

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

Department of Psychology  
University of Mississippi  
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Oxford MS, 38677  
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## ACADEMIC POSITIONS

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**Assistant Professor** (2020 - Current)

Department of Psychology  
University of Mississippi

**Post-Doctoral Researcher** (2017 - 2020)

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**

- Leckfor, C. M., Wood, N. R., Slatcher, R. B., & Hales, A. H. (in press). From close to ghost: Examining the relationship between the need for closure, intentions to ghost, and reactions to being ghosted. *Journal of Social and Personal Relationships*.  
<https://doi.org/10.1177/02654075221149955>
- Pfundmair, M., Wood, N. R., Hales, A. H., & Wesselmann, E. D. (2022). How social exclusion makes radicalism flourish. *Journal of Social Issues*.  
<https://doi.org/10.1111/josi.12520>
- Freedman, G., Hales, A. H., Powell, D. N., Le, B. & Williams, K. D. (2022). The role of gender and safety concerns in romantic rejection decisions. *Journal of Experimental Social Psychology*, 102. Registered report.  
<https://doi.org/10.1016/j.jesp.2022.104368>
- Fairbairn, C. E., Creswell, K. G., Hales, A. H., Williams, K. D., & Wilkins, K. V. (2022). Mixing misery and gin: The effect of alcohol-administration on ostracism response. *Personality and Social Psychology Bulletin*, 48(8), 1269-1283.  
<https://doi.org/10.1177/01461672211038450>
- Adams, G. S., Converse, B. A., Hales, A. H., & Klotz, L. (2021) People systematically overlook subtractive changes. *Nature*, 592, 258-261. <https://doi.org/10.1038/s41586-021-03380-y>
- Rudert, S. C., Hales, A. H., & Büttner C. M. (2021). Stay out of our office (vs. our pub): Target personality and situational context affect ostracism intentions. *Journal of Experimental Social Psychology*, 95, <https://doi.org/10.1016/j.jesp.2021.104142>
- Hales, A. H., Wood, N. R., & Williams, K. D. (2021). Navigating COVID-19: Insights from research on social ostracism. *Group Processes and Intergroup Relations*, 24(2), 306-310.  
<https://doi.org/10.1177/1368430220981408>
- Hales, A. H., McIntyre, M. M., Rudert, S. C., Williams, K. D., & Thomas, H. (2021). Ostracized and observed: The presence of an audience affects the experience of being excluded. *Self and Identity*, 20(1), 94-115.  
<https://doi.org/10.1080/15298868.2020.1807403>
- Rudert, S. C., Keller, M. D., Hales, A. H., Walker, M., Greifeneder, R. (2020). Who gets ostracized? A personality perspective on risk and protective factors of ostracism. *Journal of Personality and Social Psychology*, 118(6), 1247-1268.  
<http://dx.doi.org/10.1037/pspp0000271>
- Hales, A. H. & Williams, K. D. (2020). Extremism leads to ostracism. *Social Psychology*, 51(3).  
<https://doi.org/10.1027/1864-9335/a000406>

- Sprunger, J. G., Hales, A. H., Maloney, M., Williams, K. D., & Eckhardt, C. I. (2020). Alcohol, affect, and aggression: An investigation of alcohol's effects following ostracism. *Psychology of Violence, 10*(6), 585-593. <https://doi.org/10.1037/vio0000341>
- 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. <https://doi.org/10.3389/fpsyg.2019.02659>
- Hales, A. H., Wesselmann, E. D., & Hilgard, J. (2019). Improving psychological science through transparency and openness: An overview. *Perspectives on Behavior Science, 42*(1), 13-31. <https://doi.org/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*(4), 460-473. <https://doi.org/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*(1), 75-92. <https://doi.org/10.1111/josi.12257>
- Hales, A. H. (2018). Death as a metaphor for ostracism: Social invincibility, autopsy, necromancy, and resurrection. *Mortality, 23*(4), 366-380. <https://doi.org/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*(5), 678-692. <https://doi.org/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. <http://dx.doi.org/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*(6), 782-797. <http://dx.doi.org/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. <http://dx.doi.org/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*(3), 157-166. <https://doi.org/10.1027/1864-9335/a000235>
- Wesselmann, E. D., Williams, K. D., & Hales, A. H. (2013). Vicarious ostracism. *Frontiers in Human Neuroscience, 7*. <https://doi.org/10.3389/fnhum.2013.00153>

## **BOOK CHAPTERS AND OTHER PUBLICATIONS**

- Hales, A. H., Wood, N. R. (2022). Statistical controversies in psychological science. In W. C. O'Donohue, A. Masuda, & S. O. Lilienfeld (Eds.), *Avoiding questionable practices in applied psychology*. (pp. 191 - 211). Springer.
- Adams, G., S., Converse, B. A., Hales, A. H., & Klotz, L. (2022, February). When subtraction adds value. *Harvard Business Review*.
- Converse, B.A., Adams, G.S., Hales, A.H., & Klotz, L. (2021, April 15). We instinctively add on new features and fixes. Why don't we subtract instead? The Washington Post: <https://www.washingtonpost.com/outlook/2021/04/15/psychology-innovation-subtractionaddition/>
- Hales, A. H. & Williams, K. D. (2021). 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. (pp. 337 – 349). New York: Guilford.
- Wesselmann, E. D., Williams, K. D., Ren, D., & Hales, A. H. (2021). 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. (2020). Statelessness as social ostracism. In, The Institute of Statelessness and Inclusion, *The world's stateless: Deprivation of nationality*. ISBN: 9789082836660
- Hales, A. H., Wesselmann, E. D., & Williams, K. D. (2020). Social ostracism, religion, and existential concerns. In K. E. Vail, & Routledge, C. (Eds.), *The science of religion, spirituality, and existentialism*. (pp. 153 – 166). San Diego, CA: Elsevier.
- 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*. (pp. 17 – 30). 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**

Yucel, M., & Hales, A. H. (Chairs). (2021, February). *Spilling the tea: Social psychology of gossip*. Symposium held at the Society for Personality and Social Psychology, online conference.

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**

Wicks, S. G., Hales, A. H., & Hennes, E. P. (2022, February). *Online ostracism, rejection, and the willingness to spread COVID-19 misinformation*. Presented at the Society for Personality and Social Psychology, San Francisco, CA.

Leckfor, C. M., Wood, N. R., Hales, A. H., & Slatcher, R. B. (2022, February). *From close to ghost: The effects of ghosting and need for closure on psychological need satisfaction*. Presented at the Society for Personality and Social Psychology, San Francisco, CA.

Wood, N. R. & Hales, A. H. (2022, February). *Ostracism and Firearm Ownership*. Presented at the Society for Personality and Social Psychology, San Francisco, CA.

Wood, N. R., & Hales, A. H. (2021, October). *Ostracism and Openness to Firearm Ownership*. Presented at the Society of Southeastern Social Psychologists, online conference.

Hales, A. H., Yucel, M., & Rudert, S. C. (2021, February). *The Oscar Wilde dilemma: Understanding when people want to be the topic of gossip*. Presented at the Society for Personality and Social Psychology, online conference.

- Hales, A. H., Yucel, M., & Rudert, S. C. (2020, October). *Who wants to be the topic of gossip? Findings from two large national surveys*. Presented at the Society of Southeastern Social Psychologists, online conference.
- 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.
- Williams, K. D., Hales, A. H., Zwarg, C., & Gollwitzer, M. (2020, February). *Ostracism propels interest in extreme groups*. Presented at the Society for Personality and Social Psychology, New Orleans, LA.
- 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**

2022 (Spring)	Personality, PSY 315
2021 (Fall)	Personality, PSY 315
2021 (Spring)	Personality, PSY 315
2017 (Summer)	Elementary Psychology, PSY 12000
2017 (Spring)	Understanding and Analyzing Experiments, PSY 30600 *Delivered weekly lab instruction
2016 (Spring)	Understanding and Analyzing Experiments, PSY 30600 *Delivered weekly lab instruction
2015 (Summer)	Introduction to Social Psychology, PSY 24000
2015 (Spring)	Understanding and Analyzing Experiments, PSY 30600 *Delivered weekly lab instruction
2014 (Summer)	Elementary Psychology, PSY 12000

### **GRADUATE INSTRUCTING**

2022 (Fall)	History and Systems of Psychology, PSY 751 Instructor rating: 4.80 out of 5.0
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2022 (Fall)	Quantitative Methods in Psychology I, PSY 703 Instructor rating: 4.50 out of 5.0
2020 (Fall)	Quantitative Methods in Psychology I, PSY 703 Instructor rating: 4.25 out of 5.0
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

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## AWARDS AND FUNDING

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2018	SPSP Student Publication Award For paper, "Disagreeableness as a Cause and Consequence of Ostracism"
2017	David A. Santogrossi Graduate Instructor Award
2016	Graduate School Summer Research Grant Awarded by the Purdue Graduate School
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,
2014	Graduate Research Innovation Award. From the Purdue Department of Psychological Sciences, <i>Project title:</i> Loneliness: A Proposed Study of Minimal Ostracism Experiences Conducted Online
2012	Graduate Research Innovation Award. From the Purdue Department of Psychological Sciences, <i>Project title:</i> 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:**

Fellow, Society of Experimental Social Psychology  
Member, Society for Personality and Social Psychology

### **SERVICE:**

SONA Pool Coordinatory, UM Psychology 2022 – present  
Speaker series committee, UM Psychology, 2021 – present  
Communications committee, UM Psychology, 2021 – present  
Chair, ad-hoc, Sona Allocation Procedures committee, 2021

### **ACTIVITIES:**

Workshop Instructor: *Simulation-based power analysis for regression*, PsyPag Simulation  
Summer School (June, 2021)  
Invited Address (co-presenter; June 2021): SWPS University of Social Sciences and Humanities  
Invited Address: University of Indianapolis (March, 2021)  
Invited Address: Radford University (September, 2018)  
Cyberball 5.0 Software Development Consultant, 2015 – present

### **FUNDING REVIEWING:**

*National Science Foundation* (3)  
*Time-Sharing Experiments for the Social Sciences* (2)

### **JOURNAL REVIEWING:**

<i>Addictive Behaviors Reports</i>	<i>Journal of School Psychology</i>
<i>Aggressive Behavior</i> (2)	<i>Journal of Social and Personal Relationships</i>
<i>Applied Cognitive Psychology</i>	<i>Journal of Social Issues</i>
<i>Basic and Applied Social Psychology</i>	<i>Journal of Social Psychology</i> (11)
<i>Behavioral Sciences</i>	<i>Journal of Theoretical Social Psychology</i>
<i>Behavior Research Methods</i> (2)	<i>Motivation and Emotion</i>
<i>British Journal of Social Psychology</i> (2)	<i>Motivation Science</i>
<i>Current Directions in Psychological Science</i>	<i>Personal Relationships</i>
<i>Cyberpsychology, Behavior, and Social Networking</i>	<i>Personality and Individual Differences</i> (3)
<i>European Journal of Social Psychology</i> (3)	<i>Personality and Social Psychology Bulletin</i> (6)
<i>European Journal of Personality</i>	<i>Personality and Social Psychology Review</i>
	<i>Perspectives on Psychological Science</i>

*Environment and Behavior*  
*Families, Relationships, and Society*  
*Frontiers in Psychology* (2)  
*Group Processes and Intergroup Relations* (3)  
*International Journal of Developmental Science*  
*International Journal for the Psychology of Religion*  
*Journal of Applied Social Psychology*  
*Journal of Experimental Social Psychology* (10)  
*Journal of Experimental Psychology: General*  
*Journal of Personality and Social Psychology* (4)

*PLOS ONE* (2)  
*Proceedings of the National Academy of Sciences*  
*Psychology of Popular Media Culture*  
*Self and Identity* (2)  
*Social Influence* (10)  
*Social Psychological and Personality Science* (4)  
*Social Psychology* (2)  
*Social Sciences*