

Curriculum Vitae REBECCA NEEL

Department of Psychology
University of Toronto
Email: rebecca-neel@uiowa.edu

ACADEMIC POSITIONS

- 2018 - present Assistant Professor, The University of Toronto, Department of Psychology
- 2013 - 2018 Assistant Professor, The University of Iowa, Department of Psychological and Brain Sciences

EDUCATION

- Ph.D., Psychology (2013). Arizona State University, Tempe, Arizona.
Thesis: *“Expert in the language of fear”: Stigmatized targets’ perception of others’ emotion-specific prejudice*
- M.A., Psychology (2010). Arizona State University, Tempe, Arizona.
Thesis: *When does seeing through your eyes help me? Emotions functionally encourage and inhibit perspective taking*
- B.A., English Literature (2002). Carleton College, Northfield, Minnesota. *Cum Laude*

AWARDS AND HONORS

- 2018 Sage Early Career Award
- 2018 Fellow, Society for Experimental Social Psychology
- 2017 Association for Psychological Science Rising Star
- 2014 Old Gold Summer Fellowship, University of Iowa
- 2013 SPSP Graduate Student Travel Award
- 2013 Finalist, ASU Faculty Women’s Association Distinguished Graduate Student Award
- 2012 SPSSI Grant-in-Aid for Dissertation Research
- 2012 The Robert B. Cialdini Dissertation Project Prize in Social Psychology, ASU
- 2012 The Darwyn and Marie Linder Fellowship in Experimental Social Psychology, ASU
- 2011 Summer Institute in Social Psychology, Princeton, NJ; SPSP program funded by NSF
- 2009, 2010, 2011, 2012 ASU Graduate and Professional Student Association Grant for Conference Travel
- 2008, 2012 ASU Graduate and Professional Student Association Grant for Independent Research
- 2007 Departmental Research Excellence Award, ASU Psychology Department

EXTERNAL FUNDING

A Functional Approach to Stigmatization, Motivation, and Social Judgment
 Canada Foundation for Innovation
 Duration and Total Costs: 2019-2024, \$100,000

Invisibility: Stigmatization via Perceived Goal-Irrelevance
 National Science Foundation (sole PI)
 Duration and Total Costs: 2016-2019, \$349,976

SCHOLARSHIP

Underlining denotes student coauthors

Refereed Publications

- Huelsnitz, C., **Neel, R.**, & Human, L. (in press). Accuracy in perceptions of fundamental social motives: Comparisons to perceptions of Big Five traits and associations with friendship quality. *Personality and Social Psychology Bulletin*.
- Neel, R.**, & Lassetter, B. (in press). The stigma of perceived irrelevance: An affordance-management theory of social invisibility. *Psychological Review*.
- Thiem, K.C., **Neel, R.**, Simpson, A., & Todd, A.R. (in press). Are Black women and girls associated with danger? Implicit racial bias at the intersection of target age and gender. *Personality and Social Psychology Bulletin*.
- Simon, S., Schaeffer, E., Shapiro, J.R., & **Neel, R.** (in press). Exploring Blacks' perceptions of Whites' racial prejudice as a function of intergroup behavior and motivational mindsets. *Social Psychological and Personality Science*.
- Lassetter, B., & **Neel, R.** (2019). Malleable liberals and fixed conservatives? Political orientation shapes perceived ability to change. *Journal of Experimental Social Psychology*, 82, 141-151.
- Mortensen, C.R., **Neel, R.**, Cialdini, R., Jaeger, C. M., Jacobson, R., & Ringel, M. M. (2019). Trending norms: A lever for encouraging behaviors performed by the minority. *Social Psychological and Personality Science*, 10, 201-210.
- Lundberg, G., **Neel, R.**, Lassetter, B., & Todd, A. R. (2018). Implicit danger-based racial biases generalize to judgments of older Black and White men. *PLoS One*, 13, e0197398.
- Cook, C.L., Li, Y.J., Newell, S.M., Cottrell, C.A., & **Neel, R.** (2018). The world is a scary place: Individual differences in belief in a dangerous world predict specific intergroup prejudices. *Group Processes and Intergroup Relations*, 21, 584-596.

- Krems, J. A., Kenrick, D. T., & **Neel, R.** (2017). Individual perceptions of self-actualization: What motivates fulfilling one's potential? *Personality and Social Psychology Bulletin*, *43*, 1337-1352.
- Schaller, M., Kenrick, D. T., **Neel, R.**, & Neuberg, S. L. (2017). Evolution and human motivation: The fundamental motives framework. *Social and Personality Psychology Compass*, *11*, e12319.
- Cortland, C., Craig, M., Shapiro, J. R., Richeson, J., **Neel, R.**, & Goldstein, N. (2017). Solidarity through shared disadvantage: Highlighting shared experiences of discrimination improves relations between stigmatized groups. *Journal of Personality and Social Psychology*, *113*, 547-567.
- Neel, R.**, Kenrick, D.T., White, A.E., & Neuberg, S.L. (2016). Individual differences in fundamental social motives. *Journal of Personality and Social Psychology*, *110*, 887-907.
- Todd, A.R., Simpson, A.J., Thiem, K.C., & **Neel, R.** (2016). The generalization of implicit racial bias to young Black boys: Automatic stereotyping or automatic prejudice? *Social Cognition*, *34*, 306-323.
- Todd, A.R., Thiem, K.C., & **Neel, R.** (2016). Does seeing faces of young Black boys facilitate the identification of threatening stimuli? *Psychological Science*, *27*, 384-393.
- Krems, J.A., **Neel, R.**, Neuberg, S.L., Puts, D.A., & Kenrick, D.T. (2016). Women selectively guard their (desirable) mates from ovulating women. *Journal of Personality and Social Psychology*, *110*, 551-573.
- Neel, R.**, & Lassetter, B. (2015). Growing fixed with age: Lay theories of malleability are target age-specific. *Personality and Social Psychology Bulletin*, *41*, 1505-1522.
- Brown, N.A., **Neel, R.**, & Sherman, R.A. (2015). Measuring the evolutionarily important goals of situations: Situational affordances for adaptive problems. *Evolutionary Psychology*, *3*, 1-15.
- Johnson, K.A., Cohen, A.B., **Neel, R.**, Berlin, A., Homa, D., & Sonnenberg, M.D. (2015). Fuzzy people: The roles of sociability, kinship, and essence in the attribution of personhood to nonliving, nonhuman agents. *Psychology of Religion & Spirituality*, *7*, 295-305.
- Morse, P., **Neel, R.**, Todd, E., & Funder, D. (2015). Renovating situation taxonomies: Exploring the construction and content of fundamental motive situation types. *Journal of Personality*, *83*, 389-403.
- Neel, R.**, Sadalla, E., Ledlow, S., Berlin, A., & Neufeld, S. (2014). The social symbolism of water-conserving landscaping. *Journal of Environmental Psychology*, *40*, 49-56.
- Sadalla, E., Berlin, A., **Neel, R.**, & Ledlow, S. (2014). Priorities in residential water use: A trade-off analysis. *Environment and Behavior*, *46*, 303-328.
- White, A.E., Kenrick, D.T., **Neel, R.**, & Neuberg, S.L. (2013). From the bedroom to the budget deficit: Mate competition changes men's attitudes toward economic redistribution. *Journal of Personality and Social Psychology*, *105*, 924-940.

- Neel, R.**, Neufeld, S.L., & Neuberg, S.L. (2013). Would an obese person whistle Vivaldi? Targets of prejudice self-present to minimize appearance of specific threats. *Psychological Science*, *24*, 678-687.
- Neel, R.**, & Shapiro, J.R. (2012). Is racial bias malleable? Whites' lay theories of racial bias predict divergent strategies for interracial interactions. *Journal of Personality and Social Psychology*, *103*, 101-120.
- Neel, R.**, Becker, D.V., Neuberg, S.L., & Kenrick, D.T. (2012). Who expressed what emotion? Men grab anger, women grab happiness. *Journal of Experimental Social Psychology*, *48*, 583-586.
- Becker, D.V., **Neel, R.**, Srinivasan, N., Neufeld, S., Kumar, D., & Fouse, S. (2012). The vividness of happiness in dynamic facial displays of emotion. *PLoS One*, *7*, e26551.
- Becker, D.V., Anderson, U.S., Mortensen, C.R., Neufeld, S., & **Neel, R.** (2011). The Face in the Crowd Effect unconfounded: Happy faces, not angry faces, are more efficiently detected in single- and multiple-target visual search tasks. *Journal of Experimental Psychology: General*, *140*, 637-659.
- Sasaki, T., Becker, D.V., Janssen, M.A., & **Neel, R.** (2011). Does greater product information actually inform consumer decisions? The relationship between product information quantity and diversity of consumer decisions. *Journal of Economic Psychology*, *32*, 391-398.
- Becker, D.V., **Neel, R.**, Anderson, U. (2010). Illusory conjunctions of angry facial expressions follow intergroup biases. *Psychological Science*, *21*, 938-940.

Other Publications

- Neel, R.**, Brown, N., & Sng, O. (in press). Evolutionary approaches to situations. In D. Funder, R. Sherman, and J. Rauthmann (Eds.), *The Oxford Handbook of Social Situations*.
- Kwan, V.S.Y., Johnson, K., **Neel, R.**, & Cohen, A.B. (2010). Anthropomorphism. *The Corsini Encyclopedia of Psychology*, 4th Edition.

Invited Talks

- University at Buffalo (2019)
Rutgers University (2017)
McGill University (2017)
University of Toronto (2017)
University of Kansas (2017)
University of Rochester (2017)
Carleton College (2016)
University of British Columbia (2013)
University of Iowa (2012)
University of Denver (2012)
University at Buffalo (2012)
University of California, Los Angeles (2012)

Conference Presentations

Talks/Symposia

- Neel, R.,** & Lassetter, B. (2018, October). *The stigma of perceived irrelevance: A affordance-management theory of social invisibility*. Paper presented at the Society for Experimental Social Psychology Annual Conference, Seattle, WA.
- Neel, R.,** Lassetter, B., Chessser, M., & Xia, J. (2018, May). *The stigma of perceived irrelevance: A motivational, affordance-based theory of social invisibility*. Paper presented at the Society for the Study of Motivation Annual Meeting, San Francisco, CA.
- Neel, R.,** & Dietze, P. (2018, May). *(Ir)Relevant people: How social class and race shape social cognition*. Symposium co-chaired at the Association for Psychological Science Annual Convention, San Francisco, CA.
- Neel, R.,** Lassetter, B., Chessser, M., & Xia, J. (2018, May). *Invisibility vs. threat-based stigmatization: Motivational relevance shapes memory for racial outgroup faces*. Paper presented at the Association for Psychological Science Annual Convention, San Francisco, CA.
- Lassetter, B., **Neel, R.,** & Rattan, A. (2018, April). *Confronting sexism: The role of perpetrator age and perceived malleability*. Paper to be presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Cook, C. L., Li, Y. J., Newell, S. N., Cottrell, C. A., & **Neel, R.** (2018, April). *Politicizing prejudice: Individual differences in fear interact with messaging to increase outgroup prejudice*. Talk to be given at the annual meeting of the Western Psychological Association, Portland, OR.
- Cook, C. L., Li, Y. J., Newell, S. N., Cottrell, C. A., & **Neel, R.** (2018, March). *Evolution and the politics of prejudice: Threatening messages increase fear-based prejudices toward immigrants and Muslims*. Talk to be given at the Evolutionary Psychology Preconference at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- Lassetter, B., & **Neel, R.** (2018, March). *Malleable liberals and fixed conservatives? Political orientation shapes perceived ability to change*. Data blitz to be presented at the Political Psychology Preconference at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- Neel, R.,** & Lassetter, B. (2017, July). *Distinguishing between experiences of threat-based stigmatization and invisibility: Evidence from retrospective reports*. Data blitz presented at the Self and Identity pre-conference of the annual meeting of the European Association for Social Psychology, Granada, Spain.
- Neel, R.,** & Krems, J. (2015, February). *The meaning of life: Empirically assessing self-actualization, well-being and satisfaction*. Symposium co-chaired at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- Kenrick, D.T., Krems, J., & **Neel, R.** (2015, February). *Individual perceptions of self-actualization: What motivates fulfilling one's potential?* Paper presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.

- Neel, R.,** Shapiro, J.R., & Todd, A.R. (2014, May). *Possible racists: Beliefs that bias can change guide Whites' social judgment and behavior in racism-related contexts*. Paper presented at the Association for Psychological Science Annual Convention, San Francisco, CA.
- Neel, R.,** & Ledlow, S. (2012, November). *Speaking with one voice about uncertain futures: How we frame scientific disagreement affects public trust in climate change science*. Paper presented at the Behavior, Energy, and Climate Change Conference, Sacramento, CA.
- Neel, R.,** Becker, D.V., Neuberg, S.L., Kenrick, D.T., & Anderson, U.S. (2012, June). *The most threatening face grabs the anger: Race, gender, and the misperception of affordance cues*. Paper presented at the annual conference of the Human Behavior and Evolution Society, Albuquerque, NM.
- Neufeld, S.L., Griskevicius, V., Ledlow, S., Li, Y., **Neel, R.,** Berlin, A., and Yee, C. (2012, January). *Going Green to Help Your Genes: Kin Appeals in Environmental Messaging*. Paper presented at the Sustainability Psychology preconference of the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Ledlow, S., Sadalla, E., **Neel, R.,** Berlin, A., Li, Y.J., Yee, C., & Neufeld, S. (2011, November). *Psychological underpinnings of environmental decisions*. Paper presented at the Behavior, Energy, and Climate Change Conference, Washington, D.C.
- Neel, R.,** Neufeld, S.L., & Neuberg, S.L. (2011, October). *I'm obese but clean; I'm Black but friendly: Stigma and attunement to the threats one ostensibly poses to others*. Paper presented at the Social Psychology of Arizona Conference, Tempe, AZ.
- Neel, R.,** Becker, D.V. (2011, January). *Illusory Conjunctions of Angry Facial Expressions: Stereotypes and Personality Variables in Early Visual Processing*. Paper presented at annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Neel, R.,** Becker, D.V., & Anderson, U. (2010, June). *Illusory Conjunctions of Angry Facial Expressions Follow Intergroup Biases*. Paper presented at the Human Behavior and Evolution Society, Eugene, OR.

Selected Posters

- Mortensen, C. R., Cialdini, R. B., Jaeger, C. M., Jacobson, R. P., Maxwell, I. A., Vieau, S. T., & **Neel, R.** (2016, April). *Preventing Backfire Effects With Trend Information When Using Social Norms for Water Conservation*. Poster presented at the Rocky Mountain Psychological Association Annual Convention. Denver, CO.
- Gold, J. **Neel, R.,** & Vander Weg, M. (2015, February). *Threats, emotions, and electronic cigarettes*. Poster presented at the Society for Personality and Social Psychology. Long Beach, CA.
- Krems, J.A., **Neel, R.,** Neuberg, S. L., White, A. E., & Kenrick, D. T. (2014, May). *We can be friends (24 days a month): Women use fertility cues to navigate social relationships*. Presented at the Association for Psychological Science Convention. San Francisco, CA.

- Cortland, C., **Neel, R.**, Goldstein, N., & Shapiro, J. (2014, February). *From prejudice to empathy: Shared experiences with stigma lead to positive intergroup relations*. Presented at the Society for Personality and Social Psychology. Austin, TX.
- Morse, P., Funder, D., Todd, E., & **Neel, R.** (2013, June). *An evolutionary approach to quantifying situations and predicting behaviors*. Presented at the Association for Research in Personality. Charlotte, NC.
- Ringel, M., **Neel, R.**, Krems, J.A., & Neuberg, S. (2013, May). *The upside of flip-flopping: How former skeptics can shift public opinion on climate change*. Presented at Decision Center for a Desert City's Annual Poster Symposium.
- Neel, R.**, Cialdini, R., Ledlow, S., Ringel, M., Neufeld, S., & Berlin, A. (2013, February). *Using upward trends to promote sustainable behaviors*. Presented at the American Association for the Advancement of Science Annual Meeting. Boston, MA.
- Neel, R.**, Murtha, N.R., Ledlow, S., Neuberg, S.L., & Kenrick, D.T. (2013, February). *When scientists disagree: How we frame uncertainty influences public trust of science*. Presented at the American Association for the Advancement of Science Annual Meeting. Boston, MA.
- Pirlott, A. G., **Neel, R.**, Filip-Crawford, G., & Nagoshi, C. (2013, January). *Ovulation affects lesbian and heterosexual women's sexual attraction to gay and bisexual men*. Presented at the Evolution Preconference and Society for Personality and Social Psychology Conference, New Orleans, LA.
- Neel, R.**, White, A.E., Kenrick, D.T., & Neuberg, S.L. (2013, January). *What are we built to care about? Variability in fundamental motives across the lifespan*. Presented at the Society for Personality and Social Psychology. New Orleans, LA.
- Neel, R.**, Sadalla, E., Ledlow, S., Berlin, A., Neufeld, S.L., Li, Y.J., & Yee, C. (2012, February). *Psychological Barriers to Water Conservation: The Case of Desert Landscaping*. Presented at the American Association for the Advancement of Science Annual Meeting. Vancouver, B.C.
- Neel, R.**, Sadalla, E., Ledlow, S., Berlin, A., Neufeld, S.L., Li, Y.J., & Yee, C. (2012, January). *Self-presentational Barriers to Water Conservation: The Case of Desert Landscaping*. Presented at the Sustainability Psychology Preconference, Society for Personality and Social Psychology. San Diego, CA.
- Neel, R.**, White, A.E., Johnson, K., Mortensen, C.R., Jacobson, R., Neuberg, S.L., & Kenrick, D.T. (2012, January). *Why zombies eat brains: The motivated dehumanization of sick people*. Presented at the Mind Perception Preconference, Society for Personality and Social Psychology. San Diego, CA.
- Johnson, K. A., **Neel, R.**, Berlin, A., & Cohen, A. B. (2012, January). *More Than a Mind: Sociability, Relatedness, and Spirituality as Predictors of the Personification of Non-human Agents*. Presented at the Mind Perception Preconference, Society for Personality and Social Psychology. San Diego, CA.
- Berlin, A., Sadalla, E., Ledlow, S., **Neel, R.**, Neufeld, S.L., & Li, Y.J. (2012, January). *Tough choices in the desert: The psychology underlying residential water use*. Presented at Society for Personality and Social Psychology. San Diego, CA.

- Neel, R.,** Sadalla, E., Ledlow, S., Berlin, A., Neufeld, S.L., Li, Y.J., & Yee, C. (2011, May). *Status, Family, Sex, and Good Neighbors: Landscaping as Self-Presentation*. Presented at the Association for Psychological Science Annual Convention. Washington, D.C.
- Ahmad, O., Hawkins, G., & **Neel, R.** (2011, February). *Lasting effects of interdisciplinary exposure: Graduate student response following work in an interdisciplinary organization*. Presented at the American Association for the Advancement of Science Annual Meeting. Washington, D.C.
- Berlin, A., Li, Y. J., **Neel R.,** & Neuberg S. L. (2011, January). *Hands clean of prejudice: Behavioral responses to H1N1 predict dislike of foreigners*. Presented at Society for Personality and Social Psychology Conference. San Antonio, TX.
- Neel, R.,** & Neuberg, S.L. (2010, February). *When does seeing through your eyes help me? Emotions functionally encourage and inhibit perspective taking*. Presented at the Society for Personality and Social Psychology, Las Vegas, NV.
- Neel, R.,** Becker, D.V., Neuberg, S.L., & Kenrick, D.T. (2009, May). *Illusory conjunctions of angry facial expressions follow intergroup biases*. Presented at the Human Behavior and Evolution Society, Fullerton, CA.
- Neel, R.,** Neufeld, S.L., & Neuberg, S.L. (2009, April). *"They think I'm fat, so I'll look clean": Obesity stigma and self-presentation*. Presented at the Western Psychological Association, Portland, OR.
- Neel, R.,** Neufeld, S.L., & Neuberg, S.L. (2009, February). *Overweight individuals prioritize disgust-diminishing self-presentations: Attunement to the threats one ostensibly poses to others*. Presented at the Society for Personality and Social Psychology, Tampa, FL.
- Neel, R.,** & Hodges, S.D. (2008, February) *The complex negative relationship between verbal intelligence and empathic accuracy*. Presented at the Society for Personality and Social Psychology, Albuquerque, NM.
- Neel, R.,** & Hodges, S.D. (2007, May) *The complex negative relationship between verbal intelligence and empathic accuracy*. Presented at the Association for Psychological Science, Washington, D.C.

MEMBERSHIPS

Association for Psychological Science
Society for Personality and Social Psychology
Society for the Science of Motivation

SERVICE

Professional Service

Editorial board

Personality and Social Psychology Bulletin (2016-present)

Panel member for grant review

NSF Social Psychology Panel (2016)

Ad hoc manuscript review

American Psychologist, Assessment, Cognition and Emotion, Collabra, Emotion, European Journal of Social Psychology, Evolution and Human Behavior, EVoS Journal, Frontiers, Group Processes and Intergroup Relations, Journal of Applied Psychology, Journal of Environmental Psychology, Journal of Experimental Child Psychology, Journal of Experimental Psychology: General, Journal of Experimental Social Psychology, Journal of Personality and Social Psychology (Attitudes and Social Cognition; Interpersonal Relations and Group Processes, Personality and Individual Differences), Nature Human Behaviour, Personality and Social Psychology Bulletin, Personality and Social Psychology Review, PloS ONE, Political Psychology, Psychological Bulletin, Psychological Science, Social and Personality Psychology Compass, Social Cognition, Social Science Journal

Ad hoc grant review

France Canada Research Fund (U of T)
Graduate Women in Science Fellowship
National Science Foundation
ASU Graduate & Professional Student Assn. Jump Start Research Competition
ASU Graduate & Professional Student Assn. Independent Research Competition

Local Arrangements Coordinator, Society for the Science of Motivation (2018-present)

University of Toronto Service

Dissertation Committee Member

Heather Rees, University of California, Davis, Department of Psychology (2019-present)

Masters Committee Member

Angela Smith (2019)
Jordana Schiralli (2018)

University of Iowa Service

Psychological and Brain Sciences Department Structure Committee (2015)

Psychological and Brain Sciences Research Participant Pool Committee (2016-2018)

Iowa Edge Faculty Mentor (2017)

Dissertation Committee Member

Joshua Gold, Department of Psychology (2019-)
Hope Gerlach, Department of Communication Sciences and Disorders (2017-)
Jenny Crowley, Department of Communication Studies (2016-2017)
Hye Won Kwon, Department of Sociology (2016)
Jillian O'Rourke Stuart (2016)
Kelsey Thiem (2016) *co-advisor*
Abigail Evans (2013-2014)
Elaine Bossard (2014)

Comprehensive Exam Committee Member

Jane Miller (2018)
Austin Simpson (2017)
Bethany Lassetter (2016)
Graham Nelson (2016) *reader*
Jenny Crowley, Department of Communication Studies (2016)
Joseph Jalinsky, Department of Biology (2016)
Joshua Gold (2016)
Kelsey Thiem (2014)

Research Advisory Committee Member

Joseph Jalinsky, Department of Biology (2017)
Jane Miller (2017-)
Shanon Rule (2016-2017)
Bethany Lassetter (2014-) *primary advisor*
Austin Simpson (2014-2017)
Julian Scheffer (2014-2016)
Graham Nelson (2013-2014)

TEACHING

Teaching at the University of Toronto

Undergraduate courses:

PSY 420 Fourth-year seminar: Evolutionary perspectives on social psychology

Teaching at the University of Iowa

Graduate courses:

31:6560 Stereotyping, prejudice, discrimination, and stigma
31:280 Evolutionary perspectives on social psychology
31:302 Social area graduate seminar

Undergraduate courses:

31:3590 Stigma and prejudice; Stereotyping and prejudice
31:4090 Senior seminar: Stigma, prejudice, and stereotyping
31:4090 Senior seminar: Evolutionary perspectives on social psychology