

## JULIE E. PHELAN

*Curriculum Vitae: updated 5/19/08*

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### EDUCATION

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- Ph.D., Social Psychology, Rutgers University, expected 2010
- M. S., Statistics, Rutgers University, expected 2010
- M. S., Social Psychology, Rutgers University, 2007
  - Thesis: How Actors' Reactions to Deviance Maintain Racial Stereotypes: The Role of Backlash and Racial Identity (Advisor: Dr. Laurie A. Rudman)
- B. A., Psychology and Art (dual majors), *summa cum laude*, Lafayette College, 2005
  - Departmental Honors in Psychology
    - Thesis: Factors Influencing the Social Tolerance of Mental Illness
  - Departmental Honors in Art

### HONORS, AWARDS AND FELLOWSHIPS

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- Jacob K. Javits Fellowship, *Department of Education*, 2006-2010
- Graduate School Dean's Award for Excellence in Research, *Rutgers University*, 2008
- Social Area Graduate Student Research Award, *Rutgers University*, 2007, 2008
- *SPSP* Summer Institute in Social Psychology, University of Texas - Austin, 2007
- Graduate School Merit Fellowship, *Rutgers University*, 2005-2006
- *NSF* Graduate Research Fellowship (Honorable Mention), 2005, 2006
- Burton H. Cohen Memorial Prize for Psychology, *Lafayette College*, 2005
- Student Conference Travel Grant, *Lafayette College*, 2005
- Excel Scholar, *Lafayette College*, January 2004 - May 2005
- Sigma Xi, inducted Spring 2005
- Psi Chi, inducted Spring 2004

### RESEARCH INTERESTS

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- Intergroup relations, prejudice and stereotyping
- Implicit social cognition
- Gender and social roles
- Creativity and the unconscious

### PUBLICATIONS AND PAPERS

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#### Peer-Reviewed Publications

- Phelan, J. E., Moss-Racusin, C. A., & Rudman, L. A. (*in press*). Competent yet out in the cold: Shifting criteria for hiring reflects backlash toward agentic women. *Psychology of Women Quarterly*.
- Rudman, L. A., & Phelan, J. E. (2007). The interpersonal power of feminism: Is feminism good for romantic relationships? *Sex Roles*, 57, 787-799.

- Rudman, L. A., Phelan, J. E., & Heppen, J. B. (2007). Developmental sources of implicit attitudes. *Personality and Social Psychology Bulletin*, *33*, 1700-1713.
- Phelan, J. E., & Basow, S. A. (2007). Attitudes towards mental illness: An examination of the stigma process. *Journal of Applied Social Psychology*, *37*, 2877-2902.
- Basow, S. A., Cahill, K. F., Phelan, J. E., Longshore, K., & McGillicuddy-DeLisi, A. (2007). Perceptions of relational and physical aggression among college students: Effects of gender of perpetrator, target, and perceiver. *Psychology of Women Quarterly*, *31*, 85-95.
- Basow, S. A., Phelan, J. E., & Capotosto, L. (2006). Gender patterns in college students' choices of their best and worst professors. *Psychology of Women Quarterly*, *30*, 25-35.

#### Book Chapters

- Rudman, L. A., & Phelan, J. E. (*in press*). Backlash effects for counterstereotypical behavior in organizations. In A. Brief & B. M. Staw (Eds.), *Research in organizational behavior*. New York, NY: Elsevier.
- Rudman, L. A., Glick, P., & Phelan, J. E. (2007). From the laboratory to the bench: Gender stereotyping research in the courtroom. In E. Borgida & S. T. Fiske (Eds.), *Beyond common sense: Psychological science in court* (pp. 83-102). Malden, MA: Blackwell Publishing.
- Rudman, L. A., & Phelan, J. E. (2007). Sex differences, sexism and sex: The social psychology of gender from past to present. In S. J. Correll (Ed.), *Social psychology of gender: Vol. 24. Advances in group processes* (pp. 19-47). New York: Elsevier.

#### Manuscripts Under Review

- Rudman, L. A., & Phelan, J. E. (2008). *Comparing sources of implicit attitudes*. Manuscript submitted for publication.
- Rudman, L. A., & Phelan, J. E. (2008). *Actors' reactions to ethnic deviance: The role of backlash in racial stereotype preservation*. Manuscript submitted for publication.
- Phelan, J. E., Moss-Racusin, C. A., & Rudman, L. A. (2008). *Beyond warmth and competence: Backlash for gender deviants' status incongruity*. Manuscript submitted for publication.
- Sanchez, D. T., Moss-Racusin, C. A., Phelan, J. E., & Crocker, J. (2007). *The sexual costs and benefits of communal norms for women in heterosexual and lesbian relationships*. Manuscript submitted for publication.
- Phelan, J. E., Rudman, L. A., & Fairchild, K. (2007). *Negations are not good for the IAT*. Manuscript submitted for publication.

#### CONFERENCE PRESENTATIONS

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- Phelan, J. E., & Rudman, L. A. (2008, February). *How actors' reactions to deviance maintain racial stereotypes: The role of backlash and racial identity*. Poster presented at the 9<sup>th</sup> annual convention of the Society for Personality and Social Psychology, Albuquerque, NM.

- Rudman, L. A., & Phelan, J. E. (2007, October). *Feminism and romance: Oil and water or champagne and strawberries?* Invited talk presented at the annual meeting of the Society of Experimental Social Psychology, Chicago, IL.
- Phelan, J. E., & Rudman, L. A. (2007, May). *The role of backlash and social support in stereotype maintenance.* Poster presented at the 19<sup>th</sup> annual meeting of the Association for Psychological Science, Washington, DC.
- Phelan, J. E., & Rudman, L. A. (2007, January). *Gender and stereotypic emotions: Implicit and explicit judgments.* Poster presented at the 8<sup>th</sup> annual convention of the Society for Personality and Social Psychology, Memphis, TN.
- Phelan, J. E., & Rudman, L. A. (2006, October). *It's in the eyes: The role of implicit and explicit gender stereotypes in emotional attribution.* Paper presented at the annual meeting of the Society of Experimental Social Psychology, Philadelphia, PA.
- Basow, S. A., Cahill, K. F., Phelan, J. E., Longshore, K., & McGillicuddy-DeLisi, A. (2006, August). *Perceptions of gendered aggression among college students.* Poster presented at the 114<sup>th</sup> annual convention of the American Psychological Association, New Orleans, LA.
- Phelan, J. E., & Rudman, L. A. (2006, May). *Feminism and close relationships: Towards a marriage of (equal) power and romance.* Poster presented at the 18<sup>th</sup> annual meeting of the Association for Psychological Science, New York, NY.
- Phelan, J. E., Basow, S. A., & Pinto, J. (2005, August). *Factors influencing the social tolerance of mental illness.* Poster presented at the 113<sup>th</sup> annual convention of the American Psychological Association, Washington, DC.
- Phelan, J. E. (2005, April). *Factors influencing the social tolerance of mental illness.* Paper presented at the 20<sup>th</sup> annual Lehigh Valley Undergraduate Psychology Conference, Cedar Crest College, PA.
- Phelan, J. E. (2005, April). *Factors influencing the social tolerance of mental illness.* Paper presented at the 19<sup>th</sup> National Conference on Undergraduate Research, Virginia Military Institute, VA.
- Basow, S. A., Phelan, J. E., & Capotosto, L. (2005, February). *Gender patterns in college students' choices of their best and worst professors.* Invited talk presented at the 30<sup>th</sup> annual conference for the Association for Women in Psychology, Tampa, FL.

## TEACHING EXPERIENCE

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### Instructor

- Quantitative Methods, *Rutgers University*, Summer 2008
- Cognition Lab, *Rutgers University*, Summer 2007
  - *Student Evaluation for "Teaching Effectiveness": 4.88/5.0*
  - *Student Evaluation for "Prepared for Class": 4.75/5.0*
  - *Student Evaluation for "Positive Attitude": 5.0/5.0*

### Teaching Assistant

- Introduction to Psychology Lab, *Lafayette College*, Fall 2004 (Instructor: Dr. Susan A. Basow)
- Introduction to Psychology Lab, *Lafayette College*, Fall 2003

(Instructor: Dr. Susan A. Basow)

### SERVICE & ACTIVITIES

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- Social Psychology Area Representative, Graduate Student Association, *Rutgers University*, 2006-present.
- Treasurer, Association for Social and Health Psychology Graduate Students, *Rutgers University*, 2006 - present.
- Vice President, Association for Social and Health Psychology Graduate Students, *Rutgers University*, 2006 - 2007.
- Ad Hoc Reviewer: *European Psychologist*, *Self and Identity*, *Violence and Victims*

### ASSOCIATION MEMBERSHIPS

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- American Psychology Association
  - Society for Personality and Social Psychology (Div. 8)
  - Society for the Psychological Study of Social Issues (Div. 9)
  - Society for the Psychology of Women (Div. 35)
- Association for Psychological Science

### REFERENCES

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| <ul style="list-style-type: none"> <li>▪ Dr. Laurie A. Rudman<br/>Associate Professor of Psychology<br/>Department of Psychology, Tillett Hall<br/>Rutgers University<br/>53 Avenue E<br/>Piscataway, NJ 08854-8040<br/><a href="mailto:rudman@rci.rutgers.edu">rudman@rci.rutgers.edu</a></li> </ul> | <ul style="list-style-type: none"> <li>▪ Dr. Lee Jussim<br/>Professor of Psychology<br/>Department of Psychology, Tillett Hall<br/>Rutgers University<br/>53 Avenue E<br/>Piscataway, NJ 08854-8040<br/><a href="mailto:jussim@rutgers.edu">jussim@rutgers.edu</a></li> </ul>                             |
| <ul style="list-style-type: none"> <li>▪ Dr. Daniel M. Ogilvie<br/>Professor of Psychology<br/>Department of Psychology, Tillett Hall<br/>Rutgers University<br/>53 Avenue E<br/>Piscataway, NJ 08854-8040<br/><a href="mailto:ogilvie@rutgers.edu">ogilvie@rutgers.edu</a></li> </ul>                | <ul style="list-style-type: none"> <li>▪ Dr. Diana T. Sanchez<br/>Assistant Professor of Psychology<br/>Department of Psychology, Tillett Hall<br/>Rutgers University<br/>53 Avenue E<br/>Piscataway, NJ 08854-8040<br/><a href="mailto:disanche@rci.rutgers.edu">disanche@rci.rutgers.edu</a></li> </ul> |
| <ul style="list-style-type: none"> <li>▪ Dr. Susan A. Basow<br/>Charles A. Dana Professor of Psychology<br/>Oechsle Hall<br/>Lafayette College<br/>Easton, PA 18042<br/><a href="mailto:basows@lafayette.edu">basows@lafayette.edu</a></li> </ul>   |   |