

MINDY TRUONG

School of Business, University of California, Riverside
Anderson Hall, 900 University Ave, Riverside, CA 92521
mindyt@ucr.edu | mindytruong.com

ACADEMIC POSITIONS

School of Business, University of California, Riverside

2023 – present Assistant Professor of Management

Kellogg School of Management, Northwestern University

2021 – 2023 Golub Capital Social Impact Postdoctoral Fellow

EDUCATION

Ph.D. Business Administration (Management and Organization), Marshall School of Business, University of Southern California, 2021

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.

SELECT WORK IN PROGRESS

Truong, M., Birnbaum, H. J., Dittmann, A. G., Stephens, N. M., Townsend, S. S. M., Emery, L. F., & Carey, R. M. (*Under review*). Feminine defaults are associated with a reduction in the gender participation gap in MBA classrooms.

Truong, M., Townsend, S. S. M., Stephens, N. M., & Smallets, S. (*In preparation*). Crossing the class divide: Social class background moderates threat in cross-class versus same-class interactions.

Truong, M., Townsend, S. S. M., Dittmann, A.G., & Stephens, N.M. (*In preparation*). Social class bicultural identity integration benefits first-generation college graduates in sites of upward social mobility.

Truong, M. & Lee, A. Y. (*Data collection*). It's all about balance: Board gender parity benefits nonprofit functioning.

Truong, M., Emery, L. F., & Stephens, N. M. (*Data collection*). Benefits of working-class, interdependence for the MBA experience.

Truong, M., Stephens, N. M., & Babatunde, O. (*Data collection*). Social class and office housework.

Takahashi, K., **Truong, M.**, & Kim, J. (*Data collection*). Asian-American political identity and selective exposure to information about racism.

Kassirer, S., **Truong, M.**, & Kouchaki, M. (*Data analysis*). Interdependent factors shape experiences in and evaluations of non-profit organizations.

Shi, Y., Yeomans, M., **Truong, M.** & Fast, N. J. (*In preparation*). Predictors of conversational flow.

Kim, S. & **Truong, M** (*Theory development*). Impact of race on diversity statement evaluations.

Townsend, S. S. M., **Truong, M.**, Smallets, S., & Kunstman, J. (*In preparation*). Belief in meritocracy decreases threat in controllable, achievement-related situations.

HONORS & AWARDS

USC Marshall Ph.D. Student Teaching Award, 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, 2023). *Working-Class Threatened by Own and Other's Relationship Conflict*. Conference Talk presented at the Annual Meeting of the Society for Personality and Social Psychology's 24th Annual Convention, Atlanta, GA.

Truong, M., Townsend, S. S. M., & Stephens, N. M. (August, 2022). *Interacting Across Class Lines: Who is Threatened in Cross-Class versus Same-Class Interactions?* Conference Talk presented at the Annual Meeting of the Academy of Management, Seattle, WA.

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. (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., 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.

INVITED TALKS AND WORKSHOPS

2023 UC Riverside: AGSM Women in Business Diversity, Equity, and Inclusion Workshop

2021 Northwestern University: Kellogg Marketing Behavioral Brown Bag

2021 Northwestern University: Psychology - Social Area Brown Bag

POSTER PRESENTATIONS

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. (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. (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, Ph.D., 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, Ph.D., 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, Ph.D., Department of Psychology

Thesis 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, Ph.D., Department of Cognitive Science

Topics: Interventions, dyslexia, child psychology

Research Assistant, Department of Psychology, UC San Diego, 03/2013 – 06/2013

Principal Investigator: Christopher J. Bryan, Ph.D., Department of Psychology

Topics: Influence and persuasion, pro-social behavior, self-concept

TEACHING EXPERIENCE

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

Instructor: Sarah S. M. Townsend, Ph.D, 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, Ph.D., 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 Ph.D. Student Teaching Award Winner*

Teaching Assistant, USC Marshall School of Business, Spring 2020

Instructor: Jody Tolan, MBA, Ed.D., 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, Ph.D., 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, Ph.D., 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, Ph.D., Management and Organization

Course Title: MOR 567: Interpersonal Influence and Power (MBA elective course)

Teaching Assistant, UC San Diego, Fall 2013

Instructor: Evan Raiewski, Ph.D., 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.

ORGANIZED WORKSHOPS

Truong, M., Takahashi, K., Zhao, X., & Rishabh, A. (April, 2023). *Techniques for Effective Persuasion, Help-Seeking, and Nonprofit Data Gathering*. Northwestern University's Kellogg School of Management.

ACADEMIC SERVICE

2021 – 2023 **Organizer:** Kellogg Social Impact Lab
2019 **OB Division Mentor:** AOM Welcome-A-Member Program
2019 – 2021 **Organizer:** Marshall Multi-Source Field Data Collection
2019 – 2021 **Organizer:** Marshall Panels on Women's Experiences in Research (MPOWER)
2018 – 2020 **Organizer:** Marshall Management and Organization Ph.D. Student Seminars
2017 **Session Chair:** "Interpersonal Control and Work Relationships" at the 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, British Journal of Social Psychology*

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