

Curriculum Vitae

NEGIN R. TOOSI

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ACADEMIC APPOINTMENTS

- 2018-present California State University - East Bay, Hayward, CA
Department of Psychology
Associate Professor (2024-present); Assistant Professor (2018-2024)
- 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

[* represents undergraduate mentees]

- Adaikkalam, S., Ashtiani, M., Karlberg, M., Sami, M., & **Toosi, N. R.** (2025). Aspirational trends in social science methodology. *Journal of Bahá'í Studies*, 35 (3), 7-44. [https://doi.org/10.31581/jbs-35.3.601\(2025\)](https://doi.org/10.31581/jbs-35.3.601(2025))
- Layous, K., **Toosi, N.R.**, & Reevy, G.M. (2025). Analysis of Congressmembers' statements following George Floyd's death: Who apologizes and how does the public react? *Political Psychology*, 46 (5), 1039-1061. <http://doi.org/10.1111/pops.13054>
- Richmond, B. S., **Toosi, N. R.**, Wellman, J. D., & Wilkins, C. L. (2024). Ignorance of Critical Race Theory predicts White Americans' opposition to it. *Journal of Social Issues*, 80(1), 240-271. <https://doi.org/10.1111/josi.12601> [Shared first authorship – BSR and NRT].
- Ingraham, N., Guzzardo, M. T., Gamba, R., Moore, M., Engelman, A., Khosla, N., Adams, A. L., Bussmann, J. D., Kashinath, S., Jones-Bey, A., **Toosi, N. R.**, & Taylor, S. (2024). "I wonder if we are set up to fail": Autoethnographic insights from a public university. *The Journal for Research and Practice in College Teaching*, 9 (1), 1-30.
- Gamba, R., **Toosi, N. R.**, Wood, L., Correia, A.*, Medina, N.*, Pritchard, M.*, Venerable, J.*, Lee, M.*, & Santillan, J. K. A.* (2024). Racial discrimination is associated with food insecurity, stress, and worse physical health among college students. *BMC Public Health*, 24, 1-17. <https://doi.org/10.1186/s12889-024-18240-3>
- Babbitt, L. G., Brown, D. K., Antolin, A., & **Toosi, N. R.** (2023). Improving migration experiences for workers: Recruitment practices along the Bangladesh-Qatar corridor. *World Development Perspectives*, 30. <https://doi.org/10.1016/j.wdp.2023.100506>
- Toosi, N. R.**, Layous, K., & Reevy, G. M. (2021). Recognizing racism in George Floyd's death. *Analysis of Social Issues and Public Policy*, 21 (1), 1184-1201. <https://doi.org/10.1111/asap.12282>
- Wilkins, C. L., Wellman, J. D., **Toosi, N. R.**, Miller, C. A., Lisnek, J. A., & Martin, L.A. (2021). Are LGBT rights seen as an attack on Christians? Examining religion/ sexual orientation zero-sum beliefs. *Journal of Personality and Social Psychology*, 122(1),73-101. <https://doi.org/10.1037/pspi0000363>
- Toosi, N. R.**, Voegeli, E. N., Antolin, A., Babbitt, L. G., & Brown, D. K. (2020). Do financial literacy training and clarifying pay calculations reduce abuse at work? *Journal of Social Issues*, 76, 681-720. <https://doi.org/10.1111/josi.12388>
- Guzzardo, M. T., Khosla, N., Adams, A. L., Bussmann, J. D., Engelman, A., Ingraham, N., Gamba, R., Jones-Bey, A., Kashinath, S., Moore, M., **Toosi, N. R.**, & Taylor, S. (2020). "The ones that care make all the difference": Perspectives on student-faculty relationships. *Innovative Higher Education*, 1-18. <https://doi.org/10.1007/s10755-020-09522-w> [Third authorship alphabetical.]
- 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*, 43, 7-21. <https://doi.org/10.1177/0361684318800492>
- 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. <https://doi.org/10.1177/0146167218778012>

- Babbitt, L. G., Gaither, S. E., **Toosi, N. R.**, & Sommers, S. R. (2018). The role of gender in racial meta-stereotypes and stereotypes. *Social Cognition*, 36, 589-601.
<https://doi.org/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.
<https://doi.org/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. <https://doi.org/10.1177/1948550613497239>
- Toosi, N. R.** (2013). The best beloved of all things. *Contemporary Justice Review*, 16, 341-350. <https://doi.org/10.1080/10282580.2013.828916> [[Translated into Persian by E. Sabeti](#)]
- 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. <https://doi.org/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.
<https://doi.org/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.
<https://doi.org/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.
<https://doi.org/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.
<https://doi.org/10.1111/j.1530-2415.2006.00103.x>

Book Chapters and Non-Refereed Articles

- Toosi, N. R.** & Moadel-Attie, R. (2025). Narratives of America: Retrospective on the 250th Anniversary of the U.S. [Introduction to a Virtual Special Issue.]
[https://spssi.onlinelibrary.wiley.com/doi/toc/10.1111/\(ISSN\)9999-0025.narratives-of-america](https://spssi.onlinelibrary.wiley.com/doi/toc/10.1111/(ISSN)9999-0025.narratives-of-america)
- Toosi, N. R.**, Wellman, J. D., & Wilkins, C. L. (in press). Seizing the power of religion to shape purpose. In P. L. Hill and A. L. Burrow (Eds.), *Purpose in life as ancient but nascent: Perspectives from psychology, philosophy, and human development*. Cambridge, UK: Cambridge University Press.
- Toosi, N. R.**, & Rickards, W. H. (2022). Writing the textbook as a class. In M. Fortner & I. Katzarska-Miller (Eds.), *Empowering Students as Change Agents in Psychology Courses* (pp. 63-71). Society for the Teaching of Psychology.
<http://teachpsych.org/ebooks/empoweringstudents>

- Toosi, N. R.**, Perkins, S. E., Cho, J., & Phillips, K. W. (2020). Racial/ ethnic diversity and female leadership: A look at nations, organizations, and teams. In E. King, Q. Roberson, & M. Hebl (Eds.), *Pushing Our Understanding of Diversity in Organizations: Research in Social Issues in Management*. Information Age Publishing.
- Toosi, N. R.**, Semnani-Azad, Z., Mor, S., Shan, W., & Amanatullah, E. (2020). How culture and race shape gender dynamics in negotiations. In M. Olekanski & J. A. Kennedy (Eds.), *Research Handbook on Gender and Negotiation* (pp. 260-280). Edward Elgar Publishing.
- 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* (pp. 53–68). 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). Psychology Press.

Textbooks

- Toosi, N. R.** (2023). Group Dynamics. [Open-source textbook posted on ScholarWorks and Merlot] <http://www.csueastbay.edu/psychology/groupdynamicstextbook>

Manuscripts under Review or in Revision

[* represents undergraduate mentees]

- Wilkins, C., Wellman, J. W., Lisnek, J., Al-Kire, R., & **Toosi, N. R.** (under review). Perceiving anti-Christian bias increases White Christians' anti-LGBT hostility. *Group Processes & Intergroup Relations*.
- Toosi, N. R.** (under review). Need for cognition predicts global religious literacy. *Archive for the Psychology of Religion*
- Wellman, J. D., **Toosi, N. R.**, Vieira Zaidan, A. C., & Wilkins, C. L. (under review). Moral foundations help explain fundamentalist Christians' zero-sum beliefs about LGBTQ progress. *Current Psychology*.
- Antolin, A., Babbitt, L. G., Brown, D. K., Mazaheri, N., & **Toosi, N. R.** (in revision). Comparing factory intervention effects on productivity, wages, wellbeing, social context, and sexual harassment in Cambodia and Myanmar. [authorship alphabetical.]
- Toosi, N. R.**, Lowe, J.*, Correia, A.*, Wood, L., & Gamba, R. (in revision). Who avoids the church food pantry? Identity safety cues and basic needs.
- Toosi, N. R.**, Alcaraz, Y.*, Bahlibi, A.*, Contreras, C.G.*, Gardner, K.*, & Reed, L.* (under review). Setting the tone: Anticipated comfort with negotiation partners from different genders and races. *Women in Leadership Conference Proceedings*.
- Perkins, S. E., Cho, J., Phillips, K. W., & **Toosi, N. R.** (in revision). Can female leaders mitigate the negative effects of racial diversity? National leaders and structural shifts.

FELLOWSHIPS, AWARDS, AND HONORS

2025	Service to SPSP Award, for the Equity and Anti-Racism Task Force
2025	Interfaith America Strengthening Campus Communities Grant
2023-2025	Russell Sage Foundation Grant
2020-2022	California State University AB74 Research & Innovation Award
2020, 2021	California State University Collaborative Research Award
2019-2020	California State University Faculty Support Grant
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. (2022, December 3). *Measuring human capacity: Psychology and the double hermeneutic* [Invited talk]. Colloquia on Human Nature, Institute for Studies in Global Prosperity.

Toosi, N. R. (2022, June 12-13). *Five steps to a syllabus for social justice* [Workshop]. Social Justice Seminar, College of Science, California State University East Bay.

Toosi, N. R. (2022, January 24). *The role of gender, race, and culture in shaping negotiation behaviors* [Invited talk]. Diversity Seminar, F. David Fowler Career Center, George Washington University.

Toosi, N. R. (2021, October 23). *From the slave trade to refugees: The movement of peoples and our human destiny* [Invited talk]. All from the Same Dust Saturday Seminars, Castro Valley, CA.

Toosi, N. R. (2021, September 23). *The role of gender, race, and culture in shaping negotiation behaviors* [Invited talk]. Women and Public Policy Program Research Seminar Series, Harvard University, MA. <https://youtu.be/fq9d4xtB-zY>

Toosi, N. R. (2021, September 3). *Negotiation tips for salaries and startups* [Workshop]. Free-Form Fridays, Society for Personality and Social Psychology.

- Toosi, N. R.** (2021, April 23). *Recognizing racism in political discourse and psychological research* [Invited talk]. Psychology Department Seminar Series, University of Mississippi, MS.
- Toosi, N. R.** (2021, April 1). *Gender, race, and culture in negotiations* [Invited talk]. Outstanding Young Gender Scholars Panel, Psychology Department, Marquette University, WI.
- Toosi, N. R.** (2019, May). *Race and gender in negotiations* [Invited talk]. Maximizing Access to Research Careers Program, Psychology Department, California State University, San Bernardino, CA.
- Toosi, N. R.** (2018, November). *Who should run the world? Diversity and leadership* [Invited talk]. RSI Lab Meeting, Psychology Department, Stanford University, CA.
- Toosi, N. R.** (2017, November). *Meta-stereotypes based on ethnicity and gender* [Invited talk]. Psychology Departmental Colloquium, Tel Aviv University, Israel.
- Toosi, N. R.** (2015, December). *Dehumanization and abuse of factory workers* [Invited talk]. 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* [invited talk]. 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* [Invited talk]. 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* [Invited talk]. 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* [Invited talk]. Harvard School of Public Health, Boston, MA.
- Toosi, N. R., & Rickards, L. I.** (2008, June). *Race unity: Scientific and spiritual perspectives* [Workshop]. Vision of Race Unity Conference, Eliot, ME.

Conference Presentations

[* represents undergraduate mentees]

- Richmond, B. S., **Toosi, N. R.**, Wellman, J. D., & Wilkins, C. L. (2026, February 26-28). *Reflecting on racism: How metacognition affects perceptions about structural inequality*. Presentation accepted to the annual meeting of the Society for Personality and Social Psychology, Chicago, IL.
- Toosi, N. R.**, Wellman, J. D., Richmond, B. S., & Wilkins, C. L. (2026, February 26-28). *Narrative-modeling increases acknowledgment of systemic racism and DEI support*. Presentation accepted to the annual meeting of the Society for Personality and Social Psychology, Chicago, IL.
- Richmond, B. S., **Toosi, N. R.**, Wellman, J. D., & Wilkins, C. W. (2024, November 1-2). *Meta-cognitive training intervention's influence on race-related beliefs* [Conference presentation]. Society of Southeastern Social Psychologists, Memphis, TN.

- Toosi, N. R.**, Richmond, B. S., Wellman, J. D., & Wilkins, C. W. (2024, February 8-10). *Ignorance of critical race theory (CRT) predicts Whites' opposition* [Conference presentation]. Society for Personality and Social Psychology, San Diego, California.
- Toosi, N. R.**, & Gardner K.* (2023, August 4-8). *Beyond the binary: Anticipating negotiations with genderqueer partners* [Conference presentation]. Academy of Management, Boston, MA.
- Reevy, G., Zheng, M.*, **Toosi, N. R.**, & Layous, K. (2023, August 3-5). *Republican and Democrat congresspeople's religious rhetoric in statements about George Floyd's death* [Data blitz presentation]. American Psychological Association, Washington, D. C.
- Richmond, B. S., **Toosi, N. R.**, Wellman, J. D., Wilkins, C. L. (2023, June 25-27). *Ignorance of Critical Race Theory predicts Whites' opposition* [Conference presentation]. Society for the Psychological Study of Social Issues, Denver, CO.
- Toosi, N. R.**, Gamba, R., & Wood, L. M. (2023, April 27-30). *Dumpster diving to avoid discrimination: Food insecurity and stigmatized identities* [Conference presentation]. Western Psychological Association, Riverside, CA.
- Toosi, N. R.** & Gardner, K.* (2023, March 17-18). *Setting the tone: Workplace negotiations with female, male, and non-binary counterparts* [Conference presentation]. Women in Leadership, Hayward, CA.
- Toosi, N. R.**, Gamba, R., & Wood, L. M. (2023, February 23-25). *Who avoids the church food pantry? Identity safety cue transfer and basic needs* [Data blitz presentation]. Society for Personality and Social Psychology, Atlanta, GA.
- Toosi, N. R.** (2022, July 29-31). *Predictors of religious literacy* [Conference presentation]. Association for Baha'i Studies.
- Brown, D., Antolin, A., Babbitt, L., & **Toosi, N.** (2022, June 1-5). *Empowering women through humane workplaces*. [Conference presentation]. Labor and Employment Relations Association.
- Toosi, N. R.** (2021, October 8-10). *Religious essentialism predicts religious literacy and zero-sum beliefs* [Conference presentation]. Society of Experimental Social Psychology, Santa Barbara, CA.
- Gamba, R., Wood, L. M., & **Toosi, N. R.** (2021, August 12). *Apples and oranges: CSUEB students, food insecurity, and race* [Conference presentation]. California State University East Bay Back to the Bay.
- Ashtiani, M., **Toosi, N. R.**, & Karlberg, M. (2021, July 23 – 31). *The advancement of social science methodologies* [Conference presentation]. Association for Baha'i Studies.
- Toosi, N. R.** (2021, July 23 – 31). *The Discourse on Social Justice* [Chaired session]. Association for Baha'i Studies.
- Toosi, N. R.**, Venerable, J.*, Layous, K., & Reevy, G. (2021, August 8). *Who identifies racism as a cause of George Floyd's death?* [Conference presentation]. Society for the Psychological Study of Social Issues.
- Layous, K., Gutierrez, C.*, Reevy, G., & **Toosi, N. R.** (2021, July 24 - August 8). *Analysis of U.S. senator statements following George Floyd's murder*. [Conference flash-talk presentation]. Association for Psychological Science.

- Brown, D. K., Babbitt, L. G., Antolin, A., & **Toosi, N. R.** (2021, June 5-8). *Fair Recruitment along the Bangladesh-Qatar Migration Corridor*. [Conference presentation]. Labor and Employment Relations Association.
- Farzaneh, C., Rahmani-Shirazi, A., & **Toosi, N. R.** (2020, July 24 - August 8). *Reflecting on Methodologies in the Social Sciences* [Conference presentation]. Association for Baha'i Studies Conference, Dallas, TX.
- Toosi, N. R.** (2020, February 27-29). *Sharing psychology: The view from other disciplines* [Chaired symposium]. Society for Personality and Social Psychology annual meeting, New Orleans, LA.
- Toosi, N. R.** (2019, October 25-27). *The role of birth and belief in religious identity* [Conference presentation]. Society for the Scientific Study of Religion, St. Louis, MO.
- Taylor, S., Adams, L., Adediji, L., Bussmann, J., Engelman, A., Gamba, R., Guzzardo, M., Moore, M., Ingraham, N., Jones-Bey, A., Kashinath, S., Khosla, N., McClain, Z., & **Toosi, N. R.** (2019, August 22). *Supporting faculty to support our students: Tools for balancing empathy and rigor* [Conference presentation]. Back to the Bay conference, Hayward, CA.
- Toosi, N. R.**, Contreras, C. G.*, & Reed, L.* (2019, June 21-23). Helping depends on why and how migrants crossed the border. In **N. R. Toosi** (Chair), *Strangers in a New Land: Perceptions and Treatment of Immigrants*. [Conference presentation and chaired symposium]. Society for the Psychological Study of Social Issues, San Diego, CA.
- Toosi, N. R.** (2019, April). *The role of birth and belief in religious identity* [Conference presentation]. Western Psychological Association, Pasadena, CA.
- 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?* [Conference presentation]. Psychology of Religion and Spirituality preconference, 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?* [Conference presentation]. 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?* [Chaired symposium]. 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?* [Conference presentation]. 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* [Conference presentation]. 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* [Conference presentation]. 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* [Conference presentation]. 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* [Conference presentation]. 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* [Conference presentation]. 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* [Conference presentation]. 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?* [Conference presentation]. Academy of Management, Orlando, FL.
- Catenacci, L., **Toosi, N. R.**, Todgham, M. A., & Ambady, N. (2013, August). *Cross-cultural code-switching in emotional expressions* [Conference presentation]. 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* [Conference presentation and chaired symposium]. 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* [Conference presentation]. Society for Personality and Social Psychology, New Orleans, LA.
- Toosi, N. R.**, & Babbitt, L. G. (2011, July). *Discussing gender inequality with men and women* [Facilitated discussion]. 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* [Conference presentation]. 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* [Conference presentation and chaired symposium]. Society for Personality and Social Psychology, Las Vegas, NV.
- Toosi, N.**, & Eberhardt, J. L. (2003, September). *Racial stereotypes, movement, and the perception of threat* [Conference presentation]. Association for Bahá'í Studies, San Francisco, CA.

Conference Posters

[* represents undergraduate mentees]

- Toosi, N. R.** (2025, October 21-23). *Seeing religions as interconnected predicts greater recognition of religious bias* [Poster presentation]. APS Global Psychological Science Summit.
- Awwad, M.*, Egashira, J.*, Correia, A.*, Rumenser, D.*, & **Toosi, N. R.** (2023, April 27-30). *Religions as distinct versus dynamic* [Poster presentation]. Western Psychological Association, Riverside, CA.

- Pal, S., Beam, A., **Toosi, N. R.**, Nguyen, V., & Wellman, J. D. (2023, February). Meta threat perceptions between White and Black individuals. [Poster presentation]. Self & Identity Preconference to the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- Reevy, G., Martinez, M.*, Jaavaid, Z.*, **Toosi, N. R.**, & Layous, K. (2022, February). *Congresspeople's use of religion in statements about George Floyd's death* [Poster presentation]. Society for Personality and Social Psychology, San Francisco, CA.
- Toosi, N. R., & Ha, M.* (2021, February). *Measuring religious essentialism* [Poster presentation]. Society for Personality and Social Psychology, virtual conference.
- Delaney, D.*, Medina, N.*, Leon Meza, E.*, Alawdi, D.*, & **Toosi, N. R.** (2020, October). *Religious essentialism, ignorance, and hostility* [Poster presentation]. Western Psychological Association, San Francisco, CA.
- Contreras, C.*, Bahlibi, A.*, & **Toosi, N. R.** (2020, October). *The role of race and gender in salary negotiations* [Poster presentation]. Western Psychological Association, San Francisco, CA.
- Bahlibi, A.*, Contreras, C.*, Suess, E. A., Gaither, S. E., & **Toosi, N. R.** (2020, February). *Racial prejudice in Yelp reviews by using topic modeling and the racial position model* [Poster presentation]. Society for Personality and Social Psychology, New Orleans, LA.
- Contreras, C.*, Bahlibi, A.*, & **Toosi, N. R.** (2020, February). *The role of race and gender in salary negotiations* [Poster presentation]. Society for Personality and Social Psychology, New Orleans, LA.
- Contreras, C.*, Reed, L.*, Bahlibi, A.*, & **Toosi, N. R.** (2019, April). *Pick your partner: The role of race and gender in negotiation preferences* [Poster presentation]. Student Research Symposium, California State University East Bay, Hayward, CA.
- Toosi, N. R.** (2017, January). *Ethnic disparities in confidence in the police* [Poster presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 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 presentation]. Association for Psychological Science, Boston, MA.
- Toosi, N. R.,** Ivcevic, Z. & Ambady, N. (2010, April). *Gender differences in responses to thinking about race* [Poster presentation]. 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 presentation]. Tufts Energy Conference, Medford, MA. (Received poster award.)
- Toosi, N. R.,** & Ambady, N. (2009, February). *Confronting privilege leads to shifting salience of identities* [Poster presentation]. 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 presentation]. American Psychology Association, Boston, MA.
- Toosi, N. R.,** & Ambady, N. (2008, June). *Moral reasoning in cases of moral exclusion* [Poster presentation Society for the Psychological Study of Social Issues, Chicago, IL. (Received poster award.)
- Toosi, N. R.,** Malowney, M. & Ambady, N. (2008, February). *Improving cross-cultural emotion recognition* [Poster presentation]. Society for Personality and Social Psychology, Albuquerque, NM.
- Toosi, N.,** Malowney, M. & Ambady, N. (2007, May). *Cinema: The international language of emotion recognition?* [Poster presentation]. 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 presentation]. 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 presentation]. Society for Personality and Social Psychology, Austin, TX.

Other Research Experience

2014-2019 Analyst, Global Women's Economic Empowerment Initiative,
Tufts University, PI: Drusilla Brown
2013-2019 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

Eliminating Prejudice
Group Dynamics
Social Psychology
Research in Social/ Personality Psychology
Experimental Psychology
Managerial Negotiations
Psychology of Religious Conflict and Peace
Environmental Action
Statistics for the Behavioral Sciences

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, JASP, Stata, and R. Fluent in English, proficient in Persian and Spanish, and limited in Hebrew and Arabic.

SERVICE TO PROFESSION

Committee Memberships

2024-present	Retention Tenure Promotion Policy Committee, Psychology, CSU – East Bay
2024-present	Advising Liaison Team, Psychology, CSU – East Bay
2020-present	Anti-Racism/ DEI Committee, Psychology, CSU - East Bay
2018-present	Industrial/ Organizational Program Committee, Psychology, CSU - East Bay
2021-2024	SPSP Task Force for Eliminating Racism in Workplaces and Communities
2021-2024	Seminar Series Committee, Psychology Department, CSU - East Bay
2021-2024	Annual Report/ Assessment Committee, Psychology Department, CSU - East Bay
2021-2023	Self & Identity Preconference Chair for 2022, 2023 SPSP Conference
2021-2023	College of Science rep to university Faculty Diversity and Equity Committee
2018-2023	Advisory Board Member, Center for Community Engagement, CSU-East Bay
2020-2021	SPSP Equity and Anti-Racism Committee
2018-2021	Curriculum Committee, Psychology Department, CSU - East Bay
2019-2020	Symposium Panel Co-Chair for 2020 SPSP Conference
2018-2020	Resources Committee, Psychology Department, CSU - East Bay
2018-2019	Scholarship Committee, College of Science, CSU - East Bay
2018-2019	Single Presenter Panel Co-Chair for 2019 SPSP Conference
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

Reviewer

Self and Identity (Member of the Editorial Board)
Group Processes & Intergroup Relations
Journal of Experimental Social Psychology
Social Psychological and Personality Science
Psychology of Women Quarterly
Journal of Experimental Psychology: General
Journal of Nonverbal Behavior
Journal of Applied Social Psychology
Organizational Behavior and Human Decision Processes
Journal of Organizational Behavior
Cognition
Journal of Social Issues
Journal of Baha'i Studies
Frontiers in Sociology
Journal of Hate Studies
Du Bois Review

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