

# Neil Hester

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Postdoctoral Researcher  
McGill University  
Department of Psychology  
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## Education

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

Intersectionality; Stereotyping and Discrimination; Person Perception; Decision Models; Morality

## Peer-Reviewed Publications

- Hester, N.**, Payne, K., Brown-Iannuzzi, J., & Gray, K. (2020). On intersectionality: How complex patterns of discrimination emerge from simple stereotypes. *Psychological Science*.
- Hester, N.**, Gray, K. (2020). The moral psychology of raceless, genderless strangers. *Perspectives on Psychological Science*.
- Hester, N.**, Payne, K., Gray, K. (2020). Promiscuous condemnation: People assume immorality for ambiguous actions. *Journal of Experimental Social Psychology*.
- 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*.
- 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.

## Manuscripts Under Review

- Hester, N.**, Xie, S. Y., & Hehman, E. Little between-culture variance when forming impressions of others.
- Hester, N.**, Jones, B. C., & Hehman, E. Perceived masculinity and femininity contribute independently to facial impressions.
- Hester, N.**, Goranson, A., Horton, D., & Gray, K. How drunk is too drunk: Understanding disagreements about alcohol and sexual consent.

## 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)  
 Structural equation modeling (R)  
 Latent growth curve analysis (R)  
 Hierarchical linear modeling (R, SPSS)  
 Data simulation (R)  
 Mouse tracking (R, MouseTracker, MinnoJS)  
 Reverse correlation (R, Inquisit)  
 Data visualization (R, Excel; received graduate level training)

Implicit and time-sensitive tasks (Inquisit)  
Surveys (Inquisit, Qualtrics)

## Presentations

- 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, General Psychology	2015-2016
Teaching Fellow, Social Psychology	2014
Mentor, Honors College First Year Experience	2010-2012

## Reviewing

Journal of Experimental Psychology: General  
Emotion  
Journal of Experimental Social Psychology  
Nature (co-review)  
Psychological Science (co-review)

## Service

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