
Elisabeth S. Noland, M.S.

Department of Psychological Sciences
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EDUCATION

Ph.D., Social Psychology, Purdue University Expected August 2025
Advisor: Dr. Margo J. Monteith *West Lafayette, IN*

M.S., Social Psychology, Purdue University December 2021
Advisor: Dr. Margo J. Monteith *West Lafayette, IN*
Thesis: Examining the Intersection between Personal and Systemic Bias
for Bias Reduction

B.A., Psychology (High Honors) and Spanish, Valparaiso University May 2019
Phi Beta Kappa *Valparaiso, IN*

RESEARCH INTERESTS

intergroup relations; systemic bias; identity-safety/wellbeing of disadvantaged groups

HONORS, AWARDS, & FELLOWSHIPS

Black Cultural Center (BCC) Professional Development Award, (\$800)	2025
Society for the Psychological Study of Social Issues (SPSSI) Grant-in-Aid (\$1,000)	2024
Purdue Health and Human Sciences (HHS) Diversity, Equity, Inclusion, and Belonging (DEIB) Award (\$1,000)	2024
Special Graduate Student Recognition Award, Purdue University (\$1,500)	2024
Purdue Graduate Student Government (PGSG) and the Graduate School Travel Grant (\$300)	2024
Health and Human Sciences (HHS) Compton Travel Award (\$500)	2024
Midwestern Psychological Association (MPA) Diversity Travel Award (\$200)	2024
Supplemental Support for Graduate Student Training in Research Methods & Statistics, (\$250)	2023
Purdue University Health and Human Sciences Research Day, Poster Award, 1 st Place (\$300)	2023
Purdue Psychological Sciences Graduate Research Innovation Award, (\$1,000)	2022
Ford Foundation Predoctoral Fellowship, <i>Honorable Mention</i>	2022
Alliance for Graduate Education and the Professoriate (AGEP) Award (\$4,500)	2022
Purdue H. Remmers Memorial Award (\$2,500)	2022
Purdue's Mentoring Graduate Student Fellow Program (\$5,000)	2022
Purdue Ross-Lynn Scholar Research Assistantship Award (\$26,800 per fiscal year)	2021-2023
Society of Personality and Social Psychology Graduate Travel Award (\$500)	2021
National Science Foundation Predoctoral Fellowship, <i>Honorable Mention</i>	2021
Ford Foundation Predoctoral Fellowship, <i>Honorable Mention</i>	2021
Alliance for Graduate Education and the Professoriate (AGEP) Award (\$4,500)	2021
Pi Gamma Mu Scholarship (\$2,000)	2020
Purdue Psychological Sciences Research Award (\$500)	2020
Purdue Doctoral Fellowship (\$19,500 per academic year)	2019-2021
Outstanding Leadership and Service Award, Valparaiso University	2019
Valparaiso University Alumni Association Distinguished Student Award	2019
William Randolph Hearst Scholarship, Valparaiso University (\$2,000)	2018
Dr. Bill Marion First-Generation Scholarship Fund, Valparaiso University (\$1,000)	2018
Valparaiso University Presidential Scholarship (\$78,000, across four years)	2015-2019

PUBLICATIONS

Noland, E.S., & Monteith, M.J. (2025). Understanding the influence of single bias reduction

strategies on personal and systemic bias outcomes. *Group Processes and Intergroup Relations*, 28, 164-185.
<https://doi.org/10.1177/13684302241252406>

Hildebrand, L.K., Monteith, M.J., & **Noland, E.S.** (2024). Social cognition and the reduction of intergroup bias. In D.E. Carlston, K. Johnson, & K. Hugenberg (Eds.), *The Oxford Handbook of Social Cognition: 2nd Volume* (pp. 560-588). New York: Oxford University Press.

Li, A. **Noland, E.S.**, & Monteith, M.J. (2024). Following prejudiced behavior, confrontation restores local anti-bias social norms. *Personality and Social Psychology Bulletin*. Advanced online publication. <https://doi.org/10.1177/01461672241229006>

Monteith, M.J., **Noland, E.S.**, & Li, A.H. (2024). Interpersonal confrontation of bias. In T.D. Nelson, (Ed.), *Handbook of Prejudice, Stereotyping, & Discrimination* (3rd Edition). Routledge.

Monteith, M.J., Li, H.A., & **Noland, E.S.** (in press). Confrontation: A strategy for curbing bias and fostering inclusive environments. To appear in V. Esses, J.F. Dovidio, Y. Jetten, D. Sekaquaptewa, & K. West (Eds.), *The Sage Handbook of Psychological Perspectives on Diversity, Equity, & Inclusion*. Sage Publications.

MANUSCRIPTS UNDER REVIEW

Hudson, S.T.J., **Noland, E.S.**, Allen, A.M., & Ghani, A. (invited revision). Gender inversion is not the full story: Nuanced expectations of gay men and lesbian women's competencies in the United States. *Personality and Social Psychology Bulletin*. [Draft available upon request].

MANUSCRIPTS IN PREPARATION

Hildebrand, L.K., **Noland, E.S.**, Li, A.H., & Monteith., M.J. (manuscript in preparation). Public versus private bias confrontations.

Noland, E.S., Bradley, E.B., & Monteith., M.J. (manuscript in preparation). A dyadic process: White people's responses and Black people's reactions to microaggressions

Noland, E.S., Monteith, M.J., Hildebrand, L.K., & Devine, P.G. (manuscript in preparation). Raising awareness and motivation to self-regulate bias using the Implicit Association Test (IAT).

RESEARCH IN PROGRESS

Noland, E.S., & Monteith, M.J. (in progress; Study 1 data collection complete). Monuments honoring present and past victims of racial injustice: Examining performativity, racial progress, and policy support

Noland, E.S., Agnew, C.R., & Monteith, M.J. (in progress; Data collection completed). Virtual reality as a catalyst for change: Increasing recognition and motivation to combat bias.

Noland, E.S., Miller, M., Monteith, M.J., & Li, A.H. (in progress; Study 2 data collection underway). Examining the role of perceived impugment of one's egalitarian self- image in the emergence of social costs.

CHAired SYMPOSIA

Noland, E.S., & Monteith, M.J. (2024, April). *Promoting inclusive environments for marginalized group members*. Symposium to be presented at the Midwestern Psychological Association (MPA) Conference, Chicago, IL.

INVITED TALKS

Noland, E.S. (2024, October). *Understanding the influence of single bias reduction strategies on personal and systemic bias outcomes*. Social Psychology Journal Club, University of Illinois Urbana-Champaign, Champaign, IL.

CONFERENCE TALKS

Noland, E.S., Bradley, E., Monteith, M.J. (accepted for April 2025). *Exploring White people's responses and Black people's reactions to microaggressions*. Midwestern Psychological Association (MPA) Conference, Oral Presentation, Chicago, IL.

Noland, E.S., & Monteith, M.J. (2024, June). *Bias reduction strategies' influence on personal and systemic bias outcomes*. Society for the Psychological Study of Social Issues (SPSSI) Conference, Oral Presentation, Philadelphia, PA.

Noland, E.S., & Li, A.H., & Monteith, M.J. (2024, April). *Following prejudiced behavior, confrontation restores local anti-bias social norms*. Midwestern Psychological Association (MPA) Conference, Oral Presentation, Chicago, IL.

Noland, E.S., Hildebrand, L.K., Monteith, M.J., & Devine, P.G. (2023, April). *Raising awareness and motivation using the Racial IAT*. Midwestern Psychological Association (MPA) Conference, Oral Presentation, Chicago, IL.

Bradley, E., **Noland, E.S.,** & Monteith, M.J. (2023, April). *White people's responses to confrontation of microaggressive behavior*. Midwestern Psychological Association (MPA) Conference, Oral Presentation, Chicago, IL.

Noland, E.S., Hildebrand, L.K., Monteith, M.J., & Devine, P.G. (2022, April). *Raising awareness and motivation to self-regulate bias*. Midwestern Psychological Association (MPA) Conference, Oral Presentation, Chicago, IL.

POSTER PRESENTATIONS

Noland, E.S., Hildebrand, L.K., Li, A., & Monteith, M.J. (2024, February). *The effect of public vs. private confrontations on social costs and bias reduction*. Society for Personality and Social Psychology (SPSP) Conference, Poster Presentation, San Diego, CA.

Li, A., **Noland, E.S.,** & Monteith, M.J. (2024, February). *Following prejudiced behavior, confrontation restores local anti-bias social norms*. Society for Personality and Social Psychology (SPSP) Conference, Poster Presentation, San Diego, CA.

Noland, E.S., & Monteith, M.J. (2023, February). *Never the two shall twain? The relation between strategies for reducing personal and systemic bias*. Society for Personality and Social Psychology (SPSP) Conference, Poster Presentation, Atlanta, GA.

Li, A.H., **Noland, E.S.,** & Monteith, M.J. (2023, February). *Does prejudice confrontation establish anti-bias social norms? An examination of third-party observers*. Society for Personality and Social Psychology (SPSP) Conference, Poster Presentation, Atlanta, GA.

Miller, M., **Noland, E.S.,** & Monteith, M.J. (2023, February). *Explaining social costs for confronting intergroup bias: The role of impugning the egalitarian self-image*. Society for Personality and Social Psychology (SPSP) Conference, Poster Presentation, Atlanta, GA.

Noland, E.S., & Monteith, M.J. (2022, February). *Examining the intersection between personal and systemic bias for bias reduction*. Society for Personality and Social Psychology (SPSP) Conference, Poster Presentation, San Francisco, CA.

Noland, E.S., Hildebrand, L.K., Monteith, M.J., & Devine, P.G. (2021, February). *Raising awareness and motivation to self-regulate bias*. Society for Personality and Social Psychology (SPSP) Conference, Poster Presentation, Virtual Annual Convention.

Noland, E.S., Monteith, M.J., & Hildebrand, L.K. (accepted for April 2020 – cancelled due to COVID-19). *The IAT experience*. Midwestern Psychological Association (MPA) Conference, Poster Presentation, Chicago, IL.

Noland, E.S., & Wetherell, G. (2020, February). *Colorblind ideology and racial inequality reminders*. Society for Personality and Social Psychology (SPSP) Conference, Poster Presentation, New Orleans, LA.

Noland, E., & Wetherell, G. (2019, April). *The impact of reminders of racial inequality and ethnic identification on perceptions of racial protest groups*. Midwestern Psychological Association (MPA) Conference, Poster Presentation, Chicago, IL

Vernon, A., **Noland, E.S.,** Rushing, A., & Lucas, A. (2018, April). *Adapted behaviors in ASD: Investigating malleability of responses acquired through video-modeling*. Midwestern Psychological Association (MPA) Conference, Poster Presentation, Chicago, IL.

RESEARCH AND TEACHING CERTIFICATIONS

Certificate in Foundations of College Teaching, Spring 2023
Center for Instructional Excellence (CIE), *Purdue University*

Graduate Certificate in Psychological Statistics Fall 2023
Department of Psychological Sciences, *Purdue University*

RESEARCH EXPERIENCE

Graduate Assistant, *Purdue University Psychological Sciences Department* Fall 2019-Present
Intergroup Relations and Inclusion Lab

- P.I.: Dr. Margo J. Monteith

Undergraduate Honors Thesis, *Valparaiso University Psychology Department* Spring 2018-Spring 2019

- P.I.: Dr. Geoffrey Wetherell

Research Assistant, *Valparaiso University Psychology Department* Fall 2017-Spring 2018

- P.I.: Dr. Angela Vernon

TEACHING EXPERIENCE

Instructor of Record, *Purdue University*
Introduction to Social Psychology, Summer 2024, Summer 2025. Asynchronous online.

Guest Lecturer, *Purdue University*

Black Radical Thought, Spring 2025; Lecture: “Intersectionality: A review of multiple identities in social perception and interaction.”

Stereotyping and Prejudice, Spring 2025; Lecture: “Bias Confrontations.”

Ostracism, Rejection, & Exclusion, Spring 2024; Lecture: “Strategies to Promote Belonging and Inclusion.”

Close Relationships, Fall 2023; Lecture: “Love”

African American Popular Culture, Fall 2023; Lecture: “Embedded within a larger system; the role of

Stereotypes.”

Belonging and Exclusion, Spring 2023; Lecture: “Strategies to Promote Belonging and Inclusion.”

Psychology of Gender, Fall 2022; Lecture: “Gender and Well-Being”

Diversity and Inclusion, Fall 2020; Lecture: “Colorblindness and Multiculturalism”

Teaching Assistant, Purdue University

Stereotyping and Prejudice, Fall 2024, Spring 2025. Traditional in-person.

Ostracism, Rejection, & Exclusion, Spring 2024. Traditional in-person.

Close Relationships, Fall 2023. Traditional in-person.

Belonging and Exclusion, Spring 2023. Traditional in-person.

Psychology of Gender, Fall 2022. Traditional in-person.

Research Methods, Spring 2022. Traditional in-person.

Stereotyping and Prejudice, Fall 2021. Synchronous online.

DIVERSITY-RELATED ACTIVITIES AND SERVICE

Co-facilitator for Purdue BRIDGE program workshop Spring-Summer 2024

“Understanding and addressing intergroup, interminority, and intragroup challenges.”

Founder and Chair for the Purdue Psychology Mentorship Program Fall 2021-Present

Louis Stokes Alliance for Minority Participation (LSAMP) Spring 2022- Fall 2022
Meet and Greet Facilitator

Chair for Graduate and Postdoctoral Fellow Committee on Fall 2020-Spring 2022
Diversity, Equity, and Inclusion Purdue University,
Department of Psychological Sciences

PROFESSIONAL ACTIVITIES AND SERVICE

Black Cultural Center Graduate Student Night Manager, Purdue University Fall 2024-Present

Social Psychology Colloquium Coordinator, Purdue University Fall 2022

Purdue’s Graduate School January 2022-December 2022
Mentoring Graduate Student Fellow Program

PROFESSIONAL DEVELOPMENT

Black Social Psychologists Retreat (BlaSPR) Spring 2025

Black Social Psychologist Network (BSPN) Job Market Workshops Fall 2024

Preparing Future Faculty (PFF) Scholar Fall 2021-Present

Summer Institute in Social and Personality Psychology (SISPP), The Ohio State University, Summer 2023
Course: Harnessing Social Psychology to Understand and Improve Health,
taught by Drs. Lisa Jaremka & John Updegraff
Workshop: Stop Justifying Your Sample Size: Optimizing Studies to Detect Real [Publishable] Effects,
taught by Drs. Erin Hennes & Sean Lane

Short Course: Introduction to R and Data Analysis, CARMA Summer 2023

Society of Personality and Social Psychology Peer Advising Program, Spring 2022

Mentor: Dr. Stephen Anderson (Senior Manager in Marketing Science at Coherency)

Multicultural Competence Working Group Member

Fall 2020-Spring 2021

Society of Personality and Social Psychology Peer Advising Program,

Fall 2019- Spring 2020

Mentor: Dr. Analia Albuja (Assistant Professor, Northeastern University)

UNDERGRADUATE STUDENT MENTORSHIP

Purdue University

Samuel Gray, *Fall 2022- Spring 2024*

Nikitha Sivasankaravel, *Spring 2023*

Aaliyah Saunders, *Fall 2021-Spring 2023*

Monteith Intergroup Relations and Inclusion Lab

Purdue Psychology Mentorship Program

Purdue Psychology Mentorship Program

Jasmin Towns, *Fall 2022*

Purdue Honors College Research Mentorship Program

Abbygail Regacho, *Spring 2022*

Louis Stokes Alliance for Minority Participation (LSAMP)

Max Miller, *2021-2022* (co-mentored with Margo J. Monteith)

Purdue Psychology Research Focused Honors Program

Valparaiso University

Rachael McDonough, *Fall 2017* (co-mentored with Geoffrey Wetherell)

Mentoring Research in Psychology

Student Mentoring and Retention Team (SMART) Mentor, *Spring 2018-Spring 2019*

Office of Multicultural Programs

PROFESSIONAL AFFILIATIONS

American Psychological Association (APA)

Midwestern Psychological Association (MPA)

Society for Personality and Social Psychology (SPSP)

Society for the Psychological Study of Social Issues (SPSSI)

Psi Chi

STATISTICAL AND TECHNOLOGICAL SKILLS

Statistical Software: SPSS, R

Research Platforms: Qualtrics, Prolific, Amazon MTurk, Connect, Prime Panels

MEDIA COVERAGE

Dolan, E.W. (2024, May 13). Confronting workplace prejudice can reset social norms. *PsyPost*.

https://www.psypost.org/confronting-workplace-prejudice-can-reset-social-norms/#google_vignette

REFERENCES

Dr. Margo J. Monteith

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Email: mmonteit@purdue.edu

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Dr. Christopher R. Agnew

Professor, Purdue University

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Dr. Teri Kirby

Associate Professor, Purdue University

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Phone: 765-496-6483

Dr. Sa-kiera T. J. Hudson

Assistant Professor, University of California: Berkeley Haas School of Business

Email: sa.kiera.hudson@berkeley.edu