

Ana Herndon

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EDUCATION

Duke University, Durham, NC

Anticipated Graduation: May 2025

Reginaldo Howard Merit Scholar

B.A. in Public Policy, Minor in Economics. Minor in Psychology

RESEARCH INTERESTS

Intra-organizational social networks | Belonging in the Workplace | Employee retention | Workplace Friendships | Competency Microaggressions | Intersectionality & Allyship | Collaboration & Altruism
Diversity in Higher Education | Ethnic Studies in Higher Education | STEM Education | College Debt & Access

Political psychology | Mega-threats | Political Aggression

HONORS AND AWARDS

2024 Constanzo Fellowship - Duke University, Department of Psychology

1st place 2024 Bass Connections Showcase Poster Competition Awards “Trauma-Informed Care in Court: An Exploratory Research Project”- Duke University Undergraduate Research Support Office

2024 IDDEAS Scholar - The Wharton School, The University of Pennsylvania

2024 Social-Personality Undergraduate Research (SPUR) Program - The Society for Personality and Social Psychology

2024 Bass Connection Student Team Grant - Duke University Undergraduate Research Support Office

2023 Harvard PPLC Conference Attendee - Harvard Kennedy School of Government

Psychology & Neuroscience Undergraduate Travel Grant - The Lafitte Foundation @ Duke University

2023 Diversity Undergraduate Travel Award - The Society for Personality and Social Psychology

Holsti Prize in Political Science and Public Policy - “The Historical Merit Of Ethnic Studies: A Study on the Importance of Diverse High Education on Social Change.” Nominated by Dr. Cecilia Márquez

Reginaldo Howard Merit Scholar - Full Ride Merit Scholarship at Duke University, Durham, NC

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RESEARCH EXPERIENCE

*Duke Fuqua Behavioral Lab (B-Lab), Duke University Fuqua School of Business,
Duke University, Durham, NC* August 2023 - Present

Undergraduate Research Assistant

Mentor: Angelica Leigh, Ph.D.

- Lab focused on understanding factors that influence human behaviors responsible for decision-making and judgment in the fields of marketing, consumer psychology, management, behavioral economics, behavioral finance, and strategy.
- Currently working on a paper on cross-racial friendships in the workplace
- Writing literature reviews for relevant papers set for publication
- Creating codebooks and thematic content analysis for Qualitative Data for allyship, leadership, voice, and authenticity
- Collecting datasets from Fortune 500 companies and Top 100 US colleges.
- Qualtrics creation and testing
- Publishing studies via Prolific
- Pre-registering via AsPredicted

Undergraduate Student Thesis in Public Policy

Duke University, Durham, NC

August 2023 - Present

Undergraduate Student Thesis Candidate

Mentor: Sarah Komisarow, Ph.D.

- The paper focused on revenue differences between Minority-Serving Institutions (MSI) and Predominantly White Institutions (PWI) in the University of North Carolina College system
- Creating large datasets from The US Department of Education's College Scorecard, NC Auditors Data, and the Integrated Postsecondary Education Data System (IPEDs) data.
- Writing a 40+ page manuscript
- Working in R studio and Stata coding languages

Bass Connections: Math-oriented majors student's sense of belonging development

Duke University, Durham, NC

May 2024 - Present

Bass Connections Team Leader

Mentor(s): Mine Çetinkaya-Rundel, Ph.D. Whitney McCoy, Ph.D.

- Spearheaded writing a 5,000 grant for interdisciplinary research
- Lead survey creation and IRB approval process
- Beginning recruitment process of participants through Faculty chairs
- Managing team budget for recruitment, software, and conference travel

Bass Connections: Trauma-Informed Courts: A Public Health Approach to Juvenile Justice,

Duke University, Durham, NC

August 2023 - May 2024

Bass Connections Team Member

Mentor(s): Eva McKinsey, Ph.D. Amelia Thorn, Duke Law

- Seeking to understand whether judges' employment of trauma-informed (TIC) methods improves outcomes for court-involved youth.
- Utilizing a court observation tool developed by the 2022-2023 team to assess the extent to which a courtroom and specific hearings are trauma-informed.

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- Analyzing findings with both statistical and qualitative methods.
- Currently assisting in writing a manuscript based on court observations of TIC behaviors.
- Manuscript is currently under review in the *Journal of Law, Psychology, and Psychiatry*.

*Moore Undergraduate Research Apprentice Program,
University of North Carolina*

May 2023 - July 2023

MURAP Scholar

Mentor: Fenaba R Addo, Ph.D.

- Conducted a literature review and organized a 15-page prospectus.
- Composed a 20+ page research study on how to increase retention for underrepresented minorities in STEM at North Carolina Public Colleges and universities
- Outlined, created, and presented a presentation for a MURAP research seminar.
- Developed a survey instrument to measure the sense of belonging and self-efficacy of minority students
- Created dataset with institutional characteristics of North Carolina Colleges and Universities
- Acquired familiarity with quantitative datasets and R studio.

*Duke Identity & Diversity Lab, Department of Psychology,
Duke University*

June 2022 - Present

Undergraduate Research Assistant

Mentor: Sarah Gaiter, Ph.D.

- Study diversity-related issues, cross-race and group interactions, and group perception.
- Conducting research studies, recruiting participants, coding responses, and analyzing data
- Training new research assistants on recruitment systems and running the five major Lab studies
- Facilitating participant recruitment for lab studies from a confidential internal database of over 5,000 families
- Community-engaged practices recruited in person for over 100 parents from underrepresented backgrounds
- Analyzed questionnaires using Qualtrics software.
- Qualitatively coded codebooks and did consensus coding on mixed-race identities and on children's perceptions of socioeconomic status
- Received professional training through CITI ethics program

RESEARCH PRESENTATIONS

Herndon, A., Addo, F., Gaither, S. (2024, June). Enrolling in STEM: Institutional Factors for Black Student Success. A Poster for the Society for the Psychological Study of Social Issues Conference, Philadelphia, Pennsylvania.

Allen, L., Ameen, C., Bierly, T., Davis, G., Dhawan, E., Fung, E., Gorey, C., Hanson, K., **Herndon, A.**, Kim, M., Lavi, H., McKinsey, E., Milbery, A., Terry, J., Thorn, A. (2024, April). Trauma-Informed Care in Court: An Exploratory Research Project. A Poster for the for the 2024 Fortin Foundation Bass Connections Showcase, Durham, North Carolina

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Herndon, A. (2023, July). Staying in STEM: Increasing Retention in STEM for Underrepresented Minorities. A presentation for the Moore Undergraduate Research Apprentice Program, Chapel Hill, North Carolina.

Herndon, A., Stanaland, A., & Gaither, S. (2023, April). Inequality, Masculinity, and Aggressive Policy Endorsement: A Pre/post-Election Study - A Virtual Presentation for UVA Diversifying Scholarship Research Conference

Herndon, A., Stanaland, A., & Gaither, S. (2023, February). Follow the Victor: The Role of Political Winners in Shaping Levels of Political Aggression in Males - A Poster for the 2023 Society of Personality & Social Psychology Annual Conference, Atlanta, Georgia

PUBLICATIONS

Free Speech or Unfair Advertising: Ana De Armas Fans' Lawsuit Over Film "Yesterday" - Juris Duke Undergraduate Law Journal (Nov 2023)

The Linguistic Key to the Cultural Castle: The Role of Language in the Cultural Identity of Immigrants and their Children - Duke International Relations Association (Dec 2022)

Striking Out on Damages: Astros Fans' Lawsuit Over Sign-Stealing Scandal - Juris Duke Undergraduate Law Journal (Dec 2022)

The Sound of the Law: A Brief Analysis of the Katy Perry "Dark Horse" Lawsuit - Juris Duke Undergraduate Law Journal (Oct 2022)

VOLUNTEER WORK

Research Assistant and Session Facilitator, InventHER Institute, Durham, NC January 2024 - May 2024

- Supporting a multi-layered mentoring model of mentorship for students from underserved communities through community engagement
- Fostering a counter space that promotes authentic communication, group collectivism, and safe spaces for women and girls (3rd to 5th grade) to engage in hands-on engineering activities
- Creating lesson and presentation materials
- Engaging in program evaluation and streamlining
- Created both quantitative and qualitative codebooks for the class based on survey data from caregivers and youth
- Facilitated focus groups with youth participants in groups of 8

Assistant Coach and Personal Development Chair, Coach2Inspire, Durham, NC August 2021- Present

- Focused on youth development as a volunteer assistant basketball coach of 10 children in the 5-6-year-old age group
- A chair of the personal development committee and internal program planning for coaches
- Collaborated with organization leadership to plan and execute a new coaches orientation, holiday party, march madness event, and other organizational bonding events

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CAMPUS ENGAGEMENT

Secretary, Duke University Stand-up Troupe, Durham, NC August 2022 - Present

- Performing at semester shows with new comedic material
- Collaborating with other organizations for joint events
- Working with professional talent like Dr. Ken Jeong for campus-wide programming with DukeArts

*Office of Undergraduate Education Student Advisory Board,
Duke Office of Undergraduate Education* October 2022 - Present

- Provide feedback & advice on critical campus programs (Quadex, Duke summer experiences, pre-professional culture at Duke University).
- Assessing campus climate and resources through Campus-wide Survey

Major Ambassador, Sanford School of Public Policy, Durham, NC October 2022 - Present

- Promoting participation in public policy by engaging with current and prospective majors.

Staff Writer, Juris Undergraduate Journal, Durham, NC August 2022 - Present

- Writing thoughtful and accessible articles about the law and its influence on today's challenges

Education Committee Co-chair, Duke NAACP, Durham, NC August 2022 - August 2023

- Organizing events to raise awareness of educational issues, advocating for laws and policies to improve the school system, and participating in activities that directly improve the educational experience of students of color

EDITORIAL ROLES

Editor, Historia Nova: The Duke Historical Review, Durham, NC August 2022 - Present

- Assisted in the selection and editing process from ~100 article submissions to 5 final publications
- Received submissions from students around the Americas, Europe, and Asia.
- Sent correspondence to submitters with updates on the review process

Staff Writer and Review Editor, Duke International Relations Association April 2022 - April 2023

- Writing and editing publications for the Borderless International Relations journal

Review Editor, Duke Journal for Health Equity August 2022 - August 2023

- Supported writers in works set for publication
- Primary reviewer for work titled "How Does Where You Live Affect What Surgeries Are Available to You? An Analysis of Rural vs. Urban Disparities in New York"

AFFILIATIONS

Member, *Psi Chi* May 2024 - Present
Member, *The PhD Project* March 2024 - Present
Member, *North Carolina Psychological Association* November 2023 - Present
Member, *American Economic Association* November 2023 - Present
Member, *Society of Personality and Social Psychology* January 2023 - Present
Member, *Office of University Scholars & Fellows, Duke University* May 2021 - Present
Member, *First Tee Alumni Network* May 2021 - Present

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WORK EXPERIENCE

Duke University Psychology Department

August 2024 - Present

Constanzo Teaching Fellow

- Running discussion for 10-12 students over 16 weeks
- Grading midterms and research projects
- Supporting students via office hours

PGA TOUR, Ponte Vedra, FL

June 2024 - July 2024

Talent & Culture (T&C) Intern

- Assisting in the creation, writing, pre-testing, and recruitment of company-wide Employee engagement survey
- Worked with Legal, HR, IMPACT & Corporate Social Responsibility (CSR) on improvements to the UX/UI of DEI websites
- Partnered with Employee Resource Group (ERG) to assess groups' needs, strengths, successes, and strategic plans and researched relevant awards for groups
- Ran companywide employee golf tournaments with TPC Sawgrass, increased the program's social media following to include 4.7% of the total TOUR workforce
- Assisted the leadership & development team, auditing Leadership and Development Workday courses, and assisted in presentation & supplemental materials

*Duke University Office of Student Conduct and Community Standards,
Durham, NC*

August 2022 - Present

Community Standards Intern

- Selected into the Inaugural cohort of the Community Standards Intern
- Student Conduct Board Panelist, community standards advisor, and Project management team
- Working on hate and bias reporting proposal to higher administration in student affairs
- Facilitated a lesson plan and presentation on academic integrity to 60 middle school students

Kenan Institute for Ethics, Duke University, Durham, NC

July 2022 - November 2022

Undergraduate Research Assistant

- Assisting faculty and staff in daily operations through administrative work & running the front desk
- Promoting Kenan events and opportunities to the greater school community

TRAINING

- *Undergraduate Student Responsible Conduct of Research, CITI* March 2024 - Present
- *Duke Teacher's Assistant Training* January 2024 - Present
- *Minors in Duke University Programs Policy Training* January 2024 - Present
- *GDPR & Human Subjects Research in the U.S., CITI* June 2022 - Present
- *Basics Data Safety, CITI* June 2022 - Present
- *Human research, CITI* June 2022 - Present

SKILLS

- Coding: R Studio, STATA, Qualtrics, Prolific, proficient in Microsoft Office Suite
- Languages: Limited Proficiency in Spanish (Intermediate), Beginner Proficiency in French (Basic)