

Christopher K. Marshburn

Department of Psychology
207H Kastle Hall
University of Kentucky
Lexington, KY 40506-0044
Email: cmarshburn@uky.edu

ACADEMIC APPOINTMENTS

- Current** Assistant Professor
Department of Psychology
University of Kentucky
- 2016 – 2018** Multicultural Postdoctoral Fellow
Department of Psychological Science
University of North Carolina at Charlotte

EDUCATION

- 2016** PhD in Psychology, University of California, Irvine
Specialization: Social Psychology
Minor: Quantitative Methods
- 2012** M.A. in Social Ecology, University of California, Irvine
- 2007** B.A. in Psychology, Randolph-Macon College
Graduated Cum Laude (Psychology)

RESEARCH INTERESTS

Racism, Intra- and Intergroup relations, Social Support, Coping, Health

HONORS AND AWARDS

- 2018** UC President's Postdoctoral Fellowship Program (Alternate), UC Berkeley
- 2016 – 2018** Multicultural Postdoctoral Fellowship, UNC Charlotte
- 2015 – 2016** Graduate Division President's Dissertation Year Fellowship, UC Irvine
- 2015** School of Social Ecology Dean's Inclusive Excellence Research Award, UC Irvine
- 2015** Associated Graduate Students Travel Award, UC Irvine
- 2013** Summer Institute in Social and Personality Psychology Fellow (UC Davis)
- 2012, 2015, 2016** DECADE Diversity Travel Award, UC Irvine
- 2012** Society for Personality and Social Psychology Diversity Travel Award
- 2012** Society for Personality and Social Psychology Student Poster Award (1st place)
- 2012** School of Social Ecology Graduate Student Mentor Award, UC Irvine
- 2010 – 2013** National Science Foundation Graduate Research Fellowship
- 2007** Virginia Governor's Fellow Program
- 2007** Algernon Sydney Sullivan Award (commitment to public service), Randolph-Macon College
- 2007** Psi Chi International Honor Society in Psychology, Randolph-Macon College
- 2006** Schapiro Undergraduate Research Fellowship, Randolph-Macon College

RESEARCH TRAINING AND EXPERIENCE

- 2016 – 2018** **Postdoctoral Researcher**
Diversity, Inclusion, and Creating Equality Laboratory
Department of Psychological Science, UNC Charlotte
Laboratory led by Dr. Enrica Ruggs
- May 2014** **Psychophysiology Workshop**
Heart Rate Variability and Impedance Cardiography
Workshop led by Dr. Gary Berntson and Gene Barbanera
- Summer 2013** **Summer Institute in Social and Personality Psychology**
Belongingness, Responsiveness, and Close Relationships
Course led by Drs. Harry Reis and Cynthia Pickett
- 2011 – 2016** **Graduate Student Researcher**
Culture, Relationships, and Health Laboratory
Department of Chicano/Latino Studies, UC Irvine
Laboratory led by Dr. Belinda Campos
- 2009 – 2013** **Graduate Student Researcher**
Department of Psychology and Social Behavior, UC Irvine
Laboratory led by Drs. Peter Ditto and Eric Knowles

PUBLICATIONS

- Ruggs, E.N., Harrington, N.T., Brown, D., Park, L.S., **Marshburn, C.K.**, & Martinez, L.R. (2018). Understanding bias in the workplace and strategies to combat it. In R.J. Burke & C.L. Cooper (Eds.), *Violence and abuse in the workplace*. (pp. 191-210). New York, NY: Routledge.
- Marshburn, C.K.**, & Knowles, E.D. (2017). White out of mind: Identity suppression as a coping strategy among Whites anticipating racially charged interactions. *Group Processes and Intergroup Relations*, 21, 874-892. doi: 10.1177/1368430216681178
- Marshburn, C.K.**, Harrington, N.T., & Ruggs, E.N. (2017). Taking the ambiguity out of subtle and interpersonal discrimination: A management perspective. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 87-93. doi: 10.1017/iop.2016.106
- Busse, D., Yim, I.S., Campos, B., & **Marshburn, C.K.** (2017). Discrimination and the HPA axis: Current evidence and future directions. *Journal of Behavioral Medicine*, 40, 539-552. doi: 10.1007/s10865-017-9830-6
- Lai, C.K., Skinner, A.L., Cooley, E., Murrar, S., Brauer, M., Devos, T., Calanchini, J., Xiao, Y.J., Pedram, C., **Marshburn, C.K.**, Simon, S., Blanchar, J.C., Joy-Gaba, J.A., Conway, J., Redford, L., Klein, R.A., Roussos, G., Schellhaas, F.M.H., Burns, M., Hu, X., McLean, M.C., Axt, J.R., Asgari, S., Schmidt, K., Rubinstein, R., Marini, M., Rubichi, S., Shin, J. L., & Nosek, B.A. (2016). Reducing implicit racial preferences: II. Intervention effectiveness across time. *Journal of Experimental Psychology: General*, 145, 1001-1016. doi: 10.1037/xge0000179

Knowles, E.D., & **Marshburn, C.K.** (2010). Understanding White identity politics will be crucial to diversity science. *Psychological Inquiry: An International Journal for the Advancement of Psychological Theory*, 21, 134-139. doi: 10.1080/1047840X.2010.483245

MANUSCRIPTS IN PREPARATION

Marshburn, C.K., & Knowles, E.D. *Is it racist? Social dominance motives when identifying instances of racism*. In preparation.

Marshburn, C.K., & Campos, B. *Easing the burden: Social support for discrimination talk in cross-race friendships*. In preparation.

Ruggs, E.N., **Marshburn, C.K.**, & Grenier, K. *Triggered responses: Employee's workplace reactions to police use of force*. Under review.

Cochran, K.J., **Marshburn, C.K.**, & Levine, L.J. *Never in anger: Effects of gender, race, and emotion on evaluation of workplace competence and status*. In preparation.

Ruggs, E.N., **Marshburn, C.K.**, & Grenier, K. *How organizations' discrepant diversity messages influence employee turnover intentions*. In preparation.

Frenda, S.J., **Marshburn, C.K.**, & Lynch, M.P. *Racist memories: How racial stereotypes distort memory*. In preparation.

CHAired SYMPOSIA

Marshburn, C.K. (2016, May). Understanding when you can't understand: Social support for discrimination talk among same-and cross-race friends. In C.K. Marshburn (Chair), *Context matters: Examining social relationships with implications for health in diverse settings*. Symposium conducted at the annual meeting of the Association for Psychological Science, Chicago, IL.

CONFERENCE PRESENTATIONS AND POSTERS (*denotes undergraduate student author)

Flynn, E., Cochran, K.J., **Marshburn, C.K.**, & Levine, L.J. (2019, March). *Workplace anger costs women irrespective of race*. Poster to be presented at the International Convention of Psychological Science, Paris, France.

Grenier, K., Ruggs, E.N., Summerville, K., & **Marshburn, C.K.** (2018, April). *Likes and retweets: Are we neglecting social media as viable workplace support?* Symposium presented at the 33rd Annual Conference of the Society for Industrial & Organizational Psychology, Chicago, IL.

Ruggs, E.N., **Marshburn, C.K.**, & Grenier, K. (2017, October). *Employees' reactions to police use of force*. Paper presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.

*****Winner of the Best Paper in Careers/Social Issues/Diversity Issues/Ethics**

Grenier, K., **Marshburn, C.K.**, & Ruggs, E.N. (2017, May). *"Don't send me garbage like this": Analysis of workplace emails about police use of force*. Poster presented at the annual meeting of the Association for Psychological Science, Boston, MA.

Marshburn, C.K., & Campos, B. (2015, May). *Easing the burden: Social support for discrimination talk in cross-race friendships*. Poster presented at the annual meeting of the Association for Psychological Science, New York, NY.

Marshburn, C.K., & Knowles, E. D. (2013, January). *Social dominance motives when identifying instances of racism*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

*Erickson, M.M., *Do. S.X., **Marshburn, C.K., & Knowles, E.D.** (2013, January). *Speaking without words: Nonverbal discomfort when anticipating intra- and intergroup interactions*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Marshburn, C.K., & Knowles, E.D. (2012, January). *Speaking of race: Confronting race in interpersonal interactions*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

*****Student Poster Award Finalist (1st place)**

Marshburn, C.K., & Klaaren, K.J. (2007, February). *Seeing the difference: Awareness of White privilege in minority students*. Poster presented at the annual meeting of the South Eastern Psychological Association, New Orleans, LA.

INVITED TALKS, GUEST LECTURES, AND PANELS

Marshburn, C.K. (2017, November). *Examining both sides of the coin: Understanding how White and Black Americans engage with racism*. Invited speaker at UC Berkeley's Relationships and Social Cognition Lab, Berkeley, CA.

Marshburn, C.K. (2017, April). *Can you feel what I'm saying: Examining social support and responsiveness in same- and cross-race conversations about racism*. Invited speaker at the University of North Carolina at Charlotte Excite and Engage speaker series, Charlotte, NC.

Marshburn, C.K. (2016, April). *Examining both sides of the coin: Understanding how White & Black Americans engage with race*. Invited speaker at the University of North Carolina at Charlotte colloquium series, Charlotte, NC.

Marshburn, C.K. (2014, June). *Avoiding hierarchy reproduction in our science*. Guest lecturer at the University of California, Irvine Social Ecology Honors Program course, Irvine, CA.

Marshburn, C.K. (2014, June). *A history of race in psychology*. Guest lecturer at the University of California, Irvine Error and Bias course, Irvine, CA.

Marshburn, C.K. (2012, November). *Is it racist? Social dominance motives when identifying instances of racism*. Presentation at the University of California Department of Psychology and Social Behavior Colloquia Series, Irvine, CA.

Marshburn, C.K. (2010-2012, Summer). *Private & foundation fellowships*. Panelist at the University of California, Irvine Graduate Division Summer Funding Workshop Series, Irvine, CA.

Marshburn, C.K. (2009, April). *I will make you think: Understanding how judgment heuristics influence stereotypes.* Invited speaker at the Randolph-Macon College Black Culture Society's Footprints Speaker Series, Ashland, VA.

Marshburn, C.K. (2007, May). *Caught in the middle: Social definitions of "acting Black" and "acting White."* Presentation at the annual Randolph-Macon College Research Symposium, Ashland, VA.

Marshburn, C.K., & Shareef, K.R. (2006, May). *What is a good man?* Presentation at the annual Randolph-Macon College Research Symposium, Ashland, VA.

TEACHING EXPERIENCE

Fall 2018 **Instructor**
Social Psychology and Cultural Processes
Department of Psychology, University of Kentucky
Enrollment: 16

Spring 2017, 2018 **Instructor**
Introduction to Social Psychology
Department of Psychological Science, UNC Charlotte
Enrollment: 43; 49

Spring 2012 **Instructor**
Social Ecology Honors Program SPSS workshop
Department of Psychology and Social Behavior, UC Irvine

2009, 2010, 2015 **Teaching Assistant**
Department of Psychology and Social Behavior, UC Irvine

Winter 2015 *Naturalistic Field Research*
Spring 2010 *Social Animal*
Winter 2010 *Social Animal*
Fall 2009 *Health Psychology*

MENTORING EXPERIENCE

May 2017 **Organizational Science Summer Institute (OSSI)**
Department of Psychological Science, UNC Charlotte
Project Title: *Discrimination and the Effects on Job Satisfaction*
Student: *Taylor Edwards*; presented talk at UNC Charlotte's 2017 OSSI Research Symposium

2015 – 2016 **Undergraduate Research Opportunity Program Advisor**
Department of Psychology and Social Behavior, UC Irvine
Project Title: *The Impact of Racial Socialization on Accounts of Perceived Racial Discrimination*
Students: *Carmen Vickers, Semaj Garbutt, and Ester Kim*; presented talk and poster at UC Irvine 2016 Undergraduate Research Symposium
*****Judges Selection Award**

- 2014 – 2015 Undergraduate Research Opportunity Program Advisor**
Department of Psychology and Social Behavior, UC Irvine
Project Title: *Discrepancies in Accounts of Racial Discrimination Among Black Students at UCI*
Students: *Carmen Vickers, Susan Rodriguez and Semaj Garbutt*; presented poster at UC Irvine 2015 Undergraduate Research Symposium; awarded \$1000
- 2013 – 2014 Undergraduate Research Opportunity Program Advisor**
Department of Psychology and Social Behavior, UC Irvine
Project Title: *Driven to Succeed: Investigating Academic And Social Outcomes for College Commuters*
Students: *Maral Keosseian, Lina Yoo and Carmen Vickers*; presented poster at UC Irvine 2014 Undergraduate Research Symposium
***Judges Selection Award
- 2011 – 2014 Graduate Student Mentor**
Department of Psychology and Social Behavior, UC Irvine
Graduate Students: *Sachiko Donley and Valentina Valentovich*
- 2011 – 2012 Honors Thesis and Undergraduate Research Advisor**
Social Ecology Honors Program
Department of Psychology and Social Behavior, UC Irvine
Project Title: Project: *Speaking Without Words: Nonverbal Communication in Intergroup Interactions*
Students: *Sang Do* (accepted into California State University at Long Beach's Master's of Counseling Program) and *Malika Erickson* (accepted into UCLA School of Law); presented talk and poster at UC Irvine 2012 Undergraduate Research Symposium; presented poster at 2013 Society for Personality and Social Psychology Annual Conference in New Orleans, LA
- Summer 2011 Summer Undergraduate Research Program Advisor**
Department of Psychology and Social Behavior, UC Irvine
Student: *Sang Do*; awarded \$2,100
- 2009 – 2016 Research Project Coordinator**
Department of Psychology and Social Behavior, UC Irvine
Recruited over 30 research assistants (RAs); trained RAs to rate nonverbal discomfort, administer surveys, and conduct laboratory based social interaction experiments

SERVICE SUPPORTING BLACK AND UNDERREPRESENTED MINORITY STUDENTS

- Marshburn, C.K.** (2018, October). *Standing for change: A conversation on corporate social responsibility*. Facilitator at the University of Kentucky Martin Luther King Center Soup and Substance meetings, Lexington, KY.
- Marshburn, C.K.** (2018, October). *My path to the professoriate*. Invited speaker at the University of Kentucky Martin Luther King Center Lunch and Learn series, Lexington, KY.
- Marshburn, C.K.** (2017, May). *Being a minority in academia*. Panelist at the University of North Carolina at Charlotte Organizational Science Summer Institute Workshop, Charlotte, NC.

Marshburn, C.K. (2014, April). *Preparing for graduate education as a diverse student*. Panelist at the University of California, Irvine Latino/a Student Psychological Association, Irvine, CA.

Marshburn, C.K. (2014, March). *What Now? Finding effective ways to talk about racism and racial discrimination*. Guest lecturer at the University of California, Irvine Reaffirming Ethnic Awareness and Community Harmony course, Irvine, CA.

Marshburn, C.K. (2014, February). *Getting to grad school*. Invited speaker at the University of California, Irvine Student Outreach and Retention Center Grad Student Series, Irvine, CA.

Marshburn, C.K. (2013, November). *Seizing the moment: Research opportunities for under-represented minorities*. Invited speaker at North Carolina Central University, Durham, NC.

Marshburn, C.K., & Thomas, A. (2013, February). *Charting your future: Graduate school and the workforce*. Guest lecturer at the University of California, Irvine Black Leadership Course, Irvine, CA.

Marshburn, C.K. (2012, August). *The fellowship application experience*. Panelist at the University of California, Irvine Diverse Educational Community and Doctoral Experience Funding Workshop, Irvine, CA.

Marshburn, C.K. (2012, May). *Being a Black leader as an undergraduate*. Guest lecturer at the University of California, Irvine Black Leadership course, Irvine, CA.

PROFESSIONAL SERVICE

2018	Ad-hoc Reviewer , <i>Journal of Immigrant and Minority Health</i>
2018	Ad-hoc Reviewer , <i>Social Science and Medicine</i>
May 2017	Faculty Mentor , Organizational Science Summer Institute, UNC Charlotte
Fall 2015	Faculty Search Committee , Department of Psychology and Social Behavior, UC Irvine
2013 – 2015	Graduate Student Research Assistant , Diverse Educational Communities and Doctoral Experience (DECADE), UC Irvine
2013 – 2015	Graduate Student Coordinator , HBCU Summer Research Program, UC Irvine
2013	Ad-hoc Reviewer , <i>Journal of Family Psychology</i>
2012 – 2016	Graduate Student Representative , DECADE, UC Irvine
2012	Student Poster Award Reviewer , Society for Personality and Social Psychology

PROFESSIONAL AFFILIATIONS

Society for Personality & Social Psychology
Association for Psychological Science
American Psychological Association
American Psychological Association, Division 45 – Ethnic Minority Issues