

Curriculum Vitae

NEGIN R. TOOSI

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ACADEMIC APPOINTMENTS

- 2018-present California State University - East Bay
Department of Psychology
Assistant Professor
- 2014-2018 Technion—Israel Institute of Technology, Haifa, Israel
Faculty of Industrial Engineering and Management
Visiting Scientist
- 2011-2014 Columbia University, New York, NY
Columbia Business School
Adjunct Assistant Professor of Management and Postdoctoral Research Scholar

EDUCATION

- 2011 Ph.D. in Social Psychology, Tufts University, MA
Dissertation: “Meta-analytic and empirical investigations into interracial interactions: An intersectional, relational, and contextual approach.”
- 2008 M.S. in Social Psychology, Tufts University, MA
Thesis: “Moral decision-making in cases of moral exclusion.”
- 2003 A.B. in Psychology and International Relations, Stanford University, CA
Honors thesis: “Dangerous moves: Perceptions of threat, aggression, and stereotypicality for Black and White movement.”

PUBLICATIONS

Refereed Journal Articles

- Toosi, N. R.**, Mor, S., Semnani-Azad, Z., Phillips, K. W., & Amanatullah, E. (2019). Who can lean in? The intersecting role of race and gender in negotiations. *Psychology of Women Quarterly*.
- Gaither, S. E., **Toosi, N. R.**, Babbitt, L. G., & Sommers, S. R. (2019). Exposure to biracial faces reduces colorblindness. *Personality and Social Psychology Bulletin*, *45*, 54-66. doi: 10.1177/0146167218778012
- Babbitt, L. G., Gaither, S. E., **Toosi, N. R.**, & Sommers, S. R. (2018). The role of gender in racial meta-stereotypes. *Social Cognition*, *36*, 589-601. doi: 10.1521/soco.2018.36.5.589
- Wilkins, C. L., Wellman, J. D., Babbitt, L. G., **Toosi, N. R.**, & Schad, K. D. (2015). You can win but I can't lose: Bias against high-status groups increases their zero-sum beliefs about discrimination. *Journal of Experimental Social Psychology*, *57*, 1-14. doi: 10.1016/j.jesp.2014.10.008
- Toosi, N. R.**, Masicampo, E. J., & Ambady, N. (2014). Aggressive acts increase commitment to new groups: Zombie attacks and blocked shots. *Social Psychological and Personality Science*, *5*, 286-292. doi: 10.1177/1948550613497239
- Toosi, N. R.** (2013). The best beloved of all things. *Contemporary Justice Review*, *16*, 341-350. doi: 10.1080/10282580.2013.828916 [Persian translation by E. Sabeti also available]
- Toosi, N. R.**, Sommers, S. R., & Ambady, N. (2012). Getting a word in group-wise: Effects of racial diversity on gender dynamics. *Journal of Experimental Social Psychology*, *48*, 1150-1155. doi: 10.1016/j.jesp.2012.04.015
- Slepian, M. L., Masicampo, E. J., **Toosi, N. R.**, & Ambady, N. (2012). The physical burdens of secrecy. *Journal of Experimental Psychology: General*, *141*, 619-624. doi: 10.1037/a0027598
- Toosi, N. R.**, Babbitt, L. G., Ambady, N., & Sommers, S. R. (2012). Dyadic interracial interactions: A meta-analysis. *Psychological Bulletin*, *138*, 1-27. doi: 10.1037/a0025767
- Toosi, N. R.**, & Ambady, N. (2011). Ratings of essentialism for eight religious identities. *International Journal for the Psychology of Religion*, *21*, 17-29. doi:10.1080/10508619.2011.532441
- Sommers, S. R., Apfelbaum, E. P., Dukes, K. N., **Toosi, N.**, & Wang, E. J. (2006). Race and media coverage of Hurricane Katrina: Analysis, implications, and future research questions. *Analysis of Social Issues and Public Policy*, *6*, 39-55. doi: 10.1111/j.1530-2415.2006.00103.x

Book Chapters

- Babbitt, L. G., **Toosi, N. R.**, & Sommers, S. R. (2015). A broad and insidious appeal: Unpacking the reasons for endorsing racial colorblindness. In H. A. Neville, M. Gallardo, & D. W. Sue (Eds.) *What Does it Mean to be Color-Blind?: Manifestation, Dynamics, and Impact*. New York: American Psychological Association.
- Wang, E. J., **Toosi, N. R.**, & Ambady, N. (2009). Nonverbal dialects: Culture and person perception. In C-Y. Chiu, Y.Y. Hong, S. Shavitt, & R. S. Wyer, Jr (Eds.) *Understanding Culture: Theory, Research, and Application* (pp. 289-298). New York: Psychology Press.

FELLOWSHIPS, AWARDS, AND HONORS

2018-2019	Society for Personality and Social Psychology OpEd Training Grant Recipient
2013	National Center for Institutional Diversity Emerging Diversity Scholar
2011-2013	Columbia Business School Postdoctoral Research Funding
2011	Society for the Psychological Study of Social Issues Diversity Travel Award
2010	Outstanding Graduate Student Contribution to Tufts Undergraduate Education, Special Mention
2005-2010	National Science Foundation Graduate Research Fellowship
2009	Society for Personality and Social Psychology Diversity Travel Award
2009	Tufts University Graduate Research Award
2008	Society for the Psychological Study of Social Issues Diversity Poster Award
2008	Robert F. Guertin Award for Student Leadership
2005-2007	Tufts University Provost Fellowship

PRESENTATIONS AND POSTERS

Invited Talks

- Toosi, N. R.** (2018, November). *Who should run the world? Diversity and leadership.* Presentation at the RSI Lab Meeting, Psychology Department, Stanford University, CA.
- Toosi, N. R.** (2017, November). *Meta-stereotypes based on ethnicity and gender.* Presentation at the Psychology Departmental Colloquium, Tel Aviv University, Israel.
- Toosi, N. R.** (2015, December). *Dehumanization and abuse of factory workers.* Presentation at the Organizational Behavior Seminar, Recanati Business School, Tel Aviv University, Israel.
- Toosi, N. R.** (2015, June). *Is it better to disagree or stay silent? The role of status and diversity.* Presentation at the Center for the Study of Organizations and Human Resources Management, University of Haifa, Israel.
- Toosi, N. R.** (2014, January). *The role of diversity and status in ratings of group members who dissent or stay quiet.* Presentation at the Behavioral Sciences Seminar of the Faculty of Industrial Engineering and Management, Technion – Israel Institute of Technology, Haifa, Israel.
- Toosi, N. R.** (2013, June). *Changing the default: Gender and leadership in diverse settings.* Presentation at the Diversity and Inclusion for All meeting at Columbia Business School, New York, NY.
- Toosi, N. R.** (2010, November). *Three lessons on race from the field of social psychology.* Presentation at the Harvard School of Public Health, Boston, MA.

Toosi, N. R., & Rickards, L. I. (2008, June). *Race unity: Scientific and spiritual perspectives*. Presentation at Vision of Race Unity Conference, Eliot, ME.

Conference Presentations

Wilkins, C. L., Wellman, J. D., Martin, L. A., & **Toosi, N.R.** (2019, February). *Does the improving status of LGBT individuals heighten Christians' concerns about religious freedom?* Presentation at the Psychology of Religion and Spirituality preconference at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.

Perkins, S., Cho, J., Phillips, K. W., & **Toosi, N. R.** (2018, August). *Can female leaders mitigate the negative effects of racial diversity?* Presentation at the annual meeting of the Academy of Management, Chicago, IL.

Mor, S., **Toosi, N. R.**, & Semnani-Azad, Z. (2018, July). *Race and Gender in Conflict: What Distinguishes the Processes and Outcomes of Intersectional Identities?* Symposium organized at the annual conference of the International Association for Conflict Management, Philadelphia, PA.

Perkins, S., Cho, J., Phillips, K. W., & **Toosi, N. R.** (2018, June). *Can female leaders mitigate the negative effects of racial diversity?* Presentation at the annual conference of the Association for International Business, Minneapolis, MN.

Gaither, S. E., **Toosi, N. R.**, Babbitt, L. G., & Sommers, S. R. (2018, March). *Context matters: Biracial exposure reduces colorblindness*. Presentation at the Society for Personality and Social Psychology Conference, Atlanta, GA.

Semnani-Azad, Z., **Toosi, N.R.**, & Mor, S. (2017, July). *The intersecting role of culture and gender in negotiations*. Presentation at the annual conference of the International Association for Conflict Management, Berlin, Germany.

Mor, S., **Toosi, N. R.**, Semnani-Azad, Z., Phillips, K. W., & Amanatullah, E. (2016, January). *Backlash towards White women: The intersecting roles of gender and race*. Presentation at the Israel Organizational Behavior Conference, Tel Aviv, Israel.

Perkins, S., Cho, J., Phillips, K. W., & **Toosi, N. R.** (2015, November). *Can female leaders mitigate the negative effects of racial diversity? National leaders and structural shifts*. In S. Perkins (Chair), *Gender, Leadership, and Governance*. Presentation at the annual INFORMS conference, Philadelphia, PA.

Toosi, N. R., Mor, S., Semnani-Azad, Z., & Amanatullah, E. (2015, August). *Who can lean in? The intersecting roles of race and gender*. In L. Knappert and M. Festing (Chairs), *Opening organizations: Managing diversity and inclusion through HRM*. Presentation at the annual meeting of the Academy of Management, Vancouver, Canada.

Toosi, N. R., & Phillips, K. W. (2014, October). *Is it better to disagree or stay silent? It depends on status and diversity*. In T. Vacharkulksemsuk and K. W. Phillips (Chairs), *Leveraging the value of diversity in teams: Four useful processes*. Presentation at the annual meeting of the Society of Experimental Social Psychology, Columbus, OH.

Cho, J., **Toosi, N. R.**, Phillips, K. W., & Perkins, S. (2013, August). *Does female leadership help in racially diverse settings?* In V. Purdie-Vaughns (Chair), *New perspectives on diversity: Selection, growth, culture, and leadership*. Presentation at the annual meeting of the Academy of Management, Orlando, FL.

- Catenacci, L., **Toosi, N. R.**, Todgham, M. A., & Ambady, N. (2013, August). Cross-cultural code-switching in emotional expressions. In S. Jang (Chair), *Understanding the dynamics of cross-cultural interactions*. Presentation at the annual meeting of the Academy of Management, Orlando, FL.
- Toosi, N. R.**, Sommers, S. R., & Ambady, N. (2013, May). Gender dynamics in racially diverse settings. In **N. R. Toosi** (Chair), *Changing the default: How intersectional identities affect perception and behavior*. Symposium conducted at the annual meeting of the Association for Psychological Science, Washington, D.C.
- Slepian, M. L., Masicampo, E. J., **Toosi, N. R.**, & Ambady, N. (2013, January). The physical burdens of secrecy. In M.L. Slepian (Chair), *Concealment in plain sight: The unseen influence of secrets in e-mails, bodily experiences, social interactions, and the community*. Symposium conducted at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Toosi, N. R.**, & Babbitt, L. G. (2011, July). *Discussing gender inequality with men and women*. Participant discussion facilitated at the annual meeting of Psychologists for Social Responsibility, Brookline, MA.
- Toosi, N. R.**, Babbitt, L. G., Ambady, N., & Sommers, S. R. (2010, June). *The overlooked role of gender in interracial interactions*. Paper presented at the 8th Biennial Society for the Psychological Study of Social Issues Convention, New Orleans, LA.
- Toosi, N. R.**, & Ambady, N. (2010, January). Essentialist beliefs about religious identities. In **N. R. Toosi** (Chair), *Different aspects of essentialism: Looking across race, status, religion, age, and sexual orientation*. Symposium conducted at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Toosi, N.**, & Eberhardt, J. L. (2003, September). *Racial stereotypes, movement, and the perception of threat*. Paper presented at the annual meeting of the Association for Bahá'í Studies, San Francisco, CA.

Conference Posters

- Toosi, N.R.** (2017, January). *Ethnic disparities in confidence in the police*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Frasca, T., Gaither, S.E., Babbitt, L.G., **Toosi, N.R.**, & Sommers, S.R. (2017, January). *The role of gender in Black/White interracial interactions*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Frasca, T., Gaither, S.E., Babbitt, L.G., **Toosi, N.R.**, & Sommers, S.R. (2016, November). *The role of gender in cross-race interactions*. Poster presented at the meeting for the Society for Southeastern Social Psychologists, Asheville, NC.
- Babbitt, L. G., **Toosi, N. R.**, Brown, D., & Voegeli, E. (2016, February). *Individual and institutional factors predict dehumanization and abuse of garment factory workers*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

- Toosi, N. R.,** Mor, S., Semnani-Azad, Z., & Phillips, K. W. (2015, February). *Who can lean in? The intersecting roles of race and gender.* Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- Toosi, N. R.,** Carter, A., & Phillips, K. W. (2014, February). *Effects of focusing on similarities or differences in interracial interactions.* Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- Toosi, N. R.,** Babbitt, L. G., Gaither, S. E., Ambady, N., & Sommers, S. R. (2013, January). *The role of gender in interracial interactions: When does gender matter?* Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Toosi, N. R.,** Babbitt, L. G., Sommers, S. R., & Ambady, N. (2012, January). *Gender moderates effects of self-affirmation on interracial interactions.* Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Babbitt, L. G., Gaither, S. E., **Toosi, N. R.,** & Sommers, S. R. (2012, January). *The role of gender in racial meta-stereotypes.* Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Golshirazi, M., Gaither, S. E., Babbitt, L. G., **Toosi, N. R.,** & Sommers, S. R. (2011, October). *Social effects of seeing Muslims with headscarves.* Poster presented at the biennial meeting of the Society for the Study of Human Development, Providence, RI.
- Toosi, N. R.,** Babbitt, L. G., Ambady, N., & Sommers, S. R. (2011, February). *The role of gender in racial essentialism and motivation to control prejudice.* Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Toosi, N. R.,** Ivcevic, Z. & Ambady, N. (2010, May). *Thinking about race leads women to express more agency.* Poster presented at the annual meeting of the Association for Psychological Science, Boston, MA.
- Babbitt, L. G., **Toosi, N. R.,** & Sommers, S. R. (2010, May). *Disparate effects of gender and racial diversity on cognition.* Poster presented at the annual meeting of the Association for Psychological Science, Boston, MA.
- Toosi, N. R.,** Ivcevic, Z. & Ambady, N. (2010, April). *Gender differences in responses to thinking about race.* Poster presented at the regional meeting of the Society for Advancing Chicanos and Native Americans in Science, Waltham, MA. [Received poster award.]
- Kolbe, C., Freedman, A., Pang, A., Wilburn, F., Shapiro, A., Woolston, T., Scott, D., **Toosi, N. R.,** Klos, P., & Gittleman, R. (2010, April). *Simple and smart designs save: Dining hall trays affect energy consumption.* Poster presented at the Tufts Energy Conference, Medford, MA. [Received poster award.]
- Toosi, N. R.,** & Ambady, N. (2009, February). *Confronting privilege leads to shifting salience of identities.* Poster presented at the annual meeting of the Society for Personality and Social Psychology, Tampa, FL.
- Toosi, N. R.,** Ambady, N., & Gordon, H.L. (2008, August). *Moral decision making and ambivalence across social groups.* Poster presented at the annual meeting of the American Psychology Association, Boston, MA.

- Toosi, N. R., & Ambady, N.** (2008, June). *Moral reasoning in cases of moral exclusion*. Poster presented at the 7th Biennial Society for the Psychological Study of Social Issues Convention, Chicago, IL. [Received poster award.]
- Toosi, N. R., Malowney, M. & Ambady, N.** (2008, February). *Improving cross-cultural emotion recognition*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Toosi, N., Malowney, M. & Ambady, N.** (2007, May). *Cinema: The international language of emotion recognition?* Poster presented at the annual meeting of the Association for Psychological Science, Washington, D.C.
- Toosi, N. & Ambady, N.** (2007, January). *White but female: Identity adaptiveness in situations of moral social identity threat*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN.
- Goff, P. A., Choi, Y. S., Eberhardt, J. L., Ambady, N., **Toosi, N.**, & Schwarz, K. F. (2004, February). *Dangerous moves: Race, threat, and motion*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

Other Research Experience

- 2014-present Analyst, Global Women's Economic Empowerment Initiative,
Tufts University, PI: Drusilla Brown
- 2013-present Consultant, Research Department,
Baha'i World Centre, Haifa, Israel
- 2010-2011 Research Protocol Consultant, Institute for Global Leadership,
Tufts University
- 2006-2009 Evaluator, Computer Science, Engineering, and Math Scholars Program,
Tufts University, PI: Diane Souvaine

TEACHING EXPERIENCE

Courses Taught

- Social Psychology, California State University East Bay, Instructor, Fall 2018-Spring 2019
- Experimental Psychology, California State University East Bay, Instructor, Fall 2018-Spring 2019
- Managerial Negotiations, Columbia Business School, Instructor, Spring 2012, Spring 2013.
- Psychology of Religious Conflict and Peace, Tufts University, Instructor, Spring 2011.
- Environmental Action, Tufts University, Co-instructor, Fall 2010.
- Experimental Psychology, Tufts University, Teaching assistant, Spring 2010.
- Statistics for the Behavioral Sciences, Tufts University, Teaching assistant, Fall 2008.
- Research in Psychology, Tufts University, Graduate advisor, Fall 2006-Spring 2011.

SKILLS

Experimental design and statistical analysis, including OLS regression, logistic regression, multi-level modeling, factor analysis, discriminant function analysis, analysis of variance and covariance, structural equation modeling, and meta-analytic methods. Familiar with SPSS, R, and Stata. Fluent in English, and proficient in spoken Persian and Spanish.

SERVICE TO PROFESSION

Reviewer

Social Psychological and Personality Science
Journal of Experimental Psychology: General
Journal of Nonverbal Behavior
Journal of Applied Social Psychology
Organizational Behavior and Human Decision Processes
Journal of Organizational Behavior
Journal of Social Issues

Committee Memberships

2018-present Single Presenter Panel for 2019 SPSP Conference
2018-present Advisory Board Member, Center for Community Engagement, CSU-East Bay
2018-present Resources Committee, Psychology Department, CSU - East Bay
2018-present Scholarship Committee, Psychology Department, CSU - East Bay
2018-present Industrial/ Organizational Program Committee, CSU - East Bay
2012-2013 Columbia Post-Doctoral Scholar Selection Committee
2010-2011 Tufts Faculty Search Committee for a social psychology position
2007-2010 Tufts Psychology Graduate Life committee
2006-2009 Psychology Department Institutional Review Board (ad hoc reviewer)
2007-2008 Tufts Faculty Search Committee for a psycholinguistics position
2006-2007 Tufts Graduate Student Research Award committee
2005-2006 Executive Director for 2006 Psychology and Social Justice Conference

Professional Memberships

2018-present Fellow, Society for Experimental Social Psychology
2018-present Member, Western Psychological Association
2010-present Member, Association for Psychological Science
2007-present Member, Society for the Psychological Study of Social Issues
2005-present Member, Society for Personality and Social Psychology