

# Curriculum Vitae REBECCA NEEL

Department of Psychology  
University of Toronto  
Email: rebecca-neel@uiowa.edu

## ACADEMIC POSITIONS

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- 2018 - present     Assistant Professor, The University of Toronto, Department of Psychology
- 2013 - 2018       Assistant Professor, The University of Iowa, Department of Psychological and Brain Sciences

## EDUCATION

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- Ph.D., Psychology (2013). Arizona State University, Tempe, Arizona.
- M.A., Psychology (2010). Arizona State University, Tempe, Arizona.
- B.A., English Literature (2002). Carleton College, Northfield, Minnesota. *Cum Laude*

## AWARDS AND HONORS

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- 2020                     Wegner Theoretical Innovation Prize, Society for Personality and Social Psychology
- 2019                     Sage Early Career Award
- 2018                     Fellow, Society for Experimental Social Psychology
- 2017                     Association for Psychological Science Rising Star
- 2014                     Old Gold Summer Fellowship, University of Iowa
- 2013                     SPSP Graduate Student Travel Award
- 2013                     Finalist, ASU Faculty Women's Association Distinguished Graduate Student Award
- 2012                     SPSSI Grant-in-Aid for Dissertation Research
- 2012                     The Robert B. Cialdini Dissertation Project Prize in Social Psychology, ASU
- 2012                     The Darwyn and Marie Linder Fellowship in Experimental Social Psychology, ASU
- 2011                     Summer Institute in Social Psychology, Princeton, NJ; SPSP program funded by NSF
- 2009, 2010, 2011, 2012     ASU Graduate and Professional Student Association Grant for Conference Travel
- 2008, 2012                 ASU Graduate and Professional Student Association Grant for Independent Research
- 2007                     Departmental Research Excellence Award, ASU Psychology Department

## EXTERNAL FUNDING

The Stigma of Perceived Irrelevance: Understanding the Target Side of Social Invisibility  
 Social Sciences and Humanities Research Council of Canada (sole PI)  
 Duration and Total Costs: 2020-2025, \$156,286

A Functional Approach to Stigmatization, Motivation, and Social Judgment  
 Canada Foundation for Innovation (sole PI)  
 Duration and Total Costs: 2019-2024, \$100,000

Invisibility: Stigmatization via Perceived Goal-Irrelevance  
 National Science Foundation (sole PI)  
 Duration and Total Costs: 2016-2019, \$349,976

## SCHOLARSHIP

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Underlining denotes student coauthors

### Refereed Publications

Todd, A. R., Johnson, D., Lassetter, B., Simpson, A. J., **Neel, R.**, & Cesario, J. (in press). Category salience and weapon identification bias at the intersection of target race and age: A diffusion modeling approach. *Journal of Personality and Social Psychology*.

Neuberg, S. L., Williams, K. E. G., Sng, O., Pick, C. M., **Neel, R.**, Krems, J. A., & Pirlott, A. (2020). Toward capturing the functional and nuanced nature of social stereotypes: An affordance management theory. *Advances in Experimental Social Psychology*, *62*, 245-304.

Ko, A., Pick, C. M., Kwon, J. Y., Marlev, M., Krems, J. A., Varnum, M. E., **Neel, R.**, ... & Kenrick, D. T. (2020). Family matters: Rethinking the psychology of human social motivation. *Perspectives on Psychological Science*, *15*, 173-201.

Huelsnitz, C., **Neel, R.**, & Human, L. (2020). Accuracy in perceptions of fundamental social motives: Comparisons to perceptions of Big Five traits and associations with friendship quality. *Personality and Social Psychology Bulletin*, *46*, 3-19.

Simon, S., Schaeffer, E., Shapiro, J.R., & **Neel, R.** (2019). Exploring Blacks' perceptions of Whites' racial prejudice as a function of intergroup behavior and motivational mindsets. *Social Psychological and Personality Science*, *10*, 575-585.

**Neel, R.**, & Lassetter, B. (2019). The stigma of perceived irrelevance: An affordance-management theory of interpersonal invisibility. *Psychological Review*, *126*, 634-659.

**\*Winner of the 2020 Wegner Theoretical Innovation Prize from the Society for Personality and Social Psychology for "an article or book chapter judged to provide the most innovative theoretical contribution to social/personality psychology within a given year."**

- Thiem, K.C., Neel, R., Simpson, A., & Todd, A.R. (2019). Are Black women and girls associated with danger? Implicit racial bias at the intersection of target age and gender. *Personality and Social Psychology Bulletin*, *45*, 1427-1439.
- Lassetter, B., & Neel, R. (2019). Malleable liberals and fixed conservatives? Political orientation shapes perceived ability to change. *Journal of Experimental Social Psychology*, *82*, 141-151.
- Mortensen, C.R., **Neel, R.**, Cialdini, R., Jaeger, C. M., Jacobson, R., & Ringel, M. M. (2019). Trending norms: A lever for encouraging behaviors performed by the minority. *Social Psychological and Personality Science*, *10*, 201-210.
- Lundberg, G., Neel, R., Lassetter, B., & Todd, A. R. (2018). Implicit danger-based racial biases generalize to judgments of older Black and White men. *PLoS One*, *13*, e0197398.
- Cook, C.L., Li, Y.J., Newell, S.M., Cottrell, C.A., & **Neel, R.** (2018). The world is a scary place: Individual differences in belief in a dangerous world predict specific intergroup prejudices. *Group Processes and Intergroup Relations*, *21*, 584-596.
- Krems, J. A., Kenrick, D. T., & **Neel, R.** (2017). Individual perceptions of self-actualization: What motivates fulfilling one's potential? *Personality and Social Psychology Bulletin*, *43*, 1337-1352.
- Schaller, M., Kenrick, D. T., **Neel, R.**, & Neuberg, S. L. (2017). Evolution and human motivation: The fundamental motives framework. *Social and Personality Psychology Compass*, *11*, e12319.
- Cortland, C., Craig, M., Shapiro, J. R., Richeson, J., **Neel, R.**, & Goldstein, N. (2017). Solidarity through shared disadvantage: Highlighting shared experiences of discrimination improves relations between stigmatized groups. *Journal of Personality and Social Psychology*, *113*, 547-567.
- Neel, R.**, Kenrick, D.T., White, A.E., & Neuberg, S.L. (2016). Individual differences in fundamental social motives. *Journal of Personality and Social Psychology*, *110*, 887-907.
- Todd, A.R., Simpson, A.J., Thiem, K.C., & Neel, R. (2016). The generalization of implicit racial bias to young Black boys: Automatic stereotyping or automatic prejudice? *Social Cognition*, *34*, 306-323.
- Todd, A.R., Thiem, K.C., & Neel, R. (2016). Does seeing faces of young Black boys facilitate the identification of threatening stimuli? *Psychological Science*, *27*, 384-393.
- Krems, J.A., **Neel, R.**, Neuberg, S.L., Puts, D.A., & Kenrick, D.T. (2016). Women selectively guard their (desirable) mates from ovulating women. *Journal of Personality and Social Psychology*, *110*, 551-573.
- Neel, R.**, & Lassetter, B. (2015). Growing fixed with age: Lay theories of malleability are target age-specific. *Personality and Social Psychology Bulletin*, *41*, 1505-1522.
- Brown, N.A., **Neel, R.**, & Sherman, R.A. (2015). Measuring the evolutionarily important goals of situations: Situational affordances for adaptive problems. *Evolutionary Psychology*, *3*, 1-15.

- Johnson, K.A., Cohen, A.B., **Neel, R.**, Berlin, A., Homa, D., & Sonnenberg, M.D. (2015). Fuzzy people: The roles of sociability, kinship, and essence in the attribution of personhood to nonliving, nonhuman agents. *Psychology of Religion & Spirituality*, 7, 295-305.
- Morse, P., **Neel, R.**, Todd, E., & Funder, D. (2015). Renovating situation taxonomies: Exploring the construction and content of fundamental motive situation types. *Journal of Personality*, 83, 389-403.
- Neel, R.**, Sadalla, E., Ledlow, S., Berlin, A., & Neufeld, S. (2014). The social symbolism of water-conserving landscaping. *Journal of Environmental Psychology*, 40, 49-56.
- Sadalla, E., Berlin, A., **Neel, R.**, & Ledlow, S. (2014). Priorities in residential water use: A trade-off analysis. *Environment and Behavior*, 46, 303-328.
- White, A.E., Kenrick, D.T., **Neel, R.**, & Neuberg, S.L. (2013). From the bedroom to the budget deficit: Mate competition changes men's attitudes toward economic redistribution. *Journal of Personality and Social Psychology*, 105, 924-940.
- Neel, R.**, Neufeld, S.L., & Neuberg, S.L. (2013). Would an obese person whistle Vivaldi? Targets of prejudice self-present to minimize appearance of specific threats. *Psychological Science*, 24, 678-687.
- Neel, R.**, & Shapiro, J.R. (2012). Is racial bias malleable? Whites' lay theories of racial bias predict divergent strategies for interracial interactions. *Journal of Personality and Social Psychology*, 103, 101-120.
- Neel, R.**, Becker, D.V., Neuberg, S.L., & Kenrick, D.T. (2012). Who expressed what emotion? Men grab anger, women grab happiness. *Journal of Experimental Social Psychology*, 48, 583-586.
- Becker, D.V., **Neel, R.**, Srinivasan, N., Neufeld, S., Kumar, D., & Fouse, S. (2012). The vividness of happiness in dynamic facial displays of emotion. *PLoS One*, 7, e26551.
- Becker, D.V., Anderson, U.S., Mortensen, C.R., Neufeld, S., & **Neel, R.** (2011). The Face in the Crowd Effect unconfounded: Happy faces, not angry faces, are more efficiently detected in single- and multiple-target visual search tasks. *Journal of Experimental Psychology: General*, 140, 637-659.
- Sasaki, T., Becker, D.V., Janssen, M.A., & **Neel, R.** (2011). Does greater product information actually inform consumer decisions? The relationship between product information quantity and diversity of consumer decisions. *Journal of Economic Psychology*, 32, 391-398.
- Becker, D.V., **Neel, R.**, Anderson, U. (2010). Illusory conjunctions of angry facial expressions follow intergroup biases. *Psychological Science*, 21, 938-940.

## Other Publications

- Neel, R.**, Brown, N., & Sng, O. (2017). Evolutionary perspectives on situations. In D. Funder, R. Sherman, and J. Rauthmann (Eds.), *The Oxford Handbook of Social Situations*.
- Kwan, V.S.Y., Johnson, K., **Neel, R.**, & Cohen, A.B. (2010). Anthropomorphism. *The Corsini Encyclopedia of Psychology*, 4<sup>th</sup> Edition.

## Invited Talks

University of Waterloo (2020)  
McGill University (2020)  
University of Toronto – Scarborough SARBLAB (2020)  
York University (2020)  
University at Buffalo (2019)  
Rutgers University (2017)  
McGill University (2017)  
University of Toronto (2017)  
University of Kansas (2017)  
University of Rochester (2017)  
Carleton College (2016)  
University of British Columbia (2013)  
University of Iowa (2012)  
University of Denver (2012)  
University at Buffalo (2012)  
University of California, Los Angeles (2012)

## Public Talks

The Power Plant. Sunday Scene discussion of Rashid Johnson's exhibit, *Anxious Audience* (December 2019).

## Conference Presentations

### *Talks/Symposia*

- Neel, R., & Lassetter, B.** (2021, February). *Understanding invisibility: Intersectionality and goal-relevance*. Talk to be presented at the Society for Personality and Social Psychology Annual Meeting. (online)
- Lassetter, B., & Neel, R.,** (2021, February). *Targeted malleability beliefs: Not just can people change, but who can change*. Talk to be presented at the Society for Personality and Social Psychology Annual Meeting. (online)
- Sng, O., Williams, K. E. G., & **Neel, R.** (2021, February). *The directed nature of social stereotypes*. Talk to be presented at the Society for Personality and Social Psychology Annual Meeting. (online)
- Neel, R., Lassetter, B., & Hehman, E.** (2020, May). *Helping and Hurting: Appraisals of Whether Others Facilitate or Threaten Goals Are Independent*. Paper to be presented at the Association for Psychological Science, Chicago, IL. (conference canceled)
- Neel, R., & Lassetter, B.** (2019, October). *Malleable Liberals and Fixed Conservatives? Political Orientation Shapes Perceived Ability to Change*. Paper presented at the annual meeting of the Society for Experimental Social Psychology, Toronto, ON.

- Neel, R., & Lassetter, B.** (2019, May). *The stigma of perceived irrelevance*. Paper presented at the Duck Conference on Social Cognition, Corolla, NC.
- Neel, R., & Lassetter, B.** (2018, October). *The stigma of perceived irrelevance: A affordance-management theory of social invisibility*. Paper presented at the Society for Experimental Social Psychology Annual Conference, Seattle, WA.
- Neel, R., Lassetter, B., Chessser, M., & Xia, J.** (2018, May). *The stigma of perceived irrelevance: A motivational, affordance-based theory of social invisibility*. Paper presented at the Society for the Study of Motivation Annual Meeting, San Francisco, CA.
- Neel, R., & Dietze, P.** (2018, May). *(Ir)Relevant people: How social class and race shape social cognition*. Symposium co-chaired at the Association for Psychological Science Annual Convention, San Francisco, CA.
- Neel, R., Lassetter, B., Chessser, M., & Xia, J.** (2018, May). *Invisibility vs. threat-based stigmatization: Motivational relevance shapes memory for racial outgroup faces*. Paper presented at the Association for Psychological Science Annual Convention, San Francisco, CA.
- Lassetter, B., Neel, R., & Rattan, A.** (2018, April). *Confronting sexism: The role of perpetrator age and perceived malleability*. Paper to be presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Cook, C. L., Li, Y. J., Newell, S. N., Cottrell, C. A., & Neel, R.** (2018, April). *Politicizing prejudice: Individual differences in fear interact with messaging to increase outgroup prejudice*. Talk to be given at the annual meeting of the Western Psychological Association, Portland, OR.
- Cook, C. L., Li, Y. J., Newell, S. N., Cottrell, C. A., & Neel, R.** (2018, March). *Evolution and the politics of prejudice: Threatening messages increase fear-based prejudices toward immigrants and Muslims*. Talk to be given at the Evolutionary Psychology Preconference at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- Lassetter, B., & Neel, R.** (2018, March). *Malleable liberals and fixed conservatives? Political orientation shapes perceived ability to change*. Data blitz to be presented at the Political Psychology Preconference at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- Neel, R., & Lassetter, B.** (2017, July). *Distinguishing between experiences of threat-based stigmatization and invisibility: Evidence from retrospective reports*. Data blitz presented at the Self and Identity pre-conference of the annual meeting of the European Association for Social Psychology, Granada, Spain.
- Neel, R., & Krems, J.** (2015, February). *The meaning of life: Empirically assessing self-actualization, well-being and satisfaction*. Symposium co-chaired at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- Kenrick, D.T., Krems, J., & Neel, R.** (2015, February). *Individual perceptions of self-actualization: What motivates fulfilling one's potential?* Paper presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.

- Neel, R.,** Shapiro, J.R., & Todd, A.R. (2014, May). *Possible racists: Beliefs that bias can change guide Whites' social judgment and behavior in racism-related contexts*. Paper presented at the Association for Psychological Science Annual Convention, San Francisco, CA.
- Neel, R.,** & Ledlow, S. (2012, November). *Speaking with one voice about uncertain futures: How we frame scientific disagreement affects public trust in climate change science*. Paper presented at the Behavior, Energy, and Climate Change Conference, Sacramento, CA.
- Neel, R.,** Becker, D.V., Neuberg, S.L., Kenrick, D.T., & Anderson, U.S. (2012, June). *The most threatening face grabs the anger: Race, gender, and the misperception of affordance cues*. Paper presented at the annual conference of the Human Behavior and Evolution Society, Albuquerque, NM.
- Neufeld, S.L., Griskevicius, V., Ledlow, S., Li, Y., **Neel, R.,** Berlin, A., and Yee, C. (2012, January). *Going Green to Help Your Genes: Kin Appeals in Environmental Messaging*. Paper presented at the Sustainability Psychology preconference of the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Ledlow, S., Sadalla, E., **Neel, R.,** Berlin, A., Li, Y.J., Yee, C., & Neufeld, S. (2011, November). *Psychological underpinnings of environmental decisions*. Paper presented at the Behavior, Energy, and Climate Change Conference, Washington, D.C.
- Neel, R.,** Neufeld, S.L., & Neuberg, S.L. (2011, October). *I'm obese but clean; I'm Black but friendly: Stigma and attunement to the threats one ostensibly poses to others*. Paper presented at the Social Psychology of Arizona Conference, Tempe, AZ.
- Neel, R.,** Becker, D.V. (2011, January). *Illusory Conjunctions of Angry Facial Expressions: Stereotypes and Personality Variables in Early Visual Processing*. Paper presented at annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Neel, R.,** Becker, D.V., & Anderson, U. (2010, June). *Illusory Conjunctions of Angry Facial Expressions Follow Intergroup Biases*. Paper presented at the Human Behavior and Evolution Society, Eugene, OR.

## MEMBERSHIPS

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Association for Psychological Science  
 Association for Research in Personality  
 Society for Personality and Social Psychology  
 Society for the Psychological Study of Social Issues  
 Human Behavior and Evolution Society

## SERVICE

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### Professional Service

*Editorial board*

Personality and Social Psychology Bulletin (2016-present)

*Panel member for grant review*

NSF Social Psychology Panel (2016)

*Ad hoc manuscript review*

American Psychologist, Assessment, Behavioral and Brain Sciences, Cognition and Emotion, Collabra, Emotion, European Journal of Social Psychology, Evolution and Human Behavior, Evolutionary Psychological Science, EVoS Journal, Frontiers, Group Processes and Intergroup Relations, Journal of Applied Psychology, Journal of Environmental Psychology, Journal of Experimental Child Psychology, Journal of Experimental Psychology: General, Journal of Experimental Social Psychology, Journal of Personality and Social Psychology, Nature Human Behaviour, Personality and Social Psychology Bulletin, Personality and Social Psychology Review, PloS ONE, Political Psychology, Psychological Bulletin, Psychological Science, Social and Personality Psychology Compass, Social Psychological and Personality Science, Social Cognition, Social Science Journal

*Ad hoc grant review*

France Canada Research Fund (U of T), Graduate Women in Science Fellowship, National Science Foundation

*Local Arrangements Coordinator, Society for the Science of Motivation (2018-present)*

## **University of Toronto Service**

*Dissertation Committee Member*

Sally Xie, McGill University, Department of Psychology (2020)

Thora Bjornsdottir (2019)

Heather Rees, U.C. Davis, Department of Psychology (2018)

*Masters Committee Member*

Emily Schwartzmann (2020)

Arasteh Gatchpazian (2020)

Joe Hoang (2020)

Angela Smith (2019)

Jordana Schiralli (2018)

*Honors Thesis Reader (2019, 2020)*

## **University of Iowa Service**

*Psychological and Brain Sciences Department Structure Committee (2015)*

*Psychological and Brain Sciences Research Participant Pool Committee (2016-present)*

*Iowa Edge Faculty Mentor (2017)*

*Dissertation Committee Member*

Joshua Gold, Department of Psychology (2019)

Hope Gerlach, Department of Communication Sciences and Disorders (2017-2019)

Jenny Crowley, Department of Communication Studies (2016-2017)

Hye Won Kwon, Department of Sociology (2016)



Jillian O'Rourke Stuart (2016)  
Kelsey Thiem (2016) *co-advisor*  
Abigail Evans (2013-2014)  
Elaine Bossard (2014)

*Comprehensive Exam Committee Member*

Jane Miller (2018)  
Austin Simpson (2017)  
Bethany Lassetter (2016)  
Graham Nelson (2016) *reader*  
Jenny Crowley, Department of Communication Studies (2016)  
Joseph Jalinsky, Department of Biology (2016)  
Joshua Gold (2016)  
Kelsey Thiem (2014)

*Research Advisory Committee Member*

Joseph Jalinsky, Department of Biology (2017)  
Jane Miller (2017-2018)  
Shanon Rule (2016-2017)  
Bethany Lassetter (2014-2018) *primary advisor*  
Austin Simpson (2014-2017)  
Julian Scheffer (2014-2016)  
Graham Nelson (2013-2014)