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## Elisabeth S. Noland, M.S.

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Purdue University  
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### EDUCATION

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**Ph.D., Social Psychology, Purdue University** Expected August 2025  
*Advisor:* Dr. Margo J. Monteith *West Lafayette, IN*

**M.S., Social Psychology, Purdue University** December 2021  
*Advisor:* Dr. Margo J. Monteith *West Lafayette, IN*

Thesis: Examining the Intersection between Personal and Systemic Bias  
for Bias Reduction

**B.A., Psychology (High Honors) and Spanish, Valparaiso University** May 2019  
*Phi Beta Kappa* *Valparaiso, IN*

### RESEARCH INTERESTS

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

### HONORS, AWARDS, & FELLOWSHIPS

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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
Midwestern Psychological Association (MPA) Diversity Travel Award (\$200)	2024
Summer Institute in Social and Personality Psychology (SISPP), The Ohio State University, <i>Fellow</i>	2023
Supplemental Support for Graduate Student Training in Research Methods & Statistics, (\$250)	2023
Purdue University Health and Human Sciences Research Day, Poster Award, 1 <sup>st</sup> 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
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 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

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**Noland, E.S., & Monteith., M.J.** (in press). Understanding the influence of single bias reduction strategies on personal and systemic bias outcomes. *Group Processes and Intergroup Relations*. [Manuscript available upon request].

Hildebrand, L.K., Monteith, M.J., & **Noland, E.S.** (in press). 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*. 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>

### MANUSCRIPTS UNDER REVIEW

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Monteith, M.J., **Noland, E.S.**, & Li, A.H. (invited chapter under review). Interpersonal confrontation of bias. To appear in T.D. Nelson, (Ed.), *Handbook of Prejudice, Stereotyping, & Discrimination* (3<sup>rd</sup> Edition). Routledge.

### MANUSCRIPTS IN PREPARATION

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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. (manuscript in preparation). Low status, not gender inversion, better explains expectations of gay men and lesbian women's competencies in the United States. <https://doi.org/10.31234/osf.io/w8ktv>

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

**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

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**Noland, E.S.**, & Monteith, M.J. (in progress). The role of performativity in producing divergent reactions for Black and White Americans.

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

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

**Noland, E.S.**, Miller, M., Monteith, M.J., & Li, A.H. (in progress). Examining the role of perceived impugment of one's egalitarian self- image in the emergence of social costs.

### CHAired SYMPOSIA

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**Noland, E.S.**, & Monteith, M.J. (2024, April). *Promoting inclusive environments for marginalized group members*. Symposium to be presented at the Midwestern Psychological Association (MPA) Conference, Chicago, IL.

### ORAL TALKS

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

**Noland, E.S., & Li, A.H., & Monteith, M.J.** (2024, April). *Following prejudiced behavior, confrontation restores local anti-bias social norms*. Midwestern Psychological Association (MPA) Conference, Oral Presentation, Chicago, IL.

**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, Oral Presentation, 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, Oral Presentation, 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, Oral Presentation, Chicago, IL.

## POSTER PRESENTATIONS

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**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, Poster Presentation, 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, Poster Presentation, 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, Poster Presentation, 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, Poster Presentation, 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, Poster Presentation, 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, Poster Presentation, 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, Poster Presentation, 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, Poster Presentation, Chicago, IL.

**Noland, E.S., & Wetherell, G.** (2020, February). *Colorblind ideology and racial inequality reminders*. Society for Personality and Social Psychology (SPSP) Conference, Poster Presentation, 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, Poster Presentation, 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, Poster Presentation, Chicago, IL.

## **RESEARCH AND TEACHING CERTIFICATIONS**

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Certificate in Foundations of College Teaching, Spring 2023  
Center for Instructional Excellence (CIE), *Purdue University*

Graduate Certificate in Psychological Statistics Fall 2023  
Department of Psychological Sciences, *Purdue University*

## **RESEARCH EXPERIENCE**

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Graduate Assistant, *Purdue University Psychological Sciences Department* Fall 2019-Present  
Intergroup Relations and Inclusion Lab  

- P.I.: Dr. Margo J. Monteith

Undergraduate Honors Thesis, *Valparaiso University Psychology Department* Spring 2018-Spring 2019  

- P.I.: Dr. Geoffrey Wetherell

Research Assistant, *Valparaiso University Psychology Department* Fall 2017-Spring 2018  

- P.I.: Dr. Angela Vernon

## **TEACHING EXPERIENCE**

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

## **DIVERSITY-RELATED ACTIVITIES AND SERVICE**

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Founder and Chair for the *Purdue Psychology Mentorship Program* Fall 2021-Present

Louis Stokes Alliance for Minority Participation (LSAMP) Spring 2022- Fall 2022  
Meet and Greet Facilitator

Chair for Graduate and Postdoctoral Fellow Committee on  
Diversity, Equity, and Inclusion Purdue University,  
Department of Psychological Sciences

Fall 2020-Spring 2022

### **PROFESSIONAL ACTIVITIES AND SERVICE**

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Social Psychology Colloquium Coordinator, Purdue University

Fall 2022

Purdue's Graduate School  
Mentoring Graduate Student Fellow Program

January 2022-December 2022

### **PROFESSIONAL DEVELOPMENT**

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Alliance for Graduate Education and the Professoriate (AGEP) Scholar

Fall 2021-Present

Short Course: Introduction to R and Data Analysis, CARMA

Summer 2023

Society of Personality and Social Psychology Peer Advising Program,  
Mentor: Stephen Anderson, MS

Spring 2022

Multicultural Competence Working Group Member

Fall 2020-Spring 2021

Society of Personality and Social Psychology Peer Advising Program,  
Mentor: Dr. Analia Albuja

Fall 2019- Spring 2020

### **UNDERGRADUATE STUDENT MENTORSHIP**

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*Purdue University*

Samuel Gray, *Fall 2022- Present*

Monteith Intergroup Relations and Inclusion Lab

Nikitha Sivasankaravel, *Spring 2023*

Purdue Psychology Mentorship Program

Aaliyah Saunders, *Fall 2021-Spring 2023*

Purdue Psychology Mentorship Program

Jasmin Towns, *Fall 2022*

Purdue Honors College Research Mentorship Program

Abbygail Regacho, *Spring 2022*

Louis Stokes Alliance for Minority Participation (LSAMP)

Max Miller, *2021-2022* (co-mentored with Margo J. Monteith)

Purdue Psychology Research Focused Honors Program

*Valparaiso University*

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

Mentoring Research in Psychology

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

Office of Multicultural Programs

### **PROFESSIONAL AFFILIATIONS**

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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**

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Statistical Software: SPSS, R

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

**REFERENCES**

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**Dr. Margo J. Monteith**

Distinguished Professor, Purdue University

Email: [mmonteit@purdue.edu](mailto:mmonteit@purdue.edu)

Phone: (765) 496-9461

**Dr. Teri Kirby**

Associate Professor, Purdue University

Email: [kirbyta@purdue.edu](mailto:kirbyta@purdue.edu)

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](mailto:sa.kiera.hudson@berkeley.edu)

**Dr. Kipling D. Williams**

Distinguished Professor, Purdue University

Email: [kipw@purdue.edu](mailto:kipw@purdue.edu)

Phone: 765-494-0845