

ALEXANDRA NICOLE BITTER

POINT LOMA NAZARENE UNIVERSITY • DEPARTMENT OF PSYCHOLOGY
104 CULBERTSON HALL • 3900 LOMALAND DR. • SAN DIEGO, CA 92106
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EDUCATION

Doctor of Philosophy • University of Wyoming

Concentration: Experimental Psychology

Minor: Statistics

Dissertation: *Self-regulatory strategies in response to social identity threat: Women in STEM*

Master of Science • University of Wyoming

Concentration: Experimental Psychology

Thesis: *Women in STEM and Self-Handicapping*

Bachelor of Arts • Point Loma Nazarene University

Magna Cum Laude

Major: Psychology

RESEARCH INTERESTS

Motivation • Well-being • Bias/Stereotyping • Gender • LGBTQIA+ • Psychology and Law

PEER REVIEWED PUBLICATIONS

Erion, C. J., **Bitter, A. N.**, McCrea, S. M., & Bartsch, K. (2025) Public shaming as a form of deterrence for transgressions involving harm to others. *Social Influence*. 20(1).

<https://doi.org/10.1080/15534510.2025.2495561>

Choi, S., **Bitter, A. N.**, Sturges, H. A., Snyder, J. A. (2023). Advancing the implementation of body-worn cameras: Using police officers' buy-in to inform research and policy. *Journal of Police and Criminal Psychology*. 1-12.

<https://doi.org/10.1007/s11896-023-09615-0>

Bitter, A. N. & McCrea, S. M. (2022). “The ship is sinking, yet the band plays on”: COVID-19 and academia. *Journal of American College Health*. 1-10.

<https://doi.org/10.1080/07448481.2022.2097010>

Bitter, A. N., Smith, O. K. H., Michalski, N., & Freng, S. (2022). Examining the crossover interaction of the race-crime congruency effect: A systematic review. *Race and Social Problems*. 1-20.

<https://doi.org/10.1007/s12552-022-09376-1>

Michalski, N. **Bitter A. N.**, & Nuñez, N. (2022). “Trans folks are in the crosshairs”: Jury decision making and the trans panic defense. *Journal of Interpersonal Violence*. 37(23-24),

<https://doi.org/10.1177/08862605211072165>

Bitter, A. N., Wondra, T., McCrea, S. M., Darzi, A., & Novak, V. D. (2022). Does it pay to play?: Undermining effects of monetary reward and gamification in a web-based task. *Technology, Mind, and Behavior*.
<https://doi.org/10.1037/tmb0000056>

Butterfield, M. E. & **Bitter, A. N.** (2019). A social judgement? Extralegal effects in hypothetical legal decision making. *Psychology, Public Policy, and Law*, 25(1), 30-37.
<https://doi.org/10.1037/law0000188>

BOOK CHAPTERS

Bitter, A. N. & Butterfield, M. E. (2020). Social judgement: The theory and practice of bias reduction. In Popa, C., Lee, W., & Rus, A. V. (Eds.), *The new approaches and future orientation in medical psychology*. (pp. 311-328). The University Press Publishing House of the University of Medicine, Pharmacy, Science and Technology of Targu-Mures, Romania.

Butterfield, M. E. & **Bitter, A. N.** (2020). Social judgement: Encouraging optimal decision making among patients and practitioners. In Popa, C., Lee, W., & Rus, A. V. (Eds.), *The new approaches and future orientation in medical psychology*. (pp. 329-343). The University Press Publishing House of the University of Medicine, Pharmacy, Science and Technology of Targu-Mures, Romania.

TEACHING EXPERIENCE

Assistant Professor of Psychology • Point Loma Nazarene University	Fall 2022 - Present
Adjunct Professor • University of Wyoming	Summer 2020 – Spring 2022
Teaching Assistant • University of Wyoming	Fall 2020 – Spring 2020

Courses Taught

Research Methods and Statistics I
 Research Methods and Statistics II
 Academic Writing in Psychology
 Research in Psychology
 Personality and Adult Development
 The Psychology of Motivation
 Psychology and Law

GRANT, AWARDS, AND HONORS (TOTAL: \$9,900)

Research and Special Projects (RASP) Grant (\$2,000)	2024
Western Psychological Association, Psi Chi Regional Research Award (\$500*)	2023
S&F Grant (\$500)	2022
Comprehensive Exam Model Papers	2021
A&S Dean's Graduate Scholars Award (\$2,000)	2020
June E. Downey Award (\$1,000)	2020
Outstanding Graduate Student Service Award (\$300)	2019

John P. Ellbogen Faculty Summer Institute on Developing Research through the Scholarship of Teaching and Learning (\$800)	2018
Wilson J. Walthall Jr. Excellence Fund in Psychology (\$400)	2018
Western Psychological Association, Christina Maslach-Philip Zimbardo Research Award in Social Psychology (\$500)	2017
Western Psychological Association, Psi Chi Regional Research Award (\$300)	2017
Western Psychological Association, Psi Chi Regional Research Award (\$300)	2016
Western Psychological Foundation Student Scholarship Poster Competition (\$500)	2016
John L. Allen Scholarship (\$800)	2016
<i>Honor awarded to one exemplary student of psychology</i>	
Dean's List (8 semesters) • Point Loma Nazarene University	2013 – 2017
Trustee's Academic Scholarship • Point Loma Nazarene University	2013 – 2017

*Funds awarded to student co-author

PRESENTATIONS

*Undergraduate Student

- *Hayashida, C., Cambria, **Bitter, A. N.**, Butterfield, M. E. (2025). Civil Conversations: Enhancing Perceptions in the Age of Online Discourse. [Poster presentation]. The Annual Convention of the Western Psychological Association, Las Vegas, NV.
- *Grant, C., Zabaneh, J., Hayashida, C., Butterfield, M. E., **Bitter, A. N.** (2025). Differential Moral Judgements of Covetous Behavior: Lust is More Condemned than Greed. [Poster presentation]. The Annual Convention of the Western Psychological Association, Las Vegas, NV.
- *Jennings, K., **Bitter, A. N.**, Butterfield, M. E. (2025). Idle Minds: Unstructured Time Increases Mind Wandering and Task Enjoyment in a Classroom Setting. [Poster presentation]. The Annual Convention of the Western Psychological Association, Las Vegas, NV.
- *Johnson, M., Martins, L., **Bitter, A. N.**, Butterfield, M. E. (2025). Witnessing the Truth: The Impact of Testimony Type on Perceptions of Defendants with Histories of Neglect. [Poster presentation]. The Annual Convention of the Western Psychological Association, Las Vegas, NV.
- *Lawler, F., **Bitter, A. N.**, Butterfield, M. E. (2025). Literature vs. Likes: Reading Fosters Greater Enjoyment Than Scrolling. The Annual Convention of the Western Psychological Association, Las Vegas, NV.
- *Martins, L., Johnson, M., Butterfield, M. E., **Bitter, A. N.** (2025). Clothe Yourself with (Self) Compassion: Extending Grace in Religious Doubt to Others Rather than Ourselves. [Poster presentation]. The Annual Convention of the Western Psychological Association, Las Vegas, NV.
- *Zabaneh, J., Grant, C., Butterfield, M. E., **Bitter, A. N.** (2025). When Letting Go Is the Key to Holding On: External Locus of Control Promotes Well-Being in Uncontrollable Situations. [Poster presentation]. The Annual Convention of the Western Psychological Association, Las Vegas, NV.

- *Thompson, A., *Weber, S., *Jennings, C., **Bitter, A. N.**, Butterfield, M. E. (2024). Actions speak louder than words: Breaking down linguistic barriers to advocacy for unhoused persons. [Poster presentation]. The Annual Convention of the Western Psychological Association, San Francisco, CA.
- *Younis, J., *Goson, J., **Bitter, A. N.**, Butterfield, M. E. (2024). Hidden heroes and overt prejudices: Unveiling ableism in civilian perceptions of veterans with invisible disabilities. [Poster presentation]. The Annual Convention of the Western Psychological Association, San Francisco, CA.
- *Morris, K., **Bitter, A. N.**, Butterfield, M. E. (2024). Beyond the byline: Unveiling the nuanced dynamics shaping news quality perceptions in a digital era. [Poster presentation]. The Annual Convention of the Western Psychological Association, San Francisco, CA.
- *Johnson, M., *Stephens, M., **Bitter, A. N.**, Butterfield, M. E. (2024). Spilling the tea: A mixed-methods analysis of impact of gossip on social evaluations. [Poster presentation]. The Annual Convention of the Western Psychological Association, San Francisco, CA.
- *Goson, J., *Younis, J., **Bitter, A. N.**, Schaeffer, K., Butterfield, M. E. (2024). Emotional eats: Exploring self-other compassion disparities among college students facing food insecurity. [Poster presentation]. The Annual Convention of the Western Psychological Association, San Francisco, CA.
- *Lin, J., *Stephens, M., **Bitter, A. N.**, Butterfield, M. E. (2024). From cradle to chaos: Using vignettes and naturalistic observation to understand parental impact on children's downstream externalizing behaviors. [Poster presentation]. The Annual Convention of the Western Psychological Association, San Francisco, CA.
- *Murray, S., **Bitter, A. N.**, Butterfield, M. E. (2024). The compassion paradox: Navigating disparities in self and friend evaluations of eating behaviors. [Poster presentation]. The Annual Convention of the Western Psychological Association, San Francisco, CA.
- *Jennings, C., *Weber, S., *Thompson, A., **Bitter, A. N.**, Butterfield, M. E. (2024). More than a meal: How the interplay between shame and belonging shapes student responses to a campus food distribution program. [Poster presentation]. The Annual Convention of the Western Psychological Association, San Francisco, CA.
- *Stephens, M., *Lin, J., *Johnson, M., **Bitter, A. N.**, Butterfield, M. E. (2024). Compartmentalized compassion: Bridging the gap between the mental health struggles of self and others. [Poster presentation]. The Annual Convention of the Western Psychological Association, San Francisco, CA.
- Bitter, A. N.**, *Cloyes, K., *Weber, S., *Murray, S. K., *Younis, J. A., *Lynn, Y. J., Butterfield, M. E. (2024). Trading warmth for competence: Simple science communication decreases perceived competence among gender affirming care advocates. [Data blitz]. Presented at the 25th Annual Convention of the Society for Personality and Social Psychology, San Diego, CA.

- *Weber, S. A., Butterfield, M. E., **Bitter, A. N.** (2024, February 8-10). *Queer eye for the straight guy? Differential gender bias in consumer contexts*. [Poster presentation]. The 25th Annual Convention of the Society for Personality and Social Psychology, San Diego, CA.
- *Murray, S. K., *Ryan, K., **Bitter, A. N.**, Butterfield, M. E. (2024, February 8-10). *It's me, hi, I'm the problem: Differential judgments about the eating behavior of self and others*. The 25th Annual Convention of the Society for Personality and Social Psychology, San Diego, CA.
- *Miles, M. J., *Black, E. N., *Murray, S. K., *Anderson, C. J., *Leslie, E. N., **Bitter, A. N.**, Butterfield, M., E. (2023, April 27-30). Major life outcomes strongly influence perceived severity of adverse childhood experiences. [Poster presentation]. The Annual Convention of the Western Psychological Association, Riverside, CA.
- *Murray, S., K., *Leslie, E. N., **Bitter, A. N.**, Butterfield, M., E. (2023, April 27-30). Compassion for Thee but Not for Me: Target Type Alters Perceptions of Overly Stringent Dieting Behavior. [Poster presentation]. The Annual Convention of the Western Psychological Association, Riverside, CA.
- *Leslie, E. N., Schaeffer, K. W., **Bitter, A. N.**, Butterfield, M., E. (2023, April 27-30). Positive Pedagogy: Exploring the Impact of Classroom Gratitude Letters as a Well-Being and Relationship Intervention. [Poster presentation]. The Annual Convention of the Western Psychological Association, Riverside, CA.
- *Anderson, C. J., *Murray, S. K., *Miles, M. J., **Bitter, A. N.**, Butterfield, M., E. (2023, April 27-30). The Brain Is (Not) Like A Muscle: High Scoring Students Prefer Fixed Mindsets. [Poster presentation]. The Annual Convention of the Western Psychological Association, Riverside, CA.
- Bitter, A. N.** & McCrea, S. M. (2022, April). Conflicting practices of self-compassion, compassion, and self-serving biases. [Paper talk]. The 94th annual convention of the Midwestern Psychological Association, Chicago, IL.
- Bitter, A. N.**, Smith, O. K. H., Michalski, N., & Freng, S. (2021, March). A systematic review of the cross-over effect of race-crime congruency. [Paper talk]. The annual convention of the American Psychology-Law Society, Denver, CO.
- Flick, C., Bitter, A., Smith, O. H. K., Nunez, N. (2021, March). *Lay conceptions of procedural and distributive justice in plea bargains: Do they align with theory?*. [Poster presentation]. The annual convention of the American Psychology-Law Society, Denver, CO.
- *Adams, A., **Bitter, A. N.**, & Dixon, F. (2021, August). *Treading water: A critique of child protective services*. [Paper talk] The convention of the University of Wyoming McNair Scholars Program, Summer Research Institute, Laramie, WY.
- Erion, C. J., **Bitter, A. N.**, & McCrea, S. (2021, April). *Public shaming: A fitting punishment for harmful transgressions*. [Paper talk]. The 93rd annual convention of the Midwestern Psychological Association, Chicago, IL. Online.

- Michalski, N. **Bitter A. N.**, & Nuñez, N. (2021, March). *“Trans folks are in the crosshairs”*: Jury decision making & the trans panic defense. [Poster presentation]. The annual convention of the American Psychology-Law Society, Online.
- Bitter, A. N.**, Wondra, T., McCrea, S. M., Darzi, A., & Novak, D. (2021, February). *Does it pay to play?: Undermining effects of monetary reward but not gamification in a web-based task*. [Poster presentation]. The 22nd annual convention of the Society for Personality and Social Psychology, Online.
- Bitter, A. N.**, Bottera, A., & Freng, S. (2020, April). *Barriers to feedback integration: Exploring the associations between student self-efficacy, goal orientation, and written feedback*. [Poster presentation]. The Scholarship of Teaching and Learning Conference, Laramie, WY. Cancelled.
- Bitter, A. N.** & McCrea, S. (2020, March). *“Because you’re a girl”*: Self-handicapping as a consequence of gender stigma consciousness. [Poster presentation]. The 21st annual convention of the Society for Personality and Social Psychology, New Orleans, LA.
- *Lane, K., **Bitter, A. N.**, & Konesko, P. (2019, August). *The madness in the method: The mental health of students and faculty in academic theatre programs*. [Paper talk]. The convention of the University of Wyoming McNair Scholars Program, Summer Research Institute, Laramie, WY.
- Greenlee, L. G., Andrews, M., **Bitter, A. N.**, Warren, A. R., Tang, C. M., Nuñez, N. L., & Kehn, A. (2019, March). *Perceptions of interrogations and confessions involving juveniles with Autism Spectrum Disorder*. [Paper talk]. The annual convention of the American Psychology-Law Society, Portland, OR.
- Bitter, A. N.**, Wondra, T., & McCrea, S. (2019, February). *Self-compassion and self-handicapping: An emotion regulation strategy for self-sabotage*. [Poster presentation]. The 20th annual convention of the Society for Personality and Social Psychology, Portland, OR.
- McCrea, S., Reynolds, J., & **Bitter, A. N.** (2019, February). *Testing the dual component theory of inhibition regulation: Evidence from laboratory and diary studies*. [Poster presentation]. The 20th annual convention of the Society for Personality and Social Psychology, Portland, OR.
- *Mikkelson, S., **Bitter, A. N.**, & Schweitzer, K. (2018, August). *Hiring the formerly incarcerated: The mediating role of morality*. [Paper talk]. The convention of the University of Wyoming McNair Scholars Program, Summer Research Institute, Laramie, WY.
- Schweitzer, K., Nuñez, N., & **Bitter, A. N.** (2018, March). *The effect of evidence order on jurors' verdicts: primacy and recency effects with probative and non-probative evidence*. [Paper talk]. The annual convention of the American Psychology-Law Society, Memphis, TN.
- Bitter, A. N.** & Butterfield M.E. (2017, April). *Justice is not blind: Comparator case strength biases parole and grand jury decision making*. [Poster presentation]. The 97th annual convention of the Western Psychological Association, Sacramento, CA.

- Bitter, A. N.,** Oren, T., & Butterfield M.E. (2017, April). *Drowning in the deep end: Applicant pool strength decreases perceptions of applicant quality.* [Poster presentation]. The 97th annual convention of the Western Psychological Association, Sacramento, CA.
- Bitter, A. N.,** Pfenning, A., & Butterfield, M.E. (2017, January). *Subjective justice: Weak comparators increase perceptions of case strength and the likelihood of trial.* [Poster presentation]. The 18th annual convention of the Society for Personality and Social Psychology, San Antonio, TX.
- Sleeper, A., **Bitter, A. N.,** Broome, L., Goldgrabe, H., Valentin, E., Roach, B., & Butterfield, M. E. (2016, April). *Cloudy with a chance of love: Attraction forecasting overprioritizes similarity.* [Poster presentation]. The 96th annual convention of the Western Psychological Association, Long Beach, CA.
- Rabatin, M., Valentin, E., **Bitter, A. N.,** Schaeffer, K. W., & Butterfield, M. E. (2016, April). *Perceptions of leadership and experience predict investor confidence in female CEOs.* [Poster presentation]. The 96th annual convention of the Western Psychological Association, Long Beach, CA.
- Goldgrabe, H., Welfringer, J., Broome, L., **Bitter, A. N.,** Downs, C., & Butterfield, M. E. (2016, April). *Grace under fire? Forgiveness cues decrease charitable giving.* [Poster presentation]. The 96th annual convention of the Western Psychological Association, Long Beach, CA.

RESEARCH EXPERIENCE

- Co-Principal Investigator** Fall 2022 - Present
Social Psychology and Influence (SPIN) Lab • Point Loma Nazarene University
Co-Principal Investigator: Max Butterfield, PhD
- Graduate Assistantship** September 2017 – May 2022
Motivation and Cognition Lab • University of Wyoming
Supervisors: Sean McCrea, Ph.D.
- Graduate Assistantship** September 2017 – May 2022
Psychology and Law Lab • University of Wyoming
Supervisors: Narina Nuñez, Ph.D.
- Research Assistantship** January 2019 – May 2020
PI Domen Novak • University of Wyoming
Grant: 2017-2020 *A Kinder, Gentler Technology: Enhancing Human-Machine Symbiosis Using Adaptive, Personalized Affect-Aware Systems*, NSF 1717705
- Research Assistant** September 2015 – May 2017
Social Psychology and Influence (SPIN) Lab • Point Loma Nazarene University
Supervisor: Max Butterfield, Ph.D.
- Research Assistantship** February 2014 – April 2015
Human-Centered Design for IDEO – an international design and consulting firm

Supervisor: Courtney Mayer, M.F.A. • Point Loma Nazarene University
Topic: Application of Social Psychological Practices to Marketing and Layout of the Mingei International Museum in San Diego, CA

UNIVERSITY SERVICE AND PARTICIPATION

Rank and Tenure Committee	Fall 2025 - <i>Present</i>
Search Advocate	Fall 2024 - <i>Present</i>
Institutional Review Board Committee	Summer 2023 – Spring 2025
Senior Thesis Graduate Student Advisor	2020 – 2021
Project: <i>Self-Handicapping in Response to Sexism at Work</i>	
Brown Bag Talk Coordinator • University of Wyoming Psychology Department	2020 – 2021
Head of Communications Subcommittee • Diversity, Equity, and Inclusion Committee	
• University of Wyoming	2020 – 2021
President • Fellowship of Christian Graduate Students • University of Wyoming	2019 – 2021
Graduate Student Faculty Representative • University of Wyoming	2019 – 2020
Member • Diversity, Equity, and Inclusion Committee • University of Wyoming	2019 – 2022
Member • Fellowship of Christian Graduate Students • University of Wyoming	2018 – 2022

PROFESSIONAL SERVICE

Social-Personality Undergraduate Research program (SPUR) Reviewer	2021
Ad-Hoc Reviewer: Co-reviewed submission to Journal of Research in Personality with Sean McCrea	2021
Ad-Hoc Reviewer: Co-reviewed submission to Journal of Behavioral Decision Making with Sean McCrea	2020
Poster Reviewer • Society for Personality and Social Psychology Conference	2019 – 2020
Poster & Paper Reviewer • American Psychology-Law Society Conference	2018 – 2019
Student Representative • Western Psychological Association	2016 – 2017

PROFESSIONAL AFFILIATIONS

Society for Personality and Social Psychology
American Psychology-Law Society
Psi-Chi International Honor Society in Psychology
Midwestern Psychological Association
Western Psychological Association