

Sarah D. Herrmann

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ACADEMIC APPOINTMENTS

- 2023-Present Associate Professor**
Department of Psychological Science
Weber State University, Ogden, UT
- 2017-2023 Assistant Professor**
Department of Psychological Science
Weber State University, Ogden, UT
- 2016-2017 Adjunct Instructor**
Department of Psychology
Glendale Community College, Glendale, AZ

EDUCATION

- 2017 Ph.D., Social Psychology**, Arizona State University
Dissertation: *Crossing classes: A test of the social class bicultural identity integration model on academic performance for first-generation college students*
- 2014 M.A., Social Psychology**, Arizona State University
Master's Thesis: *The effect of perceived opportunities and regulatory focus on task performance for first- and continuing-generation college students*
- 2010 B.A., Psychology**, The University of Arizona Honors College, Magna Cum Laude

AWARDS, FELLOWSHIPS, AND FUNDING

- 2025 Outstanding Mentor Award, Weber State University Office of Undergraduate Research
Career Champion Faculty Member Award, Weber State University Career Services
Presidential Teaching Excellence Award, Weber State University
- 2024 Faculty Vitality Grant, Weber State University Research, Scholarship, & Professional Growth Committee
Sustainability Teaching, Application, and Research (STAR) Grant, Weber State University Sustainability Practices and Research Center
Presidential Teaching Innovation Grant, Weber State University Research, Scholarship, & Professional Growth Committee

- Nature and Human Health Utah Pilot Grant, Co-Investigator: Taylor Evans* (\$1,829.69)
D.R.E.A.M Collaboration Award, Weber State University Disability Services
- 2023 Open Educational Resources Create Grant, Weber State University Stewart Library,
Co-Investigator: Xin Zhao (\$20,000)
Gene Sessions Excellence in Teaching Award, Weber State University College of Social
and Behavioral Sciences
Professional Development Grant, Weber State University College of Social and Behavioral
Sciences
Hemingway Collaborative Award, Co-Investigators: Ryan Frazier, Elizabeth Balgord,
Weber State University Research, Scholarship, & Professional Growth Committee
(\$10,420)
Travel Grant, Weber State University Research, Scholarship, & Professional Growth
Committee
- 2022 Faculty Vitality Grant, Weber State University Research, Scholarship, & Professional
Growth Committee
Honorary Coach, Weber State Women's Basketball
- 2020 Academic Resources and Computing Committee Grant, Weber State University (\$1,068)
- 2019 Hemingway New Faculty Grant, Weber State University Research, Scholarship, &
Professional Growth Committee (\$1,194.80)
Travel Grant, Weber State University Research, Scholarship, & Professional Growth
Committee
- 2018 External Evaluator, Strengthening Commercial-Emphasis Foreign Language Programs (PI:
Craig Bergeson), UISFL (\$165,000)
Travel Grant, Weber State University Research, Scholarship, & Professional Growth
Committee
Early Career Scholars Travel Award, Society for the Psychological Study of Social Issues
Student Success Grant, Weber State University (\$9,830.48)
- 2017 Honorary Coach, Weber State Women's Basketball
Graduate Student Travel Award, Society for the Psychological Study of Social
Issues Student Travel Grant, ASU Graduate and Professional Student Association
- 2016 Cialdini Dissertation Project Prize in Social Psychology, ASU Department of
Psychology
Graduate Student Travel Award, Society for the Psychological Study of Social
Issues
Outstanding Research Award, ASU Graduate and Professional Student
Association Student Travel Grant, Arizona State University Graduate Education
Student Travel Grant, ASU Graduate and Professional Student Association
- 2015 Continuing Excellence in Teaching Award, ASU Graduate and Professional Student
Association Teaching Excellence Award, ASU Graduate and Professional Student
Association
Student Travel Grant, Arizona State University Graduate Education
Student Travel Grant, ASU Graduate and Professional Student
Association
- 2014 JumpStart Research Grant, ASU Graduate and Professional Student
Association
Student Travel Grant, ASU Graduate and Professional Student Association
- 2013 Student Travel Award, Society for Personality and Social Psychology Diversity
Fund
- 2011 Arizona State University Dean's Fellowship, Graduate College
Arizona State University Doctoral Fellowship, Graduate College
- 2010 First Place Poster (Education Category), The University of Arizona Graduate and

Professional Student Association
 Alumni Legacy Grant, The University of Arizona Honors College

PUBLICATIONS

Refereed Journal Articles (By Date)

* Signifies a student author.

- 2022 **Herrmann, S. D.**, Varnum, M. E. W., Straka, B. C., & Gaither, S. E. (2022). Social class identity integration and success for first-generation college students: Antecedents, mechanisms, and generalizability. *Self and Identity*, 21(5), 553-587.
- 2021 Laiduc, G. A.,*[†] **Herrmann, S. D.**,[†] & Covarrubias, R. (2021). Relatable role models: An intervention highlighting first-generation faculty benefits first-generation students. *Journal of First-Generation Student Success*, 1(3), 159-186.
[†]These authors contributed equally to this work.
- 2020 Çetinkaya, E., **Herrmann, S. D.**, & Kisbu-Sakarya, Y. (2020). Adapting the values affirmation intervention to a multi-stereotype threat framework for female students in STEM. *Social Psychology of Education*, 23, 1587-1607.
- 2018 **Herrmann, S. D.** & Varnum, M. E. W. (2018). Integrated social class identities are linked to academic success, well-being, and workplace satisfaction. *Journal of Cross-Cultural Psychology*, 49(4), 635-663.
- Herrmann, S. D.** & Varnum, M. E. W. (2018). Utilizing social class bicultural identity integration to improve outcomes for first-generation college students. *Translational Issues in Psychological Science*, 4(2), 165-175.
- 2017 Adelman, R. M., **Herrmann, S. D.**, Bodford, J. E., Barbour, J. E., Graudejus, O., Okun, M. A., & Kwan, V. S. Y. (2017). Feeling closer to the future self and doing better: Temporal psychological mechanisms underlying academic performance. *Journal of Personality*, 85(3), 398-408.
- 2016 **Herrmann, S. D.**, Adelman, R. M., Bodford, J. B., Graudejus, O., Okun, M. A., & Kwan, V. S. Y. (2016). The effects of a female role model on academic performance and persistence of students enrolled in STEM courses. *Basic and Applied Social Psychology*, 38(5), 258-268.
- Covarrubias, R., **Herrmann, S. D.**, & Fryberg, S. A. (2016). Affirming the interdependent self: Implications for Latino student academic performance. *Basic and Applied Social Psychology*, 38(1), 47-57.

Invited Articles and Book Chapters

- 2023 **Herrmann, S. D.** (2023). Effects of syllabus design on belonging, academic self-efficacy, and intention to utilize university services. In H. Scherschel & D. S. Rudmann (Eds.) *Teaching tips: A compendium of conference presentations on teaching, 2022-23*. (pp. 162-164). Society for the Teaching of Psychology.
- 2014 Kwan, V. S. Y., & **Herrmann, S. D.** (2014). The interplay of culture and personality. In

the M.L. Cooper & R.J. Larsen, *APA Handbook of Personality and Social Psychology, Volume III*. Washington, DC: APA Books.

Articles Written for a Popular Audience

- 2019 **Herrmann, S. D.** (2019). [Crossing class cultures: Understanding first-generation college students' transitions.](#) *Eye on Psi Chi*, 23(4), 22-25.

Manuscripts Under Review or In Preparation

- Herrmann, S. D.** (in prep). The effect of unofficial faculty biographies on self-efficacy and belonging among college students.
- Herrmann, S. D.**, Vu, C. V. H.*, Nash, C. J.*, & Gardner, K. R.* (In prep). Examining the impacts of anti-DEI legislation and cultural center closures on student equity, belonging, and success in higher education.
- Evans, T.* & **Herrmann, S. D.** (In prep). *The impact of indoor plants on college students' well-being, academic performance, and course evaluations.*
- Balgord, E. A. & **Herrmann, S. D.** (In prep). Assessing the effectiveness of immersive virtual field trips as teaching and recruitment tools in introductory geosciences courses.
- Frazier, R. J., Herrmann, S. D., & Balgord, E. A. (In prep). Microlearning to increase awareness of EES majors and geospatial technology.

PRESENTATIONS

Invited Presentations

- 2020 **Herrmann, S. D.** (2020, May). *College as a foreign country: A cultural perspective of first-generation college students' performance and persistence.* Invited address, Wildcat Scholars Faculty Inclusive Excellence Retreat, Ogden, UT.
- 2019 **Herrmann, S. D.** (2019, August). *College as a foreign country: A cultural perspective of first-generation college students' performance and persistence.* Invited keynote address, Annual conference of the Society for Cross-Cultural Research, Jacksonville, FL.
- Herrmann, S. D.** (2019, March). *Considering diversity in teaching and learning in STEM.* Invited talk, Academic Science Education and Research Training (ASERT), University of New Mexico, Albuquerque, NM.
- Herrmann, S. D.** (2019, February). *Crossing classes: A cultural perspective of first-generation college students' performance and persistence.* Invited keynote address, Society for Cross-Cultural Research, Fort Lauderdale, FL.

Conference Symposia Organized

- 2024 Marx, D. M. & **Herrmann, S. D.** (2024, May). *New directions in role model research: Broadening the scope of who and how individuals can serve as role models for*

underrepresented students. Speakers: David M. Marx, Grace Huang, Giselle Laiduc, Sarah D. Herrmann. Presented at the Association for Psychological Science, San Francisco, CA.

2023 **Herrmann, S. D.** (2023, April). *(Re)designing inclusive courses: Strategies, benefits, and lessons learned*. Speakers: Sarah D. Herrmann, Melinda Russell-Stamp, Azenett A. Garza Caballero. Presented at the Society for the Psychological Study of Social Issues, Denver, CO.

Herrmann, S. D. (2023, April). *(Re)designing inclusive courses: Strategies, benefits, and lessons learned*. Speakers: Sarah D. Herrmann, Melinda Russell-Stamp, Azenett A. Garza Caballero. Presented at the Rocky Mountain Psychological Association, Albuquerque, NM.

2018 **Herrmann, S. D.** (2018, June). *Improving women's outcomes in STEM: Interventions, caveats, and future directions*. Speakers: Sarah D. Herrmann, Giselle Laiduc, Tara C. Dennehy, Kim E. Chaney. Presented at the Society for the Psychological Study of Social Issues Conference, Pittsburgh, PA.

2017 **Herrmann, S. D.** (2017, June). *Using culture to understand performance for first-generation college students*. Speakers: Isidro Landa, Nidia Ruedas-Garcia, Sarah D. Herrmann, Mindy Truong. Presented at the Society for the Psychological Study of Social Issues, Albuquerque, NM.

2016 **Herrmann, S. D. & Albert, R.** (2016, June). *Giving psychology away to inmates: Teaching in prison*. Speakers: Sarah D. Herrmann & Rachel Albert. Presented at the Biennial Conference of the Society for the Psychological Study of Social Issues, Minneapolis, MN.

Covarrubias, R., Fryberg, S. A., & **Herrmann, S. D.** (2016, January). *Values affirmation interventions: Mechanisms and new applications*. Speakers: Sarah D. Herrmann, Kate Turetsky, Kimberly Hartson, Kody Manke. Presented at the Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.

2015 Varnum, M. E. W. & **Herrmann, S. D.** (2015, February). *Adapting to the culture of college: A cultural psychological perspective on first generation college students*. Speakers: Nicole M. Stephens, Judith Harackiewicz, Vida Manzo, Sarah D. Herrmann. Presented at the Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.

2014 **Herrmann, S. D. & Saenz, D. S.** (2014, June). *Worlds apart: Applying social psychological research to global problems*. Speakers: Sarah D. Herrmann, Delia S. Saenz. Presented at the Biennial Conference of the Society for the Psychological Study of Social Issues, Portland, OR.

Conference Symposia Addresses

2025 **Herrmann, S. D., Vu, C. V. H.*, Nash, C. J.*, & Gardner, K. R.*** (2025). *Examining the impacts of anti-DEI legislation and cultural center closures on student equity, belonging, and success in higher education*. Presented at the Rocky Mountain Psychological Association, Denver, CO.

- Evans, T.* & **Herrmann, S. D.** (2025). *The impact of indoor plants on college students' well-being, academic performance, and course evaluations*. Presented at the Rocky Mountain Psychological Association, Denver, CO.
- 2024 **Herrmann, S. D.** (2024). *The effect of unofficial faculty biographies on self-efficacy and belonging among college students*. Presented at the Association for Psychological Science, San Francisco, CA.
- Frazier, R. J., **Herrmann, S. D.**, & Balgord, E. A. (2024). *Microlearning to increase awareness of EES majors and geospatial technology*. Presented at the Weber State University Thrive Symposium, Ogden, UT.
- Frazier, R. J., **Herrmann, S. D.**, & Balgord, E. A. (2024). *Microlearning to increase awareness of EES majors and geospatial technology*. Presented at the Teaching for Learning (T4L) Conference, Rexburg, ID.
- 2023 **Herrmann, S. D.**, Evans, T.*, Heiner, J.*, Maire, O*, Nye, E.*, & Russell, A.* (2023). *Effects of syllabus design on belonging, academic self-efficacy, and intention to utilize university services*. Presented at the Society for the Psychological Study of Social Issues, Denver, CO.
- Hall, D., Garza Caballero, A. A., **Herrmann, S. D.**, Laiduc, G. A., Fisher, E., Ryan, W., & Weisz, C. (2023). *Mentoring Session: An Open Q & A Forum for Students*. Presented at the Society for the Psychological Study of Social Issues, Denver, CO.
- Herrmann, S. D.**, Evans, T.*, Heiner, J.*, Maire, O*, Nye, E.*, Russell, A.*, & Stringham, J.* (2023). *Effects of syllabus design on belonging, academic self-efficacy, and intention to utilize university services*. Presented at the Rocky Mountain Psychological Association, Albuquerque, NM.
- Mork, A.*, Earhart, J.*, Barraza, A.*, Vargo, S.*, Shaw, J.*, & **Herrmann, S. D.** (2023). *Parental perceptions of university childcare resources*. Presented at the Rocky Mountain Psychological Association, Albuquerque, NM.
- Muranaka, T.*, Custer, J.*, Simmons, J.*, & **Herrmann, S. D.** (2023). *Understanding ourselves through others: Identity styles, in-group identification, and mental well-being in college students*. Presented at the Rocky Mountain Psychological Association, Albuquerque, NM.
- 2022 **Herrmann, S. D.** & Covarrubias, R. (2022). *Building inclusive educational strategies for minoritized students and ourselves post-pandemic*. Presented at the Society for the Psychological Study of Social Issues Conference, San Juan, Puerto Rico.
- Mulder, A., **Herrmann, S. D.**, Wolfe, S., Pagonis, D., Burnett, B., Russell-Stamp, M., Gautney, J., Trentelman, C., Chan, J., & Speicher, S. (2022). *Expanding teaching for sustainability: Find your Sustainable Development Goal!* Presented at the [2022 Weber State University Teaching and Learning Forum Faculty Symposium](#), Ogden, UT.
- 2019 **Herrmann, S. D.**, Laiduc, G., & Covarrubias, R. (2019). *Role model intervention improves first-generation college student belonging and performance*. Presented at the Society for the Psychological Study of Social Issues Conference, San Diego, CA.

- Covarrubias, R. & **Herrmann, S. D.** (2019). *Affirming the interdependent self: Developing culturally-relevant self-affirmations for Latinx students*. Presented at the SPSSI-EASP Small Group Meeting, Sussex, UK.
- Herrmann, S. D.** & Varnum, M. E. W. (2019). *Predictors, mediators, and moderators of the effect of social class bicultural identity integration on academic performance*. Presented at the Annual Meeting of the Society for Personality and Social Psychology, Portland, OR.
- 2018 **Herrmann, S. D.** (2018). *Using psychology to understand and reduce the social class achievement gap*. Presented at the Society for the Teaching of Psychology's Annual Conference on the Teaching of Psychology, Phoenix, AZ.
- Covarrubias R., **Herrmann, S. D.**, Laiduc, G., Valle, I., & Lockett, T. (2018). *Reflecting first-generation student voices in our teaching and interactions*. Presented at the inaugural First Generation Southwest Symposium, Flagstaff, AZ.
- Herrmann, S. D.** (2018). *A role model intervention improves women's STEM performance and persistence*. Presented at the Society for the Psychological Study of Social Issues Conference, Pittsburgh, PA.
- Herrmann, S. D.** (2018). *Using psychology to understand and reduce the social class achievement gap*. Presented at Rocky Mountain Psychological Association's convention, Denver, CO.
- 2017 **Herrmann, S. D.** & Varnum, M. E. W. (2017). *Crossing classes: Identity integration and performance for first-generation college students*. Presented at the Society for the Psychological Study of Social Issues Conference, Albuquerque, NM.
- 2016 **Herrmann, S. D.** & Albert, R. (2016). *Giving psychology away to inmates: Teaching in prison*. Presented at the Biennial Conference of the Society for the Psychological Study of Social Issues, Minneapolis, MN.
- Herrmann, S. D.** (2016). *Teaching in prison*. Invited speaker, Fifth Annual ASU Prison Education Conference, Tempe, AZ.
- Herrmann, S. D.**, Covarrubias, R., & Fryberg, S. A. (2016). *Affirming the interdependent self: Implications for Native American and Latino students' school outcomes*. Presented at the Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.
- 2015 **Herrmann, S. D.** & Varnum, M. E. W. (2015) *First-generation college students as biculturals: Integrated social class identities are linked to academic success, well-being, and workplace satisfaction*. Presented at the Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- 2014 **Herrmann, S. D.** & Varnum, M. E. W. (2015). *First-generation college students as biculturals: Implications for academic success and well-being*. Presented at the Annual Meeting of the American Educational Research Association, Chicago, IL.

Herrmann, S. D. & Saenz, D.S. (2014). *Worlds apart: Applying social psychological research to global problems*. Presented at the Biennial Conference of the Society for the Psychological Study of Social Issues, Portland, OR.

- 2013 **Herrmann, S. D.**, Okun, M. A., & Kwan, V. S. Y. (2013). *The effects of socioeconomic status on academic engagement*. Presented at the Conference of the International Association for Cross-Cultural Psychology, Los Angeles, CA.

Selected Poster Presentations

- 2025 Groff, J., Price, E., Phillips, K., Kier, R., & Herrmann, S. D. (2025). *Gong baths effect on anxiety: Is there one?* Presented at the Weber State University Research & Engagement Symposium, Ogden, UT.
- 2024 Evans, T. R.* & **Herrmann, S. D.** (2024). *Examining the effect of plants in the classroom on college student mental health and academic experiences*. Presented at the Rocky Mountain Psychological Association, Denver, CO.
- Evans, T. R.* & **Herrmann, S. D.** (2024). *Examining the effect of plants in the classroom on college student mental health and academic experiences*. Presented at the Weber State University Research & Engagement Symposium, Ogden, UT.
- 2023 Mork, A.*, Earhart, J.*, Barraza, A.*, Vargo, S.*, Shaw, J.*, & **Herrmann, S. D.** (2023). *Caregiver perceptions of university childcare resources*. Presented at the Society for the Psychological Study of Social Issues, Denver, CO.
- Herrmann, S. D.**, Bangash, A.*, & Bangash, S.* (2023). *Equity analysis of research, scholarship, and professional growth grants*. Presented at the Society for the Psychological Study of Social Issues, Denver, CO.
- Shaw, J.*, Godfrey, G.*, & Cloward, J.*, & **Herrmann, S. D.** (2023). *Establishing validity for the future anxiety among graduating college students scale*. Presented at the Rocky Mountain Psychological Association, Albuquerque, NM.
- Herrmann, S. D.**, Bangash, A.*, & Bangash, S.* (2023). *Equity analysis of research, scholarship, and professional growth grants*. Presented at the Rocky Mountain Psychological Association, Albuquerque, NM.
- 2022 Stacey, C.*, Talbot, B.*, Griffiths, E.*, Barraza, A.*, Tadler, Z.*, Fikstad, H.*, & **Herrmann, S. D.** (2022). *Predictors of belief in conspiracy theories*. Presented at the 2022 Annual Meeting of the Rocky Mountain Psychological Association.
- 2021 Barraza, A.*, Miller, K.*, Moon, M.*, Call, J.*, & **Herrmann, S. D.** (2021). *Personality traits and mask wearing practices*. Presented at the Weber State Office of Undergraduate Research Symposium.
- Jung, A.*, Zgirvach, M.*, Dahl, A.*, Clark, C.*, Flanders, D.*, & **Herrmann, S. D.** (2021). *Religion and attitudes toward mental health treatment*. Presented at the Weber State Office of Undergraduate Research Symposium.
- Reis da Silva, C.*, Howell, M.*, & **Herrmann, S. D.** (2021). *Sinners or sick: Religiosity and attributions for addiction and psychological disorders*. Presented at the Weber State Office of Undergraduate Research Symposium.
- Laiduc, G.*, **Herrmann, S. D.**, Covarrubias, R. (2021). *A role model intervention*

improves first-generation college student belonging. Presented at the Society for Personality and Social Psychology Conference.

- 2020 Dahl, A.*, Clark, C.*, Jung, A.*, Zgirvach, M.*, Flanders, D.*, & **Herrmann, S. D.** (2020). *Religion and attitudes toward mental health treatment.* Accepted at the Rocky Mountain Psychological Association Conference, Denver, CO. *Cancelled due to COVID-19.*
- Reis da Silva, C.*, Howell, M.*, & **Herrmann, S. D.** (2020). *Sinners or sick: Religiosity and attributions for addiction and psychological disorders.* Accepted at the Rocky Mountain Psychological Association Conference, Denver, CO. *Cancelled due to COVID-19.*
- Saavedra, J.*, Barraza, A.*, Reis da Silva, C.*, Bolos, K.*, Dewey, M.*, Howell, M.*, & **Herrmann, S. D.** (2019) *Still standing up to sexism: Motivation to confront prejudice in a real-world scenario.* Accepted at the Rocky Mountain Psychological Association Conference, Denver, CO. *Cancelled due to COVID-19.*
- 2019 Saavedra, J.*, Tibbetts, S.*, Whiting, M.*, Dahl, A.*, Tanabe, K.*, Turner, K.*, Simmons, J.* & **Herrmann, S. D.** (2019) *Standing up to sexism: Motivation to confront prejudice in a real-world scenario.* Presented at the Society for the Psychological Study of Social Issues Conference, San Diego, CA.
- Sahleen, M.*, Cardon, T.*, Sage, R.*, Ellis, A.*, Herrmann, S.D., & McGillivray, S. (2019). *An Eye for an iPhone: Perceptions of Vigilantism and Digilantism.* Presented at the Rocky Mountain Psychological Association Conference, Denver, CO.
- Badali, S.*, Tibbetts, S.*, McPheeters, L. *, & **Herrmann, S. D.** (2019). *Metacognitive monitoring and academic performance: New monitoring abilities scale for undergraduates for presentation.* Presented at the Rocky Mountain Psychological Association Conference, Denver, CO.
- Saavedra, J.*, Tibbetts, S.*, Whiting, M.*, Dahl, A.*, Tanabe, K.*, Turner, K.*, Simmons, J.* & **Herrmann, S. D.** (2019) *Standing up to sexism: Motivation to confront prejudice in a real-world scenario.* Presented at the Rocky Mountain Psychological Association Conference, Denver, CO.
- Sahleen, M.*, Cardon, T.*, Lemos, R.*, Herrmann, S.D., & McGillivray, S. (2019). *Why are you wrong? The effects of challenging information, religiosity, and superstitions on beliefs about psychology as a science.* Presented at the Utah Conference on Undergraduate Research, Ogden, UT.
- Tibbetts, S.*, Sage, R.*, Blumenstein, J.*, Saavedra, J.*, Simmons, J.*, McGillivray, S., & **Herrmann, S. D.** (2019). *That face looks bitter: The impact of taste on judgments of emotional expression.* Presented at the Utah Conference on Undergraduate Research, Ogden, UT.
- Saavedra, J.* & **Herrmann, S. D.** (2018). *A qualitative analysis of first-generation faculty experiences.* Presented at the SPSP Intervention Science Preconference, Portland, OR.
- 2018 Herzog, T., **Herrmann, S. D.**, & Claesgens, J. (2018). *Student perceptions of testing methods in general chemistry.* Presented at the 2018 POGIL National Meeting, St.

Louis, MO.

Saavedra, J.* & **Herrmann, S. D.** (2018). *A qualitative analysis of first-generation faculty experiences*. Presented at Rocky Mountain Psychological Association Conference, Denver, CO.

Sage, R.*, Blumenstein, J.*, Tibbetts, S.*, Saavedra, J.*, Simmons, J.*, McGillivray, S., & **Herrmann, S. D.** (2018). *That face looks bitter: The impact of taste on judgments of emotional expression*. Presented at Rocky Mountain Psychological Association Conference, Denver, CO.

Sahleen, M.*, Cardon, T.*, Lemos, R.*, Herrmann, S.D., & McGillivray, S. (2018). *Challenging information, religiosity, superstition and beliefs about psychology as a science*. Presented at Rocky Mountain Psychological Association Conference, Denver, CO.

Badali, S.*, Reeder, J.*, Anderson, H.*, Paucarpura, G.*, Herrmann, S.D & McGillivray, S. (2018). *Truth vs. fiction: The influence of learning styles and the testing effect on prediction of memory performance*. Presented at the WSU Research Symposium. Presented at Rocky Mountain Psychological Association Conference, Denver, CO.

2017 Russell, S. E.*, **Herrmann, S. D.**, & Varnum, M. E. W. (2017). *Exposure to college graduates predicts outcomes for first-generation college students*. Presented at the Arizona State University Barrett Honors College Celebrating Honors Symposium, Tempe, AZ.

Laiduc, G. A.*, **Herrmann, S. D.**, & Saenz, D. S. (2017). *Young, gifted, and black: A mixed methods approach to understand the college transition experiences of African international students*. Presented at the Ninety-Seventh Annual Convention of the Western Psychological Association, Sacramento, CA.

Herrmann, S. D., Covarrubias, R., Pauker, K., & Fryberg, S. A. (2017). *Growth mindset and academic performance: The mediating role of self-views and classroom behavior*. Presented at the Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Russell, S. E.*, **Herrmann, S. D.**, & Varnum, M. E. W. (2017). *Exposure to college graduates predicts outcomes for first-generation college students*. Presented at the Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Laiduc, G. A.*, **Herrmann, S. D.**, & Saenz, D. S. (2017). *Young, gifted, and black: A mixed methods approach to understand the college transition experiences of African international students*. Presented at the Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

2016 **Herrmann, S. D.** (2016). *Teaching psychology in prison: Strategies for developing partnerships and instruction*. Presented at the Society for the Teaching of Psychology's Annual Conference on the Teaching of Psychology, Decatur, GA.

Adelman, R. A., **Herrmann, S. D.**, Barbour, J., Graudejus, O., Okun, M. A., Kwan, V. S. Y. (2016). *Future self-continuity buffers the effect of academic setbacks on grade expectations*. Presented at the Annual Meeting of the Society for

Personality and Social Psychology, San Diego, CA.

- 2015 **Herrmann, S. D.** & Varnum, M. E. W. (2015). *First-generation college students as biculturals: Integrated social class identities are linked to academic success, well-being, and workplace satisfaction*. Presented at the ASU Institute for Social Science Research Poster Competition, Tempe, AZ.
- Adelman, R. A., **Herrmann, S. D.**, Bodford, J. E., Okun, M. A., Graudejus, O., Kwan, V. S. Y. (2015). *Feeling closer to the future self and doing better in school: Future self-continuity, self-control, self-efficacy, and academic performance*. Presented at the Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- Shropshire, J. S.*, **Herrmann, S. D.**, Adelman, R. A., Graudejus, O., Okun, M. A. & Kwan, V. S. Y. (2015). *It's a man's world: Gender differences in regulatory focus and academic performance in STEM fields*. Presented at the Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- 2014 **Herrmann, S. D.**, Okun, M. A., & Kwan, V. S. Y. (2014). *Tomorrow never knows: Paradoxical effects of a future prime on performance among low socioeconomic status college students*. Presented at the Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.
- 2012 **Herrmann, S. D.**, Kwan, V. S. Y., & Okun, M. A. (2012). *Testing disengagement: A cultural approach to socioeconomic status and decision making in education*. Presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- 2011 **Herrmann, S. D.**, Covarrubias, R., & Fryberg, S. A., (2010). *The impact of family affirmation on math performance for Mexican American middle school students*. Presented at the Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.
- 2010 **Herrmann, S. D.**, Covarrubias, R., & Fryberg, S. A., (2010). *The impact of family affirmation on math performance for Mexican American middle school students*. Presented at the University of Arizona 2010 Graduate and Professional Student Council Student Showcase, Tucson, AZ. First place, Education Category.
- Herrmann, S. D.**, Covarrubias, R., & Fryberg, S. A., (2010). *The impact of family affirmation on math performance for Mexican American middle school students*. Presented at the Stanford Undergraduate Psychology Conference, Palo Alto, CA.

TEACHING EXPERIENCE

Weber State University

Primary Instructor

Introduction to Psychology (In-Person/Online)
 Statistics in Psychology (In-Person/Online)
 Psychology Statistics Lab (In-Person/Online)
 Research Methods and Statistics I/II

Tests & Measurements
 Social Psychology (In-Person/Online)
 Psychology of Diversity (In-Person/Online)
 Cultural Psychology Seminar
 Designing Your Life

Glendale Community College

Primary Instructor

Cultural Psychology
 Developmental Psychology

Arizona State University

Primary Instructor

Social Psychology Introduction to Psychology
ASU Prison Education Program
ASU Collegiate Scholars Program
 Research Methods
 Research Methods Laboratory

Teaching Assistant

Learning and Motivation (Online)
 Introduction to Statistics
 Introduction to Psychology

Course Development

Social Psychology (Online)

The University of Arizona

Teaching Assistant

Cultural Psychology

COMMUNITY ENGAGEMENT AND GUEST LECTURES

2023	“Monsters & Markets: Honors Program Food for Thought” Invited Panelist, Weber State University “Introduction to Psychology” Invited Lecture, Disability Services Wildcat Experience Day, Weber State University “Understanding and Improving Educational Experiences for Minoritized Students” Social Science Seminar, Weber State University
2022	Speaker, Taylor Canyon Elementary Career Day
2021	Panelist, “Sexualization in Women’s Sports” KSL Voices of Reason Podcast
2020	“Social Psychology and Designing Better Behaviors,” Climate Change and Culture Shift Seminar, Weber State University “Social Psychology of COVID-19,” Pandemics and People Seminar, Weber State University “The Psychology of Gender and Education,” Social Science Seminar, Weber State University
2019	“Improving Experiences and Performance for Underrepresented Students in STEM,” Physics Seminar, Weber State University
2017	“The Academic Job Market,” Social Psychology Research Institute, Arizona

	State University
2015	"Gender and Ethnicity in Academia," Current Topics in Social Psychology, Arizona State University
2011-2015	"Applying to Graduate School," Research Methods Lab, Arizona State University

UNDERGRADUATE/GRADUATE MENTORSHIP

2024-2025	Christy Vu, Cason Nash, Korbin Gardner, "Examining the Impacts of Anti-DEI Legislation and Cultural Center Closures on Student Equity, Belonging, and Success in Higher Education." Weber State University.
	Taylor Evans, "Greening Classrooms: The Impact of Indoor Plants on College Students' Well-Being, Academic Performance, and Course Evaluations." Weber State University.
	Monika Lowe, "The Impact of Mental Health, Motivation, and Relationships on Belonging and Academic Success in Veteran and Non-Veteran College Students." Honors Thesis Committee Member, Weber State University.
	Layla Manzanares, Honors Thesis Committee Member, Weber State University.
	Jeni Groff, "Wounds That Rewire: A Review of the Neurobiological Impact of Trauma." Directed Readings Supervisor, Weber State University.
2023-2024	Ben Bos, "Context in Sentiment and Emotion Analysis." Master's Thesis Committee Member, Weber State University.
	Carter Ford, "Post Traumatic Stress Disorder and its Effects on Veterans and their Families," Bachelor of Integrated Studies Committee Member, Weber State University.
	Taylor Evans, "Examining the Effect of Plants in the Classroom on College Student Mental Health and Academic Experiences," Office of Undergraduate Research Fellowship Program Advisor, Weber State University
	Logan Brown, "Recipes and Reactions: An Analysis of the Interaction between Photographs and Ratings," Master's Thesis Committee Member, Weber State University
2022-2023	Anika Mork, Jai Earhart, Allyson Barraza, Skye Vargo, & Julie Shaw, "Parental perceptions of university childcare resources." Weber State University
	Tava Muranaka, Joshua Custer, & Jordan Simmons, "Understanding ourselves through others: Identity styles, in-group identification, and mental well-being in college students." Weber State University
	Amina Bangash & Sophia Bangash, "Equity analysis of research, scholarship, and

professional growth grants.” Weber State University

Taylor Evans, Justin Foster, Jaime Heiner, Otis Maire, Emelyn Nye, Aonika Russell, Jackson Stringham, Emma Welton, & Rebecca Sager, “Effects of syllabus design on belonging, efficacy, and intention to utilize university services.” Weber State University

Julie Shaw, Grace Godfrey, & Jared Cloward, “Establishing validity for the future anxiety among graduating college students scale,” Weber State University

Samuel Romine, “Primary texts and their effects on sentiment and emotional analysis,” Master’s Thesis Committee Member, Weber State University

Jamison Lewis, “Effects of XAI in decision making,” Master’s Thesis Committee Member, Weber State University

2021-2022

Crisi Stacey, Benjamin Talbot, Emilia Griffiths, Allyson Barraza, Zachary Tadler, & Whitney Fikstad, “Predictors of belief in conspiracy theories,” Weber State University

Logan Brown, “Recipes and Reactions: An Analysis of the Interaction between Photographs and Ratings,” Master’s Thesis Committee Member, Weber State University

Rose Harris, “Combatting culture shock: A cross-platform resource for sojourners” Bachelor of Integrated Studies Capstone Committee Member, Weber State University

Candice Clark, Doctoral Dissertation External Committee Member, Oregon State University

2020-2021

George Bazaes, “Teachers’ perceptions of the use of code-switching in Utah classrooms,” Master’s Thesis Statistical Consultant, Weber State University

Allyson Barraza, Kyndra Miller, Macy Moon, & Jenny Call, “Personality and mask wearing practices,” Weber State University

Ashlee Hoggan, “Gender prediction based on food selection,” Master’s Thesis Committee Member, Weber State University

2019-2020

Emily Rich, “Differentiation of self across cultures,” Weber State University

Kit Turner, “Exploratory narrative processing of relational victimization experiences,” Honors Thesis Committee Member, Weber State University

AnnElise Dahl, Carson Clark, Austin Jung, Miranda Zgirvach, & David Flanders, “Religion and attitudes toward mental health treatment,” Weber State University

Camilla Reis da Silva & Morgan Howell, “Sinners or sick: Religiosity and attributions

for addiction and psychological disorders," Weber State University

2018-2019 Jesus Saavedra, Samantha Tibbetts, Kiahna Tanabe, Matthew Whiting, AnnElise Dahl, Kit Turner, & John Simmons, "Standing up to sexism: Motivation to confront prejudice in a real-world scenario," Weber State University

Monika Sahleen, Tamara Cardon, Rosemary Sage, & Ammon Ellis, "An eye for an iPhone: Perceptions of vigilantism and digilantism," Weber State University

Sabrina Badali, Samantha Tibbetts, & Logan McPheeters, "Metacognitive monitoring and academic performance: New monitoring abilities scale for undergraduates," Weber State University

2017-2018 Jesus Saavedra, "A Qualitative Analysis of First-Generation Faculty Experiences," Weber State University

Rosemary Sage, Samantha Tibbetts, Julia Blumenstein, Jesus Saavedra, & John Simmons, "The impact of taste on judgments of emotional expression," Weber State University

Monika Sahleen, Raquel Lemos, & Tamara Cardon, "Challenging information, religiosity, superstition and beliefs about psychology as a science," Weber State University

2015-2017 Sara Russell, "Exposure to college graduates predicts outcomes for first-generation college students," Arizona State University

Giselle Laiduc, "Young, gifted, and black: A mixed methods approach to understand the college transition experiences of African international students," Arizona State University

2014-2015 Jessica Shropshire, "It's a man's world: Gender differences in regulatory focus and academic performance in STEM fields," Arizona State University

MENTORSHIP

2023 Faculty Mentor, LEAD Weber WSUSA Leadership Conference
Invited Speaker, "Navigating the Job Market: Primarily Undergraduate Institutions," Arizona State University

2017-2022 Faculty Advisor, Psi Chi, Weber State University

2019 Faculty Mentor, Society for the Psychological Study of Social Issues Conference

2016-2017 Peer Mentor, Society for the Psychological Study of Social Issues Conference

2015 Peer Mentor, Society for Personality and Social Psychology Conference

2014-2017 Graduate Student Peer Mentor, Social Program, ASU Department of Psychology

2012-2015 Mentor, Shades Multicultural Mentoring Program, Arizona State University

2012-2015 Invited Panelist, Psi Chi Road to Graduate School Event

INTERNSHIPS AND SPECIAL TRAINING

- 2022 Equitable Learning & Inclusive Teaching for Everyone Community of Practice,
Weber State University
Microcredential in Inclusive Teaching for Equitable Learning, The Association of College
and University Educators
Teaching & Learning in the Diverse Classroom, Cornell University MOOC
- 2021 Sustainability Across the Curriculum Community of Practice, Weber State
University
- 2017 Using Great Ideas in the Classroom Community of Practice, Weber State
University
- 2016 Electronically Activated Recorder (EAR) Training, UC Santa Cruz
- 2015 Summer Research Associate, Arizona Department of Education, Accountability Section
Supervisor: Dr. Yovhane Metcalfe
Project: Development of the Arizona College and Career Readiness Index
(CCRI)
- 2014 SPSSI Summer Policy Workshop Training
- 2013 ERP/EEG Training, Arizona State University

SERVICE

Editorial Service

- Ad Hoc Reviewer, *Journal of Experimental Psychology: General*
- Ad Hoc Reviewer, *Educational Psychology Review*
- Ad Hoc Reviewer, *Social Psychology of Education*
- Ad Hoc Reviewer, *Ethnic and Racial Studies*
- Ad Hoc Reviewer, *Journal of Experimental Social Psychology*
- Ad Hoc Reviewer, *Self & Identity*
- Ad Hoc Reviewer, *Social Psychological and Personality Science*
- Ad Hoc Reviewer, *Psi Chi Journal of Psychological Research*
- Ad Hoc Reviewer, *International Journal of STEM Education*
- Ad Hoc Reviewer, *Psychology of Women Quarterly*
- Ad Hoc Reviewer, *Journal of Social Issues*
- Ad Hoc Reviewer, *Journal of Social and Political Psychology*
- Ad Hoc Reviewer, *PLOS One*
- Ad Hoc Reviewer, *Developmental Psychology*
- Ad Hoc Reviewer, *Personality and Social Psychology Bulletin*
- Ad Hoc Reviewer, *Journal of Educational Psychology*
- Ad Hoc Reviewer, *Cultural Diversity and Ethnic Minority Psychology*
- Ad Hoc Reviewer, *Sex Roles*
- Ad Hoc Reviewer, *Translational Issues in Psychological Science*
- Ad Hoc Reviewer, *Basic and Applied Social Psychology*
- Ad Hoc Reviewer, *Learning and Individual Differences*
- Ad Hoc Reviewer, *Journal of Women and Minorities in Science and Engineering*

Professional Service

- Division 9 (SPSSI) Representative, American Psychological Association Council of
Representatives (2026-2028)
- Co-Chair, Society for the Psychological Study of Social Issues Conference, Philadelphia,

PA (2023-2024)

- Moderator, Intermountain Sustainability Summit, Ogden, UT (March 2024)
- Member, Presidential Task Force on Diversity, Equity, and Inclusion, Society for the Teaching of Psychology (2022-Present)
- Mentor, Faculty-Graduate Student Mentoring for Primarily Undergraduate Institutions, Society for Personality and Social Psychology (2022-2023)
- External Tenure Reviewer, Faculty of Sciences Psychology Program, Brigham Young University-Hawaii (2023)
- Editor, *The Forward*, Society for the Psychological Study of Social Issues (2021-Present)
- Reader, AP Psychology Exam (2020-Present)
- Member, Society for the Psychological Study of Social Issues Communications Committee (2022-2024)
- Member, Society for the Psychological Study of Social Issues Diversity Committee (2019-2023)
- Member, Society for the Psychological Study of Social Issues Teaching Resources Subcommittee (2016-2020)
- Consultant, American Psychological Association Government Relations Office (2017-2018)
- Submission Reviewer, Rocky Mountain Psychological Association Conference (2018-Present)
- Submission Reviewer, Society for the Psychological Study of Social Issues Conference (2015)
- Submission Reviewer, American Psychological Association Division 36 Preconference (2015)
- Submission Reviewer, Society for Personality and Social Psychology Graduate Student Committee (2015)
- Submission Reviewer, Society for Personality and Social Psychology Culture Preconference (2014)

University Service

Weber State University

- Vice Chair, Faculty Senate (2025-2026)
- Member, Provost Search Committee (Spring 2025)
- Reviewer, Open Educational Resource Grants (Fall 2024)
- Member, Faculty Senate Executive Committee (2024-Present)
- Chair, College of Social and Behavioral Sciences Student Success Team (2022-2025)
- Psychological Science Concurrent Enrollment Liaison (2023-Present)
- Member, First-Year Retention & Curricular Efforts Committee (2023-2024)
- Member, Gardner Institute Academy on the First College Year (Fall 2023 Cohort)
- Senator, College of Social and Behavioral Sciences, Faculty Senate (2022-Present)
- Psychological Science General Education Fellow (2022-Present)
- Interim Senator, College of Social and Behavioral Sciences, Faculty Senate (2021-2022)
- Chair, Research, Scholarship, and Professional Growth Committee (2021-2024)
- College Assessment Liaison, College of Social and Behavioral Sciences Student Success Team (2021-2022)
- Administrator, Prescreening Survey, Psychological Science Department (2018-2020)
- Member, Office of Undergraduate Research Curriculum Committee (2020-Present)
- Member, College of Social and Behavioral Sciences International Committee (2020-2021)
- Member, Institutional Review Board (2018-Present)
- Member, Crystal Crest Master Teacher Award Committee (2018-2019)
- Member, Research, Scholarship, and Professional Growth Committee (2018-2021)
- Member, Inclusive Excellence Advisory Committee (2018-2019)
- Member, College of Social and Behavioral Sciences Diversity, Equity, & Inclusion Committee (2018-2019)

- Member, Engaged Learning Series Committee (2017-Present)
- Co-Advisor, Psi Chi Honorary (2017-Present)
- Member, PPM Review Committee, Psychology Department (2017-2018)
- Member, Online Committee, Psychology Department (2017-Present)
- Member, Assessment Committee, Psychology Department (2017-Present)

Arizona State University

- Representative, Department of Psychology Graduate Studies Committee (2016-2017)
- Invited Speaker, Association for Women in Math (11/2016)
- Lab Manager, Cultural Neuroscience Lab, Arizona State University (2015-2016)
- Representative, Social Program, Department of Psychology Admissions Committee (2015-2016)
- Representative, College of Liberal Arts and Sciences, Graduate Women's Association (2014-2015)
- Representative, Social Program, Department of Psychology (2013-2014)
- Grant Reviewer, Graduate and Professional Student Association (2011-2017)
- Lab Manager, Culture and Decision Science Network (2012-2013)

The University of Arizona

- Lab Manager, Culture Collaboratory (2010-2011)

PROFESSIONAL MEMBERSHIPS

Rocky Mountain Psychological Association

Society for Personality and Social Psychology (SPSP; APA Division 8)

Society for the Psychological Study of Social Issues (SPSSI; APA Division 9)

Society for the Teaching of Psychology (SoTP; APA Division 2)

Psi Chi, The International Honor Society in Psychology

Phi Beta Kappa