# Elia (Qian Yi) Lam

Masters of Arts (Psychology)

## Contact Information

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## Mailing Address

University of Toronto, Department of Psychology
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## EDUCATION

**University of Toronto,** PhD, Psychology *September 2021 – Present*

- Advisor: Dr. Rebecca Neel

**University of Toronto,** MA, Psychology *September 2020 – March 2022*

- Advisor: Dr. Rebecca Neel
- Thesis: Fixed beliefs, low control, and well-being: Can believing something cannot change be good?

**University of Waterloo,** BSc, Honours Psychology (Co-op Program) *September 2013 – April 2018*

- Highest Honours, Dean's Honours List
- Honours Thesis: Thinking about help: How empathy and help type affect help-givers' expectations
  - Supervised by Dr. James Beck and Dr. Abigail Scholer
  - Earned 2 awards and a final grade of 95%

## RESEARCH ARTICLES

### Publications

Neel, R., Lassetter, B., & **Lam, E. Q. Y.** (2023). Threats and opportunities: Independent dimensions of goal relevance shape social cognition and behavior. *American Psychologist, 78*(9), 1079–1090. https://doi.org/10.1037/amp0001243

### Manuscripts under review

**Lam, E. Q. Y.,** & Neel. R. Invisibility is Dynamic. (Under Review at *Personality and Social Psychology Bulletin*).

## RESEARCH IN PROGRESS

### Malleability Beliefs

**Lam, E. Q. Y.**, Sun, G. W., Lassetter, B., Hehman, E., & Neel, B. Target specificity of malleability beliefs.

**Lam, E. Q. Y.,** & Chao, M. M. The effect of a growth mindset intervention on cultural competence.

**Lam, E. Q. Y.,** & Kang, S. K. The role of employee and manager growth mindset on workplace prejudice confrontation.

Francis, Z., **Lam, E. Q. Y.,** & Plaks, J. Mapping the structure of mindsets and lay theories.

### Interpersonal Invisibility

**Lam, E. Q. Y.,** Nagar, A., Li, K. C., Marei, A., & Neel, R. Experiences of interpersonal invisibility: a 10-item measure.

**Lam, E. Q. Y.,** & Naeimi, H. Invisibility in a romantic context: The role of singlehood, age, and race.

**Lam, E. Q. Y.,** & Neel, R. Can invisibility be good: Undesired vs. desired invisibility.

**Lam, E. Q. Y.,** Hou, J., & Neel, R. Invisibility and relational mobility on acculturation and well-being.

### Other Research

Kung, F. Y. H., **Lam, E. Q. Y.**, Brienza, J. P., Shen. W. S., & Chao, M. M. Essentialism: A meta-analytic review.

## PRESENTATIONS & POSTERS

### Invited Talks

**Lam, E. Q. Y.**, & Neel, R. (2024, March 26). Dynamic Invisibility: Race and Gender Shape Feeling Invisible Across Contexts. Social Perception & Intergroup Relations Lab (PI: Jason Deska), Toronto Metropolitan University, Toronto, ON.

**Lam, E. Q. Y.**, Sun, G. W., Lassetter, B., Hehman, E., & Neel, R. (2024, March 12). Believing Others Can Change: Does the Target Matter? Social Personality Interest Group, University of Toronto, Toronto, ON.

**Lam, E. Q. Y.**, & Neel, R. (2023, April 3). Perceived Invisibility. SPRQL (PI: Elizabeth Page-Gould, University of Toronto, Toronto, ON.

**Lam, E. Q. Y.**, & Neel, R. (2021, December 7). Fixed Beliefs, Low Control, and Well-being: Can Believing Something Cannot Change Be Good? Social Personality Interest Group, University of Toronto, Toronto, ON.

## Peer-Reviewed Talks

**Lam, E. Q. Y.** & Neel, R. (2024, February 8). Gender and Race Shape Feeling Invisible Across Contexts [Poster Award Presentation]. SPSP 2024 Gender Preconference.

**Lam, E. Q. Y.**, & Chao, M. M. (2019, August 13). Cultural Blunders or Opportunities? The Effect of a Growth Mindset Intervention on Cultural Intelligence. In X. Zou (Chair), *Dynamic Theorization and Empirical Approaches on Multicultural Experience in Management Research.* [Symposium presentation] 79th Annual Meeting of the Academy of Management, Boston, USA.

## Posters

**Lam, E. Q. Y.** & Neel, R. (2025, February 21). Invisibility: When Is It Wanted Versus Unwanted? Poster presented at the SPSP 2025 Annual Convention in Denver, Colorado.

**Lam, E. Q. Y.** & Neel, R. (2024, February 8-9). Gender and Race Shape Feeling Invisible Across Contexts. Poster presented at the SPSP 2024 Annual Convention, Gender Preconference, and Attitudes and Social Influence Preconference in San Diego, California.

**Lam, E. Q. Y.** & Neel, R. (2023, May 25). Dynamic Invisibility: Race and Gender May Shape Perceived Invisibility in a Self-Protection Context. Poster presented at APS 2023 in Washington DC.

**Lam, E. Q. Y.** & Neel, R. (2023, February 25). Who do I think is uninterested in me? Race, gender, and perceived invisibility in a mating context. Poster presented at the SPSP 2023 Annual Convention in Georgia, Atlanta.

**Lam, E. Q. Y.** & Neel, R. (2022, February 19). Are Beliefs that Attributes Cannot Change Beneficial in Low Control Contexts? Poster presented at the SPSP 2022 Annual Convention virtually.

**Lam, E. Q. Y.**, Chao, M. M, & Lau, B. H. P. (2021, May 26 – Sept 1). The Effect of a Growth Mindset Intervention on Cultural Competence. Poster presented at the 2021 APS Virtual Convention.

**Lam, E. Q. Y.**, Lassetter, B., & Neel, R. (2021, February 11). Feeling Invisible in a Mating Context: The Roles of Race, Gender, and Age. Poster presented at the SPSP 2021 Virtual Convention.

## HONOURS & AWARDS

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| Summer Institute for Social and Personality Psychology (SISPP) Attendee | *July 2025* |
| University of Toronto Psychology Department Conference Award ($500) | *March 2025* |
| 2024 SPSP Gender Preconference Student Poster Award – 2nd Place | *February 2024* |
| SSHRC Doctoral Fellowship ($120,000) | *September 2022 – September 2026* |
| Canada Graduate Scholarships – Master's (CGS-M) ($17,500) | *September 2021 – September 2022* |
| Fall 2020 School of Graduate Studies (SGS) Conference Grant ($100) | *December 2020* |
| Canadian Psychological Association (CPA) Certificate of Academic Excellence | *June 2018* |

University of Waterloo Department of Psychology Psych 499 Honours Thesis Award *June 2018*

University of Waterloo's Faculty of Science Dean's Honours List *June 2018*

University of Waterloo, Psychology Memorial Award ($325 x 2) *September 2015 & September 2017*

University of Waterloo President's Scholarship of Distinction ($2000) *September 2013*

## RESEARCH EXPERIENCE

**Graduate Student with Dr. Rebecca Neel,** Stigma and Motivation Lab, University of Toronto
*September 2020 – Present*

**Paid, Full-Time Research Assistant for Dr. Melody Chao,** Department of Management, Business School, Hong Kong University of Science and Technology
*June 2018 – June 2020*

**Research Assistant for Dr. Abigail Scholer, Self-Regulation and Motivation Lab**, University of Waterloo
*January 2017 – April 2018*

**Research Assistant for Dr. Wendi Adair, Culture at Work Lab**, University of Waterloo
*January 2017 – April 2018*

**Research Assistant for Dr. Allison Kelly, Self-Attitudes Lab**, University of Waterloo
*January 2017 – April 2017, September 2017 – December 2017*

**Research Assistant for Dr. Joanne Wood, Self and Interpersonal Life Lab**, University of Waterloo
*September 2015 – December 2015*

## TEACHING EXPERIENCE

**Teaching Assistantships**, Department of Psychology, University of Toronto
*January 2022 – April 2025*

- PSY220: Social Psychology (3 semesters)
- PSY230: Personality and its Transformations (3 semesters)
- PSY322: Intergroup Relations (3 semesters)
- PSY329: Social Psychology Laboratory (1 semester)

**Undergraduate Mentorship**, Stigma and Motivation Lab, University of Toronto

- Jianqi (Janice) Hou *September 2024 – Present*
- Eren Gulenoglu *June 2024 – Present*
- Krisha Khanna *March 2024 – Present*

- Ashna Nagar *January 2022 – Present*
- Hanqing (Lorina) Yang *September 2024 – April 2025*
- Alex Garbuz *June 2024 – April 2025*
- Serena Honekin *August 2023 – January 2025*
- Wujiamei (Grace) Sun *January 2023 – August 2024*
- Brittany Cheng *January 2022 – January 2023*
- Ruixi (Stella) Zhang *August 2021 – August 2023*
- Sooyeon (Jordan) Lee *September 2020 – May 2022*
- Stephani Oliinyk *September 2020 – August 2021*
- Eable Sun *September 2020 – April 2021*
- Maryam Fakri *September 2020 – April 2021*

## OTHER WORK EXPERIENCE

**Research Administrative Assistant,** Office of Research, University of Waterloo
*May 2017 – August 2017*

**International Research and Partnerships Assistant,** Waterloo International/Office of Research, University of Waterloo
*September 2016 – December 2016*

**Client Services Facilitator**, University of Waterloo Counselling Services, University of Waterloo
*January 2016 – April 2016*

**Operations Lead and Online Tutor,** 360 Education Labs Inc., Kitchener, ON,
*May 2015 – August 2015*

## SERVICE

- University of Toronto Social Personality Interest Group Student Coordinator, *May 2023 – June 2024*
- University of Toronto Psychology Graduate Student Association (PGSA) Executive, *September 2020 – September 2023*
- University of Toronto Equity, Diversity, & Inclusion (EDI) Group Member, *October 2020 - September 2023*
- University of Toronto Graduate Student Union (UTGSU) Psychology Course Union Representative, *September 2021 – September 2022*

## PROFESSIONAL AFFILIATIONS

- Society for Personality and Social Psychology, September 2020 - Present
- Association for Psychological Science, September 2020 – December 2023
- Society for the Psychological Study of Social Issues, April 2022 – April 2023

## OTHER ACHIEVEMENTS & CERTIFICATIONS

- Foundations of Teaching in Higher Education Certificate, *March 2025*
- Certificate of Completion for TCPS 2: CORE, *September 2014*
- Completion of WHMIS Training, *September 2013*

## ACTIVITIES & INTERESTS

**Musical Director and Advisor,** Tunatics Acapella Group, Hong Kong University of Science and Technology
*August 2019 – December 2019*

**Musical Director,** UW A Cappella Club, University of Waterloo
*September 2014 – April 2015, January 2016 – April 2018*