

Lucy Zhang Bencharit, Ph.D.

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Education:

Stanford University, Graduate School of Humanities and Sciences.

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

Dissertation title: "Emotional Diversity in Organizational Settings: How culture and ideal affect shape employment and leadership outcomes."

Dissertation Committee: Jeanne Tsai (Advisor), Hazel Markus, Jamil Zaki, Steven Roberts, & Deborah Gruenfeld

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:

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

Publications:

Manuscripts In Preparation and Under Review:

- **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.**, Qu, Y., & Ko, M., Tsai, J.L. (In preparation). Ideal affect shapes leadership choice 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.
- **Bencharit, L.Z.**, Carey, R., Tsai, J.L., & Markus, H. (In preparation). Culture or Class?: Intersecting identities shape health and self construal.
- Toro., J.D., Lloyd, T., Buchanan, K.S., Robins, S.J., **Bencharit, L.Z.**, Smiedt, M.G., Reddy., K.S., Goff., P.A. (Under Invited Resubmission). When policing causes crime: The criminogenic effects of police stops on adolescent black and Latino boys. *PNAS*.

Peer Reviewed Journal Articles:

- **Bencharit, L.Z.**, Ho, Y.W., Fung, H., Yeung, D., Stephens, N., Romero, R., & Tsai, J.L. (2018). Should Job Applicants Be Excited or Calm?: The Role of Culture and Ideal Affect in Employment Settings. *Emotion*. <http://dx.doi.org/10.1037/emo0000444>

- Tsai, J.L., Blevins, E., **Bencharit, L.Z.**, Chim, L., Holm, B., & Fung, H. (2018). Judgments of Extraversion Vary By Culture and Ideal Affect. *Journal of Personality and Social Psychology*. <http://dx.doi.org/10.1037/pspp0000192>

Book Chapters:

- Carey, R., & **Bencharit, L.Z.** (2018). 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*, 75-101.

Select Invited Talks & Conference Presentations:

- **Bencharit, L.Z.** & Tsai, J.L. (2018, May). Should Job Applicants Be Excited or Calm?: The Role of Culture and Ideal Affect in Employment Settings. Symposium talk given at the annual meeting of the Association for Psychological Science, San Francisco, CA.
- **Bencharit, L.Z.**, Ho, Y.W., Fung, H., Yeung, D., Stephens, N., Romero, R., & Tsai, J.L. (2018, March). Should Job Applicants Be Excited or Calm?: The Role of Culture and Ideal Affect in Employment Settings. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- **Bencharit, L.Z.** (2018, January). Should Job Applicants Be Excited or Calm?: The Role of Culture and Ideal Affect in Employment Settings. Invited talk given at Stanford Culture Colaboratory, Prospectives Weekend.
- **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:

- Stanford Vice Provost of Graduate Education Research and Teaching Award 2018
- 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:

- 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 (\$5,000) 2016
- Stanford Graduate Research Opportunity Fund (\$4,000) 2016
- Stanford Psychology Department Research Fund (\$4,000) 2016

Teaching & Mentorship:

Primary Instructor Positions

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

Teaching Assistant Positions

- Stanford Comparative Studies in Race and Ethnicity Winter 2018
- Stanford Cultural Psychology (*Writing in the Major*) 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:

- Diversity Town Hall Organizer & Host November 2016
- Department of Psychology Diversity Committee 2015-2017
- Culture and Emotion Lab Organizer Fall 2016
- Student Representative (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

Media:

South China Morning Post. (8/1/18). The traits that make US firms less likely to hire Hong Kong Chinese over white applicants, according to Stanford study.

<https://www.scmp.com/lifestyle/article/2157768/traits-make-us-firms-less-likely-hire-hong-kong-chinese-over-white>

Newsweek. (7/6/18). Calm job applicants may be at a disadvantage when it comes to getting hired, study finds. <https://www.newsweek.com/calm-job-applicants-might-be-disadvantage-study-says-1026786>

Stanford Report. (7/6/18). Stanford study shows how job candidates show their emotions may result in hiring disparities, workplace bias.

<https://news.stanford.edu/2018/07/06/emotions-may-result-hiring-workplace-bias/>