

# Neil Hester

---

Assistant Professor | University of Waterloo | Social Psychology | Impressions Lab  
[neil.hester@uwaterloo.ca](mailto:neil.hester@uwaterloo.ca) | [neilrhester@gmail.com](mailto:neilrhester@gmail.com)  
[neilrhester.com](http://neilrhester.com) | [@neilrhester.bsky.social](https://www.bsky.social/@neilrhester)

## Education

Postdoctoral Researcher at McGill University working for Dr. Eric Hehman

University of North Carolina at Chapel Hill

Social psychology doctoral student under Dr. Kurt Gray

*Additional focus in quantitative psychology (seven classes completed)*

Graduation date: *Spring 2019*

Texas Tech University

Bachelor of Arts in Psychology, *Spring 2012 with Highest Honors*

## Research Interests

social cognition; intersectionality; stereotyping and discrimination; person perception of dress/clothing; face perception; body perception; measurement; scientific reasoning

## Peer-Reviewed Publications

- Roy, E., . . . **Hester, N.** . . . Lai, C. K., Axt, J. R. (2024). A contest study to reduce attractiveness-based discrimination in social judgment. *Journal of Personality and Social Psychology: Attitudes and Social Cognition*.
- Hester, N.** & Hehman, E. (2023). Dress is a fundamental component of person perception. *Personality and Social Psychology Review*. (winner of the ISCON Best Paper Award for 2023; 3<sup>th</sup> most read paper in PSPR in the last six months [Nov 2024])
- Hester, N.**, Xie, S. Y., Bertin, J. A., & Hehman, E. (2023). Stereotypes shape response competition when forming impressions. *Group Processes and Intergroup Relations*.
- Hester, N.**, Axt, J. R., Siemers, N., & Hehman, E. (2023). Evaluating validity properties of 25 race-related scales. *Behavior Research Methods*.
- Hartman, R., **Hester, N.**, & Gray, K. (2023). People see political opponents as more stupid than evil. *Personality and Social Psychology Bulletin*.
- Hester, N.**, Xie, S. Y., & Hehman, E. (2021). Little between-region and between-country variance when forming impressions of others. *Psychological Science*.
- Hester, N.**, Jones, B. C., & Hehman, E. (2021). Perceived masculinity and femininity contribute independently to facial impressions. *Journal of Experimental Psychology: General*.

- Hester, N.,** Payne, K., Brown-Iannuzzi, J., & Gray, K. (2020). On intersectionality: How complex patterns of discrimination emerge from simple stereotypes. *Psychological Science*.
- Hester, N.,** Gray, K. (2020). The moral psychology of raceless, genderless strangers. *Perspectives on Psychological Science*.
- Hester, N.,** Payne, K., Gray, K. (2020). Promiscuous condemnation: People assume immorality for ambiguous actions. *Journal of Experimental Social Psychology*.
- Cooley, E. \*, **Hester, N.\***, Cipolli, W., Rivera, L., Abrams, K., Pagan, J., Sommers., S. R., Payne, K. (2019). Racial biases in officers' decisions to frisk are amplified for Black people stopped among groups leading to similar biases in searches, arrests, and use of force. *Society Psychology and Personality Science*.
- Hester, N.** (2019). Perceived negative emotion in neutral faces: Gender-dependent effects on attractiveness and threat. *Emotion*.
- Hester, N.** & Gray, K. (2018). For Black men, being tall increases threat stereotyping and police stops. *Proceedings of the National Academy of Sciences*.
- Jackson, J. J., **Hester, N.,** Gray, K. (2018). The faces of God in America: Revealing religious diversity across people and politics. *PLOS ONE*.
- Buck, B., **Hester, N.,** Pinkham, A., Harvey, P. D., Jarskog, F., & Penn, D. L. (2018). The bias toward intentionality in schizophrenia: Automaticity, context, and relationships to symptoms and functioning. *Journal of Abnormal Psychology*.
- Buck, B. & **Hester, N.** (2018). "Just like someone with mental illness, only more so": Normalizing beliefs and their buffering effects. *Journal of Social and Clinical Psychology*.
- Gray, K., Anderson, S., Doyle, C. M., **Hester, N.,** Schmitt, P., Vonasch, A., Allison, S., & Jackson, J. J. (2018). To be immortal, do good or evil. *Personality and Social Psychology Bulletin*.
- Larsen, J. T., Hershfield, H. E., Stastny, B. J., & **Hester, N.** (2017). On the relationship between positive and negative affect: Their correlation and their co-occurrence. *Emotion*.
- Buck, B., **Hester, N.,** Penn, D. L., & Gray, K. (2017). Mind perception in subclinical psychosis: Evidence for differential patterns in perceptions of mind in schizotypy and paranoia. *Cognitive Neuropsychiatry*.
- Schein, C., **Hester, N.** & Gray, K. (2016). The visual guide to morality: Vision as an integrative analogy for moral experience, variability and mechanism. *Social and Personality Psychology Compass*.

## Funding

Canadian Foundation for Innovation (\$22,000)  
SSHRC Partnership Grant, Stage 1 (co-applicant; \$20,000)

2025-2029  
2024

UW/SSHRC Explore Grant (\$4,800)	2023-2025
Russell Sage Foundation Project Award (\$140,000 USD)	2016-2018
Graduate School Merit Assistantship (\$53,000 USD)	2013-2014

## Invited Presentations

Social Cognition Preconference, SPSP, <i>Invited Speaker</i>	2025
University of Delaware, <i>Invited Speaker</i>	2024
University of Toronto, <i>Invited Speaker</i>	2023
University of North Carolina at Chapel Hill, <i>Invited Speaker, Business</i>	2023
University of North Carolina at Chapel Hill, <i>Invited Speaker, Psychology</i>	2023
Wilfrid Laurier University, <i>Invited Speaker</i>	2023
University of Buffalo, <i>Invited Speaker</i>	2023
Midwestern Psychological Association, <i>Invited Conference Speaker</i>	2021
Purdue University, <i>Departmental Colloquium</i>	2021
University of Waterloo, <i>Departmental Colloquium</i>	2021
University of Illinois Chicago, <i>Departmental Colloquium</i>	2021
Villanova University, <i>Departmental Colloquium</i>	2021
University of Kentucky, <i>Departmental Colloquium</i>	2021
Minority Politics, <i>Online Seminar Series</i>	2021
Washington University in St. Louis, <i>Departmental Colloquium</i>	2021
York University, Dept. of Psychology, <i>Departmental Colloquium</i>	2020
University of Denver, Dept. of Psychology, <i>Departmental Colloquium</i>	2020
University of Victoria, Dept. of Psychology, <i>Departmental Colloquium</i>	2020
University of British Columbia, Dept. of Psychology, <i>Departmental Colloquium</i>	2020

## Methodological and Statistical Skills

Big data management and analysis (R, SPSS)  
 Data visualization (R, Excel)  
 Multi-level modeling (R, SPSS)  
 Structural equation modeling (R)  
 Item Response Theory (R)  
 Data simulation (R)  
 Mouse tracking (R, MouseTracker, MinnoJS)  
 Reverse correlation (R, Inquisit)  
 Implicit and time-sensitive tasks (Inquisit, MinnoJS)  
 Surveys (Inquisit, Qualtrics, HTML)

## Submitted and Departmental Presentations

- Hester, N. (2024, February). *Differences in variance and skewness can explain group disparities in categorical outcomes*. Symposium presentation at the Twenty-fifth Annual Meeting for the Society of Personality and Social Psychology.
- Hester, N. (2023, October). *Dress is a fundamental component of person perception*. Paper presentation at Person Memory Interest Group.
- Hester, N. (2022, February). *Little between-region and between-country variance when forming impressions of others*. Symposium presentation at the Twenty-third Annual Meeting for the Society of Personality and Social Psychology.
- Hester, N. (2021, November). *Intersectionality in social cognition*. Talk at McGill Social Psychology Tupperware, Montreal, QC.
- Hester, N. (2021, February). *The vital role of intersectionality in theories of social cognition*. Symposium chaired and presented at for the Twenty-second Annual Meeting for the Society of Personality and Social Psychology.
- Hester, N. (2020, November). *How complex patterns of discrimination can emerge from simple stereotypes*. Talk at McGill Social Psychology Tupperware, Montreal, QC.
- Hester, N. & Gray, K. (2020, February). *The moral psychology of raceless genderless strangers*. Conference poster at the Twenty-First Annual Meeting for the Society of Personality and Social Psychology, New Orleans, LA.
- Hester, N. (2020, February). *How height and group status intersect with race to predict threat stereotyping and police behavior*; and *The moral psychology of raceless genderless strangers*. Talk at McGill Social Psychology Tupperware, Montreal, QC.
- Hester, N., Jackson, J. J., Gray, K. (2018, May). *The faces of God in America: Revealing religious diversity across people and politics*. Symposium presentation at the Association of Psychological Science Conference, San Francisco, CA.
- Hester, N. & Gray, K. (2018, March). *For Black men, being tall increases threat stereotyping and police stops*. Blitz talk at the Nineteenth Annual Meeting for the Society of Personality and Social Psychology, Atlanta, GA.
- Hester, N. & Gray, K. (2017, October). *Moral social cognition*. Presentation given at UNC Social Psychology ORG, Chapel Hill, NC.
- Hester, N. & Gray, K. (2017, April). *Tall, dark, and threatening: Race and the cost of height*. Symposium presentation at the Carolina Research in Social and Personality Psychology Conference, Durham, NC.
- Hester, N., Payne, B. K., & Gray, K. (2016, May). *"John flurberd Mary": The immorality bias*. Symposium presentation at the Association of Psychological Science Conference, Chicago, IL.
- Hester, N., Payne, B. K., & Gray, K. (2015, September). *Blood-colored glasses: Rapid evil detection*. Presentation given at the Society of Southeastern Social Psychology Conference, Winston-Salem, NC.

- Hester, N., Payne, B. K., & Gray, K. (2015, April). *Blood-colored glasses: Rapid evil detection*. Presentation given at the Carolina Research in Social Psychology Conference, Chapel Hill, NC.
- Hester, N., & Gray, K. (2015, April). *Coming of age: How markers of maturity change mind perception*. Presentation given at UNC Social Psychology ORG, Chapel Hill, NC.
- Hester, N., Gray, K., & Payne, B. K. (2014, April). *Blood-colored glasses: Rapid evil detection*. Presentation given at UNC Social Psychology ORG, Chapel Hill, NC.
- Purinton, M., Reynolds, T., & Hester, N. (2012, November). *Utilizing peer mentors in first year experience program creation: Allying program assessment, theory, and experiential knowledge to create a complete transition*. Paper presented at the National College Honors Council Conference, Boston, MA.
- Hester, N. (2012). *Religious anti-gay messages' effect on attitudes toward sexual and religious groups* (Undergraduate Honors thesis, Texas Tech University).
- Hester, N. (2012, April). *Religious anti-gay messages' effect on attitudes toward sexual and religious groups*. Paper presented at social psychology brown bag, Texas Tech University, Lubbock, TX.
- Hester, N. (2012, April). *Feeling blue: How does dysphoria influence emotional responses to pleasant music?* Presentation given at Texas Tech University Undergraduate Research Conference, Lubbock, TX.
- Hester, N., Scott, A. M., & McKenzie, M. (2011, August) *A culture of cheating?: Student perspectives on academic integrity*. Panel member at the Texas Tech University Jumpstart Conference, Lubbock, TX.
- Hester, N. (2011, April). *The relations between mothers' and fathers' anxiety sensitivity and parenting and girls' anxiety sensitivity, depression, and anxiety*. Paper presented at Texas Tech University Undergraduate Research Conference, Lubbock, TX.

## Teaching

<i>Instructor</i> , Tensions, Tussles, and Takedowns in Social Psychology	2024
<i>Instructor</i> , Introduction to Social Psychology	2023-2025
<i>Instructor</i> , Data Visualization, Analysis, and Management in R	2023-2025
<i>Instructor</i> , Tolerance in the Marketplace of Ideas (Reading Group)	2018-2019
<i>Instructor</i> , Introduction to Social Psychology	2015
<i>Teaching Fellow</i> , Introduction to Psychology	2015-2016
<i>Teaching Fellow</i> , Introduction to Social Psychology	2014
<i>Mentor</i> , Honors College First Year Experience	2010-2012

## Reviewing

Journal of Personality and Social Psychology: ASC (**editorial board**)  
Journal of Experimental Psychology: General  
Psychological Science  
Social Psychological and Personality Science  
Social Cognition  
Emotion  
Personality and Social Psychology Bulletin  
Journal of Experimental Social Psychology  
Journal of Experimental Psychology: Learning, Memory, and Cognition  
Scientific Reports  
American Journal of Criminal Justice  
Teaching of Psychology  
Psychology of Religion and Spirituality  
Nature (co-review)

## Service

Executive Committee, Psychology	<i>2023-</i>
R Consultation, Psychology	<i>2023-</i>
EDI LIFT Mentorship Committee, Psychology	<i>2023-</i>
LIFT Mentor	<i>2023-</i>
Social Area Search Committee Member & Equity Champion	<i>2023</i>
Technician, R/RStudio Troubleshooting, Campus-Wide	<i>2022-2023</i>
EDI Subcommittee Member, Psychology	<i>2020-2021</i>
Internal Department Review Panel, Psychology and Neuroscience	<i>2018</i>
Institutional Review Board Accreditation Interviewee	<i>2017</i>
Social Psychology Student Factotum	<i>2015-2016</i>
Research Participant Pool Alternate Option Creation	<i>2015</i>
Research Participant Pool Committee Member	<i>2014</i>
Carolina Science Scholars Ambassador and Interviewer	<i>2014-2018</i>
Honors College Lead Mentor	<i>2011-2012</i>
Honors College Discussion Leader	<i>2010-2013</i>
Honors College Grade Appeals Committee	<i>2012-2013</i>
Honors College Passport Scholarship Committee	<i>2012</i>
Honors College Ambassador	<i>2011-2012</i>