

Abigail M. Folberg

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ACADEMIC APPOINTMENTS

2021 – Present Assistant Professor of Psychology
University of Nebraska, Omaha

2019 – 2021 University Research Postdoctoral Fellow
Department of Gender and Women's Studies
Department of Psychology
University of Kentucky

EDUCATION

2019 Ph.D. in Psychology
University of Nebraska, Omaha
Specialization: Industrial/Organizational Psychology
(Advisor: Carey S. Ryan)

2016 M.A. in Industrial/Organizational Psychology
University of Nebraska, Omaha

2009 M.M. in Voice Performance
Roosevelt University, Chicago College of Performing Arts

2007 B.S. in Psychology
B.M. in Voice Performance
University of Illinois, Urbana Champaign

RESEARCH INTERESTS

Stereotyping and prejudice; sexism and gender roles; tolerance of biases (e.g., racism, sexism, and sexual prejudice); measurement and statistical techniques; diversity in organizations

RESEARCH SUPPORT

Awarded

2019-2021 University Research Postdoctoral Fellowship, University of Kentucky
(Total Award: \$94,956)

- 2018 Grant-in-Aid from the Society for the Psychological Study of Social Issues (\$1000)
- 2018 APA Division 35, Janet Hyde Graduate Student Research Grant, Honorable Mention
- 2018 Dissertation Scholarship Award, University of Nebraska, Omaha (\$1000)
- 2018 University Research and Creativity Grant Award, University of Nebraska, Omaha (\$500)
- 2016 Graduate Research and Creative Activity Grant Recipient, University of Nebraska, Omaha (\$5,000)

In Preparation

Examining the Effects of Daily Experiences with Sexual Harassment on Emerging Adults' Academic Motivation and Wellbeing. (PI: **Folberg, A. M.**, Co-Is: Brown, C. S., Keller, P. S). Proposal in preparation for the National Science Foundation

Not Funded

- 2021 **Folberg, A. M.**, & Swanson, M. S. Assessing Blacks and Whites' Representations of Racists using Reverse Correlation. Small Grant from the Society for Industrial Organizational Psychology
- 2021 NSF SBE Postdoctoral Fellowship (PI: **Folberg, A. M.**, Primary Mentor: Brown, C. S., Co-Mentor, Keller, P. S.). *Examining the Effects of Daily Experiences with Sexual Harassment on Emerging Adults' Academic Motivation and Wellbeing.*
- 2020 IGNITE Award (P.I., Goldsmith, J.; Co-Is, **Folberg, A. M.**, Hunt, J. S., Khamfroush, H.). *Changing the Acceptability of Prejudice: Mathematical Models of the Impact of Prejudice Confrontation on Social Networks.* University of Kentucky
- 2020 **Folberg, A. M.**, & Swanson, M. S. Assessing Blacks and Whites' Representations of Racists using Reverse Correlation. Grant-in-Aid from the Society for the Psychological Study of Social Issues (not funded)
- 2019 Lingat, J. M., Toland, M. D., Davis, C. D., Thompson, F., **Folberg, A. M.**, & Jones, R. S. Increasing the visibility of scholars from marginalized and minority groups who focus on measurement, assessment, and psychometrics in STEM+H. Sponsor: University of Kentucky Office for Institutional Diversity, December 9, 2019 (not funded)

AWARDS

- 2019 Crosby-Spendlove Student Travel Award
Society for the Psychological Study of Social Issues

- 2018 Graduate Student Travel Award
Society for Personality and Social Psychology
- 2018 Graduate Travel Award, University of Nebraska, Omaha
- 2018 Presidential Ph.D. Fellowship Nominee, University of Nebraska, Omaha
- 2016 Presidential M.A. Fellowship Nominee, University of Nebraska, Omaha
- 2007 Cum Lauda from the College of Liberal Arts and Sciences, University of Illinois, Urbana-Champaign
- 2007 Awarded Distinction from the Department of Psychology, University of Illinois, Urbana-Champaign
- 2007 Awarded Highest Honors, College of Fine and Applied Arts, University of Illinois, Urbana-Champaign
- 2007 Bronze Tablet Recipient, University of Illinois, Urbana-Champaign

PUBLICATIONS

Peer-Reviewed Journal Articles

- Riggle, E. D. B., **Folberg, A.M.**, Richardson, M. T. & Rostosky, S. S. (in press). The development of the hypervigilance scale for gender and sexual minorities. *Stigma and Health*
- Hunt, J. S., **Folberg, A. M.**, & Ryan, C. S. (2021). Tolerance of racism: A new construct that predicts failure to recognize and confront prejudice. *European Journal of Social Psychology*. Advance online publication. <https://doi.org/10.1002/ejsp.2759>
- Gehringer, T. A., **Folberg, A. M.**, & Ryan, C. S. (2021). The relationships of belonging and task socialization to GPA and intentions to re-enroll as a function of race/ethnicity and first-generation college student status. *Journal of Diversity in Higher Education*. Advance online publication. <https://doi.org/10.1037/dhe0000306>
- *Marshburn, C. K., ***Folberg, A. M.**, *Crittelle, C., & *Maddox, K. B. (2021). Racial bias confrontation in the United States: What (if anything) has changed in the COVID-19 era, and where do we go from here?. *Group Processes and Intergroup Relations*, 24(2), 260-269. <https://doi.org/10.1177/1368430220981417>
(Note. *Indicates all authors contributed equally.)
- Folberg, A. M.** (2020). Global perspectives on women and work. *Journal of Social Issues*, 76, 464-483. <https://doi.org/10.1111/josi.12396>
- Folberg, A. M.**, & Kaboli-Nejad, S. (2020). A mixed methods examination of gender differences in perceptions of STEM among Iranian Americans. *Journal of Social Issues*, 76, 543-576. <https://doi.org/10.1111/josi.12393>
- Folberg, A. M.**, Brauer, M., Ryan, C. S., & Hunt, J. S. (2020). Advancing stereotyping research: How and why to use linear mixed-effects models in gender stereotyping research.

Testing, Psychometrics, Methodology in Applied Psychology, 3, 407-431.
<https://doi.org/10.4473/TPM27.3.6>

Folberg, A. M., Kercher, K. & Ryan, C. S. (2020). The hidden role of dominance in career interests: A bifactor analysis of agentic and communal goal orientations. *Sex Roles*, 83, 193-210. <https://doi.org/10.1007/s11199-019-01104-1>

Manuscripts Under Review

Dueland, L. B., **Folberg, A. M.**, Swanson, M., Stepanek, S., & Ryan, C. S. (**Revise & Resubmit – 4.23.2021**). Reactions to selection procedures involving diversity statements. *Journal of Business and Psychology*

Folberg, A. M., Hunt, J. S., Biefeld, S., & Ryan, C. S. (under review). Tolerance of Sexism as a Predictor of Gender Stereotypes, Evaluations, and Responses to Sexist Acts. *Psychology of Women Quarterly*

Manuscripts in Progress

Folberg, A. M., Wetzel, L., Goering T., & Ryan, C. S. (in preparation). Applying goal congruity to entrepreneurship: Dominance and Communal goals explain gender differences in entrepreneurial interests

Folberg, A. M., Riggle, E. D. B & Hunt, J. S. (in preparation). Tolerance of heterosexism and anti-trans bias among heterosexual and LGBT-identified individuals

Folberg, A. M., Riggle, E. D. B., & Hunt, J. S. (in preparation). Developing a measure of tolerance of heterosexism and trans-negativity among straight, cisgender individuals

Folberg, A. M., Reinkensmeyer, B., & Marshburn, C. K. (in progress). Call-in or call-out? The effects of White friends' conversations about race on willingness to learn about social justice

INVITED TALKS

“Fostering Diversity and Inclusion in Organizations.” Invited Talk at the University of Nebraska, Omaha. January, 2021.

“Global Perspectives on Women and Work.” Invited lecture at Boston University. September 2020

CHAired SYMPOSIA

Folberg, A. M., Gehringer, T. G., & Ryan, C. S. (2020). *Perceptions of fit and task socialization effectiveness among marginalized students*. In A. M. Folberg (Chair), *Perceptions of Policies that Support Diversity and Inclusion*. Symposium accepted at the annual meeting of the Society for the Psychological Study of Social Issues, Denver, CO. (Conference

Cancelled)

Dueland, L., **Folberg, A. M.**, Swanson, M., & Ryan, C. S. (2020). *Perceptions of Requests for Diversity Statements in Job Advertisements*. In A. M. Folberg (Chair), *Perceptions of Policies that Support Diversity and Inclusion*. Symposium accepted at the annual meeting of the Society for the Psychological Study of Social Issues, Denver, CO. (Conference cancelled)

Folberg, A. M., Hunt, J. S., & Ryan, C. S. (2019). *Tolerance of sexism and justifying ideologies among men and women*. In A.M. Folberg and P. Stockdale (Co-Chairs), *Sexism and Sexual Assault Research in the Era of #MeToo*. Symposium presented at the annual conference of the Society for the Psychological Study of Social Issues, San Diego, CA.

Folberg, A. M., Hunt, J. S., & Ryan, C. S. (2018). *Tolerance of racism and its relationships to voting behaviors and perceptions of social issues*. In A. M. Folberg (Chair), *New Directions in Racism* presented at the annual conference of the Society for the Psychological Study of Social Issues, Pittsburgh, PA.

CONFERENCE PRESENTATIONS AND POSTERS

Stepanek, S., Dueland, L., **Folberg, A. M.**, & Ryan, C. S. (accepted). *Whites (vs. Blacks) and conservatives exhibit less interest in applying for jobs that request diversity statements in application materials*. Poster to be presented at the annual conference of the Association for Psychological Science

Goering, T., **Folberg, A. M.**, & Ryan, C. S. (accepted). *Benevolence toward men and political conservatism among married and never-married women*. Poster to be presented at the annual conference of the Midwest Psychological Association

Folberg, A. M., Hunt, J. S. & Ryan, C. S. (2021). *Bad but not so bold: The role of tolerance of sexism in bolstering evaluations of men*. Poster presented at the annual conference of the Society for Personality and Social Psychology.

Hunt, J. S., **Folberg, A. M.**, & Riggle, E. D. B. (2021). *The impact of tolerating anti-LGBT discrimination on LGBT wellbeing*. Poster presented at the annual conference of the Society for Personality and Social Psychology.

Dueland, L., **Folberg, A. M.**, Swanson, M., & Ryan, C. S. (2020). *Reactions to selection procedures involving diversity statements*. Poster accepted at the annual conference of the Society for Industrial and Organizational Psychology in Austin, TX. (Conference cancelled)

Goering, T., **Folberg, A. M.**, Red, K. S., & Ryan, C. S. (2019). *Mind the gap: Communal goals partially account for women's underrepresentation in STEM occupations*. Poster presented at the conference of the Midwest Psychological Association.

Folberg, A. M., Hunt, J. S., & Ryan, C. S. (2019). "Other people have the right to their own views": Tolerance of racism as a predictor of interpersonal behavior. Poster presented at the conference of Society for Personality and Social Psychology, Portland, OR.

Folberg, A. M., Kercher, K., & Ryan, C. S. (2018) An analysis of the factor structure of agentic and communal goal orientations: The importance of dominance and communal goals in

career preferences. Informal Paper submitted to the Society of Experimental Social Psychology, Seattle, WA.

Folberg, A. M., Gehringer, T. A., & Ryan, C. S. (2018). *Dominance vs. mastery: Agentic and communal goals across two cultures*. Poster presented at the 33rd annual conference of the Society of Industrial and Organizational Psychology, Chicago, IL.

Royston, R., Mitchell, K. S., **Folberg, A. M.,** Reiter-Palmon, R., Allen, J. A., & Noll-Wison, S. (2018). *Utilizing training to improve employee psychological well-being and self-esteem*. Poster presented at the 33rd annual conference of the Society of Industrial and Organizational Psychology, Chicago, IL.

Folberg, A. M., Ryan, C. S., Abbas, R., & Pataki, S. P. (2017). *Traditionalism and workplace preferences among Arab and Jewish Israeli women*. Poster presented at the annual conference of the Society of Industrial and Organizational Psychology, Orlando, FL.

Sullivan, M., **Folberg, A. M.,** Gehringer, T., A. & Ryan, C. S. (2017). *Communal Goal Orientation and Workplace Preferences*. Poster presented at the Midwest Psychological Association, Chicago, IL.

Hunt, J. S., **Folberg, A. M.,** & Ryan, C. S. (2017). *How Blind versus Aware Ideologies for Race and Gender Relate to Support for Group-Conscious Strategies to Reduce Inequality*. Talk presented at International Meeting on Law and Society, Mexico City, Mexico.

Folberg, A. M., Hunt, J. S., & Ryan, C. S. (2017). *Aware of what? How the meaning of gender aware and blind ideologies varies by gender and race*. Poster presented at the annual conference of Society for Personality and Social Psychology, San Antonio, TX.

Gehringer, T., **Folberg, A. M.,** & Ryan, C. S. (2017). *Person-thing orientation: Evidence for measurement equivalence and construct validity among Israeli students*. Poster presented at the annual conference of the Society for Personality and Social Psychology, San Antonio, TX.

Simmons, P. E., **Folberg, A. M.,** Cerizo, M., & Ryan, C. S. (2016, June). *Perceived Consequences of Diversity Training: A Qualitative Study*. Poster presented at the bi-annual conference of the Society for the Psychological Study of Social Issues, Minneapolis, MN.

Simmons, P. E., Cerizo, M., **Folberg, A. M.,** & Ryan, C. S. (2015, May). *Management support, employee cynicism, and diversity training effectiveness*. Poster presented at the annual conference of the Midwest Psychological Association, Chicago, IL.

TEACHING EXPERIENCE

Instructor of Record

Summer 2016 Undergraduate Statistics, University of Nebraska, Omaha
Summer 2018 Undergraduate Research Methods, University of Nebraska, Omaha*
 *Hybrid course – partially online

Guest Lecturer

Fall 2020 Undergraduate Research Methods, University of Kentucky*
*remote instruction

Teaching Assistant

Spring 2019 Undergraduate Research Methods
Spring 2019 Graduate Statistics
Fall 2018 Undergraduate Statistics
Fall 2017 Undergraduate Statistics
Spring 2016 Graduate Statistics
Fall 2015 Undergraduate Statistics
Spring 2015 Special Topics in Black Psychology
Spring 2015 Abnormal Psychology*
*Completely online
Fall 2014 Introduction to Psychology (Lab)
Fall 2014 Abnormal Psychology*
*Completely online

EDITORIAL ACTIVITIES

2020 Special Editor: Global Perspectives on Women and Work, *The Journal of Social Issues*.
2019 – present Member of the editorial board for the *Journal of Social Issues*
2018-2019 Graduate student member of the editorial board for the *Journal of Social Issues*

Ad-hoc reviewer for, *Journal of Cultural Diversity and Ethnic Minority Psychology*, *Journal of Intercultural Relations*, *Sex Roles*, *Journal of Cross-Cultural Psychology*, *Journal of Social Issues*, *Social Psychological and Personality Science*

CONSULTING ACTIVITIES

Technical Reports

Brooks, L., **Folberg, A. M.**, Allen, J., & Reiter-Palmon, R. (2017, August). Quantum workplace N-gram definitions. Omaha, NE.
Landowski, N. B., **Folberg, A. M.**, Brooks, L., Mroz, J. E., Allen, J. A., & Reiter-Palmon, R. (2017, August). *Academic Year 2016-2017 Report: Impact of Service Learning on University, Secondary, and Elementary Students*. Omaha, NE.
Landowski, N. B., **Folberg, A. M.**, Brooks, L., Mroz, J. E., Allen, J. A., & Reiter-Palmon, R. (2017, July). *Spring 2017 Higher Education Semester Report: Impact of Service Learning on University Students*. Omaha, NE.
Landowski, N. B., Brooks, L., **Folberg, A. M.**, Mroz, J. E., Allen, J. A., & Reiter-Palmon, R. (2017, July). *Spring 2017 Secondary Education Semester Report: Impact of Service Learning on Secondary Students*. Omaha, NE.

Landowski, N. B., **Folberg, A. M.**, Brooks, L., Mroz, J. E., Allen, J. A., & Reiter-Palmon, R. (2017, July). *Spring 2017 Semester Report: Impact of Service Learning on Elementary Students*. Omaha, NE.

Landowski, N. B., **Folberg, A. M.**, Erks Byrne, R., Allen, J. A., & Reiter-Palmon, R. (2017, June). *Fall 2016 Higher Education Semester Report: Impact of Service Learning on University Students*. Omaha, NE.

Landowski, N. B., **Folberg, A. M.**, Erks Byrne, R., Allen, J. A., & Reiter-Palmon, R. (2017, June). *Fall 2016 Semester Report: Impact of Service Learning on Elementary Students*. Omaha, NE.

Royston, R., **Folberg, A. M.**, Mitchell, K., Reiter-Palmon, R., & Allen J. (2017, February). *Evaluation of ARAG Legal's Personal Leadership Program – Preliminary Report*. Des Moines, I.

Mitchell, K., Hornberg, J., **Folberg, A. M.**, Schreiner, E., Allen, J., & Reiter-Palmon, R. (2017, January). *Pottowattamie Counter Board of Supervisors: Work Flow Analysis Report*. Council Bluffs, IA.

LEADERSHIP AND SERVICE

2018-2019	SCIP Lab Coordinator, University of Nebraska Omaha
2017-2018	Faculty Search Committee Graduate Student Representative, University of Nebraska, Omaha
2016-2017	Graduate Program Council Graduate Student Representative, University of Nebraska, Omaha

STATISTICAL PROGRAMS

SPSS, SAS, *Mplus*, Amos, HLM, R