

Andrea C. Vial

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EDUCATION

Yale University, Ph.D. Social Psychology, ABD
Yale University, M.Phil. Social Psychology, 2015
Northeastern University, Summer Institute in Social and Personality Psychology, Morality class, 2015
Yale University, M.S. Social Psychology, 2014
Hunter College of the City University of New York, B.A. Psychology, *summa cum laude*, 2011

QUANTITATIVE TRAINING

Best Research Practices Workshop, E. Finkel, Northeastern University (SISPP), 2015
Dyadic Data Analysis Workshop, D. Kenny, T. West, and R. Garcia, University of Connecticut, 2015
Advanced Regression, J. Napier, Yale University, Spring 2014
Structural Equation Modeling Workshop, T. West and R. Garcia, Yale University, 2013
Multivariate Statistics, J. Dovidio, Yale University, Fall 2012

GRANTS, HONORS, AND AWARDS

Conference Travel Award: Yale University Graduate Student Assembly, 2017
Travel support grant: European Association of Social Psychology, 2017
Arthur K. Watson Fellowship: Yale University, 2016-2017
Geis Memorial Dissertation Award: APA Div. 35 (Psychology of Women), 2016
Unrestricted Travel Grant: PSI CHI International Honors Society in Psychology, 2016
Clara Mayo Research Grant: Society for the Psychological Study of Social Issues, 2013
Graduate Student Travel Award: Society for Personality and Social Psychology, 2013
Diversity Fund Travel Award: Society for Personality and Social Psychology, 2013
Graduate Research Grant: PSI CHI International Honors Society in Psychology, 2013
Summa cum Laude and Class Salutatorian: Hunter College, 2011
Livingston Welch Award, Outstanding Scholarship in Psychology: Hunter College, 2011
Highest Honors in Psychology: Hunter College, 2011
Mature Women Scholarship Award: Charlotte W. Newcombe Foundation, 2010-2011
Phi Beta Kappa National Honors Society: Hunter College, 2010
PSI CHI International Honors Society in Psychology: Hunter College, 2009

PUBLICATIONS

1. **Vial, A. C.**, & Napier, J. L. (2017). High power mindsets lower gender identification and benevolent sexism for women (but not men). *Journal of Experimental Social Psychology*, *68*, 162-170. doi:10.1016/j.jesp.2016.06.012
2. **Vial, A. C.**, Napier, J. L., & Brescoll, V. (2016). A bed of thorns: Female leaders and the self-reinforcing cycle of illegitimacy. *The Leadership Quarterly*, *27*(3), 400-414. doi:10.1016/j.leaqua.2015.12.004
3. LaFrance, M. & **Vial, A. C.** (2016). Gender and nonverbal behavior. In D. Matsumoto, H. C. Hwang, and M. G. Frank (Eds.), *APA Handbook of Nonverbal Communication*. Washington, DC: American Psychological Association. doi:10.1037/14669-006
4. **Vial, A. C.**, Starks, T. J., & Parsons, J. T. (2015). Relative efficiency of field and online strategies in the recruitment of HIV-positive men who have sex with men. *AIDS Education and Prevention*, *27*(2), 103-111. doi:10.1521/aeap.2015.27.2.103

5. Sangiorgio, C., Reich, W., **Vial, A.**, & Savone, M. (2014). Sexual motivations and ideals distinguish sexual identities within the self-concept: A multidimensional scaling analysis. *Social Sciences—Special Issue: Social and Personal Relationships*, 3(2), 215-226. doi:10.3390/socsci3020215
6. **Vial, A. C.**, Starks, T. J., & Parsons, J. T. (2014). Finding and recruiting the highest risk HIV-negative men who have sex with men. *AIDS Education and Prevention*, 26(1), 56-67. doi:10.1521/aeap.2014.26.1.56
7. Parsons, J. T., **Vial, A. C.**, Starks, T. J., & Golub, S. A. (2013). Recruiting drug using men who have sex with men in behavioral intervention trials: A comparison of Internet and field-based strategies. *AIDS and Behavior*, 17(2), 688-699. doi:10.1007/s10461-012-0231-0

MANUSCRIPTS IN REVISION/UNDER REVIEW

1. **Vial, A. C.**, Brescoll, V. L., Napier, J. L., Dovidio, J. F., & Tyler, T. R. (conditional acceptance). Differential support for female supervisors among male and female employees. *Journal of Applied Psychology*.
2. **Vial, A. C.**, & Brescoll, V. L. (invited resubmission). Third-party prejudice as a driver of hiring discrimination. *Journal of Personality and Social Psychology*.
3. Brescoll, V. L., Okimoto, T. J., & **Vial, A. C.** (under review). You've come a long way... Maybe: How moral emotions trigger backlash against women leaders. *Journal of Social Issues*.
4. **Vial, A. C.**, Dovidio, J. F., & Brescoll, V. L. (under review). The temporary suspension of in-group favoritism: Accommodation of third-party prejudice against in-groups and out-groups. *Personality and Social Psychology Bulletin*.

MANUSCRIPTS IN PREPARATION

1. **Vial, A. C.** & Napier, J. L. *Too soft to make hard choices? Men's evaluations of non-utilitarian female leaders*.
2. **Vial, A. C.**, & Napier, J. L. *The cherry on top: Femininity as a nice but unnecessary trait in leaders*.
3. **Vial, A. C.** & Dovidio, J. F. *Are hiring experts influenced by the (inferred) prejudices of others? A field investigation of the third-party prejudice effect*.
4. Napier, J. L., van der Toorn, J. & **Vial, A. C.** *The personal is political: Self-stigma and the desire for gender-complementary relationship partners among gay men*.

PRESS COVERAGE

1. Beinart, P. Fear of a female president. *The Atlantic*, October 2016 issue. Retrieved from <http://www.theatlantic.com/magazine/archive/2016/10/fear-of-a-female-president/497564/> (coverage of "A bed of thorns: Female leaders and the self-reinforcing cycle of illegitimacy" by Vial, Napier, & Brescoll, 2016).

CHAired SYMPOSIA

1. **Vial, A. C.** & Saboshchuk, I. (May, 2016). Masculinity and femininity at home, in the bedroom, in the workplace, and at the ballot box. Symposium co-chair. *Association for Psychological Science*. Chicago, IL.
2. **Vial, A. C.** (February, 2015). Power impacts social identity and the self-concept. Symposium Chair. *Society for Personality and Social Psychology*, Long Beach, CA.

CONFERENCE TALKS

1. **Vial, A. C.**, Brescoll, V. L., & Dovidio, J. F. (July, 2017). Third-party prejudice as a driver of hiring discrimination. Talk. *General Meeting of the European Association of Social Psychology*, Granada, Spain.
2. Napier, J. L. & **Vial, A. C.** (July, 2017). High power mindsets reduce gender identification among women (but not men). Talk. *General Meeting of the European Association of Social Psychology*, Granada, Spain.

3. **Vial, A. C.** (June, 2017). Unwilling or unable to help? Why women sometimes fail to support other women. Talk. Small Group Meeting, "Gender roles in the future? Theoretical foundations and future research directions" European Association of Social Psychology, Berlin, Germany.
4. **Vial, A. C.** & Brescoll, V. L. (April, 2017). Workplace enemies or allies? Women's attitudes toward female leaders. Talk. *The Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL*. View here: <http://tinyurl.com/l7vztab>
5. **Vial, A. C.** & Napier, J. L. (May, 2016). Gender in-group favoritism in the workplace. Talk. *Association for Psychological Science, Chicago, IL*. View here: <http://tinyurl.com/zzn3auh>
6. **Vial, A. C.** (April, 2016). A leader just like me: Gender bias in the workplace and preference for own-versus other-gender leaders. Data blitz. *Four College Conference, Yale University, New Haven, CT*.
7. Brescoll, V. L., **Vial, A. C.**, & McLeod, A. (March, 2016). Masculinity, status, and subordination: How and why men lose status in organizations for violating masculinity norms. Invited talk. *Sauder School of Business, University of British Columbia, Vancouver, BC*.
8. **Vial, A. C.** & Napier, J. L. (February, 2015). High-power mindsets reduce strength of gender identification in women (but not in men). Talk. *Society for Personality and Social Psychology, Long Beach, CA*. View here: <http://tinyurl.com/hf9g6db>
9. **Vial, A. C.** (November, 2014). Powerful differences: Power mindsets impact women's self-concept (but not men's). Talk. *Women, Gender, and Sexuality Studies Colloquium, Yale University, New Haven, CT*.
10. **Vial, A. C.**, & Napier, J. L. (June, 2014). Powerful differences: Gender and the psychology of power. Talk. *Society for the Psychological Study of Social Issues, Portland, OR*. View here: <http://tinyurl.com/z3a4fhk>
11. **Vial, A. C.** & Napier, J. L. (May, 2013). Power mindsets impact women's self-concept (but not men's). Talk. *Yale University Psychology Department, New Haven, CT*.
12. **Vial, A. C.** & Napier, J. L. (May, 2012). High and low power mindsets and men's endorsement of ambivalent sexism. Talk. *Yale University Psychology Department, New Haven, CT*.
13. **Vial, A. C.** & Reich, W. A. (March, 2012). Sexual self-schemas and motivations for sex in young men and women. Talk. *Eastern Psychological Association, Pittsburgh, PA*.
14. **Vial, A. C.**, Starks, T. S., Robin, K. J., Golub, S. A., & Parsons, J. T. (November, 2011). Strategies for recruiting high-risk men who have sex with men—Where can we find them? Talk. *Society for the Scientific Study of Sexuality, Houston, TX*.
15. **Vial, A. C.** & Reich, W. A. (April, 2011). Relational orientation to sexuality and correlates of condom use in young heterosexual college students. Talk. *Psychology Convention & Annual N.E.U.R.O.N. Conference, Hunter College New York, NY*.
16. **Vial, A. C.**, Starks, T. S., Robin, K. J., Golub, S. A., & Parsons, J. T. (March, 2011). Comparing online and field-based strategies for recruiting drug-using men who have sex with men. Talk. *Society for the Scientific Study of Sexuality, Philadelphia, PA*.
17. **Vial, A. C.**, Robin, K. J., & Parsons, J. T. (April, 2010). Using Facebook to recruit hard-to-reach samples. Talk. *Psychology Convention & Annual N.E.U.R.O.N. Conference, Hunter College New York, NY*.

POSTER PRESENTATIONS

1. **Vial, A. C.**, & Brescoll, V. L. (January, 2017). A boss just like me: Gender bias and ingroup favoritism in the workplace. *Society for Personality and Social Psychology Convention, San Antonio, TX*.
2. **Vial, A. C.**, Brescoll, V. L., & Napier, J. L. (January, 2017). Too soft to make hard choices? Men's evaluations of non-utilitarian female leaders. *Justice and Morality Pre-Conference of the Society for Personality and Social Psychology, San Antonio, TX*. View here: <http://tinyurl.com/h83u94g>

3. **Vial, A. C.**, Tyler, T. R., Brescoll, V. L., & Napier, J. L. (January, 2016). Do women really hate working for other women? Evidence against the myth. *Society for Personality and Social Psychology, San Diego, CA.*
4. **Vial, A. C.**, & Napier, J. L. (February, 2014). Powerful exceptions: Women's reactions to high power mindsets. *Society for Personality and Social Psychology, Austin, TX.*
5. **Vial, A. C.**, & Napier, J. L. (May, 2013). Low power increases benevolent sexism in men. *Association for Psychological Science, Washington, DC.*
6. **Vial, A. C.**, Burke, S. A. & LaFrance, M. (March, 2013). Sociosexual orientation and attitudes toward sexual minorities. *Eastern Psychological Association, New York, NY.*
7. **Vial, A. C.**, Reich, W. A., & Rubin, R.M. (March, 2010). A multidimensional scaling analysis of identities and sexual scripts in AIDS-bereaved youth. *Eastern Psychological Association, Brooklyn, NY.*

PEER-REVIEWING

Editorial board membership: Student Advisory Board member: Psychology of Women Quarterly, 2016-2017
Ad hoc reviewer: AIDS Care; International Journal of Sexual Health; Social Psychology Quarterly; Society for the Psychological Study of Social Issues (APA Convention) 2014, 2016; Outstanding Research/Student Poster Award (Society for Personality and Social Psychology), 2016; Sex Roles; Journal of Experimental Social Psychology.

TEACHING EXPERIENCE & TRAINING

Certificate of College Teaching Preparation, Yale University
Statistics Lab Instructor, Center for Science and Social Science Information, Yale University, Fall 2015-P
Intermediate SPSS—Interaction effects, Spring 2017
Data analysis for beginners, Spring 2017
Introduction to SPSS for language research, Spring 2016
Introduction to SPSS, Spring 2016, Fall 2016
Advanced Qualtrics and Research Design, Spring 2016
Writing Partner/Tutor, Yale University, Fall 2014; Fall 2015
Graduate Teaching Fellow, Yale University
Managing Groups and Teams, Summer 2016 (Executive MBA, Yale School of Management)
Statistics in Psychological Science, Spring 2015
Psychology and Law, Fall 2014
Statistics in Psychological Science, Spring 2014
Introduction to Psychology, Fall 2013
Undergraduate Teaching Assistant/Tutor, Hunter College
Statistical Methods in Behavioral Research, Fall 2009 (invited lecture, Two-way Analysis of Variance)

CONSULTING

Statistical Consultant: Center for Science and Social Science Information, Yale University, Fall 2015-P
Expert Consultant (gender stereotyping): Canary Cards (www.canarygreetingcards.com), Fall 2015
Data Analyst: Department of Mathematics, Yale University, Winter 2015

PRE-GRADUATE SCHOOL RESEARCH APPOINTMENTS

Research Coordinator, PIs: Jason Young & Warren Reich, Hunter College, 2010-2012
Research Assistant and Internet Recruitment Coordinator, Sarit A. Golub & Jeffrey T. Parsons (Co-directors),
 The Center for HIV/AIDS Educational Studies & Training (CHEST), 2009-2012

PROFESSIONAL SERVICE

Software/Hardware Manager, Intergroup Relations Lab, Yale University Psychology Department, 2012-P
Graduate Student Summer Lab Organizer, Yale University Psychology Department, 2014; 2015
Social Lunch Committee, Yale University Psychology Department, 2013-2014
Committee member, Prospective Grad Student Interview Day, Yale University Psychology Department, 2013