

LEIGH SOLANO WILTON, Ph.D.

SKIDMORE COLLEGE | 815 NORTH BROADWAY | SARATOGA SPRINGS, NY 12866

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ACADEMIC APPOINTMENTS

2021 – present	Associate Professor, Department of Psychology, Skidmore College
2015 – 2021	Assistant

- Wilton, L. S.,** +Bell, A., *Vahradyan, M., & Kaiser, C. K. (2020). Show don't tell: Perceived diversity dishonesty harms racial minorities at work. *Personality and Social Psychology Bulletin*, 46(8), 1171–1185. doi.org/10.1177/0146167219897149
- Howansky, K., **Wilton, L. S.,** Young, D. M., *Abrams, S., & *Clapham, R. (2019). (Trans)gender stereotypes and the self: Content and consequences of gender identity stereotypes. *Self & Identity*. doi: 10.1080/15298868.2019.1617191
- Shih, M., **Wilton, L. S.,** +Does, S., Goodale, B. M., Sanchez, D. T. (2019). Multiple racial identities as sources of psychological resilience. *Social and Personality Psychology Compass*. doi: 10.1111/spc3.12469
- Wilton, L. S.,** Apfelbaum, E. P., & Good, J. J. (2019). Multicultural diversity philosophies predict greater race essentialism. *Social Psychological and Personality Science*, 10(5), 681-689. doi: 10.1177/1948550618780728
- Wilton, L. S.,** +Bell, A., +Carpinella, C. M., +Meyers, C., & *Clapham, R. (2019). Lay theories of gender influence support for women and transgender people's legal rights. *Social Psychological and Personality Science*. 10(7), 883–894. doi: 10.1177/1948550618803608
- Wilton, L. S.,** Sanchez, D. T., Unzueta, M. M., Kaiser, C. & *Caluori, N. (2018). In good company: When gender diversity boosts a company's reputation. *Psychology of Women Quarterly*. 43(1), 59–72. doi: 10.1177/0361684318800264

Wilton, L. S., Sanchez, D. T. & Giamo, L. (2014). Seeing similarity or distance? Racial

Tierney, W., Cyrus-Lai, W.,**Wilton, L. S.,** et al. (2023). Who respects an angry woman? A pre-registered reexamination of the relationships between gender, emotion expression, and status conferral. *Under review*.

Wilton, L. S., Sullivan, J., & Apfelbaum, E. P. (2023).

- Wilton, L. S.** (February, 2019). Psychological insights on fostering equality in diverse classrooms. In N. Lutsky (Chair), Teaching Preconference conducted at the annual meeting of the Society for Personality and Social Psychology, Portland, Oregon.
- Wilton, L. S.,** Sanchez, D. T., Unzueta, M. M., Kaiser, C., & *Caluori, N. (March, 2018). Evaluating gender diverse companies. In C. Meyers (Chair), How different facets of diversity impact intergroup relations. Symposium conducted at the annual meeting of the Society for Personality and Social Psychology, Atlanta, Georgia.
- Wilton, L. S.,** ⁺Carpinella, C. M., ⁺Bell, A., & ⁺Meyers, C. (June, 2016). Antecedents and consequences of essentialism: Media narratives shape policy support. In C. M. Carpinella and L. S. Wilton (Chairs), Exploring antecedents of essentialism: Precursors to Psychological Essentialism. Symposium conducted at the annual meeting of the Society for Psychological Study of Social Issues, Minneapolis, Minnesota.
- Wilton, L. S.,** Rattan, A., & Sanchez, D. T. (February, 2016). When speaking out for equality is (proto)typical: Confronting racism “colors” perception of biracial individuals. In M. J. Williams (Chair), Phenotypic Racial Stereotypicality, Identity, and Trust: New Connections. Symposium conducted at the annual meeting of the Society for Personality and Social Psychology, San Diego, California.
- Wilton, L. S.,** Sanchez, D. T., & Young, D. M. (October, 2014). Race in the body or race in the “soul”: Social constructionism encourages focus on the extrasomatic aspects of race in biracial targets. In A. K. Margevich (Chair), The Motivational Processes Underlying the Social Categorization of Stigmatized People. Symposium conducted at the meeting of the New England Psychological Association annual meeting, Lewiston, ME.
- Wilton, L. S.** (February, 2014). “Diversity stigma and diversity credits: The positive and negative consequences of race and gender diversity for organizations”. Presentation presented at the 7th Graduate Forum on Race and Ethnicity, Rutgers University.
- Young, D. M., Sanchez, D. T., **Wilton, L. S.** (January, 2013). At the crossroads of race: Racial ambiguity and biracial identification influence categorization and psychological essentialist beliefs. In S. Gaither (Chair), Shifting Demographics: Factors that Hinder and Promote Changes in Racial Beliefs in the Face of a Growing Multiracial Population. Symposium conducted at the meeting of the Society for Personality and Social Psychology annual meeting, New Orleans, LA.
- Wilton, L.S.,** Sanchez, D.T. & Chavez, G. (June, 2012). “Soy biracial”: Cultural practice and biracial ancestry in Latino categorization. In D. Sanchez, (Chair), “The Additive Cues Hypothesis in Biracial Categorization: Affirmative Action Implications.” Symposium presented at the 9th Biennial Society for the Psychological Study of Social Issues convention, Charlotte, North Carolina.
- Wilton, L.S.,** Lee, T., & Kwan, V.S.Y. (June, 2012). Essentializing ethnicity and diversity: Check-one vs. check all that apply. Paper presented at the 9th Biennial Society for the Psychological Study of Social Issues convention, Charlotte, North Carolina.

Wilton, L.S., Sanchez, D.T. & Giamo, L. (October, 2011). Young adults' motivated perception of racially ambiguous White/Asian biracial targets: Racial identification and intergroup perceptions. In S. Gaither (Chair), "Perceptions of Mixed-Race Individuals Across Development." Symposium conducted at the Society for the Study of Human Development, Providence, RI.

POSTER PRESENTATIONS

*Undergraduate collaborator; +Graduate student/postdoc collaborator

*Adams, N., & **Wilton, L. S.** (2024). What institutional diversity efforts support belonging and performance for underrepresented college students? Poster presented at the Annual Meeting of the Eastern Psychology Association, Philadelphia, PA.

*Wierdsma, A., *Modesti, G., Wojcik, E. & **Wilton, L. S.** (2024). Biracial parents' socialization strategies. Poster presented at the Annual Meeting of the Eastern Psychology Association, Philadelphia, PA.

*Murphy, A., Nazir, A., & **Wilton, L.** (2022). Biased expectations of Black children: Examining U.S. adults' lay beliefs about child development across racial groups. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

*Yacoby, Y., Nolan, M., **Wilton, L.**, & Sullivan, J. (2022). Adult's perceptions of the appropriateness of race related conversations with children. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA

*Inoa, I., *Tagariello, J., Howansky, K., Young, D. M., & **Wilton, L. S.** (February 2022). Initial evidence for shifting race essentialism beliefs in the anti-racist classroom. Virtual poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA.

*Mann, I., Schofield, C. A., & **Wilton, L. S.** (February 2022). The racialization of psychological disorders. Virtual poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA.

*Smith-Ramakrishnan, I. & **Wilton, L. S.** (February 2022). Perceiving Black-Asian Biracial Targets. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA.

Young, D. M., & **Wilton, L. S.** (February 2022). Do we include ambiguous others in the ingroup?: Initial Evidence Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA.

*Alfatafta, R. & **Wilton, L. S.** (February 2021). Social norms and parental support for nontraditional gender expression in children. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Virtual.

*Claman, M., *Carela, D., *Mann, I., & **Wilton, L. S.** (February 2021). Gendered racism and maternal mortality. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Virtual.

*Moorhead, A., *Mawuli, J., Howansky, K., Young, D., **Wilton, L.** (February 2021). (Trans)gender stereotypes across racial groups: The relationships between stereotypes and deleterious consequences for transgender racial minorities. Society for Personality and Social Psychology Conference, Virtual.

A. *Siegel, I., *Alfatafta, R., *Nick, S., Sullivan, J. A., & **Wilton, L. S.** (February 2021). How do parents speak to their children about race? Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Virtual.

*Benares, B., *Bleckner, I., Howansky, K., Young, D. M., & **Wilton, L. S.** (February, 2020). Expressions Elicited by Attention to Transgender Individuals. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.

*Siegel, I., **Wilton, L.S.**, & Schofield, C.A. (February, 2020). Characterizing Workplace Mental Health Stigma. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.

*Wolters, L., Bell, ~~309~~ Young, D. M., Carpinella, C., Meyers, C., *Clapham, R.

- *Vahradyan, M., & **Wilton, L. S.** (May, 2018). African Americans' responses to internal and external cues about workplace diversity. Poster presented at the Annual Meeting of the Association for Psychological Science, San Francisco, California.
- *Abrams, S., & **Wilton, L. S.** (March, 2018). Morality essentialization and behavior toward immoral others. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, Georgia.
- *Vahradyan, M., Young, D. M., & **Wilton, L. S.** (March, 2018). The power to confront: Social and personal power relate to racial bias confrontation differently in public and private settings. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, Georgia.
- *Abrams, S., *Gunther, C., & **Wilton, L. S.** (May, 2017). White men view gender diversity positively when it's comprised of White (but not Black) women. Poster presented at the Annual Meeting of the Association for Psychological Science, Boston, Massachusetts.
- *Caluori, N., **Wilton, L. S.**, & Sanchez, D. T. (February, 2016). When advertising diversity hurts: Contrasting perceptions of gender-and race-inclusive companies. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Antonio, Texas.
- Wilton, L. S.**, Good, J. J., Apfelbaum, E. P., & Sanchez, D. T. (February, 2016). Multicultural diversity philosophies emphasize group differences and soften awareness of racial progress. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Antonio, Texas.
- *Ng, L. C., Good, J. J., Sanchez, D. T., & **Wilton, L. S.** (February, 2015). Essentialism as an unintended cost of multicultural diversity philosophies. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Long Beach, California.
- Wilton, L. S.**, Sanchez, D. T., & Quiros, L. (February, 2015). When the sum is worse than its parts: Black women and their prospective teams experience double jeopardy in work-relevant evaluations. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Long Beach, California.
- Wilton, L. S.**, Sanchez, D. T., & Young, D. (February, 2014). Viewing race as a social construction disadvantages biracial candidates in diversity award decisions. Poster presented at the Group Processes and Intergroup Relations Pre-conference, Annual Meeting of the Society for Personality and Social Psychology, Austin, Texas.

Wilton, L.S., Sanchez, D.T., & Chavez, G. (March, 2013). Spanish fluency and White ancestry influence distribution of diversity awards to Latinos. Poster presented at the Annual Meeting of the Eastern Psychological Association, New York, NY.

Wilton, L.S., Good, J.J., Moss-Racusin, C., & Sanchez, D.T. (March, 2013). Communicating diversity and bias: Diversity statements impact women of color's performance expectations. Poster presented at the Annual Meeting of the Eastern Psychological Association, New York, NY.

*Kapoor, A., *Chang, A., **Wilton, L. S.**, Sanchez, D. T., Giamo, L. (March, 2013). Racial identification and the motivated perception of biracial targets and intergroup relations. Poster presented at the Annual Meeting of the Eastern Psychological Association, New York, NY.

*Vargas, E., Sanchez, D. T., Young, D., **Wilton, L. S.** (March, 2013). Biracial ancestry and socioeconomic status in categorization and diversity perception. Poster presented at the Annual Meeting of the Eastern Psychological Association, New York, NY.

Wilton, L.S., Good, J.J., Moss-Racusin, C., & Sanchez, D.T. (January, 2013). Communicating diversity and bias: The role of institutional diversity statements on performance and performance expectations for women of color. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, Louisiana.

Wilton, L.S., Good, J.J., Moss-Racusin, C., & Sanchez, D.T. (June, 2012). Institutional diversity statements as identity threats for women of color. Poster presented at the 9th Biennial Society for the Psychological Study of Social Issues convention, Charlotte, North Carolina.

INVITED TALKS

Rutgers University – Social Area Brownbag (March 2023)

University of North Carolina – Social Area Colloquium (March 2023)

Siena College – Psychology Diversity Speaker Series (March 2022)

University of Connecticut – Social Area Brownbag (March 2022)

New York City Library (April 2022)

Brooklyn Library (March 2021)

SPSP – Self & Identity Preconference (February 2021), *declined due to conflict*

SELECTED OTHER

[Behind the Research Video Project](#),

Skidmore College

Instructor

PS 101: Introduction to Psychological Science (Fall 2016)
PS 102: Colloquium in Psychological Science (Fall 2016, 2019; Spring 2017)
PS 202: Statistics and Methods I (Spring 2024x2)
PS 205: Social Psychology (Spring 2017, 2018, 2020, 2021; Fall 2019)
PS 299: Multiracial Identity (Spring 2022)
PS 215: Social Identity and Interaction
PS 303: Research Methods II (Fall 2015, 2017, 2021, 2022, 2023x2; Spring 2016, 2018, 2020)
PS 335: Psychology of Race (Spring 2016, 2017, 2020; Fall 2017)
SSP 100: Beliefs about Social Identity (Scribner Seminar; Fall 2019)

Rutgers University

Instructor

General Psychology (Summer 2013, 2014)
Quantitative Methods (Summer 2012)
Infant and Child Development Laboratory (Summer 2010, 2011; Fall 2012, Spring 2014)
Introduction to the Thesis (Spring 2013, 2015)

Invited Guest Lectures (Undergraduate)

Seminar on Stereotyping and Prejudice, Topic: Diversity in Organizations	March 2014
Social Psychology, Topic: Behavior and Attitudes	July 2011
Social Psychology, Topic: Cultural and Group Psychology	July 2010

Invited Workshops and Presentations (Graduate)

Teaching Difficult and Controversial Topics	October 2014
New Teaching Assistant Orientation Session	August 2014
Workshop on Diversity in the Classroom	April 2014
Presentation on Teaching Non-Majors	November 2013

Pedagogical Training

Issues in Class Management Workshop Series, Rutgers University	2013-2014
Introduction to College Teaching, Rutgers University	Spring 2013

- Received the Joseph Garrison Parker Prize (May 2019)
- Received the Krawiec Scholar Prize (May 2019)
- Received the National Science Foundation Graduate Research Fellowship (2020-2023)

Rebekah Clapham (2018-2019)

- Received the Foley Psychology Department Research Prize (May 2018)
- Received the Michele Kelly '72 Memorial Award (Spring 2019)

Daniela Carela (2018-2019)

Lauren Wolters (2019-2020)

Rayyan Alfatafta (2020-2021)

- Received the Foley Psychology Department Research Prize (May 2020)

Isha Smith-Ramakrishnan (2021-2022)

Iris Mann (2021-2022) *co-mentored with Dr. Casey Schofield*

- Received the Foley Psychology Department Research Prize (May 2021)
- Received the Caren Lane Sass '35 Award in Psychology (May 2022)
- Received the Rodney Andrews Prize (May 2022)

Rutgers University

Maria Hernandez (2014-2015)

- Received Aresty Undergraduate Research Funding (Fall 2014)
- Received Philips Award for Most Outstanding Thesis Proposal (Fall 2014)

Janice Tsai (2013-2014)

- Received Aresty Undergraduate Research Funding (Fall 2013)

RESEARCH FUNDING (Funded and Submitted)

Spencer Foundation (role: Consultant)

Examining the Impact of Anti-LGBTQ+ Education Bills on Parents' Beliefs and Parent-Child Conversations (Funded) \$20,000

Faculty Development Grant, Skidmore College 2023

Adults' Beliefs about Children's Race-Related Reasoning: Child Race Differences, with co-PI Heba Salman '25 (funded) \$650

Faculty Development Grant, Skidmore College 2021

Extending Diversity Dishonesty: How Organizational Diversity Messages Shape Experiences in Education, with co-PI Aliza Nazir '23 (funded) \$250

Faculty Development Grant, Skidmore College 2021

Lay Perceptions of Black versus White Children's Ability to Process Race (funded)

Psychological Accelerator, PSA005 stereotype threat: Lab grant awa R71 A0e 247.52 Td4A2 792 reWd nBT

Grant-in-Aid Funding, Society for the Psychological Study of Social Issues (SPSSI), 2015
Antecedents and consequences of psychological essentialism: How media narratives
shape social policy support, with co-PI Colleen Carpinella (funded)

AWARDS AND FELLOWSHIPS

President's Award for Leadership and Service, 2023
Diversity Fund Graduate Travel Award, Society for Personality and Social Psychology, 2015
Social Psychology Teaching Excellence Award, Rutgers University, 2014
Graduate Travel Award, Rutgers University, 2014
Dissertation Research Fellowship, Honorable Mention, Ford Foundation, 2013
Social Psychology Research Excellence Award, Rutgers University, 2013
Graduate Fellow, Rutgers Academy for the Scholarship of Teaching and Learning, 2013-15
Diversity Student Travel Award, Society for the Psychological Study of Social Issues, 2012
Graduate Travel Award, Rutgers University, 2012
Graduate Research Fellowship, Honorable Mention, National Science Foundation, 2011
Predoctoral Fellowship, Honorable Mention, Ford Foundation, 2011
Graduate Merit Award Recipient, Executive Women of New Jersey, 2011
New Jersey Psychological Association, Minority Graduate Students Scholarship, 2011
Graduate Service Award Recipient, Department of Psychology, Rutgers University, 2011
Graduate Research Assistantship, Rutgers University, 2010-2011
Graduate Travel Award, Rutgers University, 2010
Departmental Honors, Princeton University, 2003
Princeton-in-Asia Summer Workplace Fellowship, 2002
Summer Research Award, President's Office, Princeton University, 2001

Black Faculty and Staff Caucus, Fall 2018-present
 "Enhancing the College Environment", Panelist, Spring 2018
 Discovery Tour Dinner, Faculty Participant, 2017, 2018
 Faculty Member of the Science Librarian Search Committee, Spring-Summer 2017
 Entered All College Service Pool; Ad-hoc Service Pool, Fall 2016
 Roundtable Session for Untenured Faculty Panelist, New Faculty Orientation, Fall 2016

To the Discipline

SPSP, Primary Undergraduate Institutions (PUI) Committee, Member, 2020-2023
 Network of Multiracial Scholars (NOMS)
 submitted & received Community Catalyst Grant to develop a networking and professional development opportunity for Multiracial Personality and Social Psychologists, 2020
 developed and administered Early Career Registration Award and Remote Accessibility Award, 2021
 Society for the Improvement of Psychological Science, Diversity Committee, 2018-2020
 National Science Foundation, Ad Hoc Grant Reviewer, 2017-2019
 Grants Reviewer, 2018, 2019
 Research at Primarily Undergraduate Institutions Grants Reviewer, 2017
 Ad Hoc Conference and Grant Reviewer, 2016

ADDITIONAL INFORMATION

On-site work experience in US, UK, France, Germany, Spain, India, and Taiwan