

**Lucy Zhang Bencharit**

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**Education:**

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Stanford University, Graduate School of Humanities and Sciences.

Ph.D., Department of Psychology. Degree Anticipated: June, 2018

Dissertation title: "Creating Multicultural Work Settings by Reducing Emotion-Based Biases:  
The Role of Emotional Values in Hiring Decisions"

Dissertation Committee: Jeanne Tsai (Advisor), Hazel Markus, & Jamil Zaki

New York University, Graduate School of Arts and Sciences.

Masters of Arts in General Psychology. Degree conferred: September, 2010

New York University, College of Arts and Sciences.

Bachelor of Arts, Major: Psychology, Minor: Sociology. Degree conferred: May, 2007

**Professional Experience:**

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- Stanford Department of Psychology Researcher and Instructor 2012-Present
- UCLA Consortium for Police Leadership in Equity Project Coordinator 2011- 2012
- UCLA Adolescents Coping with Everyday Stress Project Interviewer 2010- 2012
- NYU Center for Culture, Development, and Education Project Coordinator 2007-2010

**Publications:**

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Manuscripts In Preparation:

- **Bencharit, L.Z.**, Lee, A., & Tsai, J.L. (In preparation). Ideal Affect Match in Higher Education Facilitates Teaching and Learning Across Cultures.
- **Bencharit, L.Z.**, Fu, A., & Markus, H. (In preparation). There's no "I" in "Team": Interdependent Motivation and Consequences for Teamwork Across Cultures.

Manuscripts Under Review:

- **Bencharit, L.Z.**, Tsai, J.L., Ho, Y.W., Fung, H., Yeung, D., & Stephens, N. (Under Review). Should Job Applicants Be Excited or Calm?: The Role of Culture and Ideal Affect in Employment Settings.
- Tsai, J.L., Blevins, E., **Bencharit, L.Z.**, Chim, L., Holm, B., & Fung, H. (Under Review). Judgments of Extraversion Vary By Culture and Ideal Affect.

- Goff, P. A., Jackson, M. C., Thomas, M. A., **Zhang, L.**, & Reddy, K. (Under Invited Resubmission). When music makes the man: White performances of Black culture and masculinity. *Personality and Social Psychology Bulletin*.

Book Chapters:

- Carey, R., & **Bencharit, L.Z.** (In Press). Socio-economic Cultures: How Education Shapes Who We Are. *Socioeconomic Environment and Human Psychology*.
- **Bencharit, L.Z.** & Tsai, J.L. (2016). Positive Psychology in Asian Americans. In E. Chang (Ed.), *Handbook of Positive Psychology in Racial and Ethnic Minority Groups: Theory, Research, Assessment, and Practice*.
- **Zhang, L.** & Tsai J.L. (2014). The Assessment of Acculturation in Asian American Samples. In L.T. Benuto, N.S. Thaler, & B.D. Leany (Eds.), *Guide to Psychological Assessment with Asian Americans*.

**Invited Talks & Conference Presentations:**

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- **Bencharit, L.Z.** & Tsai, J.L., Ho, Y.W., & Fung, H. (2017, January). Keep Calm and Carry On? Not if you want to be hired in the U.S. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX. SPSP Student Poster Award Competition Runner Up.
- **Bencharit, L.Z.** & Tsai, J.L. (2016, March). Hire me! The cultural shaping of emotional values and expressions in job applications. Talk given at the meeting of the Society for Affective Science, Chicago, IL.
- **Bencharit, L.Z.** (February, 2016). Hire me! The cultural shaping of emotional values and expressions in job applications. Invited talk given at the Department of Psychology Prospectives Weekend Affective Seminar.
- **Bencharit, L.Z.** & Tsai, J.L. (2016, January). Cultural Differences in the Desired Emotions for Work. Talk given at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- **Zhang, L.**, Tsai, J.L., Jiang, D., & Fung, H. (2015, March). Asian Americans Switch Emotional Responses to Cultural Cues in the Workplace. Poster presented at the Society for Affective Science, San Francisco, CA.
- **Zhang, L.**, Tsai, J.L., Jiang, D., & Fung, H. (2015, February). Asian Americans Switch Emotional Responses to Cultural Cues in the Workplace. Poster presented at the Society for Personality and Social Psychology, Long Beach, CA.
- **Zhang, L.** & Tsai, J.L. (2014, May). Asian Americans Switch Emotional Responses to American and Chinese Internship Applications. Poster presented at the Association for Psychological Science, San Francisco, CA.

- **Zhang, L.** & Tsai, J.L. (2014, February). Navigating Two Worlds: Culture shapes biculturals' emotions. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- **Zhang, L.**, Way, N., & Hughes, D. (2011, April). American Identity: The missing link between acculturation and adolescent outcomes. Poster presented at the biennial meeting of the Society for Research on Child Development, Montreal, Canada.
- Hernández, M.G., Way, N., Hughes, D., **Zhang, L.**, Silverman, L., Andrade, D, Hegde, R., Raufman, J. (2011, April). School Ethnic Composition and Ethnic Identity: A Qualitative Exploration of White, Black, Chinese, and Dominican adolescents. In Leoandra Rogers (Chair) Constructing Identities in Context: The Role of Schools in Adolescent Identity Development. Symposium presented at the biennial meeting of the Society for Research on Child Development, Montreal, Canada.
- Hernández, M.G., Way, N., Hughes, D., **Zhang, L.**, Raufman, J. Hegde, R., Silverman, L., Zhou, J., & Andrade, D. (2010, March). Who do I Want to be and not be: A Qualitative Exploration of Middle School Adolescents Ethnic/Racial Identities in Context. In M. G. Hernández (Chair) Through a Contextual Lens: Examining the Identities of Multi-Ethnic Adolescents in Three Cities. Symposium presented at the 13th biennial meeting of the Society for Research on Adolescence, Philadelphia, PA.
- Niwa, E.Y., Mukherjee, P.P., Tubbs, C., Wan, K., **Zhang, L.**, Hughes, D.L., Chen, P. (2009, April). Maternal Perceptions of Adolescent Friendships in the United States, China, and India. Poster presented at the biennial meeting of the Society for Research on Child Development, Denver, CO.

### Honors and Awards:

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- Society for Personality and Social Psychology Student Poster Award Runner Up 2017
- Ford Foundation Pre-dissertation Fellowship: Honorable Mentioned 2013
- NYU All University Dean's List 2004-2007; 2008-2010
- NYU MA Scholars Award (Psychology Department) 2010
- NYU Founder's Day Award for Academic Excellence 2007
- NYU Distinguished Mentor Award (Dept. of Psychology) 2007

### Grants and Fellowships:

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- Comparative Studies in Race and Ethnicity Teaching Fellowship (\$28,000) 2017- 2018
- Stanford East Asian Studies Summer Graduate Dissertation Grant (\$7,000) 2017
- Stanford Diversity Dissertation Research Opportunity (\$2,500) 2016
- Stanford Graduate Research Opportunity Fund (\$4,000) 2016
- Stanford Psychology Department Research Fund (\$4,000) 2016

## Teaching & Mentorship:

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### Primary Instructor Roles

- Stanford "Navigating Multicultural Worlds Seminar" Spring 2018
- Stanford "Personality and Affective Science" Summer 2014, 2015, 2016, 2017

### Teaching Assistant Roles

- Stanford Comparative Studies in Race and Ethnicity Winter 2018
- Stanford Cultural Psychology Winter 2017
- Stanford Intergroup Communication Spring 2015
- Stanford Personality and Affective Science Spring 2014; Spring 2015
- Stanford Introduction to Statistical Methods Winter 2014; Winter 2015
- Stanford Clinical Psychology Fall 2014
- NYU Introduction to Psychology Fall 2006, Spring 2007

### Mentorship Roles

- Stanford Psych-Summer Program Mentor 2013; 2016; 2017
- Stanford Co-term Thesis Project Mentor 2015-2016
- Stanford Honors Thesis Mentor 2014-2015

### Guest Lectures

- "Does My Neighborhood Shape Who I Am?" For Personality Psychology 2015, 2016, 2018

## Service:

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- Diversity Town Hall Organizer & Host November 2016
- Department of Psychology Diversity Committee 2015-2017
- Culture and Emotion Lab Organizer Fall 2016
- Student Representative (psychology graduate student cohort of 2012) 2012-2018
- Stanford Graduate Admissions Committee for Affective Science Area 2013-2014
- Affective Seminar Planning Committee 2013-2014
- Stanford Culture Colaboratory Organizer 2013-2014