

Kay A. Simon  
Assistant Professor  
University of Minnesota - Department of Family Social Science  
E-mail: simo1253@umn.edu

## EMPLOYMENT

*Assistant Professor of Family Social Science* **August 2022 – Present**  
University of Minnesota  
Department of Family Social Science

*Postdoctoral Research Associate* **June 2021 – July 2022**  
University of Connecticut  
Advisors: Dr. Ryan Watson and Dr. Lisa Eaton  
Department of Human Development and Family Sciences and the Institute for Collaboration on Health,  
Intervention, and Policy (InCHIP)

## EDUCATION

University of Kentucky, Ph.D. in Experimental Psychology **May 2021**  
Area of Concentration: Developmental Psychology  
Dissertation: *Associations between Identity and Future Parenthood among LGBTQ+ Asian/Pacific Islander  
Americans* (defended April, 2021)

University of Kentucky, Doctoral Candidate **February 2019**  
Qualifying Exams Theory Paper: *Queer Ambiguity: The Role of Ambiguous Loss, Family, and Minority Stress  
Theories in a Bioecological Systems and Developmental Health Framework*

University of Kentucky, M.S. in Psychology **May 2018**  
Thesis: *Adopting Identities: Associations Between Adoption, Racial-Ethnic, and Sexual Minority Parent  
Socialization and Children's Attachment, Global Self-Worth, and Understanding of Identity*

Ohio Wesleyan University, B.A. in Psychology and Zoology (Genetics) **May 2015**

## PEER-REVIEWED PUBLICATIONS, $n = 34$

34. Cashen, K. K., **Simon, K. A.**, & Farr, R. H. (2024). Future parenthood ideas among childfree LGBTQ+ adults: The roles of stigma and LGBTQ+ community connections. *Journal of Family Psychology*. Advance online publication. <https://doi.org/10.1037/fam0001269>
33. Espinoza, S. M., Lawrence, S. E., **Simon, K. A.**, ^Wright, M. N., & Eisenberg, M. E. (2024). Who plays and who doesn't? An intersectional examination of disparities in adolescent sport and physical activity lesson participation. *Journal of Adolescent Health*. Advance online publication. <https://doi.org/10.1016/j.jadohealth.2024.06.025>
32. Burson, E., ^Renley, B. M., Layland, E. K., ^Rathus, T., **Simon, K. A.**, ^Caba, A. E., Eaton, L. A., & Watson, R. J. (accepted). The effects of state-level structural stigma on sexual and gender minority youth mental health. *Sexuality Research and Social Policy*.
31. ^Salafia, C., ^Renley, B. M., **Simon, K. A.**, Brousseau, N. M., Eaton, L. A., & Watson, R. J. (2024). Bias-based bullying among sexual and gender minority youth living with disabilities. *Annals of LGBTQ Public and Population Health*. Advance online publication. <https://doi.org/10.1891/LGBTQ-2023-0033>
30. **Simon, K. A.**, Sumontha, J., ^Blankenship, A., Lee, S., Kim, A., Farr, R. H., & Lee, R. (2024). Adoptive parents' racial colorblindness and adopted Korean adolescents' experiences of discrimination. *Cultural Diversity and Ethnic Minority Psychology*. Advance online publication. <https://doi.org/10.1037/cdp0000695>

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29. ^Caba, A. E., Cristophe, N. K., **Simon, K. A.**, ^Renley, B. M., Feinstein, B. A., & Watson, R. J. (2024). Measurement invariance of the LGBT People of Color Microaggressions Scale among LGBTQ+ youth. *Journal of Research on Adolescence*. Advance online publication. <https://doi.org/10.1111/jora.12937>
28. Farr, R. H., Cashen, K. K., \*Siebenthaler, K. A., & **Simon, K. A.** (2024). Microaggression and discrimination experiences among diverse youth with lgbtq+ parents in the United States. *Journal of Research on Adolescence*. Advance online publication. <https://doi.org/10.1111/jora.12919>
27. ^Diomedede, M. T., **Simon, K. A.**, \*Durant, W., & Farr, R. H. (2024). Feelings of LGBTQ+ Community Belonging Among Diverse Youth with LGBTQ+ Parents in the United States. *Psychology of Sexual Orientation and Gender Diversity*. Advance online publication. <https://psycnet.apa.org/doi/10.1037/sgd0000720>
26. ^Renley, B. M., ^Salafia, C., **Simon, K. A.**, ^Caba, A. E., Argenyi, M., & Watson, R. J. (2024). Disability status and associations with family social support and identity disclosure among gender minority youth. *LGBTQ+ Family: An Interdisciplinary Journal*. Advance online publication. <https://doi.org/10.1080/27703371.2024.2327048>
25. **Simon, K. A.**, ^Wang, Y., & Farr, R. H. (2024). Stigma and LGBTQ+ parent socialization beliefs: Mediating roles of identity and community. *Journal of Family Psychology*. Advance online publication. <https://psycnet.apa.org/doi/10.1037/fam0001203>
24. ^Hanna-Walker, V. R., ^Caba, A. E., **Simon, K. A.**, ^Renley, B. M., Lefkowitz, E. S., & Watson, R. J. (2024). Identity outness among gender diverse sexual minority youth: A latent profile analysis. *Psychology of Sexual Orientation and Gender Diversity*. Advance online publication. <https://psycnet.apa.org/doi/10.1037/sgd0000713>
23. ^Houghtaling, L. M., **Simon, K. A.**, Gower, A. L., McCurdy, A., Rider, G. N., Russell, S. T., & Eisenberg, M. E. (2024). Unaccompanied unstable housing among racially/ethnically, sexually and gender diverse youth: Intersecting identities bearing the greatest burden. *American Journal of Orthopsychiatry*. Advance online publication. <https://psycnet.apa.org/doi/10.1037/ort0000725>
22. **Simon, K. A.**, ^Caba, A. E., ^Renley, B. M., Eaton, L. A., & Watson, R. J. (2024). Evidence of differences in gender-affirming school experiences in a diverse sample of transgender youth. *Annals of LGBTQ Public and Population Health*. Advance online publication. <http://dx.doi.org/10.1891/LGBTQ-2023-0006>
21. **Simon, K. A.**, Driver, R., ^Rathus, T., Cole, A., Kalinowski, J., Watson, R. J., & Eaton, L. A. (2023). HIV information avoidance, HIV stigma, and medical mistrust among Black sexual minority men in the Southern United States: Associations with HIV testing. *AIDS and Behavior*. Advance online publication. <https://doi.org/10.1007/s10461-023-04218-6>
20. Lawrence, S. E., McMorris, B. J., **Simon, K. A.**, Gower, A. L., & Eisenberg, M. E. (2023). Bullying involvement at the intersection of gender identity/modality, sexual orientation, race, ethnicity, and disability: Prevalence disparities and the role of school-related developmental assets. *LGBT Health*, 10(1), 10-19. <https://doi.org/10.1089/lgbt.2023.0076>
19. Watson, R. J., ^Caba, A. E., Layland, E., **Simon, K. A.**, Morgan, E., Edelman, E. J., Chan, P. A., & Eaton, L. A. (2023). Co-occurring mental health and drug use experiences among Black and Hispanic/Latino sexual and gender diverse individuals. *Journal of Behavioral Medicine*, 46, 986-995. <https://doi.org/10.1007/s10865-023-00433-7>

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18. ^Caba, A. E., Mallory, A. B., **Simon, K. A.**, ^Renley, B. M., ^Rathus, T., & Watson, R. J. (2023). Sexual identity disclosure and alcohol experiences among lgbtq+ adolescents. *Behavioral Medicine*. Advance online publication. <https://doi.org/10.1080/08964289.2023.2190078>
17. Brousseau, N. M., Driver, R., **Simon, K. A.**, Watson, R. J., Earnshaw, V. A., Chandler, C. J., Kalichman, S., & Eaton, L. A. (2023). PrEP-related interactive toxicity beliefs: Associations with stigma, substance use, and PrEP uptake. *Aids Education and Prevention*, 35(2), 114-125. <https://doi.org/10.1521/aeap.2023.35.2.114>.
16. \*Burand, C. R., Cashen, K. K., **Simon, K. A.**, & Farr, R. H. (2023). Narratives of youth with LGBTQ+ parents: Feelings of openness and acceptance toward others, oneself, and family. *Journal of Adolescent Research*. Advance online publication. <https://doi.org/10.1177/07435584231173408>
15. **Simon, K. A.**, ^Hanna-Walker, V. R., ^Clark, A. N., Driver, R., Kalinowski, J., Watson, R. J., & Eaton, L. A. (2022). "This is to help me move forward": The role of PrEP in harnessing sex positivity among Black sexual minority men in the Southern United States. *The Journal of Sex Research*, 60(5), 741-751. <https://doi.org/10.1080/00224499.2022.2131704>
14. ^Hanna-Walker, V. R., **Simon, K. A.**, ^Lawrence, S., Driver, R., Kalinowski, J., Watson, R. J., & Eaton, L. A. (2022). Black Sexual Minority Men's Stigma-Based Experiences Surrounding Pre-exposure Prophylaxis in the Southern United States. *LGBT Health*. Advance online publication. <https://doi.org/10.1089/lgbt.2022.0118>
13. Bruun, S. T., **Simon, K. A.**, & Farr, R. H. (2022). Retrospective accounts of first exposure to minoritized sexual and gender identities. *Social Development*. Advance online publication. <https://doi.org/10.1111/sode.12621>
12. ^Caba, A. E., Mallory, A. B., **Simon, K. A.**, ^Rathus, T., & Watson, R. J. (2022). Complex outness patterns among sexual minority youth: A latent class analysis. *Journal of Youth and Adolescence*, 51, 746-765. <https://doi.org/10.1007/s10964-022-01580-x>
11. ^Renley, B. M., Burson, E., **Simon, K. A.**, ^Caba, A. E., & Watson, R. J. (2022). Youth-specific sexual and gender minority state-level policies: Implications for pronoun, name, and bathroom/locker room use among gender minority youth. *Journal of Youth and Adolescence*, 51, 780-791. <https://doi.org/10.1007/s10964-022-01582-9>
10. **Simon, K. A.**, \*Hawthorne, H. M., ^Clark, A. N., ^Renley, B. M., Farr, R. H., Eaton, L. A., & Watson, R. J. (2022). Contextualizing the experiences of asexual youth: Demographic characteristics and health, family, and school outcomes. *Journal of Youth and Adolescence*, 51, 128-140. <https://doi.org/10.1007/s10964-021-01500-5>
9. **Simon, K. A.**, & Farr, R. H. (2022). Identity-based socialization and adopted children's outcomes in lesbian, gay, and heterosexual parent families. *Applied Developmental Science*, 26(1), 155-175. <https://doi.org/10.1080/10888691.2020.1748030>
8. **Simon, K. A.**, & Farr, R. H. (2021). Adoption and racial-cultural socialization in diverse adoptive families: Associations with demographic characteristics, academic outcomes, and parent-child relationships. *Research in Human Development*, 18(4), 295-310. <https://doi.org/10.1080/15427609.2021.2010492>
7. **Simon, K. A.**, & Farr, R. H. (2021). Development of the Conceptual Future Parent Grief (CFPG) scale for LGBTQ+ people. *Journal of Family Psychology*, 35(3), 299-310. <https://doi.org/10.1037/fam0000790>
6. Wallace, L. E., **Simon, K. A.**, & Wegener, D. T. (2021). Lay concepts of source likeability, trustworthiness, expertise, and power: A prototype analysis. *Behavior Research Methods*, 53, 1188-1201. <https://doi.org/10.3758/s13428-020-01478-1>

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5. **Simon, K. A.**, \*Vázquez, C. P., Bruun, S. T., & Farr, R. H. (2020). Retrospective narratives: Feelings of difference based on gender and sexuality in emerging adults. *Psychology of Sexual Orientation and Gender Diversity*, 7(1), 26-39. <https://doi.org/10.1037/sgd0000349>
4. **Simon, K. A.**, Tornello, S. L., & Bos, H. M. W. (2019). Sexual minority women and parenthood: Perceptions of friendship among childfree and new parents. (In R. H. Farr & E. D. Rothblum, Eds., special section on lesbian family lives). *Journal of Lesbian Studies*, 23(4), 476-489. <https://doi.org/10.1080/10894160.2019.1634994>
3. Farr, R. H., Bruun, S. T., & **Simon, K. A.** (2019). Family conflict observations and outcomes among adopted school-age children with lesbian, gay, and heterosexual parents. *Journal of Family Psychology*, 33(8), 965-974. <https://doi.org/10.1037/fam0000576>
2. **Simon, K. A.**, Tornello, S. L., Farr, R. H., & Bos, H. M. W. (2018). Envisioning future parenthood among bisexual, lesbian, and heterosexual women. (In J. C. Gonsiorek, M. E. Brewster, A. L. Brimhall, A. Pollitt, & L. E. Ross, Eds., special section on Bisexual Issues). *Psychology of Sexual Orientation and Gender Diversity*, 5(2), 253-259. <https://doi.org/10.1037/sgd0000267>
1. Henderson, M. M., **Simon, K. A.**, & Henicheck, J. T. (2018). The relationship between sexual-professional identity integration and power and leadership in the workplace. *Psychology of Sexual Orientation and Gender Diversity*, 5(3), 338-351. <https://doi.org/10.1037/sgd0000277>

#### BOOK CHAPTERS, n = 6

6. Yamazaki, Y., Atkin, A. L., ^Ramsey, S. M., Breen, A. B., **Simon, K. A.**, Rider, G. N., & Reynolds, J. D. (**revisions submitted**). Queer multiracial and transracial adoptee Asian Americans. In L. C. Felipe, A. B. Breen, G. N. Rider, & J. Estrellado (Eds.), *Queer Asian Americans: A Practitioner's Guide to Working with LGBTQ+ People*. California: Cognella
5. ^Renley, B. M., **Simon, K. A.**, & Watson, R. J. (**accepted**). Schools as heteronormative and cisnormative spaces. In A. E. Goldberg (Ed.), *The Sage Encyclopedia of LGBTQ studies* (2<sup>nd</sup> ed.).
4. **Simon, K. A.**, ^Clark, A. N., & Watson, R. J. (**accepted**). Asexual youth. In R. J. R. Levesque (Ed.), *Encyclopedia of Adolescence*. New York: Springer
3. **Simon, K. A.**, & Farr, R. H. (2024). Coparenting. In A. E. Goldberg (Ed.), *The Sage encyclopedia of LGBTQ studies* (2<sup>nd</sup> ed.).
2. Farr, R. H., **Simon, K. A.**, & Goldberg, A. E. (2020). Separation and divorce among LGBTQ families (pp. 337-348). In A. E. Goldberg, & K. R. Allen (Eds.), *LGBTQ-parent families* (2<sup>nd</sup> ed., pp. 337-348). [https://doi.org/10.1007/978-3-030-35610-1\\_21](https://doi.org/10.1007/978-3-030-35610-1_21)
1. Farr, R. H., **Simon, K. A.**, & Bruun, S. T. (2017). LGBTQ relationships: Families of origin, same-sex couples, and parenting. In N. R. Sifton (Ed.), *Family dynamics and romantic relationships in changing society* (pp. 110-136). Hershey, PA: IGI Global. doi:10.4018/978-1-5225-2404-5.ch006

#### MANUSCRIPTS UNDER REVIEW AND IN PREPARATION, n = 19

- Farr, R. H., Cashen, K. K., ^Diomedes, M. T., & **Simon, K. A.** (**revisions submitted**). *Marginalized Family Identity Theory: A conceptual framework to understand individual experiences among diverse family structures*.

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- Simon, K. A.**, ^Diomedes, M. T., ^Arnold, G., & Farr, R. H. (**revisions submitted**). *Climbing the ladder: Subjective social status and identity in a diverse sample of youth with LGBTQ+-parent(s)*.
- Simon, K. A.**, Meslay, G., Farr, R. H., & Russell, S. T. (**revisions invited**). *Demographic and health characteristics and parenthood across three cohorts of sexual minority adults*.
- Simon, K. A.**, ^Wang, ^Y., Arnold, G., ^deWitt, E., Pasco, M. C., & Farr, R. H. (**revisions submitted**). *Childfree LGBTQ+ Adults' Perceptions of How Youth Consider Future Parenthood*.
- \*Bass, C. L., Bruun, S. T., **Simon, K. A.**, & Farr, R. H. (**under review**). *Family conversations about sex and feelings of support and future parenthood among LGBTQ+ people*.
- Bruun, S. T., **Simon, K. A.**, & Farr, R. H. (**under review**). *Associations between psychological adjustment and self-discrepancies in presentation among LGBTQ adults*.
- ^Diomedes, M. T., Cashen, K. K., **Simon, K. A.**, & Farr, R. H. (**under review**). *It runs in the family: Family identity development and disclosure of family identity among youth from LGBTQ+ parent families*.
- Eisenberg, M. E., Watson, R. J., Lawrence, S. E., **Simon, K. A.**, Brightly-Brown, S., Mereish, E. H., ^Wright, M. N., & Rider, G. N. (**under review**). *Intersectional microaggressions among BIPOC LGBTQ+ youth: How are they associated with well-being?*
- <sup>1</sup>Rider, G. N., <sup>1</sup>Brown, C., Simon, K. A., Eisenberg, M. E., O'Donnell, J., McMorris, B., & Gower, A. (**under review**). *Unpacking the +: A culturally-responsive framework for a complex, select-all-that-apply gender survey item on a large public health survey*.
- Simon, K. A.** (**under review**). *Associations between identity, discrimination, and future parenthood among a sample of cisgender sexual minority and heterosexual Asian American and Pacific Islanders*.
- Simon, K. A.**, ^Arnold, G., ^Lawrence, S. E., ^Clark, A. N., ^Hanna-Walker, V. R., Driver, R., Kalinowski, J., Watson, R. J., & Eaton, L. A. (**under review**). *"I felt somewhat cheated and deceived when that roadblock came": PrEP-related medical mistrust, distrust, and misinformation among Black sexual minority men*.
- ^Arnold, G., **Simon, K. A.**, Bruun, S. T., & Farr, R. H. (**in preparation**). *Associations between intersectional microaggressions and identity integration in a U.S.-based sample of LGBTQ+ people of color*.
- ^Diomedes, M. T., **Simon, K. A.**, & Farr, R. H. (**in preparation**). *This is who I am: An examination of identity development and importance among diverse youth from LGBTQ+ parent families*.
- \*Martin, A., Cashen, K. K., ^Diomedes, M. T., **Simon, K. A.**, & Farr, R. H. (**in preparation**). *Discrimination experiences among diverse youth with LGBTQ+ parents*.
- ^Naderi, S., **Simon, K. A.**, ^Arnold, G., ^Wang, Y., Bruun, S. T., & Farr, R. H. (**in preparation**). *The impact of sexual and gender identity on an assessment of parenthood idealization in a United States sample of childfree adults*.
- Simon, K. A.**, ^Powell, O., ^Wang, Y., Vyas, V., ^Arnold, G., Bruun, S. T., & Farr, R. H. (**in preparation**). *State Level LGBTQ+ policy and perceptions of future parenthood for sexual and gender diverse young adults*.
- <sup>1</sup>**Simon, K. A.**, <sup>1</sup>^Wang, Y., ^Arnold, G., ^Blankeneau, A., Rider, G. N., Bruun, S. T., & Farr, R. H. (**in preparation**). *Ethnic identity exploration and compartmentalization as mediators between microaggressions and life satisfaction among LGBTQ+ Asian Americans*.

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**Simon, K. A.,** ^Wang, Y., ^Arnold, G., Vyas, V., Bruun, S. T., & Farr, R. H. **(in preparation)**. *Associations between anti-LGBTQ policies, gender and sexual identity, and depressive symptoms in a U.S.-based sample of transgender/nonbinary and cisgender adults.*

^Wang, Y., **Simon, K. A.,** ^Arnold, G., Vyas, V., Bruun, S. T., & Farr, R. H. **(in preparation)**. *Gender-based measurement invariance of the Transgender Congruence Scale in a sample of LGBTQ+ childfree adults.*

\*Undergraduate (or high school) student co-author

^Graduate student co-author

<sup>1</sup>indicates shared first authorship

### AWARDS AND GRANT FUNDING

*Steven J. Schochet Endowment Course Development and Enhancement Grant (\$2,500)*, University of Minnesota  
Gender and Sexuality Center for Queer and Trans Life

Awarded to Kay A. Simon **Summer 2024**

- Funds development of the undergraduate first-year seminar course titled “Precarious Lives: Queer ambiguities and narrative identity development among queer youth and families”

*International Travel Grant Award (\$1,500)*, University of Minnesota

Awarded to Kay A. Simon **Summer 2024**

- Funds travel to the International Society for the Study of Behavioural Development 27th biennial conference

*Grant-in-Aid (\$32,000)*, University of Minnesota

Awarded to Kay A. Simon **Spring 2024**

- Funds the longitudinal study, “Investigation of gender-affirming behaviors as a protective factor between family stigma and health for transgender adults”
- Provides funding for a summer research assistantship

*Mentoring and Career Development Grant (\$60,000)*, William T. Grant Foundation

Awarded to Kay A. Simon and Dr. Rachel H. Farr (mentor) **2019 – 2021**

- Funds student dissertation research on LGBTQ+ Asian Americans
- Funds an ongoing project titled, The Stories and Experiences of LGBTQ\* Families from Youth (SELFY)
- Funds student travel to relevant conferences
- Provides funding for a part-time research assistantship

*Center for Graduate and Professional Diversity Initiatives*, University of Kentucky

- Award through the Student Professional Development Fund for conference registration **October 2020**

*Department of Psychology Developmental Area Graduate Student Award, 2019-2020*

- Awarded to the “most productive” graduate student that academic year **May 2020**

*Department of Psychology Outstanding Teaching Assistant Award, 2019-2020*

- Awarded to graduate students to recognize outstanding teaching practices **May 2020**

*Graduate Student Scholarship for APA Pre-Convention Workshop*, APA Divisions 9, 31, and 44

- LGBTQ Workshop, “Setting a new agenda for the psychology of LGBTQ Youth and Emerging Adults” **August 2019**

*Graduate and Professional Student LGBTQ\* Research Grant (\$1,000)*, University of Kentucky

- Awarded through the Office of LGBTQ\* Resources to support graduate student research among LGBTQ\* populations **May 2019**

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- Funded an ongoing project (completed), *Development and Extension: The Conceptual Future Parent Grief Scale for LGBTQ+ Individuals*

*Michael Sullivan Diversity Scholarship Fund (\$500)*, APA Division 31 **March 2019**

- Conceptual Future Parent Grief Scale for LGBTQ+ Individuals: Confirmatory Factor Analysis

*SIPS pre-elicitation workshop travel grant (\$1,000)*, SIPS **November 2018**

- Travel award through the Society for the Improvement of Psychological Science

*Center for Graduate and Professional Diversity Initiatives (\$650)*, University of Kentucky **November 2018**

- Travel award through the Student Professional Development Fund

*Graduate and Professional Student LGBTQ\* Research Grant (\$1,000)*, University of Kentucky **April 2018**

- Awarded through the Office of LGBTQ\* Resources to support graduate student research among LGBTQ\* populations
- Provided additional funds to support a master's thesis based on the subject of *Adoption, Sexual Minority, and Racial-Ethnic Socialization in Diverse Families*

*Center for Graduate and Professional Diversity Initiatives (\$750)*, University of Kentucky **March 2018**

- Travel award through the Student Professional Development Fund

*APAGS Psychological Science Research Grant, Diversity Section (\$1000)*, APA **February 2018**

- Development of the Conceptual Future Parenthood Grief Scale for LGBTQ+ Individuals

*Liderazgo Outstanding Senior Leadership Award*, Ohio Wesleyan University **April 2015**

- 1 of 2 awards each year given to student activists

*Garry A. Bahrach Memorial Award for Excellence in Research (\$250)*, Ohio Wesleyan University **April 2015**

- Competitive award for senior psychology research students

*Theory-Into-Practice Grant (\$5,775)*, Ohio Wesleyan University **May – July 2014**

- Competitive research grant awarded to students
- Supported a summer research assistantship at the University of Toronto with Dr. Nicholas Rule

*oSTEM Travel Grant (2 awards 1 at \$500, 1 at \$200)*, Out in STEM **2013 – 2014**

*Student-Individualized Project Grant (3 awards at \$750 each, 1 at \$1,500)* **2013 – 2014**

- Grants awarded as research or travel funding at Ohio Wesleyan University

### RESEARCH EXPERIENCE

University of Connecticut, Storrs, CT **June 2021 – Present**

- Postdoctoral Research Associate (Advisors: Drs. Ryan Watson and Lisa Eaton)
- Data analysis and manuscript writing using data from the LGBTQ National Teen Survey
- Data analysis and manuscript writing using data involving PrEP use, HIV, and Black sexual minority men

University of Kentucky, Lexington, KY **August 2016 – May 2021**

- Graduate Student Researcher (Advisor: Dr. Rachel Farr)
- Research assistant for Stories and Experiences of LGBTQ Families from Youth (SELFY) project
- Assistantship funded by the William T. Grant Foundation (PI: Rachel Farr, PhD), 2018-2019

The Ohio State University, Columbus, OH **June 2015 – August 2016**

- Volunteer Research Assistant (Advisor: Dr. Duane Wegener)

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- Conducted an independent study that investigated the lay concepts of source characteristics (Wallace et al., 2021).

Ohio Wesleyan University, Delaware, OH **January 2015 – May 2015**

- Independent Research Project (Advisor: Dr. Melanie Henderson)
- Conducted an independent study that investigated how adults integrate their sexual and professional identities (Henderson, Simon, & Henicheck, 2018).

Ohio Wesleyan University, Delaware, OH **January 2014 – May 2015**

- Independent Research Project (Advisor: Dr. Sarah Bunnell)
- Conducted an independent study that investigated “gaydar”: snap judgments of sexual identity based on brief presentations of facial images

University of Toronto, Toronto, ON **May 2014 – July 2014**

- Research Assistant (Advisor: Dr. Nicholas Rule)
- Volunteer Research Assistant (Advisor: Dr. Duane Wegener)
- Assisted in data collection and analysis in the Social Perception & Cognition Laboratory

## TEACHING EXPERIENCE

William T. Grant Foundation, Guest Panelist and Speaker **March 2024**

WTG Mentoring Meeting  
Panelist and speaker to discuss mentor and mentee professional development among graduate students of color

University of Minnesota, Primary Instructor **Sept 2022 – Present**

Diverse Families, FSoS 8005  
Graduate seminar course that focuses on the experiences of diverse families  
Methods in Family Research, FSoS 2105  
Undergraduate survey course that discusses scientific methodologies, each section has approximately 25-40 students, 1 section Fall 2022-2024, Spring 2023  
Diversity, Equity, and Inclusion Summer Teaching Fellow (Summer 2023)  
Intensive three-week workshop on developing equitable teaching practices

University of Delaware, Invited Lecture **October 2023**

“Future parenthood among LGBTQ+ adults in the United States” for the University of Delaware  
undergraduate course: *LGBTQ+ Youth and Families*  
Primary Instructor: Dr. Eric Layland

University of Connecticut, Invited Lecture **December 2021**

“Relationship Dissolution and Divorce in the United States” for the University of Connecticut  
undergraduate course: *Close Relationships Across the Lifespan*  
Primary Instructor: Dr. Ryan Watson

University of Kentucky, Teaching Assistant and Lab Instructor **August 2016 – May 2021**

Applications of Statistics in Psychology – Lab Instructor  
Recitation and extension of course material, each lab section is approximately 20-25 students. 1 section fall 2021\*, spring 2020 (honors)\*, 1 section fall 2019, 1 section spring 2019, 2 sections spring 2019  
Primary Instructors: Drs. Bob Lorch, Kate Leger, and Steven Arthur, and Michelle Tam, M.S.  
Average overall TCE score: 4.50 out of 5  
Developmental Psychology – Teaching Assistant/Grader



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E-mail: simo1253@umn.edu

In-class assistant for workshops and discussion-based activities. Substitute lecturer and grader.  
Approximately 40 students. 1 section fall 218  
Primary Instructor: Taylor Elsey, M.S.

Introduction to Psychology – Lab Instructor

Recitation and extension of course material through experiment-based activities. Approximately  
25 students in each lab. 1 section fall 2020 (hybrid), 2 sections summer 2019 (online), 1 section  
summer 2018 (online), 6 sections fall 2017 (hybrid), 4 sections spring 2017 (in-seat), 2 sections  
fall 2016 (in-seat)

Primary Instructor: Drs. Ray Archer and Lynda Sharrett-Field  
Average overall TCE score: 4.39 out of 5

University of Rochester, Invited Lecture\*

**April 2021**

“Diversity, Equity, and Inclusion in the Psychological Sciences and the Academy” for the University of  
Rochester Social Psychology Brownbag

University of Kentucky, Invited Lecture\*

**March 2021**

“LGBTQ+ Asian Americans, Identity Development, Parenthood, and Future Families” for the  
undergraduate course: *Advanced Topics in Developmental Psychology (LGBTQ+ Issues)*  
Primary Instructor: Dr. Krystal Cashen

Boston College, Invited Lecture\*

**July 2018**

“Who’s Who in the Zoo? Gay Subcultures, Tom of Finland, Bierasure, Queer Youth, and the Bi/Pan  
Conversation” for the graduate social work course: *Working with Lesbian, Gay, Bisexual, Transgender, and  
Questioning Youth, Families and Adults*  
Primary Instructor: Dr. Addie Wyman-Battalen

Ohio Wesleyan University, Co-Teacher with Dr. Danielle Hamill

**Fall 2014**

Senior Seminar: *The Biological Basis of Sexual Differentiation and Orientation*. Development of syllabus,  
course design, material, and lecturer. 12 students.  
Faculty Adviser: Dr. Danielle Hamill

\*indicates that the course or lecture was remote or hybrid

CONFERENCE PRESENTATIONS

CHAIR & DISCUSSANT,  $n = 3$

3. **Simon, K. A. (November, 2024)**. Discussant and facilitator for the poster symposium “*LGBTQ+ Family Formation and Conceptualizing Future Parenthood: Perspectives of Adolescents with LGBTQ+ Parents and LGBTQ+ Adults*” National Council on Family Relations (NCFR) Annual Conference. Bellevue, WA.
2. **Simon, K. A. (April, 2021)**. Paper Symposium, “*Understandings of Subjective Social Status and Predictors of Educational Achievement among Youth.*” 2021 SRCD Virtual Biennial Conference.
1. **Simon, K. A. (November, 2019)**. Paper Symposium, “*LGBTQ+ Ambiguous Loss Theory: New Extensions and Applications.*” 2019 NCFR Annual Conference. Fort Worth, TX.

PRECONFERENCE,  $n = 1$

1. Burson, E., & **Simon, K. A. (April, 2024)**. *Key Issues in Sexual and Gender Minority Research*. Preconference held at the 2024 Society for Research on Adolescence Meeting. Chicago, IL.

Kay A. Simon  
Assistant Professor  
University of Minnesota - Department of Family Social Science  
E-mail: simo1253@umn.edu

PAPER PRESENTATIONS, *n* = 32

32. ^Powell, O. J., ^Wang, Y., ^Arnold, G., **Simon, K. A.**, Bruun, S.T., Farr, R. H. (**November, 2024**). *State level LGBTQ+ policy on the perceptions of future parenthood for sex and gender diverse young adults*. Paper talk to be presented at the 2024 National Council on Family Relations (NCFR) Annual Conference, Bellevue, WA.
31. Cashen, K. K., Farr, R. H., & **Simon, K. A.** (**June, 2024**). *Intersecting experiences of stigmatization based on adoptive and LGBTQ+ family identity among adopted youth with LGBTQ+ parents*. Paper talk presented as part of the “Experiences of Adopted Adolescents with LGBTQ+ Parents in the United States” symposium at the 8th International Conference on Adoption Research (ICAR). Minneapolis, MN.
30. Thomas, D., Rider, G. N., Bowleg, L., ^Wright, M. N., Lawrence, S. E., **Simon, K. A.**, Eadeh, H.-M., & Eisenberg, M. E. (**April, 2024**). *Risk and protective factors of emotional distress among Black sexual and gender diverse youth with disabilities: Understanding the role of ableism*. Paper talk presented at the 2024 Society for Research on Adolescence Meeting. Chicago, IL.
29. Rider, G. N., Gower, A. L., Felipe, L., Nadal, K., **Simon, K. A.**, Ip, K. I., Nguyen, N. P., Brightly-Brown, S., Thomas, D., Alley, R., Watson, R. J., & Eisenberg, M. E. (**April, 2024**). *Suicidal ideation among Asian American and Native Hawaiian and Pacific Islander sexual and gender diverse youth enrolled in Minnesota schools*. Paper talk presented at the 2024 Society for Research on Adolescence Meeting. Chicago, IL.
28. Brown, C., Gower, A., **Simon, K. A.**, Eisenberg, M. E., McMorris, B., & Rider, G. N. (**April, 2024**). *Categorizing with culturally-responsive methods: Three options for a select-all-that-apply gender identity survey item*. Paper talk presented at the National LGBTQ Health Conference. Atlanta, GA.
27. Brown, C., Gower, A., **Simon, K. A.**, Eisenberg, M. E., McMorris, B., & Rider, G. N. (**March, 2024**). *Utilizing data from a select-all-that-apply gender identity question: Two culturally responsive options and associated emotional distress outcomes*. Paper talk presented at the Midwest Nursing Research Society (MNRS) 48th Annual Research Conference. Minneapolis, MN.
26. ^Diomedede, M. T., **Simon, K. A.**, & Farr, R. H. (**November, 2023**). *“It runs in the family”: Family identity development and disclosure among youth from lgbtq+ parent families*. Paper talk presented at the 2023 NCFR Annual Conference. Orlando, FL.
25. ^Wang, Y., **Simon, K. A.**, & Farr, R. H. (**November, 2023**). *Sexual stigma and beliefs in lgbtq+ parent socialization: The mediating roles of positive lgbtq+ identity and community attachment*. Flash talk presented remotely at the 2023 NCFR Annual Conference. Urbana-Champaign, IL.
24. ^Caba, A. E., Cristophe, N. K., ^Renley, B. M., **Simon, K. A.**, Feinstein, B. A., & Watson, R. J. (**April, 2023**). *Measurement Invariance of the LGBT People of Color Microaggressions Scale in a Sample of Sexual and Gender Minority Youth*. Flash talk paper presented at the 2023 Society for Research on Adolescence Annual Meeting. San Diego, CA.
23. **Simon, K. A.**, ^Caba, A. E., ^Renley, B. M., Eaton, L. A., & Watson, R. J. (**April, 2023**). *Evidence of differences in gender-affirming school experiences in a diverse sample of transgender youth*. Flash talk paper presented at the 2023 Society for Research on Adolescence Annual Conference. San Diego, CA.
22. ^Diomedede, M., **Simon, K. A.**, \*Durant, W., Farr, R. H. (**March, 2023**). *Feelings of LGBTQ+ community belonging among youth with LGBTQ+ parents*. Flash talk paper presented at the 2023 Society for Research on Child Development Biennial Meeting. Salt Lake City, UT.

Kay A. Simon  
Assistant Professor

University of Minnesota - Department of Family Social Science  
E-mail: simo1253@umn.edu

21. **Simon, K.A.**, Ross, C., ^Rathus, T., ^Caba, A., ^Renley, B., Eaton, L. A., & Watson, R. J. (**November, 2022**). *"I didn't have anyone to turn to: Sexual education and behavior among LGBTQ+ youth with adoptive or kinship caregivers*. Paper presented as part of the "Adoption, Gender, and Sexuality: Shedding Light on Complex Issues in Adoption" Symposium at the 2022 NCFR Annual Conference. Minneapolis, MN.
20. Watson, R.J., **Simon, K.A.**, ^Caba, A.E., ^Renley, B., Eaton, L.A. (**May, 2022**). *Gender-Affirming School Experiences among Transgender/Non-binary Youth in the United States*. Paper presented at the Society for Research on Child Development Construction of the Other Conference, Puerto Rico, US.
19. Meslay, G., **Simon, K. A.**, Farr, R. H., & Russell, S. T. (**April, 2022**). *Demographic and health characteristics and parenthood across three cohorts of sexual minority adults*. Paper presented as part of the "Sexuality, Intersectionality, and Health" Symposium at the 2022 Population Association of America 2022 Annual Meeting. Atlanta, GA.
18. **Simon, K. A.**, \*Hawthorne, H. M., ^Clark, A. N., ^Renley, B. M., Farr, R. H., Eaton, L. A., & Watson, R. J. (**March, 2022**). *Contextualizing the well-being of asexual youth: Evidence of differences in family, health, and school outcomes*. Individual paper presented as part of a data blitz session at the SRA 2022 Biennial Meeting.
17. Farr, R. H., \*Burand, C. R., **Simon, K. A.**, & Cashen, K. K. (**November, 2021**). *Perceptions of family and future parenthood among diverse youth with LGBTQ+ parents in the U.S*. Paper presented as part of the "Future Parenthood Aspirations and Identity in Sexual and Gender Minorities" Symposium at the 2021 NCFR Annual Virtual Conference.
16. \*Burand, C. R., Cashen, K. K., **Simon, K. A.**, \*Bernard, J. L., & Farr, R. H. (**November, 2021**). *Diverse youth with LGBTQ+ parents: Perceptions of LGBTQ+ family socialization and openness and acceptance towards oneself, family, and others*. Paper presented as part of the "Queer Conversations: Gender and Sexuality Socialization in Families" Symposium at the 2021 NCFR Annual Virtual Conference.
15. ^Diomedede, M. T., **Simon, K. A.**, & Farr, R. H. (**April, 2021**). *Examining narratives of subjective social status among diverse youth with LGBTQ+ parents*. Paper presented as part of the "Understandings of Subjective Social Status and Predictors of Educational Achievement among Youth" Symposium at the 2021 SRCD Virtual Biennial Conference.
14. Farr, R. H., \*Siebenthaler, K., & **Simon, K. A.** (**April, 2021**). *Microaggression experiences among racially, socioeconomically, and geographically diverse youth with LGBTQ+ parents in the U.S*. Paper presented as part of the "Microaggressions Experiences and Developmental Outcomes among Offspring of Sexual and Gender Minority Parents Over Time" Symposium at the 2021 SRCD Virtual Biennial Conference.
13. **Simon, K. A.**, & Farr, R. H. (**July, 2020**). *Adoption socialization, transracial adoption status, and children's academic functioning: A U.S. sample of Lesbian, Gay, and Heterosexual adoptive families*. Paper presented as part of the "Family conversations and outcomes among diverse adoptive families with lesbian and gay parents" Symposium at the 7th International Conference on Adoption Research. Milan, Italy. Postponed to July 2021 due to COVID-19 restrictions.
12. Bruun, S. T., **Simon, K. A.**, & Farr, R. H. (**May, 2020**). *Associations between psychological adjustment and self-discrepancies, in presentation among LGBTQ+ adults*. Paper presented at the 2020 LGBTQ Research Symposium (8<sup>th</sup> Annual). University of Illinois at Urbana-Champaign. Champaign, IL. Canceled due to COVID-19 restrictions.
11. **Simon, K. A.**, & Farr, R. H. (**November, 2019**). *The CFPG studies: Development of the conceptual future parent grief scale for LGBTQ+ people*. Paper presented as part of the "LGBTQ+ Ambiguous Loss Theory: New Extensions and Applications" Symposium at the 2019 NCFR Annual Conference. Fort Worth, TX.

Kay A. Simon  
Assistant Professor  
University of Minnesota - Department of Family Social Science  
E-mail: simo1253@umn.edu

10. **Simon, K. A., & Farr, R. H. (October, 2019).** *Adoption socialization, children's academic functioning, and transracial adoption status in Lesbian, Gay, and Heterosexual adoptive parent families.* Paper presented as part of the "Navigating Challenging Topics with Children: Parent Socialization about Gender, Race, Media, and Adoption" Symposium at the 11<sup>th</sup> Biennial Society for the Study of Human Development Conference. Portland, OR.
9. **Simon, K. A., Tornello, S. L., Farr, R. H., & Bos, H. M. W. (August, 2019).** *Comparisons of friendship among LGBTQ+ future parents.* Paper presented as part of the "LGBTQ Families & New Frontiers: Future Parents, Birth, & Adoption, Gender Expression, & Growing Up" Symposium at Annual Convention of the American Psychological Association (APA, Div 44: Society for the Psychology of Sexual Orientation and Gender Diversity). Chicago, IL.
8. **Simon, K. A., & Farr, R. H. (May, 2019).** *Good grief: The development of the conceptual future parent grief scale for LGBTQ+ people.* Paper presented as part of the "LGBTQ+ Ambiguous Loss Theory: New Extensions and Applications" at the 2019 LGBTQ Research Symposium (7<sup>th</sup> Annual). University of Illinois at Urbana-Champaign. Champaign, IL.
7. **Farr, R. H., & Simon, K. A. (May, 2019).** *Experiences of diverse adolescents with LGBTQ parents.* Paper presented at the 2019 LGBTQ Research Symposium (7<sup>th</sup> Annual). University of Illinois at Urbana-Champaign. Champaign, IL.
6. **Simon, K. A., & Farr, R. H. (November, 2018).** *Identity-based socialization and children's understanding of identity.* Paper presented as part of the "Transracial Adoption, Foster Care, and Socialization" Symposium at the 2018 NCFR Annual Conference. San Diego, CA.
5. **Simon, K. A., & Farr, R. H. (July, 2018).** *Associations of adoption, sexual minority parent, and racial-ethnic identity socialization with children's self-worth, attachment, and understanding of identity.* Paper presented as part of the "Adoption and same-sex parent families: International perspectives on research, policy, and practice" Symposium at the International Conference of Adoption Research (6<sup>th</sup>). Montreal, Canada.
4. **Simon, K. A., & Farr, R. H. (July, 2018).** *Updates from wave 2 of the contemporary adoptive families study (CAFS): Same-sex parents, family interactions, outcomes, and birth family contact in the United States.* Paper presented as part of the "Adoption by same-sex couples" Symposium at the International Conference of Adoption Research (6<sup>th</sup>). Montreal, Canada.
3. **Simon, K. A., \* Vázquez, C. P., Bruun, S. T., & Farr, R. H. (May, 2018).** *Retrospective narratives of childhood: Feelings of difference based on gender and sexuality in emerging adults.* Paper presented at the LGBTQ Research Symposium (6<sup>th</sup> Annual). University of Illinois at Urbana-Champaign. Champaign, IL.
2. **Farr, R. H., Bruun, S. T., & Simon, K. A. (August, 2017).** *Observations of family interactions and associated child outcomes among lesbian, gay, and heterosexual adoptive families with school-age children.* Paper presented as part of the "LGBT Families across the Lifespan" Symposium at the Annual Convention of the American Psychological Association (APA, Division 7: Developmental Psychology). Washington, DC.
1. **Simon, K. A., & Bunnell, S. (April, 2015).** *The intersection of sexual orientation perception and community embeddedness.* Paper presented at the Ohio Undergraduate Psychology Research Conference. John Carroll University. University Heights, OH.

POSTER PRESENTATIONS,  $n = 32$

Kay A. Simon  
Assistant Professor  
University of Minnesota - Department of Family Social Science  
E-mail: simo1253@umn.edu

34. ^Naderi, S., ^Wang, Y., ^Arnold, G., **Simon, K. A.**, Bruun, S.T., Farr, R. H. (**November, 2024**). *The impact of sexual and gender identity on an assessment of parenthood idealization in a sample of childfree adults*. Poster to be presented as part of the symposium “LGBTQ+ Family Formation and Conceptualizing Future Parenthood: Perspectives of Adolescents with LGBTQ+ Parents and Adults” at 2024 National Council on Family Relations (NCFR) Annual Conference. Bellevue, WA.
33. ^Arnold, G., **Simon, K. A.**, & Farr, R. H. (**November, 2024**). *Anti-Asian Racism, and Ethnic Identity Development and its effect on Perceptions of Future Parenthood among Asian American and Pacific Islanders*. Poster to be presented as part of the “LGBTQ+ Family Formation and Conceptualizing Future Parenthood: Perspectives of Adolescents with LGBTQ+ Parents and LGBTQ+ Adults” Symposium at the 2024 NCFR Annual Conference. Bellevue, WA.
32. **Simon, K. A.**, ^Arnold, G., Rider, G. N., ^Wang, Y., ^deWitt, E., & Farr, R. H. (**2024, June**). *“I would definitely be scared of my future as a gay parent”: Queer Emerging Adults’ Beliefs about how Youth Consider Future Parenthood in the U.S*. Poster presented at the 27th Biennial Meeting of the International Society for the Study of Behavioural Development (ISSBD). Lisbon, Portugal.
31. ^Arnold, G., \*Cuoco, O., **Simon, K. A.**, & Farr, R. H. (**April, 2024**). *“Don’t let anyone touch you ever!”: Retrospective accounts of parent-adolescent sexual education from LGBTQ+ adults*. Poster presented at the 2024 Annual Society for Research on Adolescence Meeting. Chicago, IL.
30. **Simon, K. A.**, ^Arnold, G., ^Wang, Y., ^deWitt, E., & Farr, R. H. (**April, 2024**). *“They are being forced to choose between now and the future”: LGBTQ+ adults’ perceptions of how youth consider future parenthood*. Poster presented at the 2024 Annual Society for Research on Adolescence Meeting. Chicago, IL.
29. \*Cuoco, O., ^Arnold, G., **Simon, K. A.**, & Farr, R. H. (**2023**). *Recollections of sexual education from parents among sexual minority adults*. Poster presented at the 2023 McNair Research Symposium. Minneapolis, MN.
28. ^Houghtaling, L., **Simon, K. A.**, Gower, A. L., McCurdy, A., Rider, G. N., Russell, S. T., & Eisenberg, M. (**2023**). *Unstable housing among LGBTQ+ youth of color: Intersecting identities bearing the greatest burden*. Poster presented at the 2023 Society for Research on Adolescence. San Diego, CA.
27. ^Hanna-Walker, V., ^Caba, A. E., **Simon, K. A.**, ^Renley, B. M., Lefkowitz, E. S., & Watson, R. J. (**2023**). *Identity outness to family among gender diverse sexual minority youth: A latent profile analysis*. Poster presented at the 2023 Society for Research on Adolescence. San Diego, CA.
26. ^Renley, B. M., ^Salafia, C., **Simon, K. A.**, ^Caba, A. E., Argenyi, M. S., Eaton, L. A., & Watson, R. J. (**2023**). *Family support, identity disclosure, and stress among gender minority youth living with disabilities*. Poster presented at the 2023 Society for Research on Adolescence Annual Conference. San Diego, CA.
25. ^Caba, A. E., Mallory, A. B., **Simon, K. A.**, ^Rathus, T., & Watson, R. J. (**May, 2022**). *Complex outness patterns among sexual and gender minority youth: A latent class analysis*. Poster presented at the virtual National LGBTQ Health Conference, Northwestern University.
24. **Simon, K. A.**, & Farr, R. H. (**November, 2020**). *Associations of parenting desires and intentions with LGBTQ+ identity and LGBTQ+ community attachment in a sample of LGBTQ+ childfree adults*. Poster presented at the NCFR annual conference. Virtual conference due to COVID-19 restrictions.
23. \*Kirk, K. J., **Simon, K. A.**, & Farr, R. H. (**May, 2020**). *Examining associations among geographic location, community attachment, and social support among LGBTQ+ individuals*. Poster to be presented at the 2020 LGBTQ Research Symposium (8<sup>th</sup> Annual). University of Illinois at Urbana-Champaign. Champaign, IL.

Kay A. Simon  
Assistant Professor  
University of Minnesota - Department of Family Social Science  
E-mail: simo1253@umn.edu

Canceled due to COVID-19 restrictions. \*Note: This poster was also planned to be presented as part of the University of Kentucky's Showcase of Undergraduate Scholars.

22. \*Burand, C., Bruun, S. T., **Simon, K. A.**, & Farr, R. H. (**May, 2020**). *Lived experiences of youth with LGBTQ+ parents: Perceptions of LGBTQ+ parenting and future parenthood*. Poster to be presented at the 2020 LGBTQ Research Symposium (8<sup>th</sup> Annual). University of Illinois at Urbana-Champaign. Champaign, IL. Canceled due to COVID-19 restrictions.
21. \*Floyd, S. C., **Simon, K. A.**, Farr, R. H., & Watson, R. J. (**May, 2020**). *Aced It: Comparisons of mental and emotional health, academic outcomes, and identity acceptance among Asexual and other sexual minority adolescents*. Poster to be presented at the 2020 LGBTQ Research Symposium (8<sup>th</sup> Annual). University of Illinois at Urbana-Champaign. Champaign, IL. Canceled due to COVID-19 restrictions.
20. \*Floyd, S. C., **Simon, K. A.**, & Farr, R. H. (**April, 2020**). *Coming Up Aces: Attitudes towards Asexual People in Relationships*. Poster to be presented at the 2020 Midwestern Psychological Association Conference. Chicago, IL. Canceled due to COVID-19 restrictions. \*Note: This poster was also planned to be presented as part of the University of Kentucky's Showcase of Undergraduate Scholars.
19. \*Kirk, K., **Simon, K. A.**, Farr, R. H. (**April, 2020**). *Associations of Geography, Social Support, and Community among LGBTQ+ People*. Poster to be presented at the 2020 Midwestern Psychological Association Conference. Chicago, IL. Canceled due to COVID-19 restrictions.
18. **Simon, K. A.**, \*Hegge, M., & Farr, R. H. (**May, 2019**). *Similarities and differences in racial-cultural socialization among children with lesbian, gay, and heterosexual adoptive parents*. Poster presented at the 2019 Summer Adoption Research Institute at UMass Amherst. Amherst, MA.
17. \*Bass, C. L., \*Floyd, S. C., \*Esposito, G. A., **Simon, K. A.**, Farr, R. H., Tornello, S. L., & Bos, H. M. W. (**April, 2019**). *So you're gay and you want a baby: A thematic analysis of LGBTQ perceptions of future parenthood*. Poster presented at the University of Kentucky Showcase of Undergraduate Scholars. University of Kentucky, Lexington, KY.
16. \*Esposito, G. A., \*Floyd, S. C., \*Bass, C. L., **Simon, K. A.**, Farr, R. H., Bos, H. M. W., & Tornello, S. L. (**April, 2019**). *Perceptions of friendship among LGBTQ+ intended parents*. Poster presented at the University of Kentucky Showcase of Undergraduate Scholars. University of Kentucky, Lexington, KY.
15. \*Kirk, K. J., **Simon, K. A.**, & Farr, R. H. (**April, 2019**). *Measuring identity achievement, stigma, and depression in LGBTQ+ individuals*. Poster presented at the University of Kentucky Showcase of Undergraduate Scholars. University of Kentucky, Lexington, KY.
14. \*Floyd, S. C., **Simon, K. A.**, Bruun, S. T., & Farr, R. H. (**April, 2019**). *Aces wild: An exploration of attitudes towards asexual people*. Poster presented at the University of Kentucky Showcase of Undergraduate Scholars. University of Kentucky, Lexington, KY.
13. Bruun, S. T., **Simon, K. A.**, & Farr, R. H. (**May, 2018**). *Recollections of first contact with gender and sexual minority concepts: A retrospective theme analysis*. Poster presented at the LGBTQ Research Symposium (6<sup>th</sup> Annual). University of Illinois at Urbana-Champaign. Champaign, IL.
12. \*Floyd, S. C., **Simon, K. A.**, Bruun, S. T., & Farr, R. H. (**April, 2018**). *The relationship of asexuality and heterosexism*. Poster presented at the 2018 Midwestern Psychological Association conference. Chicago, IL.
11. \*Sullivan, C., \*Walden, J., **Simon, K. A.**, & Farr, R. H. (**April, 2018**). *Adopting identities: How socialization varies between adoptive families*. Poster presented at the 2018 Midwestern Psychological Association conference. Chicago, IL.

Kay A. Simon  
Assistant Professor  
University of Minnesota - Department of Family Social Science  
E-mail: simo1253@umn.edu

10. \*Vázquez, C. P., **Simon, K. A.**, Bruun, S. T., & Farr, R. H. (**April, 2018**). *Retrospective narratives of childhood: Feelings of difference based on gender and sexuality in emerging adults*. Poster presented at the 2018 Midwestern Psychological Association conference.
9. Smith, N. K., Bunnell, S., & **Simon, K. A.** (**March, 2018**). *ROCIing Out: A signal detection analysis of gaydar and attractiveness ratings*. Poster presented at the 2018 SPSP Annual Convention. Atlanta, GA.
8. **Simon, K. A.**, Tornello, S. L., Farr, R. H., & Bos, H. M. W. (**November, 2017**). *Envisioning parenthood among bisexual, lesbian, and heterosexual women*. Poster presented at the NCFR 2017 Annual Conference. Orlando, FL.
7. **Simon, K. A.**, Bruun, S. T., \*Nelson, A., \*Campbell, A. E., \*Yee, M. M., & Farr, R. H. (**May, 2017**). *Retrospective feelings of difference among minority and heterosexual adults*. Poster presented at the 5<sup>th</sup> Annual LGBTQ Research Symposium. University of Illinois at Urbana-Champaign. Champaign, IL.
6. \*Vázquez, C., **Simon, K. A.**, Henderson, M. M., Henicheck, J. T., & Farr, R. H. (**May, 2017**). *The relationship between sexuality-professional identity integration and empathy in the communal workplace*. Poster presented at the 5<sup>th</sup> annual LGBTQ Research Symposium. University of Illinois at Urbana-Champaign, Champaign, IL.
5. Henderson, M. M., **Simon, K. A.**, & Henicheck, J. (**April, 2017**). *Professional homosexual or homosexual professional? The relationship between sexuality-professional identity integration and leadership*. Poster presented at the 2017 SIOP Annual Convention. Orlando, FL.
4. \*Sirine, M. O., \*Campbell, A. E., Schiavone, S. R., **Simon, K. A.**, Gervais, W. M., & Farr, R. H. (**April, 2017**). *"They wear rainbows and bright colors to symbolize their flag just as we do for Fourth of July": A prototype analysis of queer attributes*. Poster presented at the University of Kentucky Showcase of Undergraduate Scholars. University of Kentucky, Lexington, KY.
3. **Simon, K. A.**, & Farr, R. H. (**April, 2017**). *Sexual minority parent socialization and perceptions of parental closeness among children adopted by lesbian and gay parents*. Poster presented at the 2017 SRCD Biennial Convention, Austin, TX.
2. **Simon, K. A.** (**September, 2014**). *The influence of emotional expression on the categorization of sexual orientation*. Poster presented at the Ohio Wesleyan Summer Science Research Symposium. Delaware, OH.
1. **Simon, K. A.** (**April, 2013**). *Phenotypic analysis of Arabidopsis thaliana pill mutants: Impact on phytochrome-induced germination*. Poster presented as a requirement for the completion of the course Plant Physiology. Ohio Wesleyan University. Delaware, OH.

\*Undergraduate student co-author

^Graduate student co-author

### INVITED TALKS

**Simon, K. A.** *Why Are We What We Are? The Journey to Academia*. Invited keynote speaker for the undergraduate Psi Chi induction ceremony, Ohio Wesleyan University, **April, 2024**.

**Simon, K. A.** Reflections on teaching: Undergraduate Research Methods in Family Science. Invited talk as part of the 3-Legged Stool Professional Development Series, University of Minnesota, **February, 2024**.

Kay A. Simon  
Assistant Professor  
University of Minnesota - Department of Family Social Science  
E-mail: simo1253@umn.edu

**Simon, K. A.** *The SELFY Project: Subjective social status among youth with LGBTQ+ parents*. Invited talk to the Institute of Child Development, University of Minnesota, **October 2023**.

**Simon, K. A.** *So What's a Gender?* Invited talk to the Family, Adoption, and Diversity Lab, University of Kentucky, **March, 2021**.

**Simon, K. A.** *Good Grief! Ambiguous Loss, Future Parenthood, and LGBTQ+ Identity*. Invited talk given as part of the University of Kentucky's Office of LGBTQ\* Resources Colorful Conversations series, **January, 2020**.

**Simon, K. A.** *Conceptual Future Parent Grief for LGBTQ+ Individuals: What is it and Why Does it Matter?* Invited talk given as part of the University of Kentucky's Office of LGBTQ\* Resources Rainbow Conversations Week, **March, 2019**.

**Simon, K. A., & Hamill, D.** *The Science of Sexuality*. Invited talk at the Women In Science meeting, Ohio Wesleyan University, **March, 2015**.

**Simon, K. A.** *The History of Scientific Sexuality Research*. Invited talk and workshop presented at MBLGTACC 2015, **February, 2015**.

**Simon, K. A.** *Why are We What We Are? – The History of Scientific Sexuality Research and its Historical Impacts*. Invited talk at the National oSTEM Conference. Google Headquarters. New York, NY. **October, 2013**.

#### REVIEWER & EDITORSHIPS

*SRCD - 2024 SECC Dissertation Research Funding Award*

*Psychology and Sexuality* (editorial board member)

*AIDS and Behavior*

*Current Psychology*

*Psychology of Sexual Orientation and Gender Diversity*

*Family Process*

*Infant and Child Development*

*Frontiers in Psychology*

*Journal of Homosexuality*

*Child and Youth Services Review*

*Journal of Family Psychology*

*APAGS Psychological Science Research Grant*

**Summer 2024**  
**Spring 2024 – Present**  
**Summer 2023 – Present**  
**Summer 2023 – Present**  
**Fall 2022 – Present**  
**Fall 2022 – Present**  
**Fall 2021 – Present**  
**Fall 2020 – Present**  
**Summer 2020 – Present**  
**Summer 2020 – Present**  
**Fall 2018 – Present**  
**January 2019**

#### RESEARCH AND PROFESSIONAL EXPERIENCE

**Rudd Summer Adoption Research Institute.** *Attendee.* UMass Amherst.

**Half-Price Books.** *Full-time Bookseller 2.* Columbus, OH.

**Spectrum (LGBTQ+) Resource Center.** *Intern.* Ohio Wesleyan University.

**Admissions Office.** *Intern: Sports and diversity recruitment.* Ohio Wesleyan University. **August 2013 – May 2015**

**May 2019**

**June 2015 – July 2016**

**January 2014 – May 2015**

#### MEDIA MENTIONS, OUTREACH, & SERVICE

Happiness in the Closet (**2024, September**). *A conversation with Kay Simon: Episode 2.*

<https://sites.google.com/view/happinessthecloset>

Family Lab (**2024, August**). *I don't see race = I don't see my child being discriminated against.*

<https://famileelab.wordpress.com/2024/08/05/i-dont-see-race-i-dont-see-my-child-being-discriminated-against/>



**Kay A. Simon**  
**Assistant Professor**

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E-mail: simo1253@umn.edu

Scottie's Playtime Blog (**2024, July**). *Summary and extension: New studies find millions of young nonbinary and transgender Americans*.  
<https://scottiesplaytime.com/2024/07/22/new-studies-find-millions-of-young-nonbinary-and-transgender-americans/>

Wilder Foundation, Minneapolis, MN

**June 2024**

- Consultant for the Minnesota Compass team
- Edited data report and infographic on LGBTQ+ community measurement
- <https://www.mncompass.org/data-insights/articles/picture-lgbtq-minnesotans-part-1-what-existing-data-sources-can-and-cant>

Department of Family Social Science, University of Minnesota

**Summer 2023 – Present**

- Ad Hoc Undergraduate Research Committee Member

Department of Family Social Science, University of Minnesota

**Fall 2022 – Present**

- Diversity, Equity, Inclusion, and Justice Committee Member

de Visé, D. (**2023, January**). *New studies find millions of young nonbinary and transgender Americans*. The Hill. -  
<https://thehill.com/changing-america/3811406-new-studies-find-millions-of-young-nonbinary-and-transgender-americans/>

Department of Psychology (DSH) Brownbag talk series, *Co-coordinator*

**August 2019 - May 2021**

- Graduate student co-coordinator of Brownbag talk series at the University of Kentucky

Department of Psychology (DSH) Brownbag talk series, *Presenter/Moderator*

**August 2020**

- Presenter and moderator for roundtable discussion on “*How to Survive COVID-19 as a Graduate Student*” at the University of Kentucky

WRFL, *Radio host of The Gay Show*

**December 2017 – Fall 2020**

- Educational outreach to greater Lexington, KY community about LGBTQ+ issues

**Simon, K. A. (2019, Summer)**. Volunteer instructor for R book club.

- Instructor for a series of workshops to teach graduate and undergraduate students the basics of R. *Learning Statistics with R: A tutorial for psychology students and beginners (version 0.6)* by Dr. Dani Navarro

**Simon, K. A. (2019, April)**. *Janelle Monáe: The Afrofuturist Queen We Need but Don't Deserve*. In the RiFLe Spring 2019 Issue.

**Simon, K. A. (2019, February)**. *LGBTQ+ Identity, Accessible Education, and Activism*.

- Interview as part of the RFL Talks series hosted by John Burke, Programming Director of WRFL.

University of Kentucky Transgender Week of Awareness, *Planning Committee*     **January 2018 – November 2018**

**Simon, K. A. (2018, July)**. *Narrative, Identity, and Representation in Music*. In the RiFLe Summer 2018 Issue.

University of Kentucky LGBTQ+ Think Tank, *Member*

**March 2017 – August 2017**

Van Syckle, K. (**2016, September**). *Pledging change: the transgender college students integrating Greek life*. The Guardian. -

<https://www.theguardian.com/society/2016/sep/25/transgender-students-fraternities-and-sororities>

**SOCIETY MEMBERSHIP & LEADERSHIP**

Kay A. Simon  
Assistant Professor

University of Minnesota - Department of Family Social Science  
E-mail: simo1253@umn.edu

APA Division 44, <i>Member</i>	<b>February 2018 – Present</b>
NCFR, <i>Member</i>	<b>October 2017 – Present</b>
SRCD SOGIE Caucus, <i>SECC Member</i>	<b>May 2021 – Present</b>
SRCD, <i>Member</i>	<b>August 2016 – Present</b>
APA Graduate Student Association, <i>Member</i>	<b>December 2016 – May 2021</b>
Psi Chi, <i>Member</i>	<b>2015 – 2016</b>
Smoking Policy Review Board at Ohio Wesleyan University, <i>Student Member</i>	<b>August 2014 – February 2015</b>
Faculty Search Committee (Ohio Wesleyan), <i>Student Representative</i>	<b>August 2014 – December 2014</b>
Women’s House at Ohio Wesleyan University, <i>Resident</i>	<b>August 2012 – May 2013</b>

RELEVANT SKILLS

Proficiency with SPSS, R, Mplus, and HLM7  
Proficiency with Qualtrics, Amazon’s Mechanical Turk/CloudResearch, and SONA system (University of Kentucky, Ohio State University, Ohio Wesleyan University)  
Proficiency in advanced quantitative and qualitative analyses: Structural equation modeling, factor analysis techniques, hierarchical linear modeling, mediation and moderation models, binary logistic and quantile regression, classification tree analysis, content analysis and thematic analysis  
Proficiency with Microsoft Office and Google Suite