Adrienne R. Carter-Sowell

Curriculum Vitae

# Contact Information

A person smiling for the camera

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# Education

Ph.D. received August 2010, in Social Psychology area **Purdue University**, West Lafayette, IN

M.S. in Social Psychology area **Purdue University**, West Lafayette, IN

B.A. in Sociology and Rhetoric/Communications Studies **University of Virginia**, Charlottesville, VA

# Professional Positions

Employment History

*Administrative Appointment*

July 2021 – present **Director of the Gateway to Belonging at OU Program** and **Professor**

in the Department of Psychology, plus an affiliate member of the Center for Applied Social Research (CASR) at The University of Oklahoma, Norman, OK

September 2020 – June 2021 **Associate Head of Diversity, Equity, & Inclusion** in the Department of

Psychological & Brain Sciences at Texas A&M University, College Station, TX

*Academic Appointments*

August 2017 – June 2021 **Associate Professor**, jointly appointed in the Department of Psychological & Brain Sciences and in the Africana Studies Program, with concurrent faculty affiliations in research areas of Social & Personality Psychology, Industrial/ Organizational Psychology, Clinical Psychology, the Diversity Science Research Cluster, plus the Women’s and Gender Studies Program at Texas A&M University, College Station, TX

August 2010 – August 2017 **Assistant Professor**, jointly appointed in the Department of Psychology and in the Africana Studies Program at Texas A&M University, College Station, TX

# Leadership Positions

*Leadership in Inaugural Positions*

* Program Director of the Gateway to Belonging at OU First Year Experience course, an inaugural position reporting to the Office of the Provost (06/2021 – present) at the University of Oklahoma, Norman, OK.
* Associate Head of Diversity, Equity, & Inclusion for the Department of Psychological and Brain Sciences, an inaugural position reporting to the Department Chair (08/2019 - 06/2021) at Texas A&M University, College Station, TX

*Leadership at the International Level:*

*Association for Psychological Science (APS)*

* Inaugural leader of the COVID-19 and the Workplace Collaboration Working Group from 2020-2022. Recruited cohort members from the University of British Columbia, Vancouver, BC, CANADA, University of Amsterdam, Amsterdam, NETHERLANDS, Mississippi State University, Mississippi State, MS, USA, and Harvard Business School, Boston, MA, USA

*Leadership at the National Level:*

*National Science Foundation (NSF) Grant External Advisory Board Member:*

* Invited member of the External Advisory Board for the EHR (Education and Human Resources) Core Research Program, 2020-2023, Total award across 3 institutions: $804,864.
* Invited member of the External Advisory Board for the AGEP STRIDES Alliance program at Rice University, 2019-2022.
* Invited member of the External Advisory Board for the AGEP EAGER Alliance program at the University of West Virginia, 2019-2022.
* Invited member of the External Advisory Board for the AGEP Northern Ohio Alliance program at Case Western Reserve University, 2018-2021.
* Invited to serve as an Ad Hoc Grant Panelist and Proposal Reviewer(Invitation declined due to existing administrative assignment in AY 2021-2022)

*Society for Personality and Social Psychology (APA, Division 8)*

* Member of the Government Relations Committee
* Member of the Equity and Anti-Racism (EAR) Task Force

*Society for the Psychological Study of Social Issues (APA, Division 9)*

* Editorial Board Member for the *Journal of Social Issues - JSI* (September 2017 – August 2021).
* Executive Council member in this organization (06/2019-08/2020).
* Elected Council member in this organization (09/2017-08/2020).
* Appointed Co-Chair of the Early Career Scholars Committee (09/2017-08/2020).
* Invited to run for President of the organization (Invitation declined due to existing administrative assignment)

*Leadership at the University Level:*

* Program Director for the First Year Experience - Gateway to Belonging at OU (GBO), An inaugural general education course. Responsible for overseeing 60 to 100 seminar size sections per AY, 06/2021 – present.
* Chair of the TAMU Athletics Council Committee reporting to President Young, AY 2019-2020.
* Member of the TAMU Diversity Operations Committee reporting to the Vice President and Associate Provost for Diversity, 09/2020 – 06/2021.

*Leadership at the College Level:*

* Member of the Climate & Inclusion Committee that reports directly to the Associate Dean of Liberal Arts, 09/2020 – 06/2021 at Texas A&M University, College Station, Texas.

*Leadership at the Department Level:*

* Lead of the Diversity Science Research Cluster Working Group for the Department of Psychological and Brain Sciences, 08/2019 - 06/2021 at Texas A&M University, College Station, Texas.

# Publications

Note: Publication synopses – All articles, chapters, and entries address a diversity, equity, and/or inclusion topic. Novel and transformative findings are gained through experimental and applied research studies. Current or former postdoctoral researchers, graduate and undergraduate student co-authors are indicated with the “\*”. Publications synopses – Total of 34 peer-reviewed publications (including a special issue, articles, chapters, and encyclopedia entries); 55% with student co-authors and 45% as senior and/or first author.

*Guest Associate Editor*

1. Mendoza-Denton, R., **Carter-Sowell, A. R.**, & Platt, C. (2022). *Diversifying the STEM fields*. Special Issue of the *Frontiers in Psychology - Personality and Social Psychology Section*, with 13 published articles*.* https:/[/www.fronti](http://www.frontiersin.org/research-)e[rsin.org/research-](http://www.frontiersin.org/research-) topics/17803/diversifying-the-stem-fields-from-individual-to-structural-approaches

*Refereed Journal Articles – Published*

1. Murphrey, T. P., Carter, C. R., Regisford, G. E., Carson, L. E, Butler-Purry, K. L., **Carter-Sowell, A. R.,** \*Ganesan, A. and Richburg, A. (2022). An Examination of the Paths of Successful Diverse Science, Technology, Engineering, and Math Faculty: Insight for Programming. *Frontiers in Education, 7*. https://doi: 10.3389/feduc.2022.767476
2. Trawalter, S., Doleac, J., Palmer, L., \*Hoffman, K., & **Carter-Sowell, A. R.** (2021). Women’s safety concerns and academia: How safety concerns can create opportunity gaps. *Social Psychological and Personality Science*. https://doi.org/10.1177/19485506211035924
3. \*Ganesan, A. & **Carter-Sowell, A. R.** (2021). Anti-fat attitudes and the contact hypothesis: Distant versus intimate contact. *Body Image, 38*, 120-126. https://doi: 10.1016/j.bodyim. 2021.03.019.
4. \*Zimmerman, C. A., \*Ganesan, A., & **Carter-Sowell, A. R.,** (2021). Confrontation as an interpersonal response to ostracism. *European Journal of Social Psychology, 51,* 436-449*.* https://doi.org/10.1002/ejsp.2749
5. Gruber, J., Mendle, J., Lindquist, K. A., Schmader, T., Clark, L. A., Bliss-Moreau, E., Akinola, M., Atlas, L., Barch, D. M., Barrett, L. F., Borelli, J. L., Brannon, T. N., Bunge, S. A., Campos, B., Cantlon, J., Carter, R., **Carter-Sowell, A. R**., Chen, S., Craske, M. G., Cuddy, A., et al. (2020). The Future of women in psychological science. *Perspectives on Psychological Science. 16,*

*483-516*. https://doi.org/10.1177/1745691620952789

1. **\***He, Y., **\***Zimmerman, C., **Carter-Sowell, A. R.,** & Payne, S. (2020). It’s the reoccurring thoughts That matter: Rumination over workplace ostracism. *Occupational Health Science. 4*, 519-540. https://doi.org/10.1007/s41542-020-00076-z
2. Campbell, M. E., Keith, V. M., \*Gonlin, V., & **Carter-Sowell, A. R.** (2020). Is a picture worth a thousand words? An experiment comparing observer-based skin tone measures. *Race and Social Problems, 12*, 266-278. https://doi.org/10.1007/s12552 02009294-0
3. **Carter-Sowell, A. R.**, Vaid, J., Stanley, C., Petit, B., & \*Battle, J. (2019). ADVANCE scholar program: Enhancing minoritized scholars’ professional visibility. *Equality, Diversity, and Inclusion: An International Journal, 38,* 305-327. https://doi.org/10.1108/EDI0320180059

*Refereed Journal Articles – Published continued*

1. Campbell, S. D., **Carter-Sowell, A. R.**, & \*Battle, J. (2019). Campus climate comparisons in academic pursuits: How race still matters for African American college students. *Group Processes and Intergroup Relations, 22,* 390-402. [https://doi.org/10. 1177/1368430218823065](https://doi.org/10.%201177/1368430218823065)
2. Moreira, R. G., Butler-Purry, K., **Carter-Sowell, A. R.**, Walton, S., Juranek, I. V., Challoo, L. Regisford, G., Coffin, R., & Spaulding, A. (2019). Innovative professional development and community building activity program improves STEM URM graduate experiences. *International Journal of STEM Education, 6.* https://doi.org/10.1186/s40594-019-0188-x*.*
3. Miner, K. N., \*January, S. C., \*Dray, K. K. & **Carter-Sowell, A. R.** (2019). Is it always this cold? Chilly interpersonal climates as a barrier to the well-being. *Equality, Diversity and Inclusion: An International Journal, 38, 226-245*. https://doi.org/10.1108/EDI-07-2018-0127
4. Miner, K. N., \*Walker, J., \*Jean, V., **Carter-Sowell, A. R.**, Bergman, M. E., \*Chalupa, S., & Kaunas, C. (2018). From “her” problem to “our” problem. *Industrial and Organizational Psychology*, *11*, 267-280. https://doi.org/10.1017/iop.2018.7
5. **Carter-Sowell, A.R**., & \*Carter, J. E. M. (2016). Examining bullying, ostracism, and pervasive stereotypes of Black immigrants from the Caribbean living in the United States. *Journal of Black Sexuality and Relationships, 2*, 25-48. https://doi:10.1353/bsr.2016.0011.
6. \*Darbor, K. E., Lench, H. C., & **Carter-Sowell, A. R**. (2016). Do people eat the pain away? The effects of acute physical pain on subsequent consumption, *PLOS ONE*, https://doi:10.1371/journal.pone.0166931
7. \*Zimmerman, C. A., **Carter-Sowell, A.R**., & \*Xu, X. (2016). Examining workplace ostracism experiences in academia: Understanding how gender differences in the faculty ranks influence inclusive climates on campus. *Frontiers in Psychology, section Organizational Psychology*, *7*. doi: 10.3389/fpsyg.2016.00753
8. **Carter-Sowell, A.R.** & \*Zimmerman, C. A. (2015). Hidden in plain sight: Locating, validating, and advocating the stigma experiences of women of color*. Sex Roles: A Journal of Research*, *73*, 399-407. **2016 APA Carolyn Payton Early Career Publication Award Winner.**
9. \*Byrne, K. A., \*Tibbett, T. P., \*Laserna, L. N., **Carter-Sowell, A. R.**, & Worthy, D. A. (2015). Ostracism reduces reliance on poor advice from others during decision making. *Journal of Behavioral Decision Making*. doi: 10.1002/bdm.1886
10. Riva, P., Wesselmann, E. D., Wirth, J. H., **Carter-Sowell, A. R.**, & Williams, K. D. (2014). When pain does not heal: The common antecedents and consequences of chronic social and physical pain. *Basic and Applied Social Psychology*, *36*, 329-346.
11. Gilman, R., **Carter-Sowell, A. R.**, DeWall, C. N., \*Adams, R. E., & Carboni, I. (2013). Validation of the ostracism experience scale for adolescents. *Psychological Assessment*, *25*, 319-330.
12. Van Beest, I., **Carter-Sowell, A. R.**, van Dijk, E., & Williams, K. D. (2012). Groups being ostracized by groups: Is the pain shared, is recovery quicker, and are groups more likely to be aggressive*? Group Dynamics: Theory, Research, & Practice, 16,* 241-254.

*Refereed Journal Articles – Published continued*

1. Jones, E. E., **Carter-Sowell, A. R.**, & Kelly, J. R., & Williams, K. D. (2011). Participation matters: Psychological and behavioral consequences of information exclusion in groups. *Group Dynamics: Theory, Research, & Practice, 15*, 311-325.
2. **Carter-Sowell, A. R.**, Wesselmann, E. D., Wirth, J. H., Law, A. T. Chen, Z., Kosasih, M., van der Lee, R., & Williams, K. D. (2010). Belonging trumps justice: Effects of being ostracized for being better or worse than the others. *The Journal of Individual Psychology*, *66*, 68-92.
3. Goodwin, S. A., Williams, K. D., & **Carter-Sowell, A. R.** (2010). The psychological sting of stigma: The costs of attributing ostracism to racism. *Journal of Experimental Social Psychology, 46*, 612-618.
4. Jones, E. E., **Carter-Sowell, A. R.**, Kelly, J. R., & Williams, K. D. (2009). “I'm out of the loop”: Ostracism through information exclusion*. Group Processes and Intergroup Relations*, *12*, 157–174.
5. **Carter-Sowell, A. R.**, Chen, Z., & Williams, K. D. (2008). Ostracism increases social susceptibility.

*Social Influence*, *3*, 143-153.

*Refereed Book Chapters – Published*

1. **Carter-Sowell, A. R.**, \*Ganesan, A., Williams, M., & \*Zimmerman, C. A. (2021). Ostracism in the Diverse Workplace: Experiences of Different Racial/Ethnic Groups and Immigrant Employees*.*

In C. Liu and J. Ma (Eds.). *Workplace Ostracism*. Palgrave Explorations in Workplace Stigma.

Palgrave Macmillan, Cham. https://doi.org/10.1007/978-3-030-54379-2\_7

1. **Carter-Sowell, A. R.**, Vaid, J., Stanley, C., Petit, B., & Yennello, S. (2019). Bloom where you are

planted: Reflections on effecting campus climate change…*.* In L. L. Winfield, Z., G. Thomas,

L. M. Watkins, & Z. S. Wilson-Kennedy (Eds.). *Growing Diverse Communities: Methodology,*

*Impact, and Evidence (pp. 197-214)*. Washington, D. C.: The American Chemical Society.

DOI: 10.1021/bk-2019 1328.ch013

1. **Carter-Sowell, A. R.**, Dickens, D. D., \*Miller, G., & \*Zimmerman, C. A. (2016). Present but not accounted for: Examining how marginalized intersectional identities create a double bind for Women of Color in the academy*.* In J. Ballenger, B. Polnick, & B. Irby (Eds.). *Women of Color in STEM: Navigating the Workforce in Research on Women and Education* series (pp. 181-200). Charlotte, NC: Information Age Publishing.
2. Williams, K. D., & **Carter-Sowell, A. R**. (2009). Marginalization through social ostracism: Effects of being ignored and excluded. In F. Butera & J. Levine (Eds.), Coping with Minority Status: Responses to Exclusion and Inclusion (pp. 104-124). New York: Cambridge University Press.

*Refereed Encyclopedia Entries – Published*

1. \*Zimmerman, C. A., **Carter-Sowell, A. R.**, & Plankey-Videla, N. (2015). Job discrimination experiences: Issues of diversity and social justice. In S. Thompson (Ed.), *The Encyclopedia of Diversity and Social Justice* (Vol. 2, pp. 453-457)***.*** Lanham, MD: Rowman & Littlefield Publishers, Inc*.*
2. \*Tibbett, T. P., **Carter-Sowell, A. R.**, & Williams, D. K. (2015). The challenges of accessibility: Issues of diversity and social justice. In S. Thompson (Ed.), *The Encyclopedia of Diversity and Social Justice* (Vol. 1, pp. 20-23)***.*** Lanham, MD: Rowman & Littlefield Publishers, Inc*.*

*Refereed Encyclopedia Entries – Published continued*

1. Williams, K. D., & **Carter-Sowell, A. R.** (2010). Ostracism. In J. M. Levine & M. A. Hogg (Eds.), *Encyclopedia of Group Processes and Intergroup Relations.* Thousand Oaks, CA: Sage Publications. (Vol. 2, pp. 628-631)*.*
2. Williams, K. D., & **Carter-Sowell, A. R.** (2007). Ostracism. In R. Baumeister and K. Vohs (Eds.), *Encyclopedia of Social Psychology* (Vol. 2, pp. 641-643)*.* Thousand Oaks, CA: Sage Publications.

*Academic Book* (unpublished) – under contract and in preparation

Dickens, D., Stephens, D., & **Carter-Sowell, A. R.** (under contract and in preparation).

*Psychology of Black Women.* Rowman & Littlefield Publishing company*.*

*Refereed Journal Articles* (unpublished) – under review, R&R status, or in preparation

1. **Carter-Sowell, A. R**. (under review). Diversity, Equity, and Inclusion by Design: The Role of Collaborations

in the Changing Academy. *Journal of STEM Education: Innovation and Research.*

1. **Carter-Sowell, A. R.,** Wesselmann, E. D., \*Ganesan, A., \*Zimmerman, C. A., & Williams, K. D. (under review). The measurement and effects of perceived chronic ostracism experiences: Development of the ostracism experiences - general scale (OES-G). *Journal of Social & Personal Relationships.*
2. Gunsoy, C., Cross, S. E., Castillo, V., Uskul, A., Wasti, S., Salter, P., Gul, P., **Carter-Sowell, A. R.**, Yegin, A., Altunsu, B., Crist, J., & Perez, M. (under review). Goal derailment and goal persistence in response to honor threats*. Journal of Cross-Cultural Psychology.*
3. AuBuchon, K. E, Stock M. L., Johnson, E. & **Carter-Sowell, A. R.**, (under review). Exclusion from the Political Out- and Ingroup During a Presidential Election Affects Partisanship, Anger, and Antisociality. *Groups & Intergroup Processes* *Relations.*

# Research Grants and Funding Activities

Note: Funding synopses – All funded activities address a diversity, equity, and/or inclusion mission by means of intentional strategic plans, curriculum development, broadening participation experiences, collaborative training/ mentoring networks, and disseminating knowledge gained through experimental and applied research studies in

peer-reviewed publications as well as invited presentations. Total of 15 funded, competitive grants; 80% are research focused and 20% are professional training focused; 53% from external sources and 47% from internal sources.

*Grant Funding - During Administrative Appointments*

2021-2023 King, S. A., **Carter-Sowell, A. R.**, Coffin, R., & Murphrey, T. *Collaborative research:*

*AGEP 2022 National Research Conference.* Project funded by the National Science Foundation (NSF) Grant # 2040493, Total funded: $568,772.00.

2021-2023 **Carter-Sowell, A. R.** *Collaborative Research Project: Social Science Qualitative Studies*

*for the TxARM AGEP Cohorts.* Project funded by the National Science Foundation (NSF)

Grant # M2202536, Total funded: $47,000.00.

*Grant Funding – Post tenure*

2020-2023 Hurd, N., Trawalter, S., & **Carter-Sowell, A. R.** *Developing an Effective White Bystander Intervention to Reduce Racial Inequality in Higher Education.* Project funded by the William T. Grant Foundation (Major Grants) #190215, Total funded: $428,468.00.

*Grant Funding – Post tenure continued*

2019-2020 Cross, S., Uskul, A., Salter, P., Arzu Wasti, S., & **Carter-Sowell, A. R.** *Collaborative research*: *Honor as Goal Pursuit: A Cross- Cultural Investigation*. Project funded by the National Science Foundation (NSF) Division of Behavioral and Cognitive Science (BCS), EPSCoR, and International Research Grant #1451540**,** Total funded: $56,745.00.00.

2018-2019 **Carter-Sowell, A. R.** *Marginalized groups and individual differences: An interdisciplinary perspective of social dynamics*. Project funded by the Texas A&M University Melbern G. Glasscock Center Undergraduate Summer Scholars Fellowship, Total funded: $15,000.00.

2017-2022 Butler-Purry, K. L., **Carter-Sowell, A. R.**, King, S., Challoo, L., Regisford, E. G., Pellios, J., Fowler, D., Moreira, R., Mehrubeoglu, M., et al. *Collaborative research: The Texas A&M System AGEP Alliance.* Project funded by the National Science Foundation (NSF) Grant #1723255, #1723165, #1723253, and #1723260, Total funded: $2.8 million.

2017-2018 Vaid, J. & **Carter-Sowell, A. R**. *Diversity Science Brownbag Series*. Project funded by the Texas A&M University, College of Liberal Arts, Innovations in Inclusion, Diversity, Equity

and Accountability (IIDEA) Grant Program, Total funded: $3,000.00.

*Grant Funding - Tenure track*

2013-2019 Butler-Purry, K. L., **Carter-Sowell, A. R.**…& Darensbourg, M. Y. *Collaborative research: Advancing interdisciplinary STEM graduate education for underrepresented minorities in energy and sustainability disciplines.* Project funded by the National Science Foundation (NSF) Grant # 1308144, Total funded: $1.3 million.

2016-2018 **Carter-Sowell, A. R.** Liu, S., & He, Y. *The Power of Social Climate Change: Studies of Chronic Ostracism Experiences in the TAMU Academic Community*. Project funded by the Texas A&M University Office for Diversity, Total funded: $3,000.00.

2015-2018 **Carter-Sowell, A. R.** *From clicks to consequences: Exploring the visibility of faculty*

*of color as viable members of the TAMU academic community*. Project funded by the Texas A&M University Office for Diversity, Total funded: $3,500.00.

2016-2017 Keith, V., Campbell, M., & **Carter-Sowell, A. R.** *Measuring Skin Tone: A Test of Methodological Approaches*. Project funded by the Texas A&M University College of Liberal Arts, Strategic Development Fund, Total funded: $13,432.00.

2015-2016 Fields, S., Wilcox, T., **Carter-Sowell, A. R.,** Orr, J., Balsis, S., Hicks, J., Geraci, L., & Smallman, R. APA Summer Undergraduate Research Opportunity Grant. Project funded by the American Psychological Association (APA) Grant # M1601472, Total funded: $15,360.00.

2014-2015 **Carter-Sowell, A. R.** *Workplace exclusion: The link between out-of-the loop experiences and the retention of women and racial/ethnic minority faculty in the professoriate*. Project

funded by the Texas A & M University, Melbern G. Glasscock Center for Humanities Research Faculty Research Fellowship, Total funded: $5,000.00.

2012-2013 Bergman, M., Lamar, M., & **Carter-Sowell, A. R.** *Graduate School Boot Camp*. Project funded by the Texas A&M University, College of Liberal Arts, Innovations in Inclusion, Diversity, Equity and Accountability (IIDEA) Grant Program, Total funded: $4,000.00.

2010-2017 Lupiani, B., Yennello, S., Payne, S., Watson, K., Autenrieth, R., & **Carter-Sowell, A. R**. *ADVANCE-IT*. Project funded by the National Science Foundation (NSF) Grant # 1008385, Total funded: $3.7 million.

# Awards and Honors

Note: Synopses of awards and honors – Selected and recognized a total of 16 times from 2015 – present. Sources include 38% from international professional organizations, 38% from national agencies, and 24% from local programs.

*Recognition at the Administrative Level*

2021- 2022 **Big 12 Conference Faculty Fellowship Program**. Awarded position from the Office Academic Year of the Provost at The University of Oklahoma to work on collaborative research,

consult with faculty and students, provide a keynote address, two workshops, and acquire new skills with Deans, Directors, and Department Chairs in partnership with West Virginia University.

2021- 2022 **New Leader Development Program at The University of Oklahoma.** Selected for Academic Year a cohort of new managers, high-potential associates, and existing leaders interested in

the fundamental principles and skills necessary for effective leadership development and success at The University of Oklahoma.

*Recognition Post tenure*

February 2021 **Recipient of the Jenessa Shapiro Award from the Society for Personality and Social Psychology for Faculty Contributions to Diversity and Inclusion**. The award recognizes a faculty member who has had a direct and significant impact on the representation and experiences of underrepresented individuals in social/personality psychology and/or the broader community. The honor is bestowed in memory of UCLA Professor Jenessa Shapiro.

August 2020 to **IAspire Leadership Academy Fellow.** Selected to join the second 2020 cohort of STEM

November 2021 faculty from underrepresented backgrounds ascend to leadership roles at colleges and universities. The National Science Foundation-backed academy is targeted at mid-career individuals interested in serving in leadership roles in STEM fields. Selections for Cohort 2 were made through a competitive, blind holistic review.

January 2020 **Midcareer Faculty Learning Community.** Selected for a small group, pilot test of to August 2020 midcareer faculty at Texas A&M University. Mentorship provided by members of the

LC cohort, their leadership, and staff for the Office of the Dean of Faculties**.**

# August 2020 American Psychological Association’s (APA) Fellow status approved:

* Division 2: Society for the Teaching of Psychology
* Division 8: Society for Personality and Social Psychology
* Division 45: Society for the Psychological Study of Culture, Ethnicity, & Race

# August 2019 American Psychological Association’s Initial (APA) Fellow status approved:

* Division 9: Society for Psychological Study of Social Issues
* Division 35: Society for the Psychology of Women

June 2018 **Institute for Academic Feminist Psychologists.** Selected for a panel of feminist academic psychologists. Mentorship provided by peers, colleagues, and senior scholars, such as Drs. Stephanie Shields, Mary Brabeck, and Yolanda Flores Niemann.

March 2017 **Stanford University Women of Color in the Academy - Professional Development and Networking Conference**. Participated in a leadership training program to develop successful action plans for the early stages of one’s academic career.

*Recognition Tenure track*

August 2016 **The Carolyn Payton Early Career Publication Award,** sponsored

by the **American Psychological Association**, **Division 35, Section 1** for a theoretically based, peer-reviewed publication that demonstrates creativity and distinguishes itself as making a major contribution to deepening the understanding of the psychology of Black Women.

# April 2016 Diversity Service – Faculty Accountability, Climate and Equity

**(ACE) Award**, sponsored by the Texas A&M University Division of Student Affairs, Office for Diversity, Department of Multicultural Services, Department of Disability Services, Women’s Resource Center, Aggie Allies, the Consensual Language, Education, Awareness, and Relationships Office and the Student Government Association Diversity Commission.

April 2016 **Women’s Progress – Faculty Accountability, Climate and Equity (ACE) Award**, sponsored by the Texas A&M University Division of Student Affairs, Office for Diversity, Department of Multicultural Services, Department of Disability Services, Women’s Resource Center, Aggie Allies, the Consensual Language, Education, Awareness, and Relationships Office and the Student Government Association Diversity Commission.

August 2015 **American Psychological Association’s 2015 Achievement Award for Early Career Professionals,** with a Travel Award to attend the 2015 APA Annual Convention in Toronto, Canada.

# Selected Presentations to the General Public

*Podcasts, media coverage, and presentations to the general public*

1. Thayer, L. (2021, January-February). Women in Psychology: *An Uneven Playing Field.* Published by the Association for Psychological Science. Washington, D. C. <https://www.psychologicalscience.org/observer/an-uneven-playing-field>
2. Burke, J. (2020, November 12). *Under the Cortex.* Presented by the Association for Psychological Science. Washington, D. C. [https://psychologicalscience.podbean.com](https://psychologicalscience.podbean.com/)[/e/the-story-behind-the-future-of-women-in-psychological-science/](https://psychologicalscience.podbean.com/e/the-story-behind-the-future-of-women-in-psychological-science/)
3. Dwiwardani, C. & Shodiya-zeumault, S. (2020, Fall issue). *Focus: Introducing Division 45 Fellows.* Produced by APA Division 45: Society for the Psychological Study of Culture, Ethnicity, and Race. Washington, D.C. [Introducing Division 45 Fellows](http://division45.org/introducing-division-45-fellows-f20/)
4. Knight, R. (2020, November 6). CLLA jointly appointed faculty member awarded for contributions to diversity and inclusion. Presented by News from the College of Liberal Arts at Texas A&M University. College Station, TX. [tx.ag/CarterSowell](http://tx.ag/CarterSowell)
5. Carter, C. (2020, November). *Producing Outstanding Scholarship.* Presented by the Texas A&M University Office of Diversity. College Station, TX. [November Newsletter](https://diversity.tamu.edu/News-Events/Spotlight/November-Newsletter)
6. Gibson, K. D. (2018, April 18). *Education and Professional Advancement for Underrepresented Groups.* Presented at the Purdue University Diversity Workshop sponsored by the Alfred P. Sloan Foundation and the Graduate School. West Lafayette, IN.
7. Byrd, S. (2018, February 15). *How to Succeed in Graduate School.* Presented at the Spelman Speaker Series sponsored by the Research Initiative for Scientific Enhancement (RISE) program and the Psi Chi Psychology Honor Society. Atlanta, GA.

# Teaching Areas

* Undergraduate 100 – 200 Level Courses: **A total of 17 sections of classroom instruction** - Introduction to Psychology; Gateway Course for Africana Studies; Introduction to Women’s and Gender Studies; Psychology of Human Sexuality
* Undergraduate 300 – 400 Level Courses: **A total of 22 sections of classroom instruction** - Psychology of Women; Psychology of Women of Color; Cultural Psychology; Directed Studies
* Graduate Courses: **A total of 11 sections of classroom instruction** - Psychology of Culture and Diversity; Psychology of Stereotyping, Prejudice, and Discrimination; Graduate Research

# Teaching Record Synopsis

Note: Faculty Instructor and Advisor synopses – **More than 50 sections of classroom instruction**; courses include undergraduate and graduate level courses. Most courses represent classes that fulfill requirements for students to earn general education credits, certificates, minor degrees, and/or credits for International and Cultural Diversity (ICD) mandates for graduation. Core and special topic classes in the UCOL, AFST, PSYC, and WGST curricula simultaneously designed, prepared, and carried out from 2011 - present. Class settings consist of seminar, small enrollment, large enrollment, research lab, and virtual class settings. Multiple classes offered as gateway courses with restricted enrollments and/or provisional admission criteria.

University College (UCOL) courses

# UCOL 1523: Gateway to Belonging at OU (in person section and synchronous, remote section) Credits: 3.0

**Course Taught**: 2021 Fall intersession and 2022 Spring semester

This course teaches critical thinking skills and supports students in developing a true understanding of others, as well as a sense of belonging at The University of Oklahoma (OU) and beyond. At the heart of everything we do at OU is the student experience. Students have an opportunity to consider how they have formed their own beliefs and opinions and how they can listen, learn, and interact with one another to gain the most from their college experience in preparation for their future. The course is built around five core objectives, Spanning, cultural fluency, critical thinking, civil discourse, citizenship, and community engagement. I serve as both a faculty instructor and the inaugural, Program Director for this piloted, general education course.

Psychology (PSYC) courses

# Psychology 107: Introduction to Psychology, asynchronous, virtual section Credits: 3.0

**Course Taught**: 2020 Summer Session

I created and conducted a designated, asynchronous, virtual section of PSYC 107 at the invitation of the Office of the Provost. A designated section of PSYC 107 was restricted to freshmen, first generation, and transfer student enrollments. The course was funded through an initiative of the Provost and I provided a portfolio of assignments and assessments, at the end of the term, for her staff to review and determine future offerings.

# Psychology 107: Introduction to Psychology, Aggie Gateway to Success section Credits: 3.0

**Course Taught**: 2019, 2018, 2017, and 2016 Summer Sessions

I created and conducted a designated section of PSYC 107 as part of the Aggie Gateway to Success provisional admission program at Texas A&M University. Gateway students are given a unique chance to gain full admission by taking some courses during the summer session and proving how well they can do academically. Participants in the Texas A&M Gateway Program are selected by the Office of Admissions as part of the regular freshman admission process. Prospective students may not apply directly to the Gateway program.

Psychology (PSYC) courses *continued*

# Psychology 208: Stereotypes, Prejudice, and Minority Experience, cross-listed with AFST 208 Credits: 3.0

**Course Taught**: 2011 and 2012 Fall semesters

I created, developed, and conducted this course as a special topic offering. This course provides an overview of theories and research relating to stereotyping, prejudice, discrimination, and minority experiences from a social psychological perspective. Due to successful enrollment, the course became a permanent, undergraduate course entry. This course fulfills a general education, degree requirement for International and Cultural Diversity (ICD) credits prior to graduation from Texas A&M University. Also, this course is included in the course options to complete the Diversity Certificate offered by the Department of Psychological and Brain Sciences.

# Psychology 209: Psychology of Culture and Diversity, cross-listed with AFST 209 Credits: 3.0

**Course Taught**: 2018 Fall semester and 2020 Spring semester

This course offers an introduction to various issues surrounding an increasingly interconnected and globalized world by critically examining the dynamic relationship between psychological processes and diverse (e.g., motivation, memory, self, prejudice) socio-cultural contexts. This high impact course fulfills a general education, degree requirement for International and Cultural Diversity (ICD) credits prior to graduation from Texas A&M University. Also, this course is included in the course options to complete the Diversity Certificate offered by the Department of Psychological and Brain Sciences.

# Psychology 210: Psychological Aspects of Human Sexuality Credits: 3.0

**Course Taught**: 2016 & 2012 Fall semesters; 2018, 2016, 2013 & 2011 Spring semesters, and

2014 Summer Session

I created, developed, and conducted this course as a special topic offering. This course covers human sexuality, reproductive development, and gender roles across the lifespan. Due to successful enrollment, the course became a permanent, undergraduate course entry. This course is offered in multiple, large enrollment sections each academic year and consistently is one of the most popular courses taken by students.

# Psychology 300: Psychology of Women, cross-listed with WGST 300 Credits: 3.0

**Course Taught**: 2019 Fall semester and 2015, 2013, & 2012 Summer Sessions

This course is an introduction to the psychological issues that affect women. This high impact course fulfills a general education, degree requirement for International and Cultural Diversity (ICD) credits prior to graduation from Texas A&M University. Also, this course is included in the course options to complete the Diversity Certificate offered by the Department of Psychological and Brain Sciences. This course is offered in multiple sections each academic year to meet the enrollment interests of students.

# Psychology 303: Psychology of Women of Color, cross-listed with AFST 303 and WGST 303 Credits: 3.0

**Course Taught**: 2019, 2017, 2015 Fall semesters and 2014 Spring semester

I created, developed, and conducted this course as a special topic offering. This course introduces interdisciplinary theories to study the unique yet intersectional experiences of women from different racial groups, ethnicities, nationalities and cultural backgrounds. This course fulfills a general education, degree requirement for International and Cultural Diversity (ICD) credits. Also, this course is included in the course options to complete the Diversity Certificate offered by the Department of Psychological and Brain Sciences.

Psychology (PSYC) courses *continued*

# Psychology 3703: Social Psychology at OU and Psychology 315: Social Psychology at TAMU Credits: 3.0

**Course Taught**: 2021 & 2018 Fall semesters

This course is an overview of major theoretical perspectives and contemporary research in social psychology. Topics covered include classic and contemporary research on stereotypes, persuasion, attitude change, emotions, the self-concept, aggression, impression formation, and altruism, among others. This course is offered in multiple sections each academic year to meet the enrollment interests of undergraduate students.

# Psychology 485/491/Honors: Directed Research Studies Credits: Varies

**Course Taught**: Every year from 2011 to 2021

This course offers undergraduate students high impact lab experiences with my Science for a Diverse Society (SDS) Research Group. I am the lab director and faculty supervisor for the research team. Undergraduate researchers are recruited (no previous experience necessary) and contribute to all aspects

of the experimental and applied research processes in order to gain knowledge, training, and skills that will benefit each one of them in an advanced degree program, internship, or career.

# Psychology 651: Psychology of Culture and Diversity, synchronous, virtual section, cross-listed with AFST 651

**Credits**: 3.0

**Course Taught**: 2020 Fall semester

I created and conducted a graduate level, synchronous, virtual course. This course surveyed key readings in the field of cultural psychology; generate discussion and examination of the relationship between psychological processes (e.g., motivation, memory, self-perception, prejudice) and sociocultural contexts. This graduate level, cross-listed course is a comprehensive introduction to general theories and methods related to culture and diversity. Assignments included students serving as class leads, creating spotlight researcher presentations, preparing a grant proposal, and peer reviewing others’ work, along with high expectations for regular class attendance and participation in class discussions.

# Psychology 689: Psychology of Stereotyping, Prejudice and Discrimination, cross-listed with AFST 481 and AFST 689

**Credits**: 3.0

**Course Taught**: 2013 Fall semester

I created, developed, and conducted this stacked course of senior undergraduate and graduate students as a special topic offering. This course surveyed theories and research relating to stereotyping, prejudice, discrimination, and minority experiences from a social psychological perspective. Assignments included students serving as class leads, creating spotlight researcher presentations, short answer and essay tests, and peer reviewing others’ work, along with high expectations for regular class attendance and participation in class discussions.

# Psychology 691: Directed Research Studies Credits: Varies

**Course Taught**: Every year from 2012 to present

This course offers graduate students direct supervision of research design and lab experiences with my Science for a Diverse Society (SDS) Research Group. I am the lab director and faculty supervisor for the research team. Graduate researchers are recruited to contribute to all aspects of the experimental and applied research processes in order to gain knowledge, training, and skills that will benefit each of them.

Interdisciplinary Critical Studies Program (AFST and WGST) Courses

# AFST 201: Introduction to Africana Studies Credits: 3.0

**Course Taught**: 2019 Spring semester

This course provides introduction to the field of Africana Studies; interdisciplinary approach drawing from history, philosophy, sociology, political studies, literature and performance studies; explores the African foundational relationship to and connections with its diaspora populations; covers Africa, the United States, the Caribbean, Europe and South America. This course fulfills a general education, degree requirement for International and Cultural Diversity (ICD) credits prior to graduation from Texas A&M University.

# AFST 302: Gateway Course for Africana Studies Credits: 3.0

**Course Taught**: 2014 Fall semester

This course contributes to a series of courses offered for the minor in Africana Studies; explores topics such as Afrocentrism, postcolonial studies, black cultural studies, black feminist theory for a close study of issues among African and African diaspora populations in Africa, the United States, Caribbean, Europe and South America. This course fulfills a general education, degree requirement for International and Cultural Diversity (ICD) credits prior to graduation from Texas A&M University.

# AFST 481: Psychology of Stereotyping, Prejudice and Discrimination, cross-listed with PSYC 689 Credits: 3.0

**Course Taught**: 2014 Fall semester

This stacked course contributes to a series of courses offered for the minor in Africana Studies. This course surveyed theories and research relating to stereotyping, prejudice, discrimination, and minority experiences from a social psychological perspective. Assignments included students serving as class leads, along with high expectations for regular class attendance and participation in class discussions.

# AFST 689: Psychology of Stereotyping, Prejudice and Discrimination, cross-listed with PSYC 689 Credits: 3.0

**Course Taught**: 2014 Fall semester

This course contributes to a series of courses supporting the Africana Studies Program’s graduate certificate offering. This course surveyed theories and research relating to stereotyping, prejudice, discrimination, and minority experiences from a social psychological perspective. Assignments included students serving as class leads, creating researcher presentations, short answer and essay tests, and peer reviewing others’ work.

# WGST 200: Introduction to Women’s and Gender Studies Credits: 3.0

**Course Taught**: 2014 Summer Session

This course introduces the core concepts of women’s and gender studies and is particularly focused on “social construction,” or how ideas about gender are produced by social practice, and/or how experiences of sex and gender are informed by other dimensions of identity, including race, class, ethnicity, and religion.

This course fulfills a general education, degree requirement for International and Cultural Diversity credits.

# Advising

*Visiting Scholar employed at Texas A&M University:*

* Sucharita Belavadi, Ph.D. – Visiting Scholar in Dr. Carter-Sowell’s lab, July 2020-June 2021.

*Postdoctoral Researcher mentored at Texas A&M University:*

* Asha Ganesan, Ph.D. – Postdoctoral Researcher in Dr. Murphy’s lab at Indiana University, August 2021-present.
* Postdoctoral Researcher in Dr. Carter-Sowell’s lab, August 2019-June 2021.

*Graduate Student supervised through doctoral degree at Texas A&M University:*

* Carla Zimmerman - Doctoral Degree Program in Social Psychology, August 2012-August 2017.

o Tenure-Track position, Assistant Professor at Colorado State University, Fall 2017-present.

*Graduate students mentored at Texas A&M University:*

* Gabe Miller, Ph.D., Tenure-Track position, Assistant Professor in the Sociology Department and African American Studies Program at Mississippi State University, August 2020-present.
* Jaren Crist - Doctoral Degree Program in Social Psychology, August 2019-June 2021.
* Ran Wang - Doctoral Degree Program in Social Psychology, August 2019- June 2021.
* Emily Johnson - Doctoral Degree Program in Social Psychology, August 2020- June 2021.
* Ta’Niss Robinson – Master’s Degree in Industrial/Organizational Psychology, received in December 2020.
* Jericka Battle - Doctoral Degree Program in Social Psychology, August 2016-May 2018.
* Jane Carter - Doctoral Degree Program in Clinical Psychology, August 2015-May 2018.
* Thomas P. Tibbett - Doctoral Degree Program in Social Psychology, August 2012-May 2017

*Undergraduate students’ academic placements after Texas A&M University:*

* Teysha Bowser, Ph.D., Tenure-Track position, Assistant Professor at University of Wisconsin – Oshkosh, August 2021-present.
* Zanbria Asante, enrolled in Master’s Degree Program at George Washington University, Washington D.C.
* Jamyia Barrett, enrolled in Master’s Degree Program at Stephen F. Austin State University.
* Katherine Sawczyn, enrolled in School of Law at Howard University, Washington D.C.
* Catherine Stephenson, enrolled in Doctoral Program at the University of Arkansas.
* Austin Wilcox, enrolled in Master’s Degree Program at the University of Houston - Clear Lake.

*Graduate degree committees at Texas A&M University (unless otherwise noted): Dissertation Committee Member*:

* Rafael R. Almanzar - Higher Education Administration, dissertation proposed and approved in 2021.
* Michael Perez - Social Psychology, Doctoral Degree received in August 2021.
* Michale Sferra - Clinical Psychology, Doctoral Degree received in December 2019.
* Fenan Rassu *–* Clinical Psychology, Doctoral Degree received in August 2019.
* Andrea Haugen *–* Social Psychology, Doctoral Degree received in August 2018.
* Sneha Wager - Clinical Psychology, Doctoral Degree received in August 2016.
* Zoe Nicholes - Social Psychology at Australian Catholic University, Doctoral Degree received in 2011.
* Jennifer M. Rodriguez *-* Industrial/Organizational Psychology, dissertation not defended.

*Master’s Committee Member*:

* Silvia Emmanuel *–* Department of Sociology, Preliminary Exam defended and approved in 2021.
* Eileen Huey *–* Department of Sociology, Master’s Degree received in Summer 2017.
* Gabe Miller *–* Department of Sociology, Master’s Degree received in Fall 2016.
* Melissa Ochoa *–* Department of Sociology, Master’s Degree received in Fall 2016.
* JaNiene Peoples *–* Department of Health and Kinesiology, Master’s Degree received in May 2016.
* Luyen T. Thai *–* Department of Psychology, Master’s Degree received in May 2014.

# Invited Addresses, Conference Programming, and Research Presentations

Note: Synopses of public engagements – A total of 71 scheduled appearances from 2010 – present, including 20 invited talks, 7 programming positions, 6 chaired symposia, and 38 collaborative research presentations; 56% with student collaborators. Most addresses, programming, and presentations focused on validating pervasive gaps in inclusion and overcoming resistance to equity, and lack of accountability amid intergroup and intragroup relations. Current or former postdoctoral researchers, graduate and undergraduate student co-authors are indicated with the “\*”.

*Invited Addresses*

1. **Carter-Sowell, A. R.** (2021, February). Invited speaker for a Grant Writing Webinar sponsored by APA Division 35 Committee on Academic Feminist Psychology hosted in Washington, DC.
2. **Carter-Sowell, A. R.** (2020, September). Invited speaker and moderator for the “Picture a Scientist” screening and virtual panel discussion sponsored by the Women’s Resource Center and the Department of Biomedical Engineering hosted in College Station, TX.
3. **Carter-Sowell, A. R.** (2020, January). *Where is the grass greener along the pathways to the professoriate? Strategies for you in graduate school*. Invited for the American Physics Association’s 2020 Conference for Undergraduate Women in Physics (CUWiP) held in College Station, TX.
4. **Carter-Sowell, A. R.** (2019, September). Invited address at the Annual Conference for the Society for Psychophysiological Research held in Washington, DC.
5. **Carter-Sowell, A. R.** (2019b, July). Invited address for the Blalock Lecture of the Inter- university Consortium for Political and Social Research (ICPSR) 2019 Summer Program held at the University of Michigan in Ann Arbor, MI.
6. **Carter-Sowell, A. R.** (2019a, July). *Demystifying the academic job market* workshop. Invited panelist for the 2019 SPSP Summer Institute for Social and Personality Psychology (SISPP) Program at New York University, New York, NY.
7. **Carter-Sowell, A. R.,** & \*Zimmerman, C. A. (2018, June). *Writing strategies that work*: *Examining your mindset and goal setting.* Invited address presented at the 2018 NSF AGEP TxARM Summer Retreat in Kingsville, TX.
8. **Carter-Sowell, A. R.** (2018, May). Invited address at the Big 10 Alliance Postdoc Program. Presented at PAI Postdoc Professional Development Workshop held in Chicago, IL.
9. **Carter-Sowell, A. R.** (2018, February). Invited address at the Research Initiative for Scientific Enhancement (RISE) Program held at the Spelman College Psychology Department Colloquium Series in Atlanta, GA.
10. **Carter-Sowell, A. R.** (2017, November). *Examining the overlap of chronic pains and cultural viewpoints: A biopsychosocial model of group status and pain sensitization*. Invited address presented at the University of Texas Social-Personality Psychology Colloquium Series in Austin, TX.
11. **Carter-Sowell, A. R.** (2017, October). *Cultural viewpoints and chronic pains: The interplay of group status, intersectional identities, and pain sensitizations*. Invited address presented at the Groups Preconference for the annual meeting of the Society of Experimental Social Psychology in Boston, MA.
12. **Carter-Sowell, A. R.** (2017, May). *Intersectionality influences outcomes of chronic ostracism experiences in everyday life*. Invited address presented at the Midwestern Psychological Association Annual Meeting in Chicago, IL.

*Invited addresses continued*

1. **Carter-Sowell, A. R**. (2016, May). *Working from the outside in: How structural transformation improves STEM climate*. Invited address presented at the NSF ADVANCE/GSE Program Workshop in Baltimore, MD.
2. **Carter-Sowell, A. R.** (2016, April). *Surviving and thriving in the face of multiple marginalities, micro-aggressions, and macro-aggressions: Women of color in predominantly White research*

*institutions*. Invited address presented at the University of Delaware ADVANCE Conference in Newark, DE.

1. **Carter-Sowell, A. R.** (2016b, March). *Examining group-level workplace ostracism: How representation and coworker support affect retention outcomes*. Invited address presented at the Indiana University Purdue University Indianapolis Colloquium in Indianapolis, IN.
2. **Carter-Sowell, A. R**., \*Carter, J. E. M., & \*Haile, M. (2016a, March). *Working from the outside in*: *Examining the chronic problems of being ignored, excluded, and/or underrepresented in academia*. Invited address presented at the TAMU Women's Symposium in College Station, TX.
3. **Carter-Sowell, A. R**., \*Zimmerman, C. A., \*Whitley, K. & \*Stephenson, C. (2016, March). *Examining the chronic problems of being ignored, excluded, and/or underrepresented in work groups*. Invited address presented at the TAMU Campus Climate Conference in College Station, TX.
4. **Carter-Sowell, A. R**., & \*Zimmerman, C. A. (2016, February). *Why didn’t anyone tell me?* Invited address presented at the TAMU Engaging the Data: Are we ADVANCE-ing? Conference in College Station, TX.
5. **Carter-Sowell, A. R**. (2015, September). *Being present but not accounted for: Examining outcomes of group-level mistreatment on the job*. Invited address presented at the Groups Preconference for the annual meeting of the Society of Experimental Social Psychology in Denver, CO.
6. **Carter-Sowell, A. R.** (2014, November). *Invaluable, invisible, and not invincible: Perceived experiences of marginalization for faculty women of color*. Invited address presented at Texas A&M University, Melbern G. Glasscock Center for Humanities Research Faculty Colloquium in College Station, TX.

*Conference Programming, Workshop Planner, and Program Facilitator*

1. **Carter-Sowell, A. R.** (2022, May). *COVID-19 and the workplace: A special topics preconference.*

Sponsored by the 2022 APS Annual Convention Program Committee in Chicago, IL.

1. **Carter-Sowell, A. R.** (2019, September). *What's next for you? Whoop! A special topics workshop for new and returning graduate students.* Sponsored by the Texas A&M University Office of Graduate and Professional Studies in College Station, TX.
2. **Carter-Sowell, A. R.** (2019, May). *What's next for you? Whoop! A special topics workshop for new and returning graduate students.* Sponsored by the Texas A&M University Office of Graduate and Professional Studies in College Station, TX.

*Conference Programming, Workshop Planner, and Program Facilitator continued*

1. **Carter-Sowell, A. R.** (2018, September). *What's next for you? Whoop! A special topics workshop for new and returning graduate students.* Sponsored by the Texas A&M University Office of Graduate and Professional Studies in College Station, TX.
2. **Carter-Sowell, A. R.** (2018, July). Small conference for underrepresented minority graduate students*.* Sponsored by the National Science Foundation and the Texas A&M University Office of Graduate and Professional Studies in College Station, TX.
3. **Carter-Sowell, A. R.** (2017, June). STEM graduate student retreat*.* Sponsored by the National Science Foundation and the Texas A&M University Office of Graduate and Professional Studies in College Station, TX.
4. **Carter-Sowell, A. R.**, Goff, P. A., & Tropp, L. R. (2012, October). *Intergroup and intragroup processes: In the lab, from the field, & across the globe.* Pre-conference occurred to accompany the annual meeting of the Society of Experimental Social Psychology in Austin, TX.

*Conference Symposia Chair*

1. **Carter-Sowell, A. R.**, (2015b, June). *Strategies for attracting and engaging minorities in STEM.* Symposium presented at the annual Conference of the Society for the Psychological Study of Social Issues in Washington, DC.
2. **Carter-Sowell, A. R.**, (2015a, May). *Successful strategies for Women of Color in academia.* Symposium presented at The National Conference on Race & Ethnicity in American Higher Education in Washington, DC.
3. **Carter-Sowell, A. R.**, (2015, April). *The science of diversity at work.* Session was approved by the APA to sponsor continuing education credit for psychologists and occurred during the Friday Seminars program presented at the annual meeting of the Society for Industrial and Organizational Psychology in Philadelphia, PA.
4. Shen, W. & **Carter-Sowell, A. R.** (2013, April). *Understanding and promoting inclusion in the workplace*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology in Houston, TX.
5. **Carter-Sowell, A. R.** (2012b, October). *When does science = me? The factors that engage, motivate, and sustain women’s participation in the STEM fields*. Symposium presented at the 2012 annual meeting of the Society of Experimental Social Psychology in Austin, TX.
6. **Carter-Sowell, A. R.** (2012a, June). *Sustaining diversity in STEM fields: Issues of implicit bias, identity, and inclusion*. Symposium presented at the 9th Biennial Conference of the Society for the Psychological Study of Social Issues in Charlotte, NC.

*Collaborative Research Presentations*

1. Kelly, K., Reustle, J., Murphrey, T., Walton, S., & **Carter-Sowell, A. R.** (2021, March 24). Roles of program leadership and program participants in promoting inclusion*.* Presented at the AAC&U Virtual Conference on Diversity, Equity, and Student Success, hosted in Washington, DC.
2. \*Ganesan, A., \*Zimmerman, C.A., & **Carter-Sowell, A. R.** (2021, March 11). *Confrontation As an interpersonal response to ostracism.* Presented at the postponed 2020 NSF AGEP Virtual National Research Conference, hosted in Boston, MA.

*Collaborative Research Presentations continued*

1. \*Mosley, A., Marshburn, C., Pietri, E., & **Carter-Sowell, A. R.** (2021, February11). *Leveraging social psychology to increase diversity: Representation and Inclusion in Academia.* Presented at the Society for Personality and Social Psychology Virtual annual conference, hosted in Washington, DC.
2. \*El-Amin, L, \*Miller, G., & **Carter-Sowell, A. R.** (2020, February) *A new way to cope: Social media a as a form of coping with racial discrimination.* Presented at the LAUNCH Undergraduate Research Program, College Station, TX.
3. \*Harrison, C., \*Miller, G., & **Carter-Sowell, A. R.** (2020, February) *Home sweet home? Neighborhood cohesion offers a coping mechanism for gender discrimination linked with psychological distress.* Presented at the LAUNCH Undergraduate Research Program, College Station, TX.
4. \*Harrison, C., \*Miller, G., & **Carter-Sowell, A. R.** (2019, August). *Neighborhood cohesion offers coping mechanism for gender discrimination.* Presented at TAMU Student Research Week, College Station, TX.
5. \*Zimmerman, C.A., & **Carter-Sowell, A. R.** (2019, February). *Looking for love in the wrong places: Linking chronic ostracism to risky sexual behaviors.* Presented at the Society for Personality and Social Psychology annual conference, Portland, OR.
6. **Carter-Sowell, A. R.**, \*Miller, G. H., & \*Zimmerman, C.A., (2018, October). *Examining valuable and viable experiences that enhance minoritized scholars’ professional visibility.* Presented at the annual meeting of the Society of Experimental Social Psychology in Seattle, WA.
7. Campbell, S. D., **Carter-Sowell, A. R.**, & \*Battle, J. (2018, July). *Defining academic success and Identifying student satisfaction from minority/majority viewpoints.* Presented at the biennial meeting of the APA Division 45 Conference in Austin, TX.
8. **Carter-Sowell, A. R.** (2018, June). *How do perceived campus identities foster inclusive climates?* Presented at the biennial meeting of the APA Division 35: Society for the Psychology of Women Research Institute for Academic Feminist Psychologists Conference in Miami, FL.
9. \*Hernandez, B., \*Carter, J. E. M., \*Nanavaty, N., \*Ng, B. W., Mathur, V. A., & **Carter-Sowell, A. R.** (2018, March). *Laboratory evidence contributing to pain overlap theory.* Presented at TAMU Student Research Week, College Station, TX.
10. \*Carter, J. E. M., \*Nanavaty, N., \*Ng, B. W., Mathur, V. A., & **Carter-Sowell, A. R.** (2018, March). *Developing a therapy model to improve pathways to the professoriate for underrepresented minority (URM) identified graduate students in STEM fields*. Presented at the National Science Foundation (NSF) AGEP National Forum Meeting in Berkeley, CA.
11. \*Zimmerman, C.A., & **Carter-Sowell, A. R.** (2018, March). “*You didn’t include me!” Confrontation in response to ostracism*. Presented at the annual meeting of the Society for Personality and Social Psychology in Atlanta, GA.
12. \*Battle, J. S., \*Zimmerman, C.A., \*Asante, Z., & **Carter-Sowell, A. R.** (2018, March). *Is the grass really greener? How do perceived campus identities foster inclusive climates*. Presented at the annual meeting of the Society for Personality and Social Psychology in Atlanta, GA.

*Collaborative research presentations continued*

1. \*January, S. C., \*Dray, K. K., Miner, K. N. & **Carter-Sowell, A. R.** (2017, April). *Are ostracism and incivility barriers to women’s well-being in STEM*? Presented at the 2017 annual meeting of the Society for Industrial and Organizational Psychology in Orlando, FL.
2. Butler-Purry, K. L., **Carter-Sowell, A. R.,** Malave, C. O., Reed, D., Heinz, K., Darensbourg, M. Y., & Juranek, I. (2017, February) *Texas A&M System (TAMUS) AGEP: Advancing interdisciplinary STEM graduate education*. Presented at the National Science Foundation (NSF) AGEP National Forum Meeting in Washington, D.C.
3. **Carter-Sowell, A. R**., \*Zimmerman, C.A., & \*Battle, J. S. (2017, January). Examining intersectional, perceptions of safety, and social institutions. Presented at the Social Psychology and Law Preconference, Society for Personality & Social Psychology annual conference in San Antonio, TX.
4. \*Zimmerman, C.A. & **Carter-Sowell, A. R.** (2017, January). O*stracism and intentions to engage in risky sexual behaviors.* Data blitz presentation at the Social Psychology and Health Preconference, Society for Personality and Social Psychology annual conference in San Antonio, TX.
5. \*Adams, M., \*Nair, M., \*Carter, J. E. M., \*Haile, M., \*Nanavaty, N., **Carter-Sowell, A. R.**, & Mathur, V. A. (2017, January). *Lifetime experiences of ostracism are associated with*

*Psychophysical Pain facilitation*. Presented at the Society for Personality and Social Psychology Conference in San Antonio, TX.

1. \*Carter, J. E. M., \*Nair, M., \*Adams, M., **Carter-Sowell, A. R.**, & Mathur, V. A. (2017, January).

*Threat-based discrimination is associated with temporal summation of mechanical pain.*

Presented at the Society for Personality & Social Psychology annual conference, San Antonio, TX.

1. \*Wilcox, A. N., \*Zimmerman, C. A., & **Carter-Sowell, A. R.** (2017, January). *Mistreated and misbehaving.* Presented at the Society for Personality and Social Psychology annual conference, San Antonio, TX.
2. \*Zimmerman, C.A., & **Carter-Sowell, A. R.** (2016, January). *Express yourself! Ostracized targets rebound better using confrontation as a coping strategy.* Presented at the Society for Personality and Social Psychology annual conference, San Diego, CA.
3. \*Schuetze, L. J., \*Miller, G. H., & **Carter-Sowell, A.R.** (2015, August). *The journey of a thousand milestones begins with one step: Evidence-based strategies for sustaining diversity in STEM field academic careers.* Presented at TAMU Student Research Week, College Station, TX.
4. **Carter-Sowell, A. R.** (2015, March). *A mentor by any other name still matters: Examining Mentorship of marginalized STEM faculty*. Presented at the Women in STEM: Insights from Social Psychology Conference in New York, NY.
5. \*Marek, J. G., \*Constance, H.M., \*Zimmerman, C.A., & **Carter-Sowell, A. R.** (2015, March). *Owning your identity: Group identification blocks ostracism’s effect on collective self*-*esteem.* Presented at TAMU Student Research Week, College Station, TX.
6. \*Constance, H. M., \*Zimmerman, C. A., & **Carter-Sowell, A. R.** (2015, March). *Workplace ostracism and gender in academia.* Presented at TAMU Climate Matters symposium, College Station, TX.

*Collaborative research presentations continued*

1. \*Zimmerman, C.A., & **Carter-Sowell, A. R.** (2015, February). *Institutional interventions can fail when social exclusion prevails: Perceptions of marginalization sustain gender disparities in STEM fields.* Presented at Society for Personality and Social Psychology annual conference, Long Beach, CA.
2. \*Zimmerman, C.A., \*Bowser, T.L., & **Carter-Sowell, A. R.** (2014, February). *Moderating effects of belonging and self-esteem on traditional gender role beliefs in chronically ostracized men.* Presented at Society for Personality and Social Psychology annual conference, Austin, TX.
3. **Carter-Sowell, A. R.,** \*Zimmerman, C. A., & \*Thompson, R. J. (2014, May). *Invaluable, invisible, and not invincible: Faculty’s perceived experiences of social exclusion perpetuate gender disparities in STEM fields*. Presented at the annual meeting of the Association for Psychological Science in San Francisco, CA.
4. \*Zimmerman, C.A. & **Carter-Sowell, A.R.** (2014, March). *Everyone’s pain is not the same:*

*An interdisciplinary perspective on the health and wellness costs to women who experience ostracism in the workplace.* Presented at the Women and Gender Research Collaborative symposium, TX.

1. \*Tibbett, T. P., \*Byrne, K. A., Worthy, D. A, & **Carter-Sowell, A. R.** (2014, February). *The effect of inclusion experiences on decision making*. Presented at the annual meeting of the Society of Experimental Social Psychology in Austin, TX.
2. **Carter-Sowell, A. R.** Taylor, A. & \*Thompson, R. J. (2012, October). *Climate, colleagues, and conflict: Perceived experiences of marginalization and incivility sustain gender disparities in the STEM fields*. Presented at the annual meeting of the Society for Personality and Social Psychology in Austin, TX.
3. **Carter-Sowell, A. R**. (2012, October). *Coping with perceived marginalization: Assessing outcomes for targets of chronic ostracism*. Presented at the Groups Preconference for the annual meeting

of the Society of Experimental Social Psychology in Austin, TX.

1. **Carter-Sowell, A. R.** (2012, June). *SOS: Stigmatized - Ostracized - Systematically Sidelined groups and STEM*. Presented at the biennial conference of the Society for the Psychological Study of Social Issues in Charlotte, NC.
2. **Carter-Sowell, A. R.** & Williams, K. D. (2011, July). *Measurement of chronic ostracism and the effects of prolonged ostracism.* Presented at the general meeting of the European Association for Social Psychology in Stockholm, Sweden.
3. **Carter-Sowell, A. R.** & Wesselmann, E. D. (2011, January). *Assessment of chronic ostracism: The development and validation of the ostracism experiences scale.* Presented at the preconference meeting of the Society for Personality and Social Psychology. San Antonio, TX.
4. Riva, P., **Carter-Sowell, A. R.**, & Williams, K. D. (2010, May). Development and validation of the fear of social pain questionnaire (FOSP)*.* Presented at the annual meeting of the Midwestern Psychological Association. Chicago, IL.
5. **Carter-Sowell, A. R.**, Van Beest I., van Dijk, E., & Williams, K. D. (2010, January). Are groups who are ostracized more aggressive than individuals who are ostracized? Presented at the annual meeting of the Society for Personality and Social Psychology. Las Vegas, NV.

# Service

*Ad Hoc Grant Panelist and Proposal Reviewer for the National Science Foundation (NSF): NSF Grant Panelist (2013-2021):*

* + Alliances for Graduate Education and the Professoriate (AGEP) Program
  + Division of Social, Behavioral, and Economic Sciences (SBE), Social Psychology
  + EHR Core (ECR) Equity, Inclusion, and Ethics panel

o *Invited to serve* again as *a panelist for the NSF’s EHR Core Research Program in December 2021, but declined offer due to existing, 12-month, administrative workload.*

* + Graduate Research Fellowship Program (GRFP)

*NSF Proposal Reviewer (2012):*

* + Division of Behavioral and Cognitive Sciences (BCS), Social Psychology
  + Division for Research on Learning, Research and Evaluation on Education in Science and Engineering (REESE), Broadening Participation Research Track

*Invitation to serve as Associate Editor for Personality and Social Psychology Review (h-index: 156; 5-Year Impact Factor: 9.76)*

* Offered 2-year term, with compensation, for 2022-2023.
* Invitation declined due to existing administrative assignment in AY 2021-2022.

*Invitation to serve as inaugural Editor for Journal of Belonging: The Science and Application of Inclusion (h-index: N/A; 5-Year Impact Factor: N/A)*

* Offered term, with compensation, from Publisher at Sage Publishing.
* Invitation declined due to existing administrative assignment in AY 2021-2022.

*Ad Hoc Reviewer for Science Journals:*

*Current Psychology Journals at Springer (invite only) Journal of Social Psychology Research (invite only) European Journal of Social Psychology Personality and Social Psychology Bulletin*

*Group Dynamics: Theory, Research, and Practice Personality and Social Psychology Review Group Processes and Intergroup Relations Psychological Science*

*Journal of Business and Psychology Psychology & Health Journal of Experimental Social Psychology Social Influence*

*Journal of Personality Social Psychological and Personality Science Journal of Personality and Social Psychology Social Science & Medicine*

*Ad Hoc Reviewer for Textbook Publishing Companies:*

*Cambridge University Press, Psychology and Neuroscience Areas SAGE Publications Inc, Psychology Area*

*W. W. Norton & Company, Psychology Area Wiley Publishing Company, Psychology Area*

*American Psychological Association (APA)*

*Society for Personality and Social Psychology (APA, Division 8)*

* Selected for a four-year term (2021-2025) on the Government Relations Committee (GRC).
* Invited Mentor for the 2020 SPSP Early Career Happy Hour.
* Invited panelists at *Demystifying the academic job market* workshop at the 2019 SPSP Summer Institute for Social and Personality Psychology (SISPP) Program at New York U.

*Society for Personality and Social Psychology (APA, Division 8) continued*

* Ad hoc Committee member (2019 Summer) for the SPSP Course Syllabi Review.
* Committee member for the Graduate Student Diversity Travel Award Program.
* Mentor for the Graduate Student Committee Roundtable Luncheon in Long Beach, CA.

*Society for the Psychological Study of Social Issues (APA, Division 9)*

* Member of the Communications Committee, Grants-in-Aid Program Committee, and the Innovative Teaching Award Committee.

*Society for Industrial and Organizational Psychology, Inc. (APA, Division 14)*

* Completed term (2018-2021) as an invited member of the Bridge Builders. This Education and Training subcommittee of SIOP seeks to expand representation of and education about IO Psychology among textbook authors, such as David Myers, conference presentations at SIOP, APA, and NITOP, plus direct outreach to course instructors and students at all levels including underrepresented minority (URM), high school, community colleges, undergraduate psychology majors, and graduate students (not in I-O).
* Mentor for Speed Mentoring Event at the 2016 Annual Conference in Anaheim, CA.

*Society for the Psychology of Women (APA, Division 35)*

* Invited panelists for *Where to begin with grants: Good ideas can become fundable projects* webinar for group of early and mid-career feminist scholars affiliated with APA Div. 35 Committee on Academic Feminist Psychology, February 2021.
* Committee member for Div. 35 Sect. 1 (Psychology of Black Women) Awards Program, 2017.

*Social Justice and Advocacy Activity:*

* Member of the Society for Personality and Social Psychology (APA, Division 8) Government Relations Committee (GRC) for a four-year term (2021-2025). The GRC provides advice and support to the SPSP staff and Board of Directors on advocacy for social and personality psychology. The primary focus of the Committee’s attention is on national policy and the federal system of research and development (R&D), whether in the legislative, executive, or judicial branches of government.
* Texas v. Jean (Texas Court of Appeals, 2013). Carter-Sowell, A. R. retained by the Office of Capital Writs (“OCW”), current counsel for Joseph Jean, for research expertise in order to evaluate Mr. Jean’s life history, including social and cultural experiences from his childhood to adult years. The judgment on this appeal came from the trial court in Harris County.

*Service to Texas A&M University (August 2010 – June 2021):*

* Completed a three-year (09/2017-08/2020) term on the Council for the Athletics Council Committee.
* Spring 2019, served on the College of Liberal Arts Joint Appointment Task Force on creating guidelines for joint appointments.
* Spring 2018 invited speaker by the Dean of Faculties Office in conjunction with the ADVANCE Center for a session during the annual Roadmap for a Successful Tenure-Track Academic Career Workshop.
* Fall 2017 to Spring 2020, I participate with the TAMU Mentoring Network in service to the ExCEL Program.
* Fall 2017, I assisted the TAMU Department of Multicultural Services (DMS) Search Committee with candidate interviews for the open position of DMS Associate Director.
* Spring 2017, I successfully completed training for the TAMU Green Dot - Violence Prevention and Bystander Intervention Program.
* Spring 2016 to Spring 2020, Women of Color Initiative: A Program to Interrupt the Invisibility Paradigm of Marginalized Aggie Students, sponsored by the TAMU Division of Student Affairs Multicultural Services Office.

*Service to Texas A&M University (August 2010 – June 2021) continued*

* Fall 2015, I was awarded funding from the TAMU ADVANCE Speaker Series Program to host Alice H. Eagly, Ph.D. in College Station, March 3-4, 2016.
* Fall 2015, I successfully nominated James S. Jackson, Ph.D. for the 2016 Enhancing Diversity Seminar Series in College Station, January 26-27, 2016.
* Fall 2015, I successfully completed training to become a TAMU Aggie Ally in support of the GLBT Resource Center.
* Spring 2015 & 2014, I was a faculty host at the Community of Scholars (CoS) dinner hosted by the TAMU Office of Graduate and Professional Studies. The CoS program was designed for faculty to answer questions and engage in discussions with graduate students on the topic of leveraging mentorship for career success.
* November 2014, I was a panelist for the *Ready for Combat: Police Militarization and its Effects* program. The event was sponsored by the Texas A&M University Carter G. Woodson Black Awareness Committee (WBAC) and the Wiley Lecture Series.
* January 2013, Invited speaker for the Southwestern Black Student Leadership Conference (SBSLC) hosted by the TAMU Department of Multicultural Services.

*Service to Jointly Appointed Department and Program at Texas A&M University (August 2010 – June 2021):*

* Inaugural, two-year appointment as Associate Head of Diversity, Equity, & Inclusion for the Department of Psychological and Brain Sciences, 2019-present, see Appendices A and B.
* In Academic Year 2020-2021, I was the Search Committee Co-Chair for the placement of a Visiting Assistant Professor through the ACES Fellowship program in developmental psychology in the Texas A&M University Department of Psychological and Brain Sciences, College Station, TX.
* In Academic Year 2018-2019, I was the Search Committee Co-Chair for the placement of a tenured faculty position in clinical psychology in the Texas A&M University Department of Psychological and Brain Sciences, College Station, TX.
* Spring 2019, I was the coordinator for the department’s Social and Personality Psychology (SPP) Area Brownbag speaker’s series.
* In Academic Year 2018-2019, I was the coordinator for the department’s Diversity Science Research Cluster (DSRC) Working Group speaker’s series.
* Spring 2018, I was the Search Committee Chair for the placement of a tenure track, Africana Studies program and Religious Studies program faculty position in the Texas A&M University Interdisciplinary Critical Studies area, College Station, TX.
* June 2017, I was invited to participate (review abstracts, present on the program, and serve as a mentor) at in the annual Black Graduate Conference in Psychology at PVAMU, Prairie View, TX.
* In 2015, I was invited by María Irene Moyna, Associate Professor and Department Head of the Department of Hispanic Studies to serve as an expert moderator for one meeting of Círculo de Mujere and implement research driven initiatives with this Women's Circle.
* In 2015, I was interviewed during the Psychology Department’s APA Site Visit about contributing to diversity in the clinical program.
* In 2015, I was the coordinator of the Soulful Sunday Dinner for the Africana Studies Program who hosted the TAMU MSC WBAC student group.
* In 2014, I was the co-chair of the Curriculum Development Committee for the Africana Studies Program and the event planner for the Tenth Anniversary Program.
* Fall 2010 – Spring 2013, Diversity Committee Member for the Psychology Department
* Spring 2012 and 2011, Co-Coordinator of the Social Psychology Area’s campus weekend for applicants to the Psychology Department Graduate Program.
* Fall 2011, Invited Colloquium Speaker for the TAMU Africana Studies Faculty Colloquium.

*Affiliations in Professional Organizations*

* American Psychological Association (APA), Fellow
  + Society for the Teaching of Psychology – APA Div. 2, Fellow
  + Society for Personality and Social Psychology (SPSP) – APA Div. 8, Fellow
  + Society for the Psychological Study of Social Issues (SPSSI), – APA Div. 9, Fellow
  + Society for Industrial and Organizational Psychology, Inc (SIOP) – APA Div. 14
  + Society for the Psychology of Women – APA Div. 35, Fellow
  + Society for the Psychological Study of Culture, Ethnicity, and Race – APA Div. 45, Fellow
* Association for Psychological Science (APS), Member
* European Association of Social Psychology (EASP), Affiliate Member
* Midwestern Psychological Association, (MPA), Fellow
* Society of Experimental Social Psychology (SESP), Fellow
* Society of STEM Women of Color, (SSWOC), Sustaining Member