Z. Ferguson

(Personal Website)
(ORCID)

EMPLOYMENT

Postdoctoral Researcher, Rheinland-Pfälzische Technische Universität Kaiserslautern-Landau (2025 - present)
- Research interests – social identity (gender, LGBTQIA+, ethnicity), prejudice/discrimination, intergroup relations, metascience

Guest Lecturer, Goethe-Universität Frankfurt, Germany (2026)
- Topics taught – Block Seminar (Bachelor's level) in the Psychology department

Graduate Student Lecturer, University of Washington, USA (2023 - 2024)
- Topics taught – Bachelor's and Masters' courses in the Psychology department

EDUCATION

PhD, Psychology, University of Washington (2025)
- Graduate Certificate – Diversity Science (2024)
- Dissertation – *Workplace sexual harassment of non-prototypical women: Cognitive processes and legal outcomes*. (Advisors: Cheryl Kaiser, Sapna Cheryan, Cynthia Levine, Ines Jurcevic)

MSc, Psychology, University of Washington (2023)
- Master thesis – *Sexual harassment victimization has no age limit, but our perceptions do: The intersection of victim age and prototypes of sexual harassment.* (Advisor: Cheryl Kaiser)

BA Cognitive Science (with Departmental Honors), UC Berkeley (2020)
- Minor – Comparative Ethnic Studies
- Honors Thesis – *Race and perceptions of stereotype-inconsistent individuals.* (Advisor: Dana Carney)

SERVICE POSITIONS HELD

Diversity Steering Committee Co-Chair	2022 - 2024
Diversity Advocacy Committee, Student Representative	2022 - 2023
Graduate Student Mentorship Program Coordinator	2021-2022
UAW 4121 Anti-Discrimination Workgroup member	2020 - 2021
SPSP Outstanding Research Award Reviewer	2020 and 2021

FELLOWSHIPS, AWARDS, & GRANTS

Flex Funding from State Gender Equality (€2 000)	Nov 2026
SCOPE Research Funding (€2 000)	Aug 2026
TU-Nachwuchsring (REaCh) Early Career Research funding (€9 711)	Dec 2025
SCOPE Research Funding (€2 500)	Dec 2025
Hunt Endowed Summer Fellowship ($9 875)	June 2025
Departmental Service Award	June 2024
Bolles Dissertation Research Support, University of Washington ($1 250)	May 2024
Honors Research Scholar award ($500)	June 2023
Travel Awards, Society for the Psychological Study of Social Issues ($500)	May 2023
Ford Foundation Predoctoral Fellowship, Alternate Status	March 2023
National Science Foundation Graduate Research Fellowship, Honorable Mention	April 2022
Graduate Travel Award, Society for Personality and Social Psychology ($500)	Sept 2021
Ford Foundation Predoctoral Fellowship, Honorable Mention	March 2021
Diversity Undergraduate Registration Award, Society for Personality and Social Psychology ($160)	Oct 2019
Summer Undergraduate Research Fellowship, UC Berkeley ($4 500)	April 2019
Institute of Personality and Social Research Interdisciplinary Grant, UC Berkeley ($1 500)	June 2019

PUBLICATIONS

Published Manuscripts (Google Scholar)

Christensen, M. C.*, Kattari, S. K.*, Korpak, A. K., Gzesh, A., Lacombe-Duncan, A., Morehead, E., Harrop, E., Gardener, H., Crate, H., Leitch, J., Reeder, K. G., Wernick, L. J., Chen, M., Hafen, Q., Polasek, Q., Singh, R. C. B., Luxmikanthan, S., & **Ferguson, Z. E.** Queering and Transing social work: Imagining queer and trans futures. (2026). *Abolitionist Perspectives in Social Work* invited Special Issue. *4*(1) https://doi.org/10.52713/93zhvx25

***** Note: Other than the first two authors, all additional authors are listed in alphabetical order by their first name, indicating a collaborative approach to contributions.

Ferguson, Z. E., Glazier, J. J., Bandt-Law, B., & Kaiser, C. R. (2025). Do gender prototypes influence attorney willingness to represent sexual harassment victims? *Law and Human Behavior, 49*(6), 579–592. https://doi.org/10.1037/lhb0000624

Gallegos, J. M., **Ferguson, Z. E.,** Dover, T., Mclaughlin, K., & Kaiser, C. R. (2024). Bearing witness to police brutality affects psychological and cardiovascular responses in Black Americans and White Americans. *Psychology of Violence*. https://doi.org/10.1037/vio0000576

Ferguson, Z. E., Jarvis, S. N.**,** Antonoplis, S. & Okonofua, J. A. (2023). Principal beliefs predict responses to individual students' misbehavior. *Educational Researcher*. 10.3102/0013189X231158389
Open access link: https://psyarxiv.com/znujc/

Jarvis, S. N., **Ferguson, Z. E.**, & Okonofua, J. A. (2023). Principals' disciplinary decisions in a nationally representative sample. *Collabra: Psychology.*
https://doi.org/10.1525/collabra.88326

Grossman, I., Rotella, A., Hutcherson, C. A., … **Ferguson, Z. E.**, … (2023). Insights into accuracy of social scientists' forecasts of societal change. *Nature and Human Behavior*. https://www.nature.com/articles/s41562-022-01517-1

Manuscripts Under Review and Preprints

Hässler, T.ϕ, Anderson, J.,ϕ Ramalepe, L. M.,ϕ Flentje, A.,ϕ Sakunpong, , N.,ϕ … **Ferguson, Z. E.**, …Towards Culturally Responsive Research: Reflections from the Global LGBTIQA+ Health Project. In T. Morgenroth & K. Anderson (Eds.). Invited Book Chapter for Gender and Sexuality Justice.
ϕ Note: Other than the first five authors, all additional authors are listed in no particular order, indicating a collaborative approach to contributions.

Reeder, K. G.Φ, Christensen, M. C.Φ, Kattari, S. K.Φ, Cifuentes, A., Jr., Cluesman, S. R., Cosse, J. I., Dodd, S. J., Durmaz, S., Evenson, A. M., **Ferguson, Z. E.**, Gzesh, A., Hotchkiss, M., Jenkins, T., Johnson-Puleo, B., Korpak, A. K., Kurth, A., Lacombe-Duncan, A., Luxmikanthan, S., Overstreet, A., . . .Wernick, L. J. *Queering and transing social work research: A co-conspirator epistemology*.
Φ Note: Other than the first three authors, all additional authors are listed in alphabetical order by their last name, indicating a collaborative approach to contributions.

Reeder, K. G.Φ, Christensen, M. C.Φ, Kattari, S. K.Φ, Cifuentes, A., Jr., Cluesman, S. R., Cosse, J. I., Dodd, S. J., Durmaz, S., Evenson, A. M., **Ferguson, Z. E.**, Gzesh, A., Hotchkiss, M., Jenkins, T., Johnson-Puleo, B., Korpak, A. K., Kurth, A., Lacombe-Duncan, A., Luxmikanthan, S., Overstreet, A., . . . Wernick, L. J. (2026). *From extraction to liberation: Methodological shifts for queering and transing social work research* .
Φ Note: Other than the first three authors, all additional authors are listed in alphabetical order by their last name, indicating a collaborative approach to contributions.

Green, L. M., **Ferguson, Z. E.,** Chiu, M., Gonzalez, A. F., Stavish, C. M., Harris, Y., Pace, A., Garcia, J., Wong, K., Lengua, L. J. *Evaluation of A Task-shifting Model to Support Parents Reentering the Community after Incarceration.*

Manuscripts in Preparation

Ferguson, Z. E., Schachtman, R., & Kaiser, C. R. *An Educational Intervention to Broaden Prototypes of Sexual Harassment Victims Among Laypeople and Lawyers.*

Panicacci, A., **Ferguson, Z. E.,** Moriizumi, S., Palais, M. W., & Shoda, Y. *Misrepresentation by design: Do race categories reflect racial identities?*

Ferguson, Z. E., Chung, H. J., & Morgenroth, T. *White, skinny, androgynous: Narrow prototypes of nonbinary people.*

Ferguson, Z. E., Glazier, J. J., & Kaiser, C. R. *Intersectionality and the Cognitive Neglect of Non-prototypical Women as Targets of Sexual Harassment*

Dörr, L., **Ferguson, Z. E.,** Weißflog, M. I., & Van Berlekom, E. *Face it, language matters: The role of pronouns in face-based gender categorization and person perception.* Registered Report.

COMMUNITY PARTNERSHIPS

King County Community Partnership for Transition Solutions (KCCPTS) 2023-2025

Project: *A task-sharing approach to supporting parents re-entering the community after incarceration*.

Funding: UW Institute of Translational Health Sciences (ITHS) Pilot Award Grant ($49 716)

Principal Investigator: Liliana Lengua; Role: Co-Investigator

EVENTS ORGANIZED

- *Advancing LGBTIQ+ Research Across the Globe* 2026 European Association of Social Psychology (EASP), Strasbourg, France
- *LGBTIQ+ Research Across the Globe* 2026 Preconference for the Society of Personality and Social Psychology (SPSP), Chicago, USA
- Department of Psychology 2022 PhD Diversity Recruitment Day, University of Washington, USA

UNDERGRADUATE MENTEE ALUMNI

Jia Cao (BS 2024) | Master Student, Boston College

Honors thesis: *Are women in STEM discredited when they experience sexual harassment?* (Research Award-$500)

Emma Bunter (BS 2023) | Lab Manager, University of Utah

Senior project - *Emotional correlations during a traumatic event.*

Sheer Yedidia (BS 2022) | Law Student, University of San Diego

Senior project - *Narrow and broad representations of women sexual harassment victims.*

TEACHING

Goethe University Frankfurt

- Block Seminar on Diversity Psychology (*Instructor of Record*) Autumn 2026

Rheinland-Pfälzische Technische Universität Kaiserslautern-Landau

- Master Seminar on Intergroup Communication (*Instructor of Record*) Summer 2026
- Selected Topics in Social Psychology (Teaching Assistant) Summer 2026
- Economic Psychology (Teaching Assistant) Autumn 2025/2026

University of Washington

- Social Identity, Bias, and Discrimination (*Instructor of Record*) Summer 2024
- Psychology of Gender (Teaching Assistant) Winter 2024
- Psychology Research Fundamentals (Teaching Assistant) Autumn 2023
- Laboratory in Social Psychology (*Instructor of Record*) Summer 2023
- Laboratory in Social Psychology (Teaching Assistant) Spring 2023

PRESENTATIONS

Professional Lecture Presentations

Ferguson, Z. E. & Kranz, D. (2026, October). Prototypicality, Threat, and Ostracism: Understanding LGBTQ+ inter- and intra-community dynamics. The *RPTU Kaiserslautern-Landau Fachbereich Psychologie Kolloquium.* Landau in der Pfalz, Germany.

Ferguson, Z. E. & Kranz, D. (2026, September). Inter-Intra Group Solidarity & Prototypicality in the LGBT+ Community. The *European network of Social Psychologists Researching Gender (SPRinG+)*, virtual.

Ferguson, Z. E., Schachtman, R., & Kaiser, C. R. (2026, September). Broadening prototypes of sexual harassment victims among laypeople and lawyers. The *European Association of Work and Organization Psychology*. Lausanne, Switzerland.

Ferguson, Z. E. & Morgenroth, T. (2026, June). The Shared Prototype of Nonbinary People: Recognition, Belonging, and Discrimination. The *RPTU University of Kaiserslautern-Landau, Gender & Diversity Research Day*, Kaiserslatern, Germany.

Ferguson, Z. E., Kranz, D., & Rudert S. C. (2026, April). Threat and ostracism: Understanding group dynamics in multi-minority contexts. The *RPTU Societal Communication in times of Permacrisis Consortium*. Landau in der Pfalz, Germany.

Ferguson, Z. E., & Morgenroth, T. (2025, September). White, skinny, androgynous: Narrow prototypes of nonbinary people. The *LGBTQ Research Symposium.* Virtual.

Ferguson, Z. E., & Morgenroth, T. (2025, September) White, skinny, androgynous: Narrow prototypes of nonbinary people. The *British Psychology Society – Social Psychology Section Annual Conference.* University of Oxford, Oxford, England.

Ferguson, Z. E., & Kaiser, C. R. (2025, August). Intersectionality and the neglect of non-prototypical targets of sexual harassment. The *Pacific Conference for Prejudice, Morality, and Culture.* University of British Columbia, Vancouver, Canada.

Ferguson, Z. E., & Morgenroth, T. (2025, August) White, skinny, androgynous: Narrow prototypes of nonbinary people. The *Pacific Conference for Prejudice, Morality, and Culture.* University of British Columbia, Vancouver, Canada.

Ferguson, Z. E., & Morgenroth, T. (2025, June). White, skinny, androgynous: Narrow prototypes of nonbinary people. The *International LGBTQ Seminar Series.* Virtual.

Ferguson, Z. E., & Morgenroth, T. (April, 2025) White, skinny, androgynous: Narrow prototypes of nonbinary people. The *University of Virginia's Diversifying Scholarship Conference.* Virtual.

Ferguson, Z. E., Schachtman, R., & Kaiser, C. R. (June, 2024). Broadening prototypes of sexual harassment victims among laypeople and lawyers. Presented at the *Society for the Study of Social Issues Conference (SPSSI).* Philadelphia, PA.

Ferguson, Z. E., & Morgenroth, T. (April, 2023) Prototypes of nonbinary transgender people. Presented at the *University of Virginia's Diversifying Scholarship Conference.* Virtual.

Yedidia, S.,** **Ferguson, Z. E., &** Kaiser, C. R. (May 2022). Narrow and broad representations of sexual harassment victims. Presented at the *University of Washington Psychology Undergraduate Research Symposium*, Seattle, WA.
** Indicates undergraduate mentee.

Ferguson, Z. E., Lombard, E. J., Triplett, N. S., Schachtman, R. A., Chang, K., Galtieri, L., PeConga, E. (May, 2021) Positive and Negative Experiences in the Psychology Department 2021 Climate Survey. Presented at the *Strategic Planning Committee (SPC) Meeting*, Seattle, WA.

Ferguson, Z. E., Gallegos, J. M., Kaiser, C. R. (June, 2021). A multimethod and multiracial inquiry into police brutality discussions. Talk presented at the *University of Washington Graduate Research Festival*, Virtual.

Ferguson, Z. E., Stein D. H., & Carney, D. R. (December, 2019). The role of race on perceptions of stereotype-inconsistent individuals. Presented at the *UC Berkeley Institute of Personality and Social Research (IPSR) Data Blitz*, Berkeley, CA.

Ferguson, Z. E., Stein D. H., & Carney, D. R. (August, 2019). The role of race on perceptions of stereotype-inconsistent individuals. Presented at the *UC Berkeley Summer Undergraduate Research Fellowship (SURF) Conference*, Berkeley, CA.

Panels and Workshops

Panicacci, A., Moriizumi, S., Palais, M. W., **Ferguson, Z. E**., & Shoda, Y. (June 2025). De-essentializing race: Developing guidelines for handling information about racial identities. *Society for the Psychological Study of Social Issues Conference (SPSSI)*. Portland, OR.

Panicacci, A., **Ferguson, Z. E**., Palais, M. W., & Shoda, Y. (May 2025). When race categories do not reflect racial identities: Developing guidelines for collecting and reporting data about race. *Society for the Improvement of Psychological Science Conference (SIPS)*. Virtual.

Guest Lectures

Ferguson, Z. E. (2026, June) Advancing Equity Through Evidence: The Impact and Politicization of LGBTQIA+ Research in the U.S. Invited lecture for *The European Association of Social Psychology – General Meeting*, Strasbourg, France.

Ferguson, Z. E. & Morgenroth, T. (2025, July). White, skinny, androgynous: Narrow prototypes of nonbinary people. Invited lecture for the *RPTU Kaiserslautern-Landau Fachbereich Psychologie Kolloquium.* Landau in der Pfalz, Germany.

Ferguson, Z. E. (May, 2025). Graduate student research demo lecture. Invited lecture for *CS&SS 322: Data Science and Statistics for Social Sciences II*. Seattle, WA.

Ferguson, Z. E. (November, 2023). Mixed method research: Integrating qualitative data analysis. Invited lecture for *Psych 453: Psychology of Everyday Life*. Seattle, WA.

Ferguson, Z. E. (May, 2022). Mixed method research: Integrating qualitative data analysis. Invited lecture for *Psych 448B: Laboratory in Personalized Behavioral Science*. Seattle, WA.

Ferguson, Z. E., Schachtman, R. A., Johnson, C., Chang, K., & Lombard, E. J. (September, 2021). Mental health culture, classroom climate, and community building. Invited workshop for the *Annual Psychology Department Faculty Retreat*, Seattle, WA.

Ferguson, Z. E., Triplett, N. S., Schachtman, R. A., Chang, K., Galtieri, L., PeConga, E., & Lombard, E. J. (May, 2021). Positive and negative experiences in the UW psychology department 2021 Climate Survey. Invited talk for the *Strategic Planning Committee*, Seattle, WA.

Professional Poster Presentations

Ferguson, Z. E., & Morgenroth, T. (2026, June). White, Skinny, and Androgynous: Narrow Prototypes and Consequences of Nonprototypicality for Nonbinary People. To be presented at *The European Association of Social Psychology*. Strasbourg, France.

Chiu, M. S.**, Green, L. M., Funes, A. B.**, **Ferguson, Z. E**., & Lengua, L. J. (2026, April). A Task-Sharing Approach to Supporting Parents Re-Entering the Community After Incarceration. To be presented at the *Western Psychological Association Conference*. Tacoma, WA.
** Indicates undergraduate mentee.

Ferguson, Z. E., Schachtman, R., & Kaiser, C. R. (2025, September). An online educational intervention to broaden prototypes of sexual harassment victims among laypeople and lawyers. *The European Association of Social Psychology meeting – Social Psychology of Gender Equality in the Digital Era.* Anglia Ruskin University, Cambridge, England.

Ferguson, Z. E., & Morgenroth, T. (February, 2025). White, skinny, androgynous: Narrow prototypes of nonbinary people. Presented at the *Annual Meeting of the Society for Personality and Social Psychology (SPSP)*. Denver, CO.

Ferguson, Z. E., Schachtman, R., & Kaiser, C. R. (February, 2025). Broadening prototypes of sexual harassment victims among laypeople and lawyers. Presented at the *Annual Meeting of the Society for Personality and Social Psychology (SPSP)*. Denver, CO.

Cao, J.,** **Ferguson, Z.**, Kaiser, C. (May, 2024). Are women in STEM discredited when they experience sexual harassment?. Presented at the *University of Washington Psychology Honors Symposium, Seattle, WA.*
** Indicates undergraduate mentee.

Ferguson, Z. E., & Kaiser, C. R. (February, 2024). Intersectionality and the neglect of non-prototypical targets of sexual harassment. The *Annual Meeting of the Society for Personality and Social Psychology (SPSP)*. San Diego, CA.

Ferguson, Z. E., & Morgenroth, T. (June, 2023). Prototypes of nonbinary transgender people. The *Society for the Study of Social Issues Conference (SPSSI)*. Denver, CO.

Bunter, E.,** **Ferguson, Z. E., &** Kaiser, C. R. (May 2023). Emotional correlations during a traumatic event. Presented at the *University of Washington Psychology Undergraduate Research Symposium*. Seattle.
** Indicates undergraduate mentee.

Bunter, E.,** **Ferguson, Z. E., &** Kaiser, C. R. (April 2023). Emotional correlations during a traumatic event. Presented at the *Western Psychological Association Conference (WPA)*. Riverside, CA.
** Indicates undergraduate mentee.

Ferguson, Z. E., Gomez, E. M., & Kaiser, C. R. (February, 2023). One-and-done or foot-in-the-door?: Investigating whether online activism encourages or discourages subsequent activism. Presented at the *Annual Meeting of the Society for Personality and Social Psychology (SPSP)*, Atlanta, Georgia.

Ferguson, Z. E., Gallegos, J. M., & Kaiser, C. R. (February, 2022). A Multimethod and Multiracial Inquiry into Police Brutality Discussions. The *Annual Meeting of the Society for Personality and Social Psychology (SPSP)*. San Francisco, CA.

Ferguson, Z. E., Gallegos, J. M., & Kaiser, C. R. (November, 2021). A Multimethod and Multiracial Inquiry into Police Brutality Discussions. The *Harvard Women in Psychology's Annual Trends in Psychology Summit (TiPS*). Virtual.

Ferguson, Z. E., Gallegos, J. M., Kaiser, C. R. (August, 2021). A Multimethod and Multiracial Inquiry into Police Brutality Discussions. The *Society for the Psychological Study of Social Issues Conference (SPSSI)*. Virtual.

Ferguson, Z. E., Jarvis, S. N., Antonoplis, S., & Okonofua, J. A. (February, 2020). Prevention versus Exclusion Mindsets Among School Principals Predict Discipline Endorsements. *Annual Meeting of the Society for Personality and Social Psychology (SPSP)*. New Orleans, LA.

PROFESSIONAL ASSOCIATIONS

American Psychological Society (APS)
British Psychological Society (BPS)
European Association of Social Psychology (EASP)
International Society of Political Psychology (ISPP)
Society for Personality and Social Psychology (SPSP)
Society for the Psychological Study of Social Issues (SPSSI)
Society of Australasian Social Psychologists (SASP)