

ADRIANA L. GERMANO

University of Washington
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Education

University of Washington, Seattle, WA

Ph.D., Psychology anticipated 2021
M.S., Psychology 2017
Specializations: Social and Cultural Psychology
Advisors: Sapna Cheryan and Kristina Olson

Columbia University, New York, NY

Post-Baccalaureate Certificate Program, Psychology 2013
Advisor: Valerie Purdie-Greenaway

University of Florida, Gainesville, FL

B.F.A., Creative Photography, minor in History of Art, *cum laude* 2010

Research Interests

Cultural Influences on the Self and Society; Social Inequity and Injustice; Psychology of Race and Gender

Grants and Fellowships

SPSP Heritage Dissertation Research Award (\$2,000) 2020
UW Graduate Opportunities & Minority Achievement Program Dissertation Fellowship 2020 – 2021
SPSP Community Catalyst Grant (\$1,100), Principal Organizer, *SPSP Network of Multiracial Scholars* 2020
Harry and Claire Peterson Alcor Graduate Fellowship, University of Washington 2020
Pigott Diversity & Equity Fellowship, University of Washington 2020
Robert C. Bolles Dissertation Award (\$1,250), Awarded by the University of Washington 2019
Psychology Department Scholar Award, University of Washington 2016, 2019
Ford Foundation Pre-Doctoral Fellowship – Honorable Mention 2016, 2017

Awards and Honors

Distinguished Teaching Award for Graduate Students, University of Washington 2020
Departmental Service Award, University of Washington 2020

Updated: 09/28/2020

SPSP Summer Institute for Social & Personality Psychology, Tuition Waiver & Travel Award	2019
University of Washington selectee, California Alliance for Graduate Education Research Exchange	2019
SPSP Graduate Poster Award – Finalist	2018
SPSP Diversity Graduate Travel Award	2017
SPSP Diversity Undergraduate Registration Award	2015
Dean’s Award, University of Florida School of Art and Art History	2009
Florida Medallion Scholar – 75% In-State Tuition Scholarship Awarded by State of Florida	2006 – 2010

Peer-Reviewed Publications

⁺ denotes post-baccalaureate collaborator

Germano, A. L., Ziegler, S. A., Banham, L.⁺, & Cheryan, S. (in press). Do diversity awards discourage marginalized groups from more lucrative opportunities? *Psychological Science*.

Brady, L. M., **Germano, A. L.**, & Fryberg, S. A. (2017). Leveraging cultural differences to promote educational equality. *Current Opinion in Psychology*, 18, 79–83.

Cook, J. E., **Germano, A. L.**, & Stadler, G. (2016). An exploratory investigation of social stigma and concealment among MS patients. *International Journal of MS Care*, 18, 78–84.

Manuscripts Under Review and in Preparation

Siy, J. O., **Germano, A. L.**, Vianna, L., & Cheryan, S. (in revision). Does the follow-your-passions ideology increase gender gaps in male-dominated fields and occupations compared to other cultural ideologies? [Draft Available Upon Request]

Germano, A. L. & Cheryan, S. (in preparation for submission). De-centering White experiences in the study of race. [Draft Available Upon Request]

Park, H. J., Turetsky, K. M., Dahl, J., Pasek, M. H., **Germano, A. L.**, Harper, J. O., Purdie Greenaway, V., Cohen, G. L., & Cook, J. E. (in preparation for submission). Investigating cortisol in the classroom: The association between cortisol and academic performance.

Germano, A. L. & Olson, K. R. (data collection in progress). Gender neutral = masculine.

Invited Talks: Academic and General Public Audiences

The National Academies of Sciences, *Promising Practices for Improving the Inclusion of Women in Science, Engineering, and Medicine: Lessons from Kuwait and the United States*, 2020

University of Washington, *Mixed Race Student Union* 2020

New York University, <i>Cognitive Development Lab</i>	2019
Columbia University, <i>Laboratory of Intergroup Relations and the Social Mind</i>	2018
New York University, <i>Diversity and Social Processes Lab</i>	2018
March for Science, Seattle, WA	2018
University of Washington, <i>Rapid-Fire Research Talks</i>	2018

Chaired Conference Symposia

Germano, A. L. (2020, February). *Diversifying research on diversity: Insights from understudied racial groups*. Society for Personality and Social Psychology, New Orleans, LA.

Speakers: Adriana L. Germano, Arianne E. Eason, Kristin Pauker, Chanel Meyers

Germano, A. L. & Cheryan, S. (2019, March). *Uncovering the Costs and Benefits to Popular Diversity Programs across Schools and Workplaces*. International Convention of Psychological Science, Paris, France.

Speakers: Leigh S. Wilton, Teri A. Kirby, Adriana L. Germano

Rodriguez-Aruaz, G. & **Germano, A. L.** (2017, January). *How culture shapes us: Self, behavior and opportunities for interventions*. Society for Personality and Social Psychology, San Antonio, TX.

Speakers: Ted Schwaba, Adriana L. Germano, Jessica Fernandez, Gloriana Rodriguez-Aruaz

Conference Talks

Germano, A. L., & Cheryan, S. (2020, February). *Who gets left out when we study race?* In **Germano, A. L.** (Chair) *Diversifying research on diversity: Insights from understudied racial groups*. Symposium conducted at the Society for Personality and Social Psychology, New Orleans, LA.

Germano, A. L., Zeigler, S. A., & Cheryan, S. (2019, March). *Academic diversity awards discourage underrepresented students from applying for more lucrative opportunities*. In **Germano, A. L.** & Cheryan S. (Chairs), *Uncovering the Costs and Benefits to Popular Diversity Programs across Schools and Workplaces*. Symposium conducted at the International Convention of Psychological Science, Paris, France.

Park, H. J., Turetsky, K. M., Dahl, J., Pasek, M. H., **Germano, A. L.**, Harper, J. O., Purdie Greenaway, V., Cohen, G. L., & Cook, J. E. (2019, February). *Investigating cortisol in the classroom: Higher cortisol levels predict better academic performance for negatively stereotyped students*. In H. J. Park & J. E. Cook (Chairs), *New insights into the association of cortisol with performance*. Symposium conducted at the Society for Personality and Social Psychology, Portland, OR

Germano, A. L., Zeigler, S. A., & Cheryan, S. (2018, March). *Women-targeted academic awards discourage women from applying for more lucrative opportunities*. Data blitz conducted at the Gender Preconference of the Society for Personality and Social Psychology, Atlanta, GA.

Germano, A. L. & Fryberg, S. A. (2017, January). *Tailoring Mindset Interventions for First-Generation College Students: A Cultural Fit Approach*. In Rodriguez-Aruaz, G. & **Germano, A. L.** (Chairs), How culture shapes us: Self, behavior and opportunities for interventions. Symposium conducted at the Society for Personality and Social Psychology, San Antonio, TX.

First-Author and Mentee Collaborator Poster Presentations

⁺ denotes undergraduate or post-baccalaureate collaborator

Ilac, M. ⁺, Truong, L. ⁺, **Germano, A. L.**, & Cheryan, S. (2019, February). *Women-only awards appeal more to women than other lucrative opportunities, regardless of strength of gender identity*. Poster presented at the Society for Personality and Social Psychology, Portland, OR. [**Society for Personality and Social Psychology Undergraduate Poster Award Runner-Up**]

Germano, A. L., Zeigler, S. A., & Cheryan, S. (2019, February). *Academic diversity awards discourage underrepresented students from applying for more lucrative opportunities*. Poster presented at the Social Cognition Preconference of the Society for Personality and Social Psychology, Portland, OR.

Germano, A. L., Zeigler, S. A., & Cheryan, S. (2018, March). *Want to reduce gender inequality in computer science? Stop steering women away from predominately male subfields*. Poster presented at the Society for Personality and Social Psychology, Atlanta, GA. [**Society for Personality and Social Psychology Graduate Poster Award Finalist**]

Epistola, J. ⁺, **Germano, A. L.**, & Fryberg, S.A. (2017, May). *Examining cultural differences in motivation and growth mindset*. Poster presented at the University of Washington Psychology Honors Poster Session, Seattle, WA.

Germano, A. L., Turetsky, K. M., North, M. S., Cook, J. E., Purdie-Vaughns, V., Mervis, J., Hada, E., & Cohen, G. L. (2015, February). *Identity threat and self-regulation: Post-Trier ego depletion among threatened Black premedical students*. Poster presented at Society for Personality and Social Psychology, Long Beach, CA.

Huang, N. ⁺, Glasser, Z. ⁺, **Germano, A. L.**, North, M. S., Purdie-Vaughns, V. (2014, October). *"Graying" out the threat: Ageism and its effects on racial prejudice and perceptions of criminality*. Poster presented at Columbia University Undergraduate Science and Engineering Research Showcase, New York, NY.

Germano, A. L., Cook, J. E., Stadler, G., & Purdie-Vaughns, V. (2014, February). *Chronic illness and concealment among people with multiple sclerosis: A social identity threat perspective*. Poster presented at the Society for Personality and Social Psychology, Austin, TX.

Germano, A. L., Purdie-Vaughns, V., & Cook, J. E. (2013, January). *Can a values-affirmation intervention improve*

minority performance on the law school admission test? Preliminary results. Poster presented at the Society for Personality and Social Psychology, New Orleans, LA.

Teaching and Mentoring Experience

Graduate Instructor

PSYCH 478: Cultural Psychology (self-developed course) 2020
ENG 401: Leadership Development to Promote Equity in Engineering (co-instructor) 2019
PSYCH 334: Laboratory in Social Psychology 2017-2018

Graduate Teaching Assistant

PSYCH 306: Developmental Psychology 2019
PSYCH 345: Social Psychology 2019
PSYCH 315: Understanding Statistics in Psychology 2017
PSYCH 101: Introduction to Psychology 2015 – 2019

Honors Theses Supervised

Jordan Epistola, 2017, University of Washington
Examining Cultural Differences in Motivation and Growth Mindset.

Zachary Glasser, 2015, Columbia University
“Graying” Out the Threat: Ageism and its Effects on Racial Prejudice and Perceptions of
Criminality.
Awarded Stacy M. and Russell D. Paul Prize for excellence in psychology

Independent Undergraduate Research Supervised

Maria Ilac, 2020, University of Washington
How has #MeToo Impacted Men and Women’s Workplace Relationships?

SPSP Summer Program for Undergraduate Research (SPUR) Supervisee

Fasika Hailu, 2017, University of Washington

Research and Professional Experience

Graduate Writing Tutor, Psychology Writing Center 2018 –
University of Washington, Seattle, WA

Lab Manager, Laboratory of Intergroup Relations and the Social Mind 2013 – 2015
Columbia University, Department of Psychology, New York, NY
PI: Valerie Purdie-Greenaway

Professional Service and Community Outreach

Principal Organizer of SPSP Network of Multiracial Scholars	2020 – present
Social/Personality Faculty Hiring Committee, University of Washington	2020 – 2021
Society of Experimental Social Psychology (SESP) Conference Organizer	2018
Co-Chair of Diversity Steering Committee, University of Washington	2017 – 2019
Co-Organizer of Week-long Cultural Inclusion Workshop, Oregon School District	2017
Social/Personality Area Recruitment Weekend Leader, University of Washington	2017
Panelist, University of Washington event on applying to graduate school as a student of color	2016
Member of Diversity Steering Committee, University of Washington	2015 – 2020
Young Women’s Leadership School of Brooklyn NY Invited Career Day Speaker	2013

Ad hoc reviewer: *Cultural Diversity & Ethnic Minority Psychology* *Journal of Personality and Social Psychology*
Journal of Applied Social Psychology *Psychology of Women Quarterly*

Professional Affiliations

Association for Psychological Science (APS)
Society for Personality and Social Psychology (SPSP)

References

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Professor of Psychology
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