

Corinne A. Moss-Racusin, Ph.D.
Curriculum Vitae

Yale University
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Academic Appointments

Yale University **July 2011-present**

- Position: Postdoctoral Associate
- Advisers: Dr. John Dovidio and Dr. Jo Handelsman

Education

March, 2011: Ph.D. in Social Psychology **Rutgers University**

- Adviser: Dr. Laurie Rudman
 - Dissertation title: *Understanding Women's Self-Promotion Detriments: The Backlash Avoidance Model.*

March, 2008: M.S. in Social Psychology **Rutgers University**

- Adviser: Dr. Laurie Rudman
 - Thesis title: *Self-Promotion vs. Backlash Prevention: Regulatory Focus and Gender Differences in Self-Advocacy.*

May, 2005: B.A. in Psychology, magna cum laude **New York University**

- Adviser: Dr. Madeline Heilman
 - Honors thesis title: *Failure to be Feminine: Interpersonal Penalties for Failure on Sex-Consistent Domains.*

Grants and Fellowships

- *National Science Foundation*, Graduate Research Fellowship (\$90,000), 2008-2011.
- *American Psychological Association (Div. 35)*, Geis Memorial Dissertation Award (\$15,000), 2010.
 - Presented to one student annually to support the dissertation research that is most likely to make a significant contribution to social psychological theory.
- *Society for the Psychological Study of Social Issues*, Grant-in-Aid (\$1,000), 2010.
- *National Science Foundation*, Grant BCS-0443342, "Backlash for Atypicality and Cultural Stereotype Maintenance" (\$377,422), 2005-2009.
 - PI: Dr. Laurie A. Rudman.
- *Rutgers University*, Research and Statistical Training Grant (\$250), 2009.
- *Yale University Rudd Center*, Research Grant (\$1,000), 2005.

Honors and Awards

- *Rutgers University*, Dean's Research Award (\$1,000), 2011.
 - Given annually to the Rutgers graduate student (across all fields) who has exhibited the most outstanding research accomplishments.
- *Rutgers University*, Social Psychology Research Excellence Award (\$100), 2010.
- *Rutgers University*, Conference Travel Award (\$250), 2010.
- *Rutgers University*, Graduate Student Outstanding Research Award (\$100), 2009.
- *Society for Personality and Social Psychology/National Science Foundation*, selected to attend the Summer Institute in Social Psychology, Chicago, Summer 2009.
 - Courses: Emotions in Group and Intergroup Contexts (with Eliot Smith and Ernestine Gordijn); Workshop on Meta-Analysis (with Blair Johnson).
- *Rutgers University*, Special Study Award (\$300), 2009.
- *Sigma Xi*, elected to scientific honor society, 2008.
- *Rutgers University*, Distinguished Departmental Service Award (\$100), 2008.
- *National Science Foundation*, Graduate Research Fellowship (Honorable Mention), 2007.
- *Society for Personality and Social Psychology*, Travel Award (\$500), 2006.
- *New York University*, Lawrence Erlbaum Book Award for Distinguished Honors Thesis (\$100), 2005.
- *New York University*, Founders Day Award, 2005.
- *Luce Travel Scholars Program*, Finalist, 2005.
- *Psi Chi*, elected to Psychological honor society, Spring 2003.

Research Interests

My primary research interests include stereotyping processes and discrimination, gender roles, and implicit social cognition. More specifically, I am interested in the ways in which stereotypes shape behavior and self-regulation, and how these in turn impact intergroup relations and gender equity within institutions.

Peer-Reviewed Publications (available upon request)

- Rudman, L.A., **Moss-Racusin, C. A.**, Phelan, J. E., & Nauts, S. (in press). Status incongruity and backlash effects: Defending the gender hierarchy motivates prejudice against female leaders. *Journal of Experimental Social Psychology*.
- Brescoll, V. L., Uhlmann, E. L., & **Moss-Racusin, C. A.** (in press). Masculinity, status and subordination: Why working for a stereotype violator causes men to lose status. *Journal of Experimental Social Psychology*.
- Sanchez, D. T., **Moss-Racusin, C. A.**, Phelan, J. E., & Crocker, J. (2011). Relationship Contingency and Sexual Motivation in Women: Implications for Sexual Satisfaction. *Archives of Sexual Behavior*, 40, 99-110.

- **Moss-Racusin, C. A.,** Good, J. J., & Sanchez, D. T. (2010). The impact of collective gender identity on relationship quality: When men feel devalued. *Psychology of Men and Masculinity, 11*, 65-75.
- **Moss-Racusin, C. A.,** Phelan, J. E., & Rudman, L. A. (2010a). “I’m not prejudiced, but...”: Compensatory egalitarianism in the 2008 Democratic presidential primary. *Political Psychology, 31*, 543-561.
- **Moss-Racusin, C. A.,** Phelan, J. E., & Rudman, L. A. (2010b). When men break the gender rules: Status incongruity and backlash against modest men. *Psychology of Men and Masculinity, 11*, 140-151.
- **Moss-Racusin, C. A.,** & Rudman, L. A. (2010). Disruptions in women’s self-promotion: The backlash avoidance model. *Psychology of Women Quarterly, 34*, 186-202.
- **Moss-Racusin, C. A.,** & Good, J. J. (shared first authorship). (2010). “But, that doesn’t apply to me”: Teaching college students to think about gender. *Psychology of Women Quarterly, 34*, 418-421.
- Phelan, J. E, **Moss-Racusin, C. A.,** & Rudman, L. A. (2008). Competent yet out in the cold: Shifting criteria for hiring reflect backlash towards agentic women. *Psychology of Women Quarterly, 32*, 406-413.
- Puhl, R. M., **Moss-Racusin, C. A.,** Schwartz, M. B, & Brownell, K. D. (2008). Weight stigmatization and bias reduction: Perspectives of overweight and obese adults. *Health Education Research, 23*, 347-358.
- Puhl, R. M., **Moss-Racusin, C. A.,** & Schwartz, M. B. (2007). Internalization of weight bias: Implications for binge eating and emotional well-being. *Obesity, 15*, 19-23.

Manuscripts Under Revision

- Sanchez, D. T., Phelan, J. E., **Moss-Racusin, C. A.,** & Good, J. J. (2011). A gender role motivation model of women’s sexually submissive behavior and satisfaction in couples. *Personality and Social Psychology Bulletin*. Manuscript invited for resubmission.

Manuscripts Under Review or in Preparation

- **Moss-Racusin, C.A.,** Rudman, L. A., & Dovidio, J. F. (2011). The egalitarian’s dilemma: A model of implicit compensation and explicit defense. *Journal of Experimental Social Psychology*. Manuscript submitted for publication.
- Rudman, L. A., Mescher, K., & **Moss-Racusin, C. A.** (2011). Attitudes toward male feminists: Stigma-by-association? *Personality and Social Psychology Bulletin*. Manuscript submitted for publication.
- Good, J. J., **Moss-Racusin, C. A.,** & Sanchez, D. T. (2011). Why confront? Motivation for confronting prejudice on behalf of the self and others. *Psychology of Women Quarterly*. Manuscript submitted for publication.
- **Moss-Racusin, C.A.** (2011). *Race and gender in the voting booth: Perceived issue competence and discrimination against atypical political candidates*. Manuscript in preparation.
- **Moss-Racusin, C. A.,** Good, J. J., & Sanchez, D. T. (2011). *The dark side of expectancy violations: Implications for confronting prejudice*. Manuscript in preparation.

- West, T. V., **Moss-Racusin, C. A.**, Magee, J. C., Gullett, R., & Heilman, M. E. (2011). *Gender composition of the group influences perceptions of male and female team members, but not performance*. Manuscript in preparation.

Chapters

- Rudman, L. A., **Moss-Racusin, C. A.**, Glick, P., & Phelan, J. E. (in press). Reactions to vanguards: Advances in backlash theory. In Devine, P. G., & Plant, E. A. (Eds.), *Advances in Experimental Social Psychology*, 45, pp. xx–xx.
- Moss, N. E., Racusin, G. R., & **Moss-Racusin, C. A.** (2007). Group therapy with children and adolescents. In Martin, A., & Volkmar, F. (Ed.) *Child and Adolescent Psychiatry: A Comprehensive Textbook*, 3rd ed. Baltimore: Williams & Wilkins.

Other Publications

- Prime, J., **Moss-Racusin, C. A.**, & Foust-Cummings, H. (2010). *Engaging men in gender initiatives: Stacking the deck for success*. New York: Catalyst.
- Prime, J., & **Moss-Racusin, C. A.** (2009). *Engaging men in gender initiatives: What change agents need to know*. New York: Catalyst.
- Brescoll, V. L., & **Moss-Racusin, C. A.** (2007). How to walk the tightrope of “nice and able:” Overcoming workplace challenges for female bosses [Commentary]. *Psychology of Women Quarterly*, 31, 217-218.
- **Moss-Racusin, C. A.**, & Heilman, M. E. (2005). Interpersonal penalties for failure behavior on sex-consistent domains. *Inquiry: Journal of Undergraduate Research*, 9, 36.

Media Mentions and Interviews

- Grad Psych (9/2011)
 - *Are Men Better at Selling their Work?*
- Science Daily (7/31/2010)
 - *Male Modesty Not Appreciated by Female or Male Interviewers, Study Suggests.*
- Los Angeles Times (7/30/2010)
 - *Modesty Not Necessarily a Good Thing, at Least for Men in Job Interviews, Study Finds.*
- The Chronicle of Higher Education (6/20/2010)
 - *Nobody Likes a Modest Man.*
- Canadian Broadcasting Corporation Interview (2/12/2009)
- Philadelphia Inquirer (12/15/2008)
 - *A Double Standard on Bossiness.*

Chaired Symposia

- **Moss-Racusin, C. A.** (Chair). (2011, August). *“Taking a Stand”: The predictors and importance of confronting discrimination*. Symposium to be conducted at the 119th annual meeting of the American Psychological Association, Washington, D. C.
 - Participants: Ashburn-Nardo, L., Goodwin, S. A., Morris, K. A., Good, J. J., Moss-Racusin, C. A., Sanchez, D. T., Rattan, A., Dweck, C. S., Stout, J. G., Dasgupta, N.
- **Moss-Racusin, C. A., & Brescoll, V. L.** (chairs) (2010, January). *Sex, status, power and penalties for gender deviance: New directions in backlash research*. Symposium conducted at the 11th annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
 - Participants: Rudman, L. A., Moss-Racusin, C. A., Phelan, J. E., Nauts, S., Glick, P., Weber, S., Johnson, C., Branstiter, H., Okimoto, T., Brescoll, V. L.

Refereed Conference Presentations

- Good, J. J., **Moss-Racusin, C. A.**, & Sanchez, D. T. (2011, August). *Why confront? Motivation for confronting sexism on behalf of the self and other*. Talk to be presented at the 119th annual meeting of the American Psychological Association, Washington, D. C.
- **Moss-Racusin, C. A.**, & Rudman, L. A. (2011, March). *Disruptions in women’s self-promotion: The backlash avoidance model*. Talk presented at the annual meeting of the Association for Women in Psychology, Philadelphia, PA.
- **Moss-Racusin, C. A.**, Rudman, L. A., Phelan, J. E., & Nauts, S. (2010, August). *Status incongruity and backlash effects: Defending the gender hierarchy motivates prejudice toward female leaders*. Talk presented at the 70th annual meeting of the Academy of Management, Montreal, Canada.
- **Moss-Racusin, C. A.**, & Rudman, L. A. (2010, June). *Disruptions in women’s self-promotion: The backlash avoidance model*. Talk presented at the 8th Biennial meeting of the Society for the Psychological Study of Social Issues, New Orleans, LA.
- Rudman, L. A., & **Moss-Racusin, C. A.** (2010, June). *Disruptions in women’s ability to self-promote: The backlash avoidance model*. Talk presented at the 1st Conference on Motivation, Self-Regulation and Gender, Gdansk, Poland.
- **Moss-Racusin, C. A.**, Phelan, J. E., & Rudman, L. A. (2010, January). *When men break the gender rules: Status incongruity and backlash toward modest men*. Talk presented at the 11th annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- **Moss-Racusin, C. A.** (2008, November). *“I’m not prejudiced, but...”*; *Compensatory egalitarianism in the 2008 Democratic presidential primary*. Talk presented at the Interdisciplinary Graduate Student Forum on Race and Ethnicity, Rutgers University, New Brunswick, NJ.
- Rudman, L. A., Phelan, J. E., & **Moss-Racusin, C. A.** (2008, October). *Backlash effects and status-related gender stereotypes*. Talk presented at the Society for Experimental Social Psychology conference, Sacramento, CA.

- Brescoll, V. L., **Moss-Racusin, C. A.**, & Uhlmann, E. L. (2008, August). *Denigration by mere association: Working for a gender atypical supervisor leads men to lose status*. Talk presented at the Academy of Management Annual Meeting, Anaheim, CA.
- **Moss-Racusin, C. A.** (2005, April). *Interpersonal penalties for failure on sex-consistent domains*. Talk presented at the 31st Annual Undergraduate Research Conference, New York University, New York, NY.

Invited Talks

- **Moss-Racusin, C. A.** (2011, April). *Gender Stereotypes in the Workplace: Implications for Equity and Diversity*. Invited colloquium presentation, Hofstra University, Hempstead, NY.
- **Moss-Racusin, C. A.** (2011, March). *Responses to Egalitarian Threat: Anti-Prejudicial Attitudes and Hiring Decisions*. SCP-Colloquium speaking series, Radboud University, Nijmegen, Netherlands.
- **Moss-Racusin, C. A.** (2011, February). *Gender Stereotypes in the Workplace: Implications for Equity and Diversity*. Invited colloquium presentation, Suffolk University, Boston, MA.
- **Moss-Racusin, C. A.** (2010, December). *Gender Stereotypes in the Workplace: Implications for Equity and Diversity*. Invited colloquium presentation, Wesleyan University, Middletown, CT.
- **Moss-Racusin, C. A.** (2010, January). *When Men Break the Gender Rules: Status Incongruity and Backlash Against Modest Men*. Social Psychology brown bag speaking series, Rutgers University, Piscataway, NJ.
- **Moss-Racusin, C. A.** (2007, October). *Pursuing Gender Studies in an Advanced Degree Program*. National Alliance on Mental Illness speaking series, Rutgers University, New Brunswick, NJ.
- **Moss-Racusin, C. A.** (2006, January). *Penalties for Failure and Effects on Consumption Stereotypes*. Rudd Center for Food Policy and Obesity seminar series, Yale University, New Haven, CT.

Poster Presentations

- **Moss-Racusin, C. A.**, Rudman, L. A., Phelan, J. E., & Dovidio, J. F. (2011, January). *Implicit compensation vs. explicit defense: Hiring decisions and anti-prejudicial attitudes*. Poster presented at the 12th annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Good, J. J., **Moss-Racusin, C. A.**, & Sanchez, D. T. (2011, January). *Why confront? Explicit motivations for confronting sexism on behalf of the self and other*. Poster presented at the 12th annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- **Moss-Racusin, C. A.**, Phelan, J. E., & Rudman, L. A. (2009, February). *Voting discrimination against atypical political candidates: Differences in perceived issue*

competence. Poster presented at the 10th annual meeting of the Society for Personality and Social Psychology, Tampa, FL.

- Phelan, J. E., **Moss-Racusin, C. A.**, & Rudman, L. A. (2009, February). *Competent yet out in the cold: Shifting criteria for hiring reflect backlash toward agentic women*. Poster presented at the 10th annual meeting of the Society for Personality and Social Psychology, Tampa, FL.
- **Moss-Racusin, C. A.**, & Rudman, L. A. (2008, April). *Gender, self-promotion, and the pay gap: Why women don't ask*. Poster presented at the annual Psychology and Social Justice conference, New York, NY.
- **Moss-Racusin, C. A.** (2008, February). *Why women don't ask: Fear of backlash and gender differences in self-advocacy*. Poster presented at the 9th annual meeting of the Society for Personality and Social Psychology, Albuquerque, New Mexico.
- **Moss-Racusin, C. A.**, & Sanchez, D. T. (2007, May). *Stigma consciousness impacts close relationship cohesion*. Poster presented at the 19th annual meeting of the Association for Psychological Science, Washington, D. C.
- **Moss-Racusin, C. A.**, Sarnell, L., & Brescoll, V. L. (2007, January). *Powerful women and male subordinates: Attitudes towards men who work for women*. Poster presented at the 8th annual meeting of the Society for Personality and Social Psychology, Memphis, TN.
- Puhl, R. M., **Moss-Racusin, C. A.**, Schwartz, M. B., & Brownell, K. D. (2006, October). *Walk in my shoes: A qualitative investigation of weight stigmatization in overweight and obese adults*. Poster presented at the annual meeting of the North American Association for the Study of Obesity, Boston, MA.
- Puhl, R. M., **Moss-Racusin, C. A.**, & Schwartz, M. B. (2006, October). *Internalization of weight stigma: Implications for eating behaviors*. Poster presented at the annual meeting of the North American Association for the Study of Obesity, Boston, MA.
- **Moss-Racusin, C. A.**, & Heilman, M. E. (2006, January). *Failure to be feminine: Interpersonal penalties for failure behavior on sex-consistent domains*. Poster presented at the 7th Annual Meeting of the Society for Personality and Social Psychology, Palm Springs, CA.
- Purdie-Vaughns, V., Dittlman, R., Grewal, D., & **Moss-Racusin, C. A.** (2005, August). *Race, class, gender, sexuality: Methodological challenges in studying intersecting stigmas*. Talk presented at the 113th Annual American Psychological Association Convention, Washington, D. C.

Relevant Professional Experience

- **Rutgers University Social Cognition Lab** January 2007 – May 2011
 - Position: Lab manager for Dr. Laurie Rudman's social cognition lab. Responsible for interviewing, training, and overseeing all undergraduate research assistants and implementing research projects.
- **Catalyst Organization** January 2008 - January 2009
September 2010 – May 2011
 - Position: Graduate Student Researcher involved in all aspects of research projects relating to women's professional advancement and workplace gender equity.

- Position held: Consultant on a project evaluating the efficacy of a training program designed to enhance support for organizational diversity among male employees.
- **Google** December 2006
 - Position: Consultant on workplace gender stereotyping and women's professional advancement.
- **Yale University Rudd Center** September 2005 - June 2006
 - Position: Full-time Head Research Assistant for Dr. Kelly Brownell.
- **Yale University Psychology Department** November 2004 - June 2006
 - Position: Research Assistant for Dr. Valerie Purdie-Vaughns, Dr. Victoria Brescoll and Dr. Betsy Paluck.
- **Yale University Consultation Center** Summers 2004, 2005
 - Position: Research Assistant for Dr. Jacob Tebes.
- **New York University Psychology Department** Fall 2001 - May 2005
 - Position: Research Assistant for Dr. Madeline Heilman.

Teaching Experience

Instructor

- General Psychology, *Rutgers University*, 2009
 - *Teaching Effectiveness Rating* = 4.50/ maximum 5 points
- Social Psychology, *Rutgers University*, 2008
 - *Teaching Effectiveness Rating* = 4.92/ maximum 5 points
- Psychology of Women and Gender, *Rutgers University*, 2008
 - *Teaching Effectiveness Rating* = 4.82/ maximum 5 points
- Infant and Child Development Lab, *Rutgers University*, 2007

Teaching Assistant

- Implicit Methods, *Rutgers University*, Fall 2007
 - Instructor: Dr. Laurie Rudman
- Introduction to Psychology, *New York University*, Fall 2003, 2004
 - Instructor: Dr. Gary Marcus
- Introduction to Psychology, *New York University*, Spring 2004
 - Instructor: Dr. Ted Coons

Guest Lecturer

- Managing a Modern Workforce, *Yale University School of Management*, Spring 2010
 - Instructor: Dr. Victoria Brescoll
 - Topic: Workplace Gender Diversity and Discrimination
- Social Psychology, *Rutgers University*, Summer 2010
 - Instructor: Jessica Good, M.S.
 - Topic: Conformity and Obedience

- Social Psychology, *Rutgers University*, Fall 2010
 - Instructor: Dr. Diana Sanchez
 - Topic: Being the Target of Stereotyping, Prejudice and Discrimination

Possible Courses

- Introductory/General Psychology*
- Social Psychology*
- Research Methods*
- Psychology of Women and Gender*
- Statistics/Quantitative Methods
- Organizational Behavior/Industrial-Organizational Psychology*
- Prejudice and Discrimination*
- Intergroup Relations and Conflict
- Attitudes and Social Cognition

* = previously-taught or guest-lectured.

Mentoring

- Undergraduate Research Assistant Supervisor, *Rutgers University*, September 2007 – May 2011.
 - Responsible for training and supervising over 50 undergraduate research assistants.
- Honors Thesis Adviser, *Rutgers University*, September 2010 – May 2011.
 - Student: Jessica Bernstein
 - Thesis: *Examining Negative Reactions to Female Self-Promoters*.
- Honors Thesis Co-Adviser, *Yale University*, September 2005 - May 2006.
 - Student: Lonnie Sarnell (now in a Ph.D. program at La Salle University).
 - Thesis: *Powerful Women and Male Subordinates: Attitudes Towards Men who Work for Women*.

Departmental Service

- Created and maintained student information section of departmental website, *Rutgers University*, 2007-2011.
- Member, Social Psychology Colloquia Committee, *Rutgers University*, 2006 – 2011.
- Panelist, Psychology Alliance Graduate School Information Night, *Rutgers University*, 2010.
- Instructor, “Lessons from Social Psychology,” *I Have a Dream Foundation*, 2010.
- Panelist, Applying for External Funding Conference, Chaser-Resources Center for Graduate External Funding, *Rutgers University*, 2009.
- Panelist, Teaching of Psychology Class, *Rutgers University*, 2008.
- Panelist, Mentoring Program Workshop, Chaser-Resource Center for Graduate Student External Funding, *Rutgers University*, 2008.
- President, Social Psychology Graduate Students Organization, *Rutgers University*, 2007-2008.

- Psychology Department Representative, Graduate Student Association, *Rutgers University*, 2007 - 2008.

Reviewer Duties

- Ad Hoc Reviewer
 - *Academy of Management Journal*
 - *American Journal of Community Psychology*
 - *Journal of Applied Psychology*
 - *Journal of Applied Social Psychology*
 - *Journal of Experimental Social Psychology*
 - *Political Psychology*
 - *Psychology of Women Quarterly*
 - *Sex Roles*
- Conference submission reviewer for the Academy of Management Meeting, 2011.
- Poster and symposium submissions reviewer for the American Psychological Association Convention, Division 8, 2010, 2011.
- Judge for the Rutgers University Aresty Undergraduate Honors Research Symposium poster competition, 2007, 2009.
- Reviewer for the Association for Psychological Science Student Research Award Competition, 2007.
- Reviewer for the Association for Psychological Science Rise-Up Research Award Competition, 2007.

Computer Skills

- AMOS—path analysis, structural equation modeling and statistical software package.
- EQS—path analysis, structural equation modeling and statistical software package.
- HTML—basic webpage construction, online questionnaires.
- Inquisit—programming and administration of computer-based reaction-time measures, survey construction.

Professional Memberships

- American Psychological Association
 - Society for Personality and Social Psychology (Division 8)
 - Society for the Psychological Study of Social Issues (Division 9)
 - Society for the Psychology of Women (Division 35)
- Academy of Management
- Association for Psychological Science
- International Society of Political Psychology
- American Association for the Advancement of Science

References

- Dr. John F. Dovidio, Ph.D.
 - Professor of Psychology, Yale University
 - (203) 432-4533
 - John.Dovidio@yale.edu
- Dr. Laurie A. Rudman, Ph.D.
 - Professor of Psychology, Rutgers University
 - (732) 445-3404
 - Rudman@rci.rutgers.edu
- Dr. Victoria L. Brescoll, Ph.D.
 - Assistant Professor of Organizational Behavior, Yale University
 - (203) 436-0778
 - Victoria.Brescoll@yale.edu
- Dr. Madeline E. Heilman, Ph.D.
 - Professor of Psychology, New York University
 - (212) 998-7813
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- Dr. Jo Handelsman, Ph.D.
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- Dr. Diana T. Sanchez, Ph.D.
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- Dr. Kelly D. Brownell, Ph.D.
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