

# MINDY TRUONG

School of Business, University of California, Riverside  
Anderson Hall, 900 University Ave, Riverside, CA 92521  
mindyt@ucr.edu | [mindytruong.com](http://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.

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

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., & Stephens, N. M. (September, 2023). Crossing the class divide: Social class background moderates threat in cross-class versus same-class interactions. [Conference Panel Talk]. Diversity in Management and Organizations Conference. Virtual.
- Truong, M.**, Birnbaum, H. J., Dittmann, A. G., Stephens, N. M., Townsend, S. S. M., Emery, L. F., & Carey, R. M. (August, 2023). Feminine defaults are associated with a reduction in the gender participation gap in MBA classrooms. In Chang, L & Pink, S. L., *New Perspectives on Increasing Diversity, Equity, and Inclusion\**. [Symposium]. Annual Meeting of the Academy of Management. Boston, MA.  
\*Winner of OB Division Best Symposium award. Finalist for MOC Division Best Symposium award.
- Truong, M.** & Townsend, S. S. M. (February, 2023). Working-class threatened by own and other's relationship conflict. In Fendinger, N., *The form and function of social class in everyday contexts*. [Symposium] Society for Personality and Social Psychology's 24<sup>th</sup> 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? In Sun, K. Q. & Foster-Gimbel, O., *Can't we just talk about this? New insights into difficult conversations*. [Symposium]. 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. In Straka, B., *Identity under threat: Flexibility and resilience in response to exclusion*. [Symposium]. Society for Personality and Social Psychology Annual Convention. San Francisco, CA.
- Truong, M.** & Townsend, S. S. M. (August, 2021). Benefits of a working-class background in stressful interpersonal interactions. In Owsik, C. & Pai, J., *Understanding and disrupting class inequality in the workplace\**. [Symposium]. Annual Meeting of the Academy of Management. Virtual.  
\*Designated as a Showcase Symposium.
- 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. In Engstrom, H. R., *How does socioeconomic status shape social interactions?* [Symposium]. Society for Personality and Social Psychology's 22<sup>nd</sup> 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. In Truong M. &

Townsend S. S. M., *Diversifying intergroup relations research: Differences and similarities across marginalized groups*. [Symposium]. Society for Personality and Social Psychology 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. In Truong M. & Dittmann, A. G., *Harnessing research on the effects of economic and social class inequality to improve lives*. [Symposium]. 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. In Truong, M., *Interpersonal control and work relationships*. [Paper Session]. 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 Talk]. Society of the Psychological Study of Social Issues 2017 Conference. Albuquerque, NM.

### **CHAired CONFERENCE SYMPOSIA AND WORKSHOPS**

---

**Truong, M.**, Takahashi, K., Zhao, X., & Rishabh, A. (April, 2023). *Techniques for effective persuasion, help-seeking, and nonprofit data gathering*. [Workshop]. Northwestern University's Kellogg School of Management.

**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.

### **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 Session]. Society for Personality and Social Psychology 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 Session]. Society for Personality and Social Psychology 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 Session]. Society for Personality and Social Psychology 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 Session]. Society for Personality and Social Psychology Annual Convention. San Diego, CA.
- Truong, M.** & Bryan, C.J. (May, 2014). Do blondes have more fun than women who have blonde hair? [Poster Session]. Stanford University Undergraduate Psychology Conference. Stanford, CA.
- Truong, M.** & Bryan, C.J. (May, 2014). Do blondes have more fun than women who have blonde hair? [Poster Session]. 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 Session]. University of California, San Diego Psychology Honors Poster Session. San Diego, CA.

## **RESEARCH EXPERIENCE**

---

- 08/2014 – 07/2016      **Laboratory Manager, Culture, Diversity, & Psychophysiology Lab**  
 Department of Management and Organization, USC Marshall School of Business  
*Principal Investigator:* Sarah S. M. Townsend, Ph.D.  
*Topics:* Diversity, intergroup relations, social class, psychophysiology
- 08/2014 – 06/2016      **Laboratory Manager, Hierarchy, Networks, & Technology Lab**  
 Department of Management and Organization, USC Marshall School of Business  
*Principal Investigator:* Nathanael J. Fast, Ph.D.  
*Topics:* Psychology of technology, networking, hierarchy
- 06/2013 – 06/2014      **Honors Thesis Student**  
 Department of Psychology, University of California, San Diego  
*Principal Investigator:* Christopher J. Bryan, Ph.D.  
*Thesis Topic:* Self-perceptions, stereotype threat, gender
- 05/2012 – 04/2014      **Research Assistant**  
 Department of Cognitive Science, University of California, San Diego  
*Principal Investigator:* Teri Lawton, Ph.D.  
*Topics:* Interventions, dyslexia, child psychology
- 03/2013 – 06/2013      **Research Assistant**  
 Department of Psychology, University of California, San Diego  
*Principal Investigator:* Christopher J. Bryan, Ph.D.  
*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)

## **ACADEMIC SERVICE**

---

2021 – 2023     **Organizer:** Kellogg Social Impact Lab  
2019            **AOM 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

**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**

---

Academy of Management (AOM)  
Association for Psychological Science  
Psi Chi International Honors Society in Psychology  
Society for Personality and Social Psychology (SPSP)  
Society for the Psychological Study of Social Issues (SPSSI)  
Southeast Asian Social and Personality Psychologists (SEASAPP)