

# KRISTINA HOWANSKY

Phone: (973) 202-5373

[Kristina.howansky@rutgers.edu](mailto:Kristina.howansky@rutgers.edu)

<https://kristinahowansky.wixsite.com/khowansky>

Tillett Hall, 53 Avenue E.

Piscataway, NJ 08854

## EDUCATION

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- Ph.D.** Social Psychology, Rutgers University Anticipated May 2019  
Advisor: Shana Cole  
Dissertation: *Causes and consequences of biased perception of transgender women*
- M.S.** Social Psychology, Rutgers University October 2015  
Advisor: Shana Cole  
Thesis: *Getting warmer: The optimal distance for motivating climate change mitigation*
- B.A.** Psychology & Marine Biology, Rollins College May 2012

## HONORS AND AWARDS

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- \*Wilbert J. McKeachie Teaching Excellence Award (\$1,500), *Society for the Teaching of Psychology* 2019
- Dissertation Research Award (\$1,000), *American Psychological Association* 2018
- \*Honors College Teaching Fellowship (\$5,200), *Rutgers University* 2018 - 2019
- \*Social Area Award for Exceptional Teaching (\$100), *Rutgers University* 2018
- \*TA Professional Development Fund Award (\$950), *Rutgers University* 2018
- \*Honors College Teaching Fellowship (\$5,200), *Rutgers University* 2017 - 2018
- Student Travel Award, *Society for Interpersonal Theory and Research* 2017
- Graduate Student Poster Award, *Society for Personality and Social Psychology* 2017
- Graduate Student Travel Award, *Society for Personality and Social Psychology* 2017
- Wayne F. Placek Grant (\$15,000), *American Psychological Foundation* 2016
- \*TA Professional Development Fund Award (\$1,700), *Rutgers University* 2016
- \*Social Area Award for Exceptional Teaching (\$100), *Rutgers University* 2016
- Psychology Travel Grant, *Rutgers University* 2016
- Student Poster Award Runner-Up, *Society for Personality and Social Psychology* 2016
- \*Hybrid Grant Course Conversion Award (\$2,500), *Rutgers University* 2016
- Social Area Award for Exceptional Service, *Rutgers University* 2015
- Graduate School of Arts and Science Travel Grant, *Rutgers University* 2015
- Social Area Travel Grant, *Rutgers University* 2014, 2015
- Psychology Travel Grant, *Rutgers University* 2014
- Designated Master Scholar, *New York University* 2012
- Fiat Lux Award for Outstanding Student Leadership, *Rollins College* 2012
- Outstanding Service Award in Psychology, *Rollins College* 2012
- Award for Outstanding Achievement in Marine Biology, *Rollins College* 2012

Centennial Scholarship, <i>Rollins College</i>	2008 - 2012
Cram Science Scholarship, <i>Rollins College</i>	2008 - 2012
Alonzo Scholarship, <i>Rollins College</i>	2008 - 2012
*Teaching grants, fellowships, and awards	

## PUBLICATIONS

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### *Journal & Other Peer Reviewed Publications*

**Howansky, K.**, Dominick, J. K., & Cole, S. (2018). The look of success or failure: Biased self-perceptions serve as informational feedback during goal pursuit. *Motivation Science*

Manuel, S. K., **Howansky, K.**, Chaney, K., Sanchez, D. (2017). No rest for the stigmatized: An organizational health and workplace sexism (OHWS) model. *Sex Roles*, 77(9 – 10), 697 – 708.

Bruno, S.\*, **Howansky, K.**, Albuja, A.F., Cole, S. (2016). Believing is seeing: The influence of a transgender label on visual perception and attitudes. *Rutgers Research Review*, 1(1).

Gecha, S.\*, **Howansky, K.**, & Cole, S. (2016). Perceived and objective knowledge about politics as predictors of political activism. *Rutgers Research Review*, 1(1).

Houston, J. M., Harris, P. B., **Howansky, K.**, & Houston, S. M. (2015). Winning at work: Trait competitiveness, personality types, and occupational interests. *Personality and Individual Differences*, 76, 49-51.

### *Manuscripts Currently Under Review*

**Howansky, K.**, Nucci, M. L, Cuite, C. L., & Jordan, R. (Invited Resubmission: Under Review). (I think) I know therefore I act: Examining the role of students' self-assessed knowledge on pro-environmental action. *Journal of Environmental Education*

**Howansky, K.**, Wilton, L., & Young, D., Abrams, S\*, & Clapham, R\*. (Invited Resubmission: Under Review) Traditional and non-traditional gender stereotypes: Unique experiences of transgender individuals. *Self & Identity*.

**Howansky, K.**, Cole, S. & Albuja, A. (Invited Resubmission). Perceptions of gender-typicality: Visual determinants of transgender bias. *Social Psychological and Personality Science*.

Maimon, M., Sanchez, D., Albuja, A., **Howansky, K.** (Invited Resubmission) Bisexual identity denial: The unique influence of identity denial experiences on bisexual mental health, meta-perceptions, and social concerns. *Self & Identity*.

### *Manuscripts in Preparation (Advanced Stages)*

**Howansky, K.** Chen, J., Cole, S., Albuja, A., & Chang, J.\* Norms, congruency, and roles: Understanding the source of prejudice toward transgender populations.

**Howansky, K.** & Cole, S. Through my eyes or yours? Exploring alternative possibilities for the consequences of miscategorization.

**Howansky, K.** & Cole, S. The more (you think) you know: Perceived knowledge of climate change predicts pro-environmental behaviors.

**Howansky, K.**, Wittlin, N., Bonagura, D.\*, & Cole, S. Is “she” the right person for me?: Pronoun use predicts workplace discrimination and social distancing from transgender individuals.

## **PRESENTATIONS**

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### *Oral Presentations*

**Howansky, K.**, Albuja, A., & Cole, S. (2018, June) Perceptual misgendering: Perceptual biases contribute to classification of transgender individuals. Society for the Psychological Study of Social Issues Conference, Pittsburgh, PA.

Cole, S., **Howansky, K.**, & Kline, J. (2018, May). Do goal-relevant behaviors affect self-perceptions? Duck Conference on Social Cognition, Corolla, NC.

**Howansky, K.**, Albuja, A., & Cole, S. (2018, March) Bias is in the eye of the beholder: A perceptual and attentional process model of transgender discrimination. Society for Personality and Social Psychology Gender Pre-Conference, Atlanta, GA.

Cole, S., **Howansky, K.**, & Kline, J. (2017, October). The look of success: Biased self-perceptions act as informational feedback during goal pursuit. Society for Experimental Social Psychology, Boston, MA.

**Howansky, K.**, Albuja, A., & Cole, S. (2017, July). Bias is in the eye of the beholder: How perception contributes to prejudice against transgender individuals. Society for Interpersonal Theory and Research, Pittsburgh, PA.

Cole, S., **Howansky, K.**, & Albuja, A. (2016, May). Bias in the eye of the beholder: How perception and attention contribute to transgender discrimination. Duck Conference on Social Cognition, Corolla, NC.

**Howansky, K.**, Albuja, A., Cole, S., & Bruno, S.\* (2016, April). Bias is in the eye of the beholder: The influence of perception on evaluations of transgender individuals. Hunter College Psychology Convention, New York, NY.

### ***Invited Talks***

**Howansky, K.** (2018, September). Advances in data practices: Power analysis, p-curve, mini-meta, and more. *Social Perception, Action, & Motivation Lab*, New York University.

**Howansky, K.** (2017, December). The graduate school experience: The importance of success and failure. *Psychological Alliance Graduate Symposium*, Rutgers University.

**Howansky, K., Kline, J., & Cole, S.** (2017, November). The look of success or failure: Biased self-perceptions serve as informational feedback during goal pursuit. *Social Perception, Action, & Motivation Lab*, New York University.

**Howansky, K., Albuja, A., & Cole, S.** (2017, March). Bias is in the eye of the beholder: How perception contributes to prejudice against transgender individuals. *Social Psychology Colloquium Series*, Rutgers University.

### ***Poster Presentations***

Kal, S.\*, **Howansky, K.**, & Cole, S. (2019, April). The dangers of biased perception: An exploration of transgender visual biases and their effect on aggression. Rutgers Undergraduate Research Symposium, New Brunswick, New Jersey.

Bonagura, D.\*, **Howansky, K.**, Albuja, A., Cole, S. (2018, March). Is “she” the right person for the job? The use of pronouns when considering transgender job applicants. Eastern Psychological Association Conference, Boston, Massachusetts.

Bruno, S.\*, **Howansky, K.**, Albuja, A., Cole, S. (2017, March). Believing is seeing: The influence of category labels on visual perception. Eastern Psychological Association Conference, Boston, Massachusetts.

**Howansky, K.**, Albuja, A., Bruno, S.\*, Cole, S. (2017, January). Bias is in the eye of the beholder: Perceptual biases influence evaluations of transgender individuals. Society for Personality and Social Psychology Conference, San Antonio, Texas.  
**Graduate Student Poster Award.**

**Howansky, K.**, Cole, S. (2016, May). Getting warmer: The optimal distance for motivating climate change mitigation. Association for Psychological Science Annual Convention, Chicago, IL.

Bruno, S.\*, **Howansky, K.**, Albuja, A.F., Cole, S. (2016, April). Believing is seeing: The influence of a transgender label on visual perceptions and attitudes. Rutgers Undergraduate Research Symposium, New Brunswick, New Jersey.

Galasso, M.\*, **Howansky, K.**, Cole, S. (2016, April). Think ahead: The influence of future mindset on pro-environmental intentions. Rutgers Undergraduate Research Symposium, New Brunswick, New Jersey.

Gecha, S.\*, **Howansky, K.**, Cole, S. (2016, April). The more (you think) you know: The role of perceived knowledge of politics on activism intentions. Rutgers Undergraduate Research Symposium, New Brunswick, New Jersey.

**Howansky, K.**, Cole, S. (2016, January). The more (you think) you know: Perceived knowledge of climate change predicts pro-environmental behavior. Society for Personality and Social Psychology Conference, San Diego, California. **Graduate Student Poster Award Runner-Up.**

**Howansky, K.**, Cole, S. (2015, May). What do you actually know? Exploring the gap between perceived and objective climate change knowledge. Association for Psychological Science Annual Convention, New York, NY.

Manual, S., **Howansky, K.**, Chaney, K., Sanchez, D. (2015, May). Sick on the job: Consequences of a sexist work environment for female employees. Association for Psychological Science Annual Convention, New York, NY.

Aiello, J.R., **Howansky, K.**, Brennan, K.\* (2015, April). Beyond mere presence: When distraction facilitates performance. Society for Industrial and Organizational Psychology Conference, Philadelphia, PA.

Harris, P.B., Houston, S., **Howansky, K.**, Collins, J., Scartozzi, M. (2015, March). Making a difference? Individual actions students believe will limit climate change. Southeastern Psychological Association Conference. Hilton Head, South Carolina.

Aiello, J.R., **Howansky, K.**, Singh, P.\*, Matthew, J.\*, Shod, K.\*, Ortiz, C.\* (2015, February). The influence of physical and electronic presence on performance and psychology. Society for Personality and Social Psychology Conference, Long Beach, California.

**Howansky, K.**, Aiello, J.R., & Glushakow, J.M. (2014, August). Toward an integrated model of social facilitation. American Psychological Association, Washington, D.C.

Alcantara, P.\*, **Howansky, K.**, & Aiello, J.R. (2014, April). Expanding presence in social facilitation research: How cameras and other types of indirect presence affect performance. Rutgers Undergraduate Research Symposium, New Brunswick, New Jersey.

Kosakowski, S.\*, **Howansky, K.**, & Aiello, J.R. (2014, April). Developing a reliable methodology for social facilitation tasks. Rutgers Undergraduate Research Symposium, New Brunswick, New Jersey.

Harris P. B., Houston, J. M., Scartozzi, M., **Howansky, K.**, & Collins, J. (2013, August). Relating political and environmental ideologies to denial of climate change. American Psychological Association, Honolulu, HI.

**Howansky, K.**, Harris, P. B., Collins, J., & Scartozzi, M. (2013, January). Applying the theory of planned behavior to describe and predict pro-environmental actions related to climate change. Society for Personality and Social Psychology Conference, New Orleans, Louisiana.

Houston, J. M., Harris, P. B., Chan, R., Kissinger, A., & **Howansky, K.** (2012, August). Winning in the workplace: Competitiveness and occupational interests. American Psychological Association Conference, Orlando, Florida.

Harris, P. B., Collins, J., **Howansky, K.**, & Scartozzi, M. (2012, February). Climate change: Attitudes, denial, control, and behavior. Southeastern Psychological Association Conference, New Orleans, Louisiana.

\*Denotes undergraduate co-author/presenter

## UNDERGRADUATE TEACHING EXPERIENCE

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### *Adjunct Professor*

**Quantitative Methods-Online Hybrid** Summer 2016, Summer 2017, Summer 2018  
Rutgers University Spring 2019, Summer 2019

**Social Psychology** Spring 2017, Fall 2017, Spring 2018,  
Rutgers University Spring 2019

**Honors College Innovation Forum** Spring 2018, Fall 2018  
Rutgers University

**Laboratory in Social Psychology** Fall 2015  
Drew University

**Quantitative Methods** Summer 2015  
Rutgers University

**Behavioral Data Analysis** Summer 2014  
Rutgers University

### *Teaching Assistant* *Rutgers University*

**General Psychology: Gateway Recitation Instructor** Fall 2018  
**Social Psychology** Fall 2015, Fall 2016, Spring 2018

<b>Adolescent Development</b>	Spring 2017, Spring 2018
<b>General Psychology</b>	Spring 2016, Fall 2016, Fall 2017
<b>Infant and Child Development</b>	Fall 2017
<b>Abnormal Psychology</b>	Spring 2017
<b>Quantitative Methods Recitation Instructor</b>	Fall 2013 – Spring 2015

*Guest Lecturer*  
Rutgers University

<b>Abnormal Psychology</b>	Fall 2017
<b>General Psychology</b>	Spring 2017
<b>Social Psychology</b>	Fall 2016
<b>Quantitative Methods</b>	Fall 2014

*Guest Lecturer*  
Middlesex County College

<b>Introduction to Psychology</b>	Fall 2015
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## UNDERGRADUATE MENTORSHIP

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### Honors Thesis Supervisor

Darla Bonagura	2017 – 2018
Thesis: <i>Perceptual misgendering and aggression towards Black transwomen</i>	
Recipient of the <i>Henry Rutgers Scholars Thesis Award</i>	

Thomas Buchenot	2016 – 2017
Thesis: <i>Visual attention and attitudes towards transgender individuals</i>	

### Cooper Fellowship Supervisor

Shreya Bajpai (\$4,500)	2017
Caitlin Smith (\$4,500)	2016
Carlos Ortiz (\$4,500)	2014

### Aresty Research Grant Supervisor

Sharon Kal (\$824)	2018 – 2019
Josephine Kim (\$440)	2017 – 2018
Olivia Wallden (\$400)	2016 – 2017
Monica Galasso (\$700)	2015 – 2016
Sydney Gecha (\$400)	2015 – 2016
Samantha Bruno (\$400)	2015 – 2016
Steven Kosakowski (\$300)	2013 – 2014
Pam Alcantara (\$200)	2013 – 2014

## GRADUATE TEACHING EXPERIENCE

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### *Guest Lecturer*

<b>Designing Your Own Course Seminar</b> Rutgers University	Fall 2018
<b>Rutgers Academy for the Scholarship of Teaching and Learning</b> Rutgers University	Spring 2018
<b>Designing Your Own Course Seminar</b> Rutgers University	Fall 2017
<b>Teaching Assistant Orientation</b> Rutgers University	Summer 2017

## **PROFESSIONAL TRAINING**

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<b>Academy for the Scholarship of Teaching &amp; Learning Fellow</b> Rutgers University	2017 – Present
<b>Honors College Fellow</b> Rutgers University Honors College	Spring 2018 – Fall 2018
<b>Rutgers Online Learning Conference</b> Rutgers University	Spring 2016
<b>Designing Your Own Course Seminar</b> Rutgers University	Fall 2014
<b>History and Future of (Mostly) Higher Education</b> Duke University	Spring 2014
<b>University Teaching 101</b> Johns Hopkins University	Spring 2014

## **PROFESSIONAL SERVICE**

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### *Review/Judging Responsibilities*

<b>Ad-Hoc Reviewer</b> for <i>Climatic Change</i>	
<b>American Psychological Association Division 8 Reviewer</b>	2017 – 2018
<b>American Psychological Association Division 9 Reviewer</b>	2017 – 2018
<b>Society for Personality and Social Psychology Graduate Poster Award Reviewer</b>	2018
<b>Aresty Undergraduate Research Symposium Judge</b>	2015 – 2017
<b>Society for Personality and Social Psychology Outstanding Research</b>	2016



<b>Award Reviewer</b>	
<b>Association for Psychological Science RISE Award Reviewer</b>	2016
<b>Society for the Study of Motivation Poster Reviewer</b>	2015

### *Conference Service*

<b>Affective and Behavioral Regulatory Processes Conference Co-Organizer</b>	2017
<b>Society for the Study of Motivation Conference Volunteer</b>	2016

### *Departmental Service*

<b>Social and Health Area Graduate Student President</b>	2014 – 2015
<b>Social and Health Area Graduate Student Vice-President</b>	2013 – 2016

## **SPECIALIZED SKILLS**

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SPSS  
 Qualtrics  
 Inquisit  
 Survey Monkey  
 Sakai  
 Blackboard  
 Moodle  
 Tobii Eyetracker X-30  
 Shimmer GSR & Heart Rate Monitor  
 Emotient FACET Facial Emotion Software  
 iMotions  
 Camtasia

## **PROFESSIONAL MEMBERSHIPS**

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American Psychological Association  
 Society for Personality and Social Psychology  
 Society for the Psychological Study of Social Issues  
 Eastern Psychological Association