

Laura K. Hildebrand

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The Ohio State University
Department of Psychology
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Education

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| August 2022 | Ph.D., Social Psychology
Purdue University
Advisor: Dr. Margo J. Monteith
Dissertation: <i>The Role of Trust in Reducing Confrontation-Related Social Costs</i> |
| December 2019 | Graduate Certificate in Psychological Statistics
Purdue University |
| December 2018 | Graduate Instructional Development Certificate
Purdue University, Center for Instructional Excellence |
| August 2018 | M.S., Social Psychology
Purdue University
Advisor: Dr. Margo J. Monteith
Thesis: <i>The Female Threat: Reactions to Increased Representation of Women in Traditionally Male-Dominated Domains</i> |
| May 2016 | B.A., Psychology and English, Summa Cum Laude
Hendrix College, Conway, AR
Distinctions in both Psychology and English |

Research Interests

Psychological research has examined issues relating to prejudice and intergroup relations for almost 100 years. While this research has yielded a rich theoretical and empirical tradition, it too often focuses on the *problem* of prejudice, rather than the *solution*. In my research, I take a solution-focused perspective to examine how we can overcome bias using theoretically-driven strategies. Specifically, my research asks: What strategies reduce bias, in both others and ourselves? How can we make these strategies more successful? How do these strategies influence feelings of belonging, safety, and inclusion among marginalized group members? And how do subtle manifestations of bias perpetuate and reinforce non-inclusive environments?

Academic Positions

2022-2024	Postdoctoral Scholar, The Ohio State University
2020-2022	Instructor of Record, Purdue University
2018-2022	National Science Foundation Graduate Research Fellow
2017-2020	Teaching Assistant, Purdue University
2017	Graduate Research Assistantship, Purdue University
2015-2016	Lab Manager, Hendrix College Health Psychology Lab

Grants, Honors, and Fellowships

The Ohio State University Presidential Postdoctoral Scholars Fellowship, 2022 (\$110,000)
 The Ohio State University Office of Postdoctoral Affairs and W.K. Kellogg
 Foundation Postdoctoral Recruitment and Onboarding Supplement, 2022 (\$5,000)
 Purdue University Health and Human Sciences Research Poster Award, 2022
 Purdue University Psychological Sciences Graduate Instructor Award, 2022
 Purdue Graduate Student Government Travel Award, 2022 (\$750)
 National Science Foundation Graduate Research Fellowship, 2018-2022 (\$102,000)
 SPSP (Society of Personality and Social Psychology) Graduate Travel Award, 2020 (\$500)
 Title: *Reduced Bias and Interpersonal Costs: Two Independent Confrontation Processes*
 Purdue University Research Innovation Grant, 2019 (\$1,500)
 Title: *The Role of Trust in Confrontations Between Friends versus Strangers*
 Purdue Acceptance and Inclusion Consortium Fellowship, 2019 (\$3,000)
 Title: *Disrupting the Cycle of Negative Self-Stereotyping among Women in STEM: An Efficacy Study for the Regulation Intervention for Stereotype Effects (RISE)*
 Purdue Graduate Student Government Travel Grant, 2019 (\$500)
 Clara Mayo Grant, SPSSI (Society for the Psychological Study of Social Issues), 2018 (\$1,000)
 Title: *"The Female Threat": The Effect of Increased Representation on Evaluations of Women in Traditionally Male-Dominated Domains*
 Purdue University Incentive Grant, 2017 (\$250)
 Ross Fellowship, Purdue University Graduate School, 2016 (\$17,299)
 Psi Chi Southwestern Psychological Association Regional Research Award, 2016 (\$300)
 Margaret E. Fitch Award for Outstanding Achievement in Psychology, Hendrix College, 2016
 Arkansas Governor's Distinguished Scholarship, 2012-2016 (\$40,000)
 Academic Scholarship, Hendrix College, 2012-2016 (\$72,000)
 Odyssey Distinction Award, Hendrix College, 2012-2016 (\$20,000)
 Hendrix Scholarship for Arkansas Governor's Distinguished Scholars, 2012-2016 (\$76,456)

Publications

Kirby, T.A., Pascual, N.R., & **Hildebrand, L.K.** (under review). The dilution of diversity: Ironic effects of broadening diversity.

Monteith, M.J., **Hildebrand, L.K.**, & Mallett, R.K. (under review). Social costs of confronting prejudice: Stubborn, but independent of bias reduction.

Hildebrand, L.K., Monteith, M.J., & Noland, E.S. (in press). Prejudice reduction. In D.E. Carlston, K. Johnson, & K. Hugenberg (Eds.), *Oxford Handbook of Social Cognition (2nd ed.)*. Oxford University Press.

Hildebrand, L.K., Monteith, M.J., Carter, E.R., & Burns, M.D. (2022). Honey, sweetie, dear: Terms of endearment communicate and reflect sexism. *Sex Roles*.
<https://doi.org/10.1007/s11199-022-01311-3>

Monteith, M.J., Mallett, R.K., & **Hildebrand, L.K.** (2022). Confronting intergroup biases: Validity and impugment as determinants of other-confrontation consequences. *Advances in Experimental Social Psychology*. <https://doi.org/10.1016/bs.aesp.2022.04.001>

Hildebrand, L.K.*, Jusuf, C.C.*†, & Monteith, M.J. (2020). Ally confrontations as identity safety cues for marginalized individuals. *European Journal of Social Psychology*, *50*, 1318-1333. <https://doi.org/10.1002/ejsp.2692>

Monteith, M.J., & **Hildebrand, L.K.** (2020). Sexism, perceived gender discrimination, and system justification in the 2016 Presidential election. *Group Process and Intergroup Relations*, *23*, 163-178. <https://doi.org/10.1177/1368430219826683>

Monteith, M.J., Burns, M.D., & **Hildebrand, L.K.** (2019). Does the content of confrontations matter? What to say, how to say it, and associated outcomes. In R.K. Mallett & M.J. Monteith (Eds.), *Confronting Prejudice and Discrimination: The Science of Changing Minds and Behaviors* (pp. 225-248). Academic Press.

*The first two authors are listed in alphabetical order, as they contributed equally.

† Denotes undergraduate student co-author.

Manuscripts in Preparation

Hildebrand, L.K., Monteith, M.J., & Arriaga, X.B. (in preparation). The effect of trust on confrontation-related social costs.

Hildebrand, L.K., & Monteith, M.J. (in preparation). Disrupting the cycle of negative self-stereotyping among women in STEM: An efficacy study for the Regulation Intervention for Stereotype Effects (RISE).

Hildebrand, L.K., Monteith, M.J., & Cole, J[†]. (in preparation). Motivated reasoning, prejudice justification, and free speech endorsement among low-prejudice people.

Monteith, M.J., **Hildebrand, L.K.**, Hennes, E.P., & Lane, S.P. (in preparation). Improving diversity and inclusion among first-year college students: The efficacy of a theory-converging intervention.

[†] Denotes undergraduate student co-author.

Symposia and Oral Talks

Hildebrand, L.K., Monteith, M.J., & Arriaga, X.B. (September 2022). *The role of trust in reducing confrontation-related social costs*. Society for Experimental Social Psychology (SESP) Conference, Oral Presentation, Philadelphia, PA.

Hildebrand, L.K., Monteith, M.J., Hennes, E.P., Carter, E., & Lane, S.P. (April 2022). *Promoting student inclusion: An evidence-based program for transforming college climate*. Midwestern Psychological (MPA) Conference, Oral Presentation, Chicago, IL.

Hildebrand, L.K. (December 2021). *Reducing bias in ourselves and others*. Invited talk, University of Indianapolis Psychology Department, Indianapolis, IN.

Hildebrand, L.K., Monteith, M.J., & Cole, J. (April 2021). *Motivated free speech endorsement among low- and high-prejudice individuals*. Midwestern Psychological (MPA) Conference, Oral Presentation, Chicago, IL.

Hildebrand, L.K., Monteith, M.J., & Arriaga, X.B. (March 2021). *Trust and the social costs of confronting bias*. Purdue Social Psychology Colloquium, West Lafayette, IN.

Hildebrand, L.K., & Kroeper, K.M. (February 2021). *Speaking out against prejudice: The many positive consequences of confronting*. Society for Personality and Social Psychology (SPSP) Conference, Symposium Co-Chair, Virtual.

Hildebrand, L.K., Jusuf, C.C., & Monteith, M.J. (September 2020). *Ally confrontations as identity-safety cues for marginalized individuals*. Purdue Social Psychology Colloquium, West Lafayette, IN.

Monteith, M.J., & **Hildebrand, L.K.** (October 2019). *The yin and yang of interpersonal confrontation of prejudice*. Society for Experimental Social Psychology (SESP) Conference, Oral Presentation, Toronto, Canada.

Hildebrand, L.K., Monteith, M.J., Carter, E.R., & Burns, M.D. (June 2019). *Honey, sweetie, dear: Terms of endearment as an environmental cue to potential devaluation*. Weary Symposium on Diversity and Social Identity, Data Blitz, Columbus, OH.

Hildebrand, L.K., Carter, E.R., Burns, M.D., & Monteith, M.J. (April 2019). *Supportive versus restrictive framing in racial bias confrontations*. Midwestern Psychological Association (MPA) Conference, Oral Presentation, Chicago, IL.

Hildebrand, L.K., Monteith, M.J., & Carter, E.R. (April 2018). *Honey, sweetie, dear: Terms of endearment as a cue to potential devaluation*. Midwestern Psychological Association (MPA) Conference, Oral Presentation, Chicago, IL.

Monteith, M.J., & **Hildebrand, L.K.** (April 2018). *Clinton or Trump? Sexism, perceptions of discrimination, and system justification in the 2016 election*. Midwestern Psychological Association (MPA) Conference, Oral Presentation, Chicago, IL. Invited Talk.

Hildebrand, L.K., Carter, E.R., & Monteith, M.J. (April 2017). *Honey, sweetie, dear: Terms of endearment as a manifestation of benevolent sexism*. Midwestern Psychological Association (MPA) Conference, Oral Presentation, Chicago, IL.

Hildebrand, L.K., & Templeton, L. (April 2016). *Online self-presentation in social media: The effects on self-objectification, benevolent sexism, and self-perception*. Southwestern Psychological Association Conference, Oral Presentation, Dallas, TX.

Poster Presentations

Hildebrand, L.K., Monteith, M.J., & Arriaga, X. B. (February 2022). *Confronted by close others versus strangers: The role of trust in confrontation-related social costs*. Society for Personality and Social Psychology (SPSP) Conference, Poster Presentation, San Francisco, CA.

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.

Hildebrand, L.K., Monteith, M.J., & Mallett, R.K. (February 2020). *Reduced bias and interpersonal costs: Two independent confrontation processes*. Society for Personality and Social Psychology (SPSP) Conference, Poster Presentation, New Orleans, LA.

Murphy, R.R., Monteith, M.J., & **Hildebrand, L.K.** (June 2019). *Disliked for confronting bias? Confrontations and longevity of social costs*. Society for the Psychological Study of Social Issues (SPSSI) Conference, San Diego, CA.

Jusuf, C., **Hildebrand, L.K.**, & Monteith, M.J. (April 2019). *Perceptions of ally confrontations*. Midwestern Psychological Association (MPA) Conference, Poster Presentation, Chicago, IL.

Hildebrand, L.K., & Monteith, M.J. (February 2019). *The female threat: Reactions to increased representation of women in traditionally male-dominated domains*. Society for

Personality and Social Psychology (SPSP) Conference, Poster Presentation, Portland, OR.

Hildebrand, L.K., & Monteith, M.J. (March 2018). *“Nothing against women”?: Sexism and the 2016 Presidential election.* Society for Personality and Social Psychology (SPSP) Conference, Poster Presentation, Atlanta, GA.

Hildebrand, L.K., & Templeton, L. (January 2016). *Online self-presentation in social media: The effects on self-objectification, benevolent sexism, and self-perception.* Society for Personality and Social Psychology (SPSP) Conference, Poster Presentation, San Diego, CA.

Hildebrand, L.K., & Kennedy, L.A. (April 2015). *What I wish I hadn't done: The effect of action, inaction, and counterfactual thinking on derived meaning.* Arkansas Symposium for Psychology Students, Poster Presentation, Conway, AR.

Diversity-Related Activities and Service

Co-Leader for *Intercultural Learning – Lived Experiences in Greece*, Summer 2022.
Purdue University, College of Health and Human Sciences

Co-Leader for Critical Conversations for Diversity, Equity, and Inclusion: *Will Saying Something Matter? Interpersonal Confrontations of Bias.* June 15, 2021.
Purdue University, College of Health and Human Sciences

Faculty/Staff Liaison for the Graduate Student and Post-Doctorate Committee on Diversity, Equality, and Inclusion. Fall 2020-Present.
Purdue University, Department of Psychological Sciences

Founding member of the Psychology Undergraduate Mentorship Program, Fall 2020-Present.
Purdue University, Department of Psychological Sciences

Alumni Diversity Council, Fall 2020.
Episcopal Collegiate School, Upper School

Leader for Fitness Programs Diversity and Inclusion Training: *Inclusivity as Group Fitness Instructors*, October 13, 2019.
Purdue University, Recreation and Wellness

Boiler Inclusion Project, orientation program for all incoming first-year students (7,567 students), Fall 2016-2017.
Purdue University.

Professional Activities and Service

Reviewer for the Social-Personality Undergraduate Research (SPUR) Program, Society for Personality and Social Psychology (SPSP), Fall 2021.

Social Psychology Colloquium Coordinator, Purdue University, 2018-2019.

Ad hoc manuscript reviewer:

Personality and Social Psychology Bulletin
Group Processes and Intergroup Relations
Social Psychology and Personality Science
Journal of Personality and Social Psychology (co-reviewed with Margo Monteith)
American Journal of Psychology
Social Influence
Cultural Diversity and Ethnic Minority Psychology
Basic and Applied Social Psychology

Grade Appeals Committee, Purdue University, Fall 2018.

Teaching Experience

Instructor of Record, Purdue University

PSY 240: Introduction to Social Psychology, Spring 2021. Synchronous online.
PSY 392: Diversity and Inclusion, Fall 2020. In-person.
PSY 240: Introduction to Social Psychology, Summer 2020-2022. Asynchronous online.

Teaching Assistant, Purdue University

PSY 392: Diversity and Inclusion, Fall 2018
PSY 335: Stereotyping and Prejudice, Fall 2019-Spring 2020
PSY 240: Introduction to Social Psychology, Spring 2017

Guest Lecturer, Purdue University

PSY640: Survey of Social Psychology (Graduate level), Fall 2019
Lectures: “The History of Stereotyping and Prejudice”
“Targets’ Experience of Prejudice and Discrimination”
“Strategies to Improve Intergroup Relations and Reduce Prejudice”
PSY120: Introduction to Psychology, Summer 2017
Lecture: “Special Topics in Stereotyping and Prejudice”
PSY240: Introduction to Social Psychology, Summer 2018
Lecture: “Prejudice and Prejudice Reduction”

Course Assistant, Hendrix College, 2015-2016

Statistics

Undergraduate Student Mentorship

Sascha Smoot, 2022-present (co-mentored with Dr. Kentaro Fujita)

How test item format contributes to stereotype threat and inequality in STEM

The Ohio State University Psychology Thesis Program

Jacob Cole, 2018-2019 (co-mentored with Dr. Margo J. Monteith)

Free speech, prejudice, and ideological symmetry

Purdue University Honors College Thesis

Celine Jusuf, 2018-2019 (co-mentored with Dr. Margo J. Monteith)

Perceptions of ally confrontations

Purdue Psychology Research Focused Honors Program

Analisse Acosta, Summer 2017 (co-mentored with Dr. Margo J. Monteith)

What “honey” says about you: How those who use terms of endearment are perceived

Purdue University Summer Research Opportunity Program

Professional Affiliations

Society for Personality and Social Psychology

The Society for the Psychological Study of Social Issues

Midwestern Psychological Association

References

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Dr. Kipling D. Williams

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