

CYDNEY HURSTON DUPREE

Curriculum Vitae

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London E14 5AA UK

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ACADEMIC APPOINTMENTS

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| School of Management, University College London Associate Professor (with tenure), Organizations and Innovation | 2022–present |
| School of Management, Yale University Assistant Professor, Management and Organizations | 2017–2022 |

EDUCATION

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| Princeton University Ph.D., Psychology & Social Policy | 2017 Princeton, NJ |
| Brown University B.A., Psychology (with Honors) | 2011 Providence, RI |

AWARDS, HONORS, & FELLOWSHIPS

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| National Science Foundation SBE Postdoctoral Research Fellowship (Amount: \$138,000) <i>White Liberals' Competence Downshift: Antecedents, Consequences, and Solutions</i> (Recommended for funding 5/2022, declined (co-PI accepted faculty position)) | 2022 |
| Rising Star Award , American Psychological Society | 2022 |
| Sage Early Career Scholar Award , Society of Personality and Social Psychology | 2021 |
| Public Voices Fellowship , Yale University/The Op-Ed Project | 2021 |
| Graduate Student Travel Award , Society of Personality and Social Psychology | 2017 |
| Diversity Fund Travel Award , Society of Personality and Social Psychology | 2017 |
| Charlotte Elizabeth Proctor Honorific Fellowship , Princeton University (Amount: \$84,220) | 2016 |
| Summer Institute in Social and Personality Psychology , Society of Personality and Social Psychology | 2015 |
| National Science Foundation Graduate Student Fellowship (Amount: \$134,000) | 2013 |
| Joint Degree Program in Psychology & Public Policy Fellowship , Princeton University | 2013 |
| Presidential Fellowship , Princeton University (Amount: \$63,500) | 2012 |
| Research Achievement Award , Center for Alcohol & Addiction Studies | 2011 |
| Muriel Fain Sher Premium for Excellence in Psychology , Brown University | 2011 |
| Undergraduate Teaching and Research Award , Brown University | 2010 |

PUBLICATIONS

*Indicates student or post-doctoral collaborator at the time project began †Indicates shared first authorship

1. **Dupree, C. H.** (forthcoming). Racial diversity. *Handbook of Experimental Social Psychology*.
2. **Dupree, C. H.** (2024). Words of a leader: An intersectional analysis of gender differences in leaders' speech. *Administrative Science Quarterly*.
3. *Torrez, B., **Dupree, C. H.**, & Kraus, M. (2024). How race influences perceptions of objectivity in journalism. *Journal of Experimental Social Psychology*, *110*, 104524.
4. *†Torrez, B., *†Hudson, S. J. T., & **Dupree, C. H.** (2022). Racial equity in social psychological science: A guide for scholars, institutions, and the field. *Social and Personality Psychology Compass*, *17*(1), e12720.
5. **Dupree, C. H.** (2022). Forming and managing impressions across group divides. E. Balcetis & G. Moskowitz (Eds.). *The handbook of impression formation: A social psychological approach*. Routledge.
6. *Torrez, B., **Dupree, C. H.**, & Kraus, M. (2022). Examining the racialized consequences of objectivity in management scholarship. In E. King, Q. Robertson, & M. Hebl (Eds.), *Research on Social Issues in Management (V. 3): The Future of Diversity & Inclusion*.
7. Davis, M., **Dupree, C. H.**, & Meltzer, C. (2022). Diversity, equity, and inclusion efforts are organizational change management efforts. *Journal of the American College of Radiology*, *19*(1), 181–183.
8. **Dupree, C. H.** (2021). Experts are people, too: Attitudes and cognition impact experts' progress toward racial equality. *Psychological Inquiry*, *32*(3), 168–172.
9. *Callaghan, B., *Harouni, L., **Dupree, C. H.**, Kraus, M. K., & Richeson, J. A. (2021). Testing the efficacy of three informational interventions for reducing misperceptions of the Black-White wealth gap. *Proceedings of the National Academy of Sciences*, *118*(38), e2108875118.
10. **Dupree, C. H.** (2021). Black and Latinx conservatives upshift competence relative to liberals in mostly-White settings. *Nature Human Behavior*, *5*, 1652–1662.
11. **Dupree, C. H.**, & *Torrez, B. (2021). Hierarchy profiling: How and why hierarchy-relevance of a leadership role impacts racial hiring evaluations. *Journal of Experimental Social Psychology*, *96*, 104185.
12. **Dupree, C. H.**, & Kraus, M. K. (2021). Psychological science is not race neutral. *Perspectives on Psychological Science*, *17*(1), 270–275.
13. **Dupree, C. H.** & Boykin, C. M. (2021). Racial inequality in academia: Systemic origins, modern challenges, and policy recommendations. *Policy Insights from Behavioral and Brain Sciences*, *8*(1), 11-18.
14. **Dupree, C. H.**, *Torrez, B., *Obianuju, O., & Fiske, S. T. (2021). Race-status associations: Distinct effects of three novel measures among White and Black perceivers. *Journal of Personality and Social Psychology*, *120*(3), 601–625.
15. **Dupree, C. H.**, & Fiske, S. T. (2019). Self-presentation in interracial settings: The competence downshift by White liberals. *Journal of Personality and Social Psychology*, *117*(3), 579-604.
16. †Swencionis, J., †**Dupree, C.**, & Fiske, S. T. (2017). Warmth-competence tradeoffs in impression management across race and social-class divides. *Journal of Social Issues*, *73*, 175-191.

17. **Dupree, C.**, & Fiske, S. T. (2017). Universal dimensions of social signals: Warmth and competence. In A. Vinciarelli, J. Burgoon, N. Magnenat-Thalmann, & M. Pantic (Eds.), *Social Signal Processing* (pp. 23–33). New York: Cambridge University Press.
18. Fiske, S. T., **Dupree, C. H.**, Nicolas, G., & Swencionis, J. (2016). Status, power, and intergroup relations: The personal is the societal. *Current Opinion in Psychology*, *11*, 44-48.
19. **Dupree, C.**, Magill, M., & Apodaca, T. R. (2016). The pros and cons of drinking: A qualitative analysis of young adult motivations and expectancies. *Addiction Research and Theory*, *24*, 40-47.
20. Fiske, S.T., Ames, D. L., Swencionis, J. K., & **Dupree, C. H.** (2016). Thinking up and talking up: Restoring control through mindreading. In M. Bukowski, I. Fritsche, A. Guinote, & M. Kofta (Eds.). *Coping with Lack of Control in a Social World*. Psychology Press & Routledge.
21. Fiske, S. T., & **Dupree, C. H.** (2015). Cognitive processes involved in stereotyping. In R. A. Scott & S. M. Kosslyn (Eds.), *Emerging Trends in the Social and Behavioral Sciences: An Interdisciplinary, Searchable, and Linkable Resource* (pp. 1-12).
22. Fiske, S. T., Bergsieker, H. B., Constantine, V., **Dupree, C. H.**, Holoiien, D. S., Kervyn, N., Leslie, L., & Swencionis, J. K. (2015). Talking up and talking down: The power of positive speaking. Lewin Award Address, *Journal of Social Issues*, *71*(4) 834-846.
23. Fiske, S. T., & **Dupree, C.** (2014). Gaining trust as well as respect in communicating to motivated audiences about science topics. *Proceedings of the National Academy of Sciences of the United States of America*, *111*, 13593-13597.

UNDER REVIEW AND IN REVISION

24. Onyeador, I., **Dupree, C. H.**, & Dovidio, J. (under review). Connecting with others: Diversity training shapes egalitarian orientations.

IN PREPARATION

25. **Dupree, C. H.** Self-presentation in interracial settings: An integrative framework. Target: *Psychological Review*.
26. *Foster-Gimbel, O. & **Dupree, C. H.** Going for woke: White Americans downshift conservatism in interracial settings. Target: *Journal of Personality and Social Psychology*.
27. *Torrez, B., & **Dupree, C. H.** Effects of status signaling in hiring depend on applicant race. Target: *Journal of Applied Psychology*.
28. *Harouni, L., **Dupree, C. H.**, & Kanze, D. The incremental presence of women in venture capital reduces the gender gap in entrepreneurial funding. Target: *Organizational Behavior and Human Decision Processes*
29. *Lewis, A., **Dupree, C. H.**, & Hall, E. Self-presentation in intergroup settings: Interactive effects of partner race and status.

IN PROGRESS

30. *Osborne, M., *Villafuerte, A., Anicich, E., & **Dupree, C.** (*data collection*). Confronters Can Cause Harm by Soliciting Marginalized Employees' Voice When Confronting Prejudice.
31. **Dupree, C. H.**, *Carillo, J., *Torrez, B., & *Harris, D. (*data collection*). How do outgroup members react to shifts in self-presentation of competence? Implications for contact, perceived warmth, and perceived hireability.

FOR A POPULAR AUDIENCE

32. **Dupree, C. H.** (2022, June 17). How stereotypes change the language people use. *Time Magazine*. <https://time.com/6188528/stereotypes-shape-the-language-people-use/>
33. **Dupree, C. H.** (2022, February 6). Black employees will thrive with remote work—it's anti-racist. *The Hill*. <https://thehill.com/opinion/civil-rights/592599-black-employees-will-thrive-with-remote-work-its-anti-racist?rl=1>
34. **Dupree, C.H.** (2021, July 23). Stereotype reversal in diverse settings. *Nature Human Behavior, Behind the Paper*. <https://socialsciences.nature.com/posts/reversing-stereotypes-in-diverse-settings>
35. **Dupree, C. H.** (2020, December 16). Science also reckoned with race this year: How'd they do? *Discover*. <https://www.discovermagazine.com/the-sciences/science-also-reckoned-with-race-this-year-howd-they-do>
36. **Dupree, C. H.** (2020, July 14). What allies should know about interracial communication. *Yale Insights*. <https://insights.som.yale.edu/insights/what-allies-should-know-about-interracial-communication>

INVITED TALKS

| | |
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| New York University , Stern Business School | 2024 |
| Harvard University , Harvard Business School | 2023 |
| Imperial College London , Imperial College Business School | 2023 |
| University of Kent , Department of Psychology | 2023 |
| Northwestern University , Kellogg School of Management | 2021 |
| Emory University , Goizueta Business School | 2021 |
| University College London , School of Management | 2021 |
| University of Berkeley , Haas School of Business | 2021 |
| University of Berkeley , Institute of Personality and Social Research | 2021 |
| Columbia University , Columbia Business School | 2021 |
| University of Toronto , Rotman School of Business | 2021 |
| University of Michigan , Ross School of Business | 2021 |
| Cornell University , Center for Behavioral Economics and Decision Research | 2021 |
| Stanford University , Department of Psychology | 2021 |

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| Dartmouth University , Tuck School of Business | 2021 |
| University of Virginia , Department of Psychology | 2021 |
| Brown University , Department of Psychology | 2021 |
| University of Southern California , Marshall School of Business | 2021 |
| Duke University , Fuqua School of Business | 2020 |
| Stanford University , Graduate School of Business | 2019 |
| New York University , Department of Psychology | 2019 |
| Columbia University , Department of Psychology | 2019 |
| University of Connecticut , Department of Psychology | 2018 |
| University of Massachusetts , Department of Psychology | 2018 |
| Yale University , Department of Psychology | 2017 |
| Yale University , School of Management | 2016 |

CONFERENCE PRESENTATIONS

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|---|------|
| <i>Society of Personality and Social Psychology</i> , Atlanta, GA | 2023 |
| <i>Academy of Management</i> , Seattle, WA | 2022 |
| <i>Society of Personality and Social Psychology</i> , San Francisco, CA | 2022 |
| <i>Academy of Management</i> , Virtual | 2021 |
| <i>Center for Public Interests Communications</i> annual meeting (keynote speaker), Virtual | 2021 |
| <i>Society of Personality and Social Psychology</i> , Virtual | 2021 |
| <i>Academy of Management</i> (withdrawn due to COVID-19) | 2020 |
| <i>Society of Personality and Social Psychology</i> , New Orleans, LA | 2020 |
| <i>Academy of Management</i> , Boston, MA (Two talks) | 2019 |
| <i>Society of Personality and Social Psychology</i> , Portland, OR (Two talks) | 2019 |
| <i>Academy of Management</i> , Chicago, IL | 2018 |
| <i>Society of Experimental and Social Psychology</i> , Seattle, WA | 2018 |
| <i>Authority and Language conference</i> , New Haven, CT | 2018 |
| <i>Group Processes & Intergroup Relations conference</i> , Palo Alto, CA | 2018 |
| <i>Society of Personality and Social Psychology</i> , San Antonio, TX | 2017 |
| <i>Delaware Health & Social Services Division of Management</i> , Leadership Academy, Dover, DE | 2016 |
| <i>Society of Personality and Social Psychology</i> , San Diego, CA | 2016 |
| <i>Corner House Leadership Institute</i> | 2015 |
| <i>IEAGHG Social Research Network Meeting</i> , Calgary, Canada | 2014 |
| <i>SPSSI-EASP Great Recession and Social Class Divides conference</i> , Princeton, NJ | 2014 |

EDITORIAL BOARDS

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| Journal of Personality and Social Psychology | 2022–Present |
| Journal of Experimental Social Psychology | 2021–Present |
| Social Psychological and Personality Science | 2020–Present |

AD HOC REVIEWER

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| Nature | Journal of Personality and Social Psychology |
| Academy of Management Journal | Perspectives on Psychological Science |
| Personality and Social Psychology Review | American Psychologist |
| Psychological Science | Journal of Experimental Psychology: General |
| Personality and Social Psychology Bulletin | Social Psychological and Personality Science |
| Journal of Experimental Social Psychology | Group Processes and Intergroup Relations |
| Social and Personality Psychology Compass | PLOS One |

TEACHING EXPERIENCE

Instructor

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| <i>Delivering Results Through People</i> | 2024 |
| <i>Business Research</i> | 2024 |
| <i>The Executive</i> , Yale School of Management (MBA Core) | 2019–2022 |
| <i>Managing Groups & Teams</i> , Yale School of Management (MBA Core) | 2017–2021 |
| <i>Interpersonal Dynamics</i> , Yale School of Management (MBA Elective) | 2018 |

Guest Lecturer

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| <i>Yale Global Executive Leadership Program</i> , Yale School of Management | 2020 |
| <i>Micro Organizational Behavior Summer Internship</i> , Yale School of Management | 2020 |
| <i>UL Continuing Education Program</i> , Yale School of Management | 2019 |
| <i>Leadership Lab</i> , Yale School of Management (MBA Elective) | 2018 |
| <i>Fundamentals of Working with People</i> , Yale School of Forestry & Environmental Sciences | 2018, 2019 |
| <i>Tsai Center for Innovative Thinking</i> , Yale University | 2018 |
| <i>Global Leadership: Teams</i> , Yale School of Management (Executive MBA Core) | 2017 |
| <i>Prejudice: Its Causes, Consequences, & Cures</i> , Princeton University | 2014 |

ACADEMIC SERVICE

Steering Committee Member

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| <i>National Science Foundation (NSF) Broader Impacts Technical Working Group</i> | 2023–2024 |
| <i>American Association for the Advancement of Science (AAAS), Psychology (Early Career Rep)</i> | 2023–2024 |
| <i>Women’s Faculty Forum, Yale University</i> | 2021–2022 |
| <i>Council on Anti-Racism and Equity, Yale University, School of Management</i> | 2020–2021 |
| <i>Minority Organization for Retention & Expansion (STEM), Yale University</i> | 2020–2021 |

Organizer

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| <i>Justice and Morality Preconference, Society of Personality & Social Psychology Annual Meeting</i> | 2020, 2021 |
| <i>Groups Preconference, Society of Experimental Social Psychology Annual Meeting</i> | 2018, 2019, 2021 |
| <i>Micro Organizational Behavior Summer Internship, Yale School of Management</i> | 2018, 2019, 2021 |

Moderator

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| <i>How To Build a Successful Academic Career with Interdisciplinary Research, SPSP</i> | 2020 |
| <i>Productivity, Organizations and Management Seminar, Yale University</i> | 2019 |
| <i>The Gig Economy and the Future of Work, Yale Alumni Association</i> | 2019 |
| <i>A Conversation with Joanne Lipman, Yale University Women Faculty Forum</i> | 2018 |
| <i>Discussant, Five College Conference in Social Psychology</i> | 2018 |
| <i>Increasing Diversity and Inclusion, Society of Personality & Social Psychology Annual Meeting</i> | 2018 |

Advisor

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| Joselle Carillo (PhD student, University College London) | Brittany Torrez (PhD student, Yale University) |
| Bennett Callaghan (Dissertation committee, 2020) | Julian Rucker (Dissertation committee, 2020) |
| Gina Torrez (Dissertation committee, 2018) | Jun Won Park (Master’s thesis committee, 2019) |
| Thaddeus Demeke (Summer intern, 2019) | Brittinee Phillips (Summer intern, 2019) |
| Leilah Harouni (Summer intern, 2018) | Cristian Cortez (Summer intern, 2018) |

MEDIA COVERAGE (SELECTED)

The Washington Post; USA Today; National Public Radio (NPR); Business Insider; Freakonomics Radio

PROFESSIONAL EXPERIENCE

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|---|--------------|
| Consultant , various projects related to diversity, equity, and inclusion in organizations | 2021–Present |
| Lab Manager , Brown University, <i>Social Cognitive Science Research Center</i> | 2011–2012 |
| Research Assistant , Brown University, <i>Center for Alcohol and Addiction Studies</i> | 2010–2012 |

EXTERNAL BOARD EXPERIENCE

Board Member, Planned Parenthood of Southern New England

2021–2022

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Society of Personality and Social Psychology (SPSP)

American Psychological Association (APA)

Society for the Psychological Study of Social Issues (SPSSI)

Association for Psychological Science (APS)