

Dr. Rayne Bozeman

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EARNED DEGREES

Doctor of Philosophy, Applied Social Psychology | 2018

Loyola University Chicago

Dissertation: The impact of regulatory fit on confrontations of bias

Chair: Robyn K. Mallett, Ph.D.

Master of Arts, Applied Social Psychology | 2015

Loyola University Chicago

Thesis: Bystander confronting of anti-black racism: Effects of belonging affirmation and confrontation training

Chair: Robyn K. Mallett, Ph.D.

Bachelor of Arts, Psychology | 2011

Wright State University, Cum Laude

Honor's Thesis: Understanding variations in antigay prejudice: examining ingroup biases related to race and gender

Advisor: Martin P. Gooden, Ph.D.

EMPLOYMENT HISTORY

Academic Professional | August 2021 – present

Center for Education Integrating Science, Mathematics & Computing, Georgia Institute of Technology

- Conducts applied social psychology research on K-16 STEM equity
- Participates in university service and administrative duties for sponsored grants including NASA's CLEVER grant and the AmeriCorps education program
- Teaches undergraduate psychology courses
- Co-chairs DEI Taskforce

Assistant Professor | August 2018 – May 2021

Department of Psychology, Chicago State University

- Taught 4:4 course load of core classes in the major per academic year
- Supervised team of undergraduate peer tutors in the Learning Assistant Alliance
- Served on Strategic Planning Implementation, Globalization Committee, Curriculum Committee
- Faculty advisor – Black Student Psychological Association
- Received research support and funding for student programming

Diversity Coordinator | August 2017 – May 2018

Office of the Provost, Loyola University Chicago

- Implemented qualitative faculty interviews on perceptions of campus diversity climate
- Conducted diversity audit on campus structural diversity and psychological climate
- Facilitated diversity trainings for faculty, staff and students
- Represented graduate student in the Executive Council for Diversity and Inclusion

Program Assistant | August 2016 – May 2017

The Graduate School, Loyola University Chicago

- Created, planned, and led 6 professional development seminars and workshops for graduate students
- Launched a campus-wide graduate student group for individuals from diverse backgrounds
- Represented graduate students in the Council of Graduate Programs
- Analyzed data and created an executive summary for the annual diversity report

Lab Manager/Graduate Teaching Assistant | August 2012 – May 2016

Behavioral Research on Acceptance & Diversity Lab, Loyola University Chicago

- Trained and managed team of 12-15 undergraduate research assistants on experimental behavioral research protocols
- Planned and monitored scheduling for faculty and graduate student projects
- Mentored undergraduate volunteers for my master's thesis and dissertation research
- Served as a Department of Psychology TA for 4 years

AmeriCorps Literacy Program Manager | August 2011 – May 2012

Center for Companies That Care, Chicago IL

- Led afterschool program for 90 high school students at 7 Chicago public high schools
- Coordinated mentoring program with 15 companies and 200+ volunteer mentors
- Developed and implemented family literacy program for elementary students

Director of International Student Affairs | August 2010 – May 2011

Student Government, Wright State University

- Planned and facilitated programming for undergraduate international students
- Advocated for students' needs to university administration
- Compiled weekly reports on student activities

HONORS and AWARDS

- 2023 CEISMC Service Award | Georgia Institute of Technology
- 2022 CEISMC Diversity Award | Georgia Institute of Technology
- 2019 Chicago State University College of Science and Mathematics Technology Grant
- 2019 Chicago State University Travel Award
- 2018 Victor J. Heckler Research Fellowship
- 2018 Loyola University Chicago Three Minute Thesis Finalist
- 2017 Social Psychology Three Minute Thesis Winner | Loyola University Chicago
- 2017 AmeriCorps Segal Education Award
- 2017 Provost Fellowship Mentoring Award | Loyola University Chicago
- 2017 Graduate Student Dissertation Research Award | Loyola University Chicago
- 2017 SPSSI Graduate Student Council Travel Award
- 2016 Graduate Student Travel Award | Loyola University Chicago
- 2016 Race & Reconciliation Train-the-Trainer Scholarship | Kochman, Mavrelis Associates
- 2016 Social Psychology Professional Development Scholarship | Loyola University Chicago
- 2015 Social Psychology Three Minute Thesis Winner | Loyola University Chicago
- 2015 Social Psychology Professional Development Scholarship | Loyola University Chicago
- 2011 Psychology Departmental Honors | Wright State University

2011 Outstanding Senior Leader Award | Wright State University
 2011 Diversity Award | Wright State University
 2010 Student Affairs Scholarship | Wright State University
 2010 Ohio Student Achievement in Research and Scholarship Award
 2009 Bolinga Leadership Scholarship | Wright State University
 2009 Choose Ohio First Scholarship
 2008 College of Science and Mathematics Dean's List | Wright State University
 2008 Vision Mentoring Award | Wright State University
 2007 NSF Year-Round Scholarship

HIGHER EDUCATION ADMINISTRATIVE and LEADERSHIP EXPERIENCE

- **Chair**, College of Arts and Sciences Globalization Committee, Chicago State University
- **Co-chair**, Annual Celebration of Excellence in Psychology, Chicago State University
- **Co-chair**, College of Arts and Sciences Curriculum Committee, Chicago State University
- **Executive board member**, Black Lives Matter Conference, Loyola University Chicago

A. Courses Taught

Georgia Institute of Technology			
Semester, Year	Course #	Course Title	# of Students
Spring 2023	Psyc 2130	Intro. to educational psychology	30
Summer 2022	Challenge Psyc 1000	Intro. to psyc. research methods	150
Spring 2022	Psyc 2130	Intro. to educational psychology	29

Chicago State University			
Semester, Year	Course #	Course Title	# of Students
Spring 2021	Psyc 2100	Social psychology	17
	Psyc 2700.01	Intro. to behavioral research methods	26
	Psyc 2700.61	Intro. to behavioral research methods	21
	Psyc 3100	Cognitive psychology	18
Fall 2020	Psyc 2700.01	Intro. to behavioral research methods	19
	Psyc 2700.61	Intro. to behavioral research methods	23
	Psyc 3100	Cognitive psychology	16
Summer 2020	Psyc 3100	Cognitive psychology	23
Spring 2020	Psyc 2100	Social psychology	24
	Psyc 2700.01	Intro. to behavioral research methods	30
	Psyc 2700.61	Intro. to behavioral research methods	17
	Psyc 3100	Cognitive psychology	22
Fall 2019	Psyc 2100	Social psychology	25
	Psyc 2700.01	Intro. to behavioral research methods	27
	Psyc 2700.61	Intro. to behavioral research methods	29
	Psyc 3100	Cognitive psychology	21
Spring 2019	Psyc 2100	Social psychology	14
	Psyc 2700.01	Intro. to behavioral research methods	26
	Psyc 2700.61	Intro. to behavioral research methods	26

	Psyc 3100	Cognitive psychology	12
Fall 2018	Psyc 2700.01	Intro. to behavioral research methods	25
	Psyc 2700.61	Intro. to behavioral research methods	27
	Psyc 3100	Cognitive psychology	19

Loyola University Chicago

Semester, Year	Course #	Course Title	# of Students
Fall 2017	Psyc 306	Research methods in psychology	18
Spring 2016	Psyc 360	Understanding prejudice	6

B. Academic and Career Advising and Guidance Responsibilities

Fall 2018 – Spring 2021 Faculty advisor Black Student Psychological Association

C. Research Advising and Guidance

2019-2021 Christopher Chaney – Learning Assistant Alliance, Chicago State University
2019-2021 Ria Daniels – Learning Assistant Alliance, Chicago State University
2018-2019 Aja Clark – Learning Assistant Alliance, Chicago State University
2016-2018 Brittany Presley – Undergraduate Provost Fellowship, Loyola University Chicago
2015-2017 Michelle Adzido – McNair Scholars Program, Loyola University Chicago
2013-2015 Michaela Mozely – McNair Scholars Program, Loyola University Chicago

D. Educational Innovations and Other Contributions

Laboratory experiment	Codeswitching, CSU	2020
New course developed	Writing in Psychology, CSU	2019
Classroom experiment	Collaborative testing, LUC	2017
Laboratory experiments	Confronting racism, LUC	2012-2018

RESEARCH, SCHOLARSHIP, and CREATIVE ACTIVITIES

A. Publications

Bozeman, R. Dickson, J., Ramshankar, A., Hollauer, C., Lee, S., & Bozeman III, J.F. (Under Review). More than 'Meatless Mondays': A convergent approach to understanding pro-environmental behavior spillover effects. *Environment and Behavior*.

Bozeman, R. (2023). Stereotypes. *SAGE Encyclopedia of Multicultural Counseling, Social Justice, and Advocacy*. Shannon B. Dermer and Jahaan R. Abdullah, General Editors.

Bozeman, R. (2023). Workplace discrimination. *SAGE Encyclopedia of Multicultural Counseling, Social Justice, and Advocacy*. Shannon B. Dermer and Jahaan R. Abdullah, General Editors.

Bozeman, R. (2023). Emotional basis of prejudice. SAGE Encyclopedia of Multicultural Counseling, Social Justice, and Advocacy. Shannon B. Dermer and Jahaan R. Abdullah, General Editors.

Bozeman, R., Mallett, R.K., Mitchell, L., & Tindale, R.S. (2023). May we take the test as a group? Examining group processes and member learning in a collaborative testing environment. *Active Learning in Higher Education*

Bozeman, J.F., Bozeman, R., Theis, T.L. (2020). Overcoming climate change adaptation barriers: A study on food-energy-water (FEW) impacts of the average American diet by demographic group. *Journal of Industrial Ecology*. doi: 10.1111/jiec.12859

B. Other Publications and Creative Products (student co-authors in bold)

Dickson, J. & Bozeman, R. (2022) Factors that predict politically correct language and attitudes. Poster presented at SPSSI annual convention, San Juan, PR.

Bozeman, R. & Mallett, R.K. (2018). The ironic effect of regulatory fit on confrontations of racism. Poster presented at MPA annual convention, Chicago, IL.

Bozeman, R., **Mitchell, L.**, Mallett, R.K. & Tindale, R.S. (2018). Assessing group decision making in a collaborative testing environment. Poster presented at MPA annual convention, Chicago, IL.

Bozeman, R., **Adzido, M.** & Mallett, R.K. (2016). Race moderates the link between confrontation responses and expectancies, Poster presented at the APS annual convention, Chicago, IL.

Bozeman, R. & Mallett, R.K. (2016). Assessing performance and engagement in a collaborative testing environment. Poster presented at MPA annual convention, Chicago, IL.

Mallett, R.K. & Bozeman, R. (2015). May we take the test as a group? Symposium talk at the Focus on Teaching and Learning Conference, Chicago, IL.

Bozeman, R. & Mallett, R.K. (2015). The impact of belonging affirmations on confronting racism. Poster presented at the MPA annual convention, Chicago, IL.

Bozeman, R. & Mallett, R.K. (2015). Does the availability of lecture recordings improve learning in face-to-face classes? Poster presented at the MPA annual convention, Chicago, IL.

Mozley, M., Bozeman, R. & Mallett, R.K. (2015). The effectiveness of training to confront prejudice depends on the race of the confronter. Poster presented at the MPA annual convention, Chicago, IL.

Mozley, M., Bozeman, R. & Mallett, R.K. (2014). What would you say? Factors that affect responses to racism. Poster presented at the Annual McNair research conference. Milwaukee, WI.

Mallett, R.K. & Bozeman, R. (2014). Using Panopto recordings to supplement learning in face-to-face classes. Symposium talk at the Focus on Teaching and Learning Conference, Chicago, IL.

Bozeman, R. & Gooden, M.P. (2011). Understanding variations in antigay prejudice: examining ingroup biases related to race and gender. Poster presented at the MPA annual convention, Chicago, IL

C. Presentations

Invited Talks

Bozeman, R., Arriaga, R., Harris, T., Styzinski, M. (2024). Voices of academia. Panel discussion for the Georgia Tech 2024 FOCUS Fellows Program, Georgia Institute of Technology, Atlanta, GA.

Bozeman, R. (2023). Promoting diversity. Invited talk for Sunday Assembly Atlanta, Atlanta, GA.

Bozeman, R. (2023). Beyond burnout: From surviving to thriving in academia. Invited talk for the Georgia Tech 2023 Georgia Tech Graduate Technical (GT²) Symposium: World of Opportunities: Pathways to Excellence, Georgia Institute of Technology, Atlanta, GA.

Bozeman, R. (2022). Identity, privilege, power, and positionality. Invited talk for the Inclusive STEM Teaching Project, Georgia Institute of Technology, Atlanta, GA.

Bozeman, R. (2022). What are you? Invited talk for A Night of Storytelling co-sponsored by Institute, Diversity, Equity and Inclusion and Georgia Tech Student Diversity Programs, Atlanta, GA.

Bozeman, R. (2022). What are you? Invited talk for Story Collider, Atlanta, GA.

Bozeman, R. & Ray, S. (2022). A fearless conversation about traveling while Black. Invited talk for Georgia Tech Arts at Georgia Institute of Technology, Atlanta, GA.

Bozeman, R. (2021). Stress management: Keeping cool during finals week. Invited talk for the Chicago State University Counseling Department Outreach Program, Chicago, IL.

Bozeman, R. & Davis, T. (2021). Understanding social science research: Differentiating the fields of social psychology and sociology. Invited talk for the Chicago State University Honor's Program, Chicago, IL.

Bozeman, R. (2020). Stress management: Starting the academic year off on the right foot. Invited talk for the Chicago State University Counseling Department Outreach Program, Chicago, IL.

Bozeman, R. (2020). Cooling down for the summer: Stress management tips for teachers. Invited talk for the Chicago State University College of Education, Chicago, IL.

Bozeman, R. & Mallett (2017). Practical tips for responding to perceived discrimination. Invited talk for the Illinois Psychological Association, Chicago, IL.

Bozeman, R. et al. (2017). The impact of identity on teaching, research, and mentorship. Panel discussion for the New Graduate Assistant Orientation, Loyola University Chicago, Chicago, IL.

Bozeman, R. et al. (2016). How unconscious bias and cultural stereotypes influence hiring decisions for African American job candidates. Panel discussion for Choices Conference on Workplace Diversity, Center for Companies That Care, Chicago, IL.

Bozeman, R. et al. (2016). Race and reconciliation in the aftermath of police-involved shootings. Panel discussion for NewStory Church, Chicago, IL.

Bozeman, R. & VanWyk, R. (2015). Looking back to move forward: Parallels between post-Apartheid South Africa and American racial reconciliation. Invited talk for NewStory Church, Chicago, IL.

Bozeman, R. & Gorman, R. (2015). Race and reconciliation for college campus ministries. Panel discussion for Agape and Ecclesia Campus Ministries at Loyola University Chicago, Chicago, IL.

Bozeman, R. & Slover, H. (2014). Tips for successfully completing graduate school applications. Invited talk for Social Psychology Lab, Loyola University Chicago, Chicago, IL.

Bozeman et al. (July, 2010). Advice for first-generation undergraduates and underrepresented minorities at a predominantly White institution. Panel discussion for Raider Open House, Wright State University, Dayton, OH.

Conference Presentations

Bozeman, R., Dickson, J., Ramshankar, A., Hollauer, C., Lee, S. & Bozeman III, J. (2023). More than 'Meatless Mondays': Spillover effects of pro-environmental behavior. Data blitz presented at the Annual Meeting of the Society of Southeastern Social Psychologists, Charlotte, NC.

Bozeman, R. & Dickson, J. (2021). Enhancing STEM education with the learning assistant model. Roundtable discussion at the MPA annual convention, Chicago, IL.

Bozeman, R. & Mallett, R.K. (2018). The ironic effect of regulatory fit on confrontations of racism. Talk at SPSSI annual convention, Pittsburg, PA.

Bozeman, R. (2018). What's fit got to do with it? Assessing regulatory fit and confrontations of racism. Talk at the Three Minute Thesis demonstration, Loyola University Chicago, Chicago, IL.

Bozeman, R. & Mallett, R.K. (2016). Confrontation training affects confronting, anticipated perpetrator responses, and confidence differently for stigmatized and non-stigmatized individuals. Symposium talk at the MPA annual convention, Chicago, IL.

Symposium Chair

Bozeman, R. & Mallett, R.K. (2017). Target status tempers expectations of backlash following confrontation. Symposium talk at the SPSSI annual convention, Albuquerque, NM.

Bozeman, R. & Mallett, R.K. (2017). Increasing bystander efficacy and confrontation for targets and allies. Symposium talk at the MPA annual convention, Chicago, IL.

D. Grants and Contracts

Title: Center for Lunar Environment and Volatile Exploration Research (CLEVER)
Agency/Company: NASA Solar System Exploration Research Virtual Institute (SSERVI) CAN-4
Total Dollar Amount: \$7.5 Million
Role: Co-investigator
Collaborators: Thomas Orlando (PI), Phillip First (Co-I), ... et al.
Period of Contract: August 2023 – August 2028
Candidate's Share: \$150K

Title: AmeriCorps State
Agency/Company: Corporation for National and Community Service
Total Dollar Amount: \$172,790
Role: Co-investigator
Collaborators: Sirocus Barnes (PI), Ebony Minter (Staff)
Period of Contract: August 2023 – August 2024 (renewable)
Candidate's Share: \$0

E. Other Scholarly and Creative Accomplishments

Co-founder and Principle Behavioral Scientist, Engineering Equity and Systems Analysis, LLC

SERVICE

A. Professional Contributions

2023 **Discussant** | Cross-Sector STEM Equity and Excellence Summit | STEM Opportunity Alliance
2023 **Exhibitor** | National Science Teaching Association Annual Conference
2022 **Reviewer** | National Science Foundation
2021 **Reviewer** | National Science Foundation
2016 **Communications Manager** | SPSSI Graduate Student Council

B. Public and Community Service

2022 **Discovery docent** | Atlanta Science Festival | Atlanta, GA
2021 **Judge** | Academic Decathlon Competition | Chicago Public Schools
2016 **Judge** | Social science fair | Lincoln Park High School, Chicago, IL
2013-2016 **Chair** | Racial Reconciliation Small Group | NewStory Church

C. Georgia Institute of Technology Contributions

2023 **Chair** | Inaugural STEM Equity Symposium | CEISMC, COE, OUE
2023 **Member** | Big 10++ DEI Conference Planning Committee | College of Engineering

2023 **Judge** | Career, Research, and Innovation Conference | Graduate Education
 2022 - present **Co-Chair** | Diversity, Equity, and Inclusion Taskforce | CEISMC
 2021 - present **Member** | MLK Planning Committee | Institute Diversity, Equity & Inclusion
 2021 - present **Member** | STEAM Leadership Conference Planning Committee | CEISMC
 2022 **Member** | First Generation College Institute | Undergraduate Education
 2021 **Member** | Diversity, Equity, and Inclusion Taskforce | CEISMC

D. Other Professional Activities

2020 **Instructor** | Contact Tracing Certification Program | CSU
 2020 **Curriculum developer** | Contact Tracing Certification Program | CSU
 2020 **Reviewer** | Methods Toward a Science of Behavior and Experience | Sage Pub.
 2020- 2021 **Member** | Strategic Planning Implementation Committee | CSU
 2018-2020 **Member** | Title IX Review Committee | CSU
 2018-2020 **Member** | Psychology Department Grievance Committee | CSU
 2017-2018 **Founder** | EDGE: Enhancing Diversity in Graduate Education | LUC
 2017-2018 **Graduate student member** | Executive Council for Diversity and Inclusion | LUC
 2016-2018 **Graduate school liaison** | Graduate Diversity Orientation Committee | LUC
 2016-2018 **Member** | Research on Inclusivity and Social Equality Lab | LUC
 2012-2018 **Member** | Committee on Diversity Affairs | LUC Department of Psychology
 2016-2017 **Advisor** | Graduate Student Advisory Council | LUC
 2016-2017 **Graduate student member** | Council of Graduate School Programs | LUC
 2016 **Student poster reviewer** | Society for Personality and Social Psychology
 2011 **Emcee** | WSU International Friendship Affair
 2010-2011 **Founder** | R.E.A.C.H: Raiders Educating and Advancing Cultural Horizons | WSU
 2010-2011 **Member** | WSU College of Science and Mathematics Dean's Circle
 2010-2011 **Student representative** | WSU Faculty Senate Curriculum Committee
 2010 -2011 **Peer mentor** | Visions Mentoring Program | WSU

PROFESSIONAL GROWTH and DEVELOPMENT

2023 Certification in Story Coaching | Narativ, Inc.
 2023 Culture Champions Changemaker Program | Georgia Institute of Technology
 2023 BECOME Mentorship Program | Society for Personality and Social Psychology
 2023 Narativ, Inc. Story Coaching | Institute Diversity, Equity, & Inclusion, Georgia Tech
 2023 Collaborative Institutional Training Initiative | Georgia Institute of Technology
 2022 Quantitative Research Methods Scholar | National Science Foundation
 2022 Inclusive Leader's Academy | Georgia Institute of Technology
 2021 Citizen's Police Academy | Georgia Institute of Technology
 2021 National Science Foundation Virtual Grants Conference
 2021 Safe Space Training | Georgia Institute of Technology
 2020 Collaborative Institutional Training Initiative | Chicago State University
 2016 Teaching Effectiveness Seminar | Loyola University Chicago
 2016 Race and Reconciliation Facilitation | Kochman, Mavrelis and Associates
 2015 Safe Space Certification | Loyola University Chicago
 2012 Responsible Conduct of Research and Scholarship | Loyola University Chicago