

Emma G. Fredrick, PhD (they/them)

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Curriculum Vitae

Poughkeepsie, NY
emmagfredrick.com

EDUCATION

- 2017 PhD in Experimental Psychology
 East Tennessee State University
 Dissertation: *Development and validation of the Bisexual Microaggression Scale*
 Chair: Dr. Stacey Williams
- 2015 M.A. in Experimental Psychology
 East Tennessee State University
 Thesis: *Identity as a buffer against negative outcomes of public stigma among lesbian, gay, and bisexual individuals*
 Chair: Dr. Stacey Williams
- 2012 B.S. in Psychology, *Summa Cum Laude*
 Middle Tennessee State University
 Honor's Thesis: *Slut talk and the sexual double standard*
 Chair: Dr. Michelle Boyer-Pennington

ADDITIONAL TRAINING

- 2015 Training Fellowship – Summer Institute in LGBT Population Health
 The Fenway Institute & Northeastern University Institute for Urban Health
 Research, Boston, MA

ACADEMIC APPOINTMENTS

- 2019-Present Assistant Professor
 Psychology Department, Marist College, Poughkeepsie, NY
- 2017-2019 Visiting Assistant Professor
 Psychology Department, St. Lawrence University, Canton, NY

PUBLICATIONS

Peer-Reviewed Manuscripts

- Fredrick, E. G., Mann, A. K., Brooks, B. D., & Hirsch, J. K.** (2022). Anticipated to enacted: Structural stigma against sexual and gender minorities following the 2016 presidential election. *Sexuality Research and Social Policy*, 19, 345-354.
- Fredrick, E. G., & Williams, S. L.** (2021). Direct and moderating effects of sexual minority identity dimensions on mental health. *Theory in Action*, 14(2), 52-74.
- Fredrick, E. G., LaDuke, S. L., & Williams, S. L.** (2020). Sexual minority quality of life: The indirect effect of public stigma through self-compassion, authenticity, and internalized stigma. *Stigma and Health*, 5, 79-82.

Williams, S. L., Mann, A. K., & **Fredrick, E. G.** (2017). Proximal minority stress, psychosocial resources, and health in sexual minorities. *Journal of Social Issues, 73*, 529-544.

Williams, S. L., & **Fredrick, E. G.** (2015). One size may not fit all: The need for a more inclusive and intersectional psychological science on stigma. *Sex Roles, 73*, 384-390.

Book Chapters

Fredrick, E. G. & Mann, A. K. (In press). Gender and health. In R. LaCaille (Ed.), *Routledge Encyclopedia of Psychology in the Real World*. Routledge.

Other Publications (student names starred)

Fredrick, E. G., Romano, R. R.*, Carbajal, A.*, & Verlotte, M.* (January 2022). *LGBTQ+ Community Needs in the Hudson Valley*. <https://emmagfredrick.com/lgbtq-community-needs-in-the-hudson-valley/>

Manuscripts under Review

Mann, A. K., **Fredrick, E. G.**, & Wilkins, B. T. (under review). Rurality, social support, and internalized transphobia: Understanding Appalachian transgender mental and physical health. [R&R at Stigma and Health; in progress]

Killian, T., & **Fredrick, E. G.** (under review). "God loves all equally and infinitely": A mixed methods analysis of LGBTQ+ ally development within religious/spiritual contexts. [R&R under review at Journal of Homosexuality]

Killian, T., Floren, M., Peters, H. C., & **Fredrick, E. G.**, (under review). How the relationship between LGBTQ+ ally identity and expression is moderated by religious identity. [article under review at Counseling and Values]

TEACHING EXPERIENCE

Instructor of Record

Health Psychology, *Marist*, Fall '19, Spring '20, Fall '20, Spring '21, Fall '21, Fall '22
SLU, Fall '17, Spring '18, Spring '19

Research Methods & Lab II, *Marist*, Spring '21, Fall '21, Spring '22, Fall '22

Research Methods & Lab I, *Marist*, Spring '20, Fall '20

Seminar: Stigma and Health Disparities, *Marist*, Spring '21, Spring '22 (honors seminar)
SLU, Fall '18 (cross-listed with WGS)

First Year Seminar: Gay-cation: LGBTQ+ Issues Around the Globe, *Marist*, Fall '20

Introduction to Psychology, *Marist*, Fall '19, Spring '20, Winter '22
SLU, Fall '17, Spring '18, Fall '18, Spring '19
ETSU, Spring '16, Summer '16, Summer '17

Honors Theses, Supervised Research Projects, and Independent Study

Marist, Fall '22

- Diversity, Equity, and Inclusion Training in Occupational Therapy
- Disordered Eating in Marist College Students

Fall '21

- Impacts of Gender Inclusive Housing on Marist College's LGBTQ+ Students' Experiences
- Belief and Behavior: The Relationship Between Health Beliefs and Eating Behaviors Among College Students

Spring '21

- Understanding Marist Students' Experiences in Housing – Sexuality & Gender Identity
- The Impact of Marist Campus on LGBTQ+ Student's Mental Health
- An Assessment of Community Needs via the Hudson Valley LGBTQ+ Center

SLU, Spring '19: Exploring Alcoholism in Multiple Disciplines

Fall '18: Rural vs. Urban Access to Care

Design and Analysis I, Lab, *ETSU*, Spring '17 – undergraduate APA-style writing lab

Social Psychology, *ETSU*, Fall '15, Fall '16

Design and Analysis II, Lab, *ETSU*, Fall '14, Spring '15 – undergraduate research methods and statistics lab

RESEARCH INTERESTS

- Mental and physical health disparities and access to care
- Stigma and minority stress in sexual and gender minorities
- Protective factors against health disparities
- Intersectional and inclusive research methodology

RESEARCH EXPERIENCE

Current Research Projects

2020-Present

Queer and Trans Student's Experiences at Marist College

Working with undergraduate students to examine campus climate towards queer and trans students, what their experiences on campus have been, and what contributes to their feelings of belonging and their health.

2020-Present

LGBTQ+ Community Needs Assessment

Working with a local LGBTQ+ community center to develop and implement a survey to assess the needs of the local community.

- 2019-Present **LGBTQ+ Ally Development**
Assisting in quantitative and qualitative analysis on multiple projects exploring LGBTQ+ ally development in religious and spiritual contexts. Survey design and implementation.
- 2017-Present **LGBTQ Community Connectedness and Alcohol Use**
Developing and implementing mixed-methods project exploring why community connectedness is connected to alcohol use with an interest in developing potential alternative avenues for community connection
- 2016-Present **Transgender and Gender Non-Conforming Communities Healthcare Access in South Central Appalachia**
Assisting in the design and implementation of a mixed-methods community based study exploring healthcare access of TGNC individuals in South Central Appalachia. Assisting in analyses.

Previous Research Projects

- 2016-2018 **Bisexual Microaggressions & Health**
Designing and validating a scale exploring bisexual microaggressions & examining how these relate to mental and physical health.
- 2014-2017 **Campus Climate Regarding Sexual, Gender, and Racial Minorities**
Designed and implemented a mixed-methods study aimed at examining campus climate at ETSU
- 2013-2017 **Sexual Minority Women's Support & Health**
Helped design and implement a mixed-method study examining social support and health care access of sexual minority women in Appalachia
- 2013-2014 **The Daily Experiences Study of Sexual Minorities**
Data collection using palm pilots to gather longitudinal information about stigma and personal experiences in the lives of LGB students, faculty, and staff and ETSU

PRESENTATIONS

Oral Presentations (student names starred)

- Fredrick, E. G.**, Mattern, K.*, Pinkans, J.*, Clemente, S.*, & McCarthy, M.* (September 2022). *Health disparities*. Panel presented at the Explorations in Social Justice Conference, Poughkeepsie, NY.
- Fredrick, E. G.**, & Maguire, K.* (March 2022). Representation and respect of queer and trans identities in college classrooms. Presented at the meeting of the Eastern Psychological Association, New York, NY.
- Fredrick, E. G.**, Stone, M., Gathers, D. A., & Lynn, V. (February 2022). *A MCSJR: Transitions within community-based research*. Presented at the Teacher's College Winter Roundtable Conference, Virtual.

- Williams, S.A.S., **Fredrick, E. G.**, Guardino, M., Sellmeyer, J., & Silberger, K. (2022, February). *Asynchronous diversity leadership development model: Lessons learned*. Invited paper presentation at the meeting of the Trainers of School Psychologists.
- Fredrick, E. G.**, Fields, C., Moore, M. M., Guardino, M., & Williams, S. A. S. (January 2022). *Campus community experts: Building a campus social justice leadership institute from the ground up*. Symposium presented at the National Multicultural Conference and Summit, Virtual.
- Moore, M. M., & **Fredrick, E. G.** (January 2022). *Training the woke: Opportunities and obstacles in ally training*. Roundtable presented at the National Multicultural Conference and Summit, Virtual.
- Fredrick, E. G.**, Garabedian, S., Yee, E., Maguire, K.*, Stevens, R.* (September 2020). *Moving beyond allyship: How to be an accomplice for BIPOC foxes*. Presented at the Explorations in Social Justice Conference, Poughkeepsie, NY.
- Fredrick, E. G.** (August 2019). *Initial development and validation of the Bisexual Microaggressions Scale*. In *Measuring Queer Experiences: Innovations in Assessment for Sexual and Gender Minority Populations* conducted at the meeting of the American Psychological Association, Chicago, IL.
- Fredrick, E. G.**, & Williams, S. L. (April 2019). *Direct and moderating effects of sexual minority identity dimensions on mental health*. Presented at the Gender, Sex, and Sexuality Conference, Canton, NY.
- Mann, A. K., **Fredrick, E. G.**, Job, S. A., Brooks, B. D., & Williams, S. L. (June 2018). *Building electronic bridges to hard-to-reach populations*. Interactive discussion presented at the meeting of the Society for the Psychological Study of Social Issues, Pittsburg, PA.
- Fredrick, E. G.** (March 2018). *Anticipated structural LGBTQ stigma following the 2016 presidential election*. In *Persistence in the Trump Era* conducted at the Gender, Sex, and Sexuality Conference, Canton, NY.
- Fredrick, E. G.**, & Williams, S. L. (April 2016). *LGBT community connectedness and alcohol use*. Presented at the Appalachian Student Research Forum, Johnson City, TN.
- Fredrick, E. G.**, & Williams, S. L. (June 2016). *Creation, implementation, and dissemination of campus climate research*. In *Targeting LGBTQ+ Outcomes: Dissemination of Research Findings to Improve Wellbeing* conducted at the meeting of the Society for the Psychological Study of Social Issues, Minneapolis, MN.
- Williams, S. L., & **Fredrick, E. G.** (June 2016). *Campus climate as minority stress: Then and now*. In *Targeting LGBTQ+ Outcomes: Dissemination of Research Findings to Improve Wellbeing* conducted at the meeting of the Society for the Psychological Study of Social Issues, Minneapolis, MN.
- Fredrick, E. G.**, & Williams, S. L. (April 2016). *Self-compassion and authenticity mediating stigma's impact for sexual minorities*. Presented at the Appalachian Student Research Forum, Johnson City, TN.

Fredrick, E. G. (April 2016). *I saw it on Tumblr: Social media, intersectionality, and queer research*. In Intersectionality, New Materialisms, and Health: Technological Animacies and the Maldistribution of Life Chances conducted at the meeting of Southeastern Women's Studies Conference, Rock Hill, SC.

Fredrick, E. G. (March 2015). *An exploration of sexual minority women health care experience in Appalachia*. In Promoting Wellness in the Face of Erasure: Exploring Gendered and Sexualized Disparities in Healthcare conducted at the meeting of Southeastern Women's Studies Conference, Boca Raton, FL.

Williams, S. L., & **Fredrick, E. G.** (October 2014). *What's it like being LGBT "around here"?* Presented at East Tennessee State University's first LGBTQ in the Academy conference, Johnson City, TN.

Fredrick, E. G., & Williams, S. L. (June 2014). *An intersectional approach to the study of sexual stigma*. Presented at the meeting of the Society for the Psychological Study of Social Issues, Portland, OR.

Poster Presentations

Fredrick, E. G., & Mann, A. K. (October 2022). *What is impacting Appalachian transgender health and how can you help?* Poster presented at the GLMA Annual Conference on LGBTQ Health, San Francisco, CA.

Killian, T., & **Fredrick, E. G.** (October 2021). *A mixed methods analysis of ally development within religious/spiritual contexts*. Poster presented at the meeting of the Association for Counselor Education and Supervision, Atlanta, GA.

Job, S. A., Williams, S. L., & **Fredrick, E. G.** (August 2017). *Sexual minority women's experiences of minority stress and resources in Northeast Tennessee*. Poster presented at the meeting of the American Psychology Association, Washington, D.C.

Fredrick, E. G., & Williams, S. L. (August 2016). *Self-compassion and authenticity mediating stigma's impact for sexual minorities*. Poster presented at the meeting of the American Psychological Association, Denver, CO.

Fredrick, E. G., & Williams, S. L. (May 2015). *Centrality and private regard as key factors predicting psychological distress and self-esteem in sexual minorities*. Poster presented at the meeting of the Association for Psychological Science, New York, NY.

Fredrick, E. G., Mann, A., LaDuke, S. L., Klik, K. A., & Williams, S. L. (January 2015). *Methodology in sexual minority stigma research*. Poster presented at the National Multicultural Conference and Summit, Atlanta, GA.

Fredrick, E. G., & Williams, S. L. (November 2013). *What about bisexuality? Differentiating and predicting attitudes toward bisexuality*. Poster presented at the meeting of the Society of Southeastern Social Psychologists, Augusta, GA.

Mentor Capacity for Undergraduate Student Presentations (student names bolded)

Maguire, K., & Fredrick, E. G. (March 2022). *Understanding Marist College's students' experiences in housing: Gender & sexuality*. Poster presented at the meeting of the Eastern Psychological Association, New York, NY.

Mengersen, N., & Fredrick, E. G. (March 2022). *Belief and behavior: The relationship between health beliefs and eating behaviors*. Poster presented at the meeting of the Eastern Psychological Association, New York, NY.

Maguire, K. (April 2021). *Understanding Marist students' experiences in housing – sexuality & gender identity*. Poster presented at the Celebration of Undergraduate Research, Scholarship, and Creative Activity, Poughkeepsie, NY.

Barrett, M. (April 2021). *The impact of Marist campus on LGBTQ+ students' mental health*. Oral presentation at the Celebration of Undergraduate Research, Scholarship, and Creative Activity, Poughkeepsie, NY.

Carbajal, A. (April 2021). *An assessment of community needs via the Hudson Valley LGBTQ+ Center*. Poster presented at the Celebration of Undergraduate Research, Scholarship, and Creative Activity, Poughkeepsie, NY.

Reilly, M. (April 2019). *Health disparities and access to healthcare in rural vs urban areas*. Oral presentation at the Gender, Sex, and Sexuality Conference, Canton, NY.

Granoski, A. A., Fredrick, E. G., **Clark, E.**, Job, S. A., & Williams, S. L. (April 2016). *Quality of life and drug use at the intersections of gender identity and sexual orientation*. Poster presented at the Appalachian Student Research Forum, Johnson City, TN.

McKee, K. M., Fredrick, E. G., Williams, S. L., **Humphrey, S. E.**, & LaDuke, S. L. (April 2016) *Expectations of rejection and support seeking among college students with stigmatized identities*. Poster presented at the Appalachian Student Research Forum, Johnson City, TN.

Jorjorian, K., LaDuke, S. L., Fredrick, E. G., Klik, K. A., & Williams, S. L. (April 2014). *Do individuals with a concealable stigma suffer less psychological distress than individuals who cannot hide their stigma?* Poster session presented at the Appalachian Student Research Forum, Johnson City, TN.

SERVICE

Professional Service

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| 2022 | Ad Hoc Reviewer – <i>International Journal of Equity in Health, Sex Roles, Sexuality Research and Social Policy</i> |
| 2019-2021 | APA Division 35, Psychology of Women, Section IV (LBT Concerns), Treasurer |
| 2021 | Ad Hoc Reviewer – <i>Sex Roles</i> |

- 2018-2019 APAGS Committee on Sexual Orientation and Gender Diversity, Mentoring Program, Mentor
- 2018-2019 Trans Youth United Peer Group, Canton, NY, Co-facilitator
- 2018 Ad Hoc Reviewer – *Psychology of Violence*
- 2015-2017 APA Division 35, Psychology of Women, Section IV (LBT Concerns), Graduate Student Committee
- 2016-2017 Intermountain Psychological Association, Board – Graduate Student Representative
- 2014-2016 *LGBTQ in the Academy* (local conference on LGBTQ research), Project Officer
- 2016 *LGBTQIA+ Identity, Discrimination, and Health*, co-presented at Tennessee Board of Regents Student Leadership Conference
- 2016 *LGBT Research Symposium: An Interdisciplinary Symposium on LGBT Research in the Social Sciences*, Social Event Planning Committee
- 2015 Ad Hoc Reviewer – *Journal of Social Issues*

Service to the College

- 2022-Present Diversity Council, Co-Chair
- 2022-Present Honors Council, Member
- 2021-Present Diversity Council's Teaching and Training Committee, Member
- 2021-Present Ad Hoc Committee for Improving Evaluations of Faculty Teaching, Member
- 2020-Present Marist College Diversity Leadership Institute, Facilitator of Gender & Sexuality Curriculum
- 2020-Present Red Fox Collective for BIPOC, a co-operative anti-racism group for faculty and staff, Co-Founder and Co-Facilitator
- 2019-Present Psychology Club, Faculty Advisor
- 2019-Present LGBTQ+ Subcommittee to the Diversity Council, Member
- 2021-2022 Pre-Health Committee, Member
- 2021-2022 School of Social & Behavioral Science FYS Common Read Event Planning Committee, Member
- 2020 *Teaching Evaluation Bias and Faculty Development*, Presenter
- 2018 *What Now?* Workshops on Individual Healing, Community Building, and Political Action in response to discussions of sexual assault
- 2015-2016 *Let's Erase Erasure* Panel Series at ETSU, Co-organizer

Service to the Department

- 2021-Present Diversity Assessment Task Force, Member, Marist Psychology Department
- 2021-Present Psychology Faculty Search Committee, Member, Marist Psychology Department
- 2019-Present Oral and Written Communication Assessment Committee, Chair, Marist Psychology Department
- 2018-2019 Festival of Science Representative, SLU Psychology Department
- 2018 SLU Psi Chi *Psychology Graduate School Panel*, Panelist

SELECT PROFESSIONAL DEVELOPMENT

- 2020-2021 Marist College Diversity Leadership Institute
- 2020 Academics for Black Survival and Wellness Anti-Racism Training
- 2020 *Small Teaching Online* Reading Group, Society for the Teaching of Psychology
- 2018 *Transforming the Academy: Faculty Perspectives on Diversity and Pedagogy* Reading Group, SLU Office of Diversity and Inclusion
- 2017 *Pathologies of Power: Health, Human Rights, and the New War on the Poor* Reading Group, SLU Public Health
- 2016 Methodological Workshops “Innovating Recruitment Strategies and Working with Qualitative Data” and “Finding and Using Large Datasets in LGBTQ+ Research”, LGBTQ Research Symposium, University of Illinois at Urbana-Champaign
- 2015 Methodological Workshops “Latent Class Analysis” and “Participatory Action Research”, LGBTQ Research Symposium, University of Illinois at Urbana-Champaign

GRANTS

Funded

- 2016 Bisexual Foundation Scholarship Award for advancing graduate student research on the psychology of bisexuality. \$1,000.
- 2016 ETSU School of Graduate Studies Research Grant for completion of dissertation research. \$800.

Select Unfunded

- 2020 ETSU Research Development Committee Interdisciplinary Grant. Up to \$50,000. Helped write grant and would have been a paid consultant for the project.
- 2018 APA Division 35, Section 4, Early Career Psychologist Research Award. \$500.

HONORS AND AWARDS

Teaching

- 2022 Marist SGA Faculty of the Year, School of Social and Behavioral Sciences
- 2015 ETSU School of Graduate Studies and Graduate Council, Excellence in Teaching Award for Graduate Teacher Assistants
- 2015 ETSU Department of Psychology, Teaching Award for Graduate Teacher Assistants

Research

- 2017 ETSU Department of Psychology, Graduate Student Excellence in Research Award, Doctoral Level
- 2016 First Place, Cutting Edge Research from Emerging Psychological Scientists: Late-Breaking Poster Session, American Psychological Association Annual Convention
- 2016 First Place Oral Presentation, Doctoral Candidates Social & Behavioral Sciences, Appalachian Student Research Forum
- 2015 Society for the Psychological Study of Social Issues, Graduate Student Travel Award for 2015 National Multicultural Conference and Summit

Service

- 2017 Outstanding Program of the Year for *Let's Erase Erasure* panel series, co-organized with ETSU H.E.R.O.E.S.
- 2016 ETSU Women's Studies Program, Graduate Feminist Activist Award

PROFESSIONAL MEMBERSHIPS & ORGANIZATIONS

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| Present | American Psychological Association Division 9 (Society for the Psychological Study of Social Issues), Member |
| | Eastern Psychological Association, Member |
| Past | American Psychological Association, Member
<i>Additional membership: Divisions 35 and 44</i> |