

**Teresa (Tay) Elizabeth Hack, Ph.D.**

*Curriculum Vitae*

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**Contact Information**

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Professional Address: Department of Psychology, Sociology, & Social Work  
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**Academic Position**

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Fall 2019 – present Professor of Psychology  
Angelo State University

Fall 2014 – present Associate Professor of Psychology  
Angelo State University

Fall 2008 – 2014 Assistant Professor of Psychology  
Angelo State University

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**Education**

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Ph.D. 2008 **Purdue University** – Social Psychology  
Department of Psychological Sciences, West Lafayette, IN  
Thesis: *“Just Kidding!” The Consequences of Friendly Intergroup Teases from Acquaintances and Close Others*  
Advisor: Dr. Margo J. Monteith

M.S. 2005 **Purdue University** – Social Psychology  
Department of Psychological Sciences, West Lafayette, IN  
Thesis: *Affective and Cognitive Bases of Social and Nonsocial Objects and Thought-induced Polarization.*  
Advisor: Dr. Donal E. Carlston

B.A. 2002 **Indiana University**, Kokomo, IN  
*Summa Cum Laude*  
Graduated with Highest Distinction and University Honors  
Major: Psychology  
Honors Thesis: *Stereotype Suppression and Rebound Effects: Does Prejudice Level Determine Postsuppressional Rebound?*  
Advisor: Dr. Angela Becker

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## Teaching Experience

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### Courses Taught at Angelo State University

#### *Undergraduate*

General Psychology  
 Social Psychology  
 Advanced Social Psychology  
 Seminar in Psychological Research  
 Independent Research  
 Psychology Internship  
 Cultural Psychology  
 Stereotyping, Prejudice, and Discrimination

#### *Graduate*

Ethics in Research  
 Social Psychology  
 Psychology of Women  
 Social Perception

### Courses Taught at Purdue University

#### *Graduate Lecturer*

The Psychology of Women  
 Stereotyping and Prejudice

#### *Recitation Instructor*

Stereotyping and Prejudice  
 Introduction to Social Psychology

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## Faculty Enhancement Activities

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- Participant in the *Social, Behavioral, and Educational Research (SBER) Conference*. PRIM&R (Public Responsibility in Medicine and Research), November, 2018, San Diego, CA.
- Participant in the *Advancing Ethical Research (AER) Conference*. PRIM&R (Public Responsibility in Medicine and Research), November, 2018, San Diego, CA.
- Participated in the *Social, Behavioral, and Educational Research (SBER) Conference*. PRIM&R (Public Responsibility in Medicine and Research), 2017, San Antonio, TX.
- Participant in the *Advancing Ethical Research (AER) Conference*. PRIM&R (Public Responsibility in Medicine and Research), 2017, San Antonio, TX
- Webinar participant "*Understanding the New Common Rule*" hosted by WIRB-Copernicus Group, which provides regulatory and ethical review services (IRB) for human research, 2017.
- Webinar participant "*Primer on the Revised Common Rule*" hosted by PRIM&R (Public Responsibility in Medicine and Research), 2017.
- Webinar participant "*Social Media as a Research Recruitment Tool: Ethical Considerations and Guidelines for IRBs*" Hosted by PRIM&R (Public Responsibility in Medicine and Research), 2017.

- PRIM&R webinar participant "*Focus on the Revised Common Rule: Informed Consent*", 2017.
- PRIM&R webinar participant "*Focus on the Revised Common Rule: Exemption Categories and Select Types of Review*", 2017.
- PRIM&R webinar participant "*Focus on the Revised Common Rule: Implications for SBER*", 2017.
- Participant in PRIM&R (Public Responsibility in Medicine and Research) conference: *Collaborating for Compliance: IRB Administrator 101, IRB Administrator 201*, 2015, San Antonio, TX.
- Participant in online seminar "*Stereotype Threat and Microaggressions in the College Classroom*", 2014.
- Completed the *Quality Matters Training Workshop*, 2014, Angelo State University for online teaching.
- Participated in the workshop, *Behavioral Problem Students*, 2014, Angelo State University.
- Attended Cloud Express online seminar to assess new software for IRB protocol management, 2013, Angelo State University.
- Participant at the *Lilly Teaching Conference*, 2013, Oxford, OH.
- Attended online teaching seminar: *Doing More with Less: Best IRB Practices for Institutions with Small Research Programs*, 2013.
- Participated in the Teaching Workshop: *Innovative Teaching: Changing Minds One Curriculum at a Time through Innovative Teaching*. Howard College, San Angelo, TX, 2013.
- Participated in the online teaching workshop presented by the Society for Teaching Psychology: *2013 STP eConference on Undergraduate Research in Psychology*, 2013.
- Created the *Certificate in Human Diversity*, which incorporates multi-disciplinary courses that inform and celebrate the diversity of humans, 2012.
- Designed and delivered the online undergraduate course, *Cultural Psychology*, 2012.
- Participated in the online seminar, Current Directions in Psychological Science Speaker Series, 2012, "*Social Psychology*." Speaker: Dr. Timothy D. Wilson, University of Virginia.
- Participant at the 5th Annual Live Online E-workshop on Teaching Social Psychology, 2012.
- Participated in the ASU Faculty Development Workshop, 2012, "*Inclusiveness in the Classroom and Helping Students Find Their Voice*" presented by Dr. Denise Maybank, Michigan State University.
- Designed and delivered the online graduate course, *Psychology of Women*, 2011.
- Designed and delivered the online graduate course, *Social Perception*, 2010.
- Participant in the *Teaching Preconference* at the annual meeting for the Society of Personality and Social Psychology, 2010, Las Vegas, NV.
- Designed and delivered the online undergraduate course, *Social Psychology*, 2010.
- Participant at the *CITR Summer Institute on Teaching and Learning*, 2010, Marble Falls, TX.
- Participant in the *Teaching Preconference* at the annual meeting for the Society of Personality and Social Psychology, 2009, Tampa, FL.

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## Publications and Presentations

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\* *student mentored research*

**Hack, T.**, Garcia, A., Goodfriend, W., Habashi, M., and Hoover, A. (2019). *When it's not so funny: Prevalence of friendly sexist teasing and consequences to self-esteem.* (under review)

Hoover, A., **Hack, T.**, Garcia, A., Goodfriend, W., & Habashi, M. (2019). Powerless men and agentic women: Gender bias in hiring decisions. *Sex Roles*, 80, 667-680, <https://doi.org/10.1007/s11199-018-0964-y>

**Hack, T.**, Starkey, T. (2019, May) *Assessing attitudes and opinions regarding diversity.* Presented at the 2019 annual Midwestern Psychological Association, Chicago, IL.

\*Miranda, J., & **Hack, T.** (2019, May). *Atheist discrimination and psychological well-being.* Presented at the Southwestern Psychological Association, Albuquerque, NM.

\*Munsell, M., & **Hack, T.** (2019, May). *College Student Stress: Investigating Personality and Coping Strategy.* Presented at the Undergraduate Research Symposium, San Angelo, TX.

Goodfriend, W., Habashi, M. M., **Hack, T.**, Hoover, A. E., Garcia, A. L., & Nordstrom, A. (2019, March). *The female-to-male transgender experience across 15 countries.* Presented at the International Convention of Psychological Science, Paris, France.

Goodfriend, W., **Hack, T.**, Garcia, A., Hoover, A., & Habashi, M. (2018, February). *Predictors of Violence in Intimate Relationships.* Presented at the national conference of the Society for Personality and Social Psychology, Atlanta, GA.

Garcia, A., Goodfriend, W., Habashi, M., Hoover, A., & **Hack, T.**, (2018, February). *Examining Approval for Native American Mascots.* Presented at the national conference of the Society for Personality and Social Psychology, Atlanta, GA.

\*Marks, E., & **Hack, T.** (2018, April). *In-group Bias and Self-esteem as Indicators of Anti-Muslim Prejudice.* Presented at Midwestern Psychological Association, Chicago, IL.

\*Zavaleta, V., & **Hack, T.** (2018, April). *Politics, Society, Self, and Others.* Presented at Angelo State University Undergraduate Research Symposium, San Angelo, TX.

**Hack, T.**, (2017). *Hostile Sexism.* In K. L. Nadal (Ed.) *The SAGE Encyclopedia of Psychology and Gender* (pp. 895-896). Thousand Oaks, CA: SAGE Publications, Inc.

**Hack, T.**, (2017). *Stigma of Aging.* In K. L. Nadal (Ed.) *The SAGE Encyclopedia of Psychology and Gender* (pp. 1634-1635). Thousand Oaks, CA: SAGE Publications, Inc.

\*Esquivel, I., & **Hack, T.** (2017, April). *Is Race the Punchline? Effects of Disparaging Intragroup Humor.* Presented at Midwestern Psychological Association, Chicago, IL.

- Carrillo, L., Curtis, D. & **Hack, T.** (2017, May). *Deception in Therapy: Setting as a Motivation*. Presented at the Southwestern Psychological Association, San Antonio, TX.
- Kuder, H., & **Hack, T.** (2016). Nonverbal cues and their association with self-esteem (accepted for publication, *Journal of Psychological Inquiry*).
- Hack, T.**, & Coleman, B. (2016, May). *Prejudice toward atheists: The role of association*. Presented at annual Midwestern Psychological Association conference, Chicago, IL.
- \*Wright, C. L., & **Hack, T.** (2016, May). *Complete the sentence*. Presented at the annual Midwestern Psychological Association conference, Chicago, IL.
- \*Davis, T., Curtis, D., & **Hack, T.** (2016, May). *Lying lawyers: Investigating the social cognitive label*. Presented at Southwestern Psychological Association conference, Austin, TX.
- \*Kuder, H., & **Hack, T.** (2016, May). *Nonverbal cues and their association with self-esteem*. Presented at Angelo State University Undergraduate Research Symposium.
- \*Plagens, K., & **Hack, T.** (2016, May). *Assessing habits and opinions of recycling through the use of a news article*. Presented at ASU Undergraduate Research Symposium.
- \*Weinmann, B., & **Hack, T.** (2016, May). *Examining gender identity and general campus climate*. Presented at Angelo State University Undergraduate Research Symposium.
- \*Wright, C., & **Hack, T.** (2016, May). *Complete the Sentence*. Presented at Angelo State University Undergraduate Research Symposium.
- \*Davis, T., Curtis, D., & **Hack, T.** (2016, May). *Lying lawyers: Investigating the social cognitive label*. Presented at Angelo State University Undergraduate Research Symposium.
- Hack, T.**, Carrillo, L., & Coleman, B. (2015, February). *About Face: Impressions of Women Wearing Cosmetics*. Presented at the national conference of the Society for Personality and Social Psychology, Long Beach, CA.
- Carrillo, L., Coleman, B., & **Hack, T.** (2014). What's in a face? Perceptions of women who wear cosmetics. *Journal of Psychological Inquiry*, 19, (2), pp. 13-22.
- Hack, T.** (2014). Forming impressions: Effects of facial expression and gender stereotypes. *Psychological Reports*, 114 (2), 557-571.
- \*Giles, A., & **Hack, T.** (2014, December). *Social portrait: Facebook, Instagram, and Twitter*. Presented at Angelo State University Undergraduate Research Symposium.
- \*Carrillo, L., Coleman, B., & **Hack, T.** (2014, May). *What's in a Face? Perceptions of women wearing cosmetics*. Presented at the annual Midwestern Psychological Association conference, Chicago, IL.

- Hack, T.**, Goodwin, S. A., & Fiske, S. T. (2013). Warmth trumps competence in evaluations of both in-group and out-group. *International Journal of Science, Commerce and Humanities*, 1 (6), 99-105.
- \*Elliott, A., Coleman, B., & **Hack, T.** (2013, May). *Growing Older: Young adults' attitudes toward aging and the elderly*. Presented at the annual Midwestern Psychological Association conference, Chicago, IL.
- \*Elliott, A., & **Hack, T. E.** (2012, November). *Uncomfortably aging: Young adults' stereotyping of the elderly*. Presented at the annual Conference of National Collegiate Honors Council, Boston, MA.
- \*Evans, R., Kemp, D., & **Hack, T. E.** (2012, May). *Decision making and stereotyping: Effects of inclusion versus exclusion mindsets*. Presented at the annual Midwestern Psychological Association conference, Chicago, IL.
- Hack, T. E.** (2011, April). *Which books get judged by their cover?* Presented at the meeting for Professional Organization of Women's Equal Rights (P.O.W.E.R), Angelo State University, TX.
- Hack, T. E.** (2010, January). *The effect of gender stereotypes on impressions of smiling faces*. Poster presented at the annual meeting for the Society of Personality and Social Psychology, Las Vegas, NV.
- Hack, T. E.**, & Monteith, M. J. (2009, February). *Just Kidding!: The consequences of friendly intergroup teases*. Poster presented at the annual meeting for the Society of Personality and Social Psychology, Tampa, FL.
- Hack, T. E.**, & Monteith, M. J. (2008, May). *Friendly intergroup teasing*. Paper presented at the annual Midwestern Psychological Association, Chicago, IL.
- Hack, T. E.**, & Carlston, D. E. (2008, February). *The effects of smiling on perceived warmth and competence*. Presented at the annual meeting for the Society of Personality and Social Psychology, Albuquerque, NM.
- Carlston, D. E., & **Hack, T. E.**, (2007). Person Memory. *International Encyclopedia of the Social Sciences, 2nd Edition*. New York: MacMillan.
- Hack, T. E.**, & Carlston, D. E. (2007, May). *The effects of facial expression and trait dimension on evaluation*. Paper presented at the annual Midwestern Psychological Association, Chicago, IL.
- Hack, T. E.**, & Goodwin, S. A. (2007, May). *Role of group membership in evaluations of warmth and competence*. Presented at the annual Midwestern Psychological Association, Chicago, IL.
- Hack, T. E.**, & Carlston, D. E. (2007, April). *Which books get judged by their covers? The effects of facial expression and trait dimension on ratings of photographed faces*. Paper presented at the bi-annual conference of Social Psychologists of Indiana (SPI), West Lafayette, IN.

- Hack, T. E., & Carlston, D. E.** (2007, January). *The polarizing effects of good feelings and bad thoughts: Affective and cognitive ruminations differentially affect liked and disliked entities*. Presented at the annual meeting for the Society of Personality and Social Psychology, Memphis, TN.
- Hack, T. E., & Carlston, D. E.** (2006, May). *Schematicity and thought-induced polarization of social and nonsocial Objects*. Presented at the annual Midwestern Psychological Association, Chicago, IL.
- Hack, T. E., Goodwin, S. A., & Fiske, S. T.** (2006, May). *The primacy of warmth in social evaluation*. Presented at that annual Midwestern Psychological Association, Chicago, IL.
- Hack, T. E., & Carlston** (2006, April). *Affective and cognitive bases of social and nonsocial objects and thought-induced polarization*. Paper presented during the Social Psychology Brown Bag Speaker Series at Purdue University, West Lafayette, IN.
- Hack, T. E., & Goodwin, S. A.** (2006, January). *Friend or foe? Warmth trumps competence in outgroup evaluation*. Presented at the annual meeting for the Society of Personality and Social Psychology, Palm Springs, CA.
- Hack, T. E.,** (2002, May). *Stereotype suppression and rebound effects: Does prejudice level determine postsuppressional rebound?* Presented at the annual Midwestern Psychological Association, Chicago, IL. (with Dr. Angela Becker).
- Hack, T. E.,** (2001, October). *Stereotype suppression and rebound effects: Does prejudice level determine postsuppressional rebound?* Presented at the URSI Undergraduate Research Conference at Indiana University Purdue University, Indianapolis, IN. (with Dr. Angela Becker).

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### Invited Lectures

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- *Women, Stereotypes, and Work*  
Modern Languages Study, Angelo State University, Fall, 2018
- *Gender Socialization and the Princess Syndrome*  
Signature Course, Modern Languages Study, Angelo State University, Fall, 2016
- *The Art of Forming Impressions*  
Buena Vista University, Storm Lake, Iowa, Spring, 2014
- *Which books get judged by their cover?*  
Angelo State University, P.O.W.E.R, Spring, 2011
- *Origins of Stereotypes and Prejudice*  
Modern Languages Study, Angelo State University, Spring, 2010

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## Awards and Grants

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- Co-PI with Drew Curtis, PhD on *Faculty Research Enhancement Research Grant*, Angelo State University, 2019-2020. Awarded amount - \$14,133.00.
- Awarded *Faculty-mentored Undergraduate Research Grant* for mentoring student research, Ms. Edith Monceaux, Fall 2019-Spring 2020.
- Awarded *Faculty-mentored Undergraduate Research Grant* for mentoring student research, Ms. Rikee Munsell, Fall 2018-Spring 2019.
- Awarded the *Certificate in the Foundation of Human Subjects Protections* by the national organization, Public Responsibility in Medicine and Research (PRIM&R), Spring 2018.
- Awarded *Faculty-mentored Undergraduate Research Grant* for mentoring student research, Ms. Emily Marks, Fall 2017-Spring 2018.
- Awarded *Faculty-mentored Undergraduate Research Grant* for mentoring student research, Ms. Valeria Zavaleta, Fall 2017-Spring 2018
- Nominated for *President's Leadership/Service* award, 2017.
- Awarded *Faculty-mentored Undergraduate Research Grant* for mentoring student research, Ms. Isela Esquivel, Fall 2016-Spring 2017.
- Awarded *Faculty-mentored Undergraduate Research Grant* for mentoring student research, Ms. Hannah Kuder, Fall 2015-Spring 2016.
- Awarded *Faculty-mentored Undergraduate Research Grant* for mentoring student research, Ms. Kathryn Plagens, Fall 2015-Spring 2016
- Awarded *Faculty-mentored Undergraduate Research Grant* for mentoring student research, Ms. Lynette Carrillo, Fall 2014-Spring 2015.
- Nominated for *ASU Wonderful Women* award, 2016.
- Granted tenure and promoted from Assistant Professor to Associate Professor, 2014.
- Awarded *Faculty-mentored Undergraduate Research Grant* for mentoring student research, Ms. Alyssa Giles, Fall 2014.
- Nominated for the *Gary and Pat Rodgers Distinguished Faculty Award*, 2013.
- Nominated for the *Gary and Pat Rodgers Distinguished Faculty Award*, 2012.
- Classroom Diversity Mini-Grant, Angelo State University, 2011. Amount - \$149.00.
- *Faculty Research Enhancement Research Grant*, Angelo State University, 2011. Amount - \$3,939.00.
- *Faculty Development Travel Fund*, Angelo State University, 2010.
- *CITR Summer Institute on Teaching and Learning Grant*, Angelo State University, 2010.
- *Faculty Development Travel Fund*, Angelo State University, 2009.
- *Purdue Graduate Student Government (PGSG) Travel grant*, Purdue University, 2007.
- *Society for Personality and Social Psychology (SPSP) Diversity Award*, 2006.
- Summa Cum Laude, 2002 (Indiana University at Kokomo).
- Highest Distinction and University Honors, 2002 (Indiana University at Kokomo).
- Awarded *Most Outstanding Student in Psychology*, 2001 & 2002 (Indiana University at Kokomo).
- *Honorable Mention – Minority Fellowship Program*, Mental Health Research Fellowship – 2002.
- *Indiana University Undergraduate Research grant*, 2001.
- *Jeannette Rankin Foundation grant*, 2001.
- *Jane Wilden Manly Scholarship*, 1998-2002.
- Dean's List - all semesters (Indiana University at Kokomo).



- Psi Chi National Honor Society.
- Alpha Chi National Honor Society.

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### Service Activities

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- Chair of the Institutional Review Board (IRB), Angelo State University, 2013-present.
- Managing Editor for Angelo State University departmental journal, *Social Sciences Research Journal*, 2019.
- Thesis committee member for Stephanie Crank, *Perjury: Establishing a better understanding of the forgotten crime* (Dept. of Psychology) – April, 2019.
- Search Committee for Dean of Graduate Studies, 2018-2019, Angelo State University.
- Faculty Search Committee, Social Psychology, 2018-2019, Angelo State University.
- Administrator of Sona-systems, Subject Pool Software, Angelo State University, 2014-present.
- Graduate Assistant Coordinator for the department of Psychology, Sociology, & Social Work, 2014-present.
- College of Graduate Studies Representative for Mr. Michael Lucero thesis (Dept. of Biology) – Summer, 2018.
- Marshall representing the College of Health and Human Services for the 2017-2018 Commencement ceremonies.
- Faculty Search Committee for the new Experimental Psychology Graduate Program, Fall, 2017.
- Member of the Department Peer Review Committee (DPRC), 2016-present.
- Chair of the Department Peer Review Committee (DPRC), 2014-2016.
- Co-associate editor for the departmental journal, *Angelo State University Social Sciences Research Journal*, 2017 to present.
- Committee member for the College of Health and Human Services Tenure and Promotion Committee, 2014-2016.
- Judged the Short Film component for the Foreign Language Competition, 2017.
- Committee member and teaching faculty for ASU's *Film Studies Minor*, 2014-present.
- Recruiter and contact for Dr. Pat Delucia's (Texas Tech) NSF grant, "*REU Site: Translational Research in Psychological Sciences: Human Factors at Texas Tech University*" that funds underrepresented students to attend an 8-wk 2017 summer research program at Texas Tech University.
- College of Graduate Studies Representative for Ms. Meredith Wilson comprehensive oral exam (Dept. of Security Studies & Criminal Justice) – Nov. 29, 2016.
- College of Graduate Studies Representative for Mr. Matthew Porter comprehensive oral exam (Dept. Security Studies and Criminal Justice) - Oct. 27, 2015.
- Thesis Committee member for student Lynette Carrillo, PSSW Department, "*Deception in Therapy: Setting as a Motivation.*" Angelo State University (April, 2016).
- Thesis Committee member for student Tristan Davis, PSSW Department, "*Lying lawyers: Investigating the social cognitive label.*" Angelo State University (May, 2016).
- Chair of the Tenure and Promotion Committee for the College of Health and Human Services (2014).
- College of Graduate Studies Representative for Zachary Dowdle Advisory Committee. Member Thesis Committee for student Zachary Dowdle, History Department, "*Frontier capitalist: The economic and environmental history of William Currie Jones.*" Angelo State University (2014).

- Institutional Review Board (IRB) committee member, Angelo State University, 2012-2013.
- Co-director of the Department Speaker Committee, Angelo State University, 2009-2015.
- Thesis Committee member for Mr. Travis Taylor, History Department. *"Lynching on the border: Death of Antonio Rodriguez and the rise of anti-Americanism during the Mexican Revolution."* Angelo State University (2012).
- Gender Equity Committee member, Angelo State University, 2009-2012.
- Member, ad hoc committee for the department of Psychology, Sociology, and Social Work.
- Chairperson, Faculty Search Committee, Psychology, October 2010 to March 2011. Angelo State University.
- College of Liberal and Fine Arts Curriculum Committee, Angelo State University, 2009-2011.
- Representative for the College of Graduate Studies on the advisory committee for Travis Taylor, graduate student in the department of History (2011).
- Thesis Committee member; Apodaca, S. (2010). *The mediating effect of perceived organizational support on espoused safety attitudes: A field study.* Angelo State University.
- Faculty Search Committee, Social Work. June 2009 to December 2009. Angelo State University.
- Liberal and Fine Arts Student Graduation Gonfaloniere, 2008-2009, Angelo State University.
- Faculty Search Committee, Social Work. October 2008 to March 2009. Angelo State University.

#### **Other Service Activities**

- Reviewer for the journal, Psychological Reports, 2019.
- Reviewer for the journal, Scientific Study of Religion, 2018.
- Reviewer for the journal, Cognition and Emotion, 2017.
- Associate Editor for the Journal of Psychological Inquiry, 2016-present.
- Reviewer for the Journal Psychological Inquiry, 2012-present.
- Professional reference for multiple students, 2008-present.
- Ad hoc reviewer for Worth Publishing, Norton Publishing, Pearson Publishing, 2010.
- Ad hoc reviewer for the journal of Social Cognition, 2004.
- Social Area Webmaster, Purdue University, 2003-2007.
- Assistant to the editor of the Journal of Social Cognition, 2003-2004.
- Website creator and webmaster for Duck Conference on Social Cognition, 2005-2007.

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#### **Professional Affiliations**

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- *Society for Personality and Social Psychology (SPSP)*, member, 2003 - present.
- *Midwestern Psychological Association (MPA)*, member, 2002 - present.
- *Social Psychology Network (SPN)*, member, 2005 - present.
- *Society for the Teaching of Psychology (STP)*, member, 2007 - present.
- *Public Responsibility in Medicine and Research (PRIM&R)*, 2015-present.