

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.”

Committee: Jeanne Tsai, 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:

California Polytechnic State University, San Luis Obispo, Dept. of Psychology & Child Development

Assistant Professor of Organizational Behavior and Diversity

Beginning September, 2019

Stanford University, Department of Psychology & Stanford SPARQ

Post-doctoral Research Scientist

2018-2019

Stanford University, Department of Psychology

Research Scientist & Instructor

2012-2018

UCLA Consortium for Police Leadership in Equity

Project Coordinator

2010- 2012

UCLA Adolescents Coping with Everyday Stress (ACES) Project

Research Scientist & Interviewer

2011- 2012

NYU Center for Culture, Development, and Education

Project Coordinator

2007-2010

Publications:

Peer Reviewed Journal Articles:

Toro., J.D., Lloyd, T., Buchanan, K.S., Robins, S.J., **Bencharit, L.Z.**, Smiedt, M.G., Reddy., K.S., Goff., P.A. (In Press). When policing causes crime: The criminogenic effects of police stops on adolescent black and Latino boys. *Proceedings of the National Academy of Sciences*.

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.

Manuscripts Under Review:

Bencharit, L.Z., Ko, M., Blevins, E., Qu, Y., Fung, H.H., & Tsai, J.L. (Under Review). When people choose excited leaders: Culture, ideal affect, and performance predict leadership choice.

Manuscripts In Preparation:

Bencharit, L.Z., Lee, J., Fu, A., & Markus, H. (In preparation). There's no "I" in "Team": Interdependent Motivation and Consequences for Teamwork Across Cultures.

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., Carey, R., Tsai, J.L., & Markus, H. (In preparation). Culture or Class?: Intersecting identities shape health and self-construal.

Select Invited Talks & Conference Presentations:

Bencharit, L.Z., Ko, M., Blevins, E., Qu, Y., Fung, H.H., & Tsai, J.L. (2019, March). Ideal Affect Shapes Leadership Choice: European Americans choose excited leaders while Hong Kong Chinese choose calm leaders when organizations are in growth. Poster presented at the Society for Affective Science, Boston, MA.

Bencharit, L.Z., Ko, M., Blevins, E., Qu, Y., Fung, H.H., & Tsai, J.L. (2019, February). In Good Times and Bad?: Culturally Shaped Positive Expressions Predict Leadership Choice in Growth But Not Crisis. Poster presented at the Society for Personality and Social Psychology, Portland, OR.

- 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.

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)	2017
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 (<i>Writing in the Major</i>)	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
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Service:

Dept. of Psychology Diversity Town Hall Organizer & Host	2016
Department of Psychology Diversity Committee	2015-2017
Culture and Emotion Lab Organizer	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:

Press Mentions:

South China Morning Post. (8/1/18). The traits that make U.S. 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/>

Social Media Mentions:

The New Reddit Journal of Science. (7/13/18). Job applicants who want to appear calm and collected might be at a disadvantage. According to a new Stanford study, American employers are more likely to favor excited over relaxed candidates.

https://www.reddit.com/r/science/comments/8yjgj1/job_applicants_who_want_to_appear_calm_and/

The University Network. (July, 2018). American Employers Prefer “Excited” Candidates In Job Interviews. <https://www.tun.com/blog/american-employers-prefer-excited-candidates-in-job-interviews/>