
Elisabeth S. Noland

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ACADEMIC EMPLOYMENT

Postdoctoral Research Associate, University of Illinois at Chicago (UIC)	2025 - Present
<i>Advisors:</i> Drs. Jin X. Goh & Sohad Murrar	<i>Chicago, IL</i>

ACADEMIC TRAINING

Ph.D., Social Psychology, Purdue University	2025
<i>Advisor:</i> Dr. Margo J. Monteith	<i>West Lafayette, IN</i>
<i>Dissertation:</i> Monuments Honoring Present and Past Victims of Racial Injustice: Examining Performativity, Racial Progress, Policy Support, and Affective Reactions	

Graduate Certificate in Psychological Statistics	2023
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M.S., Social Psychology, Purdue University	2021
<i>Advisor:</i> Dr. Margo J. Monteith	<i>West Lafayette, IN</i>
<i>Thesis:</i> Examining the Intersection between Personal and Systemic Bias for Bias Reduction	

B.A., Psychology (High Honors) and Spanish, Valparaiso University	2019
<i>Phi Beta Kappa</i>	<i>Valparaiso, IN</i>

RESEARCH INTERESTS

intergroup relations; systemic bias; identity-safety/wellbeing of disadvantaged groups

HONORS, AWARDS, & FELLOWSHIPS

Black Cultural Center (BCC) Professional Development Award (\$800)	2025
Purdue OGSPS Graduate Student Mentoring Award College of HHS nominee (\$100)	2025
Society for the Psychological Study of Social Issues (SPSSI) Grant-in-Aid (\$1,000)	2024
Purdue Health and Human Sciences (HHS) Diversity, Equity, Inclusion, and Belonging (DEIB) Award (\$1,000)	2024
Special Graduate Student Recognition Award, Purdue University (\$1,500)	2024
Purdue Graduate Student Government (PGSG) and the Graduate School Travel Grant (\$300)	2024
Health and Human Sciences (HHS) Compton Travel Award (\$500)	2024
Midwestern Psychological Association (MPA) Diversity Travel Award (\$200)	2024
Supplemental Support for Graduate Student Training in Research Methods & Statistics, (\$250)	2023
Purdue University Health and Human Sciences Research Day, Poster Award, 1 st Place (\$300)	2023
Purdue Psychological Sciences Graduate Research Innovation Award, (\$1,000)	2022
Ford Foundation Predoctoral Fellowship, <i>Honorable Mention</i>	2022
Alliance for Graduate Education and the Professoriate (AGEP) Award (\$4,500)	2022
Purdue H. Remmers Memorial Award (\$2,500)	2022
Purdue's Mentoring Graduate Student Fellow Program (\$5,000)	2022
Purdue Ross-Lynn Scholar Research Assistantship Award (\$26,800 per fiscal year)	2021-2023
Society of Personality and Social Psychology Graduate Travel Award (\$500)	2021
National Science Foundation Predoctoral Fellowship, <i>Honorable Mention</i>	2021
Ford Foundation Predoctoral Fellowship, <i>Honorable Mention</i>	2021
Alliance for Graduate Education and the Professoriate (AGEP) Award (\$4,500)	2021
Pi Gamma Mu Scholarship (\$2,000)	2020
Purdue Psychological Sciences Research Award (\$500)	2020
Purdue Doctoral Fellowship (\$19,500 per academic year)	2019-2021
Outstanding Leadership and Service Award, Valparaiso University	2019
Valparaiso University Alumni Association Distinguished Student Award	2019

William Randolph Hearst Scholarship, Valparaiso University (\$2,000)	2018
Dr. Bill Marion First-Generation Scholarship Fund, Valparaiso University (\$1,000)	2018
Valparaiso University Presidential Scholarship (\$78,000, across four years)	2015-2019

PUBLICATIONS

Hildebrand, L.K., Monteith, M.J., & **Noland, E.S.** (2024). Social cognition and the reduction of intergroup bias. In D.E. Carlston, K. Johnson, & K. Hugenberg (Eds.), *The Oxford Handbook of Social Cognition: 2nd Volume* (pp. 560-588). New York: Oxford University Press.

Li, A. **Noland, E.S.**, & Monteith, M.J. (2024). Following prejudiced behavior, confrontation restores local anti-bias social norms. *Personality and Social Psychology Bulletin*. Advanced online publication. <https://doi.org/10.1177/01461672241229006>

Monteith, M.J., **Noland, E.S.**, & Li, A.H. (2024). Interpersonal confrontation of bias. In T.D. Nelson, (Ed.), *Handbook of Prejudice, Stereotyping, & Discrimination* (3rd Edition). Routledge.

Monteith, M.J., Li, H.A., & **Noland, E.S.** (in press). Confrontation: A strategy for curbing bias and fostering inclusive environments. To appear in V. Esses, J.F. Dovidio, Y. Jetten, D. Sekaquaptewa, & K. West (Eds.), *The Sage Handbook of Psychological Perspectives on Diversity, Equity, & Inclusion*. Sage Publications.

Noland, E.S., & Monteith, M.J. (2025). Understanding the influence of single bias reduction strategies on personal and systemic bias outcomes. *Group Processes and Intergroup Relations*, 28, 164-185. <https://doi.org/10.1177/13684302241252406>

MANUSCRIPTS IN PREPARATION

Hildebrand, L.K., **Noland, E.S.**, Li, A.H., & Monteith, M.J. (manuscript in preparation). Public versus private bias confrontations.

Hudson, S.T.J., **Noland, E.S.**, Allen, A.M., & Ghani, A. Gender inversion is not the full story: Nuanced expectations of gay men and lesbian women's competencies in the United States. (manuscript in preparation). [Draft available upon request].

Noland, E.S., Agnew, C.R., & Monteith, M.J. (Data collection completed). Virtual reality as a catalyst for change: Increasing recognition and motivation to combat bias.

Noland, E.S., Bradley, E.B., & Monteith, M.J. (manuscript in preparation). A dyadic process: White people's responses and Black people's reactions to microaggressions

Noland, E.S., Monteith, M.J., Hildebrand, L.K., & Devine, P.G. (manuscript in preparation). Raising awareness and motivation to self-regulate bias using the Implicit Association Test (IAT).

RESEARCH IN PROGRESS

Noland, E.S., & Monteith, M.J. (Studies 1-3 data collection complete). Monuments honoring present and past victims of racial injustice: Examining performativity, racial progress, policy support, and affective reaction

Noland, E.S., Miller, M., Monteith, M.J., & Li, A.H. (Studies 1 and 2 data collection complete). Examining the role of perceived impugnment of one's egalitarian self- image in the emergence of social costs.

PRESENTATIONS

Chaired symposia

Noland, E.S., Li, A.H., & Monteith, M.J. (2024, April). *Following prejudiced behavior, confrontation restores local anti-bias social norms.* In **Noland, E.S.,** & Monteith, M.J. (Co-chairs), *Promoting inclusive environments for marginalized group members.* Symposium at the Midwestern Psychological Association (MPA) Conference. Chicago, IL.

Invited Symposia

Noland, E.S., Agnew, C.R., & Monteith, M.J. (2025, June). *Immersion matters: Virtual reality influences personal and systemic bias outcomes.* In Pereira-Jorge, I., & Bareket-Shavit, C. (Co-chairs), *Responding to bias: Mechanisms and interventions to facilitate action.* Symposium to be presented at the Society for the Psychological Study of Social Issues (SPSSI). Portland, OR.

Invited Talks

Noland, E.S. (2024, October). *Understanding the influence of single bias reduction strategies on personal and systemic bias outcomes.* Social Psychology Journal Club, University of Illinois Urbana-Champaign, Champaign, IL.

Conference Talks

Noland, E.S., Bradley, E., Monteith, M.J. (2025, April). *Exploring White people's responses and Black people's reactions to microaggressions.* Midwestern Psychological Association (MPA) Conference. Chicago, IL.

Noland, E.S., & Monteith, M.J. (2024, June). *Bias reduction strategies' influence on personal and systemic bias outcomes.* Society for the Psychological Study of Social Issues (SPSSI) Conference. Philadelphia, PA.

Noland, E.S., Hildebrand, L.K., Monteith, M.J., & Devine, P.G. (2023, April). *Raising awareness and motivation using the Racial IAT.* Midwestern Psychological Association (MPA) Conference, Chicago, IL.

Bradley, E., **Noland, E.S.,** & Monteith, M.J. (2023, April). *White people's responses to confrontation of Microaggressive behavior.* Midwestern Psychological Association (MPA) Conference. Chicago, IL.

Noland, E.S., Hildebrand, L.K., Monteith, M.J., & Devine, P.G. (2022, April). *Raising awareness and motivation to self-regulate bias.* Midwestern Psychological Association (MPA) Conference. Chicago, IL.

Conference Posters

Noland, E.S., Hildebrand, L.K., Li, A., & Monteith, M.J. (2024, February). *The effect of public vs. private confrontations on social costs and bias reduction.* Society for Personality and Social Psychology (SPSP) Conference. San Diego, CA.

Li, A., **Noland, E.S.,** & Monteith, M.J. (2024, February). *Following prejudiced behavior, confrontation restores local anti-bias social norms.* Society for Personality and Social Psychology (SPSP) Conference. San Diego, CA.

Noland, E.S., & Monteith, M.J. (2023, February). *Never the two shall twain? The relation between strategies for reducing personal and systemic bias.* Society for Personality and Social Psychology (SPSP) Conference. Atlanta, GA.

Li, A.H., **Noland, E.S.,** & Monteith, M.J. (2023, February). *Does prejudice confrontation establish anti-bias social norms? An examination of third-party observers.* Society for Personality and Social Psychology (SPSP) Conference. Atlanta, GA.

Miller, M., **Noland, E.S.**, & Monteith, M.J. (2023, February). *Explaining social costs for confronting intergroup bias: The role of impugning the egalitarian self-image*. Society for Personality and Social Psychology (SPSP) Conference. Atlanta, GA.

Noland, E.S., & Monteith, M.J. (2022, February). *Examining the intersection between personal and systemic bias for bias reduction*. Society for Personality and Social Psychology (SPSP) Conference. San Francisco, CA.

Noland, E.S., Hildebrand, L.K., Monteith, M.J., & Devine, P.G. (2021, February). *Raising awareness and motivation to self-regulate bias*. Society for Personality and Social Psychology (SPSP) Conference. Virtual Annual Convention.

Noland, E.S., Monteith, M.J., & Hildebrand, L.K. (accepted for April 2020 – cancelled due to COVID-19). *The IAT experience*. Midwestern Psychological Association (MPA) Conference. Chicago, IL.

Noland, E.S., & Wetherell, G. (2020, February). *Colorblind ideology and racial inequality reminders*. Society for Personality and Social Psychology (SPSP) Conference. New Orleans, LA.

Noland, E., & Wetherell, G. (2019, April). *The impact of reminders of racial inequality and ethnic identification on perceptions of racial protest groups*. Midwestern Psychological Association (MPA) Conference. Chicago, IL.

Vernon, A., **Noland, E.S.**, Rushing, A., & Lucas, A. (2018, April). *Adapted behaviors in ASD: Investigating malleability of responses acquired through video-modeling*. Midwestern Psychological Association (MPA) Conference. Chicago, IL.

ADDITIONAL CERTIFICATIONS

Certificate in Foundations of College Teaching, Center for Instructional Excellence (CIE), <i>Purdue University</i>	2023
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RESEARCH EXPERIENCE

Graduate Assistant, <i>Purdue University Psychological Sciences Department</i> Intergroup Relations and Inclusion Lab	2019 - 2025
• P.I.: Dr. Margo J. Monteith	
Undergraduate Honors Thesis, <i>Valparaiso University Psychology Department</i>	2018 - 2019
• P.I.: Dr. Geoffrey Wetherell	
Research Assistant, <i>Valparaiso University Psychology Department</i>	2017 - 2018
• P.I.: Dr. Angela Vernon	

TEACHING EXPERIENCE

Instructor of Record, *Purdue University*
Introduction to Social Psychology, Summer 2024, Summer 2025. Asynchronous online.

Guest Lecturer, *Purdue University*
Ostracism, Rejection, & Exclusion, Spring 2024; Lecture: "Strategies to Promote Belonging and Inclusion."
Close Relationships, Fall 2023; Lecture: "Love"
African American Popular Culture, Fall 2023; Lecture: "Embedded within a larger system; the role of Stereotypes."
Belonging and Exclusion, Spring 2023; Lecture: "Strategies to Promote Belonging and Inclusion."
Psychology of Gender, Fall 2022; Lecture: "Gender and Well-Being"

Diversity and Inclusion, Fall 2020; Lecture: “Colorblindness and Multiculturalism”

Teaching Assistant, Purdue University

Stereotyping and Prejudice, Fall 2024, Spring 2025. Traditional in-person.

Ostracism, Rejection, & Exclusion, Spring 2024. Traditional in-person.

Close Relationships, Fall 2023. Traditional in-person.

Belonging and Exclusion, Spring 2023. Traditional in-person.

Psychology of Gender, Fall 2022. Traditional in-person.

Research Methods, Spring 2022. Traditional in-person.

Stereotyping and Prejudice, Fall 2021. Synchronous online.

SERVICE ACTIVITIES

Black Graduate Student Association (BGSA) Grad 101 Panel	2025
Black Cultural Center Graduate Student Night Manager, Purdue University	2024 - 2025
Co-facilitator for Purdue BRIDGE program workshop	2024
“Understanding and addressing intergroup, interminority, and intragroup challenges.”	
Founder and Chair for the Purdue Psychology Mentorship Program	2021 - 2025
Social Psychology Colloquium Coordinator, Purdue University	2022
Louis Stokes Alliance for Minority Participation (LSAMP)	2022
Meet and Greet Facilitator	
Purdue’s Graduate School	2022
Mentoring Graduate Student Fellow Program	
Chair for Graduate and Postdoctoral Fellow Committee on Diversity, Equity, and Inclusion Purdue University, Department of Psychological Sciences	2020 - 2022

PROFESSIONAL DEVELOPMENT

Black Social Psychologists Retreat (BlaSPR)	2025
Preparing Future Faculty (PFF) Scholar	2021 - 2025
Black Social Psychologist Network (BSPN) Job Market Workshops	2024
Summer Institute in Social and Personality Psychology (SISPP), The Ohio State University, <i>Course:</i> Harnessing Social Psychology to Understand and Improve Health, taught by Drs. Lisa Jaremka & John Updegraff <i>Workshop:</i> Stop Justifying Your Sample Size: Optimizing Studies to Detect Real [Publishable] Effects, taught by Drs. Erin Hennes & Sean Lane	2023
Short Course: Introduction to R and Data Analysis, CARMA	2023
Society of Personality and Social Psychology Peer Advising Program, Mentor: Dr. Stephen Anderson (Senior Manager in Marketing Science at Coherency)	2022
Multicultural Competence Working Group Member	2020 - 2021

Society of Personality and Social Psychology Peer Advising Program,
Mentor: Dr. Analia Albuja (Assistant Professor, Northeastern University)

2019 - 2020

UNDERGRADUATE STUDENT MENTORSHIP

Purdue University

Badreddine (Zen) Bouzeraa, 2024 - 2025

Samuel Gray, 2022 - 2024

Nikitha Sivasankaravel, 2023

Aaliyah Saunders, 2021- 2023

Monteith Intergroup Relations and Inclusion Lab

Monteith Intergroup Relations and Inclusion Lab

Purdue Psychology Mentorship Program

Purdue Psychology Mentorship Program

Jasmin Towns, 2022

Purdue Honors College Research Mentorship Program

Abbygail Regacho, 2022

Louis Stokes Alliance for Minority Participation (LSAMP)

Max Miller, 2021-2022 (co-mentored with Dr. Margo J. Monteith) Purdue Psychology Research Focused Honors Program

Valparaiso University

Rachael McDonough, Fall 2017 (co-mentored with Dr. Geoffrey Wetherell)

Mentoring Research in Psychology

Student Mentoring and Retention Team (SMART) Mentor, Spring 2018-Spring 2019

Office of Multicultural Programs

PROFESSIONAL AFFILIATIONS

American Psychological Association (APA)

Midwestern Psychological Association (MPA)

Society for Personality and Social Psychology (SPSP)

Society for the Psychological Study of Social Issues (SPSSI)

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STATISTICAL AND TECHNOLOGICAL SKILLS

Statistical Software: SPSS, R

Research Platforms: Qualtrics, Prolific, Amazon MTurk, Connect, Prime Panels

MEDIA COVERAGE

Dolan, E.W. (2024, May 13). Confronting workplace prejudice can reset social norms. *PsyPost*.

https://www.psypost.org/confronting-workplace-prejudice-can-reset-social-norms/#google_vignette

REFERENCES

Dr. Margo J. Monteith

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Dr. Christopher R. Agnew

Professor, Purdue University

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Dr. Teri Kirby

Associate Professor, Purdue University

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Phone: 765-496-6483

Dr. Sa-kiera T. J. Hudson

Assistant Professor, University of California: Berkeley Haas School of Business
Email: sa.kiera.hudson@berkeley.edu