

# Bayla K. Thompson

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Tallahassee, FL

## EDUCATION

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**Master of Arts | New York University**  
New York City, NY | Sep 2021- May 2023  
Department of Psychology  
Social Psychology

**Bachelor of Science | Pennsylvania State University**  
State College, PA | Aug 2017- May 2021  
Department of Psychology  
Neuropsychology

## HONORS AND AWARDS

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### **Honorable Mention | Pennsylvania State University**

Mona Shibley Bird Memorial Scholarship in Psychology | 2021

- Nominated by Empathy and Moral Psychology lab director, Dr. Daryl Cameron at Pennsylvania State University

### **Term Honors | Pennsylvania State University**

Dean's List | 2018, 2020 & 2021

- Received recognition for demonstrated scholarship

### **Psi Chi, The International Honor Society in Psychology | Pennsylvania State University**

Distinguished Membership Award | 2020

- Obtains international chapter recognition
- Receives recognition for outstanding academic achievement
- Participates in service hours around the community
- Attends exclusive webinars surrounding psychology field work and research
- Converses with professionals in the field of psychology

## RESEARCH LAB EXPERIENCE

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### **Onboarding Coordinator and Data Brigade Trainer**

**Researching Inequity and Society Ecology Laboratory | Shabnam Javdani, Ph.D., Erin Godfrey, Ph.D.**

New York University | SP<sup>1</sup> 2023- Present

- Welcome over 20 new lab members per semester by providing (and organizing) onboarding materials
- Act as a liaison between new members and their respective team supervisors to ensure a timely and thorough onboarding process
- Coordinate and supervise the research skills development of 3 undergraduate- and graduate- level research assistants per semester

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<sup>1</sup> Spring semester of

- Conduct comprehensive skills training in the areas of qualitative data entry, research methods-related writing, production of annotated bibliographies, and generation of data syntax
- Provide individualized instruction and support to research assistants through assignment of training tasks, provision of feedback, and evaluation of readiness for skill implementation

### **Primary Data Collector**

#### **Researching Inequity and Society Ecology Laboratory | Shabnam Javdani, Ph.D., Erin Godfrey, Ph.D.**

New York University | SP<sup>2</sup> 2022- Present

- Travel to ACS secure detention facilities across the New York burrows to collect data in the SAFE Spaces intervention program
- Engage the youth and staff in a professional and humanistic interaction to inform about the research done by SAFE Spaces
- Perform risk assessments and ensure the safety and security of the youth and staff prior to, during, and after the survey
- Openly receive verbal feedback from the participants and relay the information to the Principal Investigator for assessment and revision of the survey
- Provide informed consent and answer all questions about the intervention program prior to administering the survey
- Foster a healthy and positive relationship with the ACS sites and the RISE Lab through engagement, understanding, and empathy

### **Spectatorial Member**

#### **The Social Justice Lab | John Jost, Ph.D.**

New York University | FA<sup>3</sup> 2022- Present

- Engaged in academic conversations and research exploring the System Justification Theory (SJT)
- Be exposed to and learn about the multifaceted research exploring the culture, societies, and political climates by which the SJT manifests
- Learn about the statistical methodology used to assess SJT data within PhD candidates' and postdocs' research
- Acquire the skill of articulating thoughtful and useful feedback and questions to presenters

### **Research Mentor**

#### **Polygence Research Academy | Lulie El-Ashry, Ph.D.**

Zoom | SP 2022- Present

- Create small lesson plans used to facilitate independent research of high school students globally
- Schedule weekly Zoom sessions to engage and explore research topic of interest
- Mentor and facilitate the learning of the scientific methodology within the social sciences
- Provide resources for research publication in the field

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<sup>2</sup> Spring semester of

<sup>3</sup> Fall semester of

- Engage in and foster the interests of the students to scientifically explore their research interests
- Provide weekly feedback on students' progress and detailed revisions of their research
- Aid students in the creation of theories based off of peer reviewed publications to inform a scholarly stabilized research report
- Encourage curiosity and engagement in the students research interests to posit a positive lens for research to foster the upcoming generation of psychology scholars

### **Research Assistant**

#### **Learning Race Laboratory | Diane Hughes, Ph.D.**

New York University | SU<sup>4</sup> 2022

- Engaged in racial regularity research through literature reviews and annotated bibliographies
- Qualitatively coded interview data from Latinx and Black youth outlining racial regularities
- Analyzed several hours of interview data for liberal assessments of racial regularities
- Trained in finding the constitutions of racial regularities in speech patterns of youth

### **Research Assistant**

#### **Empathy and Moral Psychology Laboratory | Daryl C. Cameron, Ph.D.**

Pennsylvania State University | 2019-2021

- Collect stimuli used for the lab's empirical research
- Provide feedback for prior and prospect data collection
- Review literature surrounding empathy, prosociality, and motivation
- Run experiments and collect data regarding the constructed prosocial behavior paradigm
- Perform as a confederate in the paradigm to assess behavior of participants within the experiment
- Debrief the participants with information about the study and resources available to acquire any questions or concerns about the experiment

## **INDEPENDENT RESEARCH**

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### **Empirical Proposal | Thesis**

#### **Master's Thesis | New York University**

"Empathy Under Social Inhibition Towards Racial Outgroup Members" | Present

- Assess three dimensions of social psychology: social inhibition, racial bias, and empathy
- Operationalize social inhibition to explore how the impression of being observed may indicate intrinsic/ extrinsic ability to perform differently in tasks which may elicit discomfort or unfamiliarity (i.e. perspective taking in interracial contexts)
- Explore a holistic showcase of empathy through tasks analyzing empathy motivation, empathy accuracy, and empathy efficacy
- Investigate how interracial contexts affect perspective taking and assess whether arousal within these contexts indicates discomfort or unfamiliarity
- Empirically investigate whether social inhibition affects empathy (motivation, accuracy and efficacy) towards racial outgroups members under four conditions: (1) racial ingroup/

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<sup>4</sup> Summer semester of

surveillance, (2) racial ingroup/ privacy, (3) racial outgroup/ surveillance, and (4) racial outgroup/ privacy

### **Literature Review | Research Report**

#### **The Self, Identity, and Relationships Course | New York University**

“The U-Haul Lesbain: what causes extreme inclination towards romantic relationships?” | 2022

- Theoretically analyzed the use of the self, identity, and relationship psychology to explore the causes and consequences of the “U-Hauling” phenomenon
- Within the Identity domain, I proposed U-Hauling as both a negative and positive consequence of late romantic maturation (by standards of a heteronormative relationship timeline) and identity fulfillment.
- Within the Self domain, I proposed the concept of a tethered relational-self and personal-self, resulting in authenticity and self-reflective connectedness.
- Within the Relationship domain, I proposed two main contributors to U-Hauling, the ‘same-gender’ variable and the ‘woman’ variable.
- Though the review of literature suggests that U-Hauling may be natural for some femme, queer partnerships, there is a heteronormative standard applied, making this relationship model appear inappropriate by society’s standards. Implications were briefly discussed.

### **Literature Review | Research Report**

#### **Psychology of Social Behavior Course | New York University**

“Social Influence as an Insidiously Pervasive Contribution to Racial Aggressions” | 2022

- Discussed relevant research surrounding social groups and their distinct contribution to racial aggressions
- Dissected the types of influential components comprising social groups through two groups: (1) the corrupt leadership examine through American cults and (2) the generational perpetuation examined through Native American tribes
- Analyzed the different ways by which aggression is operationalized through racism through two forms of aggressions: (1) overt racial aggressions-- using KKK and microaggression research and (2) covert racial aggressions-- using the US police force and institutionalized racism research
- Provided three mitigating effects through the examination of existing idolized authority, social loafing, and perspective taking research

### **Empirical Proposal | Research Report and Presentation**

#### **Psychology of Criminal Behavior in the Prison System Course | New York University**

“Corrections Officers’ Potential Empathy Deficiency: Its Regressive Contributions to Racial Adversities in the U.S. Prison System” | 2022

- Provided a report proposing the social issues, relevant literature, methodology, data, and further discussion in a ‘Psychology of Criminal Behavior in the Prison System’ course
- The empirical study configured a sound hypothetical research proposal that investigates how corrections officers’ in the U.S. prison system neglect and mistreat the prisoners (more distinctly, prisoners of color) through a proposed empathy paradigm– inspired from previous literature on empathy motivation

### **Empirical Proposal | Research Report**

### **Cognitive Psychology Course | New York University**

“The Intersection of Moral Cognitive Decision Making & U.S. Politics” | 2021

- Provided a report proposing the social issue, relevant literature, methodology, data, and further discussion in a ‘Cognitive Psychology’ course
- The empirical study configured a sound hypothetical research proposal that investigates how the bipartisanship of the U.S. affects government officials’ moral decision making when creating, enforcing, and evaluating laws while assessing three variable differences: (1) educational level, (2) preference on individualized versus communal aid, and (3) a traditional versus modern intrinsic value system

### **Empirical Proposal | Zoom Presentation**

#### **Psychology Senior Seminar Course | Pennsylvania State University**

“Multimethodological Research Coding Heightened Emotions in Response to Mixed-Raced Based Discrimination” | 2020

- Presented the social issue, relevant literature, each methodology, coded data, and further discussion in a ‘Senior Seminar in Psychology’ course
- The multi-methodological study used observational and survey data to assess reactions to discrimination on the basis of mixed raced people by homologous raced and mixed raced participants

### **Empirical Proposal | Zoom Presentation**

#### **Empathy and Moral Psychology Laboratory | Pennsylvania State University**

“Are Political Parties Depictive of Social Prejudice Towards Racially Ambiguous Persons?” | 2020

- Presented the social issue, relevant literature, methodology, correlational data, and further discussion in the Empathy and Moral Psychology Lab research assistant presentational meeting
- The study used qualitative data collection to measure frequencies of socialized racial discrimination towards racially ambiguous individuals of various skin tones in relation to the respondents’ political party affiliations

### **Empirical Proposal | In-Person Presentation**

#### **Writing in the Social Sciences Course | Pennsylvania State University**

“Trends in Biracial Americans and Their Encounters with Aggressions” | 2019

- Presented the social issue, relevant literature, methodology, correlational data, and further discussion in an ‘Effective Writing in the Social Sciences’ course
- The study used qualitative data collection to measure aggression frequencies of biracial individuals, assessed demographic factors, and found related trends

## **PROFESSIONAL EXPERIENCE**

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### **RISE Team | Researching Inequity and Society Ecology Laboratory**

New York, NY | FA 2022- Present

- Onboarding and organizing new members into respective task categories through the use of Qualtrics and Air Table

- Collaborate to cultivate a system for Data Collection trainees to become primary Data Collectors
- Aid PhD students in extensive case study annotated bibliographies used for research
- Engage in and be informed in relevant data and statistics surrounding implemented reforms and legislation surrounding the Administration for Children’s Services (ACS); such as the Close to Home Initiative and the Raise the Age Law

**Dance Instructor | Dance Centre**

State College, PA | 2017- 2020

- Conducted private lessons and class setting instruction for students
- Created challenging lesson plans to maintain the highest level of their capabilities
- Set expectations for a disciplined environment to encourage growth
- Fostered an open space for free expression of thought and ideas within the dance discipline.

**Administrative Dance Assistant | Logan & Lloyd Productions**

State College, PA | 2017 – 2019

- Prepared and co-facilitated dance, business, & career development training programs for performers in the Central Pennsylvania area
- Assisted teach master classes in Hip-Hop & Jazz Funk

**TECHNICAL PROFICIENCY**

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**General Computer Software**

Microsoft Office | Advanced Proficiency

- Organize and create correlational graphs to supplement research including data collection and finding reports

**Statistical Software**

SPSS, Statistical Package for the Social Sciences | Fundamental Awareness Proficiency

- Used to assess trends of an independent study in the Empathy and Moral Psychology Lab
- Reverse code findings, categorize stimuli, and assess correlational results

R, Programming for Statistical Computing and Graphics | Intermediate Proficiency

- Completed labs that found descriptive statistics, created graphs, computed ANOVAs, correlations and multiple regressions
- Coded the assessed and analyzed results of an electronic manufacturing corporation’s study with an APA formatted write up

**Data Collection Software**

Qualtrics | Intermediate Proficiency

- Used to collect data for independent study in the Empathy and Moral Psychology Lab
- Formulated randomized survey and demographic measurements

**Graphic Editor Software**

GNU Image Manipulation Program | Intermediate Proficiency

- Used to create artificial stimuli to assess respondents' feelings towards different skin tones for an independent study in the Empathy and Moral Psychology Lab

Adobe Photoshop | Fundamental Awareness Proficiency

- Used to create and distribute flyers and graphics for Urban Dance Troupe executive board participation

## **COMMUNITY SERVICE**

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### **Letters to Elders | Love For Our Elders**

Cleveland, OH | 2020

- Constructed personalized, thoughtful letters for elders in nursing homes to help ease the isolation attributed to COVID-19

### **Cheer Cards for Hospitalized Children | Children's Hospital Colorado**

Aurora, CO | 2020

- Created and decorated uplifting, colorful cards for hospitalized children of various physical health conditions

### **Spend a Fall Day | The Student Minority Advisory and Recruitment Team**

State College, PA | 2017-2019

- Annually perform dances for racial minority seniors from title 1 high schools
- Engage students in discussions about their unique aspirations
- Encourage an open space for creativity and expression through dance and their prospect educational journey at Penn State
- Teach acquired navigational skills of minorities at predominately white institutions (PWI)
- Provide resources for involvement and immersion in student life

### **Sack Kids Hunger Project | Campus Church of Christ**

Norcross, GA | 2016 & 2017

- Packaged non-perishable goods for children of less fortunate circumstances around the community
- Directly delivered the packages and provided means for open communication

## **EXTRACURRICULAR**

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### **Pulse Dance Project | 2021-Present**

*Student-run, university-affiliated dance club at New York University.*

- Participate in and lead independent dance projects
- Teach dance classes of varying genres to NYU students of different dance backgrounds and training
- Create and explore new choreography through in-round projects showcased at the end of every semester

### **Urban Dance Troupe | 2018-2020**

*Student-run dance club that participates in university affiliated events hosted by racial minority-run organizations under the Multicultural Council (MCC) at Pennsylvania State University.*

Executive Board, Secretary | 2018-2019

- Correspondence of the organization with other clubs and prospect performances
- Maintained a monthly record of all the activities of the team
- Constructed a constitution and bylaws distributed to the membership
- Kept an exhaustive roster each semester to record and address attendance
- Presided over the meetings of the organization in the absences of the president and vice president

Executive Board, Social Media Chair | 2019-2020

- Constructs engaging flyers and advertisement for the teams recruitment
- Regulates an appropriate social media presence on behalf of the organization and its individual members
- Incorporates creative and aesthetic graphics for team related paraphernalia
- Created an engaging website exhaustive of all information pertaining to the organization
- Records, directs, and edits dance videos for promotion of the organization

## **ACADEMIC INTERESTS**

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Political psychology as it pertains to: empathy and moral decision making, prejudice and implicit bias, implications of racial stereotypes, minority experiences, institutionalized inequality, social identities, and fairness

## **PERSONAL INTERESTS**

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Painting, traveling, dancing, and creative writing