

Ph.D. Candidate  
Department of Psychology  
University of Wisconsin-Madison  
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## EDUCATION

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Ph.D. in Social Psychology **September 2018 – Present**  
University of Wisconsin-Madison (Expected graduation in Summer 2023)  
Madison, WI

M.S. in Psychology **December 2021**  
University of Wisconsin-Madison  
Madison, WI

B.A. in Psychology, Summa Cum Laude **June 2017**  
Minor in Business Administration  
Seattle Pacific University  
Seattle, WA

## RESEARCH INTERESTS

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### Intergroup relations

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

### Behavior change

- Normative influence
- Commitment and consistency

## TEACHING EXPERIENCE

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### 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

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

**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 – Present**

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

- Worked in collaboration with a local retirement community to implement a study on intragroup attitudes towards aging and older adulthood

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

Dr. Michael Roe's lab studying emerging adulthood

- Ran a study on undergraduate psychology students at Seattle Pacific University analyzing character development and vocational calling

**Research Assistant, Seattle Pacific University****September 2015 – February 2018**

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

- Performed social and personality psychology research, particularly in moral-emotional processes and personality traits, and helped create tutorials for an online Implicit Association Test tool

**Summer Research Assistant/Intern, Yale University****June 2017 – August 2017**

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

- Assisted a graduate student with research on processing fluency and statistical learning

**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/educ.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

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**Isenberg, N.**, & Brauer, M. (2023). Stuck on intergroup attitudes: The need to shift gears to changing intergroup behaviors. Manuscript in preparation.

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

## CHAired SYMPOSIUMS

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**Isenberg, N.** & Brauer, M. (2023, February). How pluralistic ignorance influences behavior and how to correct it. Symposium at the 24<sup>th</sup> 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 23<sup>rd</sup> 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, February). Uncovering and correcting pluralistic Ignorance about diversity, equity, and inclusion. Talk to be given in the “How pluralistic ignorance influences behavior and how to correct it” symposium at the 24<sup>th</sup> 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 to be presented at the 24<sup>th</sup> 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 94<sup>th</sup> 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 23<sup>rd</sup> 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 22<sup>nd</sup> 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 21<sup>st</sup> Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA
- Blondefield, C. M., Onishi, L. M., Fossum, J., Hamasaki, M. K., McDonald, J., **Isenberg, N.,** & Carpenter, T. P. (2018, May). Guilt and ashamed: Why aren't women happier and less self-forgiving? Poster presented at Seattle Pacific University's School of Psychology, Family, and Community's Annual Research Conference, Seattle, WA
- O'Brien, D. D., Anderson, J., Grigg, M., **Isenberg, N.,** Jacobsen, S., Tanzy, K. S., Van Baak, N. T., Weinbeck, N., & Roe, M. D. (2018, May). Images of aging, well-being, and life satisfaction among independently living older adults. Poster presented at Seattle Pacific University's School of Psychology, Family, and Community's Annual Research Conference, Seattle, WA
- O'Brien, D. D., Hernandez, A., **Isenberg, N.,** Orndorf, A., & Roe, M. D. (2018, May). Emerging adult gender differences in character strengths and sense of calling. Poster presented at Seattle Pacific University's School of Psychology, Family, and Community's Annual Research Conference, Seattle, WA
- 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 19<sup>th</sup> 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 19<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA
- \***Isenberg, N.,** McDonald, J., & Carpenter, T. P. (2017, May). Individual differences in trait self-forgiveness: Age, sex, and the role of shame- and guilt-proneness. Paper presented at Seattle Pacific University's School of Psychology, Family, and Community's Annual Research Conference, Seattle, WA

- \***Isenberg, N. H.**, Barkley, E. L., Payne, S. R., Wichser, E. A., & Roe, M. D. (2017, May). Character strengths and sense of calling in emerging adults. Poster presented at Seattle Pacific University's School of Psychology, Family, and Community's Annual Research Conference, Seattle, WA
- \***Isenberg, N. H.**, Anderson, J., Celli, K. A., O'Brien, D. D., Tanzy, K. S., Van Baak, N. T., Weinbeck, N., & Roe, M. D. (2017, May). Attitudes, well-being, and life satisfaction among independently living older adults. Poster presented at Seattle Pacific University's School of Psychology, Family, and Community's Annual Research Conference, Seattle, WA
- \*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
- McDonald, J., **Isenberg, N.**, & Carpenter, T. P., (2017, January). Mature self-forgiveness: Age, trait self-forgiveness, and the mediating roles of guilt- and shame-proneness. Poster presented at the 18<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX
- Carpenter, T. P., Pullig, C. P., Pogacar, R., LaBouff, J. P., Kouril, M., **Isenberg, N.**, & Chakroff, A. (2016, August). iatgen: A free, user-friendly package for Implicit Association Tests in Qualtrics. Poster presented at the Annual Meeting of the American Psychological Association, Denver, CO
- Carpenter, T. P., Pullig, C. P., Pogacar, R., LaBouff, J. P., Kouril, M., **Isenberg, N.**, & Chakroff, A. (2016, August). Measuring impulsive consumer cognition: A new package for Implicit Association Tests (IATs) in Qualtrics. Paper presented at the Annual Meeting of the American Psychological Association and Society for Consumer Psychology, Denver, CO
- \***Isenberg, N.**, Daczko, K., Williams, J., & Carpenter, T. P., (2016, June). Mature self-forgiveness: Age, trait self-forgiveness, and the mediating roles of guilt- and shame-proneness. Poster presented at Seattle Pacific University's School of Psychology, Family, and Community's Annual Research Conference, Seattle, WA

## HONORS & AWARDS

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

## MEMBERSHIPS

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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

## REFERENCES

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Markus Brauer, Ph.D.  
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Professor of Psychology  
Department of Psychology  
University of Wisconsin-Madison  
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