keck Initiative on Leadership and the Liberal Arts, *University of Richmond, Claremont McKenna College, and Loyola Marymount University*, 2005-present
Leadership 2006: Women/Leadership, *Center for Public Leadership, Harvard University*, 2006
SPSP Teaching Pre-Conference, *Society for Personality and Social Psychology*, 2004
Associated Colleges of the South Summer Teaching Institute, *Rollins College*, 2004
General Theory of Leadership Working Group, *University of Richmond*, 2003-present

Fifth Annual International Leadership Association, *Guadalajara, Mexico*, 2003

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

PROFESSIONAL AFFILIATIONS

Association for Psychological Science

Society for Personality and Social Psychology

Society for the Psychological Study of Social Issues

Society for Industrial and Organizational Psychology

International Leadership Association

UNIVERSITY SERVICE

Jepson School of Leadership Studies Committee Service

Member, *Committee on Review Procedures*, Jepson School of Leadership Studies, 2007-present

Member, *Academic Affairs Committee*, Jepson School of Leadership Studies, 2005-present

Member, *Dean Search Committee*, Jepson School of Leadership Studies, 2006

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

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

Member, *Justice and Social Theory Search*; 2004

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

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

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

University of Richmond Committee Service

Member, *School of Continuing Studies Academic Council*; 2004-present

Member, *Program for Enhancing Teaching Effectiveness (PETE) Committee*, 2005-present

Member, *JSLs Dean Search Committee*; 2006-2007.

Member, *Classroom Master Plan Committee*, 2005

Member, *Oldham Scholarship Committee*; 2003-2004

Student Advising

Advisor for Jepson School of Leadership Studies Majors/Minors, 2003-present

Undeclared Student Advisor, 2004-present

Primary Advisor for Interdisciplinary Studies Major, Sean Baran, 2004-2007

Other Service Activities

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

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

College Fellow and President's College Associate, worked with first year women to link classroom learning with residential life, 2005-2006

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

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

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

Jepson School of Leadership Studies Dissertation Award Faculty Respondent, 2004

University of California, Santa Barbara:

Panelist, Dissertation Proposal Panel Workshop, Psychology Department, 2003

Commencement Marshal, 2002

Panelist, Teaching Associate Panel, Psychology Department, 2002, 2003

Social Psychology Colloquium Coordinator, 2000-2001

Chair, Mini-Convention Planning Committee, 2000

Member, Graduate Executive Committee, Psychology Department, 1999-2002

Prescreening Coordinator, Psychology Coordinator, 1998

Graduate Student Coordinator, *Research Center for Virtual Environments & Behavior*, 1997

RESEARCH EXPERIENCE

Assistant Professor, *Jepson School of Leadership Studies, University of Richmond*, 2003-present

Research Scientist, *Anacapa Sciences, Inc.*, 2003

Ph.D. Candidate, *Psychology Department, UCSB*, 1999-2003

Graduate Research Assistant, *Psychology Department, UCSB*, 1997-2000

Research Fellow, *Kravis Leadership Institute, Claremont McKenna College (CMC)*, 1996-1997

Undergraduate Behavioral therapist, *Leon Strauss Autism Clinic, CMC*, 1996-1997

Research Assistant, *Psychology Department, University of Michigan*, 1996 (summer)

Delta Clipper/ University Alliance Intern, *McDonnell-Douglas Space System Huntington Beach, CA*, 1996

Independent Researcher, *Kravis Leadership Institute, Claremont McKenna College*, 1996

Research Assistant, Dr. Harvey Wichman, *Psychology Department, CMC*, 1995-1996

REFERENCES

Dr. James J. Blascovich

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UNIVERSITY OF CALIFORNIA
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Dr. Susan E. Murphy

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