

**Charisse B. Pickron**  
 Minneapolis, MN 55405 *Email: cpickron@umn.edu*

## Current Position

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**2021-Present Assistant Professor**  
 Institute of Child Development, University of Minnesota

## Education

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- 2020-2021 Postdoctoral Associate**  
 Institute of Child Development, University of Minnesota  
 Advisor: Jed Elison, Ph.D.,
- 2018-2020 President's Postdoctoral Fellowship**  
 Institute of Child Development, University of Minnesota  
 Advisors: Jed Elison, Ph.D., Melissa Koenig, Ph.D., Kathleen Thomas, Ph.D.
- 2018 Ph.D. University of Massachusetts, Amherst**  
 Advisor: Erik Cheries, Ph.D.  
 Major Area: Developmental Psychology  
 Title: *Two of the Same? Infants' Conceptual Representation of Faces Based Upon Gender, Race, and Kind Information*
- 2015 M.S. University of Massachusetts, Amherst**  
 Advisor: Lisa S. Scott, Ph.D.  
 Major Area: Developmental Psychology  
 Title: *Not All Gaze Cues Are the Same: Face Biases Influence Object Attention in Infancy*
- 2010-2011 Post B.A. Research Education Program (PREP) University of Massachusetts, Amherst**  
 Advisor: Lisa S. Scott, Ph.D.  
 Northeast Alliance for Graduate Education and the Professoriate  
 Non-Degree Graduate Fellow
- 2008 B.A. Mount Holyoke College, South Hadley, Ma**  
 Advisor: Amber Douglas Ph.D.  
 Major: Psychology, Cum Laude  
**Honors Thesis:** *A Mixed Methods Examination of Racial and Ethnic Identity In College Students*
- Fall, 2006 College Course credit, Universidad Nacional, Heredia, Costa Rica**

## Research Interests

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I am interested in the intersection of perceptual and socio-cognitive development. I use both electrophysiological and behavioral measures to investigate the way early experiences shape social information processing in the first years of life. I aim to characterize changes in infants' perception and representations of people within their environment. In particular, I utilize face processing tasks to examine individual differences in responding to social cues such as race,

gender, eye gaze, and emotion. My goal is to conduct research that informs our understanding of ways to improve social interactions and reduce experiences of bias. I aim to study these topics by working with diverse representation across my research team and the families I engage with.

## Fellowships and Grants

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<b>2022</b>	Comparison of MEG and EEG Data Quality for People with Coarse and Curly Hair Role: Co-I PI: Scott Sponheim; Additional Co-I: Cheryl Olman, Victor Pokorny (student) Brain Imaging Project Grant, College of Liberal Arts, University of Minnesota \$15,000
<b>2022</b>	Development of BIPOC Recruitment Strategies for EEG studies Role: Co-I PI: Victor Pokorny (student), Additional Co-I: Cheryl Olman, Scott Sponheim Brain Imaging Project Grant, College of Liberal Arts, University of Minnesota \$5,000
<b>2018-2020</b>	President's Postdoctoral Fellowship Program, University of Minnesota, MN
<b>2017</b>	Dissertation Research Grant Graduate School, University of Massachusetts, Amherst; Awarded: \$1,000
<b>2016</b>	Society for Research in Child Development Student & Early Career Council Dissertation Research; Awarded: \$2,000
<b>2016-2017</b>	Northeast Alliance for Graduate Education and the Professoriate (NEAGEP) Fellow Fellowship funding: \$30,000
<b>2011-2012</b>	Fellowship funding included a stipend and tuition for years 1 and 5 of Ph.D.

## Honors and Awards

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<b>2022</b>	Thank a Teacher Program, Center for Educational Innovation (CEI), University of Minnesota
<b>2020</b>	Thank a Teacher Program, Center for Educational Innovation (CEI), University of Minnesota
<b>2020</b>	Future Faculty Diversity Program, Virginia Tech
<b>2010</b>	Millennium Scholars Program, Society for Research in Child Development
<b>2008</b>	New England Women's and Men's Athletic Conference Academic All Team
<b>2007</b>	Katherine Adler Astrove '54 Fund

## Publications

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**Pickron C.B.**, Stallworthy, I. & Cheries, E.W., (Revise & Resubmit) Do infants represent faces of different races as different 'kinds'? Manuscript Submitted.

**Pickron C.B.** & Cheries, E. W., (2019) Infants' individuation of faces by gender. *Brain Sciences*.

**Pickron, C.B.**, Iyer, A, Fava, E, & Scott, L.S. (2017) Learning to Individuate: The specificity of labels differentially impacts infants' attention related visual strategies and neural responses from 6 to 9 months of age. *Child Development*

**Pickron, C.B.**, Fava, E, & Scott, L.S. (2016) Follow My Gaze: Face Race and Sex Influence the Development of Gaze-cued Attention in Infancy. *Infancy*.

Hadley, H., **Pickron, C.B.**, & Scott, L.S. (2014). The Lasting Effects of Process-specific versus Stimulus-specific Learning During Infancy. *Developmental Science*.

Manuscripts in prep

**Pickron, C.B.**, Sohn, J.I., Elison, J.T., (In Preparation) Developing perceptual expertise and consideration of multiplicity within early experiences.

**Pickron, C.B.**, Hudac, C., Brown, A., Scott, L.S (In Preparation) Gazing Face: A racially diverse stimuli set of direct and averted eye gaze

**Invited Talks**

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- 2022**      **Guest speaker.** *Early Risers: A Podcast from Little Moments Count*
- 2022**      **Guest speaker.** *Dr. Susan Carey Lab Meeting*, Harvard University.
- 2022**      **Panel moderator.** *Keeping Our Faculty Symposium*, University of Minnesota.
- 2021**      **Guest speaker.** *Social Psychology Colloquium Series*. Princeton University.
- 2021**      **Panelist.** *Diversity in Psychology Program*, University of Minnesota.
- 2020**      **Guest speaker.** *Developmental Science Colloquium Series*. Boston University.
- 2020**      **Guest speaker.** *It's Innate! Podcast* by Dr. Candace Lapan & Dr. Deon Benton.
- 2020**      **Guest speaker.** *Perception Lunch Series*. University of Minnesota.
- 2019**      **Panelist.** *Small Talks: Individual and collective implicit bias in early childhood*. Think Small Leaders in Early Learning.
- 2019**      **Panelist.** *Infant and early childhood mental health*. Nancy Latimer Convening on Children & Youth.

**Research Experience**

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Postdoctoral Fellow:

- 2018-2021**      The Elison Lab for Developmental Brain and Behavior Research  
Jed T. Elison Ph.D., Institute of Child Development, University of Minnesota  
Infant behavioral, eye-tracking, electrophysiological (ERP) data collection  
EGI HydroCel Geodesic Sensor Nets & Net Station 5 Software, EEGLab Software  
Mentored 10 RAs

Doctoral Student:

- 2015-2018**      Infant Cognition Lab  
Erik Cheries, Ph.D., University of Massachusetts, Amherst, Ma  
Recorded and coded infant behavioral measures: reaching, crawling,  
looking time data. Mentored 25 undergrad RAs.
- 2011-2016**      Brain Cognition and Development Lab  
Lisa S. Scott Ph.D. University of Massachusetts, Amherst, Ma  
ERP & eye- tracking infant data collection & analysis  
EGI HydroCel Geodesic Sensor Nets & Net Station 5 Software.  
Mentored 15 RAs.
- 2010-2011**      Postbaccalaureate Research Education Program (PREP) Research Assistant  
Brain Cognition and Development Lab  
Lisa S. Scott Ph.D., University of Massachusetts, Amherst, Ma  
Adult & infant ERP data collection
- June, 2010**      Summer Program for Undergraduate Research (SPUR)  
Research Assistant Northeast Alliance for Graduate Education  
and the Professoriate (NEAGEP)

Brain Cognition and Development Lab  
 Lisa S. Scott Ph.D., University of Massachusetts, Amherst, Ma

Undergraduate Honors Thesis:

**2007-2008** Amber Douglas Ph.D., Mount Holyoke College  
 Survey and interview data collection with adults

**Conference Presentations \*Presented ++Student advisee presented**

Oral Presentations

\***Pickron, C.B.** Bañales, J., Saleem, F., (April, 2021) *Holding departments accountable: Core training in developmental sciences & constructing anti-racist curriculum*. Solicited Content: Anti-Bias Research or Intervention. Conversation Roundtable at Society for Research in Child Development Biennial Meeting, Virtual

\***Pickron, C.B.**, Cheries, E., (March, 2019) *Infants' Individuation of Faces based on Gender and Race*. Paper Symposium: Infants' capacity to individuate people at Society for Research in Child Development Biennial Meeting, Baltimore, MD

\***Pickron, C.B.**, Fava, E., Scott, L.S. (March, 2015) *Do You See What Eye See: The Influence of Perceptual Tuning on Eye Gaze Following and Object Processing During Infancy*. Platform talk presented at Society for Research in Child Development Biennial Meeting, Philadelphia, PA

Poster Presentations

1. ++Sohn, J.I., **Pickron, C.B.**, & Elison, J.T., (August, 2021) *Bilingual Infants' Perceptual Narrowing and Speech Sound Awareness*. Poster presented at Life Sciences Summer Undergraduate Research Program (LSSURP) Poster Session, University of Minnesota
2. \***Pickron, C.B.**, Miller, N.C., & Elison, J.T. (May, 2020) *Quantifying electrophysiological responses in a covert orienting task designed for eye tracking*. Poster presented at Vision Sciences Society Annual Meeting, Virtual.
3. \***Pickron, C.B.**, & Cheries, E. (July, 2018) *Do infants individuate humans based upon differences in facial features?* Poster presented at International Conference of Infant Studies Biennial Meeting, Philadelphia, PA.
4. ++Whitfield, L., Bernier, K., **Pickron, C.B.**, Cheries, E. (April, 2017) *Do labels affect infants' sociomoral evaluation of others?* Poster presented at the Psychological & Brain Sciences Undergraduate Research Symposium, UMass Amherst, MA.
5. **Pickron, C.B.** ++Fein-Schaffer, L., ++DeAngelis, E.R., Cheries, E. (May, 2017) *The power of labels on infants' social-moral evaluation of others*. Poster presented at Association for Psychological Science 29<sup>th</sup> Annual Convention, Boston, MA
6. \***Pickron, C.B.**, Muschel, S., Marshall, E., Cheries, E. (April, 2017) *Do infants individuate humans based upon differences in facial features?* Poster presented at Society for Research in Child Development Biennial Meeting, Austin, Tx
7. \***Pickron, C.B.**, Fava, E., Scott, L.S. (May, 2016) *Odd object out: Neural differentiation of object exemplars after 3 months of label learning in infants*. Poster presented at International Conference of Infant Studies Biennial Meeting, New Orleans, LA
8. \***Pickron, C.B.**, Iyer, A., Fava, E., Scott, L.S. (May, 2016) *The specificity of labels*

*differentially impacts infants' attention-related visual strategies and neural responses.* Poster presented at Vision Sciences Society Annual Meeting, St. Pete Beach, FL.

9. \***Pickron, C.B.**, Fava, E., Scott, L.S. (May, 2014). *The Influence of Face Processing Biases on Eye Gaze Following and Object Processing During Infancy.* Poster presented at Vision Sciences Society Annual Meeting, St. Pete Beach, FL.
10. \***Pickron, C.B.**, (November, 2013). *The Influence of Face Perception Biases on Eye Gaze Following in Infancy.* Talk at Life Sciences Graduate Research Symposium UMASS, Amherst, MA.
11. Hadley, H., **Pickron, C.B.**, & Scott, L.S. (April 2013). *Early Infant Experience Influences Perceptual Processing in Childhood.* Platform talk presented at Society for Research in Child Development Biennial Meeting, Seattle, WA.
12. Fava, E., **Pickron, C.B.**, & Scott, L.S. (April, 2013). *Learning novel objects at different levels of abstraction: a longitudinal investigation of eye-tracking changes.* Presentation at the
13. Society for Research in Child Development Biennial Meeting, Face Perception Pre-Conference, Seattle, WA.
14. Vogel, M., \***Pickron, C.B.**, Vettel, J. & Scott, L.S. (April, 2011). *Behavioral and Neural Correlates of Multimodal Processing During Infancy.* Poster presented at the Society for Research in Child Development Biennial Meeting, Montreal, CA.
15. \***Pickron, C.B.** (April, 2011). *The Development and Neural Correlates of Multimodal Processing During Infancy.* Poster presented at the Postbaccalaureate Research Education Program poster session. University of Massachusetts, Amherst.
16. \***Pickron, C.B.** (August, 2010). *The Development and Neural Correlates of Multimodal Processing During Infancy.* Poster presented at the Summer Program for Undergraduate Research poster session. University of Massachusetts, Amherst.
17. \***Pickron, C.B.**, (April, 2008). *A Mixed Methods Examination of Racial and Ethnic Identity In College Students.* Power-point presentation at the Campus-wide Mount Holyoke College Senior Symposium.

## Teaching Experience

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### Course Instructor:

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| <b>Spring, 2022</b> | Racial Biases in Early Childhood, Institute of Child Development University of Minnesota                         |
| <b>Fall, 2021</b>   | Diversity Science Reading Group, Institute of Child Development & Psychology Department, University of Minnesota |
| <b>Spring, 2021</b> | Racial Biases in Early Childhood, Institute of Child Development University of Minnesota                         |
| <b>2017-2018</b>    | Developmental Psychology, Undergraduate Course (Online), University of Massachusetts Amherst                     |

### Teaching Assistant for Undergraduate Courses University of Massachusetts Amherst:

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| <b>Fall, 2017</b> | Interdisciplinary Directions in Psychology, Discussion Section |
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**Fall, 2015**      Developmental Psychology  
**Fall, 2012**      Research Methods in Psychology Lab Section  
**& 2014**

Guest Instructor:

**Spring, 2022**    Psychology of Racism (lecture slides), University of Illinois, Chicago  
**Spring, 2022**    NIMH T32 Developmental Psychopathology Proseminar, University of Minnesota  
**Fall, 2021**      Cognitive Development Seminar, University of Minnesota  
**Spring, 2021**    Cognitive Development Seminar, University of Minnesota

## **Student Committees and Mentoring**

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Graduate Advising

**2021-Present**    *Norwood Glaspie*, Institute of Child Development, University of Minnesota  
**2022-Present**    *Erika DeAngelis*, Institute of Child Development, University of Minnesota

Undergraduate Research Assistants/Advisees

**2022-Present**    *Bryanna Kirwin-Dooley*, University of Minnesota  
**2022-Present**    *Isabelle Temesgen*, University of Minnesota  
**2022-Prsent**     *Lamee Ibrahim Waday*, University of Minnesota  
**2022-Present**    *Megan Millis*, University of Minnesota  
**2021**              *Quyhn Nhu Dao*, University of Minnesota  
**2021-Present**    *Jessalyn Dvorak*, University of Minnesota  
**2021-Present**    *Mercedes Sherwood*, University of Minnesota  
**2021-Present**    *Salma Tahlil*, University of Minnesota

Undergraduate Honors Thesis Committee

**Spring, 2022**    *Celeste Guse*, (2<sup>nd</sup> Reader), University of Minnesota, *Gender and the Spectrum: Examining prevalence rates of Autism Spectrum Disorder in the Transgender Community*  
**Spring, 2022**    Katherine Dougherty, University of Minnesota, *Individual differences in the perception of talker race through visual (=pictures of faces) and auditory (=productions to sentences) cues*

## **Professional Development Activities**

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Attendee:

**2022**              Writing Winning NIH Grant Proposals, University of Minnesota  
**2022-Present**    New Faculty Program, University of Minnesota  
**2022-Present**    Early Pathways to Career Success Program, Center for Women in Medicine and Science (CWIMS), University of Minnesota  
**2021-Present**    New Faculty Orientation Workshops, Office of faculty & academic affairs, University of Minnesota  
**Summer 2021**    2021 UC Davis/SDSU ERP Boot Camp, San Diego State University  
**Summer 2020**    Foundations & Applications of R, Research Methodology Consulting Center, University of Minnesota  
**Fall 2019**        Equity and Diversity Basic Certificate completion, Office for Equity and Diversity, University of Minnesota

<b>Fall 2018</b>	Twenty-eighth EEGLAB Workshop, University of California San Diego
<b>Spring, 2017</b>	Path of Professorship, Massachusetts Institute of Technology
<b>Fall, 2016</b>	<i>COMPACT for Faculty Diversity</i> , Institute on Teaching & Mentoring
<b>Fall, 2014</b>	<i>Center for the Integration of Research, Teaching &amp; Learning (CIRTL)</i> Online Mini Course: Student-Centered Course Design, Dr. Mei-Yau Shih
<b>Fall, 2016</b>	Playing the Part in STEM Teaching Dr. Megan Lewis Career Preparation Seminars, Office of Professional Development University of Massachusetts, Amherst
<b>August, 2014</b>	Developing an Effective Job Search Strategy Lauren Celano, CEO Propel Careers
<b>June, 2012</b>	Writing Resumes & CVs, Interviews & Networking Alaina Levine, President of Quantum Success Solutions

## Media Coverage

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Smith, Kelly, [New St. Paul nonprofit wants to nip racism in the bud through early childhood education](#) (June, 2021). Article, StarTribune.

Alpert, Yelena Moroz, [When & How to Talk to Your Kids About Race and Racism](#) (August, 2020). Article, The Bump.

## Service Activities

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### Program Mentor:

<b>2022-Present</b>	Dean's First-Year Research & Creative Scholars Program, College of Liberal Arts, University of Minnesota
<b>2021-2022</b>	Towards 2044: Horowitz Early Career Scholar Program, Society for Research on Child Development
<b>Summer, 2021</b>	Life Sciences Summer Undergraduate Research Program (LSSURP), University of Minnesota, student mentor
<b>2020-2021</b>	Next-Gen Psych Scholars Program (NPSP), University of Minnesota, student mentor
<b>2019-Present</b>	Young Scientists, Institute of Child Development, University of Minnesota
<b>March, 2019</b>	Millennium Scholars Program Mentor, Society for Research in Child Development
<b>2011-2018</b>	Northeast Alliance for Graduate and the Professoriate Student Mentor University of Massachusetts, Amherst, Ma

### University of Minnesota, Departmental Committee Member:

<b>2021-Present</b>	Chair - Departmental weekly colloquium series
<b>2021-Present</b>	Member - Diversity, Equity, & Inclusion Committee
<b>2020-2021</b>	Co-Chair - Departmental weekly colloquium series
<b>2019-Present</b>	Member - Young-Scientists Program, University of Minnesota
<b>2018-2019</b>	Member - Diversity Committee

### Committee Member Professional

<b>2021-Present</b>	Sexual Orientation and Gender Identity/Expression (SOGIE) Caucus, Society for Research in Child Development
<b>2021-Present</b>	Journal editorial board, Infant and Child Development
<b>2020-Present</b>	Females of Vision Sciences et al (FoVea), Vision Sciences Society
<b>2017-2018</b>	Psychology Graduate Students Diversity Committee University of Massachusetts, Amherst

- August, 2017** New England Future Faculty Women in STEM Conference Northeastern University & University of Massachusetts, Amherst
- 2018**
- Fall 2016** Faculty Search Committee, Developmental Science, Dept. of Psychological & Brain Sciences Faculty Search Committee, Developmental Science University of Massachusetts, Amherst
- 2015-2018** Graduate Students of Color Association, University of Massachusetts, Amherst
- 2011-2013** Department of Psychology Diversity Committee University of Massachusetts, Amherst

Outreach:

- 2019-Present** Young Scientists, Institute of Child Development, University of Minnesota
- 2019-2020** Presenter for Growing Brains, Institute of Child Development, University of Minnesota
- Fall, 2018** Presenter for Brain Awareness Week, University of Minnesota
- Fall, 2017** Presenter at Square One Parent Council Monthly Meeting Square One, Springfield, MA
- Summer, 2017** Organized Family Fun Day Healthy Development Initiative Open House University of Massachusetts Center at Springfield, MA
- Summers, 2013 & 2017** Facilitator for EUREKA! Workshop for Girls, Inc. of Holyoke University of Massachusetts, Amherst
- 2017-2018** Facilitator for College Matters for U, University of Massachusetts Center at Springfield
- Spring, 2016** Graduate Women In Science Panelist University of Massachusetts Amherst
- Spring, 2015** Graduate Women In Science Volunteer Amherst Regional Middle School, Amherst MA
- Spring, 2014** Facilitator Neuroscience & Behavior Science Days Paulo Freire Social Justice Charter School, Holyoke, MA
- Fall 2013** STEM Diversity Institute (SDI) & Initiative for Maximizing Student Development (IMSD)  
Recruitment Weekend Panel Participant University of Massachusetts, Amherst
- Spring, 2012** Northeast Alliance for Graduate Education and the Professoriate Community Outreach, New Leadership Charter School, Springfield, MA
- Falls, 2011 & 2012** Brain Cognition and Development Lab, "Meet the Scientists Day," New Leadership Charter School, Springfield, MA

Ad hoc reviewer:

*Acta Psychologica*

*Developmental Psychology*

*Developmental Neuropsychology*

*Developmental Science*

*Infancy*

*Infant and Child Development*

*Journal of Child Psychology and Psychiatry*

*Journal of Experimental Child Psychology*

*Journal of Experimental Psychology: Human-*

*Motivation and Emotion*

*Perception and Performance*

*Visual Cognition*

Conference reviewer:

**Feb. 2022** 2022 Cognitive Development Society (CDS)

**Jan. 2022** 2022 ICIS Congress *Panel 6: Attention, Memory, and Learning.*

**Nov. 2020** 2021 Society for Research in Child Development Biennial Meeting *Panel 25: Solicited Content COVID-19 Related.*



Other Service:

**April 2022** Cognitive Development Society, Diversity Lunch table-topic Co-Leader  
**Sept. 2019** Consultant for Manhattan Toy Company Product Development Review

**Professional Societies**

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**2017–Present** Member of Cognitive Development Society  
**2016-2018** Member of Association for Psychological Science  
**2014-Present** Member of Society for Research in Child Development  
**2014-Present** Member of International Congress of Infant Studies  
**2014-Present** Member of Vision Sciences Society  
**2013-2018** Member of American Psychological Association of Graduate Students (APAGS)  
**2011-2018** Northeast Alliance for Graduate Education and the Professoriate (NEAGEP)  
Fellow  
**2008-2010** Member of Sigma XI The Scientific Research Society