

CYDNEY HURSTON DUPREE

Curriculum Vitae

One Canada Square, Canary Wharf
London E14 5AA UK

c.dupree@ucl.ac.uk

ACADEMIC APPOINTMENTS

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

School of Management, Yale University 2017–2022
Assistant Professor, Management and Organizations

EDUCATION

Princeton University 2017
Ph.D., Psychology & Social Policy Princeton, NJ

Brown University 2011
B.A., Psychology (with Honors) Providence, RI

AWARDS, HONORS, & FELLOWSHIPS

National Science Foundation SBE Postdoctoral Research Fellowship (Amount: \$138,000) 2022

White Liberals' Competence Downshift: Antecedents, Consequences, and Solutions

(Recommended for funding 5/2022, declined (co-PI accepted faculty position))

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.** (in press). Words of a leader: An intersectional analysis of gender differences in leaders' speech. *Administrative Science Quarterly*.
2. **Dupree, C. H.** (forthcoming). Racial diversity. *Handbook of Experimental Social Psychology*.
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, *Journal of Applied Social Psychology*). 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 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*

IN PROGRESS

29. *Lewis, A., **Dupree, C. H.**, & Hall, E. (*data collection*). Self-presentation in intergroup settings: Interactive effects of partner race and status.

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.**, *Carrillo, 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

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
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

<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

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

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

<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

<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

Cydney Hurston Dupree	January 2024
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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

<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

<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

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

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
Cydney Hurston Dupree	January 2024

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

American Psychological Association (APA)

Association for Psychological Science (APS)

Society of Personality and Social Psychology (SPSP)

Society for the Psychological Study of Social Issues (SPSSI)