

# Fred Duong

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## EMPLOYMENT

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|----------------|----------------------------------------------------------------------------------------------|
| 2021 - present | <b>Postdoctoral Fellow</b><br>Department of Psychology<br>University of Toronto, Mississauga |
| 2021 - present | <b>Research Fellow</b><br>More in Common                                                     |

## EDUCATION

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|------|-------------------------------------------------------|
| 2021 | <b>Ph.D. in Psychology</b><br>Northeastern University |
| 2014 | <b>M.A. in Psychology</b><br>New York University      |
| 2006 | <b>B.A. in Sociology</b><br>University of North Texas |

## RESEARCH INTERESTS

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1. The meaning and measurement of empathy
2. The intersection of emotions and morality
3. Polarization interventions

## WORKING MANUSCRIPTS

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1. **Duong, F.**, Stellar, J., Forbes, R., & Feinberg, M. A Recipe for Redemption [Manuscript in preparation].
2. **Duong, F.**, Small, C., Hawkins, S., & Xu, C. Outgroup testimonials and ingroup validation strengthen the effects of perception gap interventions on affective polarization: evidence from a large-scale experiment [Manuscript in preparation]. Pre-print: <https://psyarxiv.com/atguq>
3. **Duong, F.**, Hall, J.A., & Schwartz, R. Trait empathy endorsements and personality profiles differentially predict lay conceptions of empathy [Manuscript in preparation].

## REFEREED JOURNAL PUBLICATIONS

1. **Duong, F.**, Hall, J.A., & Schwartz, R. (revise and resubmit). How seven different "empathies" correlate with personality: A profile correlation approach.
2. Stosic, M.D., Murphy, B.A., **Duong, F.**, Fultz, A., Harvey, S., Niu, Y., Perl, D., & Bernieri, F. (2024). Careless Responding: Why Many Findings Are Spurious or Spuriously Inflated. *Advances in Methods and Practices in Psychological Science*, 7(1), 25152459241231581. <https://doi.org/10.1177/25152459241231581>
3. Hall, J.A., **Duong, F.**, & Schwartz, R. (2023). On the proliferation of the empathy concept in healthcare and medical education. *Patient Education and Counseling*. <https://doi.org/10.1016/j.pec.2023.108041>
4. Stellar, J. E., & **Duong, F.** (2023). The little black box: contextualizing empathy. *Current Directions in Psychological Science*, 32(2), 111–117. <https://doi.org/10.1177/09637214221131275>
5. Murphy, B.A., Hall, J.A. & **Duong, F.** (2022). It looks like construct validity, but look again: Comment on Clutterbuck et al. (2021) and recommendations for test developers in the broad "empathy" domain. *Psychological Assessment*, 34(4), 397–404. <https://doi.org/10.1037/pas0001063>
6. Hall, J.A., Schwartz, R., **Duong, F.**, Niu, A., Dubey, M., DeSteno, D., & Sanders, J. (2020). What is clinical empathy? Perspectives of community members, university students, cancer patients, and physicians. *Patient Education and Counseling*. <https://doi.org/10.1016/j.pec.2020.11.001>
7. Hall, J.A., Schwartz, R., & **Duong, F.** (2020). How do laypeople define empathy? *The Journal of Social Psychology*, 1–20. <https://doi.org/10.1080/00224545.2020.1796567>
8. Vayness, J., **Duong, F.**, & DeSteno, D. (2019). Gratitude increases third-party punishment. *Cognition and Emotion*. <https://doi.org/10.1080/02699931.2019.1700100>
9. DeSteno, D., **Duong, F.**, Lim, D., & Kates, S. (2019). The grateful don't cheat: Gratitude as a fount of virtue. *Psychological Science*. <https://doi.org/10.1177/0956797619848351>
10. DeSteno, D., Lim, D., **Duong, F.**, & Condon, P. (2017). Meditation inhibits aggressive responses to provocations. *Mindfulness*, 9, 1117–112. <https://doi.org/10.1007/s12671-017-0847-2>

## NON-PROFIT REPORTS

Contributions noted after each report.

1. Constructive Dialogue Institute & More in Common. (2023). *Free speech and inclusion: How college students are navigating shifting speech norms*. [website][report]  
Survey design, analysis, data visualization, and writing
2. More in Common. (2023). *Defusing the history wars: A Black History Month report*. [link]  
Analysis, data visualization, and editing

3. More in Common. (2023). *Americans' views on MLK Day*. [link]  
Analysis and data visualization
4. More in Common. (2022). *Defusing the history wars: Finding common ground in teaching America's national story*. [link]  
Survey design, analysis, data visualization, writing, and editing
5. More in Common. (2022). *Politics and partners*. [link]  
Survey design
6. More in Common. (2022). *Remembering the Post-September 11 America*. [link]  
Data visualization

#### INVITED TALKS

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1. "Prosociality: Empathy and Bridging Divides." Social-Personality Colloquium Series. York University. Toronto, Ontario. November 2023.
2. "Gratitude and Prosociality." Workhuman. Framingham, MA. February 2021.
3. "What is Clinical Empathy?" The Intervention Lab (PI: Daniel Lim). Adelphi University, Long Island, NY. December 2020.
4. "Empathy and Altruism." CORE Lab (PI: John Coley). Northeastern University, Boston, MA. November 2020.
5. "Gratitude and the Greater Good: Effects on Two Dimensions of Utilitarianism." Deepest Beliefs Lab (PI: Kurt Gray). University of North Carolina at Chapel Hill, Chapel Hill, NC. November 2020.
6. "What is Empathy?" Harvard Intergroup Neuroscience Lab (PI: Mina Cikara). Harvard University, Boston, MA. September 2020.
7. "Roles of Empathy and Compassion on Helping Behavior/Gratitude and the Greater Good." Morality Psychology Research Lab (PI: Fiery Cushman) and Green Lab (PI: Joshua Greene) joint lab meeting. Harvard University, Boston, MA. October 2019.
8. "Roles of Empathy and Compassion on Helping Behavior/Gratitude and the Greater Good." Morality Lab (PI: Liane Young). Boston College, Boston, MA. October 2019.
9. "The Effects of Similarity Manipulations on Spontaneous Perspective-taking for Political Outgroup Members." Boston Area Psychology Graduate Student Symposium. Boston, MA. April 2019.

#### CONFERENCE PRESENTATIONS

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\* Denotes a student trainee under my supervision.

1. **Duong, F.**, Small, C., Hawkins, S., & Xu, C. (2024, February 9). *Outgroup Testimonials and Ingroup Validation Strengthen Perception Gap Interventions*. Chair and presenter at "Non-profits Leveraging Social Psychology for Change" symposium at the 2024 meeting of the Society for Personality and Social Psychology, San Diego, CA.

2. Grant, L. \*, **Duong, F.**, & Stellar, J. (2023, April 28). *The effects of racial discrimination in healthcare on medical mistrust and emotions*. Poster session presented at 2023 University of Toronto Mississauga Undergraduate Research Day, Toronto, ON. [Undergraduate Research Poster Award]
3. **Duong, F.**, Zhu, W., Stellar, J., Ramezani, A., & Xu, Y. (2023, February 23). *The semantic change of empathy over time*. Psychology of Language preconference for the 2023 meeting of the Society for Personality and Social Psychology, Atlanta, GA.
4. **Duong, F.**, Wylie, J., Oshinski, P., & Xu, C. (2022, February 17). *The American South: intergroup attitudes and a preliminary test of an intervention*. Poster session presented at the Group Processes and Intergroup Relations preconference for the 2022 meeting of the Society for Personality and Social Psychology, San Francisco, CA.
5. **Duong, F.** (2021, May 26). *Lay conceptions of empathy*. “What is Empathy? New Insights in Theory and Measurement” symposium at the American Psychological Association 2021 Annual Conference, Online event.
6. **Duong, F.** (2021, March 26). *Compassion and empathic distress on helping*. Flash Talk at The Love Consortium’s Open Questions in Compassion Research, Online event.
7. **Duong, F.**, Hall, J.A., & Schwartz, R. (2021, February 10). *Lay conceptions of empathy: individual and group-based differences*. Poster session presented at the Social Cognition preconference for the 2021 meeting of the Society for Personality and Social Psychology, Online event.
8. **Duong, F.** & DeSteno, D. (2021, February 9). *Gratitude and the greater good: effects on two dimensions of utilitarianism*. Poster session presented at the Justice and Morality preconference for the 2021 meeting of the Society for Personality and Social Psychology, Online event.
9. **Duong, F.**, Hall, J.A., & Schwartz, R. (2020, March). *Who are empathic people? It depends on your definition of empathy*. Poster session presented at 2020 meeting of the Society for Personality and Social Psychology, New Orleans, LA.
10. Vayness, J. \*, **Duong, F.**, & DeSteno, D. (2020, March). *Gratitude increases third party punishment*. Poster session presented at 2020 meeting of the Society for Personality and Social Psychology, New Orleans, LA.
11. Hall, J.A., Schwartz, R., & **Duong, F.** (2020, March). *What is empathy? The layperson’s perspective on a complex concept*. Poster session presented at 2020 meeting of the Society for Personality and Social Psychology, New Orleans, LA.
12. **Duong, F.** & DeSteno, D. (2019, March). *The roles of trait empathic distress and compassion on helping behavior*. Poster session presented at the Positive Emotions preconference for the 2019 meeting of the Society for Affective Science, Boston, MA. [Trainee Poster Award]
13. Abbott, P. \*, **Duong, F.**, Estrada, S., & Nichols, K. (2019, April). *The moderating effect of arousal on empathy: how arousal and distress inhibit or encourage helping behavior*. Poster session presented at the 2019 meeting of the Southwestern Psychological Association, Frisco, TX. [Undergraduate Research Competition Finalist]

14. **Duong, F.** & DeSteno, D. (2019, February). *The effects of similarity manipulations on spontaneous perspective-taking for political outgroup members*. Poster session presented at the 2019 meeting of the Society for Personality and Social Psychology, Portland, OR.
15. Kates, S., DeSteno, D., & **Duong, F.** (2019, February). *The grateful don't cheat: Gratitude as a fount of virtue*. Poster session presented at 2019 meeting of the Society for Personality and Social Psychology, Portland, OR. [Poster Award Finalist]
16. **Duong, F.** & DeSteno, D. (2018, March). *The roles of trait empathic distress and compassion on helping behavior*. Poster session presented at the 2018 meeting of the Society for Personality and Social Psychology, Atlanta, GA.
17. **Duong, F.**, DeSteno, D., Lim, D., & Condon, P. (2017, May). *Meditation reduces vengeful aggression*. Poster session presented at the 2017 meeting of the Association for Psychological Science, Boston, MA.

#### SUBMITTED GRANTS

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- 2023 Bridging Divides & Strengthening Democracy Field Test Grant  
Strengthening Democracy Challenge at Stanford University  
*Proposal title:* Conversations across the political divide: assessing efficacy and scalability  
*Requested amount:* \$50,000 [not awarded]
- 2023 Humility in Inquiry Project  
Arizona State University, John Templeton Foundation  
*Proposal title:* The intersection of outpartisan misperceptions, intellectual humility, and information seeking  
*Requested amount:* \$163,520 [not awarded]
- 2021 Community Catalyst Grant  
Society for Personality and Social Psychology  
*Proposal title:* Southeast Asian Social and Personality Psychologists  
*Requested amount:* \$800 [awarded]
- 2020 Community Catalyst Grant  
Society for Personality and Social Psychology  
*Proposal title:* Southeast Asian Social and Personality Psychologists  
*Requested amount:* \$1,425 [awarded]

#### AWARDS AND HONORS

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- 2019 BIG Ideas Doctoral Workshop Invitee  
Behavioral Insights Group, Harvard Kennedy School
- 2019 Trainee Poster Award  
Positive Emotions Preconference for Society for Affective Science

- 2019 Poster Spotlight  
Emotion Preconference for Society for Personality and Social Psychology
- 2015 Teaching Assistant of the Year  
New York University

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PROFESSIONAL SERVICE AND DIVERSITY ACTIVITIES

COMMITTEES, ORGANIZATIONS, AND JOURNALS

- 2024 (*upcoming*) Consulting Editor, Emotion
- 2022 - present Member, Climate Survey Committee  
IDEA (Inclusion, Diversity, Equity, Access) Community  
University of Toronto at Mississauga
- 2021 - present Member  
ASCEND (Asian, Pacific Islander, Desi social and personality Scientists who care about justice and want to work Collectively towards ENDing all harmful identity-based violence and trauma)
- 2019 - present Co-founder, Organizing Committee  
Southeast Asian Social and Personality Psychologists
- 2020 Member, Pipeline and Professional Environment Committee  
Anti-Racism and Equity Task Force  
Society for Personality and Social Psychology
- 2019 - 2021 Co-founder, Organizing Committee  
Graduate Student Association  
Department of Psychology, Northeastern University
- 2018 - 2021 Member, Media Committee  
Graduate Employees of Northeastern University
- 2018 - 2021 Member, Secretary, Organizing Committee  
Boston Area Psychology Graduate Student Organization

EVENTS

- 2022 Event Organizer. *Job Market Panel and Workshop Event*.  
ASCEND (Asian, Pacific Islander, Desi social and personality Scientists who care about justice and want to work Collectively towards ENDing all harmful identity-based violence and trauma) and Southeast Asian Social and Personality Psychologists
- 2022 Invited Panelist. *Thriving as an Underrepresented Minority in Psychology*.  
PAUSE and UTM Psychology Inclusion, Diversity, Equity, and Access, University of Toronto Mississauga

- 2021 Event Organizer. *Non-Academic Jobs Panel*.  
Southeast Asian Social and Personality Psychologists
- 2020 Invited Panelist. *Research Careers Panel*.  
PsyClub, Department of Psychology, Northeastern University
- 2019 Invited Panelist. *Futures Panel: Where can a degree in science take you?*  
College of Science Student Diversity Advisory Council, Northeastern University

#### TEACHING ASSISTANTSHIPS

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- 2020 Lab in Personality (Undergraduate). Instructor: Randall Colvin. Northeastern University.
- 2019 Statistics in Psychological Research (Undergraduate). Instructor: Mark Halko. Northeastern University.
- 2019 Lab in Social Psychology (Undergraduate). Instructor: Judith Hall. Northeastern University.
- 2018 Lab in Social Psychology (Undergraduate). Instructor: Judith Hall. Northeastern University.
- 2015 Frontal Lobes in Health and Disease (Professional Workshop). Instructor: Elkhonon Goldberg. Luria Neuroscience Institute.
- 2015 Statistics for Behavioral Sciences (Undergraduate). Instructor: Elizabeth Bauer. New York University.
- 2015 Research Methods and Experience (Master's). Instructor: Marjorie McMenemy. New York University.
- 2014 Statistics for Behavioral Sciences (Undergraduate). Instructor: Elizabeth Bauer. New York University.
- 2014 Research Methods and Experience (Master's). Instructor: Marjorie McMenemy. New York University.
- 2014 Master's Thesis Seminar (Master's). Instructor: Marjorie McMenemy. New York University.
- 2014 Major Neurocognitive Disorders (Professional Workshop). Instructor: Elkhonon Goldberg. Luria Neuroscience Institute.
- 2014 Brain and Cognition (Professional Workshop). Instructor: Elkhonon Goldberg. Luria Neuroscience Institute.

#### GUEST LECTURES

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1. "A Short Overview on Open Science." Lab in Social Psychology (Undergraduate). Northeastern University. July 2020.
2. "Correlation and Regression Fundamentals." Statistics in Psychological Research (Undergraduate). Northeastern University. October 2019.

3. “Research Methods Review.” Lab in Social Psychology (Undergraduate). Northeastern University. February 2018.
4. “How to Deliver a Scientific Presentation.” Research Methods and Experience (Master’s). New York University. March 2015.
5. “How to Deliver a Scientific Presentation.” Research Methods and Experience (Master’s). New York University. October 2014.

#### MENTORSHIP

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Mentored ~70 undergraduates (average 10/semester x 8 hours/week).

#### PROFESSIONAL ASSOCIATIONS

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Association for Psychological Science (APS)  
Society for Affective Science (SAS)  
Society for Personality and Social Psychology (SPSP)  
Southeast Asian Social and Personality Psychologists (SEASAPP)

#### REVIEWING

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Journal Reviewing (Ad hoc): Cognition, Emotion, Personality and Social Psychology Bulletin, Journal of Social and Personal Relationships, Frontiers in Sociology, The Journal of Social Psychology

Grant Reviewing: John Templeton Foundation

#### AS FEATURED IN THE MEDIA

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1. **APS Observer.** Making nice: how giving and gratitude can rebuild connections and break down barriers. November 30, 2020.
2. **Scientific American.** The U.S. has an empathy deficit: here’s what we can do about it. September 17, 2020.
3. **SPSP Character & Context Blog.** What is empathy? You thought you knew. August 28, 2020.
4. **Greater Good Magazine.** The Top 10 insights from the “Science of a Meaningful Life” in 2019. December 19, 2019.
5. **Harvard Business Review.** When employees feel grateful, they’re less likely to be dishonest. April 9, 2019.
6. **Psychology Today.** Gratitude may increase self-control. October 1, 2019.
7. **The New York Times.** What science can learn from religion. February 1, 2019.



## ACADEMIC RESEARCH POSITIONS

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- 2021–present Health, Emotions, & Altruism Lab (PI: Jennifer Stellar, Ph.D.). University of Toronto. *Postdoctoral Research Assistant.*
- 2016–2021 Social Emotions Lab (PI: David Desteno, Ph.D.). Northeastern University. *Doctoral Research Assistant.*
- 2014–2015 Trope Lab (PI: Yaacov Trope, Ph.D.; Supervisor: Daniel Yudkin, Ph.D.). New York University. *Master’s Research Assistant.*
- 2012–2014 Metropolitan Center for Urban Education (PI: Joshua Aronson, Ph.D.; Supervisor: Tricia Voda, M.A.). New York University. *Master’s Research Assistant.*
- 2012–2013 Center for Research on Culture, Development and Education (PI: Niobe Way, Ph.D.). New York University. *Master’s Research Assistant.*
- 2011 Survey Research Lab (PI: Amber Johnson, Ph.D.). Portland State University. *Survey Interviewer.*

## PROFESSIONAL EXPERIENCE

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- 2021–present More in Common  
Non-profit Research Organization  
Research Fellow
- 2012–2014 Monclarity LLC  
Cognitive Training Games and Platform  
Product Development & Research Associate
- 2008–2010 Valve Corporation  
Video Game Developer, Publisher, and Digital Distribution  
Team Lead, Steam Support
- 2007–2008 L-3 Technologies  
Defense Technology  
3D Modeler

## SKILLS/TECHNICAL KNOWLEDGE

**Advanced Statistics Training**

Meta-Analysis Seminar (2019), Multilevel Modeling Seminar (2019), Structural Equation Modeling Seminar (2018)

**Statistics Software**

R, SPSS, Amos, HLM, Minitab, Crunch.io

**Experimental**

Medialab, DirectRT, Qualtrics, Google Forms, Amazon Mechanical Turk

**Programming**

Stats: R, Matlab. Web programming: HTML, CSS, Javascript. Productivity scripting: AutoHotkey.

**Media**

Adobe Creative Suite (Photoshop, InDesign, Dreamweaver, Illustrator, After Effects), wireframing/prototyping (Axure, Balsamiq), audio editing (Sound Forge, Audacity), video editing (Vegas), 3D modeling (Blender, Creator)