

KRISTIN PAUKER

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ACADEMIC APPOINTMENTS

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| 2021- | <i>Professor, Department of Psychology, University of Hawaii</i> |
| 2016-2021 | <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

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| 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

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| 2020 | <i>Fellow, Society for Personality and Social Psychology</i> |
| 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

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| 2022-2025 | National Science Foundation, "Collaborative: From Culture to Child: How collective perceptions of affective divergence shape interracial relationships in middle childhood." BCS-2214011 (PI w/ M. Weisbuch; Direct costs: \$245,626). |
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- 2018 Gartley Faculty Seed Grant, Psychology Department, UH Manoa. (PI: Direct costs: \$3,405).
- 2017-2021 National Science Foundation, "Collaborative: RR: Origins of intergroup perceptions and attitudes across diverse contexts." BCS-1728300. (PI w/ Y. Dunham, S. Gaither, M. Halim, K. Olson; Direct costs: \$63,690).
- 2017-2020 NRSA, NIH-NICHD, "The impact of teacher nonverbal behaviors on children's intergroup attitudes and mental health." F32HD089539. (Direct costs: \$178,478). Primary Mentor of Elizabeth Brey's Ruth L. Kirschstein National Research Service Award.
- 2017-2018 CSS Support for Undergraduate Research Assistants, UH Manoa, "Origins of intergroup perceptions and attitudes across diverse contexts." (PI; Direct costs: \$3,760).
- 2017-2018 CSS Research Support Award, UH Manoa, "Foreigner Forever?" Exploring Young Children's Essentialist Beliefs about Immigrant Children." (PI; Direct costs: \$20,933).
- 2016-2018 Postdoctoral Fellowship, National Science Foundation, "The impact of teacher nonverbal behaviors on children's intergroup attitudes." SMA-1606806. (PI: E. Brey, Co-PI: K. Pauker; Direct costs: \$139,992).
- 2015 SEED Grant, UH Manoa, "Identity and Well-being of Multiracial Individuals in Hawaii." (PI w/ C. K. Meyers & C. Carpinella; \$700)
- 2012-2016 National Science Foundation, "Exposure to Biracial Americans and Changes in Essentialist Beliefs." BCS-1226201 (PI: D. Sanchez, Co-PI: K. Pauker; Direct costs: \$112,012).
- 2010-2016 K99/R00, NIH-National Institute of Child Health and Development, "Development of Interracial Anxiety: Children's Lay Theories and Nonverbal Influences," HD065741 (PI; Direct costs: \$618,083)

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

PEER REVIEWED JOURNAL ARTICLES

1. Lamer, S. A., Dvorak, P., Biddle, A.*, **Pauker, K.**, & Weisbuch, M. (2022). The transmission of gender stereotypes through televised patterns of nonverbal bias. *Journal of Personality and Social Psychology*. Advanced online publication: <https://doi.org/10.1037/pspi0000390>
2. Levy, A., Nguyen, C., Slepian, M. L., Gaither, S. E., **Pauker, K.**, & Dovidio, J. F. (2022). Categorizing a face and facing a category: The constructive impacts of ambiguity and

- uncertainty in racial categorization. *Personality and Social Psychology Bulletin*. Advanced online publication: <https://doi.org/10.1177/01461672221084537>
3. **Pauker, K.**, Apfelbaum, E. P., Dweck, C. S., & Eberhardt, J. L. (2022). Believing prejudice can change increases children's interest in interracial interactions. *Developmental Science*, 25, e13233. <https://doi.org/10.1111/desc.13233>
 4. Garay, M.⁺, Meyers, C. K.*^{*}, Remedios, J., & **Pauker, K.** (2021). Looking like vs. acting like your race: Social activism shapes perceptions of multiracial individuals. *Self and Identity*, 20, 594-619.
 5. Meyers, C. K.*^{*}, Williams, A.*^{*}, **Pauker, K.**, & Apfelbaum, E. (2021). The impact of social norms on navigating race in a racially diverse context. *Group Processes and Intergroup Relations*, 25, 853-870. <https://doi.org/10.1177/1368430220984228>
 6. Tai, C.*^{*}, & **Pauker, K.** (2021). Growing racial resilience: the impact of mindsets on the development of prejudice. *Human Development*, 65, 325-341.
 7. Young, D. M., Sanchez, D. T., **Pauker, K.**, & Gaither, S. E. (2021). A meta-analytic review of hypodescent patterns in categorizing multiracial and racially ambiguous targets. *Personality and Social Psychology Bulletin*, 47, 705-727.
 8. Meyers, C. K.*^{*}, Aumer, K., Schoniwitz, A., Janicki, C., **Pauker, K.**, Chang, E. C., Gaither, S. E., & Williams, A.*^{*}. (2020). Experiences with microaggressions and discrimination in racially diverse and homogeneous contexts. *Cultural Diversity & Ethnic Minority Psychology*, 26, 250-259.
 9. **Pauker, K.**, Tai, C.*^{*}, & Ansari, S.*^{*} (2020). Contextualizing the development of social essentialism. *Advances in Child Development and Behavior*, 59, 65-94.
 10. Brey, E. L.*^{*}, & **Pauker, K.** (2019). Teachers' nonverbal behaviors influence children's stereotypic beliefs. *Journal of Experimental Child Psychology*, 188, 104671.
 11. Gaither, S. E., Chen, J. M., **Pauker, K.**, & Sommers, S. R. (2019). At face value: Psychological outcomes differ for real vs. computer-generated multiracial faces. *Journal of Social Psychology*, 159, 592-610.
 12. **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. *Advances in Child Development and Behavior*, 56, 141-181.
 13. 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.
 14. **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.
 15. **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**
 16. **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.

17. Williams, A.*, Kajiwarra, 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.
18. 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.
19. Weisbuch, M., Lamer, S. A., Treinen, E., & **Pauker, K.** (2017). Cultural snapshots: Theory and method. *Social and Personality Psychology Compass*, 11, e12334.
20. Weisbuch, M., **Pauker, K.**, Adams, R. B., Jr., & Lamer, S. (2017). Race, power, and reflexive gaze following. *Social Cognition*, 35, 619-638.
21. 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.
22. 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.
23. **Pauker, K.**, Williams, A., & Steele, J. R. (2016). Children's racial categorization in context. *Child Development Perspectives*, 10, 33-38.
24. **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.
25. 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.
26. **Pauker, K.**, Apfelbaum, E. P., & Spitzer, B.* (2015). The race talk dilemma for racial minority children. *Social Psychological and Personality Science*, 6, 887-895.
27. 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.
28. 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.
29. 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.
30. **Pauker, K.**, Ambady N., & Freeman, J. B. (2013). The power of identity to motivate face memory in biracial individuals. *Social Cognition*, 31, 780-791.
31. 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.
32. 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.

33. 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.
34. 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.
35. 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.
36. Apfelbaum, E. P., **Pauker, K.**, Sommers, S. R., & Ambady, N. (2010). In blind pursuit of racial equality? *Psychological Science, 21*, 1587-1592.
37. **Pauker, K.**, Ambady, N., & Apfelbaum, E. P. (2010). Race salience and essentialist thinking in racial stereotype development. *Child Development, 81*, 1799-1813.
38. 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.
39. **Pauker, K.** & Ambady, N. (2009). Multiracial faces: How categorization affects memory at the boundaries of race. *Journal of Social Issues, 65*, 69-86.
40. **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.
41. Weisbuch, M., **Pauker, K.**, & Ambady, N. (2009). The subtle transmission of race bias via televised nonverbal behavior. *Science, 326*, 1711-1714.
42. 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**

BOOK CHAPTERS

1. **Pauker, K.**, Lamer, S. A., Ansari, S.*, & Weisbuch, M. (2021). Cultural snapshots: Identifying cultural patterns that influence implicit racial bias. In K. C. McLean (Ed.), *Cultural Methods in Psychology: Describing and Transforming Cultures* (pp. 109-145). Oxford University Press.
2. **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* (pp. 221-239). John Wiley & Sons Ltd.
3. **Pauker, K.**, Rule, N. O., & Ambady, N. (2010). Ambiguity and social perception. In E. Balci and G. D. Lassiter (Eds.), *The Social Psychology of Visual Perception* (pp. 13-29). Psychology Press.
4. 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* (pp. 97-100). Erlbaum Associates.

UNDER REVIEW OR IN REVISION

Albuja, A. F., Ansari, S.*, Ortiz-Payne, M., Bandt-Law, B., **Pauker, K.**, Halim, M. D., Olson, K. R., Dunham, Y., & Gaither, S. E. (under review). Demographic and regional differences in caregivers' ethnic-racial socialization of young children.

Chen, J. M., Meyers, C. K.*, **Pauker, K.**, Gaither, S. E., Hamilton, D. L., & Sherman, J. W. (under review). Intergroup context moderates the impact of White Americans' identification on racial categorization of ambiguous faces.

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

Meyers, C. K.*, Thai, S., & **Pauker, K.** (r & r, under review). Navigating race in a racially diverse environment: An experience sampling study on the daily use of race in conversations within Hawai'i.

Meyers, C. K.*, Williams, A.*, Weisbuch, M., & **Pauker, K.** (r & r, under review). Bias contagion across racial group boundaries.

Halim, M. D., Atwood, S., Osornio, A. C., **Pauker, K.**, Dunham, Y., Olson, K. R., & Gaither, S. E. (r & r, in revision). Parent and self-socialization of gender intergroup attitudes, perceptions, and behaviors among ethnically and geographically diverse young children.

Halim, M. D., Glazier, J., Martinez, M. A., Stanaland, A., Gaither, S. E., Dunham, Y., **Pauker, K.**, & Olson, K. R. (in revision). Gender attitudes and intergroup behavior among ethnically and geographically diverse young children.

WORK IN PROGRESS

Killen, M., Burkholder, A. R., Brey, E. L.*, Cooper, D., & **Pauker, K.** (in preparation). Children become aware of teacher ethnic and gender biases regarding status hierarchies in school contexts.

Lamer, S. A., Dobbs, S., **Pauker, K.**, Babbitt, B., & Weisbuch, M. (in preparation). How patterns of emotion in televised interracial interactions impact children's racial cognition.

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

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| 2022 | Invited Plenary Symposium, Cognitive Development Society, Madison, WI |
| 2021 | Gettysburg College, Department of Psychology, Gettysburg, PA University of Massachusetts at Amherst, Dept. of Psychology, Amherst, MA University of Texas at El Paso, Dept. of Psychology, El Paso, TX UCLA, Dept. of Psychology, Los Angeles, CA University of Rochester, Dept. of Psychology, Rochester, NY |
| 2020 | City University of New York, Graduate Center, New York, NY |
| 2018 | Western Washington Univ., Dept. of Psychology, Bellingham, WA University of Washington, Department of Psychology, Seattle, WA |

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| 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 UC Davis, Department of Psychology, Davis, CA |
| 2009 | UCLA, Department of Psychology, Los Angeles, CA |

SELECTED CONFERENCE TALKS (last 5 years)

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

Pauker, K. (2023, February). Nonverbal sources of stereotyping and prejudice: Insights from a developmental approach. Paper presented at the 11th Nonverbal Behavior Preconference at the 24th Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Meyers, C. *, Garay, M. +, & **Pauker, K.** (2022, February). Diversifying facial stimuli: The Hawai'i Face Database. Paper presented at the 23rd Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA.

Burkholder, A. R., Brey, E., **Pauker, K.**, & Killen, M. (2021, September). Children's and adolescents' evaluations of school-based inequalities created through status hierarchies. Paper presented at the European Association for Developmental Psychology Summer Tour, virtual conference.

Lamer, S., Dvorak, P., **Pauker, K.**, Biddle, A. *, & Weisbuch, M. (2020, February). The transmission of gender stereotypes through televised patterns of nonverbal emotion. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Meyers, C. *, Uyeda, K. +, & **Pauker, K.** (2020, February). Living in paradise: Social perceptions of the major racial/ethnic groups in Hawai'i. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Pauker, K. (2020, February). How studying multiracial individuals can push and test social psychological theories. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.

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

Meyers, C. *, Aumer, K., Schriml, A., Janicki, C., **Pauker, K.**, Chang, E., Gaither, S. E., & Williams, A. (2019, June). Experiences with microaggressions and discrimination in racially diverse and homogeneously White contexts. Data blitz presented at The Ohio State University Weary Symposium on Diversity and Social Identity, Columbus, OH.

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.

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 relate to experience of microaggressions. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

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.

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.

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.

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, USF: Fall 2009; UH: Fall 2012, Fall 2013, Fall 2015, Fall 2016, Fall 2017, Fall 2018, Fall 2019, Fall 2020, Fall 2022

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, Fall 2020, Fall 2021, Spring 2022

Graduate Seminar: Cognition, Neuroscience, & Social Proseminar, UH: Spring 2021, Fall 2022

Graduate Seminar: Stereotyping & Prejudice, UH: Spring 2014, Spring 2020

Graduate Seminar: Social Perception & Intergroup Relations, UH: Spring 2016, Spring 2022

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

Graduate Social Psychology, UH: Spring 2013, Spring 2015, Spring 2017, Spring 2021

MENTORING, RESEARCH ADVISING

POSTDOCTORAL ADVISING:

Elizabeth Brey (2016-2020): NSF postdoctoral scholar (2016-17), NIH postdoctoral scholar (2017-2020), currently Advisor-Applied Research and Evaluation at Education Northwest

Colleen Carpinella (2014- 2015): Currently Market Research Director, Ipsos Healthcare

Amanda Williams (2013-2014): Currently Data Analyst, Waterloo Region Police; formerly Senior Lecturer (equivalent to Associate Professor), University of Bristol, Bristol, UK

PHD ADVISING: Salena Diaz (won Psychology Dept. Diversity award), Shahana Ansari ('22, won Psychology Dept. Merit & Diversity awards), Christine Tai ('22, won Psychology Dept. Merit & Diversity awards, Quantitative UX Researcher at Meta), Victoria Narine ('21, Research Statistician at the Bureau of Labor Statistics), Chanel Meyers ('18, won Psychology Dept. Merit & Diversity awards, Assistant Professor at Oregon University), Cara Bellwood Ray ('17, Instructional Associate at Linfield College), Ashley Biddle ('17, tenure-track Instructor at Leeward Community College)

DOCTORAL DISSERTATION COMMITTEES: Shahana Ansari (*Chair*), Dana Arakawa, Cara Bellwood Ray (*co-Chair*), Ashley Biddle (*co-Chair*), Shari Brown, Michele Cantwell, Megan Carpenter, Margeaux Ciraolo, Salena Diaz (*Chair*), Corey Flanders, Kalyn Holmes, Heewon Kwon, Cherie Luckhurst, Chanel Meyers (*Chair*), Katrina Obleada, Victoria Narine (*Chair*), Jeanette Purvis, Stevy Scarbrough, Christine Tai (*Chair*), Paul Thorton, Ryan Tolman

MASTERS THESIS COMMITTEES: Jillian Adams, Shahana Ansari (*Chair*), Christine Bennett, Shari Brown, Michele Cantwell, Sophie Gralapp, Michael Juberg, Melody Mann, Chanel Meyers (*Chair*), Katrina Obleada, Hannah Pearson, Jeanette Purvis, Soren Ruppelius, Maximillian Soares Miehlsstein, Christine Tai (*Chair*), Vera Umansky, Elizabeth Weitz, Heather Zezeck (*Chair*)

SENIOR/HONORS THESIS ADVISING

2020-2021: Maile Griffin, won Honors Thesis Prize, UROP (\$1024)

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:

2016-current: 54 students

2012-2016: 58 students

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

2004-2009: 28 students (Tufts)

Research Assistant placement:

Jessica Delos Reyes (RA 2020-21), Psy.D. student, Biola University

Maile Griffin (RA and Honors student 2019-21), MSW student, UH Manoa

Destiny Cabrera (RA 2020), M.A. student, MGH Institute of Health Professionals

Michele Lac (RA 2019-20), Ed.S. student, Lewis and Clark College

Angelica Leon (RA 2017-18), Ph.D. student, Teacher's College, Columbia University
 Maria Garay (RA 2016-18), Ph.D. student, Tufts University
 Marina Matsui (RA 2016-18), Ph.D. student, University of Hawaii at Manoa
 Sakaria Auelua-Toomey (Honors student 2015-16), Ph.D. student, Stanford University
 Nicolyn Charlot (Honors student 2014-15), Ph.D. '22, University of Western Ontario
 Adrienne Chong (Lab Manager 2014-15), Ph.D. '22, University of Nevada
 Kesha Unciano (RA 2014-15), M.A. Communicology '17, University of Hawaii at Manoa
 Jamie Tagomori (RA 2013-15), Ed.S. '18, Chapman University
 Victoria Floerke (Lab Manager 2012-13), Ph.D. '20, Tufts University
 Natalie Benjamin (RA 2012), Ph.D. '21, Marquette University
 Miriam Rowan (RA 2011-12), Psy.D. '17, PGSP-Stanford PsyD Consortium
 Katie Olender (RA 2010-12), M.S. '19, USC
 Brian Spitzer (RA 2010-12), Ph.D. '20, NYU Steinhardt
 Ashli Carter (RA 2010-12), Ph.D. '19, Columbia Business School

COMMUNITY ENGAGEMENT

RESEARCH CONSULTANT

2014-2016 Analyzed body-camera footage for a metropolitan police department

DIVERSITY PANELS

2021 Invited talk on "Talking about Race and Undoing Racism in an Educational Setting" given to Holy Nativity DEI working group, Honolulu, HI, Summer

2021 Invited speaker on panel titled "Being Multiracial is My Superpower" at Oregon State University, Corvallis, OR, Summer

2021 Invited talk on "Ending Racism: Starting with our Kids" given to Hawai'i Children's Action Network, Honolulu, HI, Spring

2020 Invited talk on "Combating Implicit Bias in the Workplace" given to Alexander and Baldwin, Honolulu, HI, Summer

2019 Invited panelist for workshop titled "Identifying and Managing Microaggressions in the Academic Setting" at SACNAS 2019, Honolulu, HI, 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

2014 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

2015 Invited talk on "Believing that prejudice can change: Implications for children's inter-racial friendships" given to PUEO program, Honolulu, HI, Summer

2012 Invited talk on "Believing that prejudice can change: Implications for children's inter-racial friendships" given to SFUSD, SF, CA, Winter

2010 Invited talk on "Talking about race with your children" given to parents at Hillcrest Elementary School, Oakland, CA, Fall

SELECTED PUBLIC OUTREACH

- "What Happens When Kids Learn That Racism Can't Be Overcome" *Time Magazine*" ([July 30, 2022](#))
- "The HI Way-Season 2: Racism" *Honolulu Theater for Youth* ([November 10, 2020](#)); consultant
- "Implicit Bias: A Three-Part Report" *Hawaii Business Magazine* ([October 5, 2020](#))
- "Want to Be Less Racist? Move to Hawaii" *The New York Times* ([June 28, 2019](#))
Retweet by President Obama ([July 3, 2019](#))
- "The Biracial Advantage" *Psychology Today* ([May 7, 2019](#))
- "Pod Squad: Talking About Race In Hawaii", *Honolulu Civil Beat Pod Squad* ([October 17, 2017](#))
- "What Biracial People Know" *The New York Times* ([March 4, 2017](#))
- "The trouble with colorblindness: American children need to stop being taught to fear the topic of race" *Quartz* ([September 8, 2015](#))
- "What Happens When Minority Kids Are Taught Not to Talk About Race" *New York Magazine* ([August 17, 2015](#))
- "TV May Perpetuate Race Bias" *Time Magazine* ([December 17, 2009](#))
- "Black-and-White TV: Nonverbal Bias Found in Popular Television Shows," *Scientific American* ([December 17, 2009](#))
- "Our Parents Don't Like Us to Talk About Our Skin" *Big Think* ([September 22, 2009](#))

UNIVERSITY SERVICE

| | |
|---------------|---|
| 2021-2022 | Psychology Dept. Cognitive Neuroscience Faculty Search committee, Chair |
| 2021-2022 | Psychology Dept. I2 Faculty Search committee |
| 2019-present | Psychology Department CNS Area Program coordinator (w/ Dr. Sinnett) |
| 2019-present | Psychology Department HIPAA coordinator |
| 2019 (Summer) | Design Team 3 for Phase 2 of the UH Mānoa reorganization |
| 2017-present | SSRI Research Council |
| 2017-2018 | Psychology Department Neuroscience Faculty Search Committee |
| 2017 (Summer) | Psychology Department Visiting Assistant Professor Search Committee |
| 2016-2017 | Psychology Department Social Cognition Faculty Search committee, Chair |
| 2016 | Admin Burden Subcommittee of UHM Vice Chancellor for Research |
| 2015-present | Psychology Department Diversity Committee |
| 2015-2016 | Psychology Dept. Cognitive Neuroscience Faculty Search committee |
| 2014-2018 | Psychology Department Undergraduate Studies committee |
| 2014 (Fall) | CSS Task Force on Extramurally-Funded Course Buy-outs |
| 2013-2019 | Psychology Department Social Area Program coordinator |
| 2013-2015 | University Writing Intensive-focus Board Member |
| 2012-2018 | Faculty panelist, New Student Orientation |
| 2012-2013 | Psychology Department Ad-hoc Faculty Research Grant committee |
| 2012-present | Psychology Department Graduate Studies committee |

PROFESSIONAL ACTIVITIES

COMMITTEES

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| 2018-2021 | Society for Personality and Social Psychology Diversity and Climate Committee (DCC); <i>Member</i> (2018-2020), <i>Chair</i> (2020-2021) |
| 2017-2019 | <i>Item writer</i> for the Association of State and Provincial Psychology Board's EPPP exam |

EDITORSHIPS

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| 2022-present | <i>Associate Editor</i> , Journal of Experimental Social Psychology |
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EDITORIAL BOARDS & GRANT REVIEWING

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|--------------|---|
| 2019-2020 | <i>Consulting Editor, Cultural Diversity and Ethnic Minority Psychology</i> |
| 2019 | National Science Foundation Social Psychology Panel |
| 2016-present | <i>Consulting Editor, Developmental Psychology</i> |
| 2015-2017 | <i>Consulting Editor, Journal of Personality and Social Psychology</i> |
| 2010-2015 | <i>Consulting Editor, Child Development</i> |
| 2013-present | <i>Editorial Board, Social Cognition</i> |
| 2011-present | <i>Editorial Board, Analyses of Social Issues and Public Policy (ASAP)</i> |

AD-HOC REVIEWER

National Science Foundation (2018, 2021)

Diversity Award Reviewer, Society for Personality and Social Psychology (2017)

Grant reviewer, Social Sciences and Humanities Research Council, Canada (2013)

Society for Research in Child Development Outstanding Dissertation Award committee (2013)

Behavior Research Methods

Child Development Perspectives

Cognition

Developmental Science

Emotion

European Journal of Social Psychology

Group Processes and Intergroup Relations

Journal of Cognition and Development

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

Proceedings of the National Academy of Sciences

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