

MINDY TRUONG

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ACADEMIC POSITIONS

School of Business, University of California, Riverside

2023 – present Assistant Professor of Management

Kellogg School of Management, Northwestern University

2021 – 2023 Golub Capital Social Impact Postdoctoral Fellow

EDUCATION

Ph.D. Business Administration (Management and Organization), Marshall School of Business, University of Southern California, 2021

B.S. Psychology, University of California, San Diego, 2014

PUBLICATIONS

Truong, M., Birnbaum, H. J., Dittmann, A. G., Stephens, N. M., Townsend, S. S. M., Emery, L. F., & Carey, R. M. (2025). Professors' "feminine" behavioral cues in the classroom close gender gaps in participation. *Journal of Experimental Psychology: General*. <https://doi.org/10.1037/xge0001879>

Truong, M., Fast, N. J., & Kim, J. (2020). It's not what you say, it's how you say it: Conversational flow and networking success. *Organizational Behavior and Human Decision Processes*, 158, 1-10. <https://doi.org/10.1016/j.obhdp.2020.02.004>

Townsend, S. S. M. & **Truong, M.** (2017). Cultural models of self and social class disparities at organizational gateways and pathways. *Current Opinion in Psychology*, 18, 93-98. <https://doi.org/10.1016/j.copsy.2017.05.005>

SELECT WORK IN PROGRESS

Truong, M., Dittmann, A.G., Townsend, S. S. M & Lee, J. (*1st round R&R at Organization Science*). Social class biculturals and upward mobility. (title disguised)

Birnbaum, H. J., **Truong, M.**, McClanahan, K., & Shi, M. (*under review*). Ally transparency in diversity rhetoric. (title disguised)

Birnbaum, H. J., **Truong, M.**, & Unzueta, M. (*data collection*). Miscalibrating the cost of silence in social injustice. (title disguised)

Truong, M., Townsend, S. S. M., Stephens, N. M., & Smallets, S. (*Reject & Resubmit at Journal of Experimental Social Psychology*). Crossing the class divide: Social class background moderates threat in cross-class versus same-class interactions.

Truong, M., Townsend, S. S. M., Stephens, N. M., & Torrez, B. (*In preparation*). Talking about gender: Impact of gender ideologies on women's workplace behaviors. (title disguised)

HONORS & AWARDS

Regents Faculty Fellowship (RFF) Grant, 2025
USC Marshall Ph.D. Student Teaching Award, 2020
Global Branding Center Fellowship, 2020
Marshall Outstanding Researcher Award, 2020
Graduate Student Government Travel Grant for Harvard BIG Doctoral Workshop, 2019
Graduate Student Government Travel Grant for SPSP Annual Convention, 2017/18/19/20
SPSSI Graduate Student Travel Award, 2017
SPSP Diversity Fund Undergraduate Registration Award, 2015
Dept. of Psychology Honors Student with Highest Distinction, UC San Diego, 2014
Norman Henry Anderson Honors Thesis Award, UC San Diego, 2014
Norman Henry Anderson Research Travel Grant, UC San Diego, 2014
Provost Honors, UC San Diego, 2010–2014

CONFERENCE PRESENTATIONS

- Truong, M.**, Townsend, S. S. M., & Stephens, N. M. (July, 2025). Crossing the Class Divide: Social Class Background Moderates Threat in Cross-Class Interactions. In Stark, J. & Truong, M., *Class Dynamics in the Workplace: From Initial Contact to Ongoing Organizational Encounters* [Symposium]. Annual Meeting of the Academy of Management. Copenhagen, Denmark.
- Lee, J.**, Truong, M., & Dittmann, A.G., (July, 2025). Social Class Bicultural Identity Integration (BII) Benefits Social Class Transitioners. In Wei, L & Yao, Y., *Exploring Social Class Background Influences and Social Class Transition Challenges* [Symposium]. Annual Meeting of the Academy of Management. Copenhagen, Denmark.
- Truong, M.**, Townsend, S. S. M., Stephens, N. M., & Torrez, B. (October, 2024). Talking about gender in the workplace: The benefits of a contextual approach to gender differences. To be presented at Society for Experimental Social Psychology Annual Convention. Santa Fe, NM.
- Truong, M.**, Townsend, S. S. M., Dittmann, A.G., (August, 2024). Benefits of Social Class Bicultural Identity Integration for People from Working-Class Backgrounds. In Cheng, G & Sun, K., *Beyond Dichotomies: Unveiling Overlooked Experiences in Workplace Diversity and Inclusion* [Symposium]. Annual Meeting of the Academy of Management. Chicago, IL.
- Truong, M.**, Birnbaum, H. J., Dittmann, A. G., Stephens, N. M., Townsend, S. S. M., Emery, L. F., & Carey, R. M. (February, 2024). Closing the Gap: A Field Investigation of Professors' Behavior and the MBA Gender Participation Gap. [Research Spotlight Talk]. Society for Personality and Social Psychology's 25th Annual Convention. San Diego, CA.
- Townsend, S. S. M., **Truong, M.**, Stephens, N. M., & Torrez, B. (February, 2024). Talking about gender in the workplace: The benefits of a contextual approach to gender differences. In Self & Identity [Preconference Talk]. Society for Personality and Social Psychology's 25th Annual Convention. San Diego, CA.
- Truong, M.**, Townsend, S. S. M., & Stephens, N. M. (September, 2023). Crossing the class divide: Social class background moderates threat in cross-class versus same-class interactions. [Conference Panel Talk]. Diversity in Management and Organizations Conference. Virtual.
- Truong, M.**, Birnbaum, H. J., Dittmann, A. G., Stephens, N. M., Townsend, S. S. M., Emery, L. F., & Carey, R. M. (August, 2023). Feminine defaults are associated with a reduction in the gender participation gap in MBA classrooms. In Chang, L & Pink, S. L., *New Perspectives on Increasing Diversity, Equity, and Inclusion**. [Symposium]. Annual Meeting of the Academy of Management. Boston, MA.

*Winner of OB Division Best Symposium award. Finalist for MOC Division Best Symposium award.

Truong, M. & Townsend, S. S. M. (February, 2023). Working-class threatened by own and other's relationship conflict. In Fendinger, N., *The form and function of social class in everyday contexts*. [Symposium] Society for Personality and Social Psychology's 24th Annual Convention. Atlanta, GA.

Truong, M., Townsend, S. S. M., & Stephens, N. M. (August, 2022). Interacting across class lines: Who is threatened in cross-class versus same-class interactions? In Sun, K. Q. & Foster-Gimbel, O., *Can't we just talk about this? New insights into difficult conversations*. [Symposium]. Annual Meeting of the Academy of Management. Seattle, WA.

Truong, M. & Townsend, S. S. M. (February, 2022). Social class bicultural identity integration benefits upward social class transitioners. In Straka, B., *Identity under threat: Flexibility and resilience in response to exclusion*. [Symposium]. Society for Personality and Social Psychology Annual Convention. San Francisco, CA.

Truong, M. & Townsend, S. S. M. (August, 2021). Benefits of a working-class background in stressful interpersonal interactions. In Owsik, C. & Pai, J., *Understanding and disrupting class inequality in the workplace**. [Symposium]. Annual Meeting of the Academy of Management. Virtual.
*Designated as a Showcase Symposium.

Truong, M., Townsend, S. S. M., Smallets, S., Stephens, N. M. (February, 2021). Crossing the class divide: Divergent threat responses when anticipating cross-class interactions. In Engstrom, H. R., *How does socioeconomic status shape social interactions?* [Symposium]. Society for Personality and Social Psychology's 22nd Annual Convention. Virtual.

Truong, M., Townsend, S. S. M., Smallets, S., Stephens, N. M. (February, 2020). Crossing the class divide: Divergent threat responses when anticipating cross-class interactions. In Truong M. & Townsend S. S. M., *Diversifying intergroup relations research: Differences and similarities across marginalized groups*. [Symposium]. Society for Personality and Social Psychology Annual Convention. New Orleans, LA.

Truong, M. & Townsend, S. S. M. (August, 2018). People from working-class backgrounds benefit from social class bicultural identity integration. In Truong M. & Dittmann, A. G., *Harnessing research on the effects of economic and social class inequality to improve lives*. [Symposium]. Annual Meeting of the Academy of Management. Chicago, IL.

Truong, M., Townsend, S. S. M., Smallets, S. (August, 2017). Threatened by control: Worldview moderates threat in response to having or lacking control. In Truong, M., *Interpersonal control and work relationships*. [Paper Session]. Annual Meeting of the Academy of Management. Atlanta, GA.

Truong, M., Townsend, S. S. M., Smallets, S., Stephens, N. M. (June, 2017). Crossing the class divide: responses to anticipating cross-class interactions. [Conference Talk]. Society of the Psychological Study of Social Issues 2017 Conference. Albuquerque, NM.

CHAired CONFERENCE SYMPOSIA AND WORKSHOPS

Stark, J. & **Truong, M.** (July, 2025). *Class Dynamics in the Workplace: From Initial Contact to Ongoing Organizational Encounters*. Symposium co-chaired at the Academy of Management Annual Meeting, Copenhagen, Denmark.

Truong, M., Takahashi, K., Zhao, X., & Rishabh, A. (April, 2023). *Techniques for effective persuasion, help-seeking, and nonprofit data gathering*. [Workshop]. Northwestern University's Kellogg School of Management.

Truong, M. & Dittmann, A. G. (February, 2021). *Reaching the hard-to-reach: Conducting high-impact research with underrepresented populations*. Symposium co-chair at the Society for Personality and Social Psychology Annual Convention.

Truong, M. & Townsend, S. S. M. (February, 2020). *Diversifying intergroup relations research: Differences and similarities across marginalized groups*. Symposium co-chair at the Society for Personality and Social Psychology Annual Convention, New Orleans, LA.

Truong, M. & Dittmann, A. G. (August 2018). *Harnessing research on the effects of economic and social class inequality to improve lives*. Symposium co-chaired at the Academy of Management Annual Meeting, Chicago, IL.

INVITED TALKS AND WORKSHOPS

UC Riverside: AGSM Women in Business Diversity, Equity, and Inclusion Fall Workshop, 2024

UC Riverside: Psychology Proseminar Series, 2024

Summer Institute for Emerging Managers and Leaders (SIEML) at UC Davis, 2024

UC Riverside: AGSM Women in Business Diversity, Equity, and Inclusion Fall Workshop, 2023

UC Riverside: AGSM Women in Business Diversity, Equity, and Inclusion Spring Workshop, 2023

Northwestern University: Kellogg Marketing Behavioral Brown Bag, 2021

Northwestern University: Psychology - Social Area Brown Bag, 2021

POSTER PRESENTATIONS

Truong, M. & Townsend, S. S. M. (February, 2019). Social class bicultural identity integration benefits people from working-class backgrounds in middle-class contexts. [Poster Session]. Society for Personality and Social Psychology Annual Convention. Portland, OR.

Truong, M. & Townsend, S. S. M. (March, 2018). Social class differences in interview responses impact ratings of competency and hiring potential. [Poster Session]. Society for Personality and Social Psychology Annual Convention. Atlanta, GA.

Truong, M. & Townsend, S. S. M. (January, 2017). Crossing the class-divide: Physiological and behavioral responses to cross-class interactions. [Poster Session]. Society for Personality and Social Psychology Annual Convention. San Antonio, TX.

Truong, M. & Townsend, S. S. M. (January, 2016). Hard work pays off; Do I save more? Belief in meritocracy moderates the association between socioeconomic status and savings. [Poster Session]. Society for Personality and Social Psychology Annual Convention. San Diego, CA.

Truong, M. & Bryan, C.J. (May, 2014). Do blondes have more fun than women who have blonde hair? [Poster Session]. Stanford University Undergraduate Psychology Conference.

Truong, M. & Bryan, C.J. (May, 2014). Do blondes have more fun than women who have blonde hair? [Poster Session]. University of California, Los Angeles Psychology Undergraduate Research Conference.

Truong, M. & Bryan, C.J. (May, 2014) Do blondes have more fun than women who have blonde hair? [Poster Session]. University of California, San Diego Psychology Honors Poster Session.

PROFESSIONAL EXPERIENCE

Lab Manager, Sarah S.M. Townsend, USC Marshall School of Business, 2014 – 2016

Lab Manager, Nathanael J. Fast, USC Marshall School of Business, 2014 – 2016

Research Assistant, Teri Lawton, University of California, San Diego, 2012 – 2014

Research Assistant, Christopher J. Bryan, University of California, San Diego, 2013 – 2014

TEACHING EXPERIENCE

Instructor, UCR School of Business, Spring 2024, 2025

Course Title: MGT 223: Diversity and Reducing Bias in Organizations (Graduate elective course)

Instructor, UCR School of Business, Winter 2024, 2025; Spring 2024, 2025

Course Title: BUS 157: Managing Workforce Diversity (Undergraduate elective course)

Head Teaching Assistant, USC Marshall School of Business, Spring 2021

Instructor: Sarah S. M. Townsend, Ph.D., Management and Organization

Course Title: GSBA 533: Organizational Behavior (MBA core course)

Head Teaching Assistant, USC Marshall School of Business, Fall 2020

Instructor: Sarah S. M. Townsend, Ph.D., Management and Organization

Course Title: BUAD 498: If Not You, Who? The Future of Leadership (Undergraduate elective course)

Course Title: GSBA 598: If Not You, Who? The Future of Leadership (Graduate elective course)

Instructor, USC Marshall School of Business, Summer 2020

Course Title: BUAD 304: Organizational Behavior and Leadership (Undergraduate core course)

- *USC Marshall Ph.D. Student Teaching Award Winner*

Teaching Assistant, USC Marshall School of Business, Spring 2020

Instructor: Jody Tolan, MBA, Ed.D., Management and Organization

Course Title: BUAD 304: Organizational Behavior and Leadership (Undergraduate core course)

Teaching Assistant, USC Marshall School of Business, Fall 2019, Spring 2020

Instructor: Peter Carnevale, Ph.D., Management and Organization

Course Title: MOR 469: Negotiation and Persuasion (Undergraduate elective course)

Teaching Assistant, USC Marshall School of Business, Spring 2019

Instructor: Scott S. Wiltermuth, Ph.D., Management and Organization

Course Title: GSBA 533: Organizational Behavior (MBA core course)

Teaching Assistant, USC Marshall School of Business, Fall 2015

Instructor: Nathanael J. Fast, Ph.D., Management and Organization

Course Title: MOR 567: Interpersonal Influence and Power (MBA elective course)

Teaching Assistant, UC San Diego, Fall 2013

Instructor: Evan Raiewski, Ph.D., Department of Psychology

Course Title: PSYC 60: Introduction to Statistics (Undergraduate core course)

ACADEMIC SERVICE

Organizer: Speaker Series, Management Area, 2024 – Present

Faculty Advisor: She Means Business (SMB), 2024 – Present

Faculty Mentor: UCR University Honors Capstone Project, 2023 – Present

Faculty Associate: UCR Behavioral Economics and Decision-Making Lab, 2023 – Present

Organizer: Kellogg Social Impact Lab, 2021 – 2023

AOM OB Division Mentor: AOM Welcome-A-Member Program, 2019

Organizer: Marshall Multi-Source Field Data Collection, 2019 – 2021

Organizer: Marshall Panels on Women’s Experiences in Research (MPOWER), 2019 – 2021

Organizer: Marshall Management and Organization Ph.D. Student Seminars, 2018 – 2020

Ad-hoc reviewer: *Organizational Behavior and Human Decision Processes, Academy of Management Conference, Translational Issues in Psychological Science, Diversity in Higher Education, British Journal of Social Psychology, Group Processes & Intergroup Relations, Journal of Personality Assessment*

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Association for Psychological Science

Psi Chi International Honors Society in Psychology

Society for Personality and Social Psychology (SPSP)

Society for the Psychological Study of Social Issues (SPSSI)

Southeast Asian Social and Personality Psychologists (SEASAPP)