<div align="center">Graduate Student Application Information</div>

*For Fall 2023, I am seeking two graduate students (who intend to complete both an MA and a PhD) to join my research lab at University of Waterloo. See here for details about the psychology program. Please note that the admission of international students is unlikely due to funding restrictions.*

Why is it that some people seem more or less attractive, trustworthy, competent, or threatening? My lab investigates the myriad factors that explain how perceivers form impressions of targets. This work encompasses topics such as stereotyping and discrimination, social categorization, face perception, and perceptions of bodies and clothing. We also grapple with issues of measurement and causal inference in the domain of person perception.

The lab's research engages with key theories and models in social psychology while also integrating critical ideas from outside of psychology (e.g., intersectionality theory). Our approach to knowing is multimethod: we use a combination of experimental methods, secondary analysis of large datasets, simulation, and mixed methods (incorporating both qualitative and quantitative elements).

Competitive applicants will be highly motivated to engage with research; excited for the challenge of learning new skills; and capable of self-directed work and time management. Applicants will ideally have a background in psychology or related fields. Knowledge of statistics, data management and analysis in R, experimental methods, and/or programming (e.g., JavaScript, HTML, Python) is valuable but by no means required. Writing is a huge part of conducting academic research—I definitely did not appreciate exactly how much time would be spent writing when I applied to graduate school—so enjoying writing and being open to constructive criticism is a major plus.

What is most essential for successfully applying is **articulating why you are interested in joining this lab specifically.** A good research statement will demonstrate three things:

- You are familiar with some of the lab's recent work
- You have thought critically about this work
- You have some ideas on how to extend this work in new and exciting directions

I would strongly recommend reading this review paper on the role of dress (clothing, hairstyle, makeup, etc.) in person perception. Research on the role of dress in person perception will constitute a major part of the lab's future trajectory. Other papers to consider can be found here, here, and here. As a heads-up, I no longer conduct research in moral psychology unless there is an explicit connection to person perception or stereotyping.

Okay, I think I've gone on enough! If you are interested in applying, please e-mail me at neil.hester@uwaterloo.ca to introduce yourself, ask any questions you might have, and let me know that you're applying. For equity reasons, I will not arrange any Zoom meetings prior to the review of applications.

Finally, applying to graduate programs is hard work, both academically and emotionally. Good luck and be kind to yourself!