Jaclyn A. Lisnek

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Education

University of Virginia
PhD in Social Psychology, 2025
M.A. in Social Psychology, 2022
Dissertation: *An Educational Tool for Discussing Structural Racism and Motivating Change*
Faculty Advisor: Dr. Jazmin Brown-Iannuzzi
Secondary Faculty Advisor: Dr. Gabrielle Adams

Indiana University, Bloomington
B.A. (with Honors) in Psychology, *2018*
B.A. in Gender Studies, *2018*
Minor: Nonprofit Management, *2018*
Honors Thesis: *Overlooking Excessive Force Perpetrated Against Communities of Color: The Effects of Ambiguity and Race Cues on Perceptions of Police*
Faculty Advisors: Dr. Mary Murphy & Dr. Anne Krendl

Research Interests

Intergroup prejudice; inequality; stereotyping; psychological interventions; collective action; biases across health, education, and criminal justice domains

Research Positions

Postdoctoral Scholar, Stanford University 2025 – Present
- PIs: Dr. Steven Roberts and Dr. Jordan Starck
- New Map of Life Fellow; Center on Longevity

ACLU Research Intern and Consultant 2023
- Examining efficacy of police use of force policies across five cities
- Conducting qualitative interviews with ACLU affiliates, stakeholders, policy makers, and other relevant officials
- Analyzing policy elements by city

Lab Manager, Washington University in St. Louis 2018 – 2020
- Diversity Science Lab with PI: Dr. Calvin Lai
- Social Perceptions and Intergroup Attitudes Lab with PI: Dr. Clara Wilkins

Research Assistant, Indiana University
- Mind and Identity in Context Lab with PI: Dr. Mary C. Murphy 2015 – 2018
- Neuroscience of Mind and Behavior Lab with PI: Dr. Anne Krendl 2017 – 2018

Academic Honors, Awards and Grants

Ethics Collab Grant ($8,200) 2024
Funded by The Institute for Practical Ethics at UVA
I don't care why you did it: Victims are insensitive to transgressor intent statements

The Raven Society 2023
UVa's oldest and most prestigious honor society.

NSF Graduate Research Fellowship 2022
Annual stipend of $37,000 for three years.

Double Hoo Award ($5,500) 2021
Supports pairs of graduate and undergraduate students conducting research.
Diversity Discussions Through Humility

Jefferson Trust ($9,189) 2021
Extending Jefferson's Vision on Leadership: Learning how to discuss race and racism through humility

Diversity, Equity, and Inclusion ($9,000) 2021
Extending UVA's Mission to Support a Diverse Community Bound Together by Foundational Values: Humility and Willingness to Discuss Race and Racism

Self, Virtue, and Public Life Initiative ($187,176) 2019
(Through Templeton Religion Trust)
Harnessing Religious Values to Increase Public Virtue
Role: Consultant; PI: Dr. Clara Wilkins

Executive Deans List 2015 – 2018
Recognizes undergraduates who completed at least 12 graded credit hours and received a semester GPA of 3.7+

Hutton Honors College Travel Award 2017
Awarded by the Hutton Honors College. Criteria includes a major GPA of 3.7+ and a cumulative GPA of 3.4+

Psi Chi Midwestern Psychological Association Research Award 2017
Awarded by the Midwestern Psychological Association

SPSP Diversity Fund Undergraduate Registration Award 2017
Awarded by the Society of Personality and Social Psychology

Excellence in Research Award 2017
Awarded by the Indiana University Department of Psychological and Brain Sciences for performance in independent psychological research

PSI CHI Honor Society 2017

Mortar Board National College Senior Honor Society 2017

Publications

Pai, J., Raveendhran, R., Chou, E., Brown-Iannuzzi, J., **Lisnek, J.A.** (2025). Merit or Misstep? The Opportunities and Risks of Algorithmic Hiring for Women in Male-Dominated Fields. *Academy of Management Proceedings*.

Brown-Iannuzzi*, J.L., Cooley*, E., Espinel, S., **Lisnek, J.A.**, Cipolli, W., McClelland, S., (2025). Investigating White Americans' Mental Images of Who Has Abortions and its Impact on Attitudes Toward Abortion Policies. *Communications Psychology*.

Brown-Iannuzzi, J. L., Cooley, E., Vlasak, D., **Lisnek, J.A.**, Lei, R., Philbrook, L., Cipolli, W. (2025). Using a Novel "Perceived Self-Group Hierarchy" Measure to Predict White Americans' Health Via Feelings of "Falling Behind." *Social Science & Medicine*.

Lisnek, J.A., Brown-Iannuzzi, J., Adams, G. (2025). Investigating the impact of structural racism explanation for discriminatory behavior on judgments of the perpetrator. *Journal of Personality and Social Psychology*.

Lisnek, J.A., Caluori, N., Brown-Iannuzzi, J.L., Oishi, S. (2024). Inequality at the brink: How economic inequality exacerbates prejudice and the potential alleviating role of a universal income. *Personality and Social Psychology Bulletin*.

Wilkins, C. L., **Lisnek, J.,** Saadatian, K., Martin, L. (2024). Congregation Over Denomination: Analyzing Psychological Reactions to a Church Ruling on Same Sex Marriage. *Journal for the Scientific Study of Religion*.

Cooley, E., Tran, A., **Lisnek, J.A**., & Brown-Iannuzzi, J.L. (2023). Racialized Sexism: Nonverbal Displays of Power in the Workplace are Evaluated as More Masculine When Displayed by White (vs. Black) Women with Negative Implications for their Experience of Sexism and Hiring. *Personality and Social Psychology Bulletin*.

Brown-Iannuzzi, J. L., Trawalter, S., **Lisnek, J. A.,** Hoffman, K. M., & Payne, B. K. (2023). The invisible man: A replication study investigating whether interpersonal goals moderate White women's inattentional blindness to African American men. *Group Processes & Intergroup Relations*.

Lai, C.K., & **Lisnek, J.A**. (2023). The impact of implicit bias-oriented diversity training on police officers' beliefs and actions. *Psychological Science*.

Wilkins, C. L., Miller, C., de Paula Couto, C., Farias, J., **Lisnek, J.A.** (2023). Anti-Black Attitudes Predict Decreased Concern about COVID-19 among Whites in the U.S. and Brazil. *Social Science & Medicine*.

Lisnek, J.A., Wilkins, C.L., Wilson, M., & Ekstrom, P.D. (2022). Backlash against the #MeToo movement: How women's voice causes men to feel victimized. *Group Processes and Intergroup Relations*.

Wilkins, C.L., Wellman, J.D., Toosi, N.R., Miller, C.A., Martin, L.A., **Lisnek, J.A.** & Martin, L.A. (2021). Is LGBT progress seen as an attack on Christians?: Examining Christian/sexual orientation Zero-Sum Beliefs. *Journal of Personality and Social Psychology*.

Manuscripts Under Review

Lisnek, J.A., Frey, E., Brown-Iannuzzi, J.L., Adams, G. (under review). But I Didn't Mean To: Victims Dislike Transgressor Intent Statements.

Pai, J., Raveendhran, R., Chou, E., Brown-Iannuzzi, J., **Lisnek, J.A.** (In revision). Merit or Misstep? Algorithmic Hiring and Perceptions of Women's Merit in Male-Dominated Fields. *Nature Communications*.

Jeong, H.Y., **Lisnek, J.A*.,** Brown, X*., Adams, G.S., & Brown-Iannuzzi, J.L. (In revision). Racism as a Consequence of Neglecting the Interaction Between Structures and Individuals. *Perspectives on Psychological Science*.

Sullivan, N., **Lisnek, J.A.,** Roberts, S.O (In revision). What do we tell our kids? How White parents talk about police violence. *Journal of Experimental Psychology: General*.

Manuscripts in Preparation

Lisnek, J.A., Brown-Iannuzzi, J.L., Adams, G. (in prep). An Educational Tool for Discussing Systemic Racism and Motivating Change.

Lisnek, J.A., Starck, J., Roberts, S.O., (in prep). Perceptions of Structural and Individual Racism.

Lisnek, J.A., Starck, J., Roberts, S.O., (in prep). The Case for Teaching Race and Racism in Public Education. Invited submission at *Policy Insights from the Behavioral and Brain Sciences*.

Talks

Lisnek, J.A. (2026, June). Bridging Individual and Systemic Racism to Increase Awareness and Motivate Change. Invited talk to be presented at Stanford University, Department of Psychology.

Lisnek, J.A. (2026, February). Bridging Individual and Systemic Racism to Increase Awareness and Motivate Change. Allen L Edwards Endowed Award; Invited talk presented at University of Washington, Department of Psychology.

Lisnek, J.A. (2025, October). Bridging Individual and Systemic Racism to Increase Awareness and Motivate Change. Stanford Department of Psychology Colloquium.

Lisnek, J.A., Brown-Iannuzzi, J.L. Adams, G. (2025, February). The Culture Cycle: An Educational Tool for Discussing Structural Racism and Motivating Change. Talk at the Behavioral Sciences Across Grounds Conference at the University of Virginia.

Lisnek, J.A., Caluori, N., Brown-Iannuzzi, J.L. (2022, February). Inequality at the brink: How economic inequality exacerbates prejudice and the potential alleviating role of a universal income. Talk at the annual Society of Personality and Social Psychology; San Francisco, CA.

Lisnek, J. A., Wilkins, C. L., Ekstrom, P. D. & Wilson, M. E. (2021, July). Backlash against the #MeToo movement: Conservative men as failed allies. Talk at the 81st Annual Meeting of the Academy of Management (AOM), Online.

Poster Presentations

Lisnek, J.A., Brown-Iannuzzi, J.L., Adams, G. (February, 2026). Bridging Individual and Systemic Racism to Increase Awareness and Motivate Change. Poster presented at the annual Society of Personality and Social Psychology; Chicago, IL.

Lisnek, J.A., Caluori, N., Brown-Iannuzzi, J.L, & Oishi, S. (February, 2024). Investigating how economic inequality exacerbates intergroup prejudice. Poster presented at the annual Society of Personality and Social Psychology; San Diego, CA.

Lisnek, J.A., Brown-Iannuzzi, J.L, & Adams, G.S. (February, 2023). How framing racism predicts perceptions of perpetrators and policy support. Poster presented at the annual Society of Personality and Social Psychology; Atlanta, GA.

Lisnek, J.A., Wilkins, C.L., Wilson, M., & Ekstrom, P.D. (February, 2020). How #MeToo becomes #HimToo: Women's voice related to sexual assault and perceived victimization of men. Poster presented at the annual Society of Personality and Social Psychology; New Orleans, LA.

Lisnek, J.A., Wilkins, C.L., Wilson, M., & Ekstrom, P.D. (May, 2019). #MeToo hurts: Conservatives perceive that attention to sexual assault victimizes men. Poster presented at the Brehm Social Psychology conference; University of Kansas; Lawrence, KS.

Lisnek, J.A., Wilkins, C.L., Wellman, J.D., Toosi, N.R., Martin, L.A. (February, 2019). Are LGBT rights seen as an attack on Christians? Examining religion/sexual orientation zero-sum beliefs. Poster presented at the annual Society of Personality and Social Psychology; Portland, OR.

Lisnek, J.A., Kroeper, K.M., & Murphy, M.C. (April, 2018) Overlooking excessive force perpetrated against communities of color: Effects of racial bias, outcome bias, and cue ambiguity on culpability decisions. Poster presented at the Department of Psychological & Brain Sciences Undergraduate Honors Thesis Poster Symposium; Indiana University; Bloomington, IN.

Lisnek, J.A., Kroeper, K.M., & Murphy, M.C. (April, 2018) Overlooking excessive force perpetrated against communities of color: Effects of racial bias, outcome bias, and cue ambiguity on culpability decisions. Poster presented at the annual Midwestern Psychological Association; Chicago, IL.

Lisnek, J.A., Kroeper, K.M., & Murphy, M.C. (March, 2018) Overlooking excessive force perpetrated against communities of color: Effects of racial bias, outcome bias, and cue ambiguity on culpability decisions. Poster presented at the annual Society of Personality and Social Psychology; Atlanta, GA.

Research Mentorship & Teaching

Research Mentor 2022
PSYC 3439: Research Methods in Social Psychology

Research Mentor 2021
Double Hoo Grant

Teaching Assistant 2021
Department of Psychology, University of Virginia
PSYC 2600-100: Introduction to Social Psychology

Research Mentor 2020
PSYC 3500: Research Methods in Social Psychology

Teaching Assistant 2020
Department of Psychology, University of Virginia
PSYC 2600-100: Introduction to Social Psychology

Committees

Diversity Equity and Inclusion: Undergraduate Research Recruitment 2023 - 2025
Generate and implement strategies to increase the representation of underrepresented UVA undergraduates in psychology.

Diversity Equity and Inclusion: Data and Outreach 2022-2023
Analyze trends and emerging patterns to assess student outcomes and representation.

Diversifying Scholarship Conference Committee 2023 - 2024
Plan the diversifying scholarship conference, which is meant to uplift research focused on diversity, inclusivity, and reducing inequality and bias.

Skills

Research design: Survey design; experimental design; field study design; interviews and focus groups; implicit and explicit measures; bio-measures; neurocognitive testing; manuscript preparation; scientific writing; grant writing

Data analysis: regression, ANOVA, repeated measures ANOVA, mediation, moderation, multilevel modeling, longitudinal analysis, qualitative and quantitative analysis

Statistical software: R, SPSS, JASP

Programming and markup languages: HTML/CSS, JavaScript

Survey platforms: LabJS, Project Implicit Dashboard, Inquisit, Qualtrics

Data collection platforms: Amazon Mechanical Turk (MTurk), CloudResearch, Lucid Theorem, Prolific

Other technology: Adobe Photoshop, Microsoft Office Suite (Word, Excel, PowerPoint), Google Suites (Sheets, Docs, Forms)

References

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**Graduate Advisor*

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