Yolanda Flores Niemann
March 2026

Yolanda Flores Niemann, Ph.D.
Professor Emeritus, Department of Psychology
Yolanda.Niemann@unt.edu

Education (All degrees achieved at the University of Houston, Houston, TX. 77004)

Ph.D.	1992	Psychology (Social Psychology Emphasis); Doctorate Minor in Management
M.A.	1991	Psychology
M.Ed.	1989	Educational Psychology (Counseling Emphasis; Internship at Chimney Rock Center [A Texas shelter for adolescents who were removed from their homes for child abuse]).
B.A.	1987	Psychology

Faculty Positions

12/2022 - present	Professor Emeritus, University of North Texas (UNT)
2021–2023	Modified Service, UNT
2012 – 9/2021	University of North Texas. Professor, Department of Psychology. College of Liberal Arts and Social Sciences.
2008 - 2012	Utah State University. Professor, Department of Psychology, Emma Eccles Jones College of Education and Human Services; Professor, Department of Political Science, College of Humanities, Arts, and Social Sciences.
1996 - 6/2008	Washington State University. Professor, Department of Comparative Ethnic Studies (2006-2008), Associate Professor (2000-2006), Assistant Professor (1996-2000); Adjunct Faculty of Department of Psychology; Affiliate Faculty of: Department of Speech and Hearing Sciences; Department of Women's Studies; American Studies Program; Honors College.
1992 - 1996	University of Houston. Assistant Professor, Psychology Department; Affiliate Faculty in programs of: Mexican American Studies; African American Studies.

Administrative Positions (Select)

Interim Chair, Department of Psychology, University of North Texas (09-01-2020 – July 31, 2021)

Senior Vice Provost of Academic Affairs, University of North Texas (07-02-2012 – 2015)

Vice Provost, Utah State University (7-1-2010 – 06-30-2011)

Dean, College of Humanities, Arts, and Social Sciences, Utah State University (07/2008 – 06/30/2010)

Principal Investigator (P.I.) and Director of $14,000,000, six-year Washington State University Harvest of Hope GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs): grant awarded by United States Department of Education (P.I. June, 2002-2008; Director: June, 2002 - Sept., 2003). Co-P.I. of 2nd GEAR UP grant for $11, 894,000, awarded in 2006.

Chair, Department of Comparative Ethnic Studies (CES), Washington State University (08/2003 - 2007)

Director of Latina/o Outreach, Washington State University TriCities (2001 - 2003)

Chair, Curriculum Committee, Department of Comparative American Cultures (renamed Comparative Ethnic Studies), Washington State University (1998-2000).

Leadership and Professional Development (Selected Sample)

2020: Equity Now! 4-part (8 hour) Diversity Workshop. University of North Texas. September 2020
2015: Stir Fry Communications Diversity Training, Berkeley, CA. July 2015
2014: Leadership, TX year-long leadership development program
2014: *Crucial Conversations* trainer course completed
2009: Air Force Reserve Officer Training Corps; Certificate of Achievement
2009: U.S. Army Warrior Forge Educators' Orientation; Certificate of Completion
2006-2007:
American Council on Education (ACE) Fellow. One-year residential leadership development experience at The Pennsylvania State University working with the president and his leadership team.
2002: Higher Education Resource Services (HERS) Summer Institute for Women in Higher Education Administration at Bryn Mawr College.
1990: A.K. Rice Group Dynamics Institute at Vassar College.

Awards and Honors (Selected Sample)

2022 Professor Emeritus, UNT
2022 American Education Research Association (AERA), Special Interest Group – Critical Examination of Race, Ethnicity, Class, and Gender. Institute for Racial Justice, Loyola University Chicago.
2019 Jenessa Shapiro Diversity and Inclusion award; presented by Society of Personality and Social Psychologists, Division 8 of the American Psychological Association.
2018 Faculty GASPY (Graduate Students) Female Faculty Advocate Award
2017 Ulys and Vera Knight Faculty Mentor Award.
2016 Invited speaker at White House event sponsored by the White House Initiative on Educational Excellence for Hispanics --*Fulfilling America's Future: Latinas in the U.S.*, event at the White House, October 21, 2016. I was on the 4-person panel: Latinas in Education / Reaching our Full Potential. https://www.youtube.com/watch?v=u5OzLhn1j-0&feature=youtu.be.
2015 Leadership recognition – UNT Latina/o Mexican American Studies.
2012 Phi Kappa Phi membership
2008 All-University award for Outstanding Preparation of the College of Liberal Arts for The NWCCU Accreditation Renewal, Washington State University.
2006- 2007 American Council on Education (ACE) Fellow. One-year leadership development, Residential experience at The Pennsylvania State University.
2002-2003 Latina/o Education Achievement Project (LEAP), Washington State Board Member.
2002-2003 TriCities Hispanic Chamber of Commerce, Director of Education.
2001-2002 Washington State Governor's Commission on Hispanic Affairs, Member.
1996-2004 Washington State Department of Social and Health Service, Division of Alcohol and Substance Abuse (DASA), Research Subcommittee member.
1992 Mexican American Studies Fellowship, University of Houston.

Professional Service External to the University (Selected Service)

2017 – 2024	Advisory Board member, H-AGEP (Hispanic Alliance for Graduate Education in the Professoriate), program funded by the National Science Foundation.
2018 –2024	SPSP, Reviewer, Graduate Student Grant Program
2015 – 2024	Ad Hoc Reviewer for multiple journals.
2019 – 2020	APA Deep Poverty Initiative; task force member for SPSP
	Psychology (SPSP); Chair 10-1-18 – 12/31/19 and past chair from 1/1/20 – 12/31/20.
2018 – 2020	Chair, Government Relations Committee, Society of Personality and Social
2018	Co-chair for 2019 National Latinx Psychological Association (NLPA) Conference
2016 – 2017	Secretary, Latina Psychology, Section III, Division 35, Psychology of Women, American Psychological Association.
2012 – 2013	Committee member for review of APA Ethics Policies regarding Ethnic Minority Psychologists
2010 - 2013	American Council on Education (ACE), Professional Development Committee
2011 – 2012	Society for the Psychological Study of Social Issues – SPSSI, Conference chair for Equity strand
2011 – 2012	Chair of Equity strand of Society for the Psychological Study of Social Issues (SPSSI - Division 9 of APA) biennial conference, June 2012, Charlotte, NC.
2010 – 2012	American Council on Education (ACE) Professional Development Committee,
2010	Landscape Architectural Accreditation Board, accreditation visiting team member representing administration for Cornell Landscape Architecture Department site visit.
2005 - 2006	Minority Fellows Program Psychology Summer Institute, American Psychological Association, Mentor.
2002	National Conference of Chicana/o, Latina/o Psychologists, Co-chair of Scientific Program, Providence, R.I.
2001 – 2002	Program Chair for national conference, American Psychological Association Division for the Study of Ethnic Minority Psychology, Chicago (2002)
2000 – 2001	Program Chair for national conference, American Psychological Association Division for the Study of Ethnic Minority Psychology, San Francisco (2001)
2001	Planning and Implementation Committee, Society of Experimental Social Psychology (SESP), for national conference in Spokane, WA (2000-2001).
2000	National Conference Planning Committee, National Association of Chicana and Chicano Studies (NACCS).

Scholarly Interests

My scholarship has focused generally on critical race psychology and more specifically, on the role that macro, socio-ecological, contextual forces play in: tokenization of Faculty of Color; faculty development and job satisfaction; the recognition and impact of microaggressions; the generation and maintenance of stereotypes; intergroup perception and relations; pedagogy for courses on social psychology and race.

Publications

*** Indicates student authors**

Books and Special Issue Edited Journals

1. Niemann, Yolanda Flores, Gutiérrez y Muhs, Gabriela; and González, Carmen (Eds.). (2020) *Presumed Incompetent II: Race, Class, Power, and Resistance of Women in Academia. Logan, UT:* University Press of Colorado and Utah State University Press (an imprint of University Press of Colorado).
2. Njie-Carr, V. P. S. Niemann, Y.F., & Sharps, P. W. (2020). (Eds.), *Disparities in the academy: Accounting for the elephant*. Allegheny County, PA: Dorrance Publishing. ISBN: 978-1-6461-0641-7
3. Boyd, Beth, Caraway, S. Jean, Niemann, Yolanda Flores (Eds.). (2017). Surviving *and Thriving in Academia: A Guide for Members of Marginalized Groups*. Washington, DC: American Psychological Association.
4. Gutiérrez y Muhs, Gabriela; Niemann, Yolanda Flores; González, Carmen; and Harris, Angela (Eds.). (2012). *Presumed Incompetent: The Intersections of Race and Class for Women in Academia*, University Press of Colorado and Utah State University Press (an imprint of University Press of Colorado). [two essays from this book were featured in the *Chronicle of Higher Education, Diversity In Academe, The Gender Issue*, October 29, 2012, https://www.chronicle-store.com/ProductDetails.aspx?ID=79968&WG=350 and in the editors' picks in CHOICE Magazines, March 2013, http://www.cro2.org/default.aspx?page=reviewdisplay&pids=3818670].
5. Niemann, Y.F. and Maruyama, G. (Eds.). (2005). *Journal of Social Issues, Special Issue: Inequities in Higher Education: Issues and Promising Practices in a World Ambivalent about Affirmative Action*, 61(3). Blackwell Publishers, for The Society for the Psychological Study of Social Issues.
6. Niemann, Y.F., Lugo-Lugo, C.R., Alamillo, J., Guerrero, L, Ong, R., Streamas, J. (Eds.), (2005). *Racial Crossroads: A Reader in Comparative Ethnic Studies*. Dubuque, IA: Kendall Hunt.
7. Mindiola, T., Niemann, Y.F., & Rodriguez, N. (2002). *Black-Brown Relations and Stereotypes.* Austin, TX: University of Texas Press.
8. Niemann, Y.F. (Ed.), (2002). *Chicana Leadership*. Lincoln, Nebraska: University of Nebraska Press.
9. Niemann, Y.F. (Ed). (1999). *Frontiers, A Journal of Women Studies,* Editor, Special Issue: *Educated Latinas Leading America, Vol. XX (1).*

Films

Niemann, Y.F., & Carter, C. (2017). *Microaggressions in the Classroom*. A film produced by Yolanda Flores Niemann and Carla Carter. https://vimeo.com/204588115; https://youtu.be/ZahtlxW2CIQ; (653,000++ views as of March, 2026).

Journal Articles and Refereed Book Chapters

***Indicates student authors**

1. Boyd, Beth, Niemann, Yolanda Flores, *Bazemore, Corianne (2025). Mental Health Intervention with American Indians. In Fred Leong, Nichole T. Buchanan, (Eds.), *Clinical Psychology of Ethnic Minorities*, Washington, DC: American Psychological Association, ISBN 978-1433840814.

2. Niemann, Y. F. (2025). Preface. In Kim A. Case and Leah R. Warner, *Creating a Faculty Activism Commons for Social Justice*: Finding Hope in the Messy Truth. Routledge: NY, NY: DOIhttps://doi.org/10.4324/9781032700069
3. Niemann, Y. F. (2024). The Obfuscation of The realities of Women of Color Due to the False Dichotomy Phrasing of "Women and Minorities." *Women and Therapy* – Intersectionality in Education, Training, and Praxis, pp 278-286. DOI: 10.1080/02703149.2020.1729475.
4. Niemann, Y. F. (2024). Subverting the Master's Tools to Effect Change in Academia. In Gabriella Gutierrez y Muhs and Cristina Herrera (Eds.), *Teresa Talks: Rebooting Chicana/Latina Literature: An Anthology of Memoirs, Poetry, Spoken Word, Short Stories, Novels, and Academic Writings.*
5. *VanVleet, S., *Moore, E., *Akibar, A.,* Osborne, A. Niemann, Y.F. (2023). With great power comes great impressionability: A Study of the relation between stereotypes and superheroes. International Journal of Ars, Humanities, and Social Science (IJAHSS). DOI: 10.56734/ijahss.v4n2a2
6. *Olguin-Aguirre, R., Boals, A., Niemann, Y.F., & Wang, D.C. (2022). Impact of potential changes in U.S. immigration policies on distress and mental health of Latinx college students. *Journal of Latinos and Education.* DOI:10.1080/15348431.2022.2117700.
7. *Briggs, M., *Cajas, J., *Archibald, A., Niemann, Y.F. (2022). Serving Whom? An Exploration of Cultural Taxation Themes in Latinx Graduate Students, *Graduate Student Journal of Psychology (19)*.
8. *Latimer, K., *Archibald, A., Niemann, Y.F. (2021). "Effectively Integrating a Social Justice Pedagogy into a Social Psychology Course." *World Journal of Educational Research, 8*(3), 1-14. https://doi.org/10.22158/wjer.v8n3p1
9. *Romero, R., *Moore, E., *Akibar, A. & Niemann, Y. F. (2021). Preferences and prejudice: Does empathy affect preferences for microaggression training? *North Texas Undergraduate Research Journal Vol 2 (1).* Doi.org10.12794/journals.ntjur.v2i1
10. *Miller, Q., *Akibar, A., Niemann, Y.F. (2021). Ethnic Identity and Educational Outcomes in African American College Students. *North Texas Undergraduate Research Journal Vol 2 (1).* Doi.org10.12794/journals.ntjur.v2il.
11. Niemann, Y.F. (2020). Foreword. In Veronica P.S. Nije-Carr, Yolanda Flores Niemann, and Phyllis Sharps (Eds.), *Disparities in Academia: Accounting for the Elephant*. Pittsburgh, PA: Dorrance Publishing Co.
12. *Akibar, A., Niemann, Y.F., *Bazemore-James, C., Thomas, K., Dovidio, J. F. (2020). Polarization, hyper-visibility, and isolation: Experiences of racial/ethnic tokens in the workplace. In Veronica P.S. Nije-Carr, Yolanda Flores Niemann, and Phyllis Sharps (Eds.), *Disparities in Academia: Accounting for the Elephant*, pp 31-56. Pittsburgh, PA: Dorrance Publishing Co.
13. Castañeda, Donna, Flores, Yvette, & Niemann, Y.F. (2020). Senior Chicana Feminist Scholars – Some Notes on Survival in Hostile Contexts For Niemann, Yolanda Flores, Gutiérrez y Muhs, Gabriela; and González, Carmen (Eds.), *Presumed Incompetent-2: The Intersections of Race and Class for Women in Academia*, Logan, UT: University Press of Colorado and Utah State University Press (an imprint of University Press of Colorado), pp 83-94.
14. Niemann, Y.F. (2019). Want to grow women leaders? Create the Pipeline Through Institutional Change. In Callie Marie Rennison & Amy Bonomi (Eds.). *Women leading change in Academia: Breaking the glass ceiling, glass cliff, and glass slipper,* pp 301-318. Cognella Academic Publishing: San Diego. ISBN: 978-1-5165-4825-5.

15. *Akibar, A., Niemann, Y.F., Blumenthal, H., Vosvick, M. (2019). Dimensions of Sexuality and Social Anxiety in Emerging Adulthood. *Journal of Gay and Lesbian Mental Health*. Doi: 10.1080/19359705.2019.1568945, pp 244-266.
16. Callahan, J.L., *Smotherman, J., *Dziurzynski, K., "Love, P., "David, E., Niemann, Y.F., Ruggero, C.J. (2018). Lack of Diversity in the Professional Psychology Training-to-Workforce Pipeline: Results from Doctoral Psychology Student Population Data. *Training and Education in Professional Psychology,* pp 273-285.
17. Niemann, Y.F. (2018). Leading as a Chicana Feminist in a Predominantly White Institution. In M.C. Whitaker & E.A. Grollman (Eds.), *Counternarratives from women of color academics: Bravery, vulnerability, and resistance* (pp 7-17). New York: Routledge.
18. Niemann, Yolanda Flores (2016). The Social Ecology of Tokenism in Higher Education Institutions. *Peace Review: A Journal of Social Justice, 28 (4)*, pp 451-458.
19. Niemann, Yolanda Flores (2016). Tokenism. In Nancy A Naples, Ed., *The Wiley Blackwell Encyclopedia of Gender and Sexuality Studies* (ISBN 978-1-4051-9694-9), John Wiley & Sons, Ltd. Invited submission, published March 2016.
20. Niemann, Yolanda Flores. (2016). Op Ed published by the *Dallas Morning News*, Nov. 2, 2016. Outlines my message at the White House speaking engagement sponsored by the White House Initiative on Educational Excellence for Hispanics, Fulfilling America's Future: Latinas in the U.S.
21. https://www.youtube.com/watch?v=u5OzLhn1j-0&feature=youtu.be.
22. Niemann, Yolanda Flores, *Sanchez, Nydia (2015). Perceptions about the role of race in the job acquisition process: At the nexus of attributional ambiguity and aversive racism. *Journal of Technology Education*, 27(1), pp 41-55.
23. Niemann, Y.F. (2012). Presumed Incompetent: Lessons learned from the experiences of race, class, sexuality, gender, and their intersections in the academic world. In Gabriela Gutiérrez y Muhs, Yolanda Flores Niemann, Carmen González, and Angela Harris, (Eds.), *Presumed Incompetent: The Intersections of Race and Class for Women in Academia*, pp. 446-499. University Press of Colorado and Utah State University Press (an imprint of University Press of Colorado).
24. Niemann, Y.F. (2011). Diffusing the impact of tokenism on faculty of color. In Judith E. Miller, and James E. Groccia (Eds.), *To Improve the Academy,* pp 216-229.
25. Niemann, Y.F. (2006). Requested book review of Strategies for Building Multicultural Competence in Mental Health and Educational Settings*, Cultural Diversity and Ethnic Minority Psychology,* Vol. 12, pp. 165-168.
26. Niemann, Y.F. & Maruyama, G. (2005). Introduction: Inequities in Higher Education: Issues and Promising Practices in a World Ambivalent about Affirmative Action. *The Journal of Social Issues - Inequities in Higher Education: Issues and Promising Practices in a World Ambivalent about Affirmative Action,* 61(3), p. 407-426. Blackwell Publishers, for The Society for the Psychological Study of Social Issues.
27. Niemann, Y.F. & Dovidio, J. (2005). Affirmative Action and Job Satisfaction: Understanding Underlying Processes. In Y.F. Niemann and G. Maruyama (Eds.), *The Journal of Social Issues, Special Issue: Inequities in Higher Education: Issues and Promising Practices in a World Ambivalent about Affirmative Action*, 61(3), p. 507-523.
28. Niemann, Y.F. (2005). Color Blindness: Its ironies, impossibilities, and contradictions. In Niemann, Y.F., Lugo-Lugo, C.R., Alamillo, J., Guerrero, L, Ong, R., Streamas, J. Eds.), (2005). *Racial Crossroads: A Reader in Comparative Ethnic Studies,* pp 217-228. Dubuque, IA: Kendall Hunt.
29. Niemann, Y.F. (2005). The Psychology of Tokenism: Psychosocial Reality of Faculty of Color. In Y.F. Niemann, C.R. Lugo-Lugo, C.R., (et al., eds.), (2005), R*acial Crossroads: A Reader in Comparative Ethnic Studies,* p. 295-320. Dubuque, IA: Kendall Hunt. Originally published in Guillermo Bernal, J. E. Trimble, A. K. Burlew, F. T. Leong (Eds.), *The Handbook of Racial and Ethnic Minority Psychology*, (2003), p. 110-118.

30. Niemann, Y.F. (2004). Stereotypes of Chicanas and Chicanos: Impact on Family Functioning, Individual Expectations, Goals, and Behavior. In R. J. Velasquez, L. M. Arellano, and B. McNeil (Eds.), *The Handbook of Chicana and Chicano Psychology and Mental Health,* pp. 61-82. Mahwah, N.J.: Lawrence Erlbaum Assoc.
31. Niemann, Y.F. (2003). The Psychology of Tokenism: Psychosocial Reality of Faculty of Color. In Guillermo Bernal, Joseph E. Trimble, A. Kathleen Burlew, Frederick T. Leong (Eds.), *The Handbook of Racial and Ethnic Minority Psychology*, p. 110-118. Thousand Oaks, CA: Sage Publications.
32. Niemann, Y.F. (2002). *Job Satisfaction of Tenure Stream Instructional Faculty at Washington State University*. Special research report for Washington State University.
33. Niemann, Y.F. (2002). *Exit Interview Report: Employees Leaving Washington State University during Academic Years 1997-1998 – 1998-1999*. Special research report for Washington State University.
34. Niemann, Y.F. (2002). *Chicana/o, Latina/o Status Report.* Special research report for Washington State University.
35. Niemann, Y.F. (2002). Chicanas: Dispelling Stereotypes while Challenging Racism, Sexism, Classism, and Homophobia. In Y.F. Niemann (Ed.), *Chicana Leadership*, pp. 7-17. Lincoln, Nebraska: University of Nebraska Press.
36. Niemann, Y.F. (2001). Stereotypes about Chicanas and Chicanos: Implications for Counseling. *The Counseling Psychologist, 29(1*), pp. 55-90.
37. McNeill, B.W., Prieto, L.R., Niemann, Y.F., Pizarro, M., Vera, E.M., & Gomez, S.P. (2001). Current directions in Chicana/o psychology. *The Counseling Psychologist, 29(1*), pp. 5-18.
38. Dovidio, J.F., Gaertner, S.L., Niemann, Y.F., & Snider, K. (2001). Racial, Ethnic, and Cultural Differences in Responding to Distinctiveness and Discrimination on Campus: Stigma and Common Group Identity. *Journal of Social Issues*, 57 (1), pp. 167-188.
39. *Matthews, E. & Niemann, Y.F. (2001). The role of stereotype internalization in defining normative behavior among black students in predominantly White institutions. *The McNair Journal*, 1, pp. 33-40.
40. Niemann, Y.F. (2001). Intergroup relations between Blacks and Hispanics. In Schultz, Jeffrey D., et al. (Eds.). *The Encyclopedia of Minorities in American Politics, Volumes I & II.* Phoenix, AZ: The Oryx Press.
41. Niemann, Y.F., *Romero, A., & Arbona, C. (2000). Effects of Cultural Orientation on the Perception of Conflict Between Relationship and Education Goals for Mexican American College Students, *Hispanic Journal of Behavioral Sciences,* pp. 46-63.
42. Niemann, Y. F. (1999). The Making of a Token: A Case Study of Stereotype Threat and Racism in Academe. *Frontiers: A Journal of Women Studies,* XX (1), pp. 111-135.
43. Niemann, Y.F., *Romero, A., *Arredondo, J., & *Rodriguez, V. (1999). What Does it Mean to be Mexican: Social Construction of An Ethnic Identity. *Hispanic Journal of Behavioral Sciences*, 21(1), p. 47-60.
44. Niemann, Y.F. (1999). Social Ecological Contexts of Prejudice Between Hispanics and Blacks. In P. Wong (Ed.), *Race, Ethnicity and Nationality in the United States: Toward the Twenty-First Century,* pp. 170-190. Boulder, CO: Westview Press.
45. Niemann, Y.F., & Dovidio, J. F. (1998). Relationship of Solo Status, Academic Rank, and Perceived Distinctiveness to Job Satisfaction of Racial/Ethnic Minorities. *Journal of Applied Psychology,* 83 (1), p. 55-71.
46. *Pollak, K., & Niemann, Y.F. (1998). Black and White Tokens in Academia: A Difference of Chronic vs. Acute Distinctiveness. *Journal of Applied Social Psychology,* 11, pp. 954-972.
47. Niemann, Y.F., & Dovidio, J.F. (1998). Tenure, Race/ethnicity and attitudes toward affirmative action: A matter of self interest. *Sociological Perspectives,* Vol. 41 (4), pp. 783-796.

48. Niemann, Y.F., *O'Connor, E., & *McLorie, R. (1998). Intergroup stereotypes of working class Blacks and Whites: Implications for stereotype threat." *Western Journal of Black Studies*, *22*(2), pp. 103-108.
49. Niemann, Y.F., *Pollak, K., *Rogers, S., & *O'Connor, E. (1998). The Effects of Physical Context on Stereotyping of Mexican American Males. *Hispanic Journal of Behavioral Sciences*, 20 (3), pp. 349-362.
50. *Pollak, K. I., Carbonari, J.P., DiClemente, C., Niemann, Y.F., & Mullen, P. (1998). Causal relationships of processes of change and decisional balance: Stage-specific models for smoking. *Addictive Behaviors,* 23, pp. 437-448.
51. Niemann, Y.F., & James, E. L. (1998). Book Review of *The Multiracial Experience: Racial borders as the new frontier*. *The Ethnic Studies Review, 19(1)*, pp. 123-124.
52. Niemann, Y.F. (1996). Nurturing Anti-Racism: A Permeation of Life. In M. Reddy (Ed.), *Everyday Acts Against Racism: Raising Children in a Multiracial World,* pp. 31-39. Seattle, WA.: Seal Press.
53. Mindiola, T., Rodriguez, N., & Niemann, Y.F. (1996). *Intergroup relations between Hispanics and African Americans in Harris County*. Monograph published by the Mexican American Studies Program, University of Houston.
54. Niemann, Y.F., & Secord, P. (1995). The Social Ecology of Stereotyping. *The Journal for the Theory of Social Behavior, 25(1),* pp. 1-14. Reprinted in Niemann, Y.F., Lugo-Lugo, C.R., Alamillo, J., Guerrero, L, Ong, R., Streamas, J. Eds.), (2005). *Racial Crossroads: A Reader in Comparative Ethnic Studies* p111-124. Dubuque, IA: Kendall Hunt.
55. Niemann, Y.F., *Jennings, L., Rozelle, R.M., Baxter, J.C., & *Sullivan, E. (1994). Use of Free Response and Cluster Analysis to Determine Stereotypes of Eight Groups. *Personality and Social Psychology Bulletin, 20*(4), pp. 379-390.

Public Scholarship (Selected Sample)

Niemann, Y.F., Gutierrez y muhs, G. (2020, July 1). Lessons learned from *Presumed Incompetent II*. University of Massachusetts New Books podcast.
https://newbooksnetwork.com/y-f-niemann-and-g-gutierrez-y-muhs-presumed-incompetent-ii-race-class-power-and-resistance-of-women-in-academia-utah-state-up-2019/
https://zoom.us/rec/share/vuhRLO_Cx0ROEpXv8lv4d_BiENXAX6a81HNK_PUJzB0B2Lx9gd4sJmY5zsxCb_uR?startTime=1590083982000

Niemann, Y.F. (2016). OpEd published by the Dallas Morning News 11-02-2016.
http://www.dallasnews.com/opinion/commentary/2016/11/02/real-reason-latinas-lag-behind-educational-achievement

Niemann, Y.F. (2015). "The Problem with the Phrases "Women and Minorities" and "Women and People of Color," http://www.upcolorado.com/about-us/blog/item/2843-the-problem-with-the-phrases-women-and-minorities-and-women-and-people-of-color. Invited blog for University Press of Colorado, posted September 22, 2015.

Niemann, Y.F., & Carter, C. (2017). Microaggressions in the Classroom. A film produced by Yolanda Flores Niemann and Carla Carter. https://vimeo.com/204588115; https://youtu.be/ZahtlxW2CIQ (650,000++ views as of March 2026).

Grants Funded (Selected Sample of Externally Funded Awards)

$15, 466,000

2012. Niemann, Yolanda Flores, and Packenham, Eric, Co-Principal Investigator (co –P.I.), Seven-year grant entitled STARS (Science, Technology, Arithmetic, Reading, Science GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs), United States Department of Education. Funded in March, 2012.

$11,894,400

2006. Niemann, Yolanda Flores, and Morales, Genoveva Ledesma, Co-Principal Investigator (co –P.I.), Five-year grant; One Vision Partnership GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs), awarded by the United States

Department of Education. To continue my ACE Fellowship, after initial award set-up, I granted principal investigator responsibilities to co-PI and grant director, Ms. Ledesma, whom I hired to direct my first GEAR UP grant project.

$14,000,0000

2002. Niemann, Y.F. Gaining Early Awareness and Readiness for Undergraduate Programs. Washington State University Harvest of Hope GEAR UP. United States Department of Education, five-year grant.

$15,000 1998. Washington State University Alcohol and Drug Abuse Research center.

$21,754 1997. Stereotypes and Alcohol Consumption of United States Residents of Mexican Descent. Graduate School Medical and Biological Research Alcoholism and Drug Abuse Program, Washington State University.

Invited Keynote and Plenary Addresses and Diversity Training (Selected Sample)

2025 Niemann, Y.F. (2025). Gaining Agency: Responding to Microaggressions. Dickinson College, Carlyse PA.

2024 Niemann, Y.F. (2024). Responding to Microaggressions and Bullying; workshop for students, and workshop for faculty and staff. Dickinson College.

2023 Niemann, Y.F. (2023). Senior Scholar of the Year 2022, American Education Research Association (AERA), Special Interest Group – Critical Examination of Race, Ethnicity, Class, and Gender. Institute for Racial Justice, Loyola University Chicago, April 2023

2022 Niemann, Y.F. (September 2022). State of Pennsylvania Office of the Public Defender, Harrisburg, PA.

2022 Niemann, Y.F. (September 2022). Dickinson College, Carlisle, PA. Workshop for students and workshop for faculty and staff.

2022 Niemann, Y.F. (June 2022). Association for Women in Mathematics. AWM Aligning Actions at Crossroads Workshop. Minneapolis, MN, June 16, 2022.

2021 Niemann, Y.F. (August 2021). Gallaudet University. Invited keynote for Professional Development Week.

2021 Niemann, Y.F. (March 30, 2021). Microaggressions in the Classroom. UT first year program. Austin, TX. Invited address.

2021 Niemann, Y.F. (March 2021). Mentoring faculty to full professor rank. University of Nebraska at Omaha. Invited address.

2021 Niemann, Y.F. (February 11, 2021). Academic Leadership Development. University of Nebraska at Omaha. Invited address.

2020 Niemann, Y.F. (October 29, 2020). Mentoring graduate Students of Color and cultivating a pipeline. University of Nebraska at Omaha. Invited address.

2020 Niemann, Y.F. (Nov. 12, 2020). The role of mentoring in developing the doctorate pipeline. Florida International University.

2020 Niemann, Y.F. (September 29, 2020). Diversity and Inclusion in Counseling. University of Texas. Invited workshop.

2020 Niemann, Y.F. (September 10, 2020). The social ecology of tokenism in higher education. University of Nebraska at Omaha. Invited address.

2019 Niemann, Y.F. (November 6, 2019). Microaggressions Train the Trainer Workshop. Conducted via Skype. University of Arkansas.

2019 Niemann, Y.F. (October 23-24, 2019). Gender Equity Continuing Issues: Presumptions of Incompetence. Invited Address. Northwestern University.

2019 Niemann, Y.F. (October 4, 2019). Microaggressions and Issues of Inequity. Invited Panelist. University of Texas at Arlington.

2019 Niemann, Y.F. (October 1, 2019). Presumptions of Incompetence, Tokenism, and Issues of Inequity. Texas A & M College of Dentistry. Invited Address.

2019 Niemann, Y.F. (September 25-26, 2019). Identifying and Intervening with Microaggressions. Invited Address and Two Workshops. University of Alabama.

2019 Niemann, Y.F. (September 18-19, 2019). "Identifying and Intervening with Microaggressions." Invited Address and Workshop. University of Arkansas.

2019 Niemann, Y.F. (April 12, 2019). Women of Color in Academia. Invited Panel address. Substance Abuse and Mental Health Services Administration (SAMSHA) conference on A National Dialogue on Race and Racism: Its Impact on Ethnic/racial minority behavior health disparities, Tallahassee, Florida.

2019 Niemann, Y.F. (April 3, 2019). Microaggressions in the Classroom. Invited keynote address and workshop. University of Arkansas, Fayetteville, AK.

2019 Niemann, Y.F. (March 28, 2019). Microaggressions in the Classroom. Invited workshop: Hispanic Alliance for Graduate Education and the Professoriate (H-AGEP), a National Science Foundation Program. NY, NY., CUNY.

2019 Niemann, Y.F. (March 14, 2019). Microaggressions. Workshop and facilitate discussion on microaggressions for invited public meeting. Invited address. Early Care and Learning Council, Washington Ave, Albany, NY. Fannie Glover, Director, Special Projects.

2019 Niemann, Y.F. (January 2019). UNT Residence Hall staff on topic of Microaggressions.

2018 Niemann, Y.F. (Oct. 2018). "Identifying and Intervening with Microaggressions." Invited keynote address. Inclusive Schools and Communities Conference. University of Buffalo. October 2, 2018.

2018 Niemann, Y.F. UNT Residence Hall staff on topic of Microaggressions. March, 2018

2018 Niemann, Y.F. (July 12-15, 2018). Invited Conference Director; Nag's Heart conference on intersectionality, sponsored in part by UC Santa Cruz, CA.

2018 Niemann, Y.F. (August 2018). Invited Plenary address: "Leading as a Chicana Feminist in a Predominantly White Institution. American Sociological Association Conference, Philadelphia, PA, August 10, 2018.

2018 Niemann, Y.F. (June 7-9. 2018). Invited keynote address, "Applying a Chicana Feminist and Critical Race Theory to Academic Life." Institute for Academic Women Feminists. Miami, Fl.

2018 Niemann, Y.F. (February 2018). Invited keynote address, "Microaggressions from the Lenses of Others: Being an Ally and Developing Alliances Across and Within Demographic Groups." Illinois State Conference on Microaggressions. Normal, Ill., Feb., 8-12, 2018.

2018 Niemann, Y.F. (Feb. 2018). Invited keynote address, "The Role of Identity in Microaggressions." McNair Annual Conference, UNT.

2017 Niemann, Y.F. (2017). Invited keynote and panelist, "Overcoming challenges for success in academia." University of Texas at El Paso (UTEP), November, 2017.

2017 Niemann, Y.F. (2017). Invited keynote address, "Leading as a Chicana Feminist in a Predominantly White Institution." Pacific Sociological Association Conference, Portland, OR. April 2017.

2017 Niemann, Y.F. (2017). Invited keynote address, "Navigating to a River of Allies." Texas Women in Higher Education conference. San Marcos, TX, April 2017.

2015 Niemann, Y.F. Invited address, "Beyond the Barriers." Latinos in Higher Education conference, Texas A & M University, October 9, 2015.

2015 Niemann, Y.F. Invited keynote address; Lessons Learned from *Presumed Incompetent*, Faculty Women of Color Caucus at Arizona State University, October 29-30, 2015.

2015 Niemann, Y.F. Invited keynote address, "Lessons Learned from *Presumed Incompetent."* Middlebury Institute for International Studies in Monterrey, CA., November 5-7, 2015.

2014 Niemann, Y.F. Invited keynote address, "Women of Color in the Ivory Tower: Beginnings and Updates on *Presumed Incompetent*." University of Texas at San Antonio; Women's Studies Month Program. March 2014.

2013 Niemann, Y.F. Invited keynote address, "The Psychology of Tokenism," *El Taller* Conference, Rice University, June 27-30, Houston, TX.

2013 Niemann, Y.F. Invited Keynote address, "When the ivory tower is a glass house: Thriving in tokenized contexts." Purdue Conference for Pre-Tenure Faculty Women, September 26, 2013. Purdue University.

2013 Niemann, Y.F. Invited keynote address, "Presumed Incompetent: Intersections of Race, Class, and Gender." STEM Women of Color Conclave. National Science Foundation, 06-11-2013, Chantilly, VA.

2009 Niemann, Y.F. Invited address, "Implications of Group Identities for Racial Politics During Barack Obama's Presidency." for *Still New Nations? The Resilience of the Color Line*; a Conference honoring John Hope Franklin, Duke University.

2009 Niemann, Y.F. Invited panelist, "Dancing with your administrators: Knowing when to lead and when to follow." International Conference of Fine Arts Deans (ICFAD), Salt Lake City, Utah.

2007 Niemann, Y.F. Invited address, "When the ivory tower is a glass house: Experiential differences between White Faculty and Faculty of Color." For Wismer Center for Gender and Diversity. Seattle University.

2003 Niemann, Y.F. "Rejecting stereotypes and gaining knowledge of educational systems for continued success." Invited keynote address for annual award ceremony for Hispanic Academic Achievement Project, (HAAP), Moses Lake, WA.

2007 Niemann, Y.F. Cultural Competency Training, Washington State University, Division of Student Affairs, Equity and Diversity Office of the Vice President

2000 Niemann, Y.F. Council on Aging and Human Services, Colfax, Washington.

2000 Niemann, Y.F. Invited address, "Diversity training for social service agencies." Psychological and Organizational Perspectives on Discrimination in the Workplace: Research, theory and practice. Rice University, Houston, TX.

2000 Niemann, Y.F. Invited address, "Relations between Mexican and African Americans in Texas." Mexican Americans in Texas Conference." University of Houston.

2000 Niemann, Y.F. Invited address, "The ethics of teaching racial identity." Third Community Congress on Race Relations. Gonzaga University, Spokane, WA.

National and International Conference Presentations (Selected Sample)

2021 Romero, R., Gonzalez, E., Moore, E., & Niemann, Y. F. (2021, February) Microaggressions' Impact on Right-Wing Authoritarianism Levels. Society for Personality and Social Psychology, Virtual conference.

2021 Cajas J**.**, Serrano M., Moore E., & Niemann Y.F., *Relatable Remarks: Relatability and Empathy's role in addressing Microaggressions.* Poster presented at: 22nd Annual Convention of the Society for Personality and Social Psychology; 2021 Feb 9-13; Virtual Conference

2021 Archibald, A., Niemann, Y.F. (2021, May) A Thousand Windows, a Million Looks: Perspectives on Television's Contextual Role in Racial Attitude and Belief. Poster presented at the 2021 Association for Psychological Science Virtual Convention. Digital.

2021 Archibald, A., Briggs, M., Strickland, D., & Tennessee, T. (2021, March). *De-Dichotomizing Diversity, Beyond "Whites and Non-Whites" and "Women and Minorities"*. Conference presentation presented at 2021 UNT Equity & Diversity Conference. Denton, TX

2020 Swoboda, M., Akibar, A., Ohara, S., & Niemann, Y.F. *Discrimination, Anxiety, & Risky Sexual Behaviors among LGBTQ+ Emerging Adults.* Poster accepted for presentation at the annual meeting of the Society for the Psychological Study of Social Issues, Denver, CO.

2020 Cajas, J., Moore, E., Serrano, M., Niemann, Y.F. Empathy's role in addressing microaggressions against Latinx people. Poster accepted for presentation at the annual meeting of the Society for the Psychological Study of Social Issues,

Denver, CO.

2020 *Serrano M, *Cajas, J., *Archibald A, *Moore, E., Niemann Y.F. (2020). Super but Stereotyped: Differences in the evaluations of Latinx characters across SES and character roles. Poster accepted for: 21st Annual Convention of the Society for Personality and Social Psychology; 2020 Feb 27-29; New Orleans, LA

2020 *Archibald, A., *Sever, A., *Loewes, C., *Obgerfell, E., Niemann, Y.F. (2020). Investigations of Black Panther's Effect on Race-Related Attitudes, Behaviors, and Perceptions. Poster accepted for: Annual conference for the Society for Personality and Social Psychology; 2020 Feb 27-29; New Orleans, LA.

2020 *He L., *Archibald A, Niemann, Y.F. (2020). An Investigation of the Correlation Between Religious Commitment and Benevolent Sexism Beyond the White/Black Dichotomy. Poster accepted for: 21st Annual Convention of the Society for Personality and Social Psychology; 2020 Feb 27-29; New Orleans, LA

2020 *Gonzalez S, *Archibald A, Niemann, Y.F. (2020). Investigations of the relationship between political ideology and benevolent sexism through a Latinx lens. Poster accepted for 21st Annual Convention of the Society for Personality and Social Psychology; 2020, Feb 27-29; New Orleans, LA

2020 *Latimer, K.**,** *Vargas, Z., *Kamau, Z., *Daniels, F., Niemann, Y.F. (2020). Perceived Morality of Diverse Fictionalized Characters. Poster accepted for presentation at the Society for Personality and Social Psychology. New Orleans, LA. February 27-29, 2020

2020 *Akibar, A., *Latimer, K., *Vargas, Z. & Niemann, Y.F. (2020). *If Looks Could Kill: Moral Attributions across Race, Sexuality & Gender*. In. A. Ghani & E. Hall (Chairs), *Nuancing stereotypes and perceptions: An intersectional approach.* Symposium paper presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA., February 2020.

2020 Callahan, J. L., Smotherman, J. M., Dziurzynski, K. E., Love, P. K., Kilmer, E. D., Flores Niemann, Y., Ruggero, C. J., & Herrera, C. N. (2020, January). *Diversity in the professional psychology training-to-workforce pipeline: Results from doctoral psychology student population data.* Poster presentation at the Council of University Directors of Clinical Psychology Midwinter Meeting. Austin, TX.

2020 Archibald, A., Cajas, J., Bubeleva, K. & Niemann Y.F. (2020). Harder than it Looks: Student Self-Care Behaviors and Related Positive Outcomes can be enhanced when Targeted and Incentivized. Poster presented at the Council of University Directors of Clinical Psychology Midwinter Meeting, Austin, TX, January 2020.

2019 *Akibar, A. & Niemann, Y.F. (2019). Intersecting Identities, Discrimination, and Mental Health in Emerging Adulthood*.* Paper presented at the 127th annual meeting of the American Psychological Association, Chicago, IL.

2019 *Akibar, A. & Niemann, Y.F. (2019). Heterosexist Discrimination, Ethnic Identity, and Self-Esteem across Identity Intersections*.* In. S. Hudson & M. Jerald (Chairs), *Existing at the Nexus of Race, Gender, and Sexual Orientation. Symposium* paper presented at the annual meeting of the Society for the Psychological Study of Social Issues, San Diego, CA.

2019 *Miller, Q., *Akibar, A., Niemann, Y.F. (2019). Ethnic Identity and Educational Outcomes in African American College Students. Poster presented at 2019 Society of Personality and Social Psychology Conference, Portland, OR. Feb. 2019.

2019 *Vargas, Z., *Akibar, A., *Osbourne, A., *Van Vleet, S., *Moore, E., Niemann, Y.F. (2019). An examination of the religious and socioeconomic attributions towards fictionalized superheroes across racial and sexual demographics. Poster presented at 2019 Society of Personality and Social Psychology annual convention, Portland, OR, Feb. 2019.

2019 *Osborne, A., *Galvez, M., *Akibar, A., *Latimer, K., *Vargas, Z., *Van Vleet, S., *Miller, Q., *Moore, E., Niemann, Y.F. (2019). Comic Media as a Lens of our Perception: Superhero

Secret Identities across Intersections of Race/Ethnicity and Sexuality. Poster presented at the 2019 meeting of the National Multicultural Conference & Summit. Denver, CO.

2019 *Akibar, A., *Galvez, M., *Moore, E., *Osborne, A., *Vargas, Z., *Latimer, K., *Miller, Q., *Van Vleet, S., Niemann, Y.F. (2019). Training and Retaining: Lessons Learned from Video-Assisted Microaggressions Training and Follow-up of a University Housing Staff. Poster presented at the 2019 meeting of the National Multicultural Conference & Summit. Denver, CO.

2019 *Archibald, A., Niemann, Y.F., & *Van Vleet, S. (2019). Employing an Identity and Diversity- Driven Focus in Introductory Psychology Course. Poster presented at 11th meeting of the National Multicultural Conference and Summit, Denver, CO. Jan., 2019.

2018 Niemann, Y.F. (July 6-9, 2018). Nag's Heart conference presentation on administrative leadership.

2018 *Akibar, A., Niemann, Y.F. (2018). What Makes Good Self-Esteem? Examinations across Racial/Ethnic and Sexual Identity Intersections. (2018). Poster accepted for presentation at the 126th annual meeting of the American Psychological Association, San Francisco, CA. August 2018.

2018 Niemann, Y.F., *Akibar, A., *Moore, E., *Latimer, K. (2018) Microaggressions in the Classroom:" Video-based Research and Training. Panel discussion for presentation at the annual meeting of the Society for the Psychological Study of Social Issues. July 28-30, 2018).

2018 Niemann, Y.F. Leadership and Representation: Psychologists as Administrators. (2018). Panelist. Division 45 Research Conference, Austin, TX. July 29-31, 2018.

2018 *Akibar, A., Niemann, Y.F. (2018). Ethnic Identity, Discrimination, and Mental Health among Sexual Minority Emerging Adults. Paper submitted for presentation at the 5th biennial meeting of the American Psychological Association Division 45 Society for the Study of Culture, Ethnicity, and Race. Austin, TX.

2018 *Vargas, Z., *Akibar, A., Niemann, Y.F. Harassment, Social Support, and Binge-Drinking in Sexual Minorities of Color. (2018). Poster submitted for presentation at the 5th biennial meeting of the American Psychological Association Division 45 Society for the Study of Culture, Ethnicity, and Race. Austin, TX.

2018 *Miller, Q., *Akibar, A., Niemann, Y.F. Ethnic Identity, Social Support, and Depression among Black University Students (2018). Poster submitted for presentation at the 5th biennial meeting of the American Psychological Association Division 45 Society for the Study of Culture, Ethnicity, and Race. Austin, TX. July 29-31, 2018.

2018 *Moore, E., *VanVleet, S., *Ronderos, A.G., *Latimer, K.*, *Akibar, A., Niemann, Y.F. (2018). Power in the Panels: Superhero Powers as Stereotypes to the 2018 APA Division 45 Research Conference. July 19-21, 2018, University of Texas at Austin.

2018 *Akibar, A., Niemann, Y.F., Blumenthal, H. (2018). Ethnic Identity, discrimination, and mental health among sexual minority emerging adults. Poster Presentation for Div. 45 Research conference, Austin, Tx. July 19-21, 2018.

2018 *Moore, E., *VanVleet, S., * Galvez, M.,* Latimer, K.,* Akibar, A.,* Niemann, Y.F. (2018). Power in the Panels: Superhero Powers as Stereotypes. Poster Presentation for Div. 45 Research conference, Austin, Tx. July 19-21, 2018.

2017 Niemann, Y.F. Nag's Heart. (2017) Santa Cruz, CA. Dilemmas about future retirement.

2017 *Dietch, Jessica, *Akibar, A., Blumenthal, H., Niemann, Y.F. (2017). Differences in subjective sleep complaints by sex and sexual orientation. Society for Health Psychology (APA Division 38, August 2017), poster presentation.

2017 *Akibar, A. Niemann, Y.F. (2017). *Exploring the Role of Ethnic Identification in the Relationship Between Heterosexist Discrimination and Depression in Sexual Minorities of Color.* Poster presented at the 51st annual Association for Behavioral and Cognitive Therapies Convention, San Diego, CA

2017 *Akibar, A., *Shepard, C., Niemann, Y.F. (2017). Heterosexist Discrimination, Ethnic Identification, and Perceived Stress: Identity Intersections. Poster presented at the 30th annual National Council on Race and Ethnicity in Higher Education meeting, Fort Worth, TX

2017 *Akibar, A., Blumenthal, H., Niemann, Y.F. (2017). Sexuality Identity and Social Anxiety in Emerging Adulthood. Poster presented at the 125th annual meeting of the American Psychological Association, Washington D.C.

2017 *Akibar, A., Niemann, Y.F., *Bazemore-James, C., Thomas, K. (2017) Tokenism, Ethnic Identity, and Workplace Burnout. Poster for 10th Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX, January, 2017.

2017 *Akibar, A., *Bazemore-James, C., Niemann, Y.F., Thomas, K. Tokenism and its Impacts on Work Engagement and Burnout. (2017). Poster for the 10th Biennial National Multiculturalism Conference and Summit, Portland, OR, Jan, 2017.

2016 Niemann, Y.F. "Lessons learned from Presumed Incompetent." (2017). 9-23-2016. Teaching in Higher Ed podcast, hosted by Bonni Stachowiak, Vanguard University Dept. of Business & Management, http://teachinginhighered.com/123

2016 Nags Heart Workshop. Sponsored in part by SPSSI. Minneapolis, MN. June 27, 2016.

2016 Niemann, Y.F. "The Role of Race in the Job Acquisition Process." SPSSI Paper presentation. Minneapolis, MN. June 24-26, 2016.

2016 Niemann, Y.F. "The Role of Race in the Job Acquisition Process." NCORE poster presentation. San Francisco, CA. June 1-4, 2016.

2015. Niemann, Y.F. Panel member; Latinas in the Academy –Perspectives on mentoring, sustainability, and thriving. With Yoseline Paulett Lopez-Marroquin, Donna Cantañeda, Yvette Flores. American Psychological Association National Conference, Toronto, Canada. August 2015.

2015 Niemann, Y.F. Radio interview based on my book, Presumed Incompetent. KPFA Women's Magazine in Berkeley. March 23, 2015, 1:00-2:00 pm.

2015 Niemann, Y.F. When the ivory tower is a glass house: Building competence in tokenized contexts. American Association of Hispanics in Higher Education (AAHHE) Tenth Annual National Conference, Dallas-Frisco, TX. March 12-14, 2015.

2014 Niemann, Y.F. & Mid-Advanced career development - Building competence for leadership in higher education: The politics of success in academia (with Isaac Prilletensky, University of Miami). Invited workshop for National Latina/o Psychological Association conference, New Mexico, October, 2014.

2014 Niemann, Y.F. Radio interview on *Presumed Incompetent* (With Dr. Angela Harris. http://uprisingradio.org/home/2014/07/16/presumed-incompetent-the-intersections-of-race-and-class-for-women-in-academia/). July 16, 2014, Sonali Kolhatkar, Host and Executive Producer, Uprising Radio, from, LA, www.uprisingradio.org

2014 Niemann, Y.F. Radio interview on *Presumed Incompetent* (with Angela Harris and Carmen Gonzalez). https://soundcloud.com/andreacambron/womens-wednesday-angela-harris. March, 2014; Andrea Cambron, Producer, Make it Plan, Sirius XM Satellite Radio.

2014 Niemann, Y.F. "Guidelines for Achieving Full Professor and Administrative Ranks." For National Latina/o Psychological Association (webinar), January 14, 2014.

2012 Niemann, Y.F. Career Development Challenges and Opportunities. National Latina/o Psychological Association national conference, October, 2012, New Jersey.

2012 Niemann, Y.F. "Development of culture-sensitive American Psychological Association (APA) ethical guidelines," panel chair for Social Psychologists for the Study Social Issues (SPSSI) biennial conference, June, 2012, Charlotte, NC.

2011 Diffusing the Impact of Tokenism. Professional and Organizational Development Network in Higher Education (POD) national conference, Atlanta, GA.

2008 Niemann, Y.F. When the ivory tower is a glass house: Consequences of tokenism and experiential differences between White faculty and Faculty of Color. Women of Color in the Academy Project; King-Chavez-Parks Visiting Professors Program, University of Michigan.
2007 Niemann, Y.F. "Facilitating access and success with culturally sensitive climates." Invited address for Region XIII Education Service Center Conference: Moving from Dialogue to Action, Austin, TX.
2007 Niemann, Y.F. "Assessment in the interest of the academic department." The Pennsylvania State University.
2006 Niemann, Y.F. "Creating effective processes to assess student learning: A Seminar for academic program leaders." The Pennsylvania State University.
2005 Niemann, Y.F. "Teaching liberation psychology as an intersection of critical psychology and ethnic studies." Seventh Annual Congress of Liberation Social Psychology, Scientific Program, Liberia, Costa Rica, Universidad de Costa Rica.
2005 Niemann, Y.F. "Impact of GEAR UP program participation on student achievement test performance." Educating All of One National Conference, (co-presenters: Joseph Montgomery, Genoveva Morales Ledesma, Jim Timmons); Washington, DC.
2001 Niemann, Y.F. "Psycho-social realities of faculty of color in a predominately white institution: What factors account for a positive or negative experience?" National Conference on Race & Ethnicity in American Higher Education (NCORE), Seattle, WA.
2000 The Contexts of Stereotypes, Tokyo, Japan university, invited address
2000 Niemann, Y.F. "Beyond Affirmative Action." Panel Chair,
The Society for the Psychological
Study of Social Issues (SPSSI) National Conference, Minneapolis, MN.
1999 Niemann, Y.F. "The Making of a Chicana token: A case study of stereotype threat, stigma, racism, and tokenism in academia." National Association of Chicana and Chicano Studies (NACCS), San Antonio, TX.
1998 Niemann, Y.F. "Black/Brown relations in an urban city." National Association of Chicana/o Studies (NACCS) National Conference, Sacramento, CA.

State and Local Conference Presentations and Workshops (Selected Sample)

2019 Niemann, Y.F. (October 3, 2019). "Climate and Political Issues in the Tenure and Promotion Process." Invited Panelist Black Faculty Network, UNT.
2019 Niemann, Y.F. (September 28, 2019). Facilitator, Y-Heart professional development workshop.
2019 Niemann, Y.F. (June 1, 2019). Facilitator, Y-Heart professional development workshop.
2019 Niemann, Y.F. (April 2019). Moderator for GASP Panel on White Racial Identity Development, UNT.
2018 Niemann, Y.F. (April 2018). Moderator for GASP Panel on DACA. UNT.
2019 Niemann, Y.F. (January 2019). Training UNT Residence Hall Staff – Microaggressions.
2018 Niemann, Y.F. (March 2018). Training UNT Residence Hall Staff – Microaggressions.
2016 Niemann, Y.F. Responding to Microaggressions. Gender Equity Matters workshop. UNT. April 2016.
2016 Niemann, Y.F. The Role of Race in the Job Acquisition Process. Black Women's Initiative Conference. UNT. April 2016.
2016 Niemann, Y.F. Learning about and responding to microaggressions; for the Women's Faculty Network.
2015 Niemann, Y.F. Learning about and responding to microaggressions; for the Women's Faculty Network.
2013 Niemann, Y.F. The Future of Research in TX, National Academy of Science Report, panelist (on behalf of UNT Chancellor Lee Jackson), UT Southwestern, represent, June 4, 2013.
2011 Niemann, Y.F. "What will you do with your privilege?" Commencement address, Utah State

University Brigham City Regional Campus. April 29, 2011.

2008 Niemann, Y.F. Preparing for entry and success in higher education. Latino parent/student night; S. Cache School.

2005 Niemann, Y.F. "Unity and difficulties between African Americans and Latinos." Radio program interview, KPFK 90.7 FM, "Beautiful Struggle" radio program, Dr. Kimberly R. King, California State University, Los Angeles. Aired May 3, 2005.

2005 Niemann, Y.F. "Three years of intervention in the WSU Harvest of Hope GEAR UP project: Impact on WASL Scores" (with Joe Montgomery and Genoveva Morales Ledesma). Washington State University Showcase.

2004 Niemann, Y.F. "Developing a departmental assessment program and learning goals assessment rubric." President's leadership retreat. Washington State University.

2003 Niemann, Y.F. "Chicanas/os in the Educational System: What the community can do." Hispanic Chamber of Commerce Gala keynote address. Pasco, Washington.

2003 Niemann, Y.F. "Learning to honor yourself and your cultural heritage." Pasco School District, Stevens Middle School Honor Roll program, Pasco, WA.

2002 Niemann, Y.F. "The impact of Mexican and Mexican American stereotypes on your children's education." Mabton School District parent meeting. Mabton, WA.

2002 Niemann, Y.F. "Letting our Aztec heritage of brilliance shape our educational expectations today." Pasco School District, Pasco High School (3 classrooms and *Cinco de Mayo* celebration keynote).

2001 Niemann, Y.F. Enhancing Extension Programming with Latinas/os." Diversity training for WSU Cooperative Extension. Richland, WA.

2001 Niemann, Y.F. "Education as Empowerment." 11th Annual Washington State Student of Color conference. Closing keynote address. Yakima, WA.

2000 Niemann, Y.F. "The effects of stereotypes on alcohol consumption." Community Congress on Drugs and Alcohol Invited address, Washington State Division of Alcohol and Substance Abuse, State of Washington, Seattle, WA.

2000 Niemann, Y.F. "The ethics of teaching racial identity." Third Community Congress on Race Relations, Gonzaga University, Spokane, WA.

2012-2021- Multiple presentations University of North Texas student and faculty organizations.
2008- 2012 Multiple presentations for Utah State University student and faculty organizations.
1996-2008 Multiple presentations for Washington State University student and faculty organizations.
1987-1996 Multiple presentations for University of Houston student and faculty organizations.

Executive Coaching:

2021-2026: Select clients, 2021 – 2026 (Confidential)

Expert Witness Testimony and Consultation

2007 Mendoza, et al. vs. Brewster School District (racial discrimination). Plaintiff Attorney Firm: Gordon, Thomas, Honeywell, Malanca, Peterson & Daheim, LLP.

2006 Mattawa Childcare Providers vs DSHS (racial discrimination), Plaintiff Attorney Firm: Columbia Legal Services (Joe Morrison & Kay Frank).

2006 Jones VS Robanco (racial discrimination), Plaintiff Attorney Firm: Gordon, Thomas, Honeywell, Malanca, Peterson & Daheim, LLP (Darrell Cochran); also, Peter Moote Law Firm (Rob Born & Peter Moote); Defendant Attorney: Preston Gates & Ellis LLP (Tom Kelly).

2000 Esther Westfall vs Pullman School District (racial discrimination and retaliation).

Courses Taught (Select Sample)

- Professional Development
- Social Psychology
- Study Abroad students in Maynooth, Ireland,

- Introduction to Psychology
- Psychology of Race in the U.S., graduate and undergraduate
- Women's Studies advisory boards
- Comparative Ethnic Studies
- Women's Studies
- American Studies
- Mexican American Studies
- African American Studies

University of Houston Doctoral Students

Katherine Pollak, PhD, Duke University researcher
Four MA students, 1992-1996

UNT Doctoral Students

1. Kyjeila Latimer
    a. Thesis defended spring 2020)
    b. Dissertation defended spring 2022
        i. Researcher, State of Texas Public Health Division
        ii. Director of Learning and Evaluation, Hidden Genius Project, CA
2. Audon Archibald
    a. Thesis defended spring 2020
    b. Dissertation defended spring 2022
        i. Researcher, UNT CLEAR spring 2021
3. Everrett Moore
    a. Thesis defended spring 2020
    b. Dissertation defended March 2024
        i. Clinical Psychologist, South Lake, TX
4. Jonathan Cajas (fall 2020 cohort)
    a. Thesis defended fall 2023
5. Madasen Briggs (fall 2020 cohort)
    a. Thesis defended fall 2021
    b. Dissertation defended Marcy 2024
    c. Research Associate, Research in Action, MN
6. Alvin Akibar
    a. Thesis defended 2021
    b. Dissertation defended spring 2020
    c. 2020, Assistant professor, St. Catherine's University, St. Paul, MN
    2024, Systems change director; Change and Prosper, St Paul MN
    2024, Director, Center for Social Justice Research, Policy, and Advocacy Urban League Twin Cities, MN.

Most Recent McNair and Honors Thesis Students

Michelle Serrano, completed project spring 202)
Michelle Serrano, completed spring 2021
Adrianna Schrader, completed spring 2021

Research Team 2020-2021

There were five graduate students and sixteen undergraduate students on my Critical Race Psychology Research Team AY 2020-2021.

Critical Race Research Team Undergraduates:

1. Samantha Gonzalez
2. Camille Hollis
3. Zion Kamau
4. Charlotte Loewes
5. Morgan Pierson
6. Madison Plumhoff

7. Rafael Romero (++ Special Topics)
8. Adrianna Schrader
9. Michelle Serrano
10. D'Lexis Strickland
11. Mara Swoboda
12. Daniel Vega
13. Ashley Adams
14. Tironé Tennessee
15. Guadalupe Tovar

Research Team 2019-2020

There were four graduate students and twenty undergraduate students on my Critical Race Psychology Research Team AY 2019-2020.

1. Jonathan Cajas
2. Lauren Cunningham
3. Fre'Dasia Daniels
4. Kay Freeman
5. Edgar Gonzalez
6. Samantha Gonzalez
7. Lylian He
8. Camille Hollis
9. Zion Kamau
10. Charlotte Loewes
11. Seanne O'Hara
12. Morgan Pierson
13. Madison Plumhoff
14. Rafael Romero (++ Special Topics)
15. Evan Ross
16. Adrianna Schrader
17. Michelle Serrano
18. D'Lexis Strickland
19. Mara Swoboda
20. Daniel Vega

Most Recent Critical Psychology Race Lab Accepted to Graduate Programs:*

Zion Kamau	Mississippi State University, School Psychology (fall 2020)
Tironè Tennessee	Clark University, African American Studies (fall 2021), MA
D'Lexis Strickland	Fordham University, Clinical; Forensic Psychology (fall 2021)
Samantha Gonzalez	Texas Tech University, Counseling Psychology (fall 2021)
Fre'Dasia Daniels	University of Houston (fall 2020)
Lilian He	University of Texas (fall 2020) [was TAMS student]
Jonathan Cajas	UNT Behavioral Science (fall 2020; MA 2024))
Quadreon Miller:	Berkeley (spring 2019)
Zeles Vargas:	University of Washington in St. Louis (spring 2019)
Samuel Van Vleet:	University of Miami at Ohio (spring 2019)
Anna Sever:	TWU Counseling (spring 2019); MS
Marlen Coral-Corrales:	UNT Counseling (spring 2019)
Azlynn Osborn:	UNT College of Business (spring 2019), MBA
Ximena Montemayor:	UNT College of Business (2018)
Matt (Andres) Ronderos	University of Denver (2018), LPC
Marcia Garcia:	UNT Dallas (2017), MS
Timothy Shin:	St Mary's University (2017), LPC
Kinsie Dunham:	University of Montana (2017)
Kandace Cade:	TWU Counseling (2017), LFMT
Jaymie Ticknor:	Master of Science in Statistics, online (2017), MS

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