

Lucy Zhang Bencharit, Ph.D.

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Academic Positions:

California Polytechnic State University SLO, Dept. of Psychology & Child Development
Assistant Professor of Organizational Behavior and Diversity September, 2019 to Present

Stanford University, Department of Psychology & Stanford SPARQ
Post-doctoral Research Scientist 2018-2019

Stanford University, Department of Psychology
Research Scientist & Instructor 2012-2018

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

Teaching & Mentorship:

Primary Instructor Positions

California Polytechnic State University “Teamwork” Fall, 2019
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

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

Stanford Introduction to Psychology “Culture”	2019
Stanford Personality Psychology “Does My Neighborhood Shape Who I Am?”	2015, 2016, 2018

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., Pouget, E.R., Kerrison, E.M., & Goff, P.A. (2019). When policing causes crime: The criminogenic effects of police stops on adolescent black and Latino boys. *Proceedings of the National Academy of Sciences*. <https://doi.org/10.1073/pnas.1808976116>

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 In Preparation:

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.

Bencharit, L.Z., Fung, H.H., Tsai, J.L. (In preparation). Cultural differences in positive and negative emotional expressions on job applications.

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.

Invited Talks & Conference Presentations:

Bencharit, L.Z., Fung, H.H., & Tsai, J.L. (2020, May). What are your strengths and weaknesses?: Cultural differences in conveying positive and negative emotions on job applications. Talk to be given as part of symposium "Advances in Culture, Emotions, and Relationship Science across Diverse Contexts" at the Association for Psychological Science, Chicago, IL.

Bencharit, L.Z., Ko, M., Blevins, E., Qu, Y., Fung, H.H., & Tsai, J.L. (2020, February). When Do People Choose Excited Leaders?: Culture, ideal affect, and performance predict leadership choice. Poster to be presented at the Society for Personality and Social Psychology, New Orleans, LA.

Bencharit, L.Z. (2020, January). Culture, Emotion, and Organizational Diversity. Talk to be given at the Cal Poly MHRIS Research Seminar, Orfalea College of Business, San Luis Obispo, CA.

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:

Stanford 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

Service:

California Polytechnic State University Psych & CD Research Track Committee	Fall 2019-Present
California Polytechnic State University Psychology Club Advisor	Fall 2019-Present
California Polytechnic State University Psych & CD Diversity Committee	Fall 2019-Present
Stanford Dept. of Psychology Diversity Town Hall Organizer & Host	2016
Stanford Department of Psychology Diversity Committee	2015-2017
Stanford Culture and Emotion Lab Organizer	2016
Stanford Graduate Student Representative (Cohort of 2012)	2012-2018
Stanford Graduate Admissions Committee for Affective Science Area	2013-2014
Stanford Affective Seminar Planning Committee	2013-2014
Stanford Culture Colaboratory Organizer	2013-2014

Professional Associations:

Society for Personality and Social Psychology	2007-Present
American Psychological Association	2007-Present
Association for Psychological Science	2007-Present
International Association for Cross Cultural Psychology	2012-Present
Society for Affective Science	2014-Present

Pedagogical Development:

“Getting a Good Launch for New(er) Faculty” Learning Community California Polytechnic State University	2019-Present
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Media:

Press Mentions:

Society for Human Resource Management. (8/9/18). Hiring for “excitement” can lead to culture bias. <https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/hiring-excitement-culture-bias.aspx>

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. (7/2018). American Employers Prefer “Excited” Candidates In Job Interviews. <https://www.tun.com/blog/american-employers-prefer-excited-candidates-in-job-interviews/>