

Jessi L. Smith, Ph.D.

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Appointments

2014 – Current	Professor Montana State University, Department of Psychology
2012 – 2017	Special Assistant to the Provost: Director of ADVANCE
2009 – 2014	Associate Professor Montana State University, Department of Psychology
2006 – 2009	Assistant Professor Montana State University, Department of Psychology
2002 – 2006	Assistant Professor The Ohio State University, Newark, Department of Psychology

Education

8/09/2002	Ph.D. Social Psychology University of Utah, Department of Psychology
5/05/2000	M.S. Social Psychology University of Utah, Department of Psychology
5/23/1997	B.A. in Psychology, with Highest Distinction Summa Cum Laude University of Colorado at Colorado Springs

Administrative Leadership Experience

7/2017 – 12/2017

**MSU Special Assistant to the Provost
Promotion and Tenure Training Leader**

Duties: Design, execute, and assess the efficacy of an implicit bias literacy training for promotion, tenure, and retention committees.

Overview: The goal of the 2.5 hour training is to ensure a standardized and equitable process across campus, especially as it relates to improving the review process of historically marginalized faculty and/or topics of study. Delivered the training to more than 100 faculty, Department Heads, and Deans over a three month period, using a randomized control trial (wait list design) intervention. Collection and analyze training impact.

9/2012 – 8/2017

**MSU Special Assistant to the Provost
Director of ADVANCE Institutional Transformation Grant**

Duties:

- Create a vision and a strategic plan for transforming the culture of MSU into a more inclusive, equitable, and diverse working environment for faculty.
- Supervise, evaluate, and mentor 5 direct reports.
- Communicate and coordinate with multiple campus constituents including 33 Department Heads, 7 academic college Deans, 2 Vice Presidents, the Chief Human Resources Officer, the Office of Planning and Analysis Data Analyst, Faculty Senate, Title IX Coordinator; IRB Director; Alumni Foundation staff.
- Build and sustain pre- and post-award research infrastructure.
- Create and revise work-life policies and programs.
- Devise, implement, and assess faculty and department head professional development trainings, grow research capacity; implement faculty recruitment interventions, and conduct new faculty and department head on-boarding activities.
- Create, conduct, analyze, and disseminate results from an annual faculty climate survey and annual department head strategic self-study.
- Assist with capital campaign fundraising to endow the newly created “Women in STEM Distinguished Professor Award.”
- Oversee operational, financial, research compliance, and reporting requirements.

Overview: Lead the ADVANCE Project TRACS team to implement the \$3.5 million NSF funded grant to broaden the participation of women in science, technology, engineering and mathematics (STEM) and social behavioral science (SBS) fields. Design, implement, test, and assess three primary initiatives: **1) Enhancing Research Capacity and Opportunity**, and **2) Enhancing Work Life Integration**, and **3) Enhancing Cultural Attunement**. ADVANCE Project TRACS was recognized with the **2015 CUPA-HR Inclusion Cultivates Excellence Award**. This award, sponsored by The Chronicle of Higher Education, recognizes and celebrates institutional initiatives and programs that have made a significant impact with respect to inclusive and equitable workplace practices, particularly those that have brought about cultural change throughout the organization.

Selected ADVANCE Project TRACS Impacts

Improved Research Productivity: Grant expenditures by women in STEM/SBS **more than doubled to nearly \$14 million** over the five years of ADVANCE Project TRACS. Since the start in 2012, the number of projects with women PIs increased by **46%** and the average yearly research expenditure per woman faculty member increased by more than **20%**. The **gender gap was reduced by 17%** for total grant expenditures per STEM tenure-track PI from (26%) in 2012 to (9%) in 2016.

Improved Faculty Recruitment: During the five years of ADVANCE Project TRACS, MSU saw a **67% increase** in the number of women faculty hires in STEM/SBS. All told, **48.6%** of MSU tenure track hires in STEM/SBS were women, up from **25%** over the five preceding years. MSU went from **60 women faculty** in STEM/SBS at the start of ADVANCE to **100 women** at the end of ADVANCE

Improved Work-Life Integration: During the five years of ADVANCE Project TRACS, infrastructure increased to support the lives of faculty during difficult life transitions: **3 policies were created or modified:** The Stop the Tenure Clock Opt Out policy, the Faculty Modified Duties Policy (with centralized funding in the Provost's office), and the Sick Leave Donation Pool Policy (maintained and managed by HR); **4 new family care-rooms** were created including one in the high profile space in the student union building; and **5 job descriptions** were broadened: 2 new job candidate family advocates, 1 Student Family Support Program Manager, 1 faculty dual-career community liaison, and 1 work-life HR specialist. A total of **386** job candidates were supported by a Family Advocate; and approximately **130** people received one-on-one assistance from a Family Advocate. The HR supported "Dual Career Community Liaison" met with 96 private sector partners to assist with job opportunities. ADVANCE Project TRACS worked on more than **70** academic partner accommodation cases resulting in **33 tenure-track faculty who accepted positions in 21 different departments** (63% women) over five years. Their partners were accommodated in either a tenure-track (53%) or non-tenure-track academic position (47%).

Generated New Knowledge: During the five years of ADVANCE Project TRACS, the Social Science Research Team generated new knowledge about diversity-science and published **6** manuscripts in peer-reviewed journals including papers in *Science*, *PNAS*, and *BioScience*, with **2** more manuscripts currently under review, and **1** project in progress. In addition, this team has had **3** invited popular press contributions, **21** peer-reviewed conference presentations and symposiums, **67 invited national and regional** presentations, **13** products, and **3** additional digital media products including a film documenting the social science process of Project TRACS which has been viewed nearly 500 times. Our research was featured in media outlets including the *Chronicle of Higher Education*, *Inside Higher Education*, *Science News*, *Science Daily*, *US. News and World Report*, *Fast Company*, *Amy Poehler Smart Girls*, and many others. The team designed and conducted **4** annual campus climate surveys, led the implementation of the national COACHE survey. They also led the collection of **5 years** of qualitative diversity self-study data from *every unit* on campus, and disseminated knowledge to stakeholders during **4** annual data charrettes.

Selected ADVANCE Project TRACS Products

1. Smith, J. L. & Handley, I. M. (2017). *Creating an Inclusive and Equitable Promotion, Retention, and Tenure Review Process*. Training Materials. Montana State University.
2. Smith, J. L. & Stoop, C. (2017). *Understanding how inclusive change happens in the academy: Recommended Social and Psychological Theories and Measures to Assess Faculty Experiences*. Laguna Beach, CA. Montana State University.
3. Smith, J. L. & Stoop, C. (2017): *ADVANCE Project TRACS: Impact Highlights Report*. Montana State University, Bozeman, MT.
4. Smith, J.L. & Stoop, C. (Eds.). (2017). *Understanding How Inclusive Change Happens in the Academy: Recommended Social and Psychological Theories and Measures to Assess Faculty Experiences*. Laguna Beach, CA: Montana State University.
5. *Belou, R. Handley, I. M., Honea, J., Intemann, K. Rushing, S., Shanahan, E.A., Skewes, M & Smith, J. L. (2015). *Recommendations for Improving the MSU Promotion, Retention and Tenure Process: Qualitative Results*.
* Authorship order determined alphabetically
6. Smith, J. L., Zale, A., Handley, I., Ellis, C, Murdock, L., Kambich, L. (2015). *A Guide for Broadening Faculty Searches at Montana State University: Transforming the Search Process to Enhance Excellence and Diversity*. Montana State University.
7. Smith, J. L. & Zale, A. (2015). *Broadening the Faculty Search Process Webinar*. Montana State University.
8. **Young, M., S., Stoop, C., Freeburg, J., Christopher, S. & Smith, J. L. (2015). *The Grant Writing Boot Camp for University Faculty: A Facilitator's Guide*. Montana State University**
9. Rushing, S., Smith, J. L., & Murdock, L. (2014). *The Family Advocate Facilitator Guide*. Montana State University
10. Murdock, L., Smith, J. L., Plumb, C.. & Handley, I. (2014). *Equity Advocate Facilitator Guide; Creating and Maintaining a Sustainable Program*. Montana State University.
11. Smith, J. L. & Belou, R. (2013). *ADVANCE Project TRACS Annual Departmental Diversity, Equity, and Inclusiveness Self-Study Supportive Feedback*. Montana State University.
12. Social Science Research Team (2013, 2014, 2015, 2016). *Campus Climate ADVANCE Data Charrette*. Provides annual overview of selected qualitative and quantitative results. The conference posters are on our website with an open forum for commenting and are also archived on the MSU Institutional Repository "ScholarWorks."

2007 – 2011

MSU Department of Psychology, Graduate Program Coordinator

Duties and Overview: handling grievances and developing plans of correction for 10-12 graduate students per year; revising the graduate handbook and organizing orientations and the departmental seminars; setting the GTA assignments; conducting semester reviews of the students and organizing and leading the effort to recruit (and review and retain) applicants to the program.

Awards and Honors

2016

Fellow, Society for Personality and Social Psychology

2015

Fellow, American Psychological Association

Fellow, Association for Psychological Science

2014

President's Commission on the Status of University Women Award awarded to "honor an individual (faculty or staff leader) who has established a record of working to improve issues related to gender, equity, and diversity on any of MSU's four campuses." Spring, 2014.

Invited member: **National Girls Collaborative Project National Champions Board**, brings together organizations throughout the United States committed to informing and encouraging girls to pursue careers in science, technology, engineering, and mathematics. Read about this appointment at <http://www.ngcproject.org/about/champions-board> and at <http://www.montana.edu/news/15160/msu-psychology-professor-named-to-national-girls-stem-board>

2013

Cox Family Excellence Award for Creative Scholarship and Teaching given in recognition for the "union of superior research with excellence in upper division/graduate instruction" Spring, 2013.

2012

Developing Excellence in Academic Leadership (nominated participant, Fall 2011 to Spring 2012)

2011

Student nominated for the 2011 **President's Excellence in Teaching Award**

College of Letters and Science award for Meritorious Research, given to two college faculty per year for "especially significant research or creative achievement." Spring, 2011

2010

Student nominated for the 2010 **President's Excellence in Teaching Award**

The Betty Coffey Award given in recognition for "Outstanding achievement in incorporating women's perspectives into the curriculum and developing academic programs that contribute to the elimination of persistent barriers to women's success at MSU" Spring, 2010

2004

The American Psychological Association Division 35 Mary Roth Walsh Teaching the Psychology of Women Award, July 2004

Outreach and Service at Montana State University

Representative University Service

Primary Obligations: Mentoring, Diversity, Curriculum Review, Policy Review, Strategic Planning, Public Speaker/Workshop Organizer

2016 - current	Diversity and Inclusion Advisory Council <ul style="list-style-type: none">• Appointed by the President
2016 - Current	Faculty Senate Representative <ul style="list-style-type: none">• Voting Member• Academic Programs Working Group
2011 – current	President’s Commission on the Status of University Women <ul style="list-style-type: none">• Equity Policy Review Subcommittee, 2012-13 Chair• Assessment Committee, 2017 – current, Chair
2008 – current	Women, Gender, and Sexuality Studies Minor Committee <ul style="list-style-type: none">• Executive Committee 2014 - 2015; 2017 - current
2016 - 2017	University Family Advocate
2016 - 2017	Faculty mentor for the MSU LGBTQ Student Mentoring Program
2014 - 2015	RED Research Expansion Review Committee
2012	Search Committee Member for Letters and Science Dean
2010 – 2017	Public Workshops/Guest Speaker Organizer (list available upon request)
2008 - 2012	Women’s Faculty Caucus <ul style="list-style-type: none">• Steering Committee Chair 2008-2010

Recent Representative Departmental Service

Primary Obligations: Faculty Recruitment, Award Committees, Promotion and Tenure Review

2017 – 2018	Faculty Search Committee Chair (two positions)
2011 – 2014; 2016	Faculty and Student Award Departmental Nomination Committee
2009; 2011; 2014	Retention, Promotion, Tenure Committee member
2006 - 2013	Award Creator and Committee Chair: Outstanding Psychology
Undergraduate	
2009 – 2013	Departmental Faculty AFMSU Union Representative
2008; 2010	External-Department Head Search Committee Member

Recent Representative Professional and Public Service

Primary Obligations: Mentoring, Research Advisory Board, Selection Committees, Conference Planning, Diversity

2018	Society for Personality and Social Psychology Fellows Committee 3/14/2018 – 3/2021
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- 2017 – 2022 **Advisory Board Member:** Clemson University Tigers ADVANCE (NSF Funded, 1/2017 – 2022)
- 2017 – 2020 **Advisory Committee:** NIH Advisory Committee to the Director’ Working Group on Diversity (Diversity Program Consortium Subcommittee, National Institute of General Medical Sciences)
- 2017 – 2019 **External Advisory Committee:** Association for Women in Science Advance Resource and Coordination Network – ARC Network (PI Koster, NSF Funded)
- Advisory Board Member:** Florida State University Adaptation Advance (NSF Funded, 1/2017 – 9/2019)
- 2017
1/14/2017 **Volunteer:** APS Conference for Undergraduate Women in Physics
- ADVANCing Social Science Think Tank **Conference Planning Committee (Chair)**, Laguna Beach, CA. (14 attendees) 01/2017 – 08/2017
- 2016 – 2017 **Big Ideas in Big Sky Summit Conference Planning Committee (Chair)**, Big Sky MT. (25 attendees) 12/2016 – 5/2017
- 2016 **Invited speaker:** Bozeman High Engineering Club 12/13/16
- 2015 – 2016 **Faculty mentor** for the APA LGBTQ Graduate Student Mentoring Program, charged with mentoring one advanced Ph.D. Candidate around professional development and research.
- 2015 *NSF INCLUDES (Inclusion Across the Nation of Communities of Learners that have been Underrepresented for Diversity in Engineering and Science)* **Invited think tank participant** for a multi-year initiative of the National Science Foundation to catalyze improvement in the preparation, participation, advancement and potential of those that have been traditionally underserved in the science, technology, engineering, and mathematics (STEM) fields. Washington, DC.
- 2014 – current **Faculty Mentor** for 4 CAIRHE Project Leaders with the Center for American Indian and Rural Health Equity (CAIRHE). (PI A. Adams)
- 2014 - 2017 **Advisory Board Member:** “Understanding the role of cultural and career purpose orientations in underrepresented minority science student success” (PI Thoman, NSF Funded)

- 2014 - 2015 Association for Women in Science NSF **Conference Planning Committee**
- 2013 **Workshop leader:** *They Think What About Me?* Workshop presented to 6-8 grade girls from across Montana for “Building Your Future through STEM: Expanding Your Horizons” Bozeman MT.
- Symposium Reviewer** for the “NONVERBAL BEHAVIOR” Society for Personality and Social Psychology Pre-conference, Austin, Texas.

Research Expertise

I am a social psychologist with expertise in motivation and diversity science. I study the self-regulation of motivation, particularly in situations in which cultural norms and expectations might interfere with a person’s motivational experience, for example women and minorities learning and working within STEM fields. My work emphasizes the role that norms about gender and ethnicity (and their intersection) play in understanding both the perceiver’s standpoint (motives behind holding and applying stereotypes) and the target’s experience (motivational impact of navigating stereotypes and inequity). My research utilizes experimental design and longitudinal survey methodology to advance the success of marginalized and underrepresented people in education, the workplace, and health. My work is continuously funded since 2010.

Current Externally Funded Grants

- 06/2017 –
03/2021 Promoting motivation for underrepresented groups in undergraduate biology and chemistry courses
National Institutes of Health Award 2R01 GM102703
\$1, 490,768.00
PI: Judith Harackiewicz, Univ of Wisconsin, Madison
Co-I: Janet Hyde, Univ of Wisconsin, Madison
*Co-I: **Smith, J. L., Montana State University***
Co-I: Thoman, D. San Diego State University
- 01/2016-
12/2018 Engineering a Culture of Engagement.
National Science Foundation. Award EEC-1544147
\$150,000
PI: LaMeres, B. Department of Electrical Engineering
*Co-PI: **Smith, J. L. Department of Psychology***
- 10/2012-
08/2018 Project TRACS: Empirically Investigating Transformation through Relatedness, Autonomy, and Competence Support. NSF
ADVANCE IT Award HRD-1208831
\$3,372,864.00
*PI: **Smith, J. L. Department of Psychology, MSU***
Co-PIs: President Waded Cruzado, Provost Martha Potvin

Past External Funding

09/2013 – 08/2015	Project TRACS: Transformation through Dual-Career Partner Support. Funded by the National Science Foundation, Supplement to HRD-1208831 \$159,572 <i>PI: Smith, J. L. Department of Psychology, MSU</i> <i>Co-PI: Potvin, M. and Cruzado, W. Provost and President, MSU</i>
7/2011- 11/2017	Culturally Connected Communal Goals: Latino and Native Americans in Biomedicine. Funded by the National Institute of Health 1R01GM098462 \$957,239.00 <i>PI: Smith, J. L., Department of Psychology, MSU</i> <i>Co-Investigator: Thoman, D., Department of Psychology, SDSU</i>
12/1/2010- 11/30/2014	The meditational role of stereotype threat and achievement goals in the regulation of research motivation. Funded by the National Science Foundation HRD-1036767 \$322,134. <i>PI: Eric Deemer, Louisiana Tech University</i> <i>Co-PI: Smith, J. L., Department of Psychology, MSU</i>
2/1/2010- 1/31/2015	Supportive Communities: How Gender Impacts the Native American Experience of STEM fields. Funded by the National Science Foundation HRD-0936647. \$211,078.00. <i>PI: Smith, J. L. Department of Psychology, MSU</i> <i>Co-PI: Metz, A. Southern Illinois University</i>
2001– 2002	Spencer Foundation, Dissertation Fellowship \$16,000 <i>PI: Smith, J. L., Department of Psychology, University of Utah</i> <i>External Mentor: K. Ann Renninger, Swarthmore College</i>

Grant Dissemination Film Products:

2016	ADVANCE Project TRACS (~465 views) https://youtu.be/TanpVbPMhEg
2013	Lab Report (~280 views) http://www.youtube.com/watch?v=nmHxyDCbTkW
2012	Supportive Communities (~940 views) http://www.youtube.com/watch?v=P3Wh9pUhhcs

59 Peer Reviewed Journal Publications

h index = 28

* denotes undergraduate or graduate student co-author

In press

1. Allen, J., **Smith, J. L.**, Thoman, D. B. & Walters, R. (in press). A Fluctuating Team Science: Perceiving Science as Collaborative Improves Science Students' Motivation. *Motivation Science*
2. **Smith, J. L.**, Handley, I.M., Rushing, S., Belou, R., Kambich, L., Skewes, M. C., Shanahan, E.A., Honea, J., Intemann, K. (in press). Added Benefits: How Supporting Women Faculty in STEM Improves Everyone's Job Satisfaction. *Journal of Diversity in Higher Education*.
3. Skewes, M. C., Shanahan, E. A., **Smith, J. L.**, Honea, J., Belou, R., Rushing, S., Intemann, K., & Handley, I. M. (in press). Absent Autonomy: Relational Competence and Gendered Paths to Faculty Self-Determination in the Promotion and Tenure Process. *Journal of Diversity in Higher Education*
4. Deemer, E. D. & **Smith, J. L.** (in press). Motivational climates: Assessing and testing how science classroom environments contribute to undergraduates' self-determined and achievement-based science goals. *Learning Environments Research*.

2017

5. Cech, E. A., Metz, A., **Smith, J. L.**, deVries, K. (2017). Epistemological Dominance and Social Inequality: Experiences of Native American Science, Engineering, and Health Students. *Science, Technology & Human Values*, 42 (5), 743-774. <https://doi.org/10.1177/0162243916687037>.
6. Meade, M. L., *McNabb, J. C., *Lindeman, M. I. H., & **Smith, J. L.** (2017). Discounting input from older adults: The role of age salience on partner age effects in the social contagion of memory. *Memory*, 25, 704-716. doi: 10.1080/09658211.2016.1207783
7. Lawrence, J. S. & **Smith, J. L.** (2017). Academically-Contingent Self-Worth and Vulnerability: When Approach Self-Validation Goals are More Threatening than Avoidance Self-Validation Goals. *Self and Identity*, 16(3), 353-372. doi: <http://dx.doi.org/10.1080/15298868.2017.1292183>
8. **Smith, J.L.**, Stoop, C. D., Young, M., Belou, R., Held, S. (2017). Grant writing bootcamp: An intervention to enhance the research capacity of academic women in STEM. *BioScience*, 67 (7), 638-645. doi: <https://doi.org/10.1093/biosci/bix050>
Featured in [Nature](https://www.nature.com/naturejobs/science/articles/10.1038/nj7670-121a?WT.ec_id=NATURE-20170907&spMailingID=54864391&spUserID=MjA1NzY1ODE2MwS2&spJobID=1244089361&spReportId=MTIONDA4OTM2MQS2)
https://www.nature.com/naturejobs/science/articles/10.1038/nj7670-121a?WT.ec_id=NATURE-20170907&spMailingID=54864391&spUserID=MjA1NzY1ODE2MwS2&spJobID=1244089361&spReportId=MTIONDA4OTM2MQS2
9. Thoman, D. B., *Muragishi, G. A. & **Smith, J. L.** (2017). Research Microcultures as Socialization Contexts for Underrepresented Science Students. *Psychological Science*. 28(6), 760-773. doi: 10.1177/0956797617694865.
Featured in [Psychological Science News](https://www.psychologicalscience.org/publications/observer/obsonline/minority-students-and-the-culture-of-research.html)
<https://www.psychologicalscience.org/publications/observer/obsonline/minority-students-and-the-culture-of-research.html>

2016

10. Mitchneck, E., **Smith, J. L.** & Latimer, M. (2016). A Recipe for Change: Creating a More Inclusive Academy. *Science*, 352 (6282), 148-149. doi: 10.1126/science.aad8493
11. Harackiewicz, J. M., **Smith, J. L.**, Priniski, S. (2016). Interest Matters: The Importance of Promoting Interest in Education. *Policy Insights from the Behavioral and Brain Sciences*, 3(2), 220-227. Doi: 10.1177/2372732216655542

2015

12. Thoman, D. B., Brown, E. R., Mason, A. Z., Harmsen, A. G. & **Smith, J. L.** (2015). The Role of Altruistic Values in Motivating Underrepresented Minority Students for Biomedicine. *BioScience*, 65, 183-188. doi 10.1093/biosci/biu199.
Featured in the [Washington Post](#) (April, 2017).
13. **Smith, J. L.**, Brown, E. R., Thoman, D. B., Deemer, E. D. (2015). Losing its expected communal value: How stereotype threat undermines women's identity as research scientists. *Social Psychology of Education*, 18, 443-466. doi 10.1007/s11218-015-9296-8
14. Brown, E. R., Thoman, D. B., **Smith, J. L.**, & Diekman, A. B. (2015). Closing the communal goal gap: Degree of goal congruity predicts science career motivation and interest. *Journal of Applied Social Psychology* 45, 662–673. doi: 10.1111/jasp.12327
15. **Smith, J. L.**, Handley, I. M., Zale, A. V., Rushing, S. A. & Potvin, M. (2015). Now Hiring! Empirically Testing a 3-Step Intervention to Increase Faculty Gender Diversity in Science, Technology, Engineering and Mathematics. *BioScience*. 65 (11): 1084-1087. doi: 10.1093/biosci/biv138

Featured in several outlets including:

- [Amy Poehler's Smart Girl](#)
- [Insider Higher Education](#)
- [Science Daily](#)
- [Pacific Standard](#)
- [Fast Company](#)
- [Science News](#)
- [Chronicle of Higher Education](#)

16. Handley, I.M., Brown, E., Moss-Racusin, C.A., **Smith, J.L.** (2015). The quality of evidence revealing subtle gender biases in science is in the eye of the beholder. *Proceedings of the National Academy of Sciences*, 112 (43), 13201-13206. Doi: 10.1073/pnas.1510649112

Featured in several outlets including:

- [Science News](#)
- [Insider Higher Education](#)
- [Think Progress.org](#)
- [The Australian](#)
- [U.S. News and World Report](#)
- [Feminist Philosophers](#)
- [ABC Fox Local Evening News \(10/22/\)](#)

17. Brown, E.R., **Smith, J.L.**, Thoman, D.B., Allen, J., & *Muragishi, G. (2015). From bench to bedside: A communal utility value intervention to enhance students' science motivation. *Journal of Educational Psychology*, *07(4)*, 1116-1135. Doi:10.1037/edu0000033
18. Allen, J., *Muragishi, G., **Smith, J. L.**, Thoman, D., B., & Brown, E. R. (2015). To Grab and To Hold: Cultivating communal goals to overcome cultural and structural barriers in first generation college students' science interest. *Translational Issues in Psychological Science*, *1(4)*, 331-341. <http://psycnet.apa.org/journals/tps/1/4/331/> .

2014

19. Deemer, E. D., Thoman, D., B., *Chase, J. P., & **Smith, J. L.** (2014). Feeling the threat: Stereotype threat as a contextual barrier to women's science career choices. *Journal of Career Development*, *4*, 141-158. DOI: 10.1177/0894845313483003
20. Deemer, E. D., **Smith, J. L.**, Carroll, A. N., & Carpenter, J. P. (2014). Academic procrastination in STEM: Interactive effects of stereotype threat and achievement goals. *Career Development Quarterly*, *62*, 143-155. doi: 10.1002/j.2161-0045.2014.00076.x
21. Thoman, D. B., *Arizaga, J. A., **Smith, J. L.**, *Story, T. S., *Soncuya, G. (2014). The Grass is Greener in Non-STEM Classes: Examining the Role of Competing Belonging in Undergraduate Women's Vulnerability to Being Pulled Away from Science. *Psychology of Women Quarterly* *38*, 246-258. doi: 10.1177/0361684313499899
22. Deemer, E., **Smith, J. L.**, Thoman, D. B., *Chase, J. P. (2014). Precision in Career Motivation Assessment: Testing the Subjective Science Attitude Change Measures. *Journal of Career Assessment*, *22*, 489-504. doi: 10.1177/1069072713498683.
23. **Smith, J. L.**, Deemer, E., D., Thoman, D. B. & *Zazworsky, L. (2014). Motivation under the microscope: Understanding undergraduate science students' multiple motivations for research. *Motivation and Emotion*, *38*, 496-512. doi 10.1007/s11031-013-9388-8
24. **Smith, J. L.**, Cech, E., Metz, A., *Huntoon, M., & *Moyer, C. (2014). Giving back or giving up: Native American student experiences in science and engineering. *Cultural Diversity and Ethnic Minority Psychology*, *20*, 413-429. doi: 10.1037/a0036945.
25. **Smith, J. L.**, & *Huntoon, M. (2014). Women without Bragging Rights: An Experimental Investigation on Facilitating Women's Self-Promotion via Misattribution. *Psychology of Women Quarterly*, *38*, 447-459. doi: 10.1177/0361684313515840.

Featured in:

- Interviewed on American Public [Media's Market Place](#)
- Interviewed on National Public Radio's [The Take Away](#)
- [Science Daily News](#)
- [The Bozeman Daily Chronicle](#)
- [Huffington Post](#) and interviewed on HuffPostLive Jan 24, 2014

2013

26. Hutchison, K., **Smith, J. L.**, & *Ferris, A. (2013). Goals Can Be Threatened to Extinction: Using the Stroop to Clarify Working Memory Depletion under Stereotype Threat. *Social Psychological and Personality Science*, 4, 74-81. doi: 10.1177/1948550612440734.
27. **Smith, J. L.**, *Lewis, K. L., *Hawthorne, L., & Hodges, S. D. (2013). When Trying Hard Isn't Natural: Women's Belonging with and Motivation for Male-Dominated STEM Fields as a Function of Effort Expenditure Concerns. *Personality and Social Psychology Bulletin*, 39, 3-15. doi: 10.1177/0146167212468332.

Featured in:

- *HR Magazine* (May 2013 issue)
 - [Personality and Social Psychology – Connections](#)
 - [Wall Street Journal](#)
 - Women and Public Policy Program's Gender Action Portal (GAP – gap.hks.harvard.edu).
28. *Li, Jian-Bin, Nie, Yan-Gang, Zeng, Min-Xia, *Huntoon, M., **Smith, J. L.** (2013). Too exhausted to remember: Ego depletion undermines subsequent event-based prospective memory. *International Journal of Psychology*, 48, 1303-1312. DOI:10.1080/00207594.2012.762778.
 29. Thoman, D. B., **Smith, J. L.**, Brown, E. R., *Chase, J., & *Lee, J. Y. K. (2013). Beyond performance: A motivational experiences model of stereotype threat. *Educational Psychology Review*, 25, 211-243. doi:10.1007/s10648-013-9219-1
 30. *Allen, J., Gervais, S. J., & **Smith, J. L.** (2013). Sit Big to Eat Big: The Interaction of Body Posture and Body Concern on Restrained Eating. *Psychology of Women Quarterly*, 37, 325-336.

2012

31. Sansone, C., **Smith, J. L.**, Thoman, D. B., & MacNamara, A. (2012). Regulating Interest When Learning Online: Potential Motivation and Performance Trade-offs. *The Internet and Higher Education*, 15 (3), 141-149. doi: 10.1016/j.iheduc.2011.10.004

2011

32. *Allen, J. & **Smith, J. L.** (2011). The influence of sexuality stereotypes on men's experience of gender-role incongruence. *Psychology of Men & Masculinity*, 12, 77-96. doi: 10.1037/a0019678
33. Thoman, D.B., **Smith, J.L.**, & Silvia, P.J. (2011). The resource replenishment function of interest. *Social Psychological and Personality Science*, 2, 592-599. doi: 10.1177/1948550611402521
34. Cech, E., Metz, A., Babcock, T. & **Smith, J. L.** (2011). "Caring for Our Own:" The Role of Institutionalized Support Structures in Native American Nursing Student Success. *Journal of Nursing Education*, 50, 524-531 doi: 10.3928/01484834-20110517-01
35. Metz, A. Cech, E., Babcock, T. & **Smith, J. L.** (2011). The Effect of Formal and Informal Support Structures on the Motivation of Native American Students in Nursing. *Journal of Nursing Education*, 50, 388-394 DOI: 10.3928/01484834-20110415-01

36. **Smith, J. L.**, *Hawkinson, K., & *Paull, K. (2011). Spoiled milk: An experimental examination of bias against mothers who breastfeed. *Personality and Social Psychology Bulletin*, 37, 867-878. doi: 10.1177/0146167211401629

Featured in 458 online outlets and several newspapers and print magazines including

- *Wall Street Journal*
- *The Boston Globe*
- *Toronto Star*
- *Slate*
- *Parenting Magazine*
- *Pregnancy Magazine*
- *Yahoo News*
- *Miller-McCune*

2010

37. Tragakis, M. A., & **Smith, J. L.** (2010) The Relationship between Social Identity Integration and Psychological Adjustment: A Focus on Mainstream and Marginalized Cultural Identities. *Identity: An International Journal of Theory and Research*, 10, 201-221.
38. Hupp, J. M., **Smith, J. L.**, Coleman, J. M., & Brunell, A. B. (2010) That's a Boy's Toy: Gender Typed Knowledge in Toddlers as a Function of Mother's Marital Status. *Journal of Genetic Psychology*, 171, 389-401. DOI: 10.1080/00221325.2010.500637

2009

39. **Smith, J. L.**, *Hardy, T., & Arkin, R. (2009). When practice doesn't make perfect: Effort expenditure as an active behavioral self-handicapping strategy. *Journal of Research in Personality*, 43, 95-98.
40. **Smith, J. L.**, *Wagaman, J., & Handley, I. M. (2009). Keeping it dull or making it fun: Motivational implications of regulatory focus. *Motivation and Emotion*, 33, 150-160.
41. **Smith, J. L.** & *Lewis, K. L. (2009). Men's interpersonal (mis)perception: Fitting in with gender norms following social rejection. *Sex Roles*, 61, 252-264.

2007

42. *Walsh, P. E. & **Smith, J. L.** (2007). Opposing standards within the cultural worldview: Terror management theory and American Women's desire for uniqueness versus inclusiveness. *Psychology of Women Quarterly*, 31, 103-113.
43. **Smith, J. L.**, Sansone, C., & White, P.H. (2007). The Stereotyped Task Engagement Process: The role of interest and achievement motivation. *Journal of Educational Psychology*, 99, 99-114. doi: 10.1037/0022-0663.99.1.99
44. Paul, D. & **Smith, J. L.** (2007). Subtle Sexism? Examining vote preferences when women run against men for the Presidency. *Journal of Women, Politics & Policy*, 29 (4).
45. **Smith, J. L.** & Ruiz, J.M. (2007). Interpersonal orientation in context: Correlates and effects of interpersonal complementarity on subjective and cardiovascular experiences. *Journal of Personality*, 75, 679-708.
46. **Smith, J. L.**, Paul, D., & Paul, R. (2007). No place for a woman: Evidence for gender bias in evaluations of presidential candidates. *Basic and Applied Social Psychology*, 29, 225-233.

47. **Smith, J.L.**, Kausar, R., & Holt-Lunstad, J. (2007). Stigma consciousness in the classroom: A comparison of Pakistani women's motivation and well-being in science and non-science fields of study. *Sex Roles, 57*, 3-13.

2006

48. **Smith, J. L.** & *Johnson, C. (2006). A stereotype boost or choking under pressure? Positive gender stereotypes and men who are low in domain identification. *Basic and Applied Social Psychology 28*, 51-63. doi: 10.1207/s15324834basp2801_
49. **Smith, J. L.** (2006). The interplay among stereotype threat, performance-avoidance goals, and women's math performance expectations. *Sex Roles, 54*, 287-296.
50. Horgan, T. & **Smith, J. L.** (2006). Interpersonal reasons for interpersonal perceptions: Gender-incongruent purpose goals and nonverbal judgment accuracy. *Journal of Nonverbal Behavior, 30*, 127-140.

2005

51. **Smith, J. L.**, Morgan, C.L, & White, P.H. (2005). Investigating a measure of computer technology domain identification: A tool for understanding gender-differences and stereotypes. *Educational and Psychological Measurement, 65*, 336-355.
52. Panek, P.E. & **Smith, J. L.** (2005). Assessment of terms to describe Mental Retardation. *Research in Developmental Disabilities, 26*, 565-576.

2004

53. **Smith, J. L.** (2004). Understanding the process of stereotype threat: A review of mediational variables and new performance goal directions. *Educational Psychology Review, 16*, 177-206. doi: 10.1023/B:EDPR.0000034020.20317.89

2003

54. **Smith, J. L.** (2003). Technology as a mode of learning in an introductory social psychology class. *International Journal of Instructional Media, 30*, 67-75.

2002

55. Klaphake, E.A., & **Smith, J. L.** (2002). An initial assessment of exotic animal pet owners in Utah: A survey with special emphasis on personal characteristics and expenditure tendencies. *Journal of Avian Medicine and Surgery, 16*, 115-122.
56. **Smith, J. L.** & White, P.H. (2002). An examination of implicitly activated, explicitly activated and nullified stereotypes on mathematical performance: It's not just a female's issue. *Sex Roles, 47*, 179-191. doi: 10.1023/A:1021051223441

2001

57. **Smith, J. L.** & White, P.H. (2001). Development of the domain identification measure: A tool for investigating stereotype threat effects. *Educational and Psychological Measurement, 61*, 1040-1057.

2000

58. Sansone, C. & **Smith, J. L.** (2000). The "how" of goal pursuit: Interest and self-regulation. *Psychological Inquiry, 11*, 306-309.

1999

59. Isaac, J., Sansone, C., & **Smith, J. L.** (1999). Other people as a source of interest in an activity. *Journal of Experimental Social Psychology, 35*, 239-265.

Manuscripts Under Review

1. Cech, E. A., **Smith, J. L.** & Metz, A. (Revise and resubmit). Native American College Students' Experiences of Racial Disadvantage.
2. **Smith, J. L.**, Allen, J. M. & Ransdell, L. (accepted with revisions). Missing or Seizing the Opportunity? The Effect of an Opportunity Hire on Job Offers to Science Faculty Candidates.
3. *Bruun, M., **Smith, J. L.**, & Willoughby (Under review). Einstein and Darwin Holdovers? Identifying the Stereotypical Who, What, and Why of Physics and Biology.
4. LaMeres, B. J., *Burns, M., Thoman, D. B., & **Smith, J. L.** (under review). The Role of Prosocial Goal Congruity on Student Motivation in Electrical Engineering.

Peer Reviewed Book Chapters

In press

1. Sansone, C., Geerling, D., Thoman, D.B., & **Smith, J.L.** (in press). Self-regulation of motivation: A renewable resource for learning. In K. A. Renninger & S. Hidi (Eds.) *Cambridge Handbook on Motivation and Learning*. Cambridge University Press.

2014

2. Brown, E.R., **Smith, J.L.**, & *Huntoon, M. (2014). Stereotype effects and attributions: Inside and Out. In D. C. Phillips (Ed.). *Encyclopedia of Educational Theory and Philosophy* (Vol 2, pp. 785-788). Sage Publications.

2011

3. *Lewis, K. L., **Smith, J. L.**, & *Hawkinson, K. E. (2011). Tuning Out in Order to Fit In: The Effects of Gender Role Expectations and Affiliation Motives on Men's Interpersonal Sensitivity. In J. L. Smith et al *Managing Interpersonal Sensitivity: Knowing When—and When Not—to Understand Others*. New York: Nova Science Publishers.

2010

4. Sansone, C., Thoman, D. B. & **Smith, J. L.** (2010). Interest and self-regulation: Understanding individual variability in choices, efforts and persistence over time. In R. Hoyle (Ed.) *Handbook of Personality and Self-Regulation*, Malden, MA: Wiley-Blackwell.

2004

5. Renninger, K. A., Sansone, C., & **Smith, J. L.** (2004). Love of learning. In C. Peterson & M. E. P. Seligman (Eds.) *Character strengths and virtues: A classification and handbook* (pp. 161-179). New York: Oxford University Press.

2001

6. **Smith, J.L.**, Morgan, C. L. & Sansone, C. (2001). Getting (inter) personal: The role of other people in the self-regulation of interest. In F. Columbus (Ed.), *Advances in psychology research* (Vol 5, pp. 153-185). New York: Nova Science Publishers. Inc.

2000

7. Sansone, C. & **Smith, J. L.** (2000). Interest and self-regulation: The relation between having to and wanting to. In C. Sansone & J.M. Harackiewicz (Eds.), *Intrinsic and extrinsic motivation: The search for optimal motivation and performance* (pp. 341 – 404) San Diego, CA: Academic Press.

Edited Books

- 2011 **Smith, J. L.**, Ickes, W., Hall, J., & Hodges, S. (2011). *Managing Interpersonal Sensitivity: Knowing When—and When Not—to Understand Others*. Nova Science Publishers, New York, NY.

Published Abstracts, Reports, and Invited Popular Press Articles

* denotes undergraduate or graduate student co-author

2015

1. Williams, J. & **Smith, J. L.** (2015, July 8). The myth that academic science isn't biased against women. *The Chronicle of Higher Education*. Access by [clicking here](#)

2014

2. **Smith, J. L.** (2014, August 11). A multi-million dollar opportunity: How social psychology can ADVANCE the participation of women faculty in STEM. *Society for Personality and Social Psychology: Character and Context*. Access by [clicking here](#).
3. **Smith, J. L.**, Thoman, D. B. & *Robinson, C. (2014, July 20). Providing meaning: Helping underrepresented students get the most out of research experience. *Society for Advancing Chicanos & Native Americans in Science, Summer/Fall, Vol 17: Featured Article*. Access by [clicking here](#).

2013

4. **Smith, J. L.**, *Lewis, K. L., *Hawthorne, L. & Hodges, S. D. (2013, July 26). Women and the STEM Sciences: When trying hard isn't natural. *Society for Personality and Social Psychology Connections*. Access by [clicking here](#).

2004

5. **Smith, J.L.** (2004). Health dimensions: A diversity project in a psychology of women class. *The Feminist Psychologist*, 31(4), 6.

Chaired Academic Symposia

- 2015** **Smith, J. L.** (2015, February). *Innovations in Broadening Participation and Diversifying the Science Workforce*. **Symposium Chair** at the annual meeting of the American Association for the Advancement of Science, San Jose, CA.
- 2014** **Smith, J. L.** (2014, May). Using Social Psychological Science to ADVANCE the Participation of Women STEM Faculty. **Symposium chair** at the 26th annual meeting of the *Association for Psychological Science*. San Francisco, CA.
- 2008** **Smith, J. L.** (2008, May). *Searching for a motive: Examining gender differences in interpersonal sensitivity*. **Symposium chair**. Presented at the 20th annual meeting of the Association for Psychological Science, Chicago, IL.
- 2007** **Smith, J. L.** (2007, January). *What's my (intrinsic) motivation? The social psychology of interest*. **Symposium chair and discussant**, presented at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN.

Invited Academic Speaker

2018

1. **Smith, J. L.** (2018, March). *The Pink Elephant in the Ivory Tower: Identifying and Overcoming Gender Bias in Science Faculty Searches*. **Invited presentation** to the Gender Pre-conference at the annual meeting for the Society of Personality and Social Psychology, Atlanta GA.
2. **Smith, J. L.** (2018, February). *Evidence Based Practices for Recruiting, Retaining, and Advancing Diversity Faculty*. Provost Distinguished Speaker's Series, University of Massachusetts, Lowell, MA.

2017

3. **Smith, J. L.** (2016, June). *Context Matters: Disruptive Innovations for Broadening Participation in BioScience*. **Invited speaker** to the UC San Diego Division of Biological Sciences Seminar Program: The Science of Teaching: Evidence-Based Approaches in Biology Education. San Diego, CA.
4. **Smith, J. L.** (2016, May). *Beyond the "I" in Science: Strategies for broadening the participation of women, Latinos/as, and Native Americans in STEM*. **Invited speaker** to the West Virginia University STEM Education Center. Morgantown, WV.
5. **Smith, J. L.** (2016, April). *A New Norm: Using Social Science to Create Disruptive Innovations for Broadening Participation in Physics*. **Invited Speaker** for the American Physical Society Meeting, Salt Lake City, UT.
6. **Smith, J. L.** (2017, March). *Challenges and Opportunities for Recruiting a More Diverse Faculty*. **Invited Speaker** to the Rochester University Motivation and Diversity Seminar. Rochester NY.
7. **Smith, J. L.** (2017, March). *New Brilliant Norms: Transforming the Learning Context to Enhance Diversity, Inclusion, and Excellence*. **Invited Speaker** to the Rochester University Early Career Faculty Seminar. Rochester NY.
8. **Smith, J. L.** (2017, March). *Forget the Pipeline: Social Psychological processes that inform strategies for broadening the participation of Women, Latinos/as, and Native Americans in STEM*. **Invited Speaker** to the Rochester University Motivation and Diversity Seminar. Rochester NY.

9. **Smith, J. L.** (2017, February). *Challenges and Opportunities for Recruiting a more Diverse STEM Faculty*. **Invited Speaker** to the ASU School of Mathematical and Statistical Science Seminar. Phoenix, AZ.
10. **Smith, J. L.** (2017, February). *Recruit, Retain, Repeat: A Recipe for Broadening Faculty Participation in Academia*. **Invited Speaker** to the ASU College of Liberal Arts and Sciences. Phoenix, AZ

2015

11. Handley, I. M. & **Smith, J. L.** (2015, October). *Supporting Women in STEM Improves Everyone's Job Satisfaction: A Self-Determination-Theory Intervention*. **Invited presentation** to the 2015 STEM-FIT Workshop, Evanston, IL.
12. **Smith, J. L.** (2015, October). *Unleashing the Transformational Power of Social Psychology: Understanding and Changing the Hegemonic Culture of Science*. **Invited Speaker** for the Social Psychology Colloquium, UCLA, Los Angeles CA.
13. **Smith, J. L.** (2015, April). *Changing the Face of Science: Creating a More Diverse and Inclusive STEM Community*. **Invited lecturer** for Scholars' Convocation Series, Grinnell College, Iowa.
14. **Smith, J. L.** (2015, March). **Invited facilitator and participant**: *Women in STEM: Insights from Social Psychology Conference*, Barnard College, NYC.
15. **Smith, J. L.** (2015, June). *Intersectionality: Opening plenary panel presentation*. **Invited moderator** for the Annual Association for Women in Science ADVANCE/GSE PI meeting. Baltimore, MD.

2014

16. **Smith, J. L.** (2014, March). *Cultural Attunement Initiative Lightning Talk*. **Invited speaker** at the annual ADVANCE Program Association for Women in Science ADVANCE Conference, Washington DC.
17. **Smith, J. L.** (2014, March). *Program Directors - Good Team Management and Reporting*. **Invited panelist** at the annual ADVANCE Program Association for Women in Science Conference, Washington DC.

2012

18. **Smith, J. L.** (2012, June). *Science of Broadening Participation*. **Invited speaker**: Joint Annual Meeting of the National Science Foundation, Washington DC.

2011

19. **Smith, J. L.** (2011, June). *Lost in translation: Native American men and women university students in STEM*. **Invited speaker**: Joint annual meeting of the National Science Foundation, Washington, DC.

2007

20. Stake, J. & **Smith, J. L.** (2007, August). *Publishing in Psychology of Women Quarterly: The whys and hows*. **Invited speaker**: the 15th annual convention of the American Psychological Association, San Francisco, CA.
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Invited Public Keynote/Guest Speaker

2017

21. **Smith, J. L.** (2017, May). *Understanding and promoting equity and inclusion in the workforce*. **Invited speaker:** Department of Military Affairs. Helena, MT.
22. **Smith, J. L.** (2017, May). *Understanding and promoting equity and inclusion in the workforce*. **Invited speaker:** Montana Department of Environmental Quality. Helena, MT.
23. Handley, I. M. & **Smith, J. L.** (2017, May). *Creating an Inclusive and Equitable Promotion, Retention, and Tenure Review Process*. **Invited speaker:** Oklahoma State University
24. Handley, I. M. & **Smith, J. L.** (2017, May). *Broadening the Faculty Search Process*. **Invited speaker:** Oklahoma State University
25. **Smith, J. L.** (2017, March). *Understanding and promoting women's equity and inclusion in the workforce*. **Invited speaker:** Interagency Committee for Change by Women Lunch and Learn Series for State Employees. Helena, MT.
26. **Smith, J. L.** (2017, January). *The Psychology of Women's Participation in Science*. **Invited speaker** to the APS Conference for Undergraduate Women in Physics, Bozeman MT.
27. **Smith, J. L.** (2017, February). *Transforming the Search Process to Enhance Excellence and Diversity*. **Invited speaker** to the Society for Human Resource Management – Big Sky Chapter. Missoula, MT.
28. **Smith, J. L.** (2017, February). *Evidence-Based Practices to Recruit, Retain, and Advance Diverse People in the Workplace*. **Invited speaker:** Big Sky SHRM Professional Development Luncheon - Job Services Employment Council, Missoula MT.

2016

29. **Smith, J. L.** & Zale, A. (2016, October). *Strategies for Creating a More Diverse and Inclusive FS Workplace*. **Invited speaker:** United States Forest Service Southern Research Station Leadership Conference.
30. **Smith, J. L.** & Zale, A. (2016, October) *A Recipe for Change: Creating a More Diverse and Inclusive Faculty Community*. **Invited speaker** to Department Chairs, Deans (or representatives), and Faculty of the University of Mississippi.
31. **Smith, J. L.** (2016, October). *Women in the Academy: A Lunch Dialogue* **Invited presentation** to the University of Mississippi Women Faculty in STEM.
32. **Smith, J. L.** (2016, October). *Putting your best foot forward: Surviving, Thriving, and Driving changes for a gender inclusive workplace*. **Invited discussion leader** to the Southern Research Station Women Scientists.

2015

33. **Smith, J. L.** (2015, April). Bridging the Gender-Gaps: Barriers and Facilitators to Creating a Diverse, Inclusive, and Equally Paid Workforce **Invited keynote:** *Governor's Equal Pay Summit*, Butte, MT.

2014

34. **Smith, J. L.** (2014, September). *Understanding and Conquering Subtle Bias in the Workplace: ADVANCING Women at MSU*. **Invited speaker** to University of Montana, Department of Psychology, Missoula MT.
35. **Smith, J. L.** (2014, September). *Understanding and Conquering Subtle Bias in the Workplace*. **Invited speaker** to the Montana Fish Wildlife & Parks. Helena, MT.

36. **Smith, J. L.** (2014, October). *Understanding and Conquering Subtle Bias in the Workplace*. **Invited speaker** to Montana Statewide Conference. Helena, MT.
37. **Smith, J. L.** (2014, November). *Advancing women in the STEM workplace: Understanding and Conquering Subtle Bias*. **Invited speaker** to the Montana Girls STEM Fall Collaboration Conference. Helena, MT.
 - Featured on Montana Public Radio, listen at <http://mtpr.org/post/women-science-images-matter>
38. **Smith, J. L.** (2014, May). The Social Psychology of Women's Self-Promotion. **Invited speaker**: *Bozeman chapter: Business and Professional Women Meeting*, Bozeman MT.
39. **Smith, J. L.** (2014, May). Reaching the Summit is Hard without Shoes: Understanding and Conquering Subtle Bias in the Workplace. **Keynote address** to the *Montana Society for Human Resource Management State Conference*, Bozeman, MT.
40. **Smith, J. L.** (2014, May). Putting your best faculty foot forward. **Invited speaker**: *Business Women's Circle of Excellence Annual Conference*, Bozeman MT.
41. **Smith, J. L.** (2014, April). It Doesn't Make Cents: The Social Psychology of Women's Pay Inequity. **Invited speaker and breakout session leader**: *Governor's Equal Pay Summit*, Bozeman, MT.

2013

42. **Smith, J. L.** (2013, December). It Doesn't Make Cents: The Social Psychology of Women's Pay Inequity. **Invited speaker**: *Montana Governor's Equal Pay for Equal Work Task Force*, Helena, MT.
43. **Smith, J. L.** (2013, December) *Shifting Standards and Subtle Bias' in Hiring and Employment*. **Invited speaker** for the Bozeman Job Services Human Resources Department, Bozeman MT.
44. **Smith, J. L.** (2013, April). Lab Rats: The Value of Undergraduate Research Experience from a Personal and Empirical Perspective **Keynote speaker** *University of Colorado at Colorado Springs Mountain Lion Research Day*. Presented at the Undergraduate Research Academy Conference, Colorado Springs, CO.

2012

45. **Smith, J. L.** (2012, September) *Shifting Standards and Subtle Bias' in Hiring and Employment*. Presentation to the 30 member Gallatin Valley Human Resources Association: Comfort Inn, Bozeman MT.
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Peer Reviewed Conference Presentations

* denotes undergraduate or graduate student co-author

2018

1. *Bruun, M., **Smith, J. L.**, LaMeres, B., *Burns, M. (in prep). *The decline of students' prosocial beliefs and values: Engineering could use a little more help*. Poster to be presented at the American Psychological Association Annual Convention, San Francisco, California August 2018.
2. LaMeres, B. J., & **Smith, J. L.** (2018, June). *Measuring the Pro-Social Value System of Electrical Engineering Students*. Paper to be presented at the Annual Meeting of the American Society for Engineering Education, Salt Lake City, UT.
3. *Bruun, M., Hughes, B. & **Smith, J. L.** (2018, April). *Psychological forms of resistance to gender equity efforts in STEM among academic leaders*. Paper to be presented at the annual meeting of the Rocky Mountain Psychological Association, Denver, CO. **Regional Research Award Winner**
4. *Dormanen, R., *Sanders, C., **Smith, J. L.** & Vess, M. (2018, April). *Assimilation undercuts authenticity: The consequences of women's masculine self-presentations in STEM*. Poster to be presented at the annual meeting of the Rocky Mountain Psychological Association, Denver, CO.
5. *Bruun, M. & **Smith, J. L.** (2018, March). *Einstein and Darwin Holdovers: Identifying the Stereotypical Who, What, and Why of Physics and Biology*. Poster presented at the annual meeting for the Society of Personality and Social Psychology, Atlanta GA.
6. *Mercurio, D., Brown, E., Allen, J. & **Smith, J. L.** (2018, March). *Liking the Ones You're With: Fondness for a Same Gender Lab Partner Contributes to Greater Science Motivation*. Poster presented at the annual meeting for the Society of Personality and Social Psychology, Atlanta GA.
7. *DeBruycker, J., **Smith, J. L.**, Sheppard, J. & Thoman, D. B. (2018, March). *New Analyses for an Old Problem: Modeling effects of an implicit bias intervention in faculty searches using Continuous Time Bayesian Networks*. Poster presented at the annual meeting for the Society of Personality and Social Psychology, Atlanta GA.
8. *Burns, M., **Smith, J. L.**, Bruun, M., LaMeres, B., & Thoman, D. B. (2018, March). *(Stop) Thinking like an Engineer: The Role of Communal Values in Motivating Electrical Engineering Students*. Poster presented at the annual meeting for the Society of Personality and Social Psychology, Atlanta GA.
9. Handley, I. M., *Kerkaert, A., *Reiter, L. A., *Whillock, S. R., *Sanders, C. & **Smith, J. L.** (2018, March). *Why Gender Biased Reactions to Findings of Gender Bias?* Poster presented at the annual meeting for the Society of Personality and Social Psychology, Atlanta GA.
10. LaMeres, B. J., **Smith, J. L.**, *Burns, M. & Thoman, D. B. (2018, January), *Do Students Value the Pro-Social Side of Electrical Engineering*, Proceedings of the Hawaiian International Conference on Education (HICE), Honolulu, HI, Jan. 4-7, 2018.

2017

11. Thoman, D. B., *Muragishi, G. & **Smith, J. L.** (2017, August). *Research Microcultures as Socialization Contexts for Underrepresented Science Students*. Paper presented at the European Association for Research on Learning and Instruction. Tampere, Finland.
12. LaMeres, B. & **Smith, J. L.** (2017, June). *Engineering a Culture of Engagement*. Paper presented at the annual meeting of the American Society for Engineering Education, Columbus OH.
13. **Smith, J. L.** (2017, April). *Stop, Start, Keep: Engaging Science Faculty in the Diversity and Inclusion Process*. **Invited panelist** at the Pacific Sociological Association's 88th Annual Meeting, Portland OR.
14. Allen, J., Thoman, D. T., & Walters, R. W., **Smith, J. L.** (2017, February). *Fluctuating team science: Perceiving science as collaborative improves science motivation*. Paper presented at the 2017 American Association for the Advancement of Science annual meeting, Boston, MA.
15. Handley, I. M., **Smith, J. L.**, Rushing, S. Shanahan, E. A., Belou, R. Skewes, M. Honea, J. & Klebe, K. (2017, January). *Positive impacts for promoting women in STEM*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

2016

16. LaMeres, B. J., Plumb, C. and **Smith, J. L.**, (2016, November). *A Personalized Learning System to Address Background Deficiencies and Highlight the Value of Digital Logic*. Proceedings, International Conference on Engineering Education & Research (iCEER), Sydney, Australia.
17. **Smith, J. L.** & Larson, L. M. (2016, May). *Using psychological theory to inform practice: Broadening participation and enhancing the climate of STEM*. Presentation at the Annual Association for Women in Science ADVANCE/GSE PI meeting. Baltimore, MD.
18. **Smith, J. L.**, Allen, J., Ransdell, L. & Rae, N. (2016, May). *Missing or Seizing the Opportunity? The Effect of an Opportunity Hire on Job Offers to Science Faculty Candidates*. Paper presented at the 28th annual meeting of the Association for Psychological Science, Chicago, IL.
19. *Mercurio, D.G., Brown, E.R., Thoman, D.B., **Smith, J. L.**, & Allen, J.M. (2016, May). *The peer network: Peers communicating the altruistic value of science increases students' science motivation*. Poster presentation at the 28th annual meeting of the Association for Psychological Science, Chicago, IL
20. **Smith, J. L.**, Rushing, S. Stoop, C. & Thoman, D. B. (2016, February). *Social psychological innovations to broadening participation within the academy one faculty microclimate at a time*. Annual meeting of the Understanding Interventions that Broaden Participation in Science Careers. Philadelphia, PA.
21. Brown, E.R., Allen, J.M., **Smith, J.L.**, Collins, C., Landa, I., Curti, C., *Muragishi, G. & Thoman, D.B. (2016, January). *Forecasting belonging: How other people can benefit from communal and agentic strategies when regulating belonging in group settings*. Poster presented at the 17th annual meeting for the Society for Personality and Social Psychology, San Diego, CA.

22. Handley, I. M., **Smith, J. L.**, Rushing, S., Shanahan, E. A., Burroughs, E., Belou, R., Skewes, M., Honea, J., Brown, E. R., & Klebe, K. J. (2016, January). *A Self-Determination-Theory Intervention that Supports Women in STEM Improves Everyone's Job Satisfaction*. Paper presented at the 17th annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
23. Ransdell, L.B., Allen, J., **Smith, J. L.** (2016, January). *The impact of unconscious gender bias in kinesiology faculty search processes*. Paper presented at the annual meeting of the National Association for Kinesiology in Higher Education, San Diego, CA.
24. *Burns, M. & **Smith, J. L.** (2016, January). *Too Gay to Play: Understanding the Role of Stereotype Consistency in College Athletes' Judgments About Teammates*. Poster accepted for the 17th annual meeting for the Society for Personality and Social Psychology, San Diego, CA.
25. *Lee, J. K., Steele, J. S., Thoman, D. B., & **Smith, J. L.** (2016, January). *Losing interest: A growth model analysis of women's experiences in STEM fields*. Poster presentation at 17th annual convention for the Society for Personality and Social Psychology convention, Group Processes and Intergroup Relations preconference, San Diego, CA.

2015

26. Potvin, M., Handley, I., Rushing, S., & **Smith, J. L.** (2015, November). *Empirically Testing a 3-Step Intervention to Increase Gender Diversity in STEM faculty*. Poster presented at Crossing Boundaries: Transforming STEM Education Conference of the Association of American Colleges and Universities, Seattle WA.
27. Handley, I. M., Brown, E. R., Moss-Racusin, C. A., **Smith, J. L.** (2015, September). *The Quality of Evidence Revealing Subtle Gender Biases in Science is in the Eye of the Beholder*. Paper presented at the annual meeting of the Society for Experimental Social Psychology, Denver, CO.
28. Brown, E. R., Allen, J. M., **Smith, J. L.** & Thoman, D. B. (2015, May). *Why should you care about science? A communal-science intervention that equalizes motivation over time for students who low science identification*. Paper presented at the annual meeting of the Association for Psychological Science, New York, NY.
29. Allen, J., Brown, E. R., **Smith, J. L.**, Thoman, D. B., & *Muragishi, G. (2015, May). *Reaping the benefits of research (for others): An altruistic utility value intervention enhances motivation for biomedical research*. Paper presented at the annual meeting of the Association for Psychological Science, New York, NY.
30. *Muragishi, G. A., Allen, J. M., Thoman, D., **Smith, J. L.** & Brown, E. R. (2015, May). *To Grab and To Hold: Cultivating communal goals to overcome cultural and structural barriers in first generation college students' science interest*. Poster presented at the annual *Understanding Interventions that Broaden Participation in Science Careers Conference*. San Diego, CA.
31. *Muragishi, G.A., Thoman, D.B., & **Smith, J.L.** (2015, February). *The Labmate Science Forecast: The Role of Peer Altruistic Affordance Beliefs in Shaping Individual Student's Interest in Science*. Presented at the 16th annual meeting for the Society for Personality and Social Psychology, Long Beach, CA.
32. Handley, I. M. & **Smith, J. L.** (2015, February). *Broadening the inclusion of women as candidates in STEM faculty searches: A self-determination intervention*. Presented at the 16th annual meeting for the Society for Personality and Social Psychology, Long Beach, CA.

33. Allen, J., Brown, E.R., **Smith, J.L.**, & Thoman, D.B. (2015, February). *The Ties that Bind: Residential Immobility as a Barrier to First Generation College Students Science Graduate Training*. Presented at the 16th annual meeting for the Society for Personality and Social Psychology, Long Beach, CA.
34. Honea, J., Burroughs, E., Skewes, M., **Smith, J.L.**, Rushing, S., Belou, R., Shanahan, E.A., Handley, I. (2015, February). *Promoting diversity in STEM: An analysis of men's and women's experiences in the university promotion and tenure process*. Paper presented at the 15th International Conference on Knowledge, Culture, and Change in Organizations in Berkeley, CA.
35. **Smith, J. L.**, Rushing, S. J., Potvin, M. (2015, February). *A Self-Determination Theory Approach to Recruit and Retain Women Faculty in STEM*. Paper presented at the annual meeting of the American Association for the Advancement of Science, San Jose, CA.

2014

36. Cech, E A., **Smith, J. L.** & Metz, A. (2014, August). *Native American College Students' Experiences of Racial Disadvantage*. Paper presented at the American Sociological Association Annual Meetings, Regular Session, San Francisco, CA.
37. Metz, A., Cech, E., & **Smith, J. L.** (2014, June). *Supportive Communities: Importance of Belonging and Social Support Structures in Native American College Student Retention*. Paper presented at the Diversity in Organizations, Communities, and Nations conference in Vienna, Austria.
38. Brown, E., **Smith, J. L.**, & Thoman, D. B. (2014, June). *A little help to my friends: The role of altruistic goal affordances in science career interest for underrepresented minority research assistants*. Paper presented at the Diversity in Organizations, Communities, and Nations conference in Vienna, Austria.
39. Rushing, S., **Smith, J. L.**, Honea, J., Shanahan, E., & Letiecq, B (June, 2014). *Relational Autonomy: Enhancing gender diversity by facilitating women's autonomy through institutionally supported work-life integration*. Paper presented at the Diversity in Organizations, Communities, and Nations conference in Vienna, Austria.
40. **Smith, J. L.**, Rushing, S., Handley, I., Belou, R., Burroughs, E., Shanahan, E., & Young, L. M. (June, 2014). *Academic Freedom: The importance of autonomy support in improving the experience of American women in academia*. Paper presented at the Diversity in Organizations, Communities, and Nations conference in Vienna, Austria.
41. Thoman, D.B., **Smith, J.L.**, & Brown, E.R. (2014, May). *Seeing How Science Can Help: A Motivational Factor in Broadening Participation of Underrepresented Minority Students as Biomedical Researchers*. Presented at the 6th annual meeting for Understanding Interventions that Broaden Participation in Research Careers, Baltimore, MD.
42. Brown, E., **Smith, J. L.**, & Thoman, D. B. (2014, May). *Compared to who? Performance goals undermine feelings of belonging and negate science motivation among upcoming Native American student researchers*. Presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.
43. *Burns, M., *Whitaker, T., Brown, E.R., **Smith, J.L.**, & Thoman, D.B. (2014, May). *Planning on Desired Possibilities: The Association Among Possible Selves and Relevant Plans Enhances Underrepresented Minority Students' Science Career Motivation*. Presented at the 26th annual meeting of the Association for Psychological Science, San Francisco, CA.

44. *Matsumoto, R., **Smith, J. L.**, Brown, E. R., Thoman, D. B., & Deemer, E. (2014, May). *How Stereotype Threat Undermines Women's Identity as Research Scientists*. Presented at the 26th annual meeting of the Association for Psychological Science, San Francisco, CA.
45. **Smith, J. L.**, Rushing, S., Zale, A., Handley, I. M., Honea, J., Shanahan, E., & Potvin, M. (May, 2014). *Infusing Psychological Need Support into Faculty Search Processes: Intervening to Broaden the Participation of Women Faculty*. Paper presented at the Annual meeting of the Association of Psychological Science, San Francisco, CA.
46. Brown, E.R., *Huntoon, M., **Smith, J.L.**, Thoman, D.B., & Diekman, A.B. (2014, February). *Closing the Communal Goal Gap: Degree of Goal Congruity Predicts Science Career Motivation*. Presented at the 15th annual meeting for the Society for Personality and Social Psychology, Austin, TX.
47. *Muragishi, G., Brown, E.R., *Brunsus, M., **Smith, J.L.**, & Thoman, D.B. (2014, February). *From the "I" to the "We" in Science: The Value of Communal Goal Affordances in Enhancing Biomedical Research Motivation*. Presented at the 15th annual meeting for the Society for Personality and Social Psychology, Austin, TX.

2013

48. Cech, E., **Smith, J. L.**, & Metz, A. (2013, October). *Science Classes and Sweat Lodges: Epistemological Complementarity and Conflict among Native American College Students*. Paper presented at the annual meeting of the Society for Social Studies of Science, San Diego, CA
49. Brown, E., **Smith, J. L.**, Thoman, D. B., & *Zazworsky, L. (2013, October). *Bench to Beside: Communicating the Communalism of Science Enhances Motivation*. Paper presented at the annual meeting of the Society for Social Studies of Science, San Diego, CA.
50. Ruegsegger, G. N., Miller, C.P., McNulty, K. A. M., **Smith, J. L.**, Greenwood, M. C., Christopher, J. C., & Miles, M. P. (2013, June). *Comparison Of Mindfulness-based Stress Reduction and Nutritional Enhancement Interventions to Reduce*. Presented at the annual meeting of the American College of Sports Medicine, Indianapolis, Indiana.
51. Deemer, E. D., Thoman, D. B., & **Smith, J. L.** (2013, April). *Setting the motivational stage for science career circumscription? Interactive effects of stereotype threat and parental occupation*. Paper presented at the Great Lakes Regional Counseling Psychology Conference, Kalamazoo, MI.
52. Thoman, D. B., *Zazworsky, L., Smith, J. L., & Deemer, E. D. (2013, April). *Motivation Under the Microscope: Understanding Undergraduate Science Students' Multiple Motivations for Research*. Roundtable presentation at the annual meeting of the American Education Research Association, San Francisco, CA.
53. Thoman, D. B., **Smith, J. L.**, Brown, E. R., *Lee, J. Y., & * Zazworsky, L. (2013, January). *From bench to bedside: The value of communal goal affordance for biomedical career interest for underrepresented minority research assistants*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
54. *Huntoon, M., *Moyer, C., **Smith, J. L.**, Cech, E., & Metz, A. (2013, January). *Not all Science Values are Equal: The Unique Role of Attainment Value in Predicting Native American Student Motivation for Science and Engineering*. Presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

55. *Chase, J., & **Smith, J. L.** (2013, January). *An empirical test of stereotype threat interventions on women's math performance and motivation*. Presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

2012

56. Cech, E., **Smith, J. L.**, Metz, A., *Huntoon, M., & *Carvalho, C. (2012, August). *Unsupported and Uncertain: Communal goal incongruence and the experience of Native American students in STEM majors*. Paper presented at the American Sociological Association Annual Meeting, Denver, CO.
57. Deemer, E. D., **Smith, J. L.**, Thoman, D. B., *Chase, J. P., & Hebert Ball, J. (2012, August). *Interactive effects of stereotype threat, communal goals, and gender identity on women in STEM*. Paper presented at the annual meeting of the American Psychological Association, Orlando, FL.
58. Deemer, E. D., **Smith, J. L.**, & Thoman, D. B. (2012, June). *Gender stereotype in the science lab: A multilevel mediation analysis*. Paper presented at the Joint Annual Meeting of the National Science Foundation, Washington DC.
59. Hebert Ball, J., Vuong, Q., Merritt, D., Deemer, E. D., **Smith, J. L.**, & Thoman, D. B. (2012, May). *Interactive effects of stereotype threat and identity status on the research motives of college women in physics*. Paper presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
60. **Smith, J. L.** (2012, February). *Circles of support for Native American STEM majors*. Paper presented at the annual meeting of the American Association for the Advancement of Science, Vancouver, Canada.
61. *Hawthorne, L., *Victor, R., & **Smith, J. L.** (2012, January). *A Few Good (Straight) Men: Uncoupling the Effects of Gender and Sexual Orientation on Sexual Prejudice toward Army Personnel*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
62. *Ferris, A., **Smith, J. L.**, & Hutchison, K. (2012, January). *Stop Interfering! Understanding how Stereotype Threat reduces Working Memory Capacity by examining dual mechanisms of control*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
63. *Chase, J. *Huntoon, M., **Smith J.L.**, Deemer, E.D., & Thoman, D.B. (2012, January). *Motivation loves company: Comparing the experience of undergraduate women in biology, chemistry, and physics labs*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

2011

64. Deemer, E. D., **Smith, J. L.**, Thoman, D. B., & Haase, R. F. (2011, November). *Stereotype Threat Predicts Women's STEM Career Pursuit Intentions*. Paper presented at the Biennial Conference of the Society for Vocational Psychology, Boston, MA.
65. Deemer, E. D., **Smith, J. L.**, Thoman, D., & Haase, R. F. (2011, June). *Stereotype threat and achievement goals as joint mediators of the laboratory environment-science self-efficacy relationship*. Paper presented at the joint annual meeting of the National Science Foundation, Washington, DC.
66. *Freeman, E., **Smith, J. L.**, & Mentch, L., (2011, April). *Self-Objectification and Its Effects on Contraceptive Use in Adolescents*. Paper presented at the annual meeting of the Rocky Mountain Psychological Association, Salt Lake City, UT.

67. *Huntoon, M., *Victor, R., *Spring, B., & **Smith, J. L.** (2011, April). *I'm Incredible! An Experimental Investigation on Facilitating Women's Self-Promotion*. Paper presented at the annual meeting of the Rocky Mountain Psychological Association, Salt Lake City, UT.
68. *Hawthorne, L., *Huntoon, M., *Victor, R. & **Smith, J. L.**, (2011, April). *Avoiding the Effort Burden: Women's Motivation for Male-Dominated Fields as a Function of Effort Expenditure Concerns*. Paper presented at the annual meeting of the Rocky Mountain Psychological Association, Salt Lake City, UT. **Regional Research Award Winner**
69. *Ferris, A., **Smith, J. L.**, Cech, E., Metz, A. (2011, April). *Acculturation and Native American Student's Initial Goals for Pursuing STEM Majors*. Paper presented at the annual meeting of the Rocky Mountain Psychological Association, Salt Lake City, UT.
70. *Chase, J. *Victor, R., *Spring, B., & **Smith J. L.** (2011, April). *Perceiving is believing: Affiliative tuning of self-reported interpersonal sensitivity skills*. Paper presented at the annual meeting of the Rocky Mountain Psychological Association, Salt Lake City, UT.
71. *Chase, J. & **Smith, J. L.**, Paul, D. (2011, January). *Appealing or appalling? An interpersonal perspective of caucusing*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
72. *Hawthorne, L., *Huntoon, M., *Ferris, A., & **Smith, J. L.** (2011, January). *Lovers, Mothers, and Workers: Identity Salience, Objectification and Breastfeeding Intentions among Low SES Women*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

2010

73. *Widdekind, M., *Hawthorne, L., & **Smith, J. L.** (2010, June). *Sociocultural Concerns about Breastfeeding as a Function of Women's Socioeconomic Status*. Paper presented at the 3rd Biennial National IDeA Symposium of Biomedical Research Excellence, Bethesda, MD. **NISBRE Student and Young Investigator Award Winner**
74. *Hawkinson, K. E. & **Smith, J. L.**, (2010, January). *But isn't that what they're for? Sexism and the sexually objectified maternal breast*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV. **C Graduate Student SPSP Award Winner**
75. *Wojda, M., *Hawthorne, L., & **Smith, J. L.** (2010, January). *More than just a cross to bear: The effects of stereotype threat on Christians*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
76. *Wagaman, J. & **Smith, J. L.** (2010, January). *You're good for a girl: Shifting standards as subtle sexism*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

2009

77. *Hawkinson, K. E., & **Smith, J. L.** (2009, September). *The unacknowledged prejudice against mothers who breastfeed: Implications for infant and mother's health*. Paper presented at the annual meeting of the Western Region COBRE-INBRE Scientific Conference, Big Sky, MT.
78. *Wagaman, J. & **Smith, J. L.** (2009, February). *Walking down Castro Street: The role of gay salience in feminine professions*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Tampa, FL. **Graduate Student SPSP Award Winner**

79. **Smith, J. L.**, *Paull, K., *Hawkinson, K. E., & *Wojda, M. (2009, February). *Indecent Exposure: An experimental examination of sexism against mothers who breastfeed*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Tampa, FL.

2008

80. *Wagaman, J. & **Smith, J. L.** (2008, May). *Making it fun or keeping it dull: Self-regulation of motivation*. Paper presented at the 20th annual meeting of the Association for Psychological Science, Chicago, IL.
81. **Smith, J. L.**, & *Lewis, K. (2008, May). *Gender Norms and Social Rejection as Motivational Influences on Interpersonal Sensitivity*. Paper presented at the 20th annual meeting of the Association for Psychological Science, Chicago, IL.
82. *Lewis, K. L., **Smith, J. L.**, & *Spencer, K. (2008, May). *Does how I see me depend on how you see me? The effects of shared reality on self-reported interpersonal sensitivity skills*. Paper presented at the 20th annual meeting of the Association for Psychological Science, Chicago, IL.
83. Fuegen, K. A., **Smith, J. L.**, & *Solbakken, R. E. (2008, May). *Understanding the role of parenthood in employment discrimination*. Paper presented at the 20th annual meeting of the Association for Psychological Science, Chicago, IL.
84. *Hardy, T. K., **Smith, J. L.**, & Arkin, R. (2008, February). *The value of effort expenditure as an active behavioral self-handicapping strategy*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.

2007

85. **Smith, J. L.**, Paulsen, A., & Downey, J. A. (2007, August). *Documenting the complexity of multiple achievement goal patterns*. Paper presented at the 115th annual convention of the American Psychological Association, San Francisco, CA.
86. *Lewis, K. L., & **Smith, J. L.** (2007, April). *Unable or unwilling? The role of affiliation motivation and self-stereotyping in men's empathic accuracy*. Paper presented at the annual meeting of the Rocky Mountain Psychological Association, Denver, CO.
87. *Brady, S., *Webber, N., *Paull, K., & **Smith, J. L.** (2007, April). *Not getting too personal: Preferences for disclosing irrelevant personal information in letters of recommendation*. Paper presented at the annual meeting of the Rocky Mountain Psychological Association, Denver, CO.
88. *Webber, N., *Paull, K., *Brady, S., & **Smith, J. L.** (2007, April). *Documenting the positive and negative stereotypes of Evangelical Christians*. Paper presented at the annual meeting of the Rocky Mountain Psychological Association, Denver, CO.
89. *Paull, K., *Brady, & **Smith, J. L.** (2007, April). *Perceptions of male and female-dominated processions: The importance of serotypes and role strain*. Paper presented at the annual meeting of the Rocky Mountain Psychological Association, Denver, CO.
90. *Rucks, L.J., **Smith, J.L.**, & Arkin, R.M. (2007, January). *The generality of misattributing arousal while under stereotype threat*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN.
91. *Spencer, K. & **Smith, J. L.** (2007, January). *The influence of expected gender-based outcomes on self-enhancement and self-assessment motives in women's task preferences*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN.

2006

92. *Roat, J. & **Smith, J. L.** (2006, May). *Impact of manufactured gender stereotypes on test selection and achievement goal adoption*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
93. **Smith, J.L.** (2006, January). *Interest goals: Motivational implications of self-regulatory focus*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Palm Springs, CA.

2005

94. *Walsh, P.E., Hadley, A.D. & **Smith, J.L.** (2005, May). *Academic tasks and self-regulation: Whether and how students use strategies for enhancing motivation*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL

2004

95. Thoman, D., White, P.H., & **Smith, J.L.** (2004, April). *Motivation and evaluation in stereotype threat*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
96. **Smith, J.L.**, Holt-Lunstad, J., Kausar, R., & Jones, B.Q. (2004, July). *Motivation regulation strategies for academic tasks in two developing countries*. Paper presented at the 112th annual convention, American Psychological Association, Honolulu, HI.

2003

97. Sansone, C., **Smith, J.L.**, & Thoman, D. (2003, August). *Regulating interest and motivation in an online versus on-campus class*. Paper presented at the 10th biennial meeting of the European Association for Research on Learning and Instruction, Padova, Italy.
98. Ruiz, J.M., **Smith, J.L.**, & Kircher, J. (2003, March). *Cardiovascular correlates of working with cooperative and uncooperative others: The moderating role of interpersonal preference*. Paper presented at 24th annual meeting of the Society of Behavioral Medicine, Salt Lake City, UT.

2002

99. **Smith, J. L.**, Ruiz, J. M., & Isaac, J. D. (2002, August). *Interpersonal orientation: Measure comparisons within the interpersonal circumplex and five factor model*. Paper presented at the 110th annual convention, American Psychological Association, Chicago, IL.
100. **Smith, J.L.** & Sansone, C. (2002, February). *Extending the self-regulation of interest model to an academic task*. Paper presented at the 3rd annual meeting of the Society for Personality and Social Psychology, Savannah, GA.

2001

101. **Smith, J.L.** & Sansone, C. (2001, February). *Making the online link to other people: Motivational consequences*. Paper presented at the 2nd annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

2000

102. Sansone, C. & **Smith, J.L.** (2000, October). *Interest and self-regulation: The relation between having to and wanting to*. In J.M Harackiewicz and C. Sansone (chairs). Intrinsic and extrinsic motivation: Independent or interconnected? Invited symposium at the meeting of the Society for Experimental Social Psychology, Atlanta, GA.
103. **Smith, J.L.** & White, P.H (2000, April). *Threatened by the norm: Females and mathematical performance*. Paper presented at the Rocky Mountain Psychological Association Meeting 2000, Tucson, AZ.
104. Werner, C.M., Sansone, C., Livsey, S., McVaugh, N. & **Smith, J.L.** (2000, June). *Changing environmental behaviors: Inspiration from persuasion and behavioral self-regulation research*. Paper presentation at the 8th International Symposium on Society and Resource Management. Bellingham, WA.

1999

105. **Smith, J.L.** & Sansone, C. (1999, August). *Reasons for self-regulating interest: Does it matter?* Paper presented at the 107th annual convention, American Psychological Association, Boston, MA.
106. **Smith, J.L.** & White, P.H. (1999, June). *Measurement of domain identification: Development of the academic description questionnaire*. Paper presented at the 11th annual convention, American Psychological Society, Denver, CO.

1997

107. **Smith, J.L.** & Klebe, K.J. (1997, June). *Design issues in learning experiments: A comparison between repeated measures ANOVA and a latent variable growth curve model*. Paper presented at the annual meeting of the Psychometric Society, Gatlinburg, TN.
 108. **Smith, J.L.**, Pyszczynski, T., Schimel J.A., & Greenberg, J. (1997, August). *A dual self-concept: Effects of a nonconscious kind prime on self-esteem*. Paper presented at the 105th annual convention, American Psychological Association, Chicago, IL.
 109. Benight, C.C., **Smith, J.L.**, Point, F., Freyaldenhoven, R., Ruiz, J.M., Hughes, J., Zoschke, T.A., Lovallo, W., & Nixon, S.J. (1997, November). *A qualitative analysis of victims of the Oklahoma City bombing: The process of coping self efficacy*. Paper presented at the annual meeting of ISTSS, Montreal, Quebec, Canada.
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Professional Service and Outreach

Journal Editor Activities

2007- 2011	Guest Action Editor: <i>Personality and Social Psychology Bulletin</i>
2004- 2013	Consulting Editor: <i>Personality and Social Psychology Bulletin</i>
2004- 2009	Editorial Board: <i>Basic and Applied Social Psychology</i>

Grant – Reviewer

2015; 2017	Ad Hoc Reviewer: <i>National Science Foundation Career Award</i>
2014	Panel Reviewer: <i>National Science Foundation Career Award</i>
2012; 2013	Panel Reviewer: <i>National Science Foundation</i>
2005; 2013-16; 2018	Ad Hoc reviewer: <i>National Science Foundation</i>

Peer-Reviewer (alphabetical order):

- *Basic and Applied Social Psychology*
- *British Journal of Educational Psychology*
- *British Journal of Social Psychology*
- *Cultural Diversity and Ethnic Minority Psychology*
- *Educational Assessment*
- *European Journal of Psychology of Education*
- *European Journal of Social Psychology*
- *European Journal of Social Psychology*
- *Group Processes and Intergroup Relations*
- *J. of Engineering Education*
- *J. of Women in Politics and Policy*
- *Journal of Applied Social Psychology*
- *Journal of Educational Psychology*
- *Journal of Experimental Social Psychology*
- *Journal of Personality and Social Psychology*
- *Journal of Women and Minorities in Science and Engineering*
- *Motivation and Emotion*
- *Nature*
- *Personality and Social Psychology Bulletin*
- *Personality and Social Psychology Review*
- *Psychology of Women Quarterly*
- *Science*
- *Sex Roles: Journal of Research*
- *Social and Personality Psychology Compass*
- *The Social Science Journal*

Teaching Objectives

I take a learner-centered, data-driven, social-justice approach to my teaching. I believe strongly in creating a class context that facilitates critical evaluation of assumptions, research methodology, analyses, and data interpretation. My objectives for instruction and research mentoring include fostering students' appreciation for multiculturalism and diversity while building students' cooperative learning skills, improve their scientific writing, gain comfort with oral presentations, and enhance their ability to engage with psychological science.

Graduate and Postdoctoral Mentoring

Master's Students: Psychological Science primary or co-advisor: 13

Ph.D. Students: Psychological Science as primary advisor: 2
(Ph.D. program started in 2016)

Post-Doctoral Students: 2

- Elizabeth Brown, Assistant Professor, Northern Florida University
- Jill Allen, Assistant Professor, Drake University

Recent Instructor of Record at Montana State University

Psychology of Film - CORE class
Psychology of Gender
Psychology of Prejudice
Women and Gender Studies Seminar

Undergraduate Research
Senior Thesis Capstone
Graduate Social Psychology
Graduate Psychology of Prejudice

Memberships in Professional Organizations

- Society for Personality and Social Psychology
- American Psychological Association
- Social Psychology Network
- Association for Women in Science
- Association for Psychological Science
- Rocky Mountain Psychological Association
- National Organization of Gay and Lesbian Scientists and Technical Professionals
- American Association of University Women
- American Education Research Association