

MINDY TRUONG

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ACADEMIC POSITIONS

Kellogg School of Management, Northwestern University

2021 – Present Social Impact Postdoctoral Fellow

EDUCATION

Ph.D. Organizational Behavior, University of Southern California Marshall School of Business, 2021
Dissertation Committee: Sarah Townsend, Ph.D. (primary advisor), Eric Anicich, Ph.D., Leigh Tost, Ph.D., Nathanael J. Fast, Ph.D., and Sarah Bonner, Ph.D.

B.S. Psychology, University of California, San Diego, 2014

PUBLICATIONS

Truong, M., Fast, N. J., & Kim, J. (2020). It's not what you say, it's how you say it: Conversational flow and networking success. *Organizational Behavior and Human Decision Processes*, 158, 1-10.

Townsend, S. S. M. & **Truong, M.** (2017). Cultural models of self and social class disparities at organizational gateways and pathways. *Current Opinion in Psychology*, 18, 93-98.

MANUSCRIPTS UNDER REVIEW/MANUSCRIPTS IN PREPARATION

Truong, M., Townsend, S. S. M., Stephens, N. M., & Smallets, S. Experiences in Cross-Class Interactions. *Under Review*.

Truong, M., Birnbaum, H., Dittmann, A., Emery, L., Carey, R., Stephens, N., & Townsend, S. S. M. Gender Disparities in Participation and the Moderating Role of Classroom Climate. *In preparation*.

Truong, M. & Townsend, S. S. M. Social Class Bicultural Identity Integration Benefits First-Generation College Graduates in Sites of Upward Social Mobility. *In preparation*.

Townsend, S. S. M., **Truong, M.**, Smallets, S., & Kunstman, J. Belief in Meritocracy Decreases Threat in Controllable, Achievement-Related Situations. *In preparation*.

SELECT RESEARCH IN PROGRESS

“Potential Advantages of Non-Dominant Cultural Norms for Conflict” with Sarah Townsend (stage: data collection).

“Social Class and Office Housework” with Nicole Stephens and Babatunde Oladosu (stage: data collection).

“Factors Driving Non-Profit Constituency Satisfaction” with Samantha Kassirer and Maryam Kouchaki (stage: data collection).

“Race in Hiring and Socialization” with Angela Lee (stage: data collection).

“Reappraising Physiological Experiences of Stress in Cross-Race Interactions” with Sarah Townsend and Modupe Akinola (stage: data collection).

“The Role of Difference in Shaping Perceptions of Conversational Flow” with Nathanael Fast (stage: theory development)

HONORS & AWARDS

USC Marshall PhD Student Teaching Award Winner, 2020

Global Branding Center Fellowship, 2020

Marshall Outstanding Researcher Award, 2020

Graduate Student Government Travel Grant for Harvard BIG Doctoral Workshop, 2019

Graduate Student Government Travel Grant for SPSP Annual Convention, 2017/18/19/20

SPSSI Graduate Student Travel Award, 2017

SPSP Diversity Fund Undergraduate Registration Award, 2015

Dept. of Psychology Honors Student with Highest Distinction, UC San Diego, 2014

Norman Henry Anderson Honors Thesis Award, UC San Diego, 2014

Norman Henry Anderson Research Travel Grant, UC San Diego, 2014

Provost Honors, UC San Diego, 2010–2014

CONFERENCE PRESENTATIONS

Truong, M. & Townsend, S. S. M. (February, 2022). *Social Class Bicultural Identity Integration Benefits Upward Social Class Transitioners*. Conference Talk presented at the Society for Personality and Social Psychology’s 23rd Annual Convention, San Francisco, CA.

Truong, M. & Townsend, S. S. M. (August, 2021). *Benefits of a Working-Class Background in Stressful Interpersonal Interactions*. Conference Talk presented at the Annual Meeting of the Academy of Management (Virtual).

Truong, M., Townsend, S. S. M., Smallets, S., Stephens, N. M. (February, 2021). *Crossing the Class Divide: Divergent Threat Responses When Anticipating Cross-Class Interactions*. Conference Talk presented at the Society for Personality and Social Psychology’s 22nd Annual Convention (virtual).

Truong, M., Townsend, S. S. M., Smallets, S., Stephens, N. M. (February, 2020). *Crossing the Class Divide: Divergent Threat Responses When Anticipating Cross-Class Interactions*. Conference Talk presented at the Society for Personality and Social Psychology’s 21st Annual Convention, New Orleans, LA.

Truong, M. & Townsend, S. S. M. (February, 2019). *Social Class Bicultural Identity Integration Benefits People from Working-Class Backgrounds in Middle-Class Contexts*. Poster presented at the Society for Personality and Social Psychology’s 20th Annual Convention, Portland, OR.

Truong, M. & Townsend, S. S. M. (August, 2018). *People from Working-Class Backgrounds Benefit from Social Class Bicultural Identity Integration*. Conference Talk presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Truong, M. & Townsend, S. S. M. (March, 2018). *Social Class Differences in Interview Responses Impact Ratings of Competency and Hiring Potential*. Poster presented at the Society for Personality and Social Psychology’s 19th Annual Convention, Atlanta, GA.

Truong, M., Townsend, S. S. M., Smallets, S. (August, 2017). *Threatened by Control: Worldview Moderates Threat in Response to Having or Lacking Control*. Paper presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

- Truong, M.**, Townsend, S. S. M., Smallets, S., Stephens, N.M. (June, 2017). *Crossing the Class Divide: Responses to Anticipating Cross-Class Interactions*. Conference Symposia Talk presented at the Society of the Psychological Study of Social Issues 2017 Conference, Albuquerque, NM.
- Truong, M.** & Townsend, S. S. M. (January, 2017) *Crossing the Class-Divide: Physiological and Behavioral Responses to Cross-Class Interactions*. Poster presented at the Society for Personality and Social Psychology's 18th Annual Convention, San Antonio, TX.
- Truong, M.** & Townsend, S. S. M. (January, 2016) *Hard Work Pays Off; Do I Save More? Belief in Meritocracy Moderates the Association Between Socioeconomic Status and Savings*. Poster presented at the Society for Personality and Social Psychology's 17th Annual Convention, San Diego, CA.
- Truong, M.** & Bryan, C.J. (May, 2014) *Do Blondes Have More Fun Than Women Who Have Blonde Hair?* Poster presented at the 14th Annual Stanford Undergraduate Psychology Conference, Stanford, CA.
- Truong, M.** & Bryan, C.J. (May, 2014) *Do Blondes Have More Fun Than Women Who Have Blonde Hair?* Poster presented at the University of California, Los Angeles Psychology Undergraduate Research Conference, Los Angeles, CA.
- Truong, M.** & Bryan, C.J. (May, 2014) *Do Blondes Have More Fun Than Women Who Have Blonde Hair?* Poster presented at the University of California, San Diego 2014 Psychology Honors Poster Session, San Diego, CA.

RESEARCH EXPERIENCE

Laboratory Manager, Culture, Diversity, & Psychophysiology Lab, Department of Management and Organization, USC Marshall School of Business, 08/2014 – 07/2016
Principal Investigator: Sarah S.M. Townsend, PhD, Management and Organization
Topics: Diversity, intergroup relations, social class differences, psychophysiology

Laboratory Manager, Hierarchy, Networks, & Technology Lab, Department of Management and Organization, USC Marshall School of Business, 08/2014 – 06/2016
Principal Investigator: Nathanael J. Fast, PhD, Management and Organization
Topics: Psychology of technology, networking, hierarchy

Honors Thesis Student, Department of Psychology, UC San Diego, 06/2013 – 06/2014
Principal Investigator: Christopher J. Bryan, PhD, Department of Psychology
Topic: Effects of noun wording on self-perceptions and stereotype threat in women with blonde hair.

Research Assistant, Department of Cognitive Science, UC San Diego, 05/2012 – 04/2014
Principal Investigator: Teri Lawton, PhD, Department of Cognitive Science
Topic: Visual and auditory reading interventions used to correct the timing deficits in the magnocellular pathways in children with dyslexia.

Research Assistant, Department of Psychology, UC San Diego, 03/2013 – 06/2013
Principal Investigator: Christopher J. Bryan, PhD, Department of Psychology
Topic: Increasing pro-social behavior (i.e., helping) in children ages 3-6 using subtle linguistic cues.

TEACHING EXPERIENCE

Head Teaching Assistant, USC Marshall School of Business, Spring 2021

Instructor: Sarah S. M. Townsend, Management and Organization
Course Title: GSBA 533: Organizational Behavior (MBA core course)

Head Teaching Assistant, USC Marshall School of Business, Fall 2020

Instructor: Sarah S. M. Townsend, Management and Organization
Course Title: BUAD 498: If Not You, Who? The Future of Leadership (Undergraduate elective course)
Course Title: GSBA 598: If Not You, Who? The Future of Leadership (Graduate elective course)

Instructor, USC Marshall School of Business, Summer 2020

Course Title: BUAD 304: Organizational Behavior and Leadership (Undergraduate core course)

- *USC Marshall PhD Student Teaching Award Winner*

Teaching Assistant, USC Marshall School of Business, Spring 2020

Instructor: Jody Tolan, MBA, EdD, Management and Organization
Course Title: BUAD 304: Organizational Behavior and Leadership (Undergraduate core course)

Teaching Assistant, USC Marshall School of Business, Fall 2019, Spring 2020

Instructor: Peter Carnevale, PhD, Management and Organization
Course Title: MOR 469: Negotiation and Persuasion (Undergraduate elective course)

Teaching Assistant, USC Marshall School of Business, Spring 2019

Instructor: Scott S. Wiltermuth, PhD, Management and Organization
Course Title: GSBA 533: Organizational Behavior (MBA core course)

Teaching Assistant, USC Marshall School of Business, Fall 2015

Instructor: Nathanael J. Fast, PhD, Management and Organization
Course Title: MOR 567: Interpersonal Influence and Power (MBA elective course)

Teaching Assistant, UC San Diego, Fall 2013

Instructor: Evan Raiewski, PhD, Department of Psychology
Course Title: PSYC 60: Introduction to Statistics (Undergraduate core course)

CHAired CONFERENCE SYMPOSIA

Truong, M. & Dittmann, A. G. (February, 2021). *Reaching the Hard-to-Reach: Conducting High-Impact Research with Underrepresented Populations*. Symposium co-chair at the Society for Personality and Social Psychology Annual Convention.

Truong, M. & Townsend, S. S. M. (February, 2020). *Diversifying Intergroup Relations Research: Differences and Similarities across Marginalized Groups*. Symposium co-chair at the Society for Personality and Social Psychology Annual Convention, New Orleans, LA.

Truong, M. & Dittmann, A. G. (August 2018). *Harnessing Research on the Effects of Economic and Social Class Inequality to Improve Lives*. Symposium co-chaired at the Academy of Management Annual Meeting, Chicago, IL.

ACADEMIC SERVICE

OB Division Mentor: AOM Welcome-A-Member Program, August 2019

Co-Organizer: Marshall Multi-Source Field Data Collection, 2019 – present

Co-Organizer: Marshall Panels on Women's Experiences in Research (MPOWER), 2019 – present

Co-Organizer: Marshall Management and Organization PhD Student Seminars, 2018 – 2020

Session Chair: “Interpersonal Control and Work Relationships” (August 2017). AOM Annual Meeting, Atlanta, GA.

Ad-hoc reviewer: *Organizational Behavior and Human Decision Processes, Academy of Management Conference, Translational Issues in Psychological Science, Diversity in Higher Education*

PROFESSIONAL AFFILIATIONS

Southeast Asian Social and Personality Psychologists (SEASAPP)

Association for Psychological Science

Society for the Psychological Study of Social Issues (SPSSI)

Academy of Management (AOM)

Society for Personality and Social Psychology (SPSP)

Psi Chi International Honors Society in Psychology