

JOSEPH A. VANDELLO

VITA

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EDUCATION

2000	University of Illinois at Urbana-Champaign	Ph.D in Social Psychology
1996	University of Illinois at Urbana-Champaign	M.A. in Social Psychology
1994	University of Iowa	B.S in Psychology

PROFESSIONAL APPOINTMENTS

2015 – present	Professor Department of Psychology <i>University of South Florida</i>
2008 – 2015	Associate Professor Department of Psychology <i>University of South Florida</i>
2002 - 2008	Assistant Professor Department of Psychology <i>University of South Florida</i>
2000 - 2002	Postdoctoral Research Associate, Instructor <i>Woodrow Wilson School of Public and International Affairs Princeton University</i>

RESEARCH INTERESTS

General Areas:

- Social psychology, cultural psychology

Specific Topics:

- Cultural influences on violence and aggression
- Gender and race issues
- Manhood and masculinity
- Advantage and disadvantage
- Perceptions of underdogs
- Morality
- Cultural persistence and change
- Individualism and collectivism
- Justice and social conflict
- Group and intergroup processes

AWARDS, HONORS

- Invited keynote speaker for Marquette University's annual Endowed Speaker Series on Gender Studies and Human Sexuality Studies, *April, 2019*.
- Recipient of Jerome Krivanek Distinguished Teacher Award, University of South Florida, *2015*
- Invited Keynote Speaker for International Conference on Gender, Culture, and Migration 2015, Gdansk Poland, *March, 2015*
- American Psychological Association, Division 51 (Society for the Psychological Study of Men & Masculinity), Researcher of the Year Award, *2014*
- Invited Keynote Speaker for Domestic Violence Symposium ("Yes It's Okay to Talk") sponsored by *Saheli Boston* (Southeast Asian Community Domestic Violence Organization serving New England), September, *2014*.
- Honorary Inductee, Golden Key International Honour Society, *2008*
- Awarded *Outstanding Faculty Member*, Department of Residence Services, *2007*
- Recipient, "Apple Polishing" Faculty Appreciation Award, USF Ambassadors, *2007*
- Fellow, Society for Experimental Social Psychology, *2006*
- University of Illinois Dissertation Completion Fellowship, *1999-2000*
- Society for Personality and Social Psychology Travel Award, *1999*
- Departmental nominee, APF/COGDOP Graduate Research Scholarship, *1998*
- Higginson Graduate Research Award, University of Illinois, *1997*
- Graduated with distinction and honors in psychology, University of Iowa, *May 1994*

GRANT ACTIVITY

- Time-sharing Experiments for the Social Sciences (TESS) Grant (funded by NSF), Status: Funded. *The De-gendering and Dehumanization of Transgender People*. PI: RJ Kubicki; Co-PI: Joseph A. Vandello, *2023*
- Polish National Science Center Grant. Status: Funded 4/2018 (\$188,775). *"Towards Gender Harmony - Understanding Relationship Between Masculinity Threat and Gender Equality Across Cultures."* PI: Natasza Kosakowska. Co-PIs: Joe Vandello, Jennifer Bosson, Anna Wlodarczyk, Saba Safdar, Magdalena Zawisza, Magdalena Zadkowska
- National Science Foundation Grant. Status: Not funded (submitted 1/2015). *"Closing the Gender Gap in Dietary Health: Precarious Manhood, Risk, and Nuanced Meanings of 'Health.'"* PI: Jennifer Bosson. Co-PI: Joseph Vandello
- American Heart Association Innovative Research Grant. Status: Not funded (submitted 7/2014). *"Healthful Diet as a Manhood Threat"*. PI: Joseph Vandello. Co-PI: Jennifer Bosson.
- John Templeton Foundation Grant. Status: Not Funded (submitted 3/2014). *"Real Men" and Violence: The Effects of Threatened Gender Identity on Interpersonal and Intergroup Aggression*. PI: Mark Rubin. Co-PIs: Sylvie Graf, Stefania Paolini, Joseph Vandello, & Jennifer Bosson.
- Time-sharing Experiments for the Social Sciences (TESS) Grant (NSF) (submitted 3/2014). Status: Not Funded. *The Risky Appeal of Unhealthy Food for Men*. PIs: Jennifer Bosson and Joseph Vandello.
- National Science Foundation Grant. Status: Not Funded (submitted 2/2014). *Precarious Manhood and Symbolic Decision Making*. Consultant. PI: Brett Pelham.
- Harry Guggenheim Foundation Grant (submitted 8/2013). Status: Not Funded. *"Real Men"*

and Violence: The Effects of Threatened Gender Identity on Interpersonal and Intergroup Aggression. PI: Mark Rubin. Co-PIs: Sylvie Graf, Stefania Paolini, Joseph Vandello, & Jennifer Bosson, 2013

- Time-sharing Experiments for the Social Sciences (TESS) Grant (funded by NSF), Status: Funded. *Men's (Mis)Perceptions of the Stigma of Unemployment*. PI: Kenneth Michniewicz; Co-PIs: Jennifer K. Bosson and Joseph A. Vandello, 2010
- New Investigator Grant, University of South Florida, 2005
- Faculty International Travel Grant, University of South Florida, 2003

PUBLICATIONS

Vandello, J. A., Bosson, J. K., Caswell, T. A., & Cummings, J. R. (in press). Healthful eating as a manhood threat. *Journal of Men's Health*.

Puryear, C., Vandello, J. A., & Gray, K. (in press). Moral panics on social media are fueled by signals of virality. *Journal of Personality and Social Psychology*.

Olsson, M. I. T. et al. (2023). Gender Gap in Parental Leave Intentions: Evidence from 37 countries. *Political Psychology, 44(6)*, 1163-1192.

Vandello, J. A. & Jordan, J. A. (accepted). Masculinity and gender harassment. To appear in V. Magley & R. Burke (Eds). *Research handbook of sexual harassment in the workplace*. Cheltenham, UK: Edward Elgar.

Kosakowska et al. (2023). Gendered self views across 62 countries: A test of competing models. *Social Psychological and Personality Science, 14(7)*, 808-824.

Vandello, J. A., Upton, R. A., Wilkerson, M., Kubicki, R.J., & Kosakowska, N. (2023). Cultural beliefs about manhood predict anti-LGBTQ+ attitudes and policies. *Sex Roles, 88*, 442-458.

Vandello, J. A., Wilkerson, M., Bosson, J. K., Wiernik, B. M., & Kosakowska, N. (2023). Precarious manhood and men's physical health around the world. *Psychology of Men & Masculinities, 24(1)*, 1-15.

Jordan, J., & Vandello, J., Heesacker, M., & Larson-Konar, D. (2022). Do women withhold honest sexual communication when their partner's masculinity is threatened? *Social Psychological and Personality Science, 13*, 1210-1220.

Pelham, B., Hardin, C., Murray, D., Shimizu, M., & Vandello, J. (2022). A truly global, non-WEIRD examination of collectivism: The Global Collectivism Index. *Current Research in Ecological and Social Psychology, 3*, 100030.

Rosenfeld, D. L. et al. (2022). Psychological science in the wake of COVID-19: Social, methodological, and meta-scientific considerations. *Perspectives on Psychological Science, 17*, 311-333.

Bosson, J. K., Buckner, C., & Vandello, J. A. (2022). *The psychology of sex and gender* (2nd ed). Thousand Oaks, CA: Sage.

- Bosson, J. K., Jurek, P., Vandello, J. A., Kosakowska-Berezecka, N., Olech, M., Besta, T., & Bender, M. (2021). Psychometric properties and correlates of precarious manhood beliefs in 62 nations. *Journal of Cross-Cultural Psychology, 52*, 231-258.
- Kosakowska, N., et al. (2020). Country-level and individual-level predictors of men's support for gender equality in 42 countries. *European Journal of Social Psychology, 50*, 1276-1291.
- Ondish, P., Cohen, D., Wallheimer Lucas, K., & Vandello, J. A. (2019). The resonance of metaphor: Evidence for Latino preferences for metaphor and analogy. *Personality and Social Psychology Bulletin, 45*, 1531-1548.
- Puryear, C. W., & Vandello, J. A. (2019). Inflammatory comments elicit less outrage when made in anonymous online contexts. *Social Psychological and Personality Science, 10*, 895-902.
- Steele, L. M., & Vandello, J. A. (2019). When training backfires and what can be done about it. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 12*, 30-33.
- Vandello, J. A., Bosson, J. K., & Lawler, J. R. (2019). Precarious manhood and men's health disparities. In D. M. Griffith, M. A. Bruce, & R. J. Thorpe (Eds.), *Men's health equity: A handbook* (pp. 27-41). Routledge.
- Kuchynka, S. L., Bosson, J. K., Vandello, J. A., & Puryear, C. W. (2018). Zero-sum thinking and the masculinity contest: Perceived intergroup competition and workplace gender bias. *Journal of Social Issues, 74*, 529-550.
- Bosson, J. K., Vandello, J. A. & Buckner, C. (2018). *The psychology of sex and gender*. Thousand Oaks, CA: Sage.
- Vandello, J. A. & Puryear, C. (2017). Does aggression make us human? In J. Dovidio & M. van Zomeren (Eds.) *The Oxford handbook of human essence* (pp.135-146). Oxford University Press.
- Vandello, J. A. (2016). Do we need a psychology of women in the Islamic World? *Sex Roles, 75*,623-629.
- Vandello, J. A., & Hettinger, V. (2016). A woman's honor: Purity norms and male violence. In L. M. Johnson & D. Demetriou (Eds.). *Honor in the modern world* (pp. 219-235). Lanham, MD: Lexington Press.
- Williams, J., Berdahl, J., & Vandello, J. A. (2016). Beyond work-life "integration." *Annual Review of Psychology, 67*, 515-539.
- Kosakowska, N., Besta, T., Adamska, K., Jaśkiewicz, M., Jurek, P., & Vandello, J. A. (2016). If my masculinity is threatened I won't support gender equality? The role of agentic self-stereotyping in restoration of manhood and perception of gender relations. *Psychology of Men and Masculinity, 17*, 274-284.

- Vandello, J. A., Goldschmied, N., & Michniewicz, K. (2016). Underdogs as heroes. In S. Allison, R. Kramer, & G. Goethals (Eds.) *Handbook of heroism* (pp. 339-355). New York: Taylor & Francis.
- Michniewicz, K., & Vandello, J. A. (2015). People judge male sexism more leniently when women emasculate men. *Social Psychology, 46*, 197-209.
- Hettinger, V., & Vandello, J. A. (2014). The gay affluence myth and support for gay legal rights. *Social Justice Research, 27*, 444-463.
- Michniewicz, K., Vandello, J. A., & Bosson, J. K. (2014). Men's (mis)perceptions of the gender threatening consequences of unemployment. *Sex Roles, 70*, 88-97.
- Caswell, T. A., Bosson, J. K., & Vandello, J. A. & Sellers, J. (2014). Testosterone and men's stress responses to gender threats. *Psychology of Men and Masculinity, 15*, 4-11.
- Vandello, J. A., Hettinger, V. E., & Michniewicz, K. (2014). *Regional culture*. In A. Cohen (Ed.). *Culture reexamined: Broadening our understanding of social and evolutionary influences* (pp. 77-91). Washington DC: APA.
- Michniewicz, K., & Vandello, J. A. (2013). The attractive underdog. When disadvantage bolsters attractiveness. *Journal of Social and Personal Relationships, 30*, 942-952.
- Bosson, J. K., Vandello, J. A., & Caswell, T. (2013). Precarious manhood. In M. K. Ryan & N. R. Branscombe (Eds.) *The Sage handbook of gender and psychology* (pp. 115-130). Thousand Oaks, CA: Sage.
- Norton, M. I., Mason, M., Vandello, J. A., Biga, A., & Dyer, R. (2013). An fMRI investigation of racial paralysis. *Social Cognitive and Affective Neuroscience, 8*, 387-393.
- Vandello, J. A., Hettinger, V. E., Bosson, J. K., & Siddiqi, J. (2013). When equal really isn't equal: The masculine dilemma of seeking work flexibility. *Journal of Social Issues, 69*, 303-321.
- Vandello, J. A., & Bosson, J. K. (2013). Hard won and easily lost: A review and synthesis of research on precarious manhood. Invited target article for *Psychology of Men and Masculinity, 14*, 101-113.
- Bosson, J. K., & Vandello, J. A. (2013). Manhood, womanhood, and the importance of context: A Reply to critiques. *Psychology of Men and Masculinity, 14*, 125-128.
- Weaver, J., Vandello, J. A., & Bosson, J. K. (2013). Intrepid and impetuous: The effects of gender threats on men's financial decisions. *Psychology of Men and Masculinity, 14*, 184-191.
- Bosson, J. K., Vandello, J. A., Michniewicz, K. S., & Lenes, J. G. (2012). American men's and women's beliefs about gender discrimination: for men, it's not quite a zero-sum game. *Masculinities and Social Change, 1*, 210-239.
- Vandello, J. A., & Hettinger, V. E. (2012). Parasite-stress, cultures of honor, and the emergence of gender bias in purity norms: Commentary on Fincher & Thornhill. *Behavioral and Brain Sciences, 35*, 35-36.

- Goldschmied, N., & Vandello, J. A. (2012). The future is bright: The underdog label, availability, and optimism. *Basic and Applied Social Psychology, 34*, 34-43.
- Vandello, J. A., Michniewicz, K., & Goldschmied, N. (2011). Moral judgments of the powerless and powerful in violent intergroup conflicts. *Journal of Experimental Social Psychology, 47*, 1173-1178.
- Bosson, J. K., & Vandello, J. A. (2011). Precarious manhood and its links to action and aggression. *Current Directions in Psychological Science, 20*, 82-86.
- Bosson, J. K., Pintel, E. C., & Vandello, J. A. (2010). The emotional impact of benevolent sexism: Forecasts versus real experiences. *Sex Roles, 62*, 520-531.
- Weaver, J., Vandello, J. A., Bosson, J. K., & Burnaford, R. (2010). The proof is in the punch: Gender differences in perceptions of action and aggression as components of manhood. *Sex Roles, 62*, 241-251.
- Vandello, J. A., Ransom, S., Hettinger, V., & Askew, K. (2009). Men's misperceptions about the acceptability and attractiveness of aggression. *Journal of Experimental Social Psychology, 45*, 1209-1219.
- Bosson, J. K., Vandello, J. A., Burnaford, R., & Weaver, J., & Wasti, A. (2009). The links between precarious manhood and physical aggression. *Personality and Social Psychology Bulletin, 35*, 623-634.
- Goldschmied, N., & Vandello, J. A. (2009). The advantage of disadvantage: Underdogs in politics. *Basic and Applied Social Psychology, 31*, 24-31.
- Singelis, T. M., Bhawuk, D. P. S., Gabrenya, B., Gelfand, M., Harwood, J., Her, P., Tanaka-Matsumi, J., & Vandello, J. (2009). Exploring ethnic group and geographical differences for social axioms in the USA. In K. Leung & M. H. Bond (Eds.) *Psychological aspects of social axioms* (pp. 81-93). New York: Springer.
- Vandello, J. A., Cohen, D., Grandon, R., & Franiuk, R. (2009). Stand by your man: Indirect cultural prescriptions for honorable violence and feminine loyalty. *Journal of Cross-Cultural Psychology 40*, 81-104.
- Vandello, J. A. (2009). Culture of honor. In D. Matsumoto (Ed.) *Cambridge Dictionary of Psychology*. Cambridge, UK: Cambridge University Press.
- Vandello, J. A. (2009). Milgram experiment. In D. Matsumoto (Ed.) *Cambridge Dictionary of Psychology*. Cambridge, UK: Cambridge University Press.
- Vandello, J. A. (2009). Culture of honor. In J. Levine & M. Hogg (Eds.) *Encyclopedia of group processes and intergroup relations*. New York: Sage.
- Vandello, J. A., Bosson, J. K., Cohen, D., Burnaford, R., & Weaver, J. (2008). Precarious manhood. *Journal of Personality and Social Psychology, 95*, 1325-1339.

- Vandello, J. A., Cohen, D., & Ransom, S. (2008). U.S. Southern and Northern differences in perceptions of norms about aggression: Mechanisms for the perpetuation of a culture of honor. *Journal of Cross-Cultural Psychology* 39, 162-177.
- Franiuk, R., Seefeldt, J. L., & Vandello, J. A. (2008). Prevalence of rape myths in headlines and their effects on attitudes toward rape victims. *Sex Roles*, 58, 790-801.
- Vandello, J. A., & Cohen, D. (2008). Gender, culture, and men's intimate partner violence. *Social and Personality Psychology Compass*, 2, 652-667.
- Franiuk, R., Seefeldt, J. L., Cephress, S. L., & Vandello, J. A. (2008). Prevalence and effects of rape myths in the media: The Kobe Bryant case. *Violence Against Women*, 14, 287-309.
- Norton, M. I., Vandello, J. A., Biga, A., & Darley, J. M. (2008). Colorblindness and diversity: Conflicting goals in decisions influenced by race. *Social Cognition*, 26, 44-53.
- Vandello, J. A., Goldschmied, N., & Richards, D. A. R. (2007). The appeal of the underdog. *Personality and Social Psychology Bulletin*, 33, 1603-1616.
- Vandello, J. A. (2007). Sex ratios and homicide across the U.S. *International Journal of Psychology Research*, 1, 59-80.
- Norton, M. I., Sommers, S. R., Vandello, J. A., & Darley, J. M. (2006). Mixed motives and racial bias: The impact of legitimate and illegitimate criteria on decision-making. *Psychology, Public Policy, and Law*, 12, 36-55.
- Vandello, J. A. (2006). Mortality. In N. J. Salkind (Ed.) *Encyclopedia of Human Development*, Vol. 2, (pp. 856-857). Thousand Oaks, CA: Sage.
- Thompson, J. K., Wilson, S., Roehrig, M., & Vandello, J. (2005). The influence of communicator weight on psychoeducational message acceptance in females with high versus low levels of preexisting body image disturbance. *Eating Behaviors*, 6, 247-258.
- Norton, M. I., Vandello, J. A., & Darley, J. (2004). Casuistry and social category bias. *Journal of Personality and Social Psychology*, 87, 817-831.
- Cohen, D., & Vandello, J. A. (2004). The paradox of politeness. In M. Anderson (Ed.) *Cultural shaping of violence: Victimization, escalation, response*. West Lafayette, IN: Purdue University Press.
- Vandello, J. A., & Cohen, D. (2004). When believing is seeing: Sustaining norms of violence in cultures of honor. In M. Schaller & C. Crandall (Eds.) *The psychological foundations of culture* (pp. 281-304). New York: Lawrence Erlbaum.
- Vandello, J. A., & Cohen, D. (2003). Male honor and female fidelity: Implicit cultural scripts that perpetuate domestic violence. *Journal of Personality and Social Psychology*, 84, 997-1010.
- Cohen, D., & Vandello, J. A. (2001). Honor and "faking" honorability. In R. Nesse (Ed.) *Evolution and the capacity for commitment* (pp. 163-185). New York: Russell Sage.

- Vandello, J. A., & Cohen, D. (1999). Patterns of individualism and collectivism across the United States. *Journal of Personality and Social Psychology*, 77, 279-292.
- Cohen, D., Vandello, J. A., Puente, S., & Rantilla, A. K. (1999). "When you call me that, smile!" How norms for politeness, interaction styles, and aggression work together in southern culture. *Social Psychology Quarterly*, 62, 257-275.
- Cohen, D., Vandello, J. A., & Rantilla, A. K. (1998). The sacred and the social: Honor and violence in cultural context. In P. Gilbert & B. Andrews (Eds.) *Shame: Interpersonal behavior, psychopathology, and culture* (pp. 261-282). Cambridge: Oxford University Press.
- Cohen, D., & Vandello, J. A. (1998). Meanings of violence. *Journal of Legal Studies*, 27, 501-518. [Reprinted in Hechter, M. & Horne, C. (Eds.) (2003). *Theories of social order*. Stanford, CA: Stanford University Press.]
- Baron, R. S., Vandello, J. A., & Brunzman, B. (1996). The forgotten variable in conformity research: The impact of task importance on social influence. *Journal of Personality and Social Psychology*, 71, 915-927.

MANUSCRIPTS UNDER REVIEW OR REVISION

- Vandello, J. A., Kubicki, R.J., & Upton, R. A. (in prep). Does contact with transgender people improve cisgender people's attitudes toward transgender people?
- Vandello, J. A. (under review). Minimization, denial, moralization, and exaggeration: A taxonomy of transgender backlash strategies. *Personality and Social Psychology Review*.
- Vandello, J. A., Kubicki, R.J., & Upton, R. A. (under review). Young men's sexual health through the lens of precarious manhood. *Health Education Journal*.
- Besta, T., et al. (under review). Measuring collective action intention toward gender equality across cultures. *European Journal of Psychological Assessment*.
- Schindler et al. (under review). Policy as normative influence? Investigating the relationship between parental leave policies and social norms in gender division of childcare across 48 countries. *Nature Human Behavior*.
- Van de Vliert, E., Pelham, B., & Vandello, J. A. (under review). East-West beliefs challenged by North-South evidence about collectivism versus individualism. *Journal of Environmental Psychology*.
- Kosakowska et al. (under review). Towards gender harmony dataset: Gender beliefs and gender stereotypes in 62 countries. *Scientific Data Journal*.
- Block, K., et al. (under revision). The gender gap in the care economy is larger in highly developed countries: Socio-cultural explanations for paradoxical findings.

Van de Vliert, E., Joshanloo, M., Pelham, B., & Vandello, J. A. (in prep). Unfolding latitudinal gradients in collectivist practices and mindsets.

CONFERENCE PRESENTATIONS

Zawisza, M. et al. (2024). Worse for women, bad for all: A 62-nation study confirms and extends ambivalent sexism principles. *33rd International Congress of Psychology*.

Upton, R. A., Vandello, J. A., Wilkerson, M., Kubicki, R. J., & Kosakowska, N. (2023). *Cultural beliefs about manhood predict anti-LGBTQ+ attitudes and policies*. Poster presented at the Society for Personality and Social Psychology Annual Conference. February, Atlanta)

Vandello, J. (2022). *Work flexibility stigma and the gendered negotiation of work and family*. (Invited talk presented for the Women & Public Policy Program, Harvard University, October).

Vandello, J. (2022). *Precarious manhood and men's physical health around the world*. (Talk presented at Polish Social Psychology National conference. Sept., Gdańsk, Poland)

Steele, L., Lovelace, J., Hideg, I., Kang, S., Nurmohamed, S., & Vandello, J. (2021). Challenges and triumphs in overcoming adversity. (Panel discussion for *Academy of Management Conference*, August).

Lawler, J., Jordan, J., Vandello, J. & Kiebel (2021). *Preliminary data suggest that masculine insecurity negatively predicts COVID-19 safety precautions*. (Poster presented at the Society for Personality and Social Psychology Annual Conference. February).

Jordan, J. & Vandello, J. A. (2020). *Our lips are sealed: The effect of precarious manhood perceptions on women's anxiety and sexual communication*. (Poster presented at the Society for Personality and Social Psychology Annual Conference. February, New Orleans).

Kosakowska-Berezecka, N., & Best, D., Besta, T., Bosson, J., Pawel, P., Sadfar, S., Vandello, J., Włodarczyk, A., & Żadkowska, M., (2020). *Manhood & cultural shifts? Manly and unmanly traits and behaviours – a 24 country study with a mixed method approach*. (Talk presented at the Gender Preconference at the Society for Personality and Social Psychology Annual Conference. February, New Orleans).

Włodarczyk, A., Kosakowska-Berezecka, N., Besta, T., Bosson, J., Vandello, J., Zawisza, M., & Żadkowska, M. (2019). *Are men showing up for gender equality? Masculinity threat and motivation to engage in protests among Chilean male in the context of feminist movements in 2018*. Paper presented at symposium: "The new, dynamic forms of protest and social change on three continents" at 42nd Annual Scientific Meeting of the International Society of Political Psychology (ISPP), July, Lisbon, Portugal.

Puryear, C. & Vandello, J. A. (2019). *The perceived spread of opposing beliefs triggers intolerance for moral diversity*. (Poster presented at the Justice and Morality Preconference at the Society for Personality and Social Psychology Annual Conference. February, Portland, OR).

- Puryear, C., Steele, L.M, Lawler, J., & Vandello, J. A. (2019). *Are liberals driving men to Trump? Attempts to raise awareness of male privilege backfire among sexist men.* (Poster presented at the Society for Personality and Social Psychology Annual Conference. February, Portland, OR).
- Jordan, J., Larson-Konar, D. M., Gluck, M. S., Vandello, J. A., & Heesacker, M. (2018). *Women's sexual satisfaction is predicted by their partner's precarious manhood.* (Poster presented at the Annual Meeting of the Association for Psychological Science, May, San Francisco).
- Puryear, C. & Vandello, J. A., (2018). *Moral expression or political manipulation? Investigating the motivators of sharing morally-laden content online.* (Poster presented at the Psychology of Media and Technology Preconference at the Society for Personality and Social Psychology Annual Conference March, Atlanta, GA).
- Puryear, C. & Vandello, J. A., (2018). *Initial evidence that anti-atheist prejudice is grounded in perceived amorality rather than immorality.* (Poster presented at the Society for Personality and Social Psychology Annual Conference, March, Atlanta, GA).
- Puryear, C., W. & Vandello, J. A. (2017). *Is the Internet a breeding ground for moral outrage? Evidence for the attenuating effects of online environments upon outrage.* (Talk given at the Society of Southeastern Social Psychologists Annual Meeting. November, Atlantic Beach, FL).
- Puryear, C., W. & Vandello, J. A. (2017). *Digital outrage: The role of victim perceptions in malicious, online interactions.* (Poster presented at the Annual Meeting of Society for Personality and Social Psychology, January, San Antonio, TX).
- Vandello, J. A. (2016). *Taking stock of masculinity research.* (Invited talk for the Annual Meeting of Society for Personality and Social Psychology, January, San Diego, CA).
- Puryear, C., W. & Vandello, J. A. (2016). *Seeing moral values as facts: The protective function of moral objectivism.* (Poster presented at the Annual Meeting of Society for Personality and Social Psychology, January, San Diego, CA).
- Vandello, J. A. (2015). *Explaining men's resistance to gender equality at work and home: Stigma perception and zero-sum beliefs.* (Keynote address presented at joint conference of European Association of Social Psychology and Society for Psychological Study of Social Issues Meeting on the *Underrepresentation of Men in Communal Roles*, November, Leuven, Belgium, October, 2015).
- Vandello, J. A. (2015). *Work-life balance is a men's issue.* (Invited Keynote address for International Conference on Gender, Culture, and Migration 2015, Gdansk Poland, March, 2015).
- Vandello, J. A., & Bosson, J. K. (2014). *Precarious manhood theory and implications for work.* (Invited talk for "Work as a Masculinity Contest" Conference, December, Vancouver, British Columbia).
- Vandello, J. A. (2014). *Precarious manhood: Understanding manhood and men's vulnerabilities.* Invited talk presented at Saheli, Raising Awareness about Emotional Well-Being and Positive Mental Health Symposium, September, Boston, MA.
- Vandello, J. A. (2013). *Manhood: Difficult to acquire, easy to lose.* (Invited talk for "Women, Men, Kids, and Work" Conference, February, Gdansk, Poland (teleconferenced)).

- Norton, M.I., Mason, M.F., Vandello, J.A., Biga, A., & Dyer, R. (2013). *An fMRI investigation of racial paralysis*. (Paper presented at the Society for Social and Affective Neuroscience, April, San Francisco, CA).
- Weaver, J., Vandello, J. A., & Bosson, J. K. (2013). *Intrepid, Imprudent, or Impetuous? The effects of gender threats on men's financial decisions*. (Talk presented at the Annual Meeting of Society for Personality and Social Psychology, January, San Diego, CA).
- Rynn, D., & Vandello (2013). *Disadvantage as moral license*. (Poster presented at the Annual Meeting of Society for Personality and Social Psychology, January, New Orleans, LA).
- Michniewicz, K.S., & Vandello, J.A. (2012). *Permissibility of male sexism against women following emasculation*. (Poster presented at the annual meeting of the Southeastern Society of Social Psychology, October, Gainesville, FL).
- Michniewicz, K.S., Vandello, J.A., & Bosson, J.K. (2012). *Men's (mis)perceptions of the stigma of unemployment*. (Poster presented at the annual meeting of the American Psychological Association, Orlando, FL).
- Weaver, J. R., Michniewicz, K. S., & Vandello, J. A., (2012). *Do we overestimate that which we fear?: Perceptions of group threat and estimates of group prevalence*. (Poster presented at the annual meeting of the American Psychological Association, Orlando, FL).
- Hettinger, V. E., & Vandello, J. A. (2012). *Gender bias in emphasis on moral purity*. (Poster presented at the Annual Meeting of Society for Personality and Social Psychology, January, San Diego, CA).
- Hettinger, V. E., & Vandello, J. A. (2011). *Influence of misperceptions about gay affluence on support for pro-gay legal reform*. (Poster presented at the Annual Meeting of Society for Personality and Social Psychology, January, San Antonio, TX).
- Michniewicz, K., & Vandello, J. A. (2011). *The sexy underdog: Bolstered attractiveness through unfair disadvantage*. (Poster presented at the Annual Meeting of Society for Personality and Social Psychology, January, San Antonio, TX).
- Weaver, J. R., Bosson, J. K., & Vandello, J. A. (2011). *I want it now: Threatened manhood and impulsivity*. (Poster presented at the Annual Meeting of Society for Personality and Social Psychology, January, San Antonio, TX).
- Askew, K. L., Coovert, M. D., Vandello, J. A., Taing, M. U., & Bauer, J. A. (2011). *Work environment factors predict cyberloafing*. (Poster presented at the Annual Meeting of the Association for Psychological Science, Washington DC).
- Vandello, J. A. (2010). *Precarious manhood, anxiety, and risk*. (talk presented for Flexibility Stigma Working Group, Center for WorkLife Law, University of California Hastings College of Law, February, San Francisco, CA).
- Norton, M. I., Mason, M. F., Vandello, J. A., Biga, A., & Dyer, R. (2010). *Racial paralysis: The impact of colorblindness on interracial relations*. (talk presented at the Society for Personality and Social Psychology, January, Las Vegas, NV).
- Hettinger, V. & Vandello J. (2010). *The importance of framing: Pairing prescriptive messages with descriptive norms to reduce aggression*. (poster presented at the Annual Meeting of

the Society for Personality and Social Psychology, January, Las Vegas, NV).

- Vandello, J. & Bosson, J. (2009). *Problems of manhood: Aggression and homophobia*. (Symposium organized for the Society for Experimental Social Psychology, October, Portland, ME).
- Vandello, J. (2009). *Cultural differences in female purity and their connection to intimate partner violence*. (talk presented at the Annual Meeting of the Society for Personality and Social Psychology, January, Tampa, FL).
- Burnafor, R., Weaver, J., Bosson, J., & Vandello, J. (2009). *Beliefs about precarious manhood*. (poster presented at the Annual Meeting of the Society for Personality and Social Psychology, January, Tampa, FL).
- Ransom, S., Khosbayan, A., & Vandello, J. A. (2008). *Cultural values regarding male honor protect against domestic violence in Asians*. (Poster presented at the 10th International Congress of Behavioral Medicine, August, Tokyo, Japan).
- Goldschmied, N., Nankin, M., Ghosh, P., & Vandello, J. (2008). *What is an underdog and where lies its appeal?* (Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, January, Albuquerque, NM).
- Burnafor, R., Bosson, J., & Vandello, J. (2007). *Masculine gender role violation and aggression*. (Poster presented at the Annual Meeting of the American Psychological Association, August, San Francisco, CA).
- Norton, M., Sommers, S., Vandello, J., & Darley, J. (2007). *Justifying and rationalizing questionable preferences*. (talk presented at the Annual Meeting of the Society for Judgment and Decision-Making, November, Long Beach, CA).
- Goldschmied, N. & Vandello, J., & Nankin, M. (2007). *The advantage of disadvantage*. (Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, January, Memphis, TN).
- Vandello, J. (2006). *Individuals, aggregates, and collective representations as complementary measures of culture*. (Invited talk for symposium on "Social Psychology from Nations, States, and Neighborhoods to Community Members" at the Annual Meeting of the Society for Experimental Social Psychology, October, Philadelphia, PA).
- Goldschmied, N., & Vandello, J. (2006). *The underdog effect: Definition, limitations, and motivations. Why do we support those at a competitive disadvantage?* (Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, January, Palm Springs, CA).
- Bauer, J. A., O'Brien, K. E., & Vandello, J. A. (2006). *Social dominance orientation and organizational outcomes*. (Paper presented at the 18th annual meeting of the American Psychological Society, New York, NY).
- Fleisher, M., O'Brien, K. E., Biga, A., & Vandello, J. A. (2005). *The role of culture of honor in counterproductive work behaviors*. (Paper presented at the 17th annual meeting of the American Psychological Society, May, Los Angeles, CA).

- O'Brien, K., Biga, A., & Vandello, J. (2005). *The effect of culture of honor on counterproductive work behaviors*. (Paper presented at the 20th Annual Meeting of the Society for Industrial Organizational Psychology, April, Los Angeles, CA).
- Vandello, J., Ransom, S., & Blagg, C. (2005). *Misguided impression management? Men's misperceptions about women and aggression*. (Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, January, New Orleans, LA).
- Goldschmied, N., Biga, A., Vandello, J. (2005). *Who does the dishes? Self-effacement and synchronicity as strategies for happy marriages*. (Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, January, New Orleans, LA).
- O'Brien, K., & Vandello, J. (2005). *Romantic violence in college students: The role of adherence to the culture of honor*. (Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, January, New Orleans, LA).
- Vandello, J. A. (2004). *Fewer women, more violence? Examining geographic sex ratios across the U.S.* (Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, January, Austin, TX).
- Franiuk, R., & Vandello, J. A. (2004). *Beliefs about men and women the perpetuate and reinforce domestic violence*. (Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, January, Austin, TX).
- Vandello, J. A. (2004). *Stubborn norms*. (Invited talk for conference on "Selection in Culture and the Marketplace of Ideas," Duke University Business School, May 14-15, 2004).
- Vandello, J. A. (2003). *Normative transgressions and the cultural construction of anger*. (Invited talk for symposium on "Anger and Aggression" at the 6th Regional Congress of the International Association of Cross-Cultural Psychology, July, Budapest, Hungary).
- Norton, M., Vandello, J. & Darley, J. (2002). *Value falsification*. (Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, February, Savannah, GA).
- Drummond, J., Vandello, J., & Darley, J. (2002). *Virtuous defense or unwarranted violence?: Behind the crosshairs of retaliatory force*. (Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, February, Savannah, GA).
- Vandello, J. A. (2001). *Cultural perpetuation through mutual misperception*. (Invited talk for symposium on "Cultural Dynamics: The Role of Collective Representations in the Microlevel Construction of Reality" headed by Hazel Markus and Glenn Adams, at the Annual Meeting of the Society for Personality and Social Psychology, February, San Antonio, TX).
- Cherulnik, P. D., Sarten, A., Johnson, A., & Vandello, J. A. (2000). *The culture of honor scale*. (Poster presented at the Annual Meeting of the Midwestern Psychological Association, May, Chicago, IL).

- Vandello, J. A., & Cohen, D. (1999). *Southern culture and the legitimacy of violence for self-protection and control*. (Invited talk at the Southeastern Law Schools Association Annual Meeting, July, Hilton Head, SC).
- Vandello, J. A., & Cohen, D. (1999). *Cultural norms of honor and their contribution to violence against women*. (Poster presented at the Annual Meeting of the American Psychological Society, June, Denver, CO).
- Vandello, J. A., & Cohen, D. (1999). *Regional patterns of individualism and collectivism in the United States*. (Poster presented at the Annual Meeting of the Midwestern Psychological Association, May, Chicago, IL).
- Cohen, D., & Vandello, J. A. (1999). *Internalizing and "faking" honorability: A moratorium in the faking and detecting arms race among some southerners?* (Talk presented at conference on "The Biology of Belief: Has Evolution Shaped a Capacity for Strategic Subjective Commitment?" April, Ann Arbor, MI).
- Vandello, J. A., & Cohen, D. (1998). *The perpetuation of southern cultural norms of violence: A case of pluralistic ignorance?* (Poster presented at the Annual Meeting of the Midwestern Psychological Association, May, Chicago, IL).
- Cohen, D., Vandello, J., Puente, S., & Rantilla, A. (1997). *Conflict and cultural styles*. (Invited talk at the Annual Meeting of the Midwestern Psychological Association, May, Chicago, IL)
- Vandello, J., Puente, S., Rantilla, A., & Cohen, D. (1997). *Honor and violence: Exploring U.S. North-South cultural differences*. (Poster presented at the Annual Meeting of the Midwestern Psychological Association, May, Chicago, IL).
- Cohen, D., and Vandello, J. (1997). *Lawful violence*. (Talk presented at conference on "Social Meaning, Social Norms, and the Economic Analysis of Law," University of Chicago Law School, April, Chicago, IL)

PRESS COVERAGE

New York Times, Newsweek, Time, U.S. News & World Report, Chicago Tribune, Philadelphia Inquirer, GQ, Ladies Home Journal, St. Pete Times, Miller-McCune Magazine, Men's Health, Boston Globe, The Huffington Post, Slate Magazine, Real Simple Magazine, NPR, ABC News, Jezebel, San Francisco Chronicle, Washington Post, Forbes, International Business Times, Playboy, Sports Illustrated, Daily Kos, The Globe and Mail, Greater Good Magazine, Men's Journal, Vox

COURSES TAUGHT

Undergraduate:

- Social Psychology
- Psychology of Gender
- Culture and Psychology

Graduate:

- Advanced Social Psychology
- Psychology of Gender
- Psychology for Policy Analysis (Princeton)

PROFESSIONAL ASSOCIATIONS

Society for Experimental Social Psychology
Society for Personality and Social Psychology
Society for the Psychological Study of Social Issues
Association for Psychological Science

EDITORIAL REVIEW BOARDS

Social Psychological Bulletin (Psychologia Społeczna) (2017-present)
Frontiers in Cultural Psychology (2010-2017)
Psychology of Men and Masculinity (2012- present)
Personality and Social Psychology Bulletin (2013-2020)
Heroism Science (2016-present)

AD Hoc REVIEWING

Journals:

Aggressive Behavior, Alcoholism: Clinical & Experimental Research, American Psychologist, American Sociological Review, Asian Journal of Social Psychology, Basic and Applied Social Psychology, British Journal of Social Psychology, Cognition and Emotion, Cultural Diversity and Ethnic Minority Psychology, Emotion, European Journal of Social Psychology, Evolution and Human Behavior, Evolutionary Psychological Science, Evolutionary Psychology: An International Journal, Frontiers in Cultural Psychology, Gender & Society, Group Processes and Intergroup Relations, Human Relations, International Journal of Psychology, Journal of Applied Psychology, Journal of Clinical Child and Adolescent Psychology, Journal of Cross-Cultural Psychology, Journal of Experimental Social Psychology, Journal of Interpersonal Violence, Journal of Personality and Social Psychology, Journal of Social Issues, Justice Quarterly, Men and Masculinities, Personality and Social Psychology Bulletin, PNAS, Psychological Assessment, Psychological Science, Psychology of Addictive Behaviors, Psychology of Women Quarterly, Qualitative Sociology, Self and Identity, Sex Roles, Sexuality & Culture, Social Problems, Social Psychological and Personality Science, Social Psychology, Social Science Research, Spanish Journal of Psychology, Violence Against Women

Grants:

National Science Foundation – Social Psychology
– Law and Social Sciences
–Cognitive Neuroscience
U.S.-Israel Binational Science Foundation

Books:

W.W. Norton & Company

DEPARTMENT AND UNIVERSITY SERVICE

Departmental Service:

Distinguished University Professor Discipline Committee, Stephen Kozlowski, 2023
Faculty Search Committee, Social Psychology (St. Petersburg campus), 2023
Graduate Admissions Chair, CNS area, 2023
Director, Cognitive, Neuroscience, and Social Program, 2016-2023
Ad hoc Space Committee, 2014-2015, 2018-2022
Graduate Program Committee, Chair, 2013-2015
Executive Committee, Member at Large, 2012-2013, 2015-2016
Psychology Department Ombudsperson, 2006-2015
Faculty Advisor for Student Diversity Committee, 2004-2011
Faculty Advisor, Psi Chi International Honors Society, 2008-2012, 2013
Faculty Advisor, Undergraduate Psychology Association, 2011
Strategic Planning Committee, 2010
Futures Committee, 2010-2011
Invited Colloquium, Department of Psychology, USF, St. Petersburg, 2011
Undergraduate Program Committee, 2006-2008
Library Committee, 2005-2007
Faculty Search Committee, 2003, 2004, 2005
Keynote Speaker, Psi Chi, 2003, 2013

College and University Service:

Distinguished University Professor Discipline Committee, Steven Wilson, 2023
President's Committee on the Status of Men, 2014-2021
Task Force for Understanding and Addressing Blackness and Anti-Black Racism in our Local
National and International Communities, 2020
School of Social Sciences Graduate Committee, Chair, 2011-2014
CAS Graduate Committee, 2011-2014
Distinguished University Professor Discipline Committee, Emanuel Donchin, 2009, 2010
Tenure and Promotion Committee, Richard Reich (Sarasota), 2013
"Food For Thought" Guest Speaker, Student Residence Services, 2008
Lunch and Learn, Guest Speaker, Student Residence Services, 2009

GRADUATE STUDENTS SUPERVISED

RJ Kubicki (currently enrolled in Ph.D. program)
Rebecca Upton (currently enrolled in Ph.D. program)
Jessica Jordan (Ph.D., 2022), Assistant Professor, University of Tampa
Curtis Puryear (Ph.D., 2020), Post-doctoral Fellow, University of Chicago
Joanna Lawler (withdrawn from Ph.D. program)
Kenneth Michniewicz (Ph. D., 2015), Associate Professor, Muhlenberg University
Vanessa Hettinger (Ph.D., 2014), Associate Professor, University of Wisconsin-Superior
Kevin Askew (Ph. D., 2012), (co-supervised) Associate Professor, Montclair State

Joshua Lenex (M.A., 2012), Solidarity Specialist, American Association of University Professors
 Nadav Goldschmied (Ph.D., 2007), Associate Professor, University of San Diego
 Andrew Biga (Ph.D., 2007), Chief People Officer at GoHealth Urgent Care
 Meisha-ann Martin (Ph.D., 2006), Senior Director, People Analytics and Research at Workhuman

THESIS COMMITTEES

Undergraduate Honors Thesis Committee Member

2003	Steffanie Wilson	2012	Thomas Saltzman (Chair)
2003	Dan Riner	2012	Andrea Macias
2004	Christopher Blagg (Chair)	2012	Robert Kimberlin
2004	Selah Lanka (Chair)	2013	Paige Lake
2004	Bill McKibbin (Chair)	2014	Serena Yeager (Chair)
2004	Jennifer Holt	2014	Shirley Cid
2005	Melissa Phillips	2014	David Howard
2005	Heather Frank	2014	Casey Clague
2005	Ryan Barbeau	2015	Jana Pladevall-Guyer (Chair)
2005	Toni Merkey	2015	Olga Saniukovich (Chair)
2005	David Richards (Chair)	2015	Fatima Jaiteh
2005	Zulema Vega (Chair)	2015	Leva Talton
2006	Melinda Andrade	2015	Surya Rao
2007	Jeremy Bauer (Chair)	2016	Andrius Vaidila (Chair)
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2008	Lindsay Gold (Chair)	2016	Anthony Colontino
2008	Herrica Telus	2016	Chelsea Polcha
2010	Jasmine Siddiqi (Chair)	2017	Fasika Halu (Chair)
2010	Nevena Prehar	2019	Sarah Attaway
2011	Daniel Rynn (Chair)	2021	Jude Sullivan
2011	Casey Johnson	2022	Zachary Rashes
2012	Amanda Brennan		

Master's Thesis Committee Member

2004	Andrew Biga (Chair)	2007	Greg Schmidt
2004	Kari Bruursema	2008	Nicole Caporino
2005	Nadav Goldschmied (Chair)	2008	Charlie Ottinot
2005	Susan Himes	2008	Dan Ispas
2005	Jay Dorio	2009	Laura Poteat
2006	Haitham Khoury	2009	Matt Lineberry
2006	Jessica Handelsman	2010	Kevin Askew (Chair)
2006	Matthew Prewitt	2010	Vanessa Hettinger (Chair)
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2007	Nicole Jagusztyń	2010	Brittany Spiesman
2007	Steffanie Sperry	2011	Kenneth Michniewicz (Chair)
2007	Christopher Wheldon	2011	Jeff Annis

2011 Jennifer Schroeder
 2011 Idan Ariel
 2012 Josh Lenes
 2013 Nicole Marquinez
 2013 Xinxuan Che
 2013 Brittany Jordan-Arthur
 2013 Kasey Morris
 2014 Monica Wu
 2014 Patrick Boyd
 2015 Tiffany Lee
 2015 Seulki Jang
 2015 Chad Perusse (Architecture)
 2016 Rachel Dreibelbis
 2018 Sean Potter
 2015 Quinn Yowell
 2016 Matt Abrogost
 2017 Amanda Palmer
 2017 Savannah Dalrymple
 2017 Sarah Frick
 2017 Bethany Edwards
 2018 David Howard

2018 Brittany Lang
 2018 Joanna Lawler (Chair)
 2019 Jessica Jordan (Chair)
 2019 Christina Falcon
 2019 Joe Regina
 2019 Roxanne Lawrence
 2020 Jared Davis
 2020 Leslie Sawyer
 2020 Patricia Civil
 2021 Stephanie Hruza
 2021 Meghan Brown
 2022 Serena Wasilewski
 2022 Gabrielle Silva
 2022 Alex Rivera
 2022 Rebecca Upton (Chair)
 2023 Kirsten Lee
 2023 Austin Katz
 2024 Laura Boyaijan

Dissertation Committee Member

2003 Mark Smith
 2004 Vani Nath Simmons
 2005 Monica Webb
 2005 Sean Ransom
 2005 Lisa Wilkinson
 2005 Jason Read
 2005 Adam Shoemaker
 2006 Cecile Van de Voorde
 2006 Eileen Taylor
 2006 Valentina Bruk
 2006 Meisha-ann Martin (Chair)
 2006 Angel Goh
 2007 Monica Burke
 2007 Yuko Yamamiya
 2007 Kari Bruursema
 2007 Sylvia Herbozo
 2007 Nadav Goldschmied (Chair)
 2007 Andrew Biga (Chair)
 2007 Michelle LeVasseur
 2008 Angela Bradley
 2008 Xian Xu
 2008 Adam Bandelli
 2008 Kimberly O'Brien

2008 Haitham Khoury
 2009 Liuqin Yang
 2009 Jessica Curley
 2009 Orzgun Rodopman
 2009 Susan Himes
 2009 Tovah Yanover
 2009 Matt Tuttle
 2009 Matt Prewett
 2010 Joe Mazolla
 2010 Idia Binitie
 2010 Kristen Shockley
 2010 Nicole Caporino
 2010 Dan Ispas
 2010 Nicole Jagusztyn
 2010 Mike Burroughs
 2010 Rob Stilson
 2011 Melissa Lehman
 2011 Ashley Nixon
 2011 Heather Ureksoy
 2011 Charlie Ottinot
 2011 Greg Schmidt
 2011 Steffanie Sperry
 2011 Amy Taylor

2012	Kevin Askew (Co-Chair)	2017	Fred Mackouji
2012	Molly Bellow	2017	Monica Wu
2012	Rochelle Burnaford	2018	Brittany Jordan Arthur
2012	Kyle Groff	2018	Derek Hutchinson
2012	Alexandra Ilie	2018	Katherine Chaffee (University of Alberta, Canada)
2013	Matt Lineberry	2018	Sarah Frick
2012	Neha Singla	2018	Matt Abrogasy
2013	Jason Rasso	2019	Sophie Kuchynka
2013	Eunae Cho	2019	Patrick Boyd
2013	Andrew Caswell	2019	Rachel Dreibelbis
2013	Brittany Spiesman	2021	Elizabeth Kiebel
2013	Jacob Seybert	2020	Christine Falcon
2014	Vanessa Hettinger (Chair)	2020	Curtis Puryear (Chair)
2014	Jonathan Weaver	2021	Rachel Dreibelbis
2014	Zhiqing Zhou	2022	Andrew Devendorf
2014	Jeff Conway	2022	Emily Courtney
2015	Jason Way	2022	Allie Schuck
2015	Kenneth Michniewicz (Chair)	2022	Patricia Calixte-Civil
2015	Soner Dumani	2022	Stephanie Hruza
2015	Desiree Kozlowski (Southern Cross University, Australia)	2022	Jessica Jordan (Chair)
2016	Michelle Kovacs	2022	Julia McDonald
2016	Kasey Morris	2022	Joseph Regina
2016	Danielle Findley	2022	Greg Rousis
2016	Seulki Jang	2022	Chandler Miller (Accounting)
2016	Philseok Lee	2022	Roxanne Felig
2016	Katrina Brewsaugh	2023	Roxanne Lawrence