

## Calvin K. Lai, Ph.D.

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### POSITIONS

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- 2017- **Washington University in St. Louis**, Assistant Professor, Department of Psychological & Brain Sciences
- 2015- **Project Implicit**, Director of Research
- 2015-17 **Harvard University**, Postdoctoral Fellow, Department of Psychology
- 2015-16 **Harvard University**, Postdoctoral Fellow-In-Residence, Edmond J. Safra Center for Ethics

### EDUCATION

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- 2015 **Ph.D. in Social Psychology**, University of Virginia, Charlottesville, VA  
Thesis: Truth or Truthiness? How Desires Influence Truth Associations  
Faculty Advisor: Brian Nosek
- 2012 **M.A. in Social Psychology**, University of Virginia, Charlottesville, VA
- 2010 **B.A. in Psychology and Sociology**, Rutgers University, New Brunswick, NJ  
*summa cum laude*

### RESEARCH SUPPORT

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#### Research Grants

- 2019 **PI**, Fahs-Beck Fund, "A Social-Psychological Training Program for Reducing Racial Disparities in Policing." (under review)
- 2019 **Co-I**, Social Sciences and Humanities Research Council, "A Contest Study for Reducing Discrimination in Social Judgment." (under review)
- 2019 **PI**, Russell Sage Foundation, "Improving Police-Community Relations with a Social-Psychological Intervention for Reducing Racial Bias in Policing." (\$127,015)
- 2019 **Consultant**, National Institutes of Health, "Virtual Implicit Bias Reduction and Neutralization Training (VIBRANT)." (91,798)
- 2018 **PI**, Anti-Defamation League, "Evaluating Managing Implicit Bias for Law Enforcement Training Program." (\$78,786)
- 2014 **PI**, Political Psychology Working Group Grant, "Truth or Truthiness? How Desires Influence Truth Associations." (\$1,000)
- 2014 **PI**, Center for Open Science Grant, Replication of "Contextual effects on reading aloud: Evidence for pathway control." (\$500)

2013 **PI**, Center for Open Science Grant, Replication of ‘The threat of appearing prejudiced and race-based attentional biases.’ (\$500)

### Fellowships

2015-2016 **Fellow-in-Residence**, Edmond J. Safra Center for Ethics.

2012-2015 **Fellow**, National Science Foundation Graduate Research Fellowship.

### PUBLICATIONS

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$h = 10$ , times cited = 5403, [https://scholar.google.com/citations?user=Nkkrs\\_YAAAAJ](https://scholar.google.com/citations?user=Nkkrs_YAAAAJ)

#### Manuscripts Under Review

**Lai, C. K.** (under review). Ordinary claims require ordinary evidence: A lack of direct support for equalitarian bias in the social sciences.

Le Forestier, J. M., Page-Gould, E., **Lai, C. K.**, & Chasteen, A. L. (under review). Concealability beliefs facilitate intergroup contact.

Calanchini, J., **Lai, C. K.**, & Klauer, K. C. (under review). Reducing implicit racial preferences: III. A process-level examination of changes in implicit preferences.

Ekstrom, P. D., & **Lai, C. K.** (under review). A good person shouldn't feel this way: Moralized attitudes, identity, and self-esteem.

Ekstrom, P. D., & **Lai, C. K.** (under review). Ideological similarities and differences in the selective communication of political information.

**Lai, C. K.** & Wilson, M. E. (under review). Measuring implicit intergroup biases.

#### Scientific Articles

Greenwald, A. G., & **Lai, C. K.** (in press). Implicit social cognition. *Annual Review of Psychology*.

**Lai, C. K.**, & Banaji, M. R. (in press). The psychology of implicit intergroup bias and the prospect of change. In D. Allen & R. Somanathan (Eds.), *Diversity, Justice, and Democracy*. [Link](#).

Uhlmann, E. L., Chartier, C. R., Ebersole, C. R., Errington, T. M., Kidwell, M., **Lai, C. K.**, ... Nosek, B. A. (2019). Scientific Utopia: III. Crowdsourcing science. *Perspectives on Psychological Science*, *14*, 711-733. [Link](#).

Forscher, P. S.\*, **Lai, C. K.**\*, Axt, J. R., Ebersole, C. R., Herman, M., Devine, P. G., & Nosek, B. A. (2019). A meta-analysis of procedures to change implicit measures. *Journal of Personality & Social Psychology*, *117*, 522-559. [Link](#).

\* **Co-lead authors.**

Salles, A., Awad, M., Milam, L., Krus, K., Lee, V., Schwabe, M., & **Lai, C. K.** (2019). Estimating implicit and explicit gender bias among healthcare professionals and surgeons. *JAMA Network Open*, *2*:e196545.

Axt, J. R., & **Lai, C. K.** (2019). Reducing discrimination: A bias versus noise perspective. *Journal of Personality & Social Psychology*, *117*, 26-49. DOI: [10.1037/pspa0000153](https://doi.org/10.1037/pspa0000153)

Brick, C., & **Lai, C. K.** (2018). Explicit (but not implicit) environmentalist identity predicts pro-environmental action. *Journal of Environmental Psychology*, *58*, 8-17. DOI: [10.1016/j.jenvp.2018.07.003](https://doi.org/10.1016/j.jenvp.2018.07.003)

**Lai, C. K.**, Skinner, A. L., Cooley, E., Murrar, S., Brauer, M., Devos, T., Calanchini, J., Xiao, Y. J., Pedram, C., Marshburn, C. K., Simon, S., Blanchar, J. C., Joy-Gaba, J. A., Conway, J., Redford, L., Klein, R. A., Roussos, G., Schellhaas, F. M. H., Burns, M., Hu, X., McLean, M. C., Axt, J. R., Asgari, S., Schmidt, K., Rubinstein, R., Marini, M., Rubichi, S., Shin, J. L., & Nosek, B. A. (2016). Reducing implicit racial preferences: II. Intervention effectiveness across time. *Journal of Experimental Psychology: General*, *145*, 1001-1016. DOI: [10.1037/xge0000179](https://doi.org/10.1037/xge0000179)

Anderson, C. J., Bahník, Š., Barnett-Cowan, M., Bosco, F. A., Chandler, J., Chartier, C. R., Cheung, F., Christopherson, C. D., Cordes, A., Cremata, E. J., Della Penna, N., Estel, V., Fedor, A., Fitneva, S. A., Frank, M. C., Grange, J. A., Hartshorne, J. K., Hasselman, F., Henninger, F., Jonas, K. J., **Lai, C. K.**, Levitan, C. A., Miller, J. K., Moore, K. S., Meixner, J. M., Munafò, M. R., Neijenhuijs, K. I., Nilsonne, G., Nosek, B. A., Plessow, F., Prenoveau, J. M., Ricker, A. A., Schmidt, K., Spies, J. R., Stieger, S., Strohminger, N., Sullivan, G. B., van Aert, R. C. M., van Assen, M. A. L. M., van der Hulst, M., Vanpaemel, W., Vianello, M., Voracek, M., & Zuni, K. (2016). Response to a comment on "Estimating the reproducibility of psychological science". *Science*, *351* (6277), 1037. DOI: [10.1126/science.aad9163](https://doi.org/10.1126/science.aad9163)

Open Science Collaboration. (2015). Estimating the reproducibility of psychological science. *Science*, *349* (6251). DOI: [10.1126/science.aac4716](https://doi.org/10.1126/science.aac4716)

Eggleston, C. M., **Lai, C. K.**, & Gilbert, E. A. (2014). Contribution to Alogna et al. (2014). Registered replication report: Schooler & Engstler-Schooler (1990). *Perspectives on Psychological Science*, *9*, 556-578. DOI: [10.1177/1745691614545653](https://doi.org/10.1177/1745691614545653)

Calanchini, J., Sherman, J. W., Klauer, K. C., & **Lai, C. K.** (2014). Attitudinal and non-attitudinal components of IAT performance. *Personality and Social Psychology Bulletin*, *40*, 1285-1296. DOI: [10.1177/0146167214540723](https://doi.org/10.1177/0146167214540723)

**Lai, C. K.**, Marini, M., Lehr, S. A., Cerruti, C., Shin, J. L., Joy-Gaba, J. A., Ho, A. K., Teachman, B. A., Wojcik, S. P., Koleva, S. P., Frazier, R. S., Heiphetz, L., Chen, E., Turner, R. N., Haidt, J., Kesebir, S., Hawkins, C. B., Schaefer, H. S., Rubichi, S., Sartori, G., Dial, C. M., Sriram, N., Banaji, M. R., & Nosek, B. A. (2014). Reducing implicit racial preferences: I. A comparative investigation of 17 interventions. *Journal of Experimental Psychology: General*, *143*, 1765-1785. DOI: [10.1037/a0036260](https://doi.org/10.1037/a0036260)

**Lai, C. K.**, Haidt, J., & Nosek, B. A. (2014). Moral elevation reduces prejudice against gay men. *Cognition and Emotion*, *28*, 781-794. DOI: [10.1080/02699931.2013.861342](https://doi.org/10.1080/02699931.2013.861342)

Open Science Collaboration. (2014). The Reproducibility Project: A model of large-scale collaboration for empirical research on reproducibility. In V. Stodden, F. Leisch, & R. Peng (Eds.), *Implementing Reproducible Computational Research (A Volume in The R Series)*. New York, NY: Taylor & Francis. [DOI: 10.2139/ssrn.2195999](https://doi.org/10.2139/ssrn.2195999)

**Lai, C. K.**, Hoffman, K. M., & Nosek, B. A. (2013). Reducing implicit prejudice. *Social and Personality Psychology Compass*, 7, 315-330. [DOI: 10.1111/spc3.12023](https://doi.org/10.1111/spc3.12023)

Open Science Collaboration. (2012). An open, large-scale, collaborative effort to estimate the reproducibility of psychological science. *Perspectives on Psychological Science*, 7, 657-660. [DOI: 10.1177/1745691612462588](https://doi.org/10.1177/1745691612462588)

### Popular Science Writing

Lai, C. K. (April 19, 2018). [What's unconscious bias training, and does it work?](#) *The Conversation*.

- Picked up by over 20 news outlets, including [Time](#), [Newsweek](#), Associated Press, [CBS News](#), [Los Angeles Times](#), [Philadelphia Inquirer](#), [Chicago Tribune](#), Houston Chronicle, Seattle Post-Intelligencer, San Francisco Chronicle

Lai, C. K. (May 18, 2015). [A research contest for reducing implicit racial biases](#). *Society for Personality and Social Psychology Blog*.

Interviewer (2014). The champions of psychological science. *Association for Psychological Science Observer*.

## PRESENTATIONS

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### Symposia

2015 Co-Chair (with Brian Nosek) of symposium presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA. What Makes for Effective Intergroup Bias Reduction? How to Create Change That Matters.

### Invited Talks

2020 **Lai, C. K.** Lab and field interventions to reduce subtle or hidden biases. Paper presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

2019 **Lai, C. K.** Change in implicit bias. Paper presented at Southern Illinois University Edwardsville, Edwardsville IL.

2019 **Lai, C. K.** [Implicit bias training is teaching](#). Paper presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.

- 2018 **Lai, C. K.** *A meta-analysis of change in implicit bias and behavior.* Paper presented at University of Illinois at Urbana-Champaign Social-Personality Brownbag Series, Champaign, IL.
- 2018 **Lai, C. K.** *Reducing biases in promotion, hiring, and evaluation.* Paper presented at the annual meeting of the Council of Graduate Departments of Psychology, Austin, TX.
- 2017 **Lai, C. K.** *Changing implicit bias & behavior.* Paper presented at Prejudice: Intersecting Methods and Perspectives, Washington University, St. Louis, MO.
- 2017 **Lai, C. K.** *Changing implicit biases.* Paper presented at Michigan State University Social Brownbag Series, East Lansing, MI.
- 2017 **Lai, C. K.** *Changing implicit bias.* Paper presented at University of Missouri-St. Louis, St. Louis, MO.
- 2017 **Lai, C. K.** *Changing implicit bias.* Paper presented at the Boston Area Moral Cognition Group, Cambridge, MA.
- 2017 **Lai, C. K.** *What is implicit bias, and what does it predict?* Paper presented at Harvard Law School, Cambridge, MA.
- 2017 **Lai, C. K.** *Changing implicit bias.* Paper presented at the University of Toronto, Toronto, ON, Canada.
- 2016 **Lai, C. K.** *Changing implicit bias.* Paper presented at University of Arkansas, Fayetteville, AR.
- 2016 **Lai, C. K.** *Changing implicit bias.* Paper presented at Washington University in St. Louis, St. Louis, MO.
- 2016 **Lai, C. K.** *Changing implicit bias.* Paper presented at Hunter College, New York, NY.
- 2016 **Lai, C. K.** *Comparative approaches for reducing implicit bias.* Paper presented at the annual meeting of the Society for Judgment and Decision Making, Boston, MA.
- 2016 **Lai, C. K.** *Changing implicit bias.* Paper presented at McGill University, Montreal, QC, Canada.
- 2016 **Lai, C. K.** *Changing implicit bias.* Paper presented at the Tufts University Social Psychology Brownbag Series, Medford, MA.
- 2015 **Lai, C. K.** *A research contest for reducing implicit prejudice.* Paper presented at the University of Virginia Psychology Department Colloquium, Charlottesville, VA.

### Conference Talks

- 2020 Ekstrom, P. D., & **Lai, C. K.** *Ideological differences in sharing of political information: conservatives conform, liberals confront.* Paper to be presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- 2019 **Lai, C. K.** [\*A comparative investigation of implicit bias reduction interventions on five implicit measures.\*](#) Paper presented at Person Memory Interest Group, Severn Bridge, ON, Canada.
- 2019 Axt, J. R., & **Lai, C. K.** *Reducing discrimination: A bias versus noise perspective.* Paper presented at the Association for Psychological Science annual conference, Washington, DC.

- 2019 **Lai, C. K.** [\*A meta-analysis of change in implicit bias and behavior\*](#). Paper presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.
- 2018 **Lai, C. K.** *Experimentally induced changes in implicit measures do not influence behavior. Why?* Paper presented at the biennial meeting of the Philosophy of Science Association, Seattle, WA.
- 2018 **Lai, C. K.** *A comparative investigation of the processes underlying interventions to reduce implicit bias*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- 2018 **Lai, C. K.** *Introduction to open science: Nuts and bolts of getting started*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- 2018 **Lai, C. K.** *Truth or truthiness? How desires influence implicit evaluations of the truth*. Paper presented at the Fred Rhodewalt Social Psychology Winter Conference, Salt Lake City, UT.
- 2017 **Lai, C. K., & Banaji, M. R.** *Motivations to use counter-attitudinal information amplify the impact of interventions to reduce implicit prejudice*. Paper presented at Society of Experimental Social Psychology, Boston, MA.
- 2017 **Lai, C. K.** *Increasing diversity and inclusiveness*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- 2017 Brick, C., & **Lai, C. K.** *Implicit environmentalism*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- 2016 **Lai, C. K.** *Truth or truthiness? How desires shape truth associations*. Paper presented at Society of Experimental Social Psychology, Santa Monica, CA.
- 2015 **Lai, C. K.** *A research contest for reducing implicit prejudice*. Paper presented at the annual meeting of the Society for the Psychological Study of Social Issues, Washington, DC.
- 2015 **Lai, C. K.** *A research contest for reducing implicit prejudice*. Paper presented at the annual meeting of the Society for Philosophy and Psychology, Durham, NC.
- 2015 **Lai, C. K.** Smith, C. T., & Nosek, B. A. *Truth or truthiness? How desires shape truth associations*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- 2015 **Lai, C. K.** & Nosek, B. A. *A research contest for reducing implicit prejudice*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- 2014 **Lai, C. K.** *The Reproducibility Project: Background and motivation*. Paper presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.
- 2013 **Lai, C. K.,** Nosek, B. A., & Haidt, J. *Moral elevation reduces implicit prejudice toward gay individuals*. Paper presented at the University of Virginia Arts and Sciences Huskey Exhibition, Charlottesville, VA.
- 2013 **Lai, C. K.,** Nosek, B. A., & Haidt, J. *Moral elevation reduces implicit prejudice toward gay people*. Paper presented at the Social Psychology at the University of North Carolina and Duke University conference, Durham, NC.

- 2012 **Lai, C. K.**, & Nosek, B. A. *A contest for reducing implicit racial biases*. Paper presented at the Social Psychology at the University of North Carolina and Duke University conference, Durham, NC.
- 2011 **Lai, C. K.**, & Nosek, B. A. *A contest for reducing implicit racial bias*. Paper presented at the annual meeting of the Society of Southeastern Social Psychologists, Johnson City, TN.

### Posters

^ graduate student, post-baccalaureate, or undergraduate student mentee

- 2020 ^Wilson, M. E., & **Lai, C. K.** *Who is Bisexual? Perceptions of Ambiguous Sexual Orientation*. Poster to be presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- 2020 ^Le Forestier, J. M., Page-Gould, E., **Lai, C. K.**, & Chasteen, A. L.. *Concealability beliefs facilitate intergroup contact*. Poster to be presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- 2020 ^Le Forestier, J. M., Chasteen, A. L., Page-Gould, E., & **Lai, C. K.** *Concealability beliefs attenuate the costs of bearing stigma*. Poster to be presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Finalist for the SPSP 2020 Graduate Student Poster Award.
- 2019 ^Le Forestier, J. M., Page-Gould, E., Chasteen, A. L., & **Lai, C. K.** (2019). *What you don't know won't hurt me: The effects of subjective identity concealability on psychological costs of stigma*. Poster to be presented at the Weary Symposium on Diversity and Social Identity, Columbus, OH.
- 2019 ^Le Forestier, J. M., Page-Gould, E., Chasteen, A. L., & **Lai, C. K.** (2019). *What you don't know won't hurt me: The effects of subjective identity concealability on psychological costs of stigma*. Poster to be presented at the Weary Symposium on Diversity and Social Identity, Columbus, OH.
- 2019 ^Le Forestier, J. M., Page-Gould, E., Chasteen, A. L., & **Lai, C. K.** *What you don't know won't hurt me: The effects of subjective identity concealability on psychological costs of stigma*. Poster to be presented at the Weary Symposium on Diversity and Social Identity, Columbus, OH.
- 2019 ^Wilson, M. E., & **Lai, C. K.** [The role of ambiguity in sexual categorization](#). Poster presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.
- 2019 ^Wilson, M. E., & **Lai, C. K.** [Mental representations of racists](#). Poster presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.
- 2019 ^Le Forestier, J., Chasteen, A., Page-Gould, E., & **Lai, C. K.** (2019). [Subjective identity concealability](#). Poster presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.
- 2019 Axt, J. R., & **Lai, C. K.** *Reducing discrimination: A bias versus noise perspective*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.
- 2018 ^Vellequette, G., ^Le Forestier, J. M., & **Lai, C. K.** *How implicit attitudes predict behavior*. Poster presented at the Washington University in St. Louis Spring Undergraduate Research Symposium, St. Louis, MO.

- 2017 **Lai, C. K.**, Smith, C. T., & Nosek, B. A. *Truth or truthiness? How desires influence truth associations*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- 2016 **Lai, C. K.**, Smith, C. T., & Nosek, B. A. *Truth or truthiness? How desires influence truth associations*. Poster presented at the Social Cognition preconference of the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- 2013 **Lai, C. K.**, Haidt, J., & Nosek, B. A. *Moral elevation reduces implicit prejudice toward gay people*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- 2012 **Lai, C. K.**, & Nosek, B. A. *A contest for shifting racial attitudes*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- 2011 **Lai, C. K.**, & Nosek, B. A. *A contest for reducing implicit racial bias*. Poster presented at the Association for Psychological Science annual conference, Washington, DC.
- 2011 **Lai, C. K.**, & Nosek, B. A. *A contest for reducing implicit racial bias*. Poster presented at the University of Virginia Arts and Sciences Huskey Expo, Charlottesville, VA.
- 2010 **Lai, C. K.**, Phelan, J. E., & Rudman, L. A. *The impact of priming self-relevant female scientists on women's implicit science beliefs, aspirations, and test performance*. Poster presented at the Aresty Undergraduate Research Symposium, New Brunswick, NJ.
- 2008 **Lai, C. K.**, & Friedman, J. *Race relations in a small town*. Poster presented at the Aresty Undergraduate Research Symposium, New Brunswick, NJ.

## **TEACHING, MENTORSHIP, and DIVERSITY EDUCATION**

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### **Diversity Education Presentations and Workshops**

Topics: Implicit bias, diversity and inclusion, leadership, racial inequality, gender and disability issues in science, hiring discrimination, law and psychology, decision-making biases

- 2019 Massachusetts Institute of Technology. Cambridge, MA.
- 2019 Washington University School of Medicine. St. Louis, MO.
- 2018 Clayton High School. Clayton, MO.
- 2018 National Association of Independent Schools. Alexandria, VA.
- 2017 Rutgers University. New Brunswick, NJ.
- 2017 West Vancouver Community Foundation. West Vancouver, BC.
- 2017 84.51°. Cincinnati, OH.
- 2017 National Association of Independent Schools. Alexandria, VA.
- 2017 North Carolina State University. Raleigh, NC.
- 2017 Harvard Business School. Boston, MA.
- 2017 University of Michigan College of Engineering. Ann Arbor, MA.
- 2016 Harvard Business School. Boston, MA.
- 2016 Massachusetts Institute of Technology. Cambridge, MA.
- 2016 Northeast Ohio Medical University. Rootstown, OH.
- 2016 Massachusetts Institute of Technology Investment Company. Cambridge, MA.



- 2016 Environmental Defense Fund. Cambridge, MD.
- 2016 Massachusetts Institute of Technology. Cambridge, MA.
- 2016 Association of Corporate Counsel. McLean, VA.
- 2015 University of Tennessee. Knoxville, TN.
- 2015 Association of Research Libraries. Washington, DC.
- 2015 Northeast Ohio Medical University. Rootstown, OH.
- 2015 White House Forum on Excellence and Innovation through Diversity in the STEM Workforce. Washington, DC.
- 2015 APA Boards & Committees Meeting. Washington, DC.
- 2015 APA Council of Representatives Meeting. Washington, DC.
- 2014 Northeast Ohio Medical University. Rootstown, OH.
- 2014 Northeast Ohio Medical University. Rootstown, OH.
- 2013 Northeast Ohio Medical University. Rootstown, OH.
- 2013 Department of Housing and Urban Development. Washington, DC.
- 2013 Social Justice in Action Leadership Summit. Farmville, VA.
- 2012 Women with Disabilities in STEM Education Research Agenda Development Project. Washington, DC.
- 2012 Leadership on the Lawn Program. Charlottesville, VA.
- 2011 Leadership on the Lawn Program. Charlottesville, VA.

### **Teaching Experience**

#### *Washington University in St. Louis*

- Prejudice, Stereotyping, & Discrimination, Spring 2019, Spring 2020.
- Introduction to Social Psychology, Fall 2018, Fall 2019.

#### *University of Virginia*

- Teaching Assistant, Research Methods & Data Analysis I, Fall 2010, Spring 2012.
- Teaching Assistant, Social Psychology, Fall 2011.
- Teaching Assistant, Introduction to Cognition, Spring 2011.

### **Graduate Committee Membership, Washington University in St. Louis**

- 2020 Drew McLaughlin, Behavior, Brain, & Cognition, Comprehensive Exam
- 2019 Megan Wilson, Social Psychology, Masters Thesis
- 2019 Emily Hanson, Social Psychology, Dissertation
- 2019 Grace Reid, Developmental Psychology, Masters Thesis
- 2018 Brittney Stephenson, Marketing, Dissertation
- 2018 Emily Hanson, Social Psychology, Comprehensive Exam
- 2017 Katlin Bentley, Social Psychology, Comprehensive Exam

### **Undergraduate Advising, Washington University in St. Louis**

- 2018- Psychology Major Advisor (~20 students)

### **Undergraduate Student Theses**

2013 Michelle Herman

### **Graduate students and post-doctoral fellows**

2018- Megan Wilson, Social

2018- Pierce Ekstrom, Post-Doctoral Fellow

### **Guest Lectures**

2019 Research Seminar in Psychology (Washington University in St. Louis)

2019 Designing Creativity (Washington University in St. Louis)

2018 Health Disparities: Applications in Clinical Settings (Washington University in St. Louis)

2018 Research Seminar in Psychology (Washington University in St. Louis)

2017 Development of Social Cognition (Washington University in St. Louis)

2016 Intergroup Relations (University of California, Irvine)

2016 Groups and Networks: How Others Shape Our Behaviors, Beliefs, and Motivations (Harvard University)

## **HONORS & AWARDS**

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### **Honors and Awards**

2018 Classroom Innovation Award

2017 Association for Psychological Science Rising Star Award (Early-career innovative work and great potential for continued contributions to psychological science)

2014 Society for Personality and Social Psychology Diversity Travel Award

2013 Summer Institute in Social and Personality Psychology at the University of California, Davis  
Course: Automaticity and Control (with Bertram Gawronski & Jeffrey Sherman)

2013 Huskey Research Exhibition Oral Presentation Prize – Social and Behavioral Sciences

2012 National Science Foundation Graduate Research Fellowship

2010 Ford Foundation Fellowship Honorable Mention

2009 Jerome and Lorraine Aresty Undergraduate Research Scholarship

### **Paper/Poster Awards**

2017 Intervention Science SPSSI Poster Award (Best poster at meeting)

2010 Charles F. Flaherty Award (Most outstanding psychology honors thesis)

2009 Alice M. and Walter F. Phillips Award (Most outstanding psychology honors thesis proposal)

## **SELECTED MEDIA COVERAGE & RECOGNITION**

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### **Media Recognition**

2015 *New York Times*: [Who, Me? Biased?](#) (Dec. 18)

- Nominated for an Emmy in Outstanding New Approaches: Arts, Lifestyle, & Culture

- 2015 Open Science Collaboration. Estimating the reproducibility of psychological science. *Science*, 349 (6251).
- [Runner-up for Breakthrough of the Year by Science Magazine](#), [Nature Magazine's Top Science Stories of 2015](#), #8 of Top 100 Stories of 2015 by Discover Magazine, #6 by Science News, and #5 in Altmetric100.

### Selected Media Coverage

- 2019 *Psychology Today*: “Old habit die hard: Will tackling implicit bias really prevent prejudiced behavior?” (December 2019 issue).
- 2019 *The Chronicle of Higher Education*: “[A judge advised Harvard to give its admissions officers training to stop bias. Will that help?](#)” (Oct. 4)
- 2019 *Reuters*: “[Medical professionals of both genders link the word ‘career’ with men](#)” (Aug. 6)
- 2019 *Futurity*: “[Change bias, change the behavior? Maybe not](#)” (Aug. 2)
- 2019 *Vox*: “[Alexa, are you making me sexist?](#)” (Jun. 12)
- 2019 *WashU Ampersand*: “[Understanding your biases](#)” (Apr. 25)
- 2019 *HowStuffWorks*: “[What’s considered a microaggression?](#)” (Apr. 9)
- 2018 *Mashable*: “[Google got rid of ‘Smart Compose’ pronouns because humans are sexist](#)” (Nov. 28)
- 2018 *The New Republic*: “[The pathology of prejudice](#)” (Nov. 27)
- 2018 *St. Louis Public Radio*: “[‘Inequality wasn’t the intention, but inequality was the outcome’: Addressing bias in AI software](#)” (Aug. 27)
- 2018 *St. Louis Public Radio*: [A look at the research behind implicit biases with Wash U professor Calvin Lai](#) (May 29)
- 2018 *HR Dive*: “[Unconscious bias training can only take you so far](#)” (May 8)
- 2018 *National Public Radio (Forum)*: [Starbucks to Conduct Company-Wide Racial-Bias Training](#) (Apr. 18)
- 2018 *Yahoo*: [Starbucks is closing 8,000 stores for one day to conduct ‘racial bias training’ — will it actually work?](#) (Apr. 18)
- 2018 *Washington Post*: [Starbucks is turning to a type of workplace training that ‘really took off after Ferguson’](#) (Apr. 17)
- 2018 *Daily Beast*: [Starbucks Will Give Employees Unconscious Bias Training. That May Not Help](#). (Apr. 17)
- 2018 *Christian Science Monitor*: [This Test Can Reveal Biases You Don’t Know You Have](#) (Jan. 16)
- 2017 *DCist*: [USA Today Uses Image of Wrong Asian Man in Article Explaining Implicit Bias](#) (Jul. 26)
- 2016 *New York Times*: [Who, Me? Biased?](#) (Dec. 18)
- 2016 *Nautilus*: [Can Training Help People Un-Learn A Lifetime of Racial Bias?](#) (Nov. 4)
- 2016 *Inverse*: [You’re Racist but Science has a 24-Hour Cure](#) (Jul. 26)
- 2016 *FiveThirtyEight*: [Failure is Moving Science Forward](#) (Mar. 24)
- 2015 *Toronto Star*: [Trust Your Instincts? Maybe You Shouldn’t](#) (Nov. 4)
- 2015 *National Public Radio (Science Friday)*: [Putting Scientific Research to the Test](#) (Aug. 28)
- 2015 *The Atlantic*: [How Reliable are Psychology Studies?](#) (Aug. 27)
- 2015 *New York Times*: [Many Psychology Findings Not as Strong as Claimed, Study Says](#) (Aug. 27)
- 2015 *Washington Post*: [Many Scientific Studies Can’t Be Replicated. That’s a Problem.](#) (Aug. 27)
- 2015 *Smithsonian*: [Can Science Help People Unlearn Their Unconscious Biases?](#) (Jul. 2)

- 2015 *National Public Radio (The Sound of Ideas)*: [Implicit Bias](#) (May 12)
- 2015 *New York Times (Nicholas Kristof)*: [Our Biased Brains](#) (May 7)
- 2014 *NBC (WVIR)*: [UVA Researchers Test Racial Bias](#) (Dec. 10)
- 2014 *Mother Jones*: [The Science of Why Cops Shoot Young Black Men](#) (Dec. 1)
- 2014 *Boston Globe*: [The Bias Fighters](#) (Sept. 21)
- 2013 *KPFK Pacifica Radio*: [Implicit Racism and the Killing of Trayvon Martin](#) (Jul. 22)
- 2013 *National Public Radio (Hidden Brain)*: [How to Fight Racial Bias When It's Silent and Subtle](#) (Jul. 19)

**PROFESSIONAL SERVICE AND ACTIVITIES**

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**Consulting & Policy Evaluation**

- 2019 Consultant, Bank of Hawaii.
- 2019 Consultant, Jam TV.
- 2016-2017 Member, Blue Ribbon Commission on Rethinking Liberal Arts Education for a Changing Student Population. Amherst College.
- 2015-2016 Advisor, Open Your Mind Exhibit. National Underground Railroad Freedom Center.

**Curation of Large Public Datasets**

- [The Attitudes, Identities, & Individual Differences Study](#) (N ≈ 200,000)
- [Project Implicit Demonstration Website Datasets](#) (N ≈ 27,000,000)

**Ad-hoc Reviewer**

- |   |   |
|---|---|
| American Political Science Review           | Personality and Social Psychology Bulletin      |
| American Psychologist                       | Philosophical Psychology                        |
| British Journal of Social Psychology        | Proceedings of the National Academy of Sciences |
| Child Development                           | Psychological Methods                           |
| Cognition and Emotion                       | Psychological Reports                           |
| Collabra: Psychology                        | Psychological Science                           |
| Emotion                                     | Review of General Psychology                    |
| Journal of Experimental Psychology: General | Social and Personality Psychology Compass       |
| Journal of Experimental Social Psychology   | Social Psychological and Personality Science    |
| Journal of Personality & Social Psychology  | Social Psychology                               |
| Nature Communications                       | U.S.-Israel Binational Science Foundation       |
| Nature Human Behaviour                      | Translational Issues in Psychological Science   |
| Perspectives on Psychological Science       | WIREs Cognitive Science                         |

**Editorial Positions**

- 2020- Consulting Editor, *Cultural Diversity and Ethnic Minority Psychology*.

**Society Service**

- 2018 Reviewer of presentation proposals for Social Cognition preconference of SPSP.

2017 Reviewer of presentation proposals for Society for Philosophy & Psychology.

**Departmental Service**

2019- Colloquium Committee, Dept. of Psychological & Brain Sciences, Washington University  
2018- Subject Pool Committee, Dept. of Psychological & Brain Sciences, Washington University  
2011-15 Gender Issues Committee, Dept. of Psychology, University of Virginia  
2010-11 Diversity Committee, Dept. of Psychology, University of Virginia

**University Service**

*Washington University*

2019 Diversity Education Workshop: Day of Discovery, Dialogue & Action.  
2019 Diversity Education Workshop: Kappa Kappa Gamma sorority.  
2018 Freshman Admission Session Presentation (3x).

**Professional Affiliations**

Association for Psychological Science  
Society of Personality and Social Psychology  
Society for the Psychological Study of Social Issues  
National Implicit Bias Network