

Neil Hester

Assistant Professor | University of Waterloo | Social Psychology
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Education

Postdoctoral Researcher at McGill University working for Dr. Eric Hehman

University of North Carolina at Chapel Hill
Social psychology doctoral student under Dr. Kurt Gray
Additional focus in quantitative psychology (seven classes completed)
Graduation date: *Spring 2019*

Texas Tech University
Bachelor of Arts in Psychology, *Spring 2012 with Highest Honors*

Research Interests

Social cognition; intersectionality; stereotyping and discrimination; person and face perception; person perception of dress/clothing; linking cognitions and behaviors via threshold models; measurement; moral psychology

Peer-Reviewed Publications

- Hester, N., Xie, S. Y., Bertin, J. A., & Hehman, E. (in press). Stereotypes shape response competition when forming impressions. *Group Processes and Intergroup Relations*.
- Hester, N., Axt, J. R., Siemers, N., & Hehman, E. (2022). Evaluating validity properties of 25 race-related scales. *Behavior Research Methods*.
- Hartman, R., Hester, N., & Gray, K. (2022). People see political opponents as more stupid than evil. *Personality and Social Psychology Bulletin*.
- Hester, N., Xie, S. Y., & Hehman, E. (2021). Little between-region and between-country variance when forming impressions of others. *Psychological Science*, *32*, 1907-1917.
- Hester, N., Jones, B. C., & Hehman, E. (2021). Perceived masculinity and femininity contribute independently to facial impressions. *Journal of Experimental Psychology: General*, *150*, 1147-1164.
- Hester, N., Payne, K., Brown-Iannuzzi, J., & Gray, K. (2020). On intersectionality: How complex patterns of discrimination emerge from simple stereotypes. *Psychological Science*, *31*, 1013-1024.

- Hester, N., Gray, K. (2020). The moral psychology of raceless, genderless strangers. *Perspectives on Psychological Science, 15*, 216-230.
- Hester, N., Payne, K., Gray, K. (2020). Promiscuous condemnation: People assume immorality for ambiguous actions. *Journal of Experimental Social Psychology, 86*, 103910.
- Cooley, E. *, Hester, N. *, Cipolli, W., Rivera, L., Abrams, K., Pagan, J., Sommers., S. R., Payne, K. (2019). Racial biases in officers' decisions to frisk are amplified for Black people stopped among groups leading to similar biases in searches, arrests, and use of force. *Society Psychology and Personality Science, 11*, 761-769.
- Hester, N. (2019). Perceived negative emotion in neutral faces: Gender-dependent effects on attractiveness and threat. *Emotion, 19*, 1490-1494.
- Hester, N. & Gray, K. (2018). For Black men, being tall increases threat stereotyping and police stops. *Proceedings of the National Academy of Sciences, 115*, 2711-2715.
- Jackson, J. J., Hester, N., Gray, K. (2018). The faces of God in America: Revealing religious diversity across people and politics. *PLOS ONE*, online publication.
- Buck, B., Hester, N., Pinkham, A., Harvey, P. D., Jarskog, F., & Penn, D. L. (2018). The bias toward intentionality in schizophrenia: Automaticity, context, and relationships to symptoms and functioning. *Journal of Abnormal Psychology, 127*, 503-512.
- Buck, B. & Hester, N. (2018). "Just like someone with mental illness, only more so": Normalizing beliefs and their buffering effects. *Journal of Social and Clinical Psychology, 37*, 69-82.
- Gray, K., Anderson, S., Doyle, C. M., Hester, N., Schmitt, P., Vonasch, A., Allison, S., & Jackson, J. J. (2018). To be immortal, do good or evil. *Personality and Social Psychology Bulletin, 44*, 868-880.
- Larsen, J. T., Hershfield, H. E., Stastny, B. J., & Hester, N. (2017). On the relationship between positive and negative affect: Their correlation and their co-occurrence. *Emotion, 17*, 323-336.
- Buck, B., Hester, N., Penn, D. L., & Gray, K. (2017). Mind perception in subclinical psychosis: Evidence for differential patterns in perceptions of mind in schizotypy and paranoia. *Cognitive Neuropsychiatry, 22*, 137-144.
- Schein, C., Hester, N. & Gray, K. (2016). The visual guide to morality: Vision as an integrative analogy for moral experience, variability and mechanism. *Social and Personality Psychology Compass, 10*, 231-251.

Funding

Russell Sage Foundation Project Award (\$140,000)	2016-2018
Graduate School Merit Assistantship (\$53,000)	2013-2014
Presidential Plus Scholarship (\$90,000)	2009-2013

Methodological and Statistical Skills

Big data management and analysis (R, SPSS)
Data visualization (R, Excel)
Multi-level modeling (R, SPSS)
Structural equation modeling (R)
Latent growth curve analysis (R)
Item Response Theory (R)
Data simulation (R)
Mouse tracking (R, MouseTracker, MinnoJS)
Reverse correlation (R, Inquisit)
Implicit and time-sensitive tasks (Inquisit, MinnoJS)
Surveys (Inquisit, Qualtrics, HTML)

Invited Presentations

Midwestern Psychological Association, <i>Invited Conference Speaker</i>	2022
Purdue University, <i>Departmental Colloquium</i>	2022
University of Waterloo, <i>Departmental Colloquium</i>	2022
University of Illinois Chicago, <i>Departmental Colloquium</i>	2022
Villanova University, <i>Departmental Colloquium</i>	2022
University of Kentucky, <i>Departmental Colloquium</i>	2022
Minority Politics, <i>Online Seminar Series</i>	2021
Washington University in St. Louis, <i>Departmental Colloquium</i>	2021
York University, Dept. of Psychology, <i>Departmental Colloquium</i>	2021
University of Denver, Dept. of Psychology, <i>Departmental Colloquium</i>	2021
University of Victoria, Dept. of Psychology, <i>Departmental Colloquium</i>	2021
University of British Columbia, Dept. of Psychology, <i>Departmental Colloquium</i>	2021

Conference and Departmental Presentations

Hester, N. (2022, February). *Little between-region and between-country variance when forming impressions of others*. Symposium presentation at the Twenty-third Annual Meeting for the Society of Personality and Social Psychology.

Hester, N. (2021, November). *Intersectionality in social cognition*. Talk at McGill Social Psychology Tupperware, Montreal, QC.

Hester, N. (2021, February). *The vital role of intersectionality in theories of social cognition*. Symposium chaired and presented at for the Twenty-second Annual Meeting for the Society of Personality and Social Psychology.

Hester, N. (2020, November). *How complex patterns of discrimination can emerge from simple stereotypes*. Talk at McGill Social Psychology Tupperware, Montreal, QC.

Hester, N. & Gray, K. (2020, February). *The moral psychology of raceless genderless strangers*. Conference poster at the Twenty-First Annual Meeting for the Society of Personality and Social Psychology, New Orleans, LA.

- Hester, N. (2020, February). *How height and group status intersect with race to predict threat stereotyping and police behavior*; and *The moral psychology of raceless genderless strangers*. Talk at McGill Social Psychology Tupperware, Montreal, QC.
- Hester, N., Jackson, J. J., Gray, K. (2018, May). *The faces of God in America: Revealing religious diversity across people and politics*. Symposium presentation at the Association of Psychological Science Conference, San Francisco, CA.
- Hester, N. & Gray, K. (2018, March). *For Black men, being tall increases threat stereotyping and police stops*. Blitz talk at the Nineteenth Annual Meeting for the Society of Personality and Social Psychology, Atlanta, GA.
- Hester, N. & Gray, K. (2017, October). *Moral social cognition*. Presentation given at UNC Social Psychology ORG, Chapel Hill, NC.
- Hester, N. & Gray, K. (2017, April). *Tall, dark, and threatening: Race and the cost of height*. Symposium presentation at the Carolina Research in Social and Personality Psychology Conference, Durham, NC.
- Hester, N., Payne, B. K., & Gray, K. (2016, May). *"John flurberd Mary": The immorality bias*. Symposium presentation at the Association of Psychological Science Conference, Chicago, IL.
- Hester, N., Payne, B. K., & Gray, K. (2015, September). *Blood-colored glasses: Rapid evil detection*. Presentation given at the Society of Southeastern Social Psychology Conference, Winston-Salem, NC.
- Hester, N., Payne, B. K., & Gray, K. (2015, April). *Blood-colored glasses: Rapid evil detection*. Presentation given at the Carolina Research in Social Psychology Conference, Chapel Hill, NC.
- Hester, N., & Gray, K. (2015, April). *Coming of age: How markers of maturity change mind perception*. Presentation given at UNC Social Psychology ORG, Chapel Hill, NC.
- Hester, N., Gray, K., & Payne, B. K. (2014, April). *Blood-colored glasses: Rapid evil detection*. Presentation given at UNC Social Psychology ORG, Chapel Hill, NC.
- Purinton, M., Reynolds, T., & Hester, N. (2012, November). *Utilizing peer mentors in first year experience program creation: Allying program assessment, theory, and experiential knowledge to create a complete transition*. Paper presented at the National College Honors Council Conference, Boston, MA.
- Hester, N. (2012). *Religious anti-gay messages' effect on attitudes toward sexual and religious groups* (Undergraduate Honors thesis, Texas Tech University).
- Hester, N. (2012, April). *Religious anti-gay messages' effect on attitudes toward sexual and religious groups*. Paper presented at social psychology brown bag, Texas Tech University, Lubbock, TX.
- Hester, N. (2012, April). *Feeling blue: How does dysphoria influence emotional responses to pleasant music?* Presentation given at Texas Tech University Undergraduate Research Conference, Lubbock, TX.

Hester, N., Scott, A. M., & McKenzie, M. (2011, August) *A culture of cheating?: Student perspectives on academic integrity*. Panel member at the Texas Tech University Jumpstart Conference, Lubbock, TX.

Hester, N. (2011, April). *The relations between mothers' and fathers' anxiety sensitivity and parenting and girls' anxiety sensitivity, depression, and anxiety*. Paper presented at Texas Tech University Undergraduate Research Conference, Lubbock, TX.

Teaching

Instructor, Tolerance in the Marketplace of Ideas (Reading Group)	2018-2019
Instructor, Introduction to Social Psychology	2015
Teaching Fellow, Introduction to Psychology	2015-2016
Teaching Fellow, Introduction to Social Psychology	2014
Mentor, Honors College First Year Experience	2010-2012

Reviewing

Journal of Personality and Social Psychology
Journal of Experimental Psychology: General
Social Psychological and Personality Science
Emotion
Personality and Social Psychology Bulletin
Journal of Experimental Social Psychology
American Journal of Criminal Justice
Teaching of Psychology
Psychology of Religion and Spirituality
Nature (co-review)
Psychological Science (co-review)

Service

Equity, Diversity, and Inclusivity Subcommittee Member, Psychology	2020-2021
Internal Department Review Panel, Psychology and Neuroscience	2018
Institutional Review Board Accreditation Interviewee	2017
Social Psychology Student Factotum	2015-2016
Research Participant Pool Alternate Option Creation	2015
Research Participant Pool Committee Member	2014
Carolina Science Scholars Ambassador and Interviewer	2014-2018
Honors College Lead Mentor	2011-2012
Honors College Discussion Leader	2010-2013
Honors College Grade Appeals Committee	2012-2013
Honors College Passport Scholarship Committee	2012
Honors College Ambassador	2011-2012