

Emily Caroline Watkins

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University of Kansas
Department of Psychology
409 Fraser Hall
Lawrence, KS 66049

EDUCATION -----

University of Kansas, Lawrence, KS Expected graduation: December 2025
PhD, Social Psychology

- Advisor: Dr. Monica Biernat

Graduate Certificate in Applied Statistics (KUMC) May 2024

University of Kansas, Lawrence, KS July 2022
Master of Arts, Social Psychology

- Advisor: Dr. Monica Biernat
- Thesis title: *Gender and race effects on job candidate evaluation over time*
- Thesis committee: Dr. Monica Biernat, Dr. Nyla Branscombe, Dr. Ludwin Molina

Rhodes College, Memphis, TN May 2018
Bachelor of Arts, Psychology
Minor, Religious Studies
Cum Laude

JOURNAL PUBLICATIONS -----

Biernat, M., Zhao, X., **Watkins, E. C.**, & Leonardelli, G. J. (2025) Effects of name learning and name use on inter-ethnic perceptions. *Group Processes and Intergroup Relations*, 00(0), 1-22. <https://doi.org/10.1177/13684302251344919>.

Moser, C. E., **Watkins, E. C.**, & Branscombe, N. R. (2024). Perceived influence drives the ability of ally men to communicate respect to women in male-dominated fields. *Group Processes and Intergroup Relations*, 28(1). <https://doi.org/10.1177/13684302241257184>.

Biernat, M., Zhao, X., & **Watkins, E. C.** (2024). Names matter: Implications of name “whitening” for ethnic minority discrimination and well-being. *Current Directions in Psychological Science* 33(4). <https://doi.org/10.1177/09637214241247017>.

Weeks, M., Weeks, K., & **Watkins, E. C.** (2021). Using the shifting standards model of stereotype-based judgments to examine the impact of race on compensation decisions. *Journal of Applied Social Psychology*, 51, 176-189. <https://doi.org/10.1111/jasp.12724>.

White, K. K., Abrams, L., Hsi, L. R., & **Watkins, E. C.** (2018). Are precues effective in proactively controlling taboo interference during speech production? *Cognition and Emotion*, 32, 1625-1636. <https://doi.org/10.1080/02699931.2018.1433637>.

PRESENTATIONS -----

Watkins, E. C., & Biernat, M. R. (2025, June). *Racial/Ethnic and Gender Differences in Fit with HEED and STEM Careers*. Presentation at Social Psychology Proseminar, University of Kansas, Lawrence, KS. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Denver, CO.

Watkins, E. C., & Biernat, M. R. (2025, February). *Racial/Ethnic and Gender Differences in Fit with HEED and STEM Careers*. Presentation at Social Psychology Proseminar, University of Kansas, Lawrence, KS. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Denver, CO.

Watkins, E. C., & Biernat, M. R. (2024, November). *Racial/Ethnic and Gender Differences in Fit with HEED and STEM Careers*. Presentation at Social Psychology Proseminar, University of Kansas, Lawrence, KS.

Moser, C. E., & **Watkins, E. C.** (2023, June). *Perceived Influence and Respect Mediate the Impact of Male Allyship*. Poster presented at the annual meeting of the Society for the Psychological Study of Social Issues, Denver, CO.

Merth, R. H., & **Watkins, E. C.** (2024, February). *Race-based biased perceptions of student performance impact students' probability of recommendation to AP coursework*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Watkins, E. C., & Merth, R. H. (2023). *Race-based biased perceptions of student performance impact students' probability of recommendation to AP coursework*. Presentation at Social Psychology Proseminar, University of Kansas, Lawrence, KS.

Watkins, E. C., & Biernat, M. R. (2023). *Promotion Envy: More Envy but Less Schadenfreude for Promoted Black Coworker*. Poster presented at the 25th annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Watkins, E. C., & Biernat, M. R. (2022). *The Impact of Race and Gender on Promotion Decisions in High Status Occupations*. Poster presented at the 24th annual meeting of the Society for Personality and Social Psychology, San Francisco, CA.

Watkins, E. C., & Biernat, M. R. (2021). *An Update to 'Updating Impressions'? Race-based Stereotypes and New Performance Information*. Presentation at Social Psychology Proseminar, University of Kansas, Lawrence, KS.

White, K. K., Hsi, L. R., **Watkins E. C., & Abrams, L.** (2017, November). *The Effectiveness of Precues in Proactively Controlling Emotional Interference during Speech Production*. Poster presented at the 58th annual meeting of the Psychonomic Society, Vancouver, BC.

TEACHING EXPERIENCE -----

Instructor of Record, University of Kansas, Lawrence KS

Summer 2023 - Present

- Introduction to Psychology (Summer 2023, online, 58 students)
- Introduction to Psychology (Fall 2023, in person, 141 students)
- Introduction to Psychology (Spring 2024, in person, 121 students)
- Introduction to Psychology (Summer 2024, in person, 36 students)
- Introduction to Psychology (Fall 2024, in person, 197 students)
- Introduction to Psychology (Spring 2025, in person, 134 students)

Graduate Teaching Assistant, University of Kansas, Lawrence, KS Summer 2022 – Spring 2023

- Teaching Assistant: PSYC 430: Cognitive Development, PSYC 465: Stereotyping and Prejudice
- Grader: PSYC 200: Research Methods, PSYC 410: Intimate Relationships

RESEARCH EXPERIENCE -----

Graduate Research Assistant, University of Kansas, Lawrence, KS 2020 – Present

- Dr. Monica Biernat's NSF Grant examining impact of teaching proper pronunciation of ethnic (Chinese) names on inter-ethnic interactions and intergroup prejudice

Graduate Research Assistant, University of Kansas, Lawrence, KS 2020 – Present

- Dr. Monica Biernat's Stereotyping and Judgment Lab

Research Assistant, Rhodes College, Memphis, TN 2017 – 2018

- Dr. Matt Week's Social Cognition Lab

Research Assistant, Rhodes College, Memphis, TN 2015 – 2017

- Dr. Katherine White's Cognition and Aging Lab

Fellow, Rhodes College, Memphis, TN Summer 2017

- Rhodes Institute for Regional Studies, "Parenting Religiously: Values for Raising Children and Teaching Sex Education"

QUALIFICATIONS / SKILLS -----

- Skilled in R, SPSS, Qualtrics, Microsoft Office
- Experience in designing surveys and experiments (RCTs), including interventions
- Well-organized, detail-oriented, collaborative
- Quantitative skills include: descriptive statistics, correlations, linear and logistic regression, t-tests, analysis of variance, multilevel modeling (intermediate), utilizing survey weights (beginner), structural equation modeling (beginner)

PROFESSIONAL EXPERIENCE -----

Diversity, Equity, Inclusion, and Accessibility Intern, Bureau of Conflict and Stabilization Operations (CSO), State Department, Virtual Student Federal Service (VSFS) Program
September 2023 – May 2024

- Worked with the DEIA council's Working Group #4: Data Analytics
- Drafted and reviewed the Bureau's DEIA and Exit Surveys; analyzed data for key themes and areas for improvement in DEIA initiatives
- Participated in monthly team meetings discussing the state of DEIA

Research Analyst, *Zeno Group*, Washington, DC, October 2019 – June 2020; **Junior Research Analyst**, February 2019 – October 2019; **Research and Insights Intern**, August 2018 – February 2019

- Member of the Research and Insights Team at a global, integrated communications firm conducting various market, consumer, and thought leadership research studies

GRANTS AWARDED -----

University of Kansas Jack Brehm Basic Research Award in Social Psychology (\$700, 2023; \$750, 2022; \$700, 2021; \$550, 2021; \$675, 2020)

Jack Brehm Travel Award (\$900, 2023; \$750, 2022)

Jack Brehm Summer Research Fellowship (\$2000, 2021)

AWARDS -----

Graduate Teaching Award (Nominated, Fall 2024)

WORKSHOPS ATTENDED -----

Data Management with SQL (October 2022, virtual)

Reproducible Data Management, Visualization, and Analysis in R (Summer 2021, virtual)

ACTIVITIES AND DEPARTMENTAL SERVICE -----

Social Psychology Program Student Representative, Psychology Department, University of Kansas (Fall 2024 – Present)

Social Psychology Department Student Representative, Psychology Department, University of Kansas (Fall 2023 – Spring 2024)

Student Representative, Graduate Admissions Committee, University of Kansas (Fall 2022 – Spring 2023)

Student Representative, Institutional Review Board (IRB), University of Kansas (Fall 2022 – Present)

Facilitator, Jayhawks Give a Flock – Active Bystander/Sexual Assault Prevention Training, University of Kansas (Summer 2022, Summer 2023, Summer 2024)

Visiting Student Committee, University of Kansas (Spring 2022, Spring 2023)

Reviewer, Undergraduate Research Symposium, University of Kansas (Spring 2022, Spring 2023)

CONSULTING WORK -----

Mackey LLC – JEDI Representative Training, Johnson County Community College

ACADEMIC AND PROFESSIONAL AFFILIATIONS -----

Society for Psychological Study of Social Issues (2023 – Present)

Society for Personality and Social Psychology (2020 – Present)

GRADUATE COURSEWORK -----

- Experimental Research Methods in Social Psychology
- Statistical Methods in Psychology I
- Advanced Social Psychology I
- Advanced Social Psychology II
- Field and Evaluation Research Methods in Social Psychology
- General Linear Models
- Racial Equity and Social Justice in Research and Implementation Science
- Latent Trait Measurement and Structural Equation Modeling
- Cultural Psychology
- Multivariate Statistics
- Organizing Identity, Identification, and Stigma
- Foundations of Data Science
- Teaching Psychology I
- Teaching Psychology II
- Linear Regression (Biostatistics Department, KUMC)
- Hierarchical Linear Modeling
- Categorical Data Analysis (Biostatistics Department, KUMC)
- Professional Issues
- Multilevel Modeling

REFERENCES -----

Dr. Monica Biernat

Distinguished Professor and Associate
Chair/Director of Graduate Studies,
Department of Psychology
Director, Ph.D. Program in Social Psychology
University of Kansas
Lawrence, KS 66045
(785) 864-9815

Dr. Kelly Weeks

Associate Professor, Business Department
Rhodes College
Memphis, TN 38112
weeksk@rhodes.edu
(901) 843-3275

Dr. Matt Weeks

Associate Professor, Psychology Department
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