

*Curriculum Vitae*  
**ANDREW H. HALES**

Frank Batten School of Leadership and Public Policy  
University of Virginia  
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## ACADEMIC POSITIONS

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**Assistant Professor** (Beginning Fall 2020)

Department of Psychology  
University of Mississippi

**Post-Doctoral Researcher** (2017 - Current)

Frank Batten School of Public Policy and Leadership  
University of Virginia

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## EDUCATION

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**PhD, Social Psychology** (2017)

Purdue University, West Lafayette, IN

Advisor: Kipling Williams

Dissertation: *The Preemptive presentation technique: Getting your foot in the door without making a request*

**M.S., Social Psychology** (2014)

Purdue University, West Lafayette, IN

Advisor: Kipling Williams

Thesis: *Ostracism and interest in extreme groups*

**B.A., Psychology and Sociology** (2011)

University of Nevada, Reno

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## RESEARCH

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### RESEARCH INTERESTS

Social Ostracism: Precipitating factors, consequences, and coping strategies

Decision-Making: Strategies that people employ when improving things

Replicability: Best research practices

**PUBLICATIONS**

- Hales, A. H. & Williams, K. D. (in press). Extremism leads to ostracism. *Social Psychology*. doi: 10.1027/1864-9335/a000406
- Zhang, D., Li, S., Shao, L., Hales, A. H., Williams, K. D. (2019). Ostracism increases automatic aggression: The role of anger and forgiveness. *Frontiers in Psychology*, 10:2695. doi: 10.3389/fpsyg.2019.02659
- Rudert, S. C., Keller, M. D., Hales, A. H., Walker, M., Greifeneder, R. (2019). Who gets ostracized? A personality perspective on risk and protective factors of ostracism. *Journal of Personality and Social Psychology*. doi: 10.1037/pspp0000271
- Hales, A. H., Wesselmann, E. D., & Hilgard, J. (2019). Improving psychological science through transparency and openness: An overview. *Perspectives on Behavior Science*, 42, 13-31. doi: 10.1007/s40614-018-00186-8
- Hales, A. H., Dvir, M., Wesselmann, E. D., Kruger, D., & Finkenauer, C. (2018). Cellphone-induced ostracism threatens basic needs. *The Journal of Social Psychology*, 158, 460-473. doi: 10.1080/00224545.2018.1439877
- Hales, A. H., & Williams, K. D. (2018). Marginalized individuals and extremism: The role of ostracism in openness to extreme groups. *Journal of Social Issues*, 74, 75-92. doi: 10.1111/josi.12257
- Hales, A. H. (2018). Death as a metaphor for ostracism: Social invincibility, autopsy, necromancy, and resurrection. *Mortality*, 23, 366-380. doi:10.1080/13576275.2017.1382462
- Rudert, S. C., Hales, A. H., Greifeneder, R., & Williams, K. D. (2017). When silence is not golden: Why acknowledgment matters even when being excluded. *Personality and Social Psychology Bulletin*, 43, 678-692. doi: 10.1177/0146167217695554
- Hales, A. H. (2016). Does the conclusion follow from the evidence? Recommendations for improving research. *Journal of Experimental Social Psychology*, 66, 39-46. doi: 10.1016/j.jesp.2015.09.011
- Hales, A. H., Kassner, M. P., Williams, K. D., & Graziano, W. G. (2016). Disagreeableness as a cause and consequence of ostracism. *Personality and Social Psychology Bulletin*, 42, 782-797. doi: 10.1177/0146167216643933
- Hales, A. H., Wesselmann, E. D., & Williams, K. D. (2016). Prayer, self-affirmation, and distraction improve recovery from short-term ostracism. *Journal of Experimental Social Psychology*, 64, 8-20. doi: 10.1016/j.jesp.2016.01.002

Hales, A. H., Williams, K. D., & Eckhardt, C. I. (2015). A participant walks into a bar...: Subjective intoxication buffers ostracism's negative effects. *Social Psychology, 46*, 157-166. doi:10.1027/1864-9335/a000235

Wesselmann, E. D., Williams, K. D., & Hales, A. H. (2013). Vicarious ostracism. *Frontiers in Human Neuroscience, 7*. doi: 10.3389/fnhum.2013.00153

## **UNDER REVIEW/REVISION**

Hales, A. H., McIntyre, M. M., Rudert, S. C., Williams, K. D. & Thomas, H. (under review). Ostracized and observed: The presence of an audience effects the experience of being excluded.

Sprunger, J. G., Hales, A. H., Maloney, M., Williams, K. D., & Eckhardt, C. I. (under review). The effects of alcohol intoxication on affect, aggression, and basic psychological needs in the context of ostracism.

## **BOOK CHAPTERS AND OTHER PUBLICATIONS**

Hales, A. H. & Williams, K. D. (in press). Social ostracism: Theoretical foundations and basic principles. In P. A. M. Van Lange, E. T. Higgins, & A. W. Kruglanski (Eds.), *Social psychology: Handbook of basic principles*. Third Edition. New York: Guilford.

Hales, A. H., Wesselmann, E. D., & Williams, K. D. (in press). Social ostracism, religion, and existential concerns. In K. E. Vail, & Routledge, C. (Eds.), *The science of religion, spirituality, and existentialism*. Elsevier.

Wesselmann, E. D., Williams, K. D., Ren, D., & Hales, A. H. (in press). Ostracism and solitude. In R. J. Coplan, J. C. Bowker, & L. J. Nelson (Eds.), *The handbook of solitude: Psychological perspectives on social isolation, social withdrawal, and being alone* (2<sup>nd</sup> Edition). Malden, MA: Wiley-Blackwell.

Williams, K. D., Hales, A. H. & Michels, C. (2019). Social ostracism as a factor motivating interest in extreme groups. In S. C. Rudert, R. Greifeneder, & Williams, K. D. (Eds.), *Current directions in ostracism, social exclusion and rejection research*. Oxford, UK: Routledge.

Hales, A. H., Ren, D., & Williams, K. D. (2017). Protect, correct, and eject: Ostracism as a social influence tool. In S. J. Harkins, J. M. Burger, & K. D. Williams (Eds.), *The oxford handbook of social influence*. (pp. 205 – 217). New York, NY: Oxford University Press.

Hales, A. H., Williams, K. D., Rector, J. (2017). Alienating the audience: How abbreviations hamper scientific communication. *APS Observer, 30*.

Ren, D., & Hales, A. H., & Williams, K. D., (2017). Ostracism: Being ignored and excluded. In K. D. Williams & S. A. Nida (Eds.), *Handbook of ostracism, exclusion, and rejection*. (pp. 10 – 28) New York, NY: Routledge.

Wesselmann, E. D., Hales, A. H., Ren, D., & Williams, K. D. (2015). Ostracism threatens personal security: A temporal need threat framework. In P. J. Carroll, R. M. Arkin, A. L. Wichman (Eds.), *The handbook of personal security* (pp. 191–206). New York, NY: Psychological Press.

Wesselmann, E. D., Williams, K. D., Ren, D., & Hales, A. H. (2014). Ostracism and solitude. In R. J. Coplan, & J. C. Bowker (Eds.), *The handbook of solitude: Psychological perspectives on social isolation, social withdrawal, and being alone* (pp. 224-241). Malden, MA: Wiley-Blackwell.

## **SYMPOSIUM ORGANIZATION**

Hales, A. H., & Rudert, S. C. (Chairs). (2017, January). *Ostracism and social exclusion: Advances in theory and methods*. Symposium held at the Society for Personality and Social Psychology, San Antonio, TX.

## **CONFERENCE PRESENTATIONS**

Converse, B. A., Adams, G. S. Hales, A. H., Klotz, L. E. (2020, April). *Subtraction neglect: Problem solvers think about adding before subtracting*. Presented at the Society for Judgment and Decision Making, Montreal, Canada.

Hales, A. H. (2019, April). *Beaten but not broken: Paths to recovery following social ostracism*. Presented at the Midwestern Psychological Association, Chicago, IL.

Kruger, D. J., Hales, A. H., & Wesselmann, K. D. (2019, April). *Differentiating mechanisms of social exclusion: Classic ostracism and allegiance rebuff*. Presented at the Midwestern Psychological Association, Chicago, IL.

Wirth, J. H., Buelow, M. T., & Hales, A. H. (2019, April). *“I’m not myself”: Ostracism adversely affects self-perceptions of one’s traits*. Presented at the Midwestern Psychological Association, Chicago, IL.

Selma, R. C., Keller, M. D., Hales, A. H., & Greifeneder, R. (2019, February). *Who do we ostracize? Personality affects the likelihood of becoming a target of ostracism*. Presented at the Society for Personality and Social Psychology, Portland, OR.

Hales, A. H., Kassner, M. P., Adams, G. S., Williams, K. D., Graziano, W. G., & Ren, D. (2018, May). *Social ostracism from the source’s perspective: Motivating factors and mitigating behaviors*. Presented at the Association for Psychological Science, San Francisco, CA.

- Hales, A. H. & Williams, K. D. (2018, April) *Ostracism and responses to religious proselytizing*. Presented at the Midwestern Psychological Association, Chicago, IL.
- Hales, A. H., McIntyre, M. M., Williams, K. D., & Thomas, H. (2018, March). *Ostracized and observed: People recover more from ostracism when it is witnessed by others*. Presented at the Society for Personality and Social Psychology, Atlanta, GA.
- Sprunger, J. G., Maloney, M. A., Hales, A. H., Williams, K. D., & Eckhardt, C. I. (2017, June). *Revenge is a drink best served hot: Alcohol reduces negative affect following retaliatory aggression for social exclusion*. Presented at the annual meeting of the Research Society on Alcoholism.
- Rudert, S. C., Hales, A.H., Greifeneder, R. & Williams, K.D. (2016, August). *A little attention goes a long way: Mere acknowledgment can mend the sting of exclusion*. Presented at the European Social Cognition Network. Meeting, Lisbon, Portugal.
- Hales, A. H., Rector, J., Williams, K. D. (2016, May). *AIE: Acronym induced exclusion*. Presented at the Midwestern Psychological Association, Chicago, IL.
- Hales, A. H., & Williams, K. D. (2015, July). *In with the out crowd: Ostracism increases interest in extreme groups*. Presented at the European Association of Social Psychology Small Group Meeting on “Unexpected Leadership: How Marginal Individuals and Groups Lead Social Transformation,” Sheffield, UK.
- Gandara, G., Hales, A. H., & Williams, K. D. (2015, July). *Does ostracism lead to a preference for extreme groups?* Presented at the Purdue Summer Research Opportunities Program Conference, Lafayette IN.
- Hales, A. H. & Williams, K. D. (2015, May). *Minimal ostracism experiences: Evasive shapes threaten basic needs satisfaction*. Presented at the Midwestern Psychological Association, Chicago, IL.
- Hales, A. H. & Williams, K. D. (2015, February). *In with the out crowd: Ostracism increases interest in extreme groups*. Presented at the Society for Personality and Social Psychology, Long Beach, CA.
- O’Mara, N., Hales, A. H., & Williams, K. D. (2014, July). *Ostracism and its effects on state agreeableness: A cross cultural comparison*. Presented at the Purdue Summer Research Opportunities Program Conference, Lafayette IN.
- Hales, A. H., Kassner, M. P., Williams, K. D., & Graziano, W. G. (2014, May). *Disagreeableness as a cause and consequence of ostracism*. Presented at the Midwestern Psychological Association, Chicago, IL.

- Williams, K. D., Hales, A. H., & Santiago, J. (2014, April). *Ostracism and attraction to extreme groups*. Presented at The First Annual Tilburg University Symposium on Ostracism and Exclusion. Tilburg, The Netherlands.
- Kassner, M. P., Hales, A. H., Williams, K. D., & Graziano, W. G. (2014, February). Not nice, not included: Low agreeableness predicts experienced ostracism. Presented at the Society for Personality and Social Psychology, Austin, TX.
- Hales, A. H., Williams, K. D., & Eckhardt, C. I. (2014, February). *Drinking the pain away: Effects of subjective intoxication on responses to ostracism*. Presented at the Society for Personality and Social Psychology, Austin, TX.
- Santiago, J. J., Williams, K. D., & Hales, A. H. (2013, July). *What if it were you? Ostracism and interest in joining gangs*. Presented at the Purdue Summer Research Opportunities Program Conference, Lafayette IN.
- Hales, A. H., Wesselmann, E. D., & Williams, K. D. (2013, May). *Prayer and self-affirmation help with ostracism recovery*. Presented at the Midwestern Psychological Association, Chicago, IL.
- Hales, A. H., Wesselmann, E. D., & Williams, K. D. (2013, January). *The effects of prayer, self-affirmation, and distraction on responses to ostracism*. Presented at the meeting of the Social Psychologists of Indiana, Bloomington, IN.
- Hales, A. H. & Williams, K. D. (2013, January). *A change of heart: The effect of reinclusion on responses to ostracism*. Presented at the Society for Personality and Social Psychology, New Orleans, LA.
- Wesselmann, E. D., Wirth, J. H., Ren, D., Hales, A. H., & Williams, K. D. (2012, May). *Advances in ostracism research: Detection, reaction, and coping*. Presented at the Society for the Study of Motivation, Chicago, IL.
- Hales, A. H., Schaafsma J., & Williams, K. D. (2012, May). *Exclusion, intergroup hostility, and religious fundamentalism*. Presented at the Midwestern Psychological Association, Chicago, IL.

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## TEACHING

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### UNDERGRADUATE INSTRUCTING

2017 (Summer)      Elementary Psychology PSY 12000  
Instructor rating: 4.11 out of 5.0, Course rating: 4.35 out of 5.0

- 2017 (Spring)      Understanding and Analyzing Experiments PSY 30600  
Primary Instructor: Ximena Arriaga  
Lab instructor rating: 4.73 out of 5.0, Lab course rating: 4.73 out of 5.0  
\*Delivered weekly lab instruction
- 2016 (Spring)      Understanding and Analyzing Experiments PSY 30600  
Primary Instructor: Ximena Arriaga  
Lab instructor rating: 4.80 out of 5.0, Lab course rating: 4.80 out of 5.0  
\*Delivered weekly lab instruction
- 2015 (Summer)      Introduction to Social Psychology PSY 24000  
Instructor rating: 5.0 out of 5.0, Course rating: 5.0 out of 5.0
- 2015 (Spring)      Understanding and Analyzing Experiments PSY 30600  
Primary Instructor: Ximena Arriaga  
Lab instructor rating: 5.0 out of 5.0, Lab course rating: 4.75 out of 5.0  
\*Delivered weekly lab instruction
- 2014 (Summer)      Elementary Psychology PSY 12000  
Instructor rating: 4.60 out of 5.0, Course rating: 4.50 out of 5.0

## **GRADUATE INSTRUCTING**

- 2016 (Fall)      Statistical Approaches to Social Psychological Data PSY 64600  
Primary Instructor: Erin Hennes  
Lab instructor rating: 4.75 out of 5.0, Lab-course rating: 4.25 out of 5.0  
\*Delivered weekly lab instruction
- 2015 (Fall)      Statistical Approaches to Social Psychological Data PSY 64600  
Primary Instructor: Erin Hennes  
Lab instructor rating: 4.33 out of 5.0, Lab-course rating: 4.17 out of 5.0  
\*Delivered weekly lab instruction

## **RESEARCH SUPERVISING**

(Summer 2013, Summer 2014, Summer 2015)  
Supervised undergraduate students' research projects in the Purdue Summer Research Opportunities Program

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## AWARDS AND FUNDING

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- 2018      SPSP Student Publication Award, \$400  
For paper, “Disagreeableness as a Cause and Consequence of Ostracism”
- 2017      David A. Santogrossi Graduate Instructor Award, \$500
- 2016      Graduate School Summer Research Grant Awarded by the Purdue Graduate School, \$3,203
- 2015      Summer Research Funding Position for recycling field experiment, funded by Keep America Beautiful
- 2014      SPSP Graduate Student Travel Award. From the Society for Personality and Social Psychology, \$500
- 2014      Graduate Research Innovation Award. From the Purdue Department of Psychological Sciences, \$800  
*Project title:* Loneliness: A Proposed Study of Minimal Ostracism Experiences Conducted Online
- 2012      Graduate Research Innovation Award. From the Purdue Department of Psychological Sciences, \$1,200  
*Project title:* Intoxicated and Alone: A Study of the Effects of Alcohol on Responses to Ostracism

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## PROFESSIONAL AFFILIATIONS AND ACTIVITIES

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### **AFFILIATIONS:**

American Psychological Society  
Midwestern Psychological Association  
Society for Personality and Social Psychology

### **ACTIVITIES:**

Invited Address: Radford University (September, 2018)  
Guest Academic Editor, PLOS ONE, 2017 – Present  
Cyberball 5.0 Software Development Consultant, 2015 – present  
Coordinator, Purdue University Social Psychology Colloquium Series, Spring 2017  
Purdue Psychology Participant Pool Coordinator, 2012 – 2014



**FUNDING REVIEWING:**

*National Science Foundation  
Time-Sharing Experiments for the Social Sciences*

**JOURNAL REVIEWING:**

*Addictive Behaviors Reports  
Aggressive Behavior (2)  
Applied Cognitive Psychology  
Basic and Applied Social Psychology  
British Journal of Social Psychology  
Cyberpsychology, Behavior, and Social Networking  
European Journal of Social Psychology  
European Journal of Personality  
Environment and Behavior  
Frontiers in Psychology  
Group Processes and Intergroup Relations  
International Journal of Developmental Science  
International Journal for the Psychology of Religion  
Journal of Applied Social Psychology  
Journal of Experimental Social Psychology (4)  
Journal of Social and Personal Relationships  
Journal of Experimental Psychology: General  
Journal of Personality and Social Psychology (2)  
Journal of Social Issues  
Journal of Social Psychology (8)  
Journal of Theoretical Social Psychology  
Motivation and Emotion  
Motivation Science  
Personality and Individual Differences (2)  
Personality and Social Psychology Bulletin (2)  
PLOS ONE (2)  
Proceedings of the National Academy of Sciences  
Psychology of Popular Media Culture  
Social Influence (10)  
Social Psychological and Personality Science (2)  
Social Psychology  
Social Sciences*