Oral Defense Announcement
University of Missouri – St. Louis Graduate School

An oral examination in defense of the dissertation for the degree
Doctor of Philosophy in Psychology with an emphasis in Industrial/Organizational Psychology

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M.A. in Psychology, May, 2012, University of Missouri-St. Louis
B.A. in Psychology, May, 2007, Saint Louis University

I'm Afraid to Tell You What I Really Think:
An Investigation into the Feedback Withholding Bias Mechanism and Outcomes within STEM Settings

Date: November 6, 2017
Time: 10:00 a.m. to 12:00 p.m.
Place: 339 Stadler Hall

Abstract
This study builds on previous research findings that White individuals who desire to not appear racist is associated with Black students failing to receive constructive feedback, compared to White students (Croft & Schmader, 2012). This Feedback Withholding Bias (FWB) may inhibit the ability for Black students to learn from constructive feedback which is important for student learning and future performance (Jussim & Eccles, 1992). Black male students and White male evaluators with a STEM major were the focus of this study because of the underrepresentation of Black STEM students and workers and previous research focusing on racism stereotypes impact on the FWB (Croft & Schmader, 2012). The results suggest that stereotype threat is not the underlying mechanism of the FWB. Findings do suggest impression management plays a role in the FWB as participants’ motivation to control prejudice (MCP) was predictive of both stereotype threat and the FWB measures. Results demonstrated the White evaluators provided similar amounts of constructive feedback to Black and White students, yet also showed a positive feedback bias (Harber, et al., 2010) for Black students.

Defense of Dissertation Committee
Stephanie Merritt, Ph.D. - Chairperson
Bettina Casad, Ph.D.
Bill Kyle, Ph.D.
Matthew Taylor, Ph.D.