

Curriculum Vitae

Monica R. Biernat

Work Address:

Department of Psychology	phone: (785) 864-9815
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University of Kansas	 0000-0003-1593-7050
Lawrence, KS 66045-7556	

Professional and Educational History:

2023 – 2024	Interim Chair, Department of Psychology, University of Kansas
2023 (Spring)	Research Visitor, Department of Psychology, University of Cambridge, Cambridge UK
2016 – present	University Distinguished Professor of Psychology, University of Kansas
2015	Honorary Fellow, University of Wisconsin, Madison
2010 – 2023, 2024-	Associate Chair for Research and Graduate Studies, University of Kansas
2008	Visiting Scholar, University of Washington, Seattle, WA
2003 – 2016	Professor, Department of Psychology, University of Kansas
2001	Visiting Scholar, University of British Columbia, Vancouver, BC, Canada
2000 – 2023, 2024-	Director of Social Psychology Ph.D. Program, University of Kansas
1995 – 2003	Associate Professor, Department of Psychology, University of Kansas
1992 – 1995	Assistant Professor, Department of Psychology, University of Kansas
1989 – 1992	Assistant Professor, Department of Psychology, University of Florida
1989	Ph.D., University of Michigan, Ann Arbor, Psychology (Social)
1986	M.A., University of Michigan, Psychology
1984	A.B., University of Michigan, Psychology and Communication

Awards: Dean's Excellence Award, University of Kansas, 2026

Person Memory Interest Group (PMIG) Thomas M. Ostrom Award (for *Outstanding lifetime contributions to theory and research in the field of social cognition*), 2025

Society of Personality and Social Psychology (SPSP) Service Award for Anti-Racism Task Force

Society of Personality and Social Psychology (SPSP) Ambady Award for Mentoring Excellence, 2024

Society of Personality and Social Psychology (SPSP) Heritage Wall: Honoring Impact in Personality and Social Psychology, 2024

Louise E. Byrd Graduate Educator Award, University of Kansas, 2018

McNair Scholars Program, Mentor of the Year Award, 2018

University Distinguished Professor, 2016

International Society for Self and Identity (ISSI) *Best paper of the year* award, 2017, for Villicana, Delucio, & Biernat (2016).

Society for Personality and Social Psychology (SPSP) 2012 Award for Distinguished Service to the Society

Association for Women in Psychology, Distinguished Publication Award, 2005

W. T. Kemper Fellowship for Teaching Excellence, University of Kansas, 2004

APA Distinguished Scientific Award for Early Career Contribution to Psychology in the area of Social Psychology, 1998/1999 [Citation appears in *American Psychologist* (1999), Vol. 54, pp. 897-899.]

Docking Faculty Scholar, University of Kansas, 1999 - 2003

University of Florida Psi Chi Chapter, Teacher of the Year, 1992

Phillip Brickman Memorial Prize, 1987

Barbara A. Oleshansky Memorial Fund Award, 1987

Funded Grants:

National Science Foundation, *Collaborative Research: Creating Inclusive Scientific Societies through Policies and Practices* (CRISSPP; consultant), \$686,996 [grant canceled, May 2025]

National Science Foundation, *Language Tools to Improve Intercultural Interactions*, PI, 2020 – 2023, \$385,410

University of Kansas, Behavioral Research Fund Award, PI, \$1,675, 2017-2018

National Science Foundation, *Evaluative Language and Admission Decisions*, 2014 – 2017, PI, \$125,000

National Science Foundation, *Shifting Standards in Language Communication and Interpretation*, PI, 2008 – 2011, \$400,001

National Science Foundation, *European Social Cognition Network: International*

Travel to Warsaw, 2006, \$7,029

National Science Foundation, *Categorical social perceptions and evaluations: A research synthesis* (co-PI with Ann Bettencourt), 2004-2006, \$105,000

National Academy of Arbitrators Research Foundation, *An Empirical Investigation of Factors Affecting Outcomes of Discipline Arbitrations Where Work and Family Responsibilities Conflict* (co-PI with Martin Malin), \$7,000

University of Kansas, Graduate Research Fund Award, PI, \$6,000, 2004-2005.

NIMH R01 Award, 1999-2004, *Stereotypes, shifting standards, and social judgment*, \$647,563; supplement for minority post-doctoral fellow, \$165,653

NIMH FIRST Award, 1993-1998, *Stereotypes and shifting standards*, PI, \$482,000

University of Kansas, Research Development Award, PI, \$5,000, 1993-1994

University of Florida Division of Sponsored Research, Research Development Award, PI, \$10,518, 1992-1993

University of Florida Division of Sponsored Research, Research Development Award, PI, \$9,500, 1991-1992

United States Department of Justice Research Award, *Community Reactions, Responses, and Needs Following Serial Murders* (co-PI with Dr. Michael Herkov) \$15,000, 1990-1991

University of Florida Division of Sponsored Research, Research Development Award, PI, \$7,525, 1990-1991

Horace Rackham School of Graduate Studies, Dissertation Scholarship Award, 1989

Social Environment and Health Pre-Doctoral (NIMH) training grant, 1988

Detroit Association of U of M Women Alumnae Club Scholarship, 1986-1987

National Institute of Mental Health Graduate Training Fellowship, 1984-1985

Publications:

Books

Adams, G., Biernat, M., Branscombe, N., Crandall, C. S., & Wrightsman, L. S. (Eds.) (2008).

Commemorating Brown: The social psychology of prejudice and discrimination.
Washington, DC: American Psychological Association. <https://doi.org/10.1037/11681-000>

Biernat, M. (2005). *Standards and expectancies: Contrast and assimilation in judgments of self and others*. New York: Psychology Press/Taylor and Francis.
<https://doi.org/10.4324/9780203338933>

Articles and Chapters

Biernat, M. (in press). DEI goals are humane. In E. King, Q. Connally, & M. Hebl (Eds.), *Research on Social Issues in Management: Call to Action for Policymakers: Defending and Advancing Diversity, Equity, and Inclusion (DEI) Initiatives*. Charlotte, NC: Information Age Publishing.

Block, K., He, J. Y., Olsson, M. I. T., Van Grootel, S., Martiny, S. E., Schmader, T., VanLaar, C., Schuster, C., . . . Biernat, M., . . . Zhao, X., & Anderson, J. (in press). “Free to be me?”: Gender role norms constrain career interests less for lesbian, gay, and bisexual people than for heterosexual people. *European Journal of Social Psychology*.

Block, K., Olsson, M. I. T., Van Grootel, S., Schuster, C., Meeussen, L., Va Laar, C., Martiny, S., Croft, A., . . . Biernat, M., . . . Zhao, X., Schmader, T. (in press). The gender gap in the care economy is larger in highly developed countries: Socio-cultural explanations and paradoxical findings. *American Psychologist*.

Schindler, S., Schuster, C., Olsson, M. I. T., Froehlich, L., Hübner, A-K, Block, K., van Laar, C., Schmader, T., Meeussen, L., Grootel, S. v., Croft, A., Sun, M.S., . . . Biernat, M., . . . Zhao, X., Koc, Y., Kocak, Ö.E., Martiny, S.. (in press). Policy as normative influence? On the relationship between parental leave policy and social norms in gender division of childcare across 48 countries. *British Journal of Social Psychology*, <https://doi.org/10.1111/bjso.12806>

Sesko, A., & Biernat, M. (in press). Experienced invisibility and well-being among people with multiple stigmatized identities. *Self and Identity*.
<https://doi.org/10.1080/15298868.2025.2526451>

Adaryukov, J., Biernat, M., Girard, J., Villicana, A.J., & Pleskac, T.J. (2025). Worth the weight: An examination of unstructured and structured data in graduate admissions. *Decision*, 12, 4-30. <https://doi.org/10.1037/dec0000251>

Biernat, M., Zhao, X., Watkins, E. C., & Leonardelli, G. J. (2025). Effects of name learning and name use on interethnic perceptions. *Group Processes & Intergroup Relations*, 28(8), 1623-1644. <https://doi.org/10.1177/13684302251344919>

Crandall, C., Giner-Sorolla, R., & Biernat, M. (2025). Ethical issues in psychological science: Studying humans, analyzing data, publishing findings. In H.T. Reis, T. West, & C.M.

Judd (Eds.), *Handbook of Research Methods in Social and Personality Psychology* (3rd edition, pp. 17-44). Cambridge University Press.
<https://doi.org/10.1017/9781009170116>

Mosley, A., & Biernat, M. (2025). Social identity and the psychology of cultural appropriation. In N. Branscombe & K. Reynolds (Eds.), *Handbook of Social Identity Research* (pp. 326-344). Elgar Publishing.

Biernat, M., Zhao, X., & Watkins, E. C. (2024). Names matter: Implications of name “whitening” for ethnic minority discrimination and well-being. *Current Directions in Psychological Science*, 33, 220-225. <https://doi.org/10.1177/09637214241247017>

Gravelin, C., Biernat, M., & Kerl, E. (2024). Assessing the impact of media on blaming the victim of acquaintance rape. *Psychology of Women Quarterly*, 48(2), 209-231. <https://doi.org/10.1177/03616843231220960>

Mosley, A. J., Heiphetz, L., White, M. H., & Biernat, M. (2024). Perceptions of harm and benefit predict judgments of cultural appropriation. *Social Psychological and Personality Science*, 15(3), 299-308. <https://doi.org/10.1177/19485506231162401>

Mosley, A., Bharj, N., & Biernat, M. (2023). Shifting standards of sexuality: An intersectional account of men’s objectification of Black and White women. *Sex Roles: A Journal of Research*, 89, 567-594. <https://doi.org/10.1007/s11199-023-01414-5>

Mosley, A. J., Biernat, M., & Adams, G. (2023). Sociocultural engagement in a colorblind racism framework influences perceptions of cultural appropriation. *Journal of Experimental Social Psychology*, 108, 1-18. <https://doi.org/10.1016/j.jesp.2023.104487>

Olsson, M.I.T., van Grootel, S., Block, K., Schuster, C., Meeuseen, L., Van Laar, C., Schmader, T., Croft, A., Sun, M. S., . . . Biernat, M., . . . Zhao, X., Martiny, S.E. (2023). Gender gap in parental leave intentions: Evidence from 37 countries. *Political Psychology*.
<https://doi.org/10.1111/pops.12880>

Peacock, N., & Biernat, M. (2023). Race, politics, and perceptions of anti-Black and anti-White discrimination over time. *Group Processes & Intergroup Relations*, 26(1), 157–79. <https://doi.org/10.1177/13684302211040107>

Zhao, X., & Biernat, M. (2023). Status of immigrants’ country of origin and Americans’ assimilation expectations. *Journal of Personality and Social Psychology*, 122, 443-468.
<https://doi.org/10.1037/pspi0000370>

Delucio, K., Villicana, A., & Biernat, M. (2022). Verbal disclosure and mental health among gay Latino and gay White men. *The Counseling Psychologist*, 50, 241-274.
<https://doi.org/10.1177/00110000211051325>

Peacock, N., & Biernat, M. (2022). Two tales of two protests: Principled and partisan attitudes toward politically-charged protests. *Journal of Applied Social Psychology*, 52, 51-67.
<https://doi.org/10.1111/jasp.12832>

- Mosley, A., & Biernat, M. (2021). The new identity theft: Perceptions of cultural appropriation in intergroup contexts. *Journal of Personality and Social Psychology*, 121, 308-331. <https://doi.org/10.1037/pspi0000327>
- Preddie, J. P., & Biernat, M. (2021). More than the sum of its parts: Intersections of sexual orientation and race as they influence perceptions of group similarity and stereotype content. *Sex Roles*, 84. <https://doi.org/10.1007/s11199-020-01185-3>
- Biernat, M., Carnes, M., Filut, A., & Kaatz, A. (2020). Gender, race, and grant reviews: Translating and responding to research feedback. *Personality and Social Psychology Bulletin*, 46(1), 140-154. <https://doi.org/10.1177/0146167219845921>
- Sakaluk, J. K., Biernat, M., Le, B. M., Lundy, S., & Impett, E. A. (2020). On the strength of ties that bind: Measuring the strength of norms in romantic relationships. *Journal of Social and Personal Relationships*, 37(3), 906-931. <https://doi.org/10.1177/0265407519881748>
- Gravelin, C. R., Biernat, M., & Baldwin, M. (2019). The impact of power and powerlessness on blaming the victim of sexual assault. *Group Processes & Intergroup Relations*, 22(1), 98-115. <https://doi.org/10.1177/1368430217706741>
- Gravelin, C. R., Biernat, M., & Bucher, C. E. (2019). Blaming the victim of acquaintance rape: Individual, situational, and sociocultural factors. *Frontiers in Psychology*, 9, 22. <https://dx.doi.org/10.3389/fpsyg.2018.02422>
- Zhao, X., & Biernat, M. (2019). Your name is your lifesaver: Anglicization of names and moral dilemmas in a trilogy of transportation accidents. *Social Psychological and Personality Science*, 10(8), 1011-1018. <https://dx.doi.org/10.1177/1948550618817341> [Winner of the 2020 Society for Personality and Social Psychology Student Publication Award]
- Biernat, M. (2018). Gender, prejudice, and shifting standards. In C. Travis & J. White (Eds.), *APA Handbook of the Psychology of Women* (Vol. 1, pp. 343-361). Washington, DC: American Psychological Association. <https://dx.doi.org/10.1037/0000060-000> [Entire volume selected as 2019 winner of the Association of American Publishers Prose Award for Professional and Scholarly Excellence]
- Biernat, M., & Sesko, A. K. (2018). Gender stereotypes and stereotyping: A cognitive perspective on gender bias. In N. K. Dess, J. Marecek, & L. Bell (Eds.), *Gender, Sex, and Sexualities: Psychological Perspectives* (pp. 171-194). New York, NY: Oxford University Press. <https://doi.org/10.1093/oso/9780190658540.001.0001>
- Biernat, M., Villicana, A., Sesko, A. K., & Zhao, X. (2018). Effects of dyadic communication on race-based impressions and memory. *Group Processes and Intergroup Relations*, 21, 302-318. <https://doi.org/10.1177/1368430216663022>
- Biggs, J., Hawley, P., & Biernat, M. (2018). The academic conference as a chilly climate for women: Effects of gender representation on experiences of sexism, coping tactics, and career intentions. *Sex Roles*, 78, 394-408. <https://doi.org/10.1007/s11199-017-0800-9>

- Sesko, A.K., & Biernat, M. (2018). Invisibility of Black women: Drawing attention to individuality. *Group Processes and Intergroup Relations*, 21, 141-158.
<https://doi.org/10.1177/1368430216663017>
- Zhao, X., & Biernat, M. (2018). "I have two names, Xian and Alex": Psychological correlates of adopting anglo names. *Journal of Cross-Cultural Psychology*, 49(4), 587-601.
<https://doi.org/10.1177/0022022118763111>
- Biernat, M., & Hawley, P. (2017). Sexualized images in professional contexts: Effects on anticipated experiences and perceived climate for women and men. *Journal of Applied Social Psychology*, 47, 568-583. <https://doi.org/10.1111/jasp.12461>
- Villicana, A., Garcia, D., & Biernat, M. (2017). Gender and parenting: Effects of parenting failures on evaluations of mothers and fathers. *Group Processes and Intergroup Relations*, 20, 867-878. <https://doi.org/10.1177/1368430215615683>
- Wang, Z., Singh, S. N., Li, J., Mishra, S., Ambrose, M., & Biernat, M. (2017). Effects of employees' positive affective displays on customer loyalty intentions: An emotions-as-social-information perspective. *Academy of Management Journal*, 60, 109-129.
<https://doi.org/10.1016/j.ijresmar.2012.09.004>
- Zhao, X., & Biernat, M. (2017). "Welcome to the U.S." but "change your name"? Adopting Anglo names and discrimination. *Journal of Experimental Social Psychology*, 70, 59-68.
<https://doi.org/10.1016/j.jesp.2016.12.008>
- Bettencourt, B. A., Manning, M., Molix, L., Schlegel, R., Eidelman, S., & Biernat, M., (2016). Explaining extremity in evaluation of group members: Meta-analytic tests of three theories. *Personality and Social Psychology Review*, 20, 49-74.
<https://doi.org/10.1177/1088868315574461>
- Villicana, A., Delucio, K., & Biernat, M. (2016). "Coming out" among gay Latino and gay White men: Implications of verbal disclosure for well-being. *Self and Identity*, 15, 468-487. <https://doi.org/10.1080/15298868.2016.1156568>
- Biernat, M. (2015). Editorial. *Personality and Social Psychology Review*, 19, 95-96.
<https://doi.org/10.1177/1088868314566856>
- Baldwin, M., Biernat, M., & Landau, M. J. (2015). Remembering the real me: Nostalgia offers a window to the intrinsic self. *Journal of Personality and Social Psychology*, 108, 128-147.
<https://doi.org/10.1037/a0038033>
- Salaluk, J. K., Williams, A. J., & Biernat, M. (2014). Analytic review as a solution to the misreporting of statistical results in psychological science. *Perspectives on Psychological Science*, 9, 652-660. <https://doi.org/10.1177/1745691614549257>
- Baldwin, M., Keefer, L., Gravelin, C. & Biernat, M. (2013). Perceived importance of cross-race targets facilitates recall: Toward a subjective-importance model of face recognition. *Group Processes and Intergroup Relations*, 16, 505-515.
<https://doi.org/10.1177/1368430212460893>

- Biernat, M., & Sesko, A. (2013). Communicating about others: Motivations and consequences of race-based impressions. *Journal of Experimental Social Psychology*, 49, 138-143. <https://doi.org/10.1016/j.jesp.2012.08.013>
- Biernat, M., & Sesko, A. K. (2013). Evaluating the contributions of members of mixed-sex work teams: Race and gender matter. *Journal of Experimental Social Psychology*, 49, 471-476. <https://doi.org/10.1016/j.jesp.2013.01.008>
- Fuegen, K., & Biernat, M. (2013). Gender-based standards of competence in parenting and work roles. In M. K. Ryan & N. R. Branscombe (Eds.), *Handbook of gender and psychology* (pp. 131-147). New York: Sage.
- Wang, Z., Arndt, A. D., Singh, S. N., Biernat, M., & Liu, F. (2013). “You lost me at hello”: How and when accent-based biases are expressed and suppressed. *International Journal of Research in Marketing*, 30, 185-196. <https://doi.org/10.1016/j.ijresmar.2012.09.004>
- Biernat, M. (2012). Stereotypes and shifting standards: Forming, communicating and translating person impressions. In P. G. Devine & E. A. Plant (Eds.), *Advances in Experimental Social Psychology*, Vol. 45 (pp. 1-59). Academic Press. <https://doi.org/10.1016/B978-0-12-394286-9.00001-9>
- Biernat, M., & Danaher, K. (2012). Prejudice. In H. A. Tennen and J. M. Suls (Eds.), *Handbook of Psychology, Volume 5: Personality and Social Psychology* (pp. 340-367). New York: Wiley.
- Biernat, M., & Deaux, K. (2012). A history of gender in social psychology. In A. Kruglanski and W. Stroebe (Eds.), *Handbook of the History of Social Psychology*. Psychology Press. <https://doi.org/10.4324/9780203808498>
- Biernat, M., & Danaher, K. (2012). Interpreting and reacting to feedback in stereotype-relevant performance domains. *Journal of Experimental Social Psychology*, 48, 271-276. <https://doi.org/10.1016/j.jesp.2011.08.010>
- Biernat, M., Tocci, M.J., & Williams, J. C. (2012). The language of performance evaluations: Gender-based shifts in content and consistency of judgment. *Social Psychological and Personality Science*, 3, 186-192. <https://doi.org/10.1177/1948550611415693>
- Biernat, M., & Fuegen, K., & Kobrynowicz, D. (2010). Shifting standards and the inference of incompetence : Effects of formal and informal evaluation tools. *Personality and Social Psychology Bulletin*, 36, 855-868. <https://doi.org/10.1177/0146167210369483>
- Miron, A., Branscombe, N. R., & Biernat, M. (2010). Motivated shifting of justice standards, *Personality and Social Psychology Bulletin*, 36, 768-779. <https://doi.org/10.1177/0146167210370031>
- Sesko, A. K., & Biernat, M. (2010). Prototypes of race and gender: The invisibility of Black women. *Journal of Experimental Social Psychology*, 46, 356-360. <https://doi.org/10.1016/j.jesp.2009.10.016>

- Biernat, M. (2009). Stereotypes and shifting standards. In T. Nelson (Ed.), *Handbook of stereotyping and prejudice* (pp. 137-152). New York: Psychology Press.
- Biernat, M., Sesko, A. K., & Amo, R. B. (2009). Compensatory stereotyping in interracial encounters. *Group Processes and Intergroup Relations*, 12, 551-563.
<https://doi.org/10.1177/1368430209337469>
- Collins, E. C., Biernat, M., & Eidelman, S. (2009). Stereotypes and the communication of person impressions. *Journal of Experimental Social Psychology*, 45, 368-374.
<https://doi.org/10.1016/j.jesp.2008.09.005>
- Güngör, S. G., & Biernat, M. (2009). Gender bias or motherhood disadvantage? Judgments of blue collar mothers and fathers in the workplace. *Sex Roles*, 60, 232-246.
<https://doi.org/10.1007/s11199-008-9540-1>
- Biernat, M., Collins, E. C., Katzarska-Miller, I., & Thompson, E. R. (2009). Race-based shifting standards and racial discrimination. *Personality and Social Psychology Bulletin*, 35, 16-28. <https://doi.org/10.1177/0146167208325195>
- Adams, G., Biernat, M., Branscombe, N., Crandall, C. S., & Wrightsman, L. S. (2008). Beyond prejudice: Toward a sociocultural psychology of racism and oppression. In G. Adams, M. Biernat, N. Branscombe, C. S. Crandall, & L. S. Wrightsman (Eds.), *Commemorating Brown: The social psychology of prejudice and discrimination* (pp. 215-246). Washington, DC: American Psychological Association. <https://doi.org/10.1037/11681-012>
- Winner: Honorable Mention for the SPSSI (Society for the Psychological Study of Social Issues) Gordon Allport Intergroup Relations Prize, 2008.*
- Biernat, M., Ma, J. E., & Nario-Redmond, M. R. (2008). Standards to suspect and diagnose stereotypical traits. *Social Cognition*, 26, 288-313.
<https://doi.org/10.1521/soco.2008.26.3.288>
- Biernat, M., & Malin, M. (2008). Political ideology and labor arbitrators' decision-making in work-family conflict cases. *Personality and Social Psychology Bulletin*, 34, 888-899.
<https://doi.org/10.1177/0146167208316689>
- Malin, M., & Biernat, M. (2008). Do cognitive biases affect adjudication? A study of labor arbitrators. *University of Pennsylvania Journal of Business Law*, 11, 175-215.
- Biernat, M. (2007). Shifting standards. In R. Baumeister and K. Vohs (Eds.), *Encyclopedia of social psychology*. New York: Sage.
- Biernat, M., & Eidelman, S. (2007). Translating subjective language in letters of recommendation: The case of the sexist professor. *European Journal of Social Psychology*, 37, 1149-1175. <https://doi.org/10.1002/ejsp.432>
- Eidelman, S., & Biernat, M. (2007). Getting the most of success: Standard-raising as esteem maintenance. *Journal of Personality and Social Psychology*, 92, 759-774.

<https://doi.org/10.1037/0022-3514.92.5.759>

- Biernat, M., & Eidelman, S. (2007). Standards. In A. W. Kruglanski and E. T. Higgins (Eds.), *Social psychology: Handbook of basic principles, Volume 2* (pp. 308-333). New York: The Guilford Press.
- Biernat, M., & Manis, M. (2007). Stereotypes and shifting standards: Assimilation and contrast in social judgment. In D. Stapel & J. Suls (Eds.), *Assimilation and contrast in psychology* (pp. 75-97). New York: Psychology Press.
- Biernat, M., & Malin, M. (2006). An empirical investigation of factors affecting outcomes of discipline arbitrations where work and family responsibilities conflict. In C. J. Coleman (Ed.), *Arbitration 2005: The evolving world of work*. Washington, DC: The Bureau of National Affairs, Inc.
- Collins, E., Crandall, C. S., & Biernat, M. (2006). Stereotypes and implicit social comparison: Shifts in comparison-group focus. *Journal of Experimental Social Psychology*, 42, 452-459. <https://doi.org/10.1016/j.jesp.2005.06.006>
- Eidelman, S., Silvia, P., & Biernat, M. (2006). Responses to deviance: Target exclusion and differential devaluation. *Personality and Social Psychology Bulletin*, 32, 1153-1164. <https://doi.org/10.1177/0146167206288720>
- Biernat, M., & Ma, J. E. (2005). Stereotypes and the confirmability of trait concepts. *Personality and Social Psychology Bulletin*, 31, 483-495. <https://doi.org/10.1177/0146167204271712>
- Biernat, M., Crosby, F. J., & Williams, J. C. (Eds.) (2004). The maternal wall: Research and policy perspectives on discrimination against mothers in the workplace. *Journal of Social Issues*, 60.

Winner: Distinguished Publication Award from the Association for Women in Psychology, 2005
- Biernat, M., & Vescio, T. (2005). Values and prejudice. In C. S. Crandall & M. Schaller (Eds.), *Social psychology of prejudice: Historical and contemporary issues* (pp. 187-211). Lawrence, KS: Lewinian Press.
- Crosby, F., Williams, J. C., & Biernat, M. (2004). The maternal wall. *Journal of Social Issues*, 60, 675-682.
- Fuegen, K., Biernat, M., Haines, E., & Deaux, K. (2004). Parents in the workplace: How gender and parental status affect judgments of job-related competence. *Journal of Social Issues*, 60, 737-754. <https://doi.org/10.1111/j.0022-4537.2004.00383.x>
- Nario-Redmond, M. R., Biernat, M., Eidelman, S., & Palenske, D. (2004). The social and personal identities scale: A measure of the differential importance ascribed to social and personal self-categorizations. *Self and Identity*, 3, 143-175. <https://doi.org/10.1080/13576500342000103>
- Biernat, M. (2003). Toward a broader view of social stereotyping. *American Psychologist*, 58,

1019-1027. <https://doi.org/10.1037/0003-066X.58.12.1019>

- Biernat, M., Kobrynowicz, D., & Weber, D. (2003). Stereotyping and shifting standards: Some paradoxical effects of cognitive load. *Journal of Applied Social Psychology*, 33, 2060-2079. <https://doi.org/10.1111/j.1559-1816.2003.tb01875.x>
- Eidelman, S., & Biernat, M. (2003). Derogating black sheep: Individual or group protection? *Journal of Experimental Social Psychology*, 39, 602-609. [https://doi.org/10.1016/S0022-1031\(03\)00042-8](https://doi.org/10.1016/S0022-1031(03)00042-8)
- Vescio, T.K., & Biernat, M. (2003). Family values and antipathy toward gay men. *Journal of Applied Social Psychology*, 33, 833-847. <https://doi.org/10.1111/j.1559-1816.2003.tb01927.x>
- Biernat, M., Eidelman, S., & Fuegen, K. (2002). Judgment standards and the social self: A shifting standards perspective. J. P. Forgas and K. D. Williams (Eds.), *The social self: Cognitive, interpersonal, and intergroup perspectives* (pp. 51-72). New York: Psychology Press.
- Biernat, M., & Thompson, E. R. (2002). Shifting standards and contextual variation in stereotyping. In W. Stroebe and M. Hewstone (Eds.) *European Review of Social Psychology, Volume 12* (pp. 103-137). London: John Wiley & Sons, Ltd.
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Book Reviews and Other Publications:

- Alvarez, M., Kolehmainen, C., Filut, A., Carnes, M., & Biernat, M. (in press). Variability of peer assessment of physician competence is a risk for biased disciplinary actions. *International Journal of Academic Medicine* (Conference Abstract).
- Biernat, M. (1992). Life in the particular: Specificity in representations and productions of knowledge [Review of the book *Advances in social cognition, Vol. 3: Content and process specificity in the effects of prior experiences*]. *Contemporary Psychology*, 37, 1189-1190. <https://doi.org/10.1037/031613>
- Biernat, M. (2019). Michelle Obama is taller than Barack Obama. In *Character in Context* [SPSP Blog edited by M. Leary, S. Gabriel, and P. Pelham], retrieved from: <http://www.spsp.org/news-center/blog/biernat-michelle-obama>
- Biernat, M. (1997). Racism's costs and other consequences for White Americans [Review of the book *Impacts of racism on White Americans*]. *Contemporary Psychology*, 42, 422-423. <https://doi.org/10.1037/000381>

Selected Presentations:

- Biernat, M. (2026, February). Positioning Social Psychology for the Future. Workshop panelist at the annual meeting of the Society for Personality and Social Psychology, Chicago, IL.
- Biernat, M. (2025, October). Social Judgment. Thomas Ostrom award address presented at the annual meeting of the Person Memory Interest Group, Lisbon, Portugal.

- Biernat, M. (2025, March). Names Matter: Implications of Name “Whitening” for Discrimination and Well-being. Invited talk presented at the School of Business, University of Kansas, Lawrence, KS.
- Biernat, M. (2024, November). Names Matter: Implications of Name “Whitening” for Discrimination and Well-being. Invited talk presented at the University of California-Davis (virtual).
- Biernat, M. (2024, September). Names Matter: Implications of Name “Whitening” for Discrimination and Well-being. Invited talk presented at the University of Arkansas, Fayetteville, AR.
- Biernat, M. (2023, April). Stereotypes as shifting standards. Invited talk presented at the University of Cambridge, Cambridge, UK.
- Biernat, M. (2020, September). Stereotypes as shifting standards: Implications for social judgment, communication, and the interpretation of feedback. Invited talk presented (virtually) at the University of Texas, Austin TX.
- Biernat, M. (2020, February). The search committee perspective on campus interviews. Workshop talk presented at the annual meeting of the Society of Personality and Social Psychology, New Orleans, LA.
- Biernat, M. (2019, October). Perceived sexism and sexist cues at the academic conference: Implications for career intentions. Talk presented at the annual meeting of the Society for Experimental Social Psychology, Toronto, Canada.
- Biernat, M. (2019, April). The academic conference as a chilly climate for women: Implications for career intentions. Invited talk presented at the “Achieving Equity and Diversity in Faculty Recruitment: Research and Practice” conference, UC-Davis, Davis, CA.
- Biernat, M. (2018, November). Stereotypes as shifting standards: Implications for social judgment and communication. Invited lecture (Richey Lecture) at St. Louis University, St. Louis, MO.
- Biernat, M. (2018, March). Stereotypes as shifting standards: Giving and translating feedback. Invited presentation at the Groups and Intergroup Relations Preconference of SPSP, Atlanta, GA.
- Biernat, M. (2017, November). Stereotypes as shifting standards: Giving and translating feedback. Invited Lecture presented at the University of Nebraska, Lincoln, NE.
- Biernat, M. (2017, November). Stereotypes as shifting standards: Giving and translating feedback. Invited Lecture presented at the University of Tennessee, Knoxville, TN.

- Biernat, M. (2017, October). Gender stereotyping in performance evaluations: Emotional and evaluative responses to women's and men's success and failure. Presented at the annual meeting of SESP (the Society for Experimental Social Psychology), Boston, MA.
- Biernat, M. (2017, June). Stereotypes as standards: Implications for social judgment and communication. Invited presentation at the CIFAR (Canadian Institute for Advanced Research) meeting on Social Identity, Interaction, and Well-being, Kansas City, MO.
- Biernat, M. (2017, February). Stereotypes in impression formation and communication. Invited presentation at Rhodes College, Memphis, TN.
- Biernat, M. (2016, January). So you want to publish (not perish?) Ask the editors. Invited symposium presentation at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Biernat, M. (2015, July). Stereotypes as comparative standards. Invited presentation at the University of Cologne Social Cognition and Relativity conference, Cologne, Germany.
- Biernat, M. (2015, July). Gender, race, and gender X race stereotyping in the workplace. Invited colloquium, UC-Hastings College of Law, San Francisco, CA.
- Biernat, M. (2015, April). Gender and race bias in evaluations. Invited colloquium, University of Alaska-Southeast, Juneau, AK.
- Biernat, M. (2015, March). Gender bias in evaluative settings. Invited presentation to the Kansas City, MO Police Department, Kansas City, MO.
- Biernat, M. (2015, February). Stereotypes and communication: Judging others and the self. Invited colloquium, University of Wisconsin, Madison, WI.
- Biernat, M., Biggs, J., & Hawley, P. (2014, September). Conference climate and women's career intentions. Paper presented at the Women and Leadership: Navigating the Labyrinth conference, Carnegie-Mellon University, Pittsburgh, PA.
- Biernat, M. (2014, September). Stereotypes in the communication and translation of person impressions. Invited presentation at the Communication Studies Lecture Series, University of Kansas, Lawrence, KS.
- Biernat, M. (2014, April). Bias in evaluations based on gender and race: A barrier to increasing diversity and inclusion. Invited paper presented at the Diversity and Inclusion conference, Purdue University, West Lafayette, IN.
- Biernat, M. (2013, October). Race-based standards in the interpretation of feedback. Paper presented as part of an invited symposium at the annual meeting of the Society for Experimental Social Psychology, Berkeley, CA.

- Biernat, M. (2012, August). Communicating stereotypes: Judgment and self-image consequences. Invited address presented at the annual meeting of the American Psychological Association, Orlando, FL.
- Biernat, M. (2012, May). Communicating and interpreting impressions of others: Stereotypes as standards and common ground. Invited paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Biernat, M. (2012, March). Stereotypes and evaluative bias. Invited presentation at the National Institutes of Health (NIH) Workshop on Strategies for Enhancing the Diversity of the Biomedical Workforce, Bethesda, MD.
- Biernat, M. (2012, March). Gender and race bias in evaluative settings. Invited presentation at the Scholarship of Diversity Symposium, University of Kansas, Lawrence, KS.
- Biernat, M. (2011, September). Gender bias in evaluations: Complexity and subtlety in patterns of stereotyping and prejudice. Invited address presented at Mercyhurst College, Erie, PA.
- Biernat, M. (2011, July). Interpreting and reacting to feedback in stereotype-relevant performance domains. Poster presented at the meeting of the European Association of Social Psychology, Stockholm, Sweden.
- Biernat, M. (2011, April). The complexity and subtlety of gender bias. Invited address presented at the Kansas State University Diversity Summit, Manhattan, KS.
- Biernat, M. (2011, March) Stereotypes in the communication and translation of person impressions. Invited address presented at California State University, San Bernardino, San Bernardino, CA.
- Biernat, M. (2011, January). The language of performance evaluations: Gender-based shifts in content and consistency of judgment. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Biernat, M. (2010, October). Gender and race bias in evaluations: Complexity and subtlety in patterns of stereotyping and prejudice. Invited address on Faculty Equity and Diversity, University of California-San Diego.
- Biernat, M. (2010, October) Stereotypes in the communication and translation of person impressions. Invited address presented at Cornell University, Ithaca, NY.
- Biernat, M. (2010, August) Stereotypes in the communication and translation of person impressions. Invited address presented at the annual meeting of the American Psychological Association, San Diego, CA.
- Biernat, M. (2010, April). Stereotypes in the communication and translation of person impressions. Invited Charter Fellows address presented at the annual meeting of the

Midwestern Psychological Association, Chicago, IL.

Biernat, M. (2010, April). Stereotypes in the communication and translation of person impressions. Invited address presented at the Friedrich Schiller University/University of Jena, Jena, Germany.

Biernat, M. (2010, April). Gender bias in evaluations: Complexity and subtlety in patterns of stereotyping and prejudice. Invited plenary address presented at the Big 12 workshop to promote faculty diversity, Lawrence, KS.

Biernat, M. (2010, February). Stereotypes in the communication and translation of person impressions. Invited address presented at the Department of Psychology, Iowa State University, Ames, Iowa.

Biernat, M. (2009, November). Gender bias in evaluations: Complexity and subtlety in patterns of stereotyping and prejudice. Invited address presented as part of the All Faculty Lecture and Department Chair Forum, University of California, Los Angeles.

Biernat, M. (2009, November). Gender bias in evaluations: Complexity and subtlety in patterns of stereotyping and prejudice. Invited address presented as part of the ADVANCE series on Leading Through Diversity, University of California, Irvine.

Biernat, M. (2009, July). Stereotypes and shifting standards in communication. Paper presented at the annual meeting of the International Society for Political Psychology, Dublin, Ireland.

Biernat, M. (2009, May). Stereotypes in the communication and translation of person impressions. Invited address presented at the Graduate School of Business, Stanford University, Palo Alto, CA.

Biernat, M. (2009, April). Stereotypes and shifting standards. Invited address presented at Benedictine College, Atchison, KS.

Biernat, M. (2009, April). Evaluating others through the lens of gender: Bringing gender bias into focus. Invited address presented at the Newcomb Institute, Dasgip Women in Science Lecture Series, Tulane University, New Orleans, LA.

Biernat, M. (2009, April). Stereotypes and the communication of person impressions. Invited paper presented at the semi-annual meeting of Social Psychologists Around the Midwest, Fayetteville, AR.

Biernat, M. (2008, October). Gender bias: Complexity in patterns of stereotyping. Invited address presented at the Gender and Leadership Collegium at Drexel University, LeBow College of Business, Philadelphia, PA.

Biernat, M. (2008, March). Gender bias: Complexity and subtlety in patterns of stereotyping and

- prejudice. Invited address at Rice University, Houston, TX.
- Biernat, M. (2008, March). Stereotypes and shifting standards. Invited address at the University of Oregon, Eugene, OR.
- Biernat, M. (2008, January). Stereotypes, and shifting standards: The communication and translation of subjective language. Invited presentation at the Department of Psychology, University of Washington, Seattle, WA.
- Biernat, M. (2007, May). Gender and social judgment: Complexity in patterns of stereotyping and bias. Invited symposium presentation at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Biernat, M. (2006, September). Stereotypes and shifting standards: The communication and translation of subjective language. Invited plenary address at the 8th annual meeting of the European Social Cognition Network, Warsaw/Pułtusk, POLAND.
- Biernat, M. (2006, June). Stereotypes, language, and communication. Paper presented at the bi-annual meeting of the Society for the Psychological Study of Social Issues, Long Beach, CA.
- Biernat, M. (2006, April). Complexity and subtlety in patterns of stereotyping and prejudice. Keynote address (Saul B. Sells Lecture) at the annual meeting of the Southwestern Psychological Association, Austin, TX.
- Biernat, M. (2006, April). Stereotypes as standards. Invited colloquium presented at the Ohio State University, Columbus, OH.
- Biernat, M. (2005, November). Arbitrator decision making: Gender, child care and family-work conflict. Invited colloquium presented at the Illinois Institute Kent College of Law, Chicago, IL.
- Biernat, M. (2005, September). Complexity and subtlety in patterns of stereotyping and prejudice. Invited talk presented at a conference on Looking toward the future: Discrimination and prejudice in the 21st century, Madison, WI.
- Biernat, M. (2005, June). Shifting standards in self- and other-judgment. Invited talk presented at the annual meeting of the Midwestern Social Development Consortium, Lawrence, KS.
- Biernat, M., & Malin, M. H. (2005, May). An empirical investigation of factors affecting outcomes of discipline arbitrations where work and family responsibilities conflict. Invited paper presented at the annual meeting of the National Academy of Arbitrators, Chicago, IL.
- Biernat, M. (2005, May). Stereotypes, communication, and the translation of social judgment. Invited paper presented at the annual meeting of the Midwestern Psychological

Association, Chicago, IL.

Biernat, M. (2005, April). Stereotypes as standards. Invited colloquium presented at Indiana University, Bloomington, IA.

Biernat, M. (2005, March). Stereotypes as standards: Implications for judging others and the self. Invited colloquium presented as part of the *Diversity and Cognition* series at Tufts University, Medford, MA.

Biernat, M. (2004, November). Standards in judging others and the self. Invited colloquium presented at the University of Michigan.

Biernat, M. (2004, February). Stereotypes as standards: Implications for judging others and the self. Invited colloquium presented at the University of Wisconsin, Madison.

Biernat, M. (2003, November). Stereotyping, prejudice, and discrimination. Invited colloquium presented at Regent University, Virginia Beach, VA.

Biernat, M. (2003, October). Standards for judging competence and incompetence in the workplace. Paper presented at the annual meeting of SESP (Society for Experimental Social Psychology), Boston, MA.

Biernat, M. (2002, November). Stereotypes and standards: Judging others and the self. Invited colloquium presented at the University of Iowa, Iowa City, IA.

Biernat, M. (2002, October). Self-stereotyping: Judgment standards and context effects. Paper presented at the annual meeting of SESP (Society for Experimental Social Psychology), Columbus, OH

Biernat, M. (2002, August). Stereotypes and the "translation" of social judgments. Invited paper presented at the Minary Center conference on Person Construal, sponsored by Dartmouth College, Holderness, NH.

Biernat, M. (2002, April). Shifting standards in the workplace: Complexities in patterns of gender stereotyping. Paper presented at the annual meeting of SIOP (Society of Industrial/Organizational Psychology), Toronto, Ontario, Canada.

Biernat, M. (2002, February). Stereotypes and stereotyping: Direct and indirect effects. Invited colloquium presented at the Cognitive Bias/Ideal Worker Project inaugural meeting, American University, Washington College of Law, Washington, DC.

Biernat, M. (2001, August). Stereotypes and shifting standards. Invited colloquium presented at the annual meeting of the American Psychological Association, San Francisco, CA.

Biernat, M. (2001, March). Judgment standards and the social self. Invited paper presented at the Sydney Symposium of Social Psychology, Sydney, Australia.

- Biernat, M. (2001, March). Shifting standards and stereotyping. Invited colloquium presented at the University of British Columbia, Vancouver, BC.
- Biernat, M. (2000, October). Stereotyping, prejudice, and discrimination. Invited educational colloquium presented at Missouri Western State College, St. Joseph, MO.
- Biernat, M. (2000, August). Values and prejudice. Invited paper presented at the History of the Social Psychology of Prejudice conference, Seattle, WA.
- Biernat, M. (2000, April). The role of stereotypes and judgment standards in trait diagnosis. Invited paper presented at the annual meeting of SPAM, Social Psychologists Around the Midwest, St. Louis, MO.
- Biernat, M. (2000, March). Stereotypes and judgment standards. Invited colloquium presented at the University of Waterloo, Waterloo, Ontario, Canada.
- Biernat, M. (1999, November). The role of American values in thwarting and supporting outgroup prejudice. Invited paper presented at the annual Kendon Smith Lecture Series, University of North Carolina-Greensboro, Greensboro, NC.
- Biernat, M. (1999, May). Stereotypes, standards, and the contamination of social judgment. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Biernat, M. (1999, April). Stereotypes and shifting standards. Invited colloquium presented at the University of Maryland, College Park, MD.
- Biernat, M. (1999, February). Stereotypes and social judgment: A shifting standards perspective. Invited colloquium presented at The Ohio State University, Columbus, OH.
- Biernat, M. (1999, February). Stereotypes and shifting standards. Invited colloquium presented at Ohio University, Athens, OH.
- Biernat, M. (1998, June). Black sheep and expectancy violation: Integrating two models of social judgment. Paper presented at the bi-annual meeting of the Society for the Psychological Study of Social Issues, Ann Arbor, MI.
- Biernat, M. (1998, March). Stereotypes and social judgment. Invited colloquium presented at the University of California, Berkeley, Berkeley, CA.
- Biernat, M. (1998, February). Stereotypes and shifting standards of judgment. Invited colloquium presented at Wake Forest University, Winston-Salem, NC.
- Biernat, M. (1998, February). Stereotypes and judgment standards. Invited colloquium presented at the University of North Carolina at Greensboro, Greensboro, NC.

- Biernat, M. (1997, August). Invited participation in the Minary Center conference on Stigma, sponsored by Dartmouth College, Holderness, NH.
- Biernat, M. (1997, June). Stereotypes and shifting standards in a military context. Invited paper presented at the annual Duck Conference on Social Cognition, Duck, NC.
- Biernat, M. (1997, May). Judging and behaving toward members of stereotyped groups: A shifting standards perspective. Invited paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.
- Biernat, M. (1997, May). Values, value congruence, and outgroup prejudice. Symposium paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.
- Biernat, M. (1997, April). The nature of gender stereotypes. Invited colloquium presented at the Festschrift in honor of Janet T. Spence, Austin, TX.
- Biernat, M. (1996, October). Stereotypes and social judgment: A shifting standards perspective. Invited colloquium presented at Indiana University, Bloomington, IN.
- Biernat, M. (1996, July). Competence Standards. Paper presented at the annual meeting of the International Society for Political Psychology, Vancouver, BC.
- Biernat, M. (1995, June). Gender- and Race-Based Standards of Competence: Lower Minimum Standards but Higher Ability Standards for Devalued Groups. Invited paper presented at the Duck Conference on Social Cognition, Duck, NC.
- Biernat, M. (1995, June). Self-categorization and selective self-stereotyping. Paper presented at the Nags Head South Conference on Self and Social Identity, Highland Beach, FL.
- Biernat, M. (1995, April). Shifting standards and stereotype-based social judgment. Invited paper presented at the second annual meeting of SPAM, Social Psychologists Around the Midwest, Columbia, MO.
- Biernat, M. (1994, December). Stereotypes, shifting standards, and social judgment. Invited colloquium presented at Purdue University, West Lafayette, IN.
- Biernat, M. (1994, June). Stereotypes as standards of judgment: The "shifting standards" model. Invited paper presented at a special APA conference on Stereotype Accuracy, Philadelphia, PA.
- Biernat, M. (1994, June). Values and prejudice. Paper presented at the Nags Head South Conference on Stereotyping and Inter-group Relations, Highland Beach, FL.
- Biernat, M. (1994, April). Violating American values: The role of values in outgroup prejudice. Invited paper presented at the first annual meeting of SPAM, Social Psychologists

Around the Midwest, Columbia, MO.

Biernat, M. (1993, August). Racial attitudes and value violation. Invited paper presented at the Ontario Symposium on Values, London, Ontario.

Biernat, M. (1992, October). Standards and judgment. Invited paper presented at the annual meeting of the Society for Experimental Social Psychology, San Antonio, TX.

Biernat, M. (1992, June). Shifting standards and stereotype-based judgments. Paper presented at the Nags Head South Conference on Stereotyping and Inter-group Relations, Highland Beach, FL.

Biernat, M. (1991, November). Stereotypes and shifting standards of judgment. Invited paper presented at the annual meeting of the Society for Southeastern Social Psychologists, Atlantic Beach, FL.

Biernat, M., & Herkov, M. (1991, August). Reactions to violence: A community copes with serial murder. Paper presented at the annual meeting of the American Psychological Association, San Francisco.

Biernat, M. (1991, June). Effects of group context on person memory and judgment. Paper presented at the Nags Head South Conference on Stereotyping and Inter-group Relations, Highland Beach, FL.

Biernat, M. (1990, June). Stereotypes and standards of judgment. Paper presented at the Nags Head Conference on Stereotyping and Inter-group Relations, Kill Devil Hills, NC.

Biernat, M., & Crandall, C. (1990, April). Stereotyping and contact with social groups: Measurement and definitional issues. Paper presented at the annual meeting of the Southeastern Psychological Association, Atlanta.

Biernat, M. (1989, April). Evaluation and mood: Effects on stereotype strength. Paper presented at the annual meeting of the Eastern Psychological Association, Boston.

Biernat, M. (1989, May). Sex stereotypes: Base rate effects in height estimation. Invited paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.

Biernat, M. (1989, May). Effects of stress and coping on both members of married couples. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.

Biernat, M., Emmons, C., & Tiedje, L.B. (1987, May). Goal-setting and life satisfaction among married women professionals. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.

Biernat, M. (1987, August). Stereotypes on campus: Contact does not breed complexity.
Presented at the annual meeting of the American Psychological Association, New York.

Biernat, M. R., (1986, May). Motives and values to achieve: Different constructs, different effects. Paper presented at the Western Psychological Association annual convention, Seattle, WA.

Manuscripts Under Review:

Fuegen, K., & Biernat, M. (under review). *Stereotypes and the inference of incompetence.*

Niedlich, C., Biernat, M., Pötsch, J. B., Cattarius, M., & Steffens, M.C. (under review). *Who is discriminated against at work? When identity intersections lead to biases against prototypical applicants.*

Selvanathan, H. P., Straka, B., Howard, S., Johnson, C., Ratliff, K., Remedios, J., Biernat, M., Boykin, M., Maddox, K., Starck, J., Mendoza-Denton, R. (under review). *Racism in social and personality psychology: A historical and epistemological perspective.*

Sesko, A.K., Sternberg, B., Biernat, M. Fisher, A.N., & Kmail, Z. (under review). *Not heard or remembered: A daily assessment of experienced intersectional invisibility.*

Sternberg, B., Biernat, M., Badea, C., & Cimpian, A. (under review). *How framing shapes responses to inequality: A scoping review.*

Zhao, X., Biernat, M., & Bodenhausen, G. (under review). *The common subgroup identity model.*

Professional Memberships and Officer Status:

American Psychological Association, Co-chair, Committee for Human Research, 2023-2025

Society for Personality and Social Psychology, President-Elect Designate, 2019; President-Elect, 2020, President 2021, Past-President, 2022

Society of Experimental Social Psychology, Executive Officer, 2012-2019

Society for Personality and Social Psychology, Secretary/Treasurer, 2010-2012, Member of Executive Committee, 2001 – 2003; Fellow, 2003

Society of Experimental Social Psychology, Member of Executive Committee, 2003 – 2006, 1997 – 2000, Fellow 2009

Chair, Program Committee for SPSP (Society for Personality and Social Psychology), 2006-2007

Chair, Convention Committee for SPSP (Society for Personality and Social Psychology), 2006-2007

APA Council of Representatives (Division 8 Council Representative), 2001-2003

American Psychological Association; Fellow Status, Division 8, Division 9

Association for Psychological Science (formerly American Psychological Society), Fellow Status

Midwestern Psychological Association, Charter Fellow, 2009

Society for the Psychological Study of Social Issues, Fellow, 2007
(Chair, Clara Mayo Awards Committee; 2000-2004)

European Association of Social Psychology, Affiliate Member 2011-

Teaching Experience:

University of Michigan	Introduction to Social Psychology Motivation and Behavior
University of Florida	Social Psychology Advanced Topics in Social Psychology Stereotyping and Prejudice Social Motivation
University of Kansas	Social Attitudes Social Cognition Social Psychological Perspectives on the Self Advanced Social Psychology Introduction to Social Psychology Research Methods Teaching of Psychology Grant Writing in Psychology Stereotyping and Prejudice

General Research Interests:

Social judgment and judgment standards
Stereotyping, prejudice, and discrimination

Editorial Activities:

Guest Editor, *Policy Insights from the Behavioral and Brain Sciences*, Vol. 7, Issue 2, October 2020

Editor, *Personality and Social Psychology Review*, 2014 - 2018

Associate Editor, *Psychological Bulletin*, 2008 – 2013

Co-Editor (with Simone Schnall), Psychology Press/Taylor and Francis *Essays in Social Psychology* series, 2007 – present

Associate Editor, *Journal of Personality and Social Psychology: Attitudes and Social Cognition*, 2001-2005

Co-Editor, *Dialogue* (Division 8 Newsletter), 2001 – 2008

Guest Editor, *Personality and Social Psychology Bulletin*, 2007

Associate Editor, *Social Cognition*, 1997-2001

Board of Consulting Editors, *Journal of Personality and Social Psychology* (Attitudes and Social Cognition), 1992-1994, 1996-present, (Interpersonal Relations and Group Processes), 1998-present

Board of Consulting Editors, *Personality and Social Psychology Review*, 2005-present

Board of Consulting Editors, *Personality and Social Psychology Bulletin*, 1996-present

Board of Consulting Editors, *European Journal of Social Psychology*, 1995-2001

Board of Consulting Editors, *Psychological Inquiry*, 2002-present

Member, National Science Foundation Advisory Panel for Social Psychology, 1996-1999

Ad-hoc member of NIMH grant review panel, Social, Personality and Group Processes, June 1995, 1999

Social/Personality Program Chair for American Psychological Society (APS) annual convention, 1998, 1999

Editorial Board, *Perspectives: Social Psychology*, Coursewise Publishing Company, 1998

Reviewer for Lawrence Erlbaum Publishing, 1988

Reviewer for Houghton-Mifflin Publishing, 1995

Ad-hoc Reviewer for NSF grant applications, 1992-2006

Reviewer for American Psychological Society poster submissions, 1991, 1992, 1993, 1994

Reviewer for American Psychological Association, Division 8 poster submissions, 1993, 1995, 1996; symposium submissions, 2000

Grant reviewer for The Israel Science Foundation, 1995, 2007

Grant reviewer for the British Academy Small Grants Program, 2005

Grant reviewer for the Fund for Scientific Research (F.R.S.-FNRS), Brussels, Belgium, 2026

Ad-hoc reviewer for:

Academy of Management Review

American Sociological Review

Applied and Preventive Psychology

Basic and Applied Social Psychology

British Journal of Social Psychology

Child Development

Cognitive Psychology

European Journal of Social Psychology

European Review of Social Psychology

Frontiers

Journal of Applied Social Psychology

Journal of Consumer Psychology

Journal of Experimental Psychology: General

Journal of Experimental Social Psychology

Journal of Personality and Social Psychology

Journal of Social and Clinical Psychology

Journal of Social Issues

Journal of Women and Minorities in Science and Engineering

Merrill-Palmer Quarterly

Motivation and Emotion

Organizational Behavior and Human Decision Processes

Personality and Social Psychology Bulletin

Political Psychology

Psychological Bulletin

Psychological Review

Psychological Science
Sex Roles
Social Cognition
Social Psychology of Education
Trends in Cognitive Sciences

Expert Witness Work

Cooper v. KSHB TV 41 (4:17-cv-00041-BP), Western District, Missouri

Jackson v. Scripps Media, Inc. (18-00440-CV-W-ODS), Western District, Missouri

Watson vs. Four B Corp DBA Ball's Price Chopper and Titan Protection and Consulting (Case Nos. 1916-CV20233 and 1916-CV31696), Circuit Court of Jackson County, Missouri

Jeannie T. Lee vs. Howard Hughes Medical Institute, Case No. 1:19-cv-12289, U.S. District Court, District of Massachusetts

Consulting and Other Professional Activities:

What is Psychology? Presentation to Patrick Marsh Middle School, Sun Prairie, WI, March 2026

Member, Bias Interrupters Working Group, UC-Hastings College of Law, 2015-2024 (see biasinterrupters.org)

Member, Advisory Committee, UC-Berkeley NSF grant, PI: Victoria Plaut, "Recruiting STEM Faculty: A systematic analysis of the faculty hiring process at Research Intensive Universities"

Member, Advisory Committee, Cal State San Bernardino, NSF Advance grant, PI: Donna Garcia.

Social Science Consultant, Texas A&M AGEF grant (Alliance for Graduate Education and the Professoriate), National Science Foundation, 2014-2016

External Evaluator, Texas A&M University, Psychology Department, 2014

External Review Committee, Iowa State University Psychology Department, 2013

Member, Center for Policing Equity, 2010 – present

Member, APA Scientific Awards Committee, 2008-2010

Member, APA Task Force on IRBs, 2007

Participation in APA Science Leadership Conference, December 2005

Senior Research Consortium Fellow, Consortium Research Fellows Program, U.S. Army Research Institute for the Behavioral and Social Sciences, 1996-1997

Consultant to Long Shot Films, Inc., for documentary film examining national stereotypes, 1997-1998

Consultant on Cultural Awareness Training, Purdue University, 1999

Member, Ideal Worker/Cognitive Bias Working Group, American University, 2001- 2005

Member, Caregiver Bias Working Group, UC-Hastings College of Law, 2006 - present

Ph.D. Students:

Theresa Vescio, Ph.D. 1995
now Professor, Pennsylvania State University
tkv1@psu.edu

Michelle Nario-Redmond, Ph.D. 1996
now Professor and Chair, Hiram College, Hiram, OH
nariomr@hiram.edu

Diane Kobrynowicz, Ph.D. 1997
now with Austin Health Coaching, Austin, TX
dianek@austin.rr.com

Laura Billings, Ph.D. 1998
now Professor, Southwestern Illinois College
laura.billings@swic.edu

Lisa Thompson, Ph.D. 2001
now Vice President, People, Mango Materials
linkedin.com/in/elizabethlisathompson

Kathleen Fuegen, Ph.D. 2002
now Professor, Northern Kentucky University

fuegenku@nku.edu

Scott Eidelman, Ph.D. 2004
now Associate Professor, University of Arkansas
eidelman@uark.edu

Elizabeth Collins, Ph.D. 2006
now Senior Research Analyst, Quinnipiac University Polling Institute,
Hamden, CT
elizccollins@gmail.com

Ralph Gregory Nichols, Ph.D. 2006
Self-employed, Lawrence, KS

Donna Garcia, Ph.D. 2007 (co-chair with Nyla Branscombe)
now Professor, University of California, San Bernardino
dmgarcia@csusb.edu

Iva Katzarska-Miller, Ph.D. 2009
now Professor, Transylvania University, Lexington, KY
ikatzarskamiller@transy.edu

Gökçe Güngör, Ph.D. 2010
now Professor, Everett Community College
ggungor@everettcc.edu

Amanda Sesko, Ph.D. 2011
now Associate Professor, University of Washington-Tacoma
aksesko@uw.edu

Kelly Danaher, Ph.D. 2011
now Lecturer, University of Iowa
kelly-danaher@uiowa.edu

Matthew Baldwin, Ph.D. 2015
now Data Scientist, Hive Science
matthewbaldwinw@gmail.com

John Sakaluk, Ph.D. 2015
now Associate Professor, Western University, Ontario, Canada
jsakaluk@uwo.edu

Claire Gravelin, Ph.D. 2016
now Associate Professor, SUNY-Geneseo
gravelin@geneseo.edu

Adrian Villicana, Ph.D. 2017
now Associate Professor, Western Washington University
villica@wwu.edu

Xian Zhao, Ph.D. 2018
now Assistant Professor, Ohio University
zhaoxian@ohio.edu

Ariel Mosley, Ph.D. 2020
now Assistant Professor, UC-Davis
ajmosley@ucdavis.edu

Parnia Haj-Mohamadi, Ph.D. 2020
now Assistant Teaching Professor, University of Tampa
pajmohamadi@ut.edu

Justin Preddie, Ph.D., 2021
now Lecturer, Christopher Newport University
justin.preddie@cnu.edu

Navanté Peacock, Ph.D., 2023
Now Assistant Professor, Bethel College
npeacock@bethelks.edu

Emily Watkins, Ph.D., 2026
Now Research Analyst, Legislative Research Department,
State of Kansas
emily.watkins@klrd.ks.gov

Post-Doctoral Fellow:

Jennifer Ma, Ph.D. University of Colorado, 1999, post-doc 1999-2002
now Visiting Assistant Professor at Scripps College

University/College/Department Service:

Executive Council of Graduate Faculty, 2026-
Member, Academic Program Review Committee, 2025-
Interim Chair, Department of Psychology, 2023-2024
Member, Dean's Advisory Group, 2023-2024.
Chair, Human Research Protection Program Lawrence (IRB), 2016-present
Member, Higher Learning Commission Reaccreditation, 2022-present
Member, Search Committee for Executive Dean of College of Liberal Arts and Sciences, 2022
Member, Search Committee for DP in Public Affairs, 2022
Member, Chair Compensation Committee, 2018-2021
Faculty Director, Diversity Committee (Psychology), 2019-present
Dept. of Psychology, Associate Chair for Research and Graduate Studies, 2010-present
Program Director, Social Psychology Program 2000 - present
University Committee on Promotion and Tenure, 2013 - 2016
University Climate Committee member, 2015-2018
Review Committee member, evaluation of IPSR, 2014
Human Subjects Committee-Lawrence, 2006 – present
 Working group on developing HSC-L on-line application, 2013
 Working group on deception policy for HSC-L, 2013
 Ad-hoc noncompliance review panel, 2014, 2016, 2017, 2019
Dean's Doctoral Education Working Group, 2011-2012
Graduate Student Research Competition judge, 2013, 2014
Outside Member of Political Science Faculty Search Committee (International Relations), 2012-2013
Member, Faculty Liaison Group for Research and Graduate Studies, 2011
Strategic Initiatives Planning Committee (Building Communities), 2011-2012
Academic Misconduct Committee, 2009 - present
Graduate Council Executive Committee, 2006 - 2011
Member, Committee on Faculty Compensation, 2007-2009
University Sabbatical Leave Committee, 2002-2004, 2010
Member, University Committee on Review of General Education (Group V), 2004-2005
Graduate School GTA Awards Selection Committee, March 2004 College Standing
 Committee on Fellowships, Scholarships, and Student Affairs, 2003-2005
Member, Committee on identifying "Best Practices" in Management/Administration of
 Graduate Programs, 2005 - 2006
Program Review Committee, 2003-2004
Department Promotion, Tenure, & Merit Committee; 1993-1995, 2001-2003, 2007-2008, 2020, 2024
Department Promotion & Tenure Committee, 2010, 2011
Department Merit Committee, 2009
Graduate Affairs Director, 1998-2000
Graduate Admissions Committee (Chair 2002; member 1995, 1997-2000, every other year since)
Chair, Search Committee for Social Psychologist, 2005
Chair, Search Committee for Department Chair, 1999, 2009

Chair, Search Committee for Temporary Teaching Appointments, 2000
Alternate member of the HSC-L Committee, 2005 - 2006
Department of Psychology, Honors Program Director, 1994-1997
Doris Sheets Award Committee, 1997 - 2000
Undergraduate Advisory Committee, 1994 - 2002
Department Space Committee, 1998 -present
College Standing Committee on Fellowships, Scholarships, & Student Affairs, 1999-2000
MAGS (Midwestern Association of Graduate Schools) Master's Thesis Awards Committee, 1999
Dissertation Awards Committee, 2000
Graduate Summer Fellowships Awards Committee, 2001
College Sabbatical Committee, 1997 - 1999 (I chaired this committee in 1999)
Member, Graduate Council, 1998 - present
Member, College Program Review Committee, 2000
Howard Baumgartel Peace Prize Committee, 1999 - 2001
Assessment of General Education panel, 2002
Judge, CLAS Graduate Student Paper Competition, 1997, 1999, 2013

Names and Addresses of Recommenders:

Dr. Mahzarin Banaji, Richard Clarke Cabot Professor of Social Ethics
Department of Psychology
William James Hall 1520
33 Kirkland Street
Cambridge, MA 02138

Dr. Patricia Devine, Kenneth and Mamie Clark Professor of Psychology
Department of Psychology
University of Wisconsin
Madison, WI 53706

Dr. Melvin Manis, Emeritus Professor
Department of Psychology
3231 East Engineering Building
University of Michigan
Ann Arbor, MI 48109