

CURRICULUM VITAE

Rayne Bozeman, Ph.D.

I. 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.

II. Employment History

Academic Professional | 2021-present

Center for Education Integrating Science, Mathematics & Computing

Georgia Institute of Technology

- Conducts applied social psychology research
- Participates in university service and administrative
- Teaches undergraduate courses

Assistant Professor | 2018-2021

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 University committees including Strategic Planning Implementation, Globalization Committee, Curriculum Committee, and Black Student Psychological Association
- Received research support and funding for student programming

Diversity Coordinator | 2017-2018

Office of the Provost, Loyola University Chicago

- Implemented qualitative faculty interviews on perceptions of campus 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 | 2016-2017

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 | 2012-2017

Behavioral Research on Acceptance & Diversity Lab, Loyola University Chicago

- Trained and managed team of 12-15 undergraduate research assistants on experimental 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 TA for 4 years

AmeriCorps Literacy Program Manager | 2011-2012

Center for Companies That Care, Chicago IL

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

Director of International Student Affairs | 2010-2011

Wright State University Student Government, Dayton OH

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

III. Honors and Awards

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

IV. Summary of 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

V. Education and Mentorship

A. Courses Taught

Georgia Institute of Technology

Semester, Year	Course #	Course Title	# of Students
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

Brittany Presley – Undergraduate 2016-2018 Loyola University Provost Fellowship

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

VI. Research, Scholarship, and Creative Activities

A. Publications

Bozeman, J.F., Bozeman, R., Theis, T.L. (2019). 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

Bozeman, R., Mallett, R.K., **Mitchell, L.**, & Tindale, R.S. (Under review). May We Take the Test as a Group? Examining Group Processes and Member Learning in a Collaborative Testing Environment.

Bozeman, R., Mallett, R.K. (in preparation). Understanding variation in confrontations of bias: The impact of belongingness and racial group membership.

B. Other Publications and Creative Products

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

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

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

Bozeman, R. (Under review). 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. (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. (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 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. (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. Other Scholarly and Creative Accomplishments

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

E. Societal and Policy Impacts

The results of my cross-disciplinary research on the effects of sociodemographic factors and climate change adaptation have been published in the Journal of Industrial Ecology with collaborators from the Institute for Environmental Sustainability and Policy at the University of Illinois at Chicago. This work was also publicized by mainstream media outlets such as PopSci. I establish undergraduate (Wright State University, 2011) and graduate (Loyola University Chicago, 2016) student groups focused on increasing diversity, equity and inclusion, and became the first Diversity Coordinator at LUC. I have taught undergraduate courses on the psychology of prejudice and used my expertise to design and implement diversity trainings for the non-profit sector, faith-based organizations, and institutions of higher education. In 2016, I completed the Race and Reconciliation facilitator training at Kochman, Mavrelis and Associates and served on the planning committee for the Loyola University Chicago Black Lives Matter Conference. As an assistant professor at Chicago State University, I advised the Black Student Psychological Association, and

have previously mentored students in the Learning Assistant Alliance and the McNair Scholars Program.

VII. Service

A. Professional Contributions

2021 **Reviewer** | NSF GRFP, Social and Behavioral Sciences Division
2016-2017 **Member-at-Large communications focus** | 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. Institute Contributions

2022 **Co-Chair** | Diversity, Equity, and Inclusion Taskforce | CEISMC
2022 **Member** | First Generation College Institute | Undergraduate Education
2021 **Member** | Diversity, Equity, and Inclusion Taskforce | CEISMC
2021 **Member** | MLK Planning Committee | Institute Diversity, Equity & Inclusion

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

VIII. Professional Growth and Development

- 2022 Inclusive Leader's Academy | Georgia Institute of Technology
- 2021 Citizen's Police Academy | Georgia Institute of Technology
- 2021 NSF Virtual Grants Conference
- 2021 Safe Space Training | GA Tech
- 2020 Collaborative Institutional Training Initiative | CSU
- 2016 Teaching Effectiveness Seminar | LUC
- 2016 Race and Reconciliation Facilitation | Kochman, Mavrelis and Associates
- 2015 Safe Space Certification | Student Diversity and Multicultural Affairs, LUC
- 2012 Responsible Conduct of Research and Scholarship | LUC