

## Jane G. Stout

Computing Research Association  
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### **Education**

**Ph.D.**                    **University of Massachusetts:** Amherst, MA  
 2011                    Area: Social Psychology, Concentration: Quantitative Psychology  
**M.S.**                    **University of Massachusetts:** Amherst, MA  
 2008                    Area: Social Psychology  
**B.A.**                    **Augustana College, Rock Island, IL.**  
 2005                    Major: Psychology; Minor: Music

### **Professional Experience**

3/13 – Present            **Director, Center for Evaluating the Research Pipeline**  
 Computing Research Association  
 9/11 – 2/13              **Postdoctoral Associate,** University of Colorado Boulder

### **Grants, Awards, and Honors**

7/1/15-6/30/17        National Science Foundation (NSF DUE-1504775). PI: R. Wright, Co-PI:  
 T. Nguyen, J. Stout, E. Zundl. "Computer Science Living-learning  
 Community for Women at Rutgers", \$249,999.  
 7/1/15-6/30/17        National Science Foundation (NSF DUE-1504243). PI: L. Pollock, Co-PIs:  
 E. Russell, J. Stout. Exploring Virtual Interactive Models for Large Scale  
 Research Mentoring of Undergraduate Women in Computing. \$182,279.  
 8/1/14 - 7/31/17        National Science Foundation (NSF DUE-1431112). PI: J. Stout. Title  
 "Promoting a Diverse Computing Workforce: Using National Survey  
 Data to Understand Persistence Across Undergraduate Student Groups",  
 \$783,975.  
 9/1/13 - 8/31/16        National Science Foundation (NSF HRD-1251590). PI: T. Ito, Co-PIs: N.  
 Finkelstein, S. Pollock, J. Stout. Title: "Broadening Women's Participation  
 in STEM: The Critical Role of Belonging", \$1,030,439  
 2012                    University of Colorado Boulder, Chancellor's Award for Excellence in STEM  
 Education, \$15,000  
 2012                    Physics Education Research Conference Proceedings Paper Award, Finalist  
 2011                    Hidden Bias Research Prize awarded by Level Playing Field Institute for "the  
 promotion of outstanding research ensuring fairness from the classroom to the  
 boardroom", \$10,000  
 2010                    MPA Graduate Student Research Award  
 2009                    Attendee, Society for Personality and Social Psychology/National Science  
 Foundation, Summer Institute in Social Psychology at Northwestern  
 University, Evanston  
 8/1/08 - 7/31/11        National Science Foundation, Graduate Research Fellowship, \$90,000  
 2005                    Psi Chi Western Regional Undergraduate Research Award, \$300  
 2005                    Psi Chi Midwestern Regional Undergraduate Research Award, \$300

2005 Ralph Waldo Hanson Excellence in Psychology Award, \$500  
 2005 Summa Cum Laude, Phi Beta Kappa, Psi Chi

### **Publications**

- Stout, J. G. & Wright, H. M. (in press). The Critical Role of Belonging Among Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Students in Computing Career Tracks. *Computer Science and Engineering*.
- Tamer, B. & Stout, J. G. (in press). Understanding How Research Experiences for Undergraduate Students May Foster Diversity In The Professorate. *Proceedings of SIGCSE 2016*.
- Stout, J. G. (2015). On the benefits of specialized settings for deaf and hard of hearing students in computing. *Proceedings of the 2015 Annual Conference on Research on Equity and Sustained Participation in Engineering, Computing, and Technology*.
- Stout, J. G. & Wright, H. M. (2015). The Critical Role of Belonging Among Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Students in Computing Career Tracks. *Proceedings of the 2015 Annual Conference on Research on Equity and Sustained Participation in Engineering, Computing, and Technology*.
- Dasgupta, N. & Stout, J. G. (2014). Girls and Women in Science, Technology, Engineering and Mathematics: STEMing the Tide and Broadening Participation in STEM Careers. *Policy Insights from Behavioral and Brain Sciences, 1*, 21-29.
- Stout, J. G. & Camp, T. (2014). Now what? Action items from social science research to bridge the gender gap in computing research. *SIGCAS Computers in Society: Special Issue on Women in Computing, 44*, 5-8.
- Stout, J. G., & Dasgupta, N. (2013). Mastering one's destiny: Mastery goals promote psychological challenge and enhance success despite social identity threat. *Personality and Social Psychology Bulletin, 39*, 748-762.
- Stout, J. G., Ito, T. A., Finkelstein, N. F., & Pollock, S. J. (2012). How a gender gap in belonging contributes to the gender gap in physics participation. *Proceedings of the 2012 Physics Education Research Conference*.
- Dasgupta, N., & Stout, J. G. (2012). Contemporary discrimination in the lab and the real world: The benefits and obstacles of full-cycle research. *Journal of Social Issues, 68*, 399-412.
- Asgari, S., Dasgupta, N., & Stout, J. G. (2012). When do counterstereotypic ingroup members inspire vs. deflate? The effect of successful professional women on women's leadership self-concept. *Personality and Social Psychology Bulletin, 38*, 370-83.
- Stout, J. G., Dasgupta, N., Hunsinger, M., & McManus, M. (2011). STEMing the tide: Using ingroup experts to inoculate women's self-concept in science, technology, engineering, and mathematics (STEM). *Journal of Personality and Social Psychology, 100*, 255-270.

Stout, J. G., & Dasgupta, N. (2011). When he doesn't mean you: Gender-exclusive language as a form of subtle ostracism. *Personality and Social Psychology Bulletin*, 37, 757-769.

### ***Manuscripts in under review and in preparation***

Lewis, K. L., Stout, J. G., Finkelstein, N. F., Pollock, S. J., Miyake, A., Cohen, G. L & Ito, T. A. (under review). *Fitting in to Move Forward: Using a Belonging Framework to Understand Gender Disparities in Persistence in the Physical Sciences, Technology, Engineering and Mathematics (pSTEM)*.

Stout, J. G., Grunberg, V. A., & Ito, T. A. (under review). *An examination of the relationship between cultural beliefs about science careers and gender diversity in postsecondary science courses*.

### ***Presentations and Posters***

#### *Talks*

Stout, J. G. (2016, March). *New research on women's low participation in science and technology*. Invited presentation at the March Meeting of the American Physical Society.

Stout, J. G., & Tamer, B. (2016, March). *Study support eliminates the negative impact of gender stereotypes on women's self-concept*. Annual meeting of SIGCSE.

Bizot, E. B., and Stout, J. G. (2015, November). *A Survey Infrastructure for Comparing Outcomes for Postsecondary Program Participants and Nonparticipants*. In Four Approaches to Measuring STEM Education Innovations: Moving Toward Standardization and Large Data Sets (Session Chair J. Ravitz). Presented at the American Evaluation Association Evaluation 2015 Conference, Chicago, IL.

Thomas, E. L., & Stout, J. G. (2015, June). *Confidence, Competence, and Culture: An Intersectional Analysis of Women in Computing*. Symposium presented at the annual conference of the Society for the Psychological Study of Social Issues, Washington, D.C.

Stout, J. G. (June, 2015). *Understanding experiences in STEM among women from a diverse array of demographic groups*. Annual Meeting of the Women in Engineering Proactive Network, 2015: Change Leader Forum.

Stout, J. G. (2015, April). *New directions in research promoting diversity in STEM*. Invited presentation, Invited presentation for Equality Through Awareness (ETA) student group at the Colorado School of Mines, Golden, CO.

Stout, J. G. (2015, February). *New directions in promoting gender diversity in STEM*. Invited presentation, Invited presentation for Physics Education Research at Colorado meeting at The University of Colorado Boulder.

Stout, J. G. (2015, February). *Now what? New directions on research aiming to broaden participation in STEM*. Invited presentation, Colorado School of Mines, Golden, CO.

- Stout, J. G. (2015, January). *Research on women in STEM*. Invited presentation, Millikin University, Decatur, IL.
- Stout, J. G. (2014, October). It's complicated: Lessons learned from research on women's experiences in STEM. In *Challenging Technical Privilege: How Race and Gender Matter*. Invited presentation, Massachusetts Institute of Technology, Cambridge, MA.
- Stout, J. G. (2014, August). *Understanding women's low representation in STEM fields*. Invited presentation at the Augustana College chapter meeting of Sigma Xi, Rock Island, IL.
- Stout, J. G. & Wright, H. (2014, July). CI Fellows Evaluation. In R. Sproull (Chair), *Refining the Computer Science Postdoc Experience*. Panel presented at the biannual CRA Conference at Snowbird, Snowbird, UT.
- Cundiff, J. L., & Stout, J. G. (2014, June). Evaluating programs aimed at broadening participation in computing. In E. Thomas & J. Cundiff (Chairs), *From advocacy to action: Strategies for practicing diversity and inclusion*. Symposium presented at the biennial conference of the Society for the Psychological Study of Social Issues, Portland, OR.
- Stout, J. S. & Bizot, E. (2013, October). Compared to What? Comparison Data for Evaluating Postsecondary Science, Technology, Engineering, and Mathematics (STEM) Interventions. In E. Bizot (Chair), *Comparison Data as a Shared Community Resource*. Symposium presented at the annual meeting of the American Evaluators Association, Washington D.C.
- Stout, J. S. (2013, September). *Understanding the critical role of belonging in women's STEM pursuits*. Conversation with Faculty and Administrators: Using Research to Inform Policies in Science Education Symposium, Washington, D.C.
- Stout, J. G. (2013, February). *Examining the relationship between students' stereotypes about and interest in science careers*. Presentation at the Discipline-based Education Research Series at the University of Colorado, Boulder.
- Stout, J. G., Ito, T. A., Finkelstein, N. D. & Pollock, S. J. (2013, January). *How Women's Endorsement of Gendered Science Stereotypes Contributes to the Gender Gap in STEM Participation*. In J. Stout & C. Moss-Racusin (Co-Chairs), *New Interdisciplinary Perspectives on the Antecedents to and Remedies for the Gender Gap in STEM*. Symposium at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Stout, J. G. (2013, January). *Using a belonging framework to understand and promote a diverse workforce*. Invited presentation at the Stanford Graduate School of Business, Palo Alto, CA.
- Stout, J. G. (2012, November). *Exploring how communal goals explain women's participation in the sciences*. Presentation at the Discipline-based Education Research Series at the University of Colorado, Boulder.

- Stout, J. G. (2012, September). *Understanding and enhancing women's sense of belonging in science*. Invited presentation at the Women and Science in Education Lunch Discussion at the annual meeting of the Society for Psychophysiological Research, New Orleans, LA.
- Stout, J. G. (2012, March). *When and why self-affirmation buffers against social identity threat*. Presentation at the Social Area Colloquium series, Department of Psychology and Neuroscience, The University of Colorado, Boulder.
- Stout, J.G. (2012, February). *Self-affirmation narrows the gender gap in physics*. Invited presentation for Physics Education Research at Colorado meeting at The University of Colorado Boulder.
- Stout, J. G., & Dasgupta, N. (2011, August). *Learning to cope: Achievement goals change women's reactions to sexism*. Symposium presentation for Division 8 at the annual meeting of the American Psychological Association, Washington D.C.
- Stout, J. G., & Dasgupta, N. (2011, July). *Mastering one's destiny: Using an achievement goal framework to overcome social identity threat*. Symposium presentation at the annual meeting of the European Association for Social Psychology, Stockholm, Sweden.
- Stout, J. G. (2010, October). *Opting in: Strategies to promote achievement in the face of social identity threat*. Invited presentation at The University of St. Andrews, Fife, Scotland, UK.
- Stout, J. G. (2010, September). *STEMing the tide: Female experts inoculate women's self-concept and professional goals in science, technology, engineering, and mathematics (STEM)*. Invited presentation at Augustana College, Rock Island, IL.
- Stout, J. G., & Dasgupta, N. (2010, May). *Learning to cope: Achievement goals affect women's reactions to sexism*. Presentation at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Stout, J. G., & Dasgupta, N. (2010, January). When he doesn't mean you: Gender-exclusive language as ostracism for women. J. Stout & N. Dasgupta (Co-Chairs), *Do I belong here? Identifying Factors that Fortify vs. Attenuate Women's Sense of Belonging in Stereotypically Masculine Academic and Professional Domains.. Symposium* at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Stout, J. G., & Dasgupta, N. (2009, May). *Gender-exclusive Language as Ostracism*. Presentation at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Stout, J. G. (2008, October). *When he doesn't mean you: Gender-exclusive language as a form of subtle ostracism*. Presentation at Division III Colloquium Series, University of Massachusetts, Amherst, MA.
- Stout, J. G. (2007, April). *Tipping the equation: Stereotype-salience and women's self-perception of math*. Presentation at Division III Colloquium Series, University of Massachusetts, Amherst, MA.

Stout, J. G., Tauber, S., & Corts, D. P. (2005, May). *Directed forgetting instructions reduce false memories for semantic associates*. Presentation at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

*Poster presentations*

Nyame-Mensah, A., Wright, H. M., & Stout, J. G. (2015, May). *Using National Survey Data to Assess Interventions*. Poster presented at the annual Understanding Interventions Conference, San Diego, CA.

Wright, H. M., Nyame-Mensah, A., & Stout, J. G. (2015, May). *Assessing Interventions Aimed at Promoting Women's Advancement in Computing Careers*. Poster presented at the annual Understanding Interventions Conference, San Diego, CA.

Stout, J. G. & Wright, H. M. (2015, May). *Drilling down to better understand first generation students' patterns of success in computing*. Poster presented at the annual meeting of the Association for Psychological Science 2015.

Grunberg, V., Stout, J. G., & Ito, T. A. (2014, January). *Not all STEM is created equal: How perceived goal affordances impact women's intentions to pursue science-related fields*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

Stout, J. G., Ito, T. A., Cohen, G. L., Finkelstein, N. D., Miyake, A., & Pollock, S. J. (2012, October). *Beliefs about physics intelligence differentially influence women and men's self-perceptions and performance in physics*. Poster presented at the annual Symposium on STEM Education, Boulder, CO.

Stout, J. G., Ito, T. A., Kost-Smith, L. E., Cohen, G. L., Finkelstein, N. D., Miyake, A., & Pollock, S. J. (2012, May). *Understanding how students' sense of belonging explains the gender gap in STEM participation*. Poster presented at the CU Science Education Initiative and Integrating STEM Education conference, Boulder, CO.

Asgari, S., Dasgupta, N., & Stout, J. G. (2012, May). *When do counterstereotypic ingroup members inspire versus deflate? The effect of successful professional women on young women's leadership self-concept*. Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.

Stout, J. G., Ito, T. A., Kost-Smith, L. E., Cohen, G. L., Finkelstein, N. D., Miyake, A., & Pollock, S. J. (2012, January). *Values affirmation helps to align stereotype threatened women's beliefs about their ability with their actual ability*. Poster presented at the Self and Identity Preconference at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Stout, J. G., & Dasgupta, N. (2011, January). *Learning to cope: Achievement goals change women's reactions to sexism*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Stout, J. G., Dasgupta, N., & Hunsinger, M. (2009, February). *If she=math, then math=me: Women's implicit responses to gender-counterstereotypic cues*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Tampa, FL.

- Stout, J. G., & Dasgupta, N. (2008, August). *Gender-exclusive language as a form of social exclusion*. Poster presented at Language, Communication and Cognition University of Brighton, Brighton, UK.
- Stout, J. G., & Dasgupta, N. (2008, May). *When he doesn't mean you: Gender-biased language as a form of ostracism*. Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- Stout, J. G., Dasgupta, N., & Hunsinger, M. (2008, February). *I love math, I love English not: Stereotype-avoidance in a stereotypic academic environment*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Corts, D. P., Stout, J. G., & Bouchard, L. (2006, May). *Switching working memory codes can undermine the success of intentional forgetting*. Poster presented at the annual meeting of the Association for Psychological Science, New York City, NY.
- Stout, J. G., & Corts, D. P. (2005, June). *Category-based instructions to forget reduce set differentiation before but not after encoding*. Poster presented at the annual meeting of the Association for Psychological Science, Los Angeles, CA.
- Stout, J. G., Tauber, S., & Corts, D. P. (2005, April). *Maintenance and elaborative rehearsal in directed forgetting tasks*. Poster presented at the annual meeting of the Western Psychological Association, Portland, OR.
- Corts, D. P., Stout, J. G., & Tauber, S. (2005, April). *Category based cues reduce item-method directed forgetting effects*. Poster presented at the annual meeting of the Western Psychological Association, Portland, OR.

### **Research Publicity**

Gender exclusive language PSPB (2011) article:

--selected to be included in the Harvard Kennedy School Women and Public Policy Program's new *Gender Action Portal (GAP)*: <http://gap.hks.harvard.edu/content/when-he-doesn%E2%80%99t-mean-you-gender-exclusive-language-ostracism>

Women in STEM *JPSP* (2011) article discussed in:

--*Inside Higher Ed* at:

[http://www.insidehighered.com/news/2011/03/03/study\\_suggests\\_role\\_of\\_role\\_models\\_in\\_encouraging\\_female\\_undergraduates\\_in\\_math\\_and\\_science](http://www.insidehighered.com/news/2011/03/03/study_suggests_role_of_role_models_in_encouraging_female_undergraduates_in_math_and_science)

--*Lab Manager Magazine* at:

<http://www.labmanager.com/?articles.view/articleNo/4391/article/-Social-Vaccine--Protects-Women-s-Interest-in-Science>

--*Slate magazine* at: <http://www.slate.com/id/2286671/>

-- *The Takeaway* at: <http://www.thetakeaway.org/2012/jul/25/the-search-for-the-next-sally-ride/>

--*Turnstyle News* at: <http://turnstylenews.com/2011/03/09/an-unconscious-bias-women-in-math-and-science/>

--*Turnstyle News* at: <http://turnstylenews.com/2011/06/01/women-in-science-the-low-numbers-dont-lie/>

### ***Professional Service***

Panel Reviewing for funding agencies:  
National Science Foundation

Ad hoc reviewing for funding agencies:  
National Science Foundation

Ad hoc reviewing for journals:  
British Journal of Social Psychology  
Computer Science Education  
European Journal of Social Psychology  
IEEE Computers in Science and Engineering Journal  
Journal of Personality and Social Psychology  
Journal of College Science Teaching: Research and Teaching  
Learning and Individual Differences  
Personality and Social Psychology Bulletin  
Physical Review Special Topics - Physics Education Research  
Psychology of Women Quarterly  
Self and Identity  
Sex Roles

Ad hoc reviewing for conferences:  
Division 8 of the APA Poster Award Competition, 2010 - present  
RiSE-UP Research Award Competition, 2007-2010  
SPSP Student Poster Award Competition, 2009

### ***Affiliations***

American Evaluation Association, 2014 - Present  
Association for Computing Machinery, 2014-Present  
Association for Psychological Science, 2004-Present  
IEEE Special Technical Community on Broadening Participation, 2015-Present  
Women in Engineering Proactive Network, 2014-Present