

## CURRICULUM VITAE

Dr. Desiree Varnado  
Assistant Professor of Psychology  
East Texas Baptist University  
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### EDUCATION

Ph.D. Social Psychology	University of Michigan, Ann Arbor	2021-2025
M.S. Social Psychology	University of Michigan, Ann Arbor	2019-2021
B.S. Psychology	University of California, San Diego	2017-2019
A.A. Social & Behavioral Sciences	San Diego City College	2014-2017

### TEACHING EXPERIENCE

Assistant Professor of Psychology	East Texas Baptist University	2025-
Instructor of Record	University of Michigan, Ann Arbor	2022-2024
Graduate Student Instructor	University of Michigan, Ann Arbor	2020-2021
Teaching Assistant	University of California, San Diego	2018-2019

### RESEARCH INTERESTS

My primary research interests lie in bias and stereotyping, particularly at the intersection of race, gender, and culture. I apply this work to urban, cultural, and women's apologetics, using psychological research to better understand how people relate to the Christian faith. My insights support faith development and foster relationship with Christ among historically marginalized groups in the United States.

### PUBLICATIONS & PRESENTATIONS

#### Published Manuscripts

1. Perkins, T., **Aleibar, D.**, Leath, S., Pittman, J. (2023) Superwoman Schema Endorsement and Sexual Assertiveness: Implications for Black Women's Sexual Satisfaction. *Journal of Black Psychology*

#### Submitted Manuscripts for Review

1. Derricks, V., **Aleibar D.**, Sekaquaptewa, D. (Under Review). Awareness of Racial Hardship Predicts Favorable Hiring Practices for Black Job Candidates
2. Vossoughi, N., Munoz-Salgado, A<sup>+</sup>, **Aleibar, D.**,<sup>+</sup> Meadows, L., Sekaquaptewa, D. (Under Review). Understanding the Affective, Cognitive, Behavioral, and Performance-Based Implications of Witnessing Subtle Bias Against Women in STEM. *Social Psychology of Education*.

<sup>+</sup> equal contributions

<sup>H</sup> honors student or independent research student

Formerly: Desiree Aleibar

### Invited Talks & Lectures

1. **Aleibar, D.** (February 2025) The Color of Femininity: How Perceptions of Femininity Reveal Skin Tone Bias in Peer Evaluations of Black American Undergraduate Women. *Department Area Talk, University of Michigan*. Ann Arbor, MI
2. **Aleibar, D.** (April 2023) Assessing the Implications of Endorsing the Queen Bee Phenomena Among STEM Undergraduate Women. *National Center for Institutional Diversity, University of Michigan*. Ann Arbor, MI
3. **Aleibar, D.** (February 2023) Assessing the Interpersonal Implications of Men Witnessing Subtle Gender Bias in Mixed-Gender STEM Contexts. *Department Area Talk, University of Michigan*. Ann Arbor, MI
4. **Aleibar, D.** (March 2022, November 2022) Bystander Derogation: Assessing Interpersonal Outcomes Related to Men's Recognition of Subtle Gender Bias. *Department Area Talk, University of Michigan*. Ann Arbor, MI
5. **Aleibar, D.** (November 2021) Assessing the Affective and Behavioral Implications of Men Witnessing Subtle Gender Bias in Mixed-Gender STEM Contexts. *Invited Talk, PSYCH 380 Implicit Biases, University of Michigan*. Ann Arbor, MI
6. **Aleibar, D.** (April 2021) Assessing the Affective and Behavioral Implications of Men Witnessing Subtle Gender Bias in Mixed-Gender STEM Contexts. *Department Area Talk, University of Michigan*. Ann Arbor, MI
7. **Aleibar, D.** (December 2020) Assessing Perceptions of Leaders Who Use Anger in the Workplace: An Intersectional Approach. *Department Area Talk, University of Michigan, Ann Arbor*. Ann Arbor, MI

### Poster Presentations

1. **Aleibar, D.,** Sekaquaptewa, D. (February 2023) The Bystander's Dilemma. *Society for Personality and Social Psychology Annual Conference*. Atlanta, GA
2. **Aleibar, D.,** Sekaquaptewa, D. (February 2022) Do You See What I See? Assessing the Affective, Cognitive, and Behavioral Implications of Men Bearing Witness to Subtle Gender Bias in Mixed-Gender Groups. *Society for Personality and Social Psychology Annual Conference*. New Orleans, LA
3. **Aleibar, D.,** Gu, Y., Oveis, C. (February 2020) Relations of the Three Facets of Empathy as they Relate to Suffering. *Society for Personality and Social Psychology Annual Conference*. New Orleans, LA
4. **Aleibar, D.,** Gu, Y., Oveis, C. (June 2019) Relations of the Three Facets of Empathy as they Relate to Suffering. *UCSD Department of Psychology Honors Program Symposium*. San Diego, CA
5. **Aleibar, D.** (August 2018) The Effects of Empathetic Accuracy, Shared Affect, and Physiological Linkage on Perceived Responsiveness. *University of California, San Diego Summer Research Conference*. San Diego, CA

6. **Aleibar, D.** (May 2018) The Effects of Empathetic Accuracy, Shared Affect, and Physiological Linkage on Perceived Responsiveness. *University of California, San Diego Faculty Mentor Program Symposium*. San Diego, CA
7. **Aleibar, D.,** Guarrena-Espinosa, L., Huang, M. (May 2018) The Effect of comparing Similarities and Differences Through Upward or Downward Social Comparison on Academic Self-Concept. *University of California, San Diego Department of Psychology Honors Program Symposium*. San Diego, CA
8. **Aleibar, D.,** Guarrena-Espinosa, L., Le, J., Wang, Y. (March 2018) Identity threat: Causes, Implications, and Proposed Solutions. *University of California, San Diego Department of Psychology Honors Program*. San Diego, CA

*Formerly: Desiree Aleibar*

## **RESEARCH GRANTS (\$11,980)**

\$1000	Undergraduate Research Opportunity Program Grant <i>University of Michigan, Ann Arbor</i>	2023
\$1000	Undergraduate Research Opportunity Program Grant <i>University of Michigan, Ann Arbor</i>	2022
\$3000	Rackham Graduate Student Research Grant <i>University of Michigan, Ann Arbor</i>	2022
\$4500	Robert B. Zajonc Scholars Fund Award <i>University of Michigan, Ann Arbor</i>	2022
\$1000	Undergraduate Research Opportunity Program Grant <i>University of Michigan, Ann Arbor</i>	2021
\$1480	Rackham Graduate Student Research Grant <i>University of Michigan, Ann Arbor</i>	2020

## **HONORS, AWARDS, & FELLOWSHIPS**

Rackham Conference Travel Award <i>University of Michigan, Ann Arbor</i>	2024-2020
Hough Summer Research Fellowship for Psychology & Ethics <i>University of Michigan, Ann Arbor</i>	2022
Patricia Gurin Graduate Research Award <i>University of Michigan, Ann Arbor</i>	2022
Robinson Family Fellowship Fund Award <i>University of Michigan, Ann Arbor</i>	2021
Phillip Brickman Memorial Prize for Research in Social Psychology <i>University of Michigan, Ann Arbor</i>	2021
NSF Graduate Research Fellowship (Honorable Mention) <i>National Science Foundation</i>	2021
Ruth C. Hamill Graduate Student Research Award <i>University of Michigan, Ann Arbor</i>	2020
Diversity Travel Award <i>Society for Personality and Social Psychology</i>	2019
Rackham Merit Fellowship <i>University of Michigan, Ann Arbor</i>	2019-2025
Norman Henry Anderson Outstanding Psychology Honors Thesis Award	2019

<i>University of California, San Diego</i>	
Norman Henry Anderson Distinguished Undergraduate Scholar Award	2019
<i>University of California, San Diego</i>	
Chancellors Associate Scholar	2017-2018
<i>University of California, San Diego</i>	
Ronald E. McNair Scholar	2016-2017
<i>University of California, San Diego</i>	

## **SUPERVISED STUDENTS & MENTORSHIP**

<b>Honors</b>	<b>Independent Research</b>
Lauren Penrose	Dejiah Beatty
Callie Cade	Rowan Klar
Jada Houston	Isabel Johnson
	Rani Nathwani
	Lillian Grantham
	Jenna Baydoun
	Sofia Tosi
	Addison Bryson
	Paige Nalli
	Udoka Nwansi
	Isabella Gorsd

## **LEADERHSIP, GOVERNANCE, & SERVICE**

<b>Chair, Black Student Psychological Association</b>	2022-2023
<i>University of Michigan, Ann Arbor</i>	
<b>Departmental Associate</b>	2022-2023
<i>University of Michigan, Ann Arbor</i>	
<b>Treasurer, Black Student Psychological Association</b>	2020-2022
<i>University of Michigan, Ann Arbor</i>	
<b>Graduate Student Recruitment Weekend Coordinator</b>	2020-2021
<i>University of Michigan, Ann Arbor</i>	
<b>First Year Faculty Student Coordinator</b>	2020
<i>University of Michigan, Ann Arbor</i>	
<b>Editor &amp; Secretary, UCSD McNair Paper Series</b>	2019—2021
<i>University of California, San Diego</i>	

## **PROFESSIONAL MEMBERSHIPS**

Society for Personality and Social Psychology (SPSP)