

KRISTIN PAUKER

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ACADEMIC APPOINTMENTS

2016-	<i>Associate Professor, Department of Psychology, University of Hawaii</i>
2011-2016	<i>Assistant Professor, Department of Psychology, University of Hawaii</i>
2009	<i>Adjunct Faculty, Department of Psychology, University of San Francisco</i>

EDUCATION

2009-2012	<i>Postdoctoral Scholar, Department of Psychology, Stanford University (Advisors: Carol Dweck, Jennifer Eberhardt)</i>
2009	<i>Ph.D., Social and Developmental Psychology, Tufts University (Advisor: Nalini Ambady)</i>
2002	<i>A.B., Psychology and Japanese, Dartmouth College Graduated <i>Cum Laude</i> with departmental <i>High Honors</i> (Advisor: Jennifer Richeson)</i>

FELLOWSHIPS, AWARDS, HONORS

2019	<i>Nomination, Peter V. Garrod Distinguished Graduate Mentoring Award</i>
2018	<i>Board of Regents' Medal for Excellence in Teaching, University of Hawaii Psychology Department Excellence in Research Award, Univ. of Hawaii</i>
2016	<i>Board of Regents' Medal for Excellence in Research, University of Hawaii</i>
2015	<i>Fellow, Society of Experimental Social Psychology</i>
2010	<i>Society for the Psychological Study of Social Issues (Division 9 of American Psychological Association) Dissertation Award, First Prize</i>
2010-2013	<i>National Research Service Award (NRSA), NIH-National Institute of Child Health and Development (declined for K99/R00)</i>
2010	<i>Ford Foundation Postdoctoral Fellowship (declined for K99/R00)</i>
2004-2008	<i>Jacob K. Javits Fellow, Department of Education</i>

RESEARCH FUNDING

2010-2016	<i>K99/R00, NIH-National Institute of Child Health and Development, "Development of Interracial Anxiety: Children's Lay Theories and Nonverbal Influences," HD065741 (Direct costs: \$617,933). PI: K. Pauker</i>
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- 2012-2016 Research Grant, National Science Foundation, "Exposure to Biracial Americans and Changes in Essentialist Beliefs." BCS-1226201 (Direct costs: \$112,012). PI: D. Sanchez, Co-PI: K. Pauker.
- 2015 SEED Grant, UH Manoa, "Identity and Well-being of Multiracial Individuals in Hawaii." (\$700). PI w/ C. K. Meyers & C. Carpinella
- 2016-2018 Postdoctoral Fellowship, National Science Foundation, "The impact of teacher nonverbal behaviors on children's intergroup attitudes." (Direct costs: \$139,992). PI: K. Pauker, Co-PI: E. Brey.
- 2017-2018 CSS Research Support Award, UH Manoa, "Foreigner Forever?" Exploring Young Children's Essentialist Beliefs about Immigrant Children." (Direct costs: \$20,933). PI: K. Pauker
- 2017-2018 CSS Support for Undergraduate Research Assistants, UH Manoa, "Origins of intergroup perceptions and attitudes across diverse contexts." (Direct costs: \$3,760). PI: K. Pauker
- 2017-2020 Research Grant, National Science Foundation, "Collaborative: RR: Origins of intergroup perceptions and attitudes across diverse contexts." BCS-1728300. (Direct costs: \$63,690). PI: Y. Dunham, S. Gaither, M. Halim, K. Olson, K. Pauker.
- 2017-2020 NRSA, NIH-NICHD, "The impact of teacher nonverbal behaviors on children's intergroup attitudes and mental health." F32HD089539. (Direct costs: \$172,926). Primary Mentor of Elizabeth Brey's Ruth L. Kirschstein National Research Service Award.
- 2018 Gartley Faculty Seed Grant, Psychology Department, UH Manoa. (Direct costs: \$3,405). PI: K. Pauker

RESEARCH INTERESTS

Malleability in social categorization
 Ambiguity in social perception and behavior
 Social development of stereotyping, prejudice, & discrimination
 Lay theories about race
 Culture, motivation, and social cognition
 Intergroup relations

PUBLICATIONS

* = mentored graduate student or postdoctoral researcher, ⁺ = mentored undergraduate RA

1. Brey, E. L.*, & **Pauker, K.**, (in press). Teachers' nonverbal behaviors influence children's stereotypic beliefs. *Journal of Experimental Child Psychology*.
2. Meyers, C. K.*, Aumer, K., Schoniwitz, A., Janicki, C., **Pauker, K.**, Chang, E. C., Gaither, S. E., & Williams, A*. (in press). Experiences with microaggressions and discrimination in racially diverse and homogeneous contexts. *Cultural Diversity and Ethnic Minority Psychology*.
3. **Pauker, K.**, Brey, E. L.*, Lamer, S. A., & Weisbuch, M. (2019). Cultural snapshots: A method to capture social contexts in development of prejudice and stereotyping. In Benson, J. (Ed.) *Advances in Child Development and Behavior*, 56, 141-181.

4. Gaither, S. E., Chen, J. M., **Pauker, K.**, & Sommers, S. R. (2018). At face value: Psychological outcomes differ for real vs. computer-generated multiracial faces. *Journal of Social Psychology*. Advance online publication doi: 10.1080/00224545.2018.1538929
5. **Pauker, K.**, Carpinella, C. M.*, Lick, D. J., Sanchez, D. T., & Johnson, K. L. (2018). Malleability in biracial categorizations: The impact of geographic context and targets' racial heritage. *Social Cognition*, 36, 461-480.
6. **Pauker, K.**, Meyers, C. K.*, Sanchez, D. T., Gaither, S. E., & Young, D. M. (2018). A review of multiracial malleability: Identity, categorization, and shifting racial attitudes. *Social and Personality Psychology Compass*, 12, e12392.
7. Chen, J. M., **Pauker, K.**, Gaither, S. E., Hamilton, D. L., & Sherman, J. W. (2018). Black + White = Not White: A minority bias in categorizations of Black-White multiracials. *Journal of Experimental Social Psychology*, 78, 43-54.
8. **Pauker, K.**[^], Carpinella, C. M.^{^*}, Meyers, C. K.*, Young, D., & Sanchez, D. T. (2018). The role of diversity exposure in Whites' reduction in race essentialism over time. *Social Psychological and Personality Science*, 9, 944-952. **^Shared first authorship**
9. Williams, A.*, Kajiwara, K., Soon, R., Salcedo, J., Tschann, M., Elia, J., **Pauker, K.**, & Kaneshiro, B. (2018). Recommendations for contraception: Examining the role of patients' age and race. *Hawaii Journal of Medicine and Public Health*, 77, 7-13.
10. Weisbuch, M., **Pauker, K.**, Adams, R. B., Jr., & Lamer, S. (2017). Race, power, and reflexive gaze following. *Social Cognition*, 35, 619-638.
11. Weisbuch, M., Lamer, S. A., Treinen, E., & **Pauker, K.** (2017). Cultural snapshots: Theory and method. *Social and Personality Psychology Compass*, 11, e12334.
12. McKeown, S., Williams, A.*, & **Pauker, K.** (2017). Stories that move them: Changing children's behavior toward diverse peers. *Journal of Community & Applied Social Psychology*, 27, 381-387.
13. **Pauker, K.**, Williams, A.*, & Steele, J. R. (2017). The development of racial categorization in childhood. In A. Rutland, D. Nesdale, & C. S. Brown (Eds.), *The Wiley-Blackwell Handbook of Group Processes in Children and Adolescents*. West Sussex, UK: John Wiley & Sons Ltd.
14. **Pauker, K.**, Xu, Y., Williams, A.*, & Biddle, A. M.* (2016). Race essentialism and social contextual differences in children's racial stereotyping. *Child Development*, 87, 1409-1422.
15. Gaither, S. E., **Pauker, K.**, Slepian, M. L., & Sommers, S. R. (2016). Social belonging motivates categorization of racially-ambiguous faces. *Social Cognition*, 34, 97-118.
16. Freeman, J. B., **Pauker, K.**, & Sanchez, D. (2016). A perceptual pathway to bias: Interracial exposure reduces abrupt shifts in real-time race perception that predict mixed-race bias. *Psychological Science*, 27, 502-517.
17. **Pauker, K.**, Apfelbaum, E. P., & Spitzer, B.* (2015). The race talk dilemma for racial minority children. *Social Psychological and Personality Science*, 6, 887-895.
18. Sanchez, D. T., Young, D. M., **Pauker, K.** (2015). Exposure to racial ambiguity influences lay theories of race. *Social Psychological and Personality Science*, 6, 382-390.

19. Xu, Y., Farver, J. M., & **Pauker, K.** (2015). Ethnic identity and self-esteem among Asian and European Americans: When a minority is the majority and the majority is a minority. *European Journal of Social Psychology, 45*, 62-76.
20. Slepian, M. L., Weisbuch, M., **Pauker, K.**, Bastian, B., & Ambady, N. (2014). Fluid movements and fluid social cognition: Bodily movement influences essentialist thought. *Personality and Social Psychology Bulletin, 40*, 111-120.
21. Gaither, S. E., Schultz, J. R., **Pauker, K.**, Sommers, S. R., Maddox, K. B., & Ambady, N. (2014). Essentialist thinking predicts decrements in children's memory for racially ambiguous faces. *Developmental Psychology, 50*, 482-488.
22. **Pauker, K.**, Ambady N., & Freeman, J. B. (2013). The power of identity to motivate face memory in biracial individuals. *Social Cognition, 31*, 780-791.
23. Carr, P. B., Dweck, C. S., & **Pauker, K.** (2012). "Prejudiced" behavior without prejudice? Beliefs about the malleability of prejudice affect interracial interactions. *Journal of Personality and Social Psychology, 103*, 452-71.
24. Gaither, S. E., **Pauker, K.**, & Johnson, S. (2012). Biracial and monoracial infant own-race face perception: An eye tracking study. *Developmental Science, 15*, 775-782.
25. Johnson, K. L., Freeman, J. B., & **Pauker, K.** (2012). Race is gendered: How covarying phenotypes and stereotypes bias sex categorization. *Journal of Personality and Social Psychology, 102*, 116-131.
26. Weisbuch, M., & **Pauker, K.** (2011). The nonverbal transmission of intergroup bias: A model of bias contagion with implications for social policy. *Social Issues and Policy Review, 5*, 257-291.
27. **Pauker, K.**, Ambady, N., & Apfelbaum, E. P. (2010). Race salience and essentialist thinking in racial stereotype development. *Child Development, 81*, 1799-1813.
28. Apfelbaum, E. P., **Pauker, K.**, Sommers, S. R., & Ambady, N. (2010). In blind pursuit of racial equality? *Psychological Science, 21*, 1587-1592.
29. Adams, R. B., Jr., **Pauker, K.**, & Weisbuch, M. (2010). Looking the other way: The role of gaze direction in the cross-race memory effect. *Journal of Experimental Social Psychology, 46*, 478-481.
30. Freeman, J. B., **Pauker, K.**, Apfelbaum, E., & Ambady, N. (2010). Continuous dynamics in the real-time perception of race. *Journal of Experimental Social Psychology, 46*, 179-185.
31. **Pauker, K.**, Rule, N. O., & Ambady, N. (2010). Ambiguity and social perception. In E. Balcetis and G. D. Lassiter (Eds.), *The Social Psychology of Visual Perception* (pp. 13-29). New York, NY: Psychology Press.
32. Weisbuch, M., **Pauker, K.**, & Ambady, N. (2009). The subtle transmission of race bias via televised nonverbal behavior. *Science, 326*, 1711-1714.
33. **Pauker, K.**, Weisbuch, M., Ambady, N., Sommers, S. R., Adams, R. B. Jr., & Ivcevic, Z. (2009). Not so Black and White: Memory for ambiguous group members. *Journal of Personality and Social Psychology, 96*, 795-810.

34. **Pauker, K.** & Ambady, N. (2009). Multiracial faces: How categorization affects memory at the boundaries of race. *Journal of Social Issues, 65*, 69-86.
35. Apfelbaum, E. P., **Pauker, K.**, Ambady, N., Sommers, S. R., & Norton, M. I. (2008). Learning (not) to talk about race: When older children underperform in social categorization. *Developmental Psychology, 44*, 1513-1518. **Shared first authorship**
36. Fraise, F. E., Couet, A. M., **Bellanca (Pauker), K. J.**, & Adolph, K. E. (2001). Infants' response to potential risk: Social Interaction and perceptual exploration. In G. A. Burton & R. C. Schmidt (Eds.), *Studies in Perception and Action VI*. NJ: Erlbaum, pp. 97-100.

UNDER REVIEW OR IN REVISION

Gaither, S. E., Meyers, C. K.*, Remedios, J., **Pauker, K.** (under review). Detecting biracial identity: Perceived phenotypicality is inaccurate.

Garay, M.⁺, Meyers, C. K.*, Remedios, J., & **Pauker, K.** (under review). Looking like vs. acting like your race: Social activism shapes perceptions of multiracial individuals.

Meyers, C. K.*, & **Pauker, K.** (under review). Navigating race in a racially diverse environment.

Meyers, C. K.*, Williams, A.*, **Pauker, K.**, & Apfelbaum, E. (under review). The impact of social norms on navigating race in a racially diverse context.

Pauker, K., Apfelbaum, E. P., Dweck, C. S., & Eberhardt, J. L. (under review). Believing prejudice can change shapes affiliation in children's interracial interactions.

Chen, J. M., **Pauker, K.**, Gaither, S. E., Hamilton, D. L., Sherman, J. W., & Meyers, C. K. (in revision). Racial boundary salience moderates White Americans' application of hypodescent to Black-White biracial faces.

Covarrubias, R., Herrmann, S. D., **Pauker, K.**, & Fryberg, S. A. (in revision). Explaining the student setback response and performance link: The role of self-evaluations and classroom behavior.

Meyers, C. K.*, Uyeda, K.⁺, & **Pauker, K.** (in revision). Living in paradise: Social perceptions of the major racial/ethnic groups in Hawai'i.

Williams, A.*, **Pauker, K.**, Meyers, C. K.*, & Weisbuch, M. (in revision). As seen on TV: Exposure to nonverbal bias influences behavior during interracial interactions.

Young, D. M., Sanchez, D. T., **Pauker, K.**, & Gaither, S. E. (in revision). Diversity in diversity science: A meta-analytic and systematic review of multiracial and racially ambiguous categorization.

WORK IN PROGRESS

Pauker, K., Johnson, K. L., & Ambady, N. (in preparation). Race in the mirror: Situational cues and essentialist theories influence biracial individuals' self-perception.

PROFESSIONAL PRESENTATIONS

INVITED TALKS

2018	Western Washington University, Department of Psychology, Bellingham, WA University of Washington, Department of Psychology, Seattle, WA
2016	University of Hawaii, Women's Studies Department, Honolulu, HI
2015	University of Texas, Austin, Department of Psychology, Austin, TX
2015	Yale University, Department of Psychology, New Haven, CT University of Denver, Department of Psychology, Denver, CO
2014	University of Hawaii, Law School symposium, Honolulu, HI
2013	University of Hawaii, pre-APA conference, Honolulu, HI
2011	Stanford University, Department of Psychology, Stanford, CA
2010	University of Hawaii, Department of Psychology, Honolulu, HI UC Berkeley, Department of Psychology, Berkeley, CA
2010	UC Davis, Department of Psychology, Davis, CA
2009	UCLA, Department of Psychology, Los Angeles, CA

PAPER PRESENTATIONS

* = mentored graduate student or postdoctoral researcher, + = mentored undergraduate RA

Pauker, K., & Johnson, K. L. (2019, October). The role of essentialism and discrimination in multiracial individuals' flexible self-perception. Paper to be presented at the Annual Meeting of the Society of Experimental Social Psychology, Toronto, Canada.

Brey, E. L.*, Biddle, A.*, Bellwood, C.*, & **Pauker, K.** (2019, March). A comparison of children's racial categorization in racially diverse and homogeneous environments. Paper presented at the Biennial Meeting of the Society for Research in Child Development, Baltimore, MD.

Tai, C.*, Xu, Y., & **Pauker, K.** (2019, March). Examining children's essentialist beliefs about foreign-accented individuals. Paper presented at the Biennial Meeting of the Society for Research in Child Development, Baltimore, MD.

Meyers, C. K.*, Gaither, S. E., **Pauker, K.**, & Remedios, J. (2019, February). Detecting biracial identification: Perceived phenotypicality is inaccurate. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Portland, OR.

Pauker, K., Apfelbaum, E., Dweck, C., & Eberhardt, J. (2018, March). Mindsets shape 9-12 year-olds' engagement in interracial contexts. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Meyers, C. K.*, Aumer, K., Schriml, A., Janicki, C., **Pauker, K.**, Chang, E., & Gaither, S. E. (2018, March). Microaggressions in context: How diversity and race relates to experience of microaggressions. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Young, D. M., Sanchez, D. T., **Pauker, K.**, Gaither, S. E. (2018, March). Excluding our future's face: Testing the predictions of hypodescent and the ingroup over-exclusion effect

in categorizing multiracial and racially ambiguous targets. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Pauker, K., & Meyers, C. K.* (2017, October). Multiracial perceivers and multiracial places: The impact of identity and environment on social perception and well-being. Paper presented at the Annual Meeting of the Society of Experimental Social Psychology, Boston, MA.

Williams, A.*, McKeown, S., & **Pauker, K.** (2017, July). Stories that move them: Changing children's behavior toward diverse peers. Paper presented at the meeting of the European Association of Social Psychology, Granada, Spain.

Biddle, A.*, **Pauker, K.,** & Maynard, A. (2017, June). How do counter-stereotypes on television affect preschoolers' gender stereotyped beliefs? Paper presented at the Annual Meeting of the Jean Piaget Society, San Francisco, CA.

Pauker, K., Apfelbaum, E., Biddle, A.*, Bellwood, C.* (2017, April). Learning (not) to talk about race: The role of teachers and parents. Paper presented at the Biennial Meeting of the Society for Research in Child Development, Austin, TX.

Carpinella, C.*, **Pauker, K.,** & Sanchez, D. (2016, June). Coming to Hawai'i: Recent White arrivals' reduction in race essentialism over time. Paper presented at the Biennial Meeting of the Society for the Psychological Study of Social Issues, Minneapolis, MN.

Bellwood, C.*, Biddle, A.*, & **Pauker, K.** (2016, May). 'Do as I say' or 'Do as I do'?: Effects of parents' implicit and explicit messages about race on their children's anxiety in intergroup interactions. Paper presented at the Annual Convention of the Association for Psychological Science, Chicago, IL.

Garay, M.⁺, Meyers, C. K.*, & **Pauker, K.** (2017, May). Check yourself: The malleability of racial identification in Multiracial individuals. Paper presented at the Annual Convention of the Association for Psychological Sciences, Boston, MA.

Meyers, C. K.*, & **Pauker, K.** (2016, July). Check yourself: The malleability of racial identification in Multiracial individuals. Paper presented at the 4th biennial American Psychological Association Division 45 Society for the Psychological Study of Culture, Ethnicity, and Race Research Conference, Stanford, CA.

Freeman, J. B., **Pauker, K.,** Sanchez, D. T., & Stolier, R. M. (2016, January). A perceptual pathway to bias: Interracial exposure reduces abrupt shifts in real-time race perception that predict mixed-race bias. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.

Freeman, J. B., Stolier, R. M., **Pauker, K.,** & Sanchez, D. T. (2015, September). Visual bias: The dynamic representation of race. Paper presented at the Annual Meeting of the Society of Experimental Social Psychology, Denver, CO.

Williams, A.*, **Pauker, K.,** Weisbuch, M., & Meyers, C. K.* (2015, August). As seen on TV: The transmission of nonverbal bias. Paper presented at the Annual Convention of the American Psychological Association, Toronto, ON

Meyers, C. K.*, Williams, A.*, **Pauker, K.,** & Apfelbaum, E. P. (2015, August). Can I say that? The influence of social norms on non-Whites' use of colorblind strategies. Paper presented at the Annual Convention of the American Psychological Association, Toronto, ON.

Pauker, K., Apfelbaum, E. P., Dweck, C., & Eberhardt, E. (2015, June). The development of interracial anxiety: the role of implicit theories in mitigating stress. Paper presented at the Annual Meeting of the International Society of Behavioral Neuroscience, Mauna Lani, HI.

Aumer, K., Schriml, A., Woods, K., Meyers, C. K.*, **Pauker, K.,** Chang, E., & Yu, E. (2015, May). I am a minority here?: Impact of location on experiences of microaggressions directed at minority and majority members. Paper presented at the Annual Convention of the Association for Psychological Science, New York, NY.

Meyers, C. K.*, Williams, A.*, **Pauker, K.,** & Apfelbaum, E. P. (2015, May). Can I say that? Colorblind strategies in a racially diverse environment. Paper presented at the Annual Convention of the Association for Psychological Science, New York, NY.

Pauker, K., Apfelbaum, E. P., Dweck, C., & Eberhardt, E. (2015, March). Believing prejudice can change: Upsides and downsides for intergroup interactions. Paper presented at the Biennial Meeting of Society for Research in Child Development, Philadelphia, PA.

Pauker, K., Meyers, C. K.*, & Freeman, J. B. (2015, February). To be essentialist or not: The positive and negative ramifications of race essentialism for multiracial individuals. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.

Williams, A.*, **Pauker, K.,** Weisbuch, M., & Meyers, C. K.* (2015, February). Hello out there, it's on the air: The transmission of nonverbal bias through television. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.

Sanchez, D., Young, D. M., & **Pauker, K.** (2014, September). Exposure to racial ambiguity influences lay theories of race. Paper presented at the Annual Meeting of the Society of Experimental Social Psychology, Columbus, OH.

Williams, A.*, **Pauker, K.,** Apfelbaum, E. P., Dweck, C., & Eberhardt, J. (2014, July). But I thought we were friends?! Interracial anxiety and the decline of children's interracial friendships. Paper presented at the Annual Meeting of the European Association of Social Psychology, Amsterdam, The Netherlands.

Pauker, K., Gaither, S. E., & Weisbuch, M. (2014, May). Natural variations in race essentialism: Developmental and contextual shifts in memory for racially ambiguous faces. Paper presented at the Annual Meeting of the Association for Psychological Science, San Francisco, CA.

Sanchez, D., **Pauker, K.,** & Young, D. M. (2014, February). Racial ambiguity in interpersonal interactions and racial attitudes. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.

Williams, A.*, **Pauker, K.,** Apfelbaum, E. P., Dweck, C., & Eberhardt, J. (2014, February). Believing that prejudice can change: Implications for children's interracial anxiety. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.

Pauker, K., Gaither, S. E., Weisbuch, M., & Ambady, N. (2013, September). The way we construe race: Developmental and environmental shifts in perception. Paper presented at the Annual Meeting of the Society of Experimental Social Psychology, Berkeley, CA.

Pauker, K., Ambady, N., & Johnson, K. L. (2013, July). Multiracial individuals' flexible self-perception. Paper presented at the 121st Annual Meeting of the American Psychological Association, Honolulu, HI.

Pauker, K., Weisbuch, M., Lagerwaard, M., McCaslin, M., & Ambady, N. (2013, April). The silent power of media: Nonverbal transmission of racial bias in children. Paper presented at the Biennial Meeting of Society for Research in Child Development, Seattle, WA.

Gaither, S. E., **Pauker, K.,** Slepian, M. L., & Sommers, S. R. (2013, February). Threatening social belonging motivates racially-ambiguous face categorization. Paper presented at the Symposium for Boston-Area Graduate Students in Psychology, Northeastern University, Boston, MA.

Gaither, S. E., **Pauker, K.,** Slepian, M. L., & Sommers, S. R. (2013, January). Social belonging threat motivates categorization of racially ambiguous faces. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Pauker, K., Weisbuch, M. & Ambady, N. (2013, January). Exposure to unique facets of diversity facilitates flexible perceptions of race. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Pauker, K., Weisbuch, M. & Ambady, N. (2012, October). Diversity in the environment and flexibility in the mind: Environmental influences on perceptions of race. Paper presented at the Annual Meeting of the Society of Experimental Social Psychology, Austin, TX.

Slepian, M. L., Weisbuch, M., **Pauker, K.,** & Ambady, N. (2012, January). Fluid movements induce flexible racial categorization. Hot topic talk to be presented at the Annual Meeting of the Society for Personality and Social Psychology (SPSP) Embodiment Preconference, San Diego, CA.

Gaither, S. E., Schultz, J., **Pauker, K.,** Sommers, S. R., & Ambady, N. (2011, October). Learning about race affects children's memory for racially ambiguous faces. Paper presented at the Society for the Study of Human Development, Providence, RI.

Pauker, K., Gaither, S. E., & Schultz, J. (2011, April). Monoracial and multiracial children's flexible thinking about race. Paper presented at the Biennial Meeting of Society for Research in Child Development, Montreal, CA.

Gaither, S. E., **Pauker, K.,** & Johnson, S. P. (2011, April). Biracial and monoracial infants use different scanning techniques for distinguishing own-race faces. Paper presented at the Biennial Meeting of Society for Research in Child Development, Montreal, CA.

Pauker, K., & Ambady, N. (2011, January). I'm comfortable with racial ambiguity when it's functionally important: Environmental constraints on processing racial ambiguity. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Apfelbaum, E. P., **Pauker, K.,** Sommers, S. R., & Ambady, N. (2011, January). In blind pursuit of racial equality? Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Apfelbaum, E. P., **Pauker, K.,** Sommers, S. R., & Ambady, N. (2010, October). In blind pursuit of racial equality? Paper presented at the annual meeting of the Society of Experimental Social Psychology, Minneapolis, MN.

Pauker, K., Sommers, S. R., Apfelbaum, E. P., & Ambady, N. (2010, July). Teach your children well? The effects of promoting colorblindness in elementary schools. Paper presented at the Annual Meeting of the International Society of Political Psychology, San Francisco, CA.

Pauker, K., Apfelbaum, E. P., Sommers, S. R., & Ambady, N. (2010, June). In blind pursuit of racial equality? Paper presented at the Biennial Meeting of the Society for the Psychological Study of, New Orleans, LA.

Pauker, K., Ambady, N., & Johnson, K. L. (2010, June). Multiracial individuals' flexible view of race. Paper presented at the Biennial Meeting of the Society for the Psychological Study of Social Issues, New Orleans, LA.

Pauker, K., Ambady, N., & Freeman, J. B. (2010, January). Multiracial individuals' flexible "own-race" memory. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

Gaither, S. E., Johnson, S. P., & **Pauker, K.** (2009, April). Biracial infants' processing of different-race faces. Paper presented at the Face Processing Pre-conference, Biennial Meeting of Society for Research in Child Development, Denver, CO.

Apfelbaum, E. P., **Pauker, K.,** Ambady, N., Sommers, S. R., & Norton, M. I. (2009, February). Learning (not) to talk about race: An anomaly in socio-cognitive development. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Tampa, FL.

Apfelbaum, E. P., Sommers, S. R., Norton, M. I., **Pauker, K.,** & Ambady, N. (2008, May). Emergence, practice, and consequences of strategic colorblindness in interracial interaction. Paper presented at the Annual Meeting of the American Psychological Association, Boston, MA.

Pauker, K., & Ambady, N. (2008, February). What are you: When ambiguity in appearance may lead to enhanced social processing. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM.

Bellanca (Pauker), K. (2006, January). The development of stereotype content. Paper presented at the Development of Intergroup Relations Pre-conference, Annual Meeting of the Society for Personality and Social Psychology, Palm Springs, CA.

Bellanca (Pauker), K. (2002, May). Asian or not: variables moderating the perception of half Asian peoples. Paper presented to faculty of Dartmouth College's Psychological and Brain Sciences Department, Hanover, NH.

CHAired SYMPOSIA

Bias Contagion: Evidence of the Spread of Social Bias Through Subtle Social Cues. (2015, February). Presented for the annual meeting for The Society for Personality and Social Psychology Conference, Long Beach, CA, A. Skinner & **K. Pauker**, co-chairs.

Shifting Demographics: Factors that Hinder and Promote Changes in Racial Beliefs in the Race of a Growing Multiracial Population. (2013, January). Presented for the annual meeting for The Society for Personality and Social Psychology Conference, New Orleans, LA, S. E. Gaither & **K. Pauker**, co-chairs.

Social-Developmental Intersections in Intergroup Processes and Relations. (2009, February). Presented for the annual meeting for The Society for Personality and Social Psychology Conference, Tampa, FL, E. Apfelbaum & **K. Pauker**, co-chairs.

POSTER PRESENTATIONS

* = mentored graduate student or postdoctoral researcher, + = mentored undergraduate RA

Brey, E.* , Burkholder, A., **Pauker, K.**, & Killen, M. (2019, October). The development of children's awareness of racial bias in school leadership positions. Poster to be presented at the biennial meeting of the Cognitive Development Society, Kentucky, LA.

Tai, C.* & **Pauker, K.** (2019, October). Social status beliefs predict children's preferences for native-accented speakers. Poster to be presented at the biennial meeting of the Cognitive Development Society, Kentucky, LA.

Tai, C.* , & **Pauker, K.** (2019, June). Social status beliefs predict children's preferences for native-accented speakers. Poster presented at the meeting of the Society for Psychological Study of Social Issues, San Diego, CA.

Tai, C.* , & **Pauker, K.** (2019, March). Children's awareness of stereotypes that link gender and social status. Poster presented at the Biennial Meeting of the Society for Research in Child Development, Baltimore, MD.

Morse, L.+ , Ansari, S.* , Tai, C.* , Weissler, R., & **Pauker, K.** (2019, February). Sensory integration of social categories: Race and language. Poster presented at the 20th Annual Meeting of the Society of Personality and Social Psychology, Portland, OR.

Morse, L.+ , Ansari, S.* , Tai, C.* , Weissler, R., & Pauker, K. (2019, February). In one ear and out the eyes: The biasing role of speech on perceptions of race. Poster presented at the Social Cognition Preconference at the 20th Annual Meeting of the Society of Personality and Social Psychology, Portland, OR.

Ansari, S.* , Albuja, A., Chaney, K., Sanchez, D., & **Pauker, K.** (2019, February). The effect of segregated environments on perceptions of intergroup distance. Poster to be presented at the 20th Annual Meeting of the Society for Personality and Social Psychology, Portland, OR.

Tai, C.* , **Pauker, K.** , & Xu, Y. (2019, February). Examining children's essentialist beliefs about foreign-accented individuals. Poster presented at the 20th Annual Meeting of the Society for Personality and Social Psychology, Portland, OR.

Brey, E. L.* , & Pauker, K., (2018, March). Teachers' nonverbal behaviors influence children's stereotypic beliefs. Poster presented at the 19th Annual Meeting of the Society for Social and Personality Psychology, Atlanta, GA.

Daniels, B.+ , Meyers, C. K.* , & **Pauker, K.** (2018, March) "Eh, You Dakine?": The effects of the environment on facial recognition. Poster presented at the 19th Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Garay, M.+ , Meyers, C. K.* , & **Pauker, K.** (2018, March). How prototypicality influences society's views of legitimacy in multiracials. Poster presented at the 19th Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Brey, E. L.* , & Pauker, K., (2017, October). Teachers' nonverbal behaviors influence children's stereotypic beliefs. Poster presented at the Biennial meeting of the Cognitive Development Society, Portland, OR.

Meyers, C. K.* & **Pauker, K.** (2017, July). Navigating race in a diverse environment. Poster presented at the 18th General Meeting of the European Association of Social Psychology, Granada, Spain.

Meyers, C. K.* & **Pauker, K.** (2017, January). Navigating race in a diverse context. Poster presented at the 18th Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Herrmann, S. D., Covarrubias, R., **Pauker, K.**, & Fryberg, S. A. (2017, January). Growth mindset and academic performance: The mediating role of self-views and classroom behavior. Poster presented at the 18th Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Meyers, C. K.*, Williams, A.*, **Pauker, K.**, & Apfelbaum, E. (2016, January). Can I say that? How social context influences colorblind strategies. Poster presented at the 17th Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.

Albuja, A., Sanchez, D., Young, D., & **Pauker, K.** (2015, May). Cognitive heuristics and lay theories. Poster presented at the 27th Annual Convention of the Association for Psychological Science, New York, NY.

Chong, A.⁺, Coffinet, L.⁺, Tagomori, J.⁺, Meyers, C. K.*, Carpinella, C*, & **Pauker, K.** (2015, March). What are you? Differences in racial labeling between Hawai'i and Northern California children. Poster presented at the Biennial Meeting of Society for Research in Child Development, Philadelphia, PA.

Morris, A.*, **Pauker, K.**, Williams, A*, & Carpenter, M.* (2015, March). Parents' concerns about appearing prejudiced are related to their child's motivation for interethnic interactions. Poster presented at the Biennial Meeting of Society for Research in Child Development, Philadelphia, PA.

Meyers, C. K.*, Williams, A.*, **Pauker, K.**, & Apfelbaum, E. P. (2015, February). Can I say that? Colorblind strategies in a racially diverse environment. Poster presented at the 16th Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.

Aumer, K., Schriml, A., Woods, K., Meyers, C. K.*, **Pauker, K.**, Chang, E., & Yu, E. (2015, February). I am a minority here?: Impact of location on experiences of microaggressions directed at minority and majority members. Poster presented at the 16th Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.

Meyers, C. K.* & **Pauker, K.** (2014, May). Mixed and Proud: Multiracial Identity in Hawaii. Poster presented at the 26th Annual Convention of the Association for Psychological Science, San Francisco, CA.

Morris, A.*, Pietkiewicz, N.⁺, & **Pauker, K.** (2014, May). Correspondence between parents' and kids' beliefs about prejudice and intergroup interactions in Hawai'i. Poster presented at the 26th Annual Convention of the Association for Psychological Science, San Fran., CA.

Williams, A.*, Meyers, C. K.*, Timberlake, M.⁺, **Pauker, K.**, Apfelbaum, E.P., & Sahasrabudhe, P. (2014, May). Can I say that? Minority individuals' use of colorblind strategies. Poster presented at the 26th Annual Convention of the Association for Psychological Science, San Francisco, CA.

Meyers, C. K.*, Williams, A.*, **Pauker, K.**, & Weisbuch, M. (2014, February). Hello out there, it's on the air: The transmission of nonverbal bias through television. Poster

presented at the 15th Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.

Aumer, K., Ito, B., & **Pauker, K.** (2013, January). Weighing the costs and benefits of your identity: A theory of identity as social currency. Poster presented at the 14th Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Gaither, S. E., Slepian, M., **Pauker, K.**, & Sommers, S.R. (2011, January). Ambiguous race categorization is predicted by implicit bias. Poster presented at the 12th Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Gaither, S. E., **Pauker, K.**, & Johnson, S. P. (2010, April). The other-race effect in 3-month old infants. Poster presented at the Greater Boston SACNAS Regional Meeting, Brandeis University.

Pauker, K., Apfelbaum, E. P., Ambady, N., Sommers, S. R., & Norton, M. I. (2009, April). Learning (not) to talk about race: An anomaly with social consequences. Poster symposium conducted at the Biennial Meeting of the Society for Research in Child Development, Denver, CO.

Freeman, J. B., **Pauker, K.**, Ambady, N., & Johnson, K. L. (2008, February). Race is sexy: Overlapping cultural associations affect basic person construal. Poster presented at the Cultural Psychology Pre-conference, 9th Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM.

Pauker, K., Yano, R.⁺, Xu, Y. & Ambady, N. (2007, May). Environmental influences in stereotyping. Poster presented at the 19th Annual Meeting of the Association for Psychological Science, Washington, D.C.

Pauker, K., Yano, R.⁺, & Ambady, N. (2007, January). Deciding “what are you?": The consequences of categorizing ambiguity. Poster presented at the 8th Annual Meeting of the Society for Personality and Social Psychology, Memphis, TN.

Bellanca (Pauker), K., & Ambady, N. (2006, January). The role of categorization and ambiguity in the own-race bias. Poster presented at 7th Annual Meeting of the Society for Personality and Social Psychology, Palm Springs, CA.

Gordon, P., **Bellanca (Pauker), K.**, Heller, M., & Porath, N. (2004, May). Orientation specificity for infant event representations. Poster presented at the International Conference on Infant Studies, Chicago, IL.

Fraisse, F., Couet, A., **Bellanca (Pauker), K.**, & Adolph, K.E. (2001, June). Infants’ response to potential risk. Poster presented at the International Conference on Perception and Action, Storrs, CT.

TEACHING

TEACHING INTERESTS

Introduction to Psychology
Social Psychology
Research Methods in Psychology

Intergroup Processes and Relations
Stereotyping, Prejudice, & Discrimination
Children’s Understanding of Race

COURSES TAUGHT

Survey of Psychology, UH: Fall 2012, Fall 2013, Fall 2015, Fall 2016, Fall 2017, Fall 2018, Fall 2019

Social Psychology, UH: Spring 2017, Spring 2018

Undergraduate Writing Intensive Seminar: Children's Understanding of Race, UH:
Fall 2014, Fall 2016, Fall 2017, Fall 2018, Fall 2019

Graduate Seminar: Stereotyping & Prejudice, UH, Spring 2014

Graduate Seminar: Social Perception & Intergroup Relations, UH, Spring 2016

Graduate Seminar: Publishing and Responsible Research, UH, Spring 2018

Graduate Social Psychology, UH, Spring 2013, Spring 2015, Spring 2017

Introduction to Psychology, University of San Francisco, Fall 2009

MENTORING, RESEARCH ADVISING

POSTDOCTORAL ADVISING:

Amanda Williams (2013-2014): Currently Lecturer (equivalent to Assistant Professor),
University of Bristol, Bristol, UK

Colleen Carpinella (2014- 2015): Currently Manager of Health Outcomes Research at Kantar
Health

Elizabeth Brey (2016-present): NSF postdoctoral scholar (2016-17), NIH postdoctoral scholar
(2017-present)

PHD ADVISING: Cara Bellwood ('17, postdoc at Linfield College), Ashley Biddle ('17,
instructor at Leeward Community College), Chanel Meyers ('18, won Psychology Dept. Merit
and Diversity awards, postdoc at York Univ.), Shahana Ansari (won Psychology Dept. Merit
and Diversity awards), Victoria Narine, Christine Tai (won Psychology Dept. Merit and
Diversity awards)

DOCTORAL DISSERTATION COMMITTEES: Dana Arakawa, Cara Bellwood (*co-Chair*),
Ashley Biddle (*co-Chair*), Michele Cantwell, Megan Carpenter, Margeaux Ciruolo, Corey
Flanders, Cherie Luckhurst, Chanel Meyers (*Chair*), Jeanette Purvis, Stevy Scarbrough, Paul
Thorton, Ryan Tolman

MASTERS THESIS COMMITTEES: Jillian Adams, Shahana Ansari (*Chair*), Christine Bennett,
Michele Cantwell, Chanel Meyers (*Chair*), Shari Brown, Sophie Gralapp, Katrina Obleada,
Jeanette Purvis, Soren Ruppelius, Christine Tai (*Chair*), Heather Zezeck (*Chair*)

SENIOR/HONORS THESIS ADVISING

2015-2016: Sakaria Auelua-Toomey, won Psychology Dept. (\$500) and ASUH (\$1000)
research awards; 2017 Luce Scholar

2014-2015: Nicolyn Charlot, won Honors Thesis Prize, UROP (\$1717) and ASUH (\$605)
research awards

2009: Jarren Kanze (Tufts University)

2008: Hailey Fitzgerald (Tufts University)

UNDERGRADUATE RESEARCH ADVISING

Number of undergraduates who have completed research assistantships under my direction:

2004-2009: 28 *students* (Tufts)

2009-2012: 9 *students* (USF), 11 *students* (Stanford)

2012-2016: 72 *students*

2016-current: 54 *students*

Research Assistant placement:

Ashli Carter (RA 2010-12), Ph.D. '19, Columbia Business School

Brian Spitzer (RA 2010-12), Ph.D. student, NYU Steinhardt

Katie Olender (RA 2010-12), M.S. student, USC

Miriam Rowan Parrott (RA 2011-12), Psy.D. student, PGSP-Stanford PsyD Consortium

Natalie Benjamin (RA 2012), Ph.D. student, Marquette University
 Victoria Floerke (Lab Manager 2012-13), Ph.D. student, Tufts University
 Jamie Tagomori (RA 2013-15), Ed.S. student, Chapman University
 Kesha Unciano (RA 2014-15), M.A. Communicology '17, University of Hawaii at Manoa
 Adrienne Chong (Lab Manager 2014-15), Ph.D. student, University of Nevada
 Nicolyn Charlot (Honors student 2014-15), M.A. student, University of Western Ontario
 Sakaria Auelua-Toomey (Honors student 2015-16), Ph.D. student, Stanford University
 Maria Garay (RA 2016-18), Ph.D. student, Tufts University
 Marina Matsui (RA 2016-18), Ph.D. student, University of Hawaii at Manoa
 Angelica Leon (RA 2017-18), Ph.D. student, Teacher's College, Columbia University

COMMUNITY ENGAGEMENT

DIVERSITY PANELS

2010	Invited talk on "Talking about race with your children" given to parents at Hillcrest Elementary School, Oakland, CA, Fall
2012	Invited talk on "Believing that prejudice can change: Implications for children's inter-racial friendships" given to SFUSD, San Francisco, CA, Winter
2014	Invited talk on "Believing that prejudice can change: Implications for children's inter-racial friendships" given to PUEO program, Honolulu, HI, Summer
2015	Invited talk on "How can we talk to our children about race?" given as part of the "Science of Parenting" series sponsored by the UT Psychology Department, Austin, TX, Fall
2019	Invited speaker on panel titled "Lead with Cultural Intelligence and Resist Unconscious Bias" at Hawaii Business Magazine's 2019 Leadership Conference, Honolulu, HI, Summer

RESEARCH CONSULTANT

2014-2016	Analyzing body-camera footage for a metropolitan police department
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UNIVERSITY SERVICE

2012-present	Psychology Department Graduate Studies committee
2012-2018	Faculty panelist, New Student Orientation
2012-2013	Psychology Department Ad-hoc Faculty Research Grant committee
2013-2015	University Writing Intensive-focus Board Member
2013-present	Psychology Department Social Area Program coordinator
2014 (Fall)	CSS Task Force on Extramurally-Funded Course Buy-outs
2014-2018	Psychology Department Undergraduate Studies committee
2015-2016	Psychology Dept. Cognitive Neuroscience Faculty Search committee
2015-present	Psychology Department Diversity Committee
2016	Admin Burden Subcommittee of UHM Vice Chancellor for Research
2016-2017	Psychology Department Social Cognition Faculty Search committee, Chair
2017 (Summer)	Psychology Department Visiting Assistant Professor Search Committee
2017-2018	Psychology Department Neuroscience Faculty Search Committee
2017-present	SSRI Research Council

PROFESSIONAL ACTIVITIES

COMMITTEES

- 2017-present Item writer for the Association of State and Provincial Psychology Board's EPPP exam
- 2018-present Society for Personality and Social Psychology Diversity and Climate Committee (DCC)

EDITORIAL EXPERIENCE

- 2010-2015 *Consulting Editor, Child Development*
- 2011-present *Editorial Board, Analyses of Social Issues and Public Policy (ASAP)*
- 2013-present *Editorial Board, Social Cognition*
- 2015-present *Consulting Editor, Journal of Personality and Social Psychology*
- 2016-present *Consulting Editor, Developmental Psychology*
- 2019-present *Consulting Editor, Cultural Diversity and Ethnic Minority Psychology*

AD-HOC REVIEWER

- Society for Research in Child Development Outstanding Dissertation Award committee (2013)
- Grant reviewer, Social Sciences and Humanities Research Council, Canada (2013)
- Diversity Award Reviewer, Society for Personality and Social Psychology (2017)
- National Science Foundation (2018)

Child Development Perspectives
Cognition
Emotion
European Journal of Social Psychology
Group Processes and Intergroup Relations
Journal of Cross-cultural Psychology
Journal of Experimental Child Psychology

Journal of Experimental Psychology: General
Journal of Experimental Social Psychology
Monographs of SRCD
Personality and Social Psychology Bulletin
Psychological Science
Sex Roles, Social Psychology
Social Psychological and Personality Science

MEMBERSHIPS

- Society of Experimental Social Psychology
- Society for Personality and Social Psychology
- Society for Research in Child Development
- Society for the Psychological Study of Social Issues