

Scientist
Diversity Science
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EDUCATION

Ph.D. in Social Psychology University of Wisconsin-Madison Madison, WI	September 2018 – June 2023
M.S. in Psychology University of Wisconsin-Madison Madison, WI	December 2021
B.A. in Psychology, Summa Cum Laude Minor in Business Administration Seattle Pacific University Seattle, WA	June 2017

RESEARCH INTERESTS

Intergroup relations

- Mechanisms that causally influence inclusive attitudes and behavior
- Diversity, equity, and inclusion within educational and healthcare settings and organizations
- Interventions to promote pro-diversity attitudes and inclusive behaviors

Behavior change

- Normative influence
- Commitment and consistency

TEACHING EXPERIENCE

Graduate Student Lecturer, University of Wisconsin-Madison

- Intervening on Social Issues **Spring 2023**

Teaching Assistant, University of Wisconsin-Madison

- Research methods (online) **Summer 2020**
- Psychological Effects of the Internet (online) **Spring 2020**
- Introduction to Psychology **Fall 2019**
- Research Methods (online) **Summer 2019**

INVITED TALKS & WORKSHOPS

Guest Speaker, Student Employee Diversity Forum, University of Wisconsin-Madison **March 2023**

- Title: Effective Ways to Create an Inclusive Workplace Climate

Discussion Moderator, School of Medicine and Public Health, University of Wisconsin-Madison **November 2022**

- Medical Scientist Training Program's Anti-Bias Curriculum Seminar

Diversity Workshop Co-Facilitator, Wisconsin League of Municipalities **October 2022**

- Workshop title: Effective Steps for Promoting Diversity & Inclusion

Guest Speaker, Badger Talks, Wisconsin Association of College Stores **October 2022**

- Title: Effective Ways to Reduce Prejudice and Create an Inclusive Climate

Diversity Workshop Facilitator, Cellular and Molecular Pathology Graduate Program, University of Wisconsin-Madison **August & September 2022**

- Workshop title: Engaging in Everyday Inclusion: From Intention to Action

Guest Speaker, Days of Understanding, American Family Insurance **April 2022**

- Title: Promoting DEI Using Positive Social Norms

Guest Speaker, Department of Chemical and Biological Engineering, University of Wisconsin-Madison **March 2022**

- Title: Promoting Diversity and Inclusion Using Positive Norms and Messages

Guest Speaker, Department for Behaviour Change and Well-Being, Radboud University **March 2022**

- Title: Promoting Diversity and Inclusion Using Positive Messages

Guest Speaker, School of Human Ecology, University of Wisconsin-Madison **March 2022**

- Community-Based Research Methods – Title: Experimental Methods to Examine Factors that Promote Inclusion

Diversity Workshop Facilitator, Neuroscience Training Program, University of Wisconsin-Madison **February & March 2022**

- Workshop title: Anti-Racism at the NTP: Moving from Intention to Actions

Discussion Moderator, School of Medicine and Public Health, University of Wisconsin-Madison **November 2021**

- Medical Scientist Training Program's Anti-Bias Curriculum Seminar

Guest Lecturer, Department of Psychology, University of Wisconsin-Madison **Fall 2019**

- Introduction to Psychology – Title: Moral Emotions: Shame and Guilt

Guest Lecturer, Department of Psychology, Seattle Pacific University **Spring 2017**

- Research Methods – Title: Introduction to Qualtrics

ACADEMIC, PROFESSIONAL, & VOLUNTEER ACTIVITIES

University of Wisconsin-Madison

- Psychology Department Climate and Diversity Committee Member **September 2019 – May 2021 & January 2023 – May 2023**
- Psychology Department Graduate Student Social Events Committee **September 2022 – May 2023**
- Psychology Research Experience Program Mentor **June 2020 – August 2020 & June 2019 – August 2019**
- Academy Scholars Mentoring Program Mentor **April 2019 – May 2020**
- Graduate Climate Survey Development Team Member **February 2019 – May 2020**

Seattle Pacific University

- Psi Chi Chapter President **September 2016 – June 2017**

WORKSHOPS AND OTHER EXPERIENCES

European Association for Social Psychology Summer School Student, Wroclaw, Poland **July 2022 – August 2022**

RESEARCH EXPERIENCE

Graduate Research Assistant, University of Wisconsin-Madison **September 2018 – June 2023**

Dr. Markus Brauer's Lab

- Design and conduct research on pro-diversity and inclusion interventions and behavior change methods
- Role includes mentoring and managing a team of undergraduate and post-baccalaureate research assistants

Lead Research Assistant, Seattle Pacific University **March 2017 – July 2018**

Dr. Michael Roe's lab studying development in late adulthood

Lead Research Assistant, Seattle Pacific University **March 2017 – July 2018**

Dr. Michael Roe's lab studying emerging adulthood

Research Assistant, Seattle Pacific University

Dr. Thomas Carpenter's lab studying shame, guilt, and self-forgiveness

September 2015 – February 2018

Summer Research Assistant/Intern, Yale University

Dr. John Bargh's Automaticity in Cognition, Motivation, and Evaluation Lab

June 2017 – August 2017

RESEARCH GRANTS, FUNDING, & FELLOWSHIPS

Marian Schwartz Fellowship (\$5,000), Department of Psychology, University of Wisconsin-Madison; Role: Graduate Student Awardee

March 2022 – March 2023

National Science Foundation grant titled "The Impact of Social Norms on Intergroup Attitudes and Behaviors" (\$505,026); Role: Graduate Research Assistant, Principal Investigator: Markus Brauer

August 2020 – July 2023

Menzies and Royalty Research Award (\$500), Department of Psychology, University of Wisconsin-Madison; Role: Graduate Student Awardee

April 2021

UW-Madison Innovation Grant Funding System grant titled "Inclusion Intervention: Promoting Diversity and Inclusion in UW-Madison Classrooms" (\$5,000); Role: Graduate Research Assistant, Principal Investigator: Markus Brauer

December 2019 – August 2020

Advanced Opportunity Fellowship, University of Wisconsin-Madison (for first year and one year of dissertation)

September 2018 – May 2019

ENCYCLOPEDIA CHAPTERS

Isenberg, N., & Brauer, M. (2022). Commitment and consistency to promote behavioral change. In R. A. R. Gurung (Ed.), *The Routledge Research Encyclopedia of Psychology Applied to Everyday Life*. Routledge. <https://doi.org/10.4324/9780367198459-REPRW126-1>

PEER REVIEWED MANUSCRIPTS

Chang, E., Monin, J. K., **Isenberg, N.**, Zelterman, D., & Levy, B. R. (2022). Implicit and explicit dehumanization of older family members: Novel determinants of elder abuse proclivity. *Stigma and Health*. Advance online publication. <https://doi.org/10.1037/sah0000370>

Moreu, G., **Isenberg, N.**, & Brauer, M. (2021). How to promote diversity and inclusion in educational settings: Behavior change, climate surveys, and effective pro-diversity initiatives. *Frontiers in Education*, 6, 253-263. <https://doi.org/10.3389/feduc.2021.668250>

Murrar, S., **Isenberg, N.**, Niedenthal, P., & Brauer, M. (2019). Shame and guilt among ice hockey players in the penalty box. *Motivation and Emotion*, 43, 940-947. <https://doi.org/10.1007/s11031-019-09786-6>

Carpenter, T., **Isenberg, N.**, & McDonald, J. (2019). The mediating roles of guilt- and shame-proneness in predicting self-forgiveness. *Personality and Individual Differences, 145*, 26-31. <https://doi.org/10.1016/j.paid.2019.03.013>

Carpenter, T., Pogacar, R., Pullig, C., Kouril, M., Aguilar, S., LaBouff, J. P., **Isenberg, N.**, & Chakroff, A. (2018). Conducting IAT Research within Online Surveys: A Procedure, Validation, and Open Source Tool. *PsyArXiv*. <https://doi.org/10.31234/osf.io/hgy3z>

MANUSCRIPTS IN PROGRESS

Isenberg, N., & Brauer, M. (2023). Misperceived norms about diversity and inclusion: Potential predictors, consequences, and solutions. Manuscript in preparation.

CHAired SYMPOSIUMS

Isenberg, N. & Brauer, M. (2023, February). How pluralistic ignorance influences behavior and how to correct it. Symposium at the 24th Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA

Brauer, M. & **Isenberg, N.** (2022, October). How pluralistic ignorance influences our behavior and what to do about it. Symposium at the Annual Meeting of the Society of Experimental Social Psychology, Philadelphia, PA

Isenberg, N., & Brauer, M. (2022, February). Promoting diversity: Potential pitfalls and how to do it right. Symposium at the 23rd Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA

CONFERENCE PRESENTATIONS

(* presentations I was lead presenter for, † presentations a mentee was lead presenter for)

***Isenberg, N.**, Brauer, M. (2023, March). Harnessing the power of commitments to promote inclusion. Poster presented at the International Convention of Psychological Science, Brussels, Belgium

***Isenberg, N.**, & Brauer, M. (2023, February). Uncovering and correcting pluralistic Ignorance about diversity, equity, and inclusion. Talk given in the “How pluralistic ignorance influences behavior and how to correct it” symposium at the 24th Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA

†Marei, A., Lin, C., **Isenberg, N.**, & Brauer, M. (2023, February). Promoting inclusion using commitment-based strategies. Poster presented at the 24th Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA

Brauer, M. & **Isenberg, N.** (2022, October). Predictors, consequences, and corrections to pluralistic ignorance about DEI. Talk given in the “How pluralistic ignorance influences our behavior and what to do about it” symposium at the Annual Meeting of the Society of Experimental Social Psychology, Philadelphia, PA

***Isenberg, N.**, & Brauer, M. (2022, June). Intergroup outcomes of pluralistic ignorance and social norms about DEI. Poster presented at the Annual Society for the Psychological Study of Social Issues Conference, San Juan, Puerto Rico

- †Marei, A., **Isenberg, N.**, & Brauer, M (2022, April). Promoting inclusive behavior using commitment and consistency. Poster presented at the 94th Annual Meeting of the Midwestern Psychological Association, Chicago, IL
- ***Isenberg, N.**, & Brauer, M. (2022, February). Promoting diversity and inclusion using positive messages. Talk given in the “Promoting diversity: Potential pitfalls and how to do it right” symposium at the 23rd Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA
- ***Isenberg, N.**, Jackson, D., & Brauer, M. (2021, February). Which intergroup attitudes and behaviors do descriptive peer norms predict? Poster presented at the 22nd Annual Meeting of the Society for Personality and Social Psychology, virtual conference
- ***Isenberg, N.**, & Brauer, M. (2020, February). Normative focus theory and the negative effects of communicating the ubiquity of implicit bias. Poster presented at the 21st Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA
- Isenberg, N.**, McDonald, J., Blondefield, C., Hamasaki, M., Onishi, L., Fossum, J., & Carpenter, T. (2018, March). Guilty and ashamed: Why aren’t women happier and less self-forgiving? Poster presented at the 19th Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA
- Carpenter, T., Tignor, S. M., Hamasaki, M., **Isenberg, N.**, McDonald, J., Seebeck, J., & Blondefield, C. (2018, March). Have we ever really measured state guilt and shame? Widely used measures appear to lack validity. Poster presented at the 19th Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA
- *Carpenter, T. P., Pullig, C. P., Pogacar, R., LaBouff, J. P., Kouril, M., **Isenberg, N.**, & Chakroff, A. (2017, January). Measuring implicit cognition in qualtrics with iatgen: A free, user-friendly tool for building survey-based IATs. Poster presented at the Annual SPSP Convention, San Antonio, TX

HONORS & AWARDS

Graduate Student Service Scholarship, Graduate School, University of Wisconsin-Madison	April 2023
Graduate Peer Mentor Award, Graduate School, University of Wisconsin-Madison	March 2023
Psychology Department Distinguished Service Award, University of Wisconsin-Madison	April 2021
Kenneth and Mamie Clark Award, Department of Psychology, University of Wisconsin-Madison	August 2018
Joy Hammersla Social Psychology Award, School of Psychology Family and Community, Seattle Pacific University	June 2017
Alpha Kappa Sigma, Seattle Pacific University	June 2017
Diversity Fund Undergraduate Registration Award, The Society for Personality and Social Psychology	January 2017
Phillip Ashton Award, School of Psychology Family and Community, Seattle Pacific University	June 2016

MEMBERSHIPS

American Psychological Association
Midwestern Psychological Association
Psi Chi: The International Honors Society
Society for Personality and Social Psychology
Society for the Psychological Study of Social Issues