

Tiffany T. Shao
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Department of Psychology
Claremont, California

RESEARCH SUMMARY

I am a mixed-methods research scientist with experience in both quantitative and qualitative methodologies. I leverage statistical and methodological tools to understand how social cognitive constructs influence decisions made within the criminal legal system. My research primarily focuses on topics at the intersection of law and psychology, specifically on topics such as social and political attitudes, racial stereotypes, aversive racism, and decision-making. My research highlights evidence based theories and best practices that can be incorporated into the development of policies and programs in the criminal legal system.

EDUCATION

Doctor of Philosophy in Psychology , Claremont Graduate University	2022 to 2027
➤ Concentration in Social Psychology	
Masters of Arts in Psychology , Claremont Graduate University	2022 to 2024
➤ Concentration in Cognitive and Social Psychology	
➤ M.A. Thesis: "The Effect of Race and Perceived Threat on the Justification of an Officer's Decision to Use Force" Advised by Steffanie Guillermo, Ph.D. and William Crano, Ph.D.	
Bachelor of Arts in Psychology , University of Dallas	2018 to 2022
➤ B.A. Thesis: "Will I Find A Home? A Phenomenological Exploration of an Unfamiliar Place" Advised by Brittany Landrum, Ph.D. and Gilbert Garza, Ph.D.	

CURRENT RESEARCH PROJECTS

Aversive Racism and Use of Force.

Collaboration with Steffanie Guillermo, Ph.D. (Pitzer College).

This study examines the relationship between aversive racism and the use of force by law enforcement officers. This study sheds light on how subtle racial biases, often held unconsciously, influence officers' decisions to use force. Findings reveal that aversive racism plays a significant role in shaping these decisions, particularly in situations with ambiguous threat levels. The study underscores the urgent need for addressing these biases within law enforcement practices and policy-making to ensure fair and equitable policing in diverse communities.

A Qualitative Exploration of Leadership Purpose among QTBIPOC Leaders.

Collaboration with Hannah Middleton, Darnell Mauricio, and Kendall Bronk, Ph.D. (Claremont Graduate University).

This research project delves into the complex world of leadership among QTBIPOC (Queer, Transgender, Bisexual, and People of Color) individuals. Through a qualitative lens, it seeks to understand how these leaders define and develop their purpose in leadership roles. Exploring the intersection of identity, workplace fairness, and leadership, this study sheds light on unique challenges and opportunities faced by QTBIPOC leaders.

HONORS AND AWARDS

Claremont Graduate University Blaisdell Fellowship (2024).
Claremont Graduate University Hannigan Research Fellowship (2023).
Claremont Graduate University Department Fellowship (2022).
University of Dallas Senior Thesis Award (2022).
Psi Chi International Honors Society Graduate Scholarship Award (2022).
Southwestern Psychological Association Student Presentation Award (2021).

PUBLICATIONS

Shao, T.T. (2022) Will I Find a Home? A Phenomenological Exploration of an Unfamiliar Place (Publication No. 30569492) [Bachelor's of Arts Thesis, University of Dallas]. ProQuest Dissertation and Theses Global.

Shao, T.T. (2022). A Qualitative Investigation of Sociocultural Barriers to Education. *Phi Beta Kappa Undergraduate Journal*, XIII (2) 6-7.

Shao, T.T. (2022). Will I Find a Home? A Phenomenological Exploration of an Unfamiliar Place. *The University of Dallas Journal of Science*, XIII (2) 6-7.

Shao, T.T. (2022). A Possible Solution to the Mental Health Crisis Amongst College Students. *Southwestern Psychologist*, 15(1), 18-19.

Under Review

Duhart Clarke, S.E., Zottola, S.A., McKinsey, E., Kurtz, B.H., **Shao, T.T.**, Desmarais, S.L. (2024) Indigent Injustice: A Systematic Review and Meta-Analysis of Defendants' Criminal Justice-Related Outcomes. *Critical Criminology*, 0(0), 0-0.

In Preparation

Shao, T.T., Hsing, C.C, Kung, C.Z, Lin, D.W., Tu, Y.Z., Goh, J.O.S. (revise and resubmit) Congruency of Emotional Feedback Differentially Modulates Neural Processing of Value-Based Decisions in Young and Older Adults (2024).

DISSEMINATION & CONFERENCES

Conference Presentations

Shao, T.T. (March 2023). Socio-cultural experiences of first-generation students in the higher education system. Talk presented at the International Convention for Psychological Science, Brussels, Belgium.

Shao, T.T. (November 2022). What changes are being made in the criminal justice system to help those with mental health or intellectual and developmental disabilities (IDD)?. Talk presented at the Annual Judicial Commission on Mental Health, Grapevine, Texas.

Shao, T.T. (May 2022). Living during an Unprecedented Time Predicts Loneliness and Impacts on Spirituality and Religiosity. Poster presented at the Association for Psychological Science Annual Convention, Chicago, Illinois.

Shao, T.T. (April 2022). Experiencing Oneself as Strange: A Phenomenological Exploration of an Unfamiliar Place. Talk presented at the Southwestern Psychology Association Annual Convention, Baton Rouge, Louisiana.

Conference Posters

Shao, T.T. (April 2021). Exploring the Mental Health and Spiritual Impacts of the COVID-19 Crisis. Talk presented at the Southwestern Psychology Association Convention, San Antonio, Texas.

PROFESSIONAL EXPERIENCE

Doctoral Researcher, *Social Cognition Lab*, Pitzer College 2023 – Present

- Advisor: Dr. Steffanie Guillermo
- Streamlined the design, data collection, and analyses for projects investigating aversive racism theory.

Research and Evaluation Assistant, Policy Research Associates, Inc (PRA) 2022 – 2023

- Advisors: Dr. Sarah Desmarais, Dr. Elan Hope, Ashley Krider
- Conducted literature reviews and data analyses using R for projects assessing the criminal legal system.

Graduate Researcher, *Applied Cognitive Psychology Lab*, Claremont Graduate University 2022 – 2023

- Advisor: Dr. Kathy Pezdek
- Assisted with data collection for a NSF funded project on body worn cameras.

PROFESSIONAL AFFILIATIONS AND SERVICE

Memberships and Volunteer Officer, Association for Psychological Science May 2023 to Present

Campus Representative, American Psychology-Law Society August 2022 to Present

STEM/Pre-Health Mentor, University of Dallas May 2022 to Present

President, Psi Chi International Honors Society in Psychology August 2020 to May 2022

IMPACT WORK

Psi Chi International Honors Society, Vice President (2023). Assist with events and activities through weekly meetings with student leadership and monthly faculty meetings.

Graduate Student Council School Representative (2023). Spearhead initiatives at weekly meetings with department heads, university leadership, and student council members regarding diversity, equity, and inclusion issues on campus.

<https://www.cgu.edu/student-life/campus-life/graduate-student-council/>

Policy Research Associates, Inc (2022). Serve breakfast at local homeless shelters, compete in company-wide fundraisers, and develop charitable giving campaigns and volunteer projects. <https://www.prainc.com/media/>

Project SHORT Organization (2022). Serve mentees from underrepresented populations seeking higher education by providing guidance, support, and feedback to help students achieve their professional and career goals.

<https://www.project-short.com/>