

CURRICULUM VITAE

**DUSTIN B. THOMAN**

**Contact Information**

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**Faculty Appointments**

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Associate Professor, Department of Psychology, San Diego State University (2018)  
Assistant Professor, Department of Psychology, San Diego State University (2016)  
Associate Professor, Department of Psychology, California State University, Long Beach (2014)  
Assistant Professor, Department of Psychology, California State University, Long Beach (2008)

**Center Affiliations, Collaboratives, & Fellowships**

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Motivate Lab, California Research Director (2017-present)  
Center for Research in Mathematics and Science Education, SDSU (2016-present)  
Inclusion and Diversity Collaborative, SDSU (2016-present)  
College Transition Collaborative Social belonging Intervention Multi-Site Randomized Control Trial,  
Stanford University Project for Education Research That Scales, Research Fellow (2014-2018),  
Research Affiliate (2019- present)  
Center for Latino Community Health, Evaluation & Leadership Training, NCLR/CSULB (2009-2015)

**Education**

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Ph.D. in Social Psychology, University of Utah (2008)  
M.S. in Social Psychology, University of Utah (2005)  
B. S. in Psychology, Middle Tennessee State University (2002)

**Grant Funding**

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**External Research Grants - Current**

Co-PI (PI Judith Harackiewicz, University of Wisconsin; Co-PIs Nicole Else-Quest, University of North Carolina, Janet Hyde, University of Wisconsin, & Jessi Smith, University of Colorado, Colorado Springs): *Promoting motivation for underrepresented groups in undergraduate biology and chemistry courses*. National Institutes of Health 2R01GM102703, 2017 – 2021. Approximately \$1,500,000

PI (Co-PIs Felisha Herrera-Villarreal, SDSU & Jessi Smith, University of Colorado, Colorado Springs): *Understanding and removing faculty barriers for the adoption and implementation of proven interventions*. National Science Foundation HRD 1759947, 2018—2021. Approximately \$1,250,000

Co-PI (PI Satchi Venkataraman, SDSU; Co-PI Jose Castillo, SDSU). *Academic Support, Career Training, and Professional Development to Improve Interdisciplinary Graduate Education for the Next Generation of Computational Scientists and Engineers*. National Science Foundation DUE 1930546, 2019—2024. Approximately \$1,000,000.

PI (Co-PI Chris Hulleman, University of Virginia). *Motivate Lab - Precision Institute Collaboration*. National University, 2020—2021. Approximately \$185,000.

Co-PI (PI Chris Hulleman, Motivate Lab). *Motivating Learners Virtually*. College Futures Foundation, 2020-2021. Approximately \$300,000.

### **External Research Grants - Completed**

PI (Co-PI Paul Buonora, CSULB): *Understanding the role of cultural and career purpose orientations in underrepresented minority science student success*. National Science Foundation DRL 1420271/1622991, 2014 – 2018. Approximately \$1,100,000

- Student training supplements funded 8/2015 (DRL 1545237) and 8/2016 (DRL 1649793)

Co-PI (PI Jessi Smith, Montana State University): *Culturally connected communal goals: Latino and Native Americans in biomedicine*. National Institute of Health R01GM098462, 2011 – 2017. Approximately \$950,000

Consultant and sub-award PI (PI Eric Deemer, Louisiana Tech University): *The mediational role of stereotype threat and achievement goals in the regulation of research motivation*. National Science Foundation HRD-1036767, 2010 – 2013. Approximately \$325,000

PI *How socially rejecting discrimination influences academic motivation, interest, and choices*. Society for the Psychological Study of Social Issues Grants-In-Aid award, 2007 – 2008. \$1,000

### **External Student Development/Training Grants - Completed**

Consultant (PIs Laura Kingsford & Guido Urizar, CSULB): *CSULB Building Biomedical Research Program*. National Institutes of Health 1RL5MD009593-01, 2014- 2019. Approximately \$22,500,000

Evaluator (PI Henry Fung, CSULB). *Long Beach Bridges to Baccalaureate*. National Institute of Health (NIGMS) 2R25GM050089-15, 2014 – 2019. Approximately \$1,600,000

Evaluator (PI Vasanthi Narayanaswami): *CSULB MARC Undergraduate Student Training in Academic Research*. National Institute of Health (NIGMS) 2T34GM008074-24A1, 2012 – 2017. Approximately \$1,300,000

Evaluator (PI Britt Rios-Ellis, Co-PI Eric Marinez): *Hispanic health opportunity learning alliance*. National Institute on Minority Health and Health Disparities 1R25MD006851-01, 2011 – 2016). Approximately \$1,750,000

### **Internal Research Grants - Completed**

PI: *Applying design thinking models to boost engagement in institutional support programs for underrepresented students*. SDSU University Grants Program Award, 2017 – 2018. \$10,000

PI: *The role of belonging uncertainty in the underrepresentation of Latinos in Science*. CSULB Multidisciplinary Research Award, 2012 – 2013. Approximately \$12,000

PI: *How socially rejecting discrimination influences academic motivation, interest, and choices*. University of Utah Clayton Award for Excellence in Research on Underrepresented Populations, 2007 – 2008, \$3,000

## Publications

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\* denotes undergraduate or master's student

+ denotes postdoc

- Murphy, M.C., Mejia, A., Mejia, J., Yan, X., Cheryan, S., Dasupta, N., Destin, M., Fryberg, S.A., Garcia, J.A., Haines, E.L., Harackiewicz, J.M., Ledgerwood, A., Moss-Racusin, C.A. Park, L.E., Perry, S.P., Ratliff, K.A., Rattan, A., Sanchez, D.T., Savani, K., Sekaquaptewa, D., Smith, J.L., Jones Taylor, V., Thoman, D.B., Wout, D.A., Mabry, P.L., Ressler, S., Diekman, A., Pestilli, F. (in press, accepted July 2020). Open science, communal culture, and women's participation in the movement to improve science. *PNAS*.
- \*Zambrano, J., \*Lee, G., \*Leal, C., & Thoman, D.B. (2020). Highlighting prosocial affordances of science in textbooks to sustain science interest. *CBE Life Science Education*, 19:ar 24, 1-13. doi: 10.1187/cbe.19-09-0176
- Thoman, D.B., Sansone, C., \*Robinson, J.A., & Helm, J.L. (2019). Implicit theories of interest regulation. *Motivation Science*. Advance online publication. doi:10.1037/mot0000160
- Thoman, D.B., \*Lee, G.A., \*Zambrano, J., Geerling, D.M., Smith, J.L., & Sansone, C. (2019). Social influences of interest: Conceptualizing group differences in education through a self-regulation of motivation model. *Group Processes and Intergroup Relations*, 22, 330-355. doi: 10.1177/1368430219838337
- LaMeres, B.J., Burns, M.S., Thoman, D.B., & Smith, J.L. (2019). The role of goal congruity on student motivation in electrical engineering. *IEEE Transactions on Education*, 62, 256-263. doi: 10.1109/TE.2019.2897265
- Thoman, D.B. & \*Leal, C.C. (in press). Interest. To be published in A. Scarantino (Ed.) *Handbook of emotion theory*. Routledge.
- +Jackson, M.C., \*Leal, C.C., Thoman, D.B., & \*Zambrano, J. (2019). Talking about science interest: The importance of feedback appraisals when students talk about their interest in STEM. *Social Psychology of Education*, 22, 149-167. doi: 10.1007/s11218-018-9469-3
- +Allen, J., Smith, J.L., Thoman, D.B., & Walters, R. (2018). Fluctuating team science: Perceiving science as collaborative improves science student motivation. *Motivation Science*, 4, 347-361. doi: 10.1037/mot0000099
- Sansone, C., Geerling, D.M., Thoman, D.B., & Smith, J.L. (2018). Self-regulation of motivation: Theory and applications. In A. Renninger & S. Hidi (Eds.). *The Cambridge Handbook of Motivation and Learning*. Cambridge.
- Beigman Klebanov, B., Priniski, S., Burstein, J., Gyawali, B., Harackiewicz, J., Thoman, D.B. (2018). Utility-value score: A case study in system generalization for writing analytics. *The Journal of Writing Analytics*, 2, 285-313.
- Thoman, D.B., \*Muragishi, G.A., & Smith, J.L. (2017) Research microcultures as socialization contexts for underrepresented science students. *Psychological Science*, 28, 760-773. doi: 10.1177/0956797617694865
- Thoman, D.B., Sansone, C., & Geerling, D. (2017). The dynamic nature of interest: Embedding interest within self-regulation. In P.A. O'Keefe & J.M. Harackiewicz (Eds.) *The Science of Interest* (pp. 27-47). Springer.
- Hulleman, C.S., Thoman, D.B., Dicke, A.L., & Harackiewicz, J.M. (2017). The promotion and development of interest: The importance of perceived values. In P.A. O'Keefe & J.M. Harackiewicz (Eds.) *The Science of Interest* (pp. 189-208). Springer.
- +Jackson, M.C., Galvez, G., \*Landa, I., Buonora, P., & Thoman, D.B. (2016). Science that matters: The

importance of a cultural connection in underrepresented students' science pursuit. *CBE Life Sciences Education*, 15: ar42, 1-12. doi:10.1187/cbe.16-01-0067

- Thoman, D.B. & Sansone, C. (2016). Gender bias triggers diverging science interests between women and men: The role of activity interest appraisals. *Motivation and Emotion*, 40, 464-477. doi: 10.1007/s11031-016-9550-1
- Thoman, D.B., <sup>+</sup>Brown, E.R., Mason, A.Z., Harmsen, A.G., & Smith, J.L. (2015). The role of altruistic values in motivating underrepresented minority students for biomedicine. *BioScience*, 65, 183-188. doi: 10.1093/biosci/biu199
- <sup>+</sup>Allen, J., <sup>\*</sup>Muragishi, G.A., Smith, J.L., Thoman, D.B., & <sup>+</sup>Brown, E.R. (2015). To grab and to hold: Cultivating communal goals to overcome cultural and structural barriers in first generation college students' science interest. *Translational Issues in Psychological Science*, 1, 331-341. doi: 10.1037/tps0000046
- <sup>+</sup>Brown, E.R., Smith, J.L., Thoman, D.B., <sup>+</sup>Allen, J., & <sup>\*</sup>Muragishi, G. (2015). From bench to bedside: A communal utility value intervention to enhance students' science motivation. *Journal of Educational Psychology*, 107, 1116-1135. doi: 10.1037/edu00000033
- Sansone, C., Thoman, D.B., & Fraughton, T. (2015). The relation between interest and self-regulation in mathematics and science. In K.A. Renninger, M. Neiswandt, & S. Hidi (Eds.) *Interest in mathematics and science learning* (pp.111-131). Washington, DC: American Educational Research Association.
- <sup>+</sup>Brown, E.R., Thoman, D.B., Smith, J.L., & Diekman, A.B. (2015). Closing the communal goal gap: The importance of communal affordances in science career motivation. *Journal of Applied Social Psychology*, 45, 662-673. doi: 10.1111/jasp.12327
- Smith, J.L., <sup>+</sup>Brown, E.R., Thoman, D.B., & Deemer, E.D. (2015). Losing its expected communal value: How stereotype threat undermines women's identity as research scientists. *Social Psychology of Education*, 18, 443-466. doi: 10.1007/s11218-015-9296-8
- Thoman, D.B., <sup>\*</sup>Arizaga, J.A., Smith, J.L., <sup>\*</sup>Story, T.S., & <sup>\*</sup>Soncuya, G.A., (2014). The grass is greener in non-STEM: Examining the role of competing belonging in undergraduate women's vulnerability to being pulled away from science. *Psychology of Women Quarterly*, 38, 246-258. doi: 10.1177/0361684313499899
- Smith, J.L., Deemer, E.D., Thoman, D.B., & <sup>\*</sup>Zazworsky, L. (2014). Motivation under the microscope: Understanding undergraduate science students' multiple motivations for research. *Motivation and Emotion*, 38, 496-512. doi: 10.1007/s11031-013-9388-8
- Deemer, E.D., Thoman, D.B., Chase, J.P., & Smith, J.L. (2014). Feeling the threat: Stereotype threat as a contextual barrier to women's science career choice intentions. *Journal of Career Development*, 41, 141-158. doi: 10.1177/0894845313483003
- Deemer, E.D., Smith, J.L., Thoman, D.B., & Chase, J.P. (2014). Precision in career motivation assessment: Testing the subjective science attitude change measures. *Journal of Career Assessment*, 22, 489-504. doi: 10.1177/1069072713498683
- Thoman, D.B., Smith, J.L., <sup>+</sup>Brown, E.R., Chase, J.P., & <sup>\*</sup>Lee, J.K. (2013). Beyond performance: The motivational experience model of stereotype threat. *Educational Psychology Review*, 25, 211-243. doi: 10.1007/s10648-013-9219-1
- Thoman, D.B., Sansone, C., Fraughton, T. & Pasupathi, M. (2012). How students socially evaluate interest: Peer responsiveness influences evaluation and maintenance of interest. *Contemporary Educational Psychology*, 37, 254-265. doi: 10.1016/j.cedpsych.2012.04.001
- Sansone, C., Smith, J.L., Thoman, D.B., & MacNamara, A. (2012). Regulating interest when learning

online: Potential motivation and performance trade-offs. *The Internet and Higher Education*, 15, 141-149. doi:10.1016/j.iheduc.2011.10.004

- Amburgey, J.W. & Thoman, D. (2012). Dimensionality of the revised new ecological paradigm: Issues of factor structure and measurement. *Environment and Behavior*, 2, 238-259. doi:10.1177/0013916511402064
- Thoman, D.B., Smith, J.L., & Silvia, P.J. (2011). The resource replenishment function of interest. *Social Psychological and Personality Science*, 2, 592-599. doi: 10.1177/1948550611402521
- Sansone, C., Thoman, D.B., & Smith, J.L. (2010). Interest and Self-Regulation: Understanding individual variability in choices, efforts, and persistence over time. In R. Hoyle (Ed.) *Handbook of Personality and Self-Regulation* (pp. 192-217). Malden, MA: Blackwell.
- Uchino, B.N., Thoman, D., & Byerly, S. (2010). Inference patterns in theoretical social psychology: Looking back as we move forward. *Social and Personality Psychology Compass*, 4, 417-427. doi: 10.1111/j.1751-9004.2010.00272.x
- Holt-Lunstad, J., Birmingham, W., Howard, A., & Thoman, D. (2009). Married with children: The influence of parental status and gender on ambulatory blood pressure. *Annals of Behavioral Medicine* 38, 170-179. doi:10.1007/s12160-009-9152-1
- Thoman, D.B., White, P.H., Yamawaki, N., & Koishi, H. (2008). Variations of gender-math stereotype content affect women's vulnerability to stereotype threat. *Sex Roles*, 58, 702-712. doi: 10.1007/s11199-008-9390-x
- Thoman, D.B., Sansone, C., & Pasupathi, M. (2007). Talking about interest: Exploring the role of social interaction for regulating motivation and the interest experience. *Journal of Happiness Studies*, 8(3), 335-370. doi: 10.1007/s10902-006-9016-3
- Sansone, C., & Thoman, D.B. (2006). Maintaining activity engagement: Individual differences in the process of self-regulating motivation. *Journal of Personality*, 74(6), 1697-1720. doi: 10.1111/j.1467-6494.2006.00425.x
- Sansone, C., & Thoman, D.B. (2005). Does how we feel affect what we learn?: Some answers and new questions. *Learning and Instruction*, 15, 507-515. doi:10.1016/j.learninstruc.2005.07.015
- Sansone, C., & Thoman, D.B. (2005). Interest as the missing motivator in self-regulation. *European Psychologist*, 10(3), 175- 186. doi: 10.1027/1016-9040.10.3.175

### **Outreach Articles (non-peer review)**

- Smith, J.L., Thoman, D.B., & \*Robinson, C. (2014, July). Providing meaning: Helping underrepresented students get the most out of research experience. *SACNAS News Magazine*, 17. <http://sacnas.org/about/stories/sacnas-news/summer-2014/providing-meaning>

### **Manuscripts under Review or Revision**

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- Thoman, D.B., +Yap, M.J., Herrera-Villarreal, F., McPartlan, P., & Smith, J.L. (2020). Diversity interventions in the classroom: From resistance to action. *Manuscript under review*.
- Smith, J.L., +McPartlan, P., Poe, J., Herrera Villarreal, F., & Thoman, D.B. (2020). Diversity fatigue: A survey for measuring attitudes towards diversity efforts in academia. *Manuscript under review*.

### **Conference Presentations & Invited Talks**

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#### **Conference Symposium Presentations**

- \*Zambrano, J., & Thoman, D.B. & Patall, E.A. (2020, May). The role of social recognition feedback in developing science identities and reducing belonging concerns for women's retention in STEM. In G. Muragishi (Chair) *Leveraging interpersonal contexts to address gender disparities in STEM*. Association for Psychological Science, Chicago, IL. (Conference cancelled)
- Geerling, D., Sansone, C., Thoman, D. & DeRoma, D. (2020, April) *Theories About the Role of Interest in Motivational Problems Differ by Social Identity and Domain* [Symposium]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/twn5bku> (Conference Canceled)
- Thoman, D.B., \*Lee, G.L., & \*Zambrano, J. (2020, February). Social influences shape group-based inequalities in undergraduate STEM persistence via multiple motivational pathways. In J. Veldman & C. van Laar (Chairs) *Understanding group-based educational inequalities: The role of identity and belonging*. Society for Personality and Social Psychology, New Orleans.
- Tibbetts, C.Y. & Thoman, D.B. (2019, June). Using social psychology to facilitate system-wide change in higher education. Symposium presented at the annual meeting for the Society for the Psychological Study of Social Issues, San Diego, CA.
- Thoman, D.B., \*Muragishi, G., & Smith, J.L. (2017, August). Research microcultures as socialization contexts for underrepresented science students. In M. Boe (Chair) *Interest, motivation and aspirations in STEM: How do these factors develop and influence each other?* European Association for Research on Learning and Instruction, Tampere, Finland.
- Thoman, D.B., \*Curti, C., +Jackson, M., & Smith, J.L. (2017, July). Talking about science: The importance of feedback appraisals when women share interests in STEM. In J. Veldman (Chair), *The subtle cues and effects of social identity threat*. European Association for Social Psychology, Granada, Spain.
- +Allen, J., +Brown, E.R., Smith, J.L., Thoman, D.B., & \*Muragishi, G. (2015, May). Reaping the benefits of research (for others): An altruistic utility value intervention enhances motivation for biomedical research. In J. Allen (Chair), *Individual, interpersonal, and cultural transformations in STEM: Social psychological insights into diversifying science*. Association for Psychological Science, New York.
- Thoman, D.B. & Sansone, C. (2015, April). Undergraduates' implicit theories of interest regulation. In C. Sansone (Chair), *In creating and maintaining the experience of interest*. American Education Research Association, Chicago.
- Thoman, D.B. (2015, February). Highlighting broad impacts retains Native American and Latino science undergraduates. In J. Smith (Chair), *Innovations in broadening participation and diversifying the science workforce*. American Association for the Advancement of Science, San Jose, CA.
- Thoman, D.B. (2014, November). Interest and self-regulation. In K. Murayama (Chair), *Critical roles of intrinsic interest in education: Theoretical and empirical advances*. International Mind, Brain, and Education Society, Fort Worth, TX..
- Thoman, D.B. & Sansone, C. (2007, January). The social nature of 'intrinsic' motivation: How talking with others affects interest development. In J. Smith (Chair), *What's my (intrinsic) motivation? The social psychology of interest*. Society of Personality and Social Psychology, Memphis, TN.

### **Invited Talks**

- Thoman, D.B. (2019, April). *Fostering values and motivation in the wild*. Institute for Conservation Research, San Diego, CA.
- Thoman, D.B. (2018, April). *Promoting an inclusive culture in STEM classrooms*. Point Loma Nazarene University STEM Faculty Learning Community. San Diego, CA.
- Thoman, D.B. (2017, August). *Workplace assimilation and integration for an increasingly diverse faculty*. ADVANCing Social Science Think Tank: Theories and Measures for Understanding the Process of Broadening Faculty Participation in STEM Fields. Laguna Beach, CA.
- Thoman, D.B. (2017, May). *Socialization contexts for STEM values and interests*. Big Ideas in Big Sky Summit: Collaborating to Transform the Culture of Engineering. Montana State University, Big Sky, MT.

- Thoman, D.B. (2017, March). *Culture + STEM = Opportunities to promote equity and broaden participation*. Plenary session for the annual Southern California PKAL Regional Network meeting, San Diego.
- Thoman, D.B. (2017, April). *The social (and cultural) nature of intrinsic motivation: Implications for student interest development and broadening participation in math and science*. University of California San Diego Division of Biological Sciences.
- Thoman, D.B. (2015, March). *How capitalizing on cultural strengths can enhance the participation of underrepresented minority students in scientific research*. Women in STEM: Insights from Social Psychology, Barnard College, New York, New York.
- Thoman, D.B. (2014, October). *How capitalizing on cultural strengths can enhance the participation of underrepresented minority students in scientific research*. San Diego State University Department of Psychology.
- Thoman, D.B. (2014, October). *Motivation under the microscope*. California State University Long Beach Department of Chemistry and Biochemistry.
- Thoman, D.B. & Locks, A.M. (co first-authors) (2014, March).. *Informing inclusive faculty and student interactions with social science research and theory*. California State University Long Beach College of Natural Science and Mathematics Department Chairs and Leadership, February, 2014 and California State University Long Beach President's Cabinet.
- Thoman, D.B. (2012, April). *Reducing the effect of stereotype threat on achievement: Classroom interventions*. Loyola Marymount University Center for Teaching Excellence.
- Thoman, D.B. (2011, October). *The social nature of 'intrinsic' motivation*. San Diego State University Department of Psychology.
- Thoman, D.B. (2010, November). *Social sources of intrinsic motivation: Implications for promoting student interest*. Loyola Marymount University Center for Teaching Excellence.

### Conference Paper Presentations

- Smith, J.L., & Thoman, D.B., Herrera Villarreal, H., McPartlan, P., Yap, M.J., & Poe, J. (2020, June). Faculty gatekeepers: Diversity Intervention-Resistance to Action Model. Paper presented at the annual meeting of the Society for the Psychological Study of Social Issues, Denver, CO. (Conference cancelled)
- Thoman, D., Hulleman, C., & Tibbetts, Y. (2018, October). Fostering students' value in STEAM. Paper presented at the annual California STEAM Symposium, Long Beach, CA.
- \*Zambrano, J., \*Leal, C.C., +Jackson, M.C., & Thoman, D.B. (2018, June). Talking about science: How social recognition shapes women's STEM interest. Paper presented at the annual meeting of the Society for the Psychological Study of Social Issues, Pittsburgh, PA.
- Priniski, S., Beigman Klebanov, B., Burnstein, J., Harackiewicz, J. & Thoman, D. (2018, April). Utility value writing analytics. Paper presented at the annual meeting of the National Council on Measurement in Education, New York, NY.
- \*Zambrano, J., \*Lee, G., \*Curti, C., & Thoman D.B. (2018, April). Helping others is interesting! Developing and sustaining science interest with prosocial utility value in textbooks. Paper presented at the annual meeting of the *American Educational Research Association*, New York, NY.
- \*Curti, C., \*Zambrano, J., \*Lee, G., +Jackson, M.C., & Thoman D.B. (2017, April). Talking About Science Interest: Appraisals of Positive Responsiveness Impact Women's Science Interest Development. Paper presented at the annual meeting of American Educational Research Association, San Antonio, TX.
- \*Lee, G., \*Curti, C., \*Zambrano, J., \*Muragishi, G.A., & Thoman, D.B. (2017, April). Perceived Faculty Support in Freshmen Year Boosts First-generation College Students' Belonging and Persistence in Science. Paper presented at the annual meeting of American Educational Research Association, San Antonio, TX.
- Thoman, D.B., \*Katayama, M., \*Muragishi, G., & Smith, J.L. (2015, April). The "contextual lab effect":

Research lab peer beliefs about altruism in science predict students' science research interest. Paper to be presented at the annual meeting of the American Educational Research Association, Chicago, IL.

- Bird, M., Rios-Ellis, B., Marinez, E., Thoman, D., & \*Rascon, M. (2014, November). Hispanic health opportunity learning alliance: Training a diverse health workforce. Paper presented at the annual meeting for the American Public Health Association, New Orleans, LA.
- Thoman, D.B., Smith, J.L., & <sup>+</sup>Brown, E.R. (2014, May). Seeing how science can help: A motivational factor in broadening participation of underrepresented minority students as biomedical researcher. Paper presented at the annual meeting for Understanding Interventions that Broaden Participation in Research Careers, Baltimore, MD.
- <sup>+</sup>Brown, E.R., Smith, J.L., & Thoman, D.B. (2014, July). A little help to my friends: the role of altruistic goal affordances in science career interest for underrepresented minority research assistants. Paper presented at the annual International Conference on Diversity in Organizations, Communities, and Nations. Vienna, Austria.
- <sup>+</sup>Brown, E.R., Smith, J.L., Thoman, D.B., & \*Zazworsky, L. (2013, October). Bench to bedside: Communicating the communality of science enhances motivation. Paper presented at the annual meeting for the Society for Social Studies of Science (4S). San Diego, CA.
- Thoman, D.B., \*Zazworsky, L., Smith, J.L., & Deemer, E. (2013, April). Motivation under the microscope: Understanding undergraduate science students' multiple motivations for research. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA.

### Conference Poster Presentations

- Poe, J., <sup>+</sup>McPartlan, P., <sup>+</sup>Yap, M. J., Smith, J. L., Thoman, D., Herrera, F. (2020, August). *Developing a diversity resistance to action model: A mixed-methods approach*. Poster to be presented at the American Psychological Association annual meeting (SPSSI; Division 9), Washington, D.C.
- \*Toves, A., <sup>+</sup>McPartlan, P., Poe, J., Smith, J., & Thoman, D. (2020, February). Do White Students Support Diversity Programs in Science? The Role of Implicit Biases. Poster presented at meeting of Society for Personality and Social Psychology, New Orleans, Louisiana.
- Poe, J. M., Smith, J. L., Thoman, D., & <sup>+</sup>McPartlan, P. (2020, February). *Diversity Fatigue in Academia: Conceptualizing a new individual difference measure*. Poster presented at the Society for Personality and Social Psychology Conference, New Orleans, LA.
- \*Zambrano, J. & Thoman, D.B. (2018, March). Developing science identities through social recognition feedback among underrepresented minority science students. Poster presented at the annual meeting for the Society for Personality and Social Psychology, Atlanta, GA.
- \*Perez Neider, D., \*Berkowitz, D., \*Donovan, Z., Thoman, D. (2018, April). An incompatibility of values: analyzing writing of first generation and minority students. Poster presented at the annual meeting of the Western Psychological Association, Portland, OR.
- Allen, J.M., Walters, R.W., Thoman, D.B., Smith, J.L. (2017, February). Fluctuating team science: Perceiving science as collaborative improves science motivation. Poster presented at the annual meeting of the American Association for the Advancement of Science, Boston, MA.
- \*Curti, C., \*Zambrano, J., Lee, G., <sup>+</sup>Jackson, M.C., & Thoman, D.B. (2016, January). The Importance of Feedback Appraisals When Women Share Interests in STEM. Poster presented at the annual meeting for the Society for Personality and Social Psychology, San Diego, CA.
- <sup>+</sup>Jackson, M.C., & Thoman, D.B. (2016, January). Learning to Give Back to the Community: Perceptions of Science as Prosocial and the Development of Minority Students' Science Identity. Poster presented at the annual meeting for the Society for Personality and Social Psychology, San Diego.
- \*Landa, I., \*Flores, R., <sup>+</sup>Jackson, M.C., & Thoman, D.B. (2016, January). Let's Not Talk About It: The Ironic Social Effects of Avoiding Talking About STEM Interest. Poster presented at the annual meeting for the Society for Personality and Social Psychology, San Diego, CA.
- \*Lee, G., \*Zambrano, J., \*Curti, C., <sup>+</sup>Jackson, M.C., & Thoman, D.B. (2016, January). Reading Outside



the Lines: Broadening Science Research Participation Through Prosocial Utility Value Connections in Science Textbooks. Poster presented at the annual meeting for the Society for Personality and Social Psychology, San Diego, CA.

- \*Muragishi, G.A., \*Lee, G., \*Zambrano, J., <sup>+</sup>Jackson, M.C., & Thoman, D.B. (2016, January). Protecting Student Engagement in Science: The Interactive Effect of Belonging Uncertainty and Triggered Interest. Poster presented at the annual meeting for the Society for Personality and Social Psychology, San Diego, CA.
- Hulleman, C., Dicke, A.L., Kosovich, J. & Thoman, D. (2016) the role of perceived social norms and parents' value in the development of interest in biology. Poster presented at the annual meeting for the Society for Personality and Social Psychology, San Diego, CA.
- Lee, J.K., Steele, J.S., Thoman, D.B., & Smith, J.L. (2016). Losing interest: A growth model analysis of women's experiences in STEM fields. Poster presented at the annual meeting for the Society for Personality and Social Psychology, San Diego, CA.
- Brown, E.R., <sup>+</sup>Allen, J., Smith, J.L., Collins, C., \*Landa, I., \*Curti, C., \*Muragishi, G.A., & Thoman, D.B. (2016, January). Forecasting Belonging: How Other People Can Benefit from Communal and Agentic Strategies When Regulating Belonging in Group Settings. Poster presented at the annual meeting for the Society for Personality and Social Psychology, San Diego, CA.
- \*Muragishi, G., Thoman, D.B., & Smith, J.L. (2015, February). The Labmate science forecast: The role of peer altruistic affordance beliefs in shaping individual students' interest in science. Poster presented at the annual meeting for the Society for Personality and Social Psychology, Long Beach, CA.
- <sup>+</sup>Allen, J.M., <sup>+</sup>Brown, E.R., Smith, J.L., & Thoman, D. (2015, February). The ties that bind: Residential immobility as a barrier to first generation college students science graduate training. Poster presented at the annual meeting for the Society for Personality and Social Psychology, Long Beach, CA.
- Burns, M.S., Whitaker, T., <sup>+</sup>Brown, E.R., Smith, J.L., & Thoman, D.B. (2014, May). Planning on desired possibilities: The association among possible selves and relevant plans enhances underrepresented minority students' science career motivation. Poster presented at the annual meeting for the Association for Psychological Science, San Francisco, CA.
- <sup>+</sup>Brown, E.R., Smith, J.L., & Thoman, D.B. (2014, May). Compared to who? Performance goals undermine feelings of belonging and negate science motivation among upcoming Native American student researchers. Poster presented at the annual meeting for the Association for Psychological Science, San Francisco, CA.
- \*Muragishi, G., <sup>+</sup>Brown, E.R., Brunsus, M., Smith, J.L., & Thoman, D.B. (2014, February). From the "I" to the "We" in Science: The Value of Communal Goal Affordances in Enhancing Biomedical Research Motivation. Poster presented at the annual meeting for the Society for Personality and Social Psychology, Austin, TX.
- <sup>+</sup>Brown, E.R., Huntoon, M., Smith, J.L., Thoman, D.B., & Diekman, A.B. (2014, February). Closing the Communal Goal Gap: Degree of Goal Congruity Predicts Science Career Motivation. Poster presented at the annual meeting for Society for Personality and Social Psychology, Austin, TX.
- Thoman, D.B., <sup>+</sup>Brown, E.R., \*Lee, J.Y., Smith, J.L., & \*Zazworsky, L. (2013, January). From bench to bedside: The value of communal goal affordance for biomedical career interest for underrepresented minority research assistants. Poster presented at the annual meeting of the Society of Personality and Social Psychology, New Orleans, LA.
- \*Zazworsky, L. & Thoman, D.B. (2013, January). Dumbing down for others: Differences in socially motivated underachievement between working and middle class students. Poster presented at the annual meeting of the Society of Personality and Social Psychology, New Orleans, LA.
- Deemer, E. D., Smith, J. L., Thoman, D. B., Chase, J. P., & Hebert Ball, J. (2012, August). Interactive effects of stereotype threat, communal goals, and gender identity on women in STEM. Poster presented at the annual meeting of the American Psychological Association, Orlando, FL.
- Ball, J.H., Vuong, Q., Merritt, D., Deemer, E. D., Smith, J. L., & Thoman, D. B. (2012, May). Interactive

effects of stereotype threat and identity status on the research motives of college women in Physics. Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.

- \*Lee, J. & Thoman, D.B. (2012, January). Stereotype threat triggers mastery avoidance and lowers efficacy for women on a task focused science learning activity. Poster presented at the annual meeting of the Society of Personality and Social Psychology, San Diego, CA.
- \*Zazworsky, L. & Thoman, D. (2012, January). To share or not to share? Understanding differences in prosocial classroom behavior between working and middle class students. Poster presented at the annual meeting of the Society of Personality and Social Psychology, San Diego, CA.
- Chase, J., Smith, J.L., Thoman, D.B., & Deemer, E.D. (2012, January). Motivation loves company: Comparing the experience of undergraduate women in biology, chemistry, and physics labs. Poster presented at the annual meeting of the Society of Personality and Social Psychology, San Diego.
- Deemer, E. D., Smith, J. L., Thoman, D. B., & Haase, R. F. (2011, November). Stereotype threat predicts women's STEM career pursuit intentions. Poster presented at the biennial meeting of the Society for Vocational Psychology, Boston, MA.
- Deemer, E. D., Smith, J. L., Thoman, D.B., & Haase, R. F. (2011, June). Stereotype threat and achievement goals as joint mediators of the laboratory environment— science self-efficacy relationship. Poster presented at the joint annual meeting of the National Science Foundation, Washington, DC.
- \*Arizaga, J.A., \*Story, T.S., \*Soncuya, G.A., & Thoman, D.B. (2011, April). Where to do I belong?: How sense of belonging in science and non-science classes affects women's interest in STEM. Poster presented at the annual meeting of the Western Psychological Association, Los Angeles.
- \*Lee, J., Thoman, D., \*Story, T.S., \*Arizaga, J.A., & \*Soncuya, G.A. (2011, April). Achievement goals predict women's sense of belonging in science classes. Poster presented at the annual meeting of the Western Psychological Association, Los Angeles, CA.
- \*Ziccardi, J., \*Soncuya, G.A., \*Story, T.S., \*Mission, J., \*Aldaña, E., & Thoman, D. (2011, April). The resource replenishment function of interest. Poster presented at the annual meeting of the Western Psychological Association, Los Angeles, CA.
- \*Comley, C. & Thoman, D. (2011, April). Fall in line: How surfers' perceptions of localism, territoriality, and waves as limited resources influence surf-related aggression. Poster presented at the annual meeting of the Western Psychological Association, Los Angeles, CA.
- Thoman, D.B., Sansone, C., Pasupathi, M., & \*Arizaga, J. (2010, January). How conversation partners affect the development of students' interest and motivation. Poster presented at the annual meeting of the Society of Personality and Social Psychology, Las Vegas, NV.
- Fraughton, T.B., Sansone, C, Thoman, D., Butner, J., Zachary, W., & Thompson, W.B. (2010, January). Differences in task engagement as a function of self-control: Why those higher in self control might be better at regulating potential trade-offs between interest and performance. Poster presented at the annual meeting of Society of Personality and Social Psychology, Las Vegas, NV.
- Sansone, C., Fraughton, T.B., Thoman, D.B., Zachary, W., & Thompson, W.B. (2009, May). Characteristic Differences in Self-control Predict Potential Trade-offs between Regulating Interest and Performance. Poster presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.
- Fraughton, T., Thoman, D., Karino, W., & Sansone, C. (2009, January). Listener responsiveness, interpersonal orientation, and activity interests in an online context. Poster presented at the annual meeting of the Society of Personality and Social Psychology, Tampa, FL.
- Thoman, D.B., & Sansone, C. (2008, January). Implications of benefiting from discriminatory feedback for activity interest and choice. Poster presented at the annual meeting of the Society of Personality and Social Psychology, Albuquerque, NM.
- Thoman, D.B. & Sansone, C. (2006, January). Implications of discriminatory feedback for activity interest and choice. Poster presented at the annual meeting of The Society of Personality and Social Psychology, Palm Springs, CA.

- Thoman, D.B., White, P.H., Koishi, H., & Yamawaki, N. (2005, January). Cross-cultural differences raise questions about stereotype threat vulnerability. Poster presented at the annual meeting of The Society of Personality and Social Psychology, New Orleans, LA.
- Thoman, D.B. & Sansone, C. (2004, May). How perceived discriminatory feedback decreases interest and motivation. Poster presented at the annual meeting of the American Psychological Society, Chicago.
- Thoman, D.B., White, P.H., & Smith, J.L. (2004, May). Motivation and evaluation in stereotype threat. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago.
- Sansone, C., Smith, J.L., & Thoman, D.B. (2003, July). Regulating interest and motivation in an online versus on campus class. Paper presented at the biennial meeting of the European Association of Research on Learning and Instruction, Padova, Italy.
- Thoman, D.B. & Thompson, J. (2002, January). Examining the bracing and counterbracing effects of risk-related optimism. Poster presented at the annual meeting of The Society of Personality and Social Psychology, Savannah, GA.

### **Educator/Practitioner Workshops**

- Thoman, D. (2019). *Using improvement science and design thinking principles in education interventions research*. Workshop and Faculty Learning Community Facilitator (including several meetings throughout the academic year) for the Point Loma Nazarene University Center for Teaching and Learning, San Diego.
- Thoman, D. (2018). *Using improvement science and design thinking principles in education interventions research*. Workshop and Faculty Learning Community Facilitator (including several meetings throughout the academic year) for the Point Loma Nazarene University Center for Teaching and Learning, San Diego.
- <sup>†</sup>Jackson, M., Thoman, D., \*Curti, C., \*Lee, G., & \*Zambrano, J. (2017, March) *Broadening participation through academic interventions on your campus*. Workshop at the annual Southern California PKAL Regional Network meeting, San Diego.

### **Consulting & Technical Reports**

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- Program Development Consulting for CSULB NIH Building Infrastructure Leading to Diversity (BUILD) Initiative, 2014
- Program Evaluation of CSULB NIH Bridges to Baccalaureate Program  
Technical Reports submitted annually, 2010-2015
- Program Development and Evaluation Consulting for the Hispanic Health Opportunity Learning Alliance at CSULB  
Technical Reports submitted annually, 2012-2015
- Program Development and Evaluation Consulting for the CSULB MARC U-STAR Program  
Technical Reports submitted annually, 2013-2015
- Program Design and Evaluation Consulting for the ACCESS program (A Community Committed to Excellence in Scientific Scholarship) at Loyola Marymount University, 2010-2012
- Program Consulting for the NSF Physical Science and Mathematics Scholarship program at CSULB, 2011
- Research Report for Crossroads Urban Center, Salt Lake City, UT. Technical Report submitted by C. Sansone, D. Thoman, and 8 undergraduates: *Food Insecurity in the Salt Lake Valley: Food Stamp related attitudes and behaviors*. May, 2003.

### **Teaching**

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#### **SDSU Courses**

PSY 340: Social Psychology

PSY 740: Seminar in Social Psychology  
 PSY 840: Seminar in Personality and Social Psychology

### **CSULB Courses**

PSY 651: Graduate Seminar in Social Psychology  
 PSY 412/512: Multivariate Statistics  
 PSY 451/551: Research in Social Psychology  
 PSY 351: Social Psychology

### **Chair for completed MA Thesis at SDSU**

Amiryah Toves (2019). *Implicit social biases as predictors of attitudinal resistance against diversity enhancement interventions in science education.*  
 Jeanette Zambrano (2018). *The role of social recognition feedback in developing science identities and reducing belonging concerns for retention in STEM.*  
 Garam Lee (2018). *The effect of perceived faculty support in freshmen year on first-generation college students' belonging and persistence in science.*  
 Adam Dilla (2017). *Mapping the Social Networks of Undergraduate STEM Students*

### **Chair for completed MA Thesis at CSULB**

Christina Curti (2017). *Talking about science interests: the importance of feedback appraisals when students talk about their interests in STEM*  
 Isidro Landa (2016). *Identity integration: Social and value congruity and science engagement among Latino students*  
 Marcie Haydon (2015). *Counterfactual thinking: The effects of temporal framing on the construction of meaning*  
 Gregg Muragishi (2014). *The effect of mentors on social identity threat for underrepresented minority students in science.*  
 Jennifer Robinson (2014). *Are implicit theories of interest associated with the use of interest-enhancing strategies?*  
 Tracy Stribling (2014). *Attracting underrepresented minority students to the science with an interest and utility value intervention: Catching and holding interest in recruitment materials*  
 Lisa Zazworsky (2012). *Dumbing down for others: Differences in socially motivated underachievement between working and middle class students.*  
 J. Katherine Lee (2012). *Stereotypes, interest, and persistence: An examination of why women leave STEM fields.*

## **Professional Service**

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### **Research Grant Advisory Boards**

#### **Current**

PI: K. Bernot (North Carolina A&T State University). *Collaborative Research: Developing Service-Learning Course-based Undergraduate Research Experiences to Increase Student Interest in Research by Targeting Communal Goals.* National Science Foundation  
 PI: B. Van Dusen (California State University Chico). *Developing faculty resources of evidence-based practices that improve learning and equity in STEM.* National Science Foundation IUSE HSI, 2019-2023.  
 PI: J. Eccles (University of California, Irvine). *It's worth it! Securing persistence, performance and progress within postsecondary gateway science courses through utility value interventions.* Institute of Education Sciences, 2017 – 2021.

#### **Completed**

PI: B. LaMeres (Montana State University). *Engineering a culture of engagement.* National Science

Foundation (1544147), 2016 – 2017.

### **Research Grant Proposal Reviews**

National Science Foundation

- Directorate for Social, Behavioral, & Economic Science
- Directorate for Education & Human Resources

National Institutes of Health

- NIGMS

Israel Science Foundation

### **Journal Reviews**

*Psychological Science*

*Current Directions in Psychological Science*

*Personality and Social Psychology Bulletin*

*Journal of Experimental Social Psychology*

*Social and Personality Psychological Science*

*Motivation and Emotion*

*Basic and Applied Social Psychology*

*Journal of Social and Personal Relationships*

*Journal of Personality*

*Social Psychology Quarterly*

*Social and Personality Psychology Compass*

*Group Processes & Intergroup Relations*

*International Review of Social Psychology*

*Social Psychology of Education*

*PLOS One*

*AERA Open*

*BioScience*

*CBE- Life Sciences Education*

*Educational Psychology*

*Learning and Instruction*

*European Journal of Psychology of Education*

*International Journal of the Learning Sciences*

*Sex Roles*

*Psychology of Women Quarterly*

*Environment & Behavior*

*Journal of Engineering Education*

*Sage Open*

*Computers and Education*

### **Conference Proposal Reviews**

American Educational Research Association

Society for Personality and Social Psychology

### **Membership in Professional Organizations**

American Educational Research Association

- Member, Motivation SIG; Division C

Association for Psychological Science

National Research Mentoring Network

Society of Personality and Social Psychology

Society for the Psychological Study of Social Issues

Society for the Study of Motivation

### **University, College, and Departmental Service**

*Advisory Boards & Administrative Appointments*

SDSU Division of Diversity and Innovation Evaluation & Assessment Consultant, 2020

SDSU College of Sciences CSU STEM VISTA supervisor, 2019 - present

SDSU Maximizing Access to Research Careers (MARC) Advisory Committee member 2016-present

CSULB University Research Opportunity Program, Interim Director, 2015

CSULB Research Infrastructure in Minority Institutions (RIMI) Science Advisory Committee member, 2012-2015

CSULB Alliance for Health Opportunity Research Advancement (AHORA) Steering Committee member, 2013-2014

*SDSU Committee Memberships and Service Contributions*

Department of Psychology Long Term Planning Committee, 2020 - present  
 College of Sciences Student Success Team Member, 2019  
 Search Committee for Social and Affective Neuroscience position, Chair, 2019-2020  
 Student Research Symposium Judge, 2019  
 Department of Psychology Lecturer Reviewer (ad hoc), 2019-2020  
 Department of Psychology Graduate Committee Member, 2017- 2020  
 Department of Psychology Associate Graduate Advisor, 2017 – 2018  
 Department Subject Pool Co-Coordinator, 2017 - present  
 Psi Chi Faculty Co-Advisor, 2016-2017  
 Department of Psychology Ballot Committee member (elected), 2016-2019

#### *CSULB Committee Memberships and Service Contributions*

College of Liberal Arts Faculty Council (elected), 2014 - 2015  
 Department Retention, Tenure, & Promotion Committee (elected), 2014-2015  
 Graduate Program Committee (Master's in Psychological Research Program), 2012- 2015  
 Psychology Subject Pool Committee Co-Coordinator, 2013-2015  
 Hiring Committee for Developmental Psychology position (elected), 2012-2013  
 Department Instructional Technology Coordinator, 2011- 2014  
 College of Liberal Arts Technology Committee, 2009-2011  
 Course Coordinator for PSY 412/512 (Multivariate Statistics), 2011- 2015  
 Psi Chi Faculty Co-Advisor, 2008-2011  
 Office of Academic Technology E-Learning Consultant, 2009-2010  
 Office of Academic Technology Learning Management System Evaluation Task Force, 2009-2010  
 Office of Academic Technology Learning Management System Evaluation Steering Committee,  
 2009-2010  
 Department Human Research Ethics Committee, 2008-2011  
 Special Project Coordinator: Developing video tutorials for statistics instruction, 2010

#### **Professional Community Service**

Greater San Diego Science Fair Judge, 2019

#### **Honors / Academic Awards**

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Fellow, Society for Experimental Social Psychology, 2020  
 Early Academic Career Excellence Award, California State University Long Beach, 2012  
 Finalist for the Spencer Foundation Dissertation Fellowship Award, 2007  
 B. Jack White Memorial Award, Dept. of Psychology, University of Utah, 2007  
 Graduate Research Fellowship, University of Utah, 2005-2006  
 Society of Personality and Social Psychology Award to participate in the European Association of  
 Experimental Social Psychology Summer School in Padua University, Padua, Italy, 2006  
 Professional Development Award, Dept. of Psychology, University of Utah, 2004  
 National Science Foundation and Japanese Society for the Promotion of Science Award to participate in  
 the East Asia Summer Institute Program, Kobe University, Kobe, Japan, 2003  
 David and Dorothy Watkiss Graduate Honor Roll Scholarship, Dept. of Psychology, University of Utah,  
 2002

#### **Professional References**

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Available upon request