

Dr. Bencharit is looking for Research Assistants for Fall quarter, to work in her Culture, Diversity, and Identity lab. A 2-quarter commitment is strongly preferred. If interested, please fill out the application form at: <https://tinyurl.com/CalPolyRA>.

Please submit your application by 8/30/19 to be considered for Fall quarter, 2019.

Additional Information:

### **Our current studies:**

#### **The Role of Culture and Emotion in Employment Settings**

This project examines how cultural differences in emotional values shape hiring disparities in the U.S. and abroad. Specifically, culturally shaped emotional values are reflected in how individuals present themselves when applying for a job. Previous studies show that in the United States, applicants present themselves as excited, while in East Asian countries, applicants present themselves as calm. In addition, culturally shaped emotional values influence the traits we look for when hiring someone for a job; European Americans choose to hire excited candidates, while East Asians choose to hire calm candidates. This research shows how subtle factors, like emotional communication, might signal group membership and influence person perception and decision making in employment settings. Furthermore, this work highlights how emotional biases may produce racial and ethnic disparities in organizational settings.

Future studies will look at racial/ethnic and social class differences in emotional values in the U.S. Marginalized groups (e.g., working-class individuals, first-generation college students, and racial/ethnic minorities) experience a history of institutionalized social and economic disadvantage. Because of this, they may lack the cultural knowledge and social capital to express themselves in the ways that are most advantageous in the workplace. These cultural differences may shape students' likelihood to be hired or retained in work and organizational settings.

#### **There Is No "I" In Team**

How do we work together to create the best outcomes for ourselves and our organizations? This project examines the ways in which messages of independence (e.g., asserting your own ideas) and interdependence (e.g., listening to the ideas of others) can dramatically shape teamwork outcomes and team members' feelings of belonging across teams that are diverse with respect to race and ethnicity, gender, and culture of origin. Future studies will examine the effectiveness of different messages for enhancing teamwork outcomes both in the U.S. and abroad.

#### **Healthy Spaces**

This interdisciplinary study examines the ways in which physical space can shape health and well-being. Specifically, we examine how diverse racial and gender representations

(versus non-diverse representations) in our environments facilitate creativity, impact stress and well-being, and enhance belonging.

**Research Assistant Roles and Responsibilities:**

No prior research experience required. Strong candidates are intellectually curious, diligent, conscientious, highly responsible, and detail-oriented. An interest in culture, emotion, diversity and/or identity is strongly preferred. As a member of the lab, RAs may be involved in facilitating data collection as an experimenter, interacting with participants, administering surveys, performing literature reviews, editing manuscripts for publication, data entry, coding of qualitative data, coding of video, images, or audio data, and other duties. Duties will vary each quarter depending on the status of each project.

In addition, each RA is expected to attend and contribute to a one-hour weekly lab meeting, and meet at least once per quarter with Dr. Bencharit.

Each RA is required to complete a professional development project or research report. Professional development projects can include: resume and cover letter for a psychology-related job or internship opportunity, a personal statement for admission to graduate school, or an analysis of the pros and cons of different graduate school options or career options. Research reports can include: literature analysis of an area of study related to a project, report of the methods and results of an ongoing project, report of coding outcomes and qualitative analyses, etc.

Because of the extensive training involved in becoming a research assistant, we request a minimum of a six-hour commitment a week (not including the weekly lab meeting), for at least two quarters.