

Curriculum Vitae

Steven J. Spencer

December, 2017

Department of Psychology
Ohio State University
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Education

A.B. in Psychology and Biology, Hope College, 1988 (summa cum laude)

Ph.D. in Social Psychology, The University of Michigan, 1993

Employment

1993 - 1995 Assistant Professor, State University of New York at Buffalo

1995 - 1997 Assistant Professor, Hope College, Holland, Michigan

1997 - 2001 Assistant Professor, University of Waterloo

1998 – 2014 Chair, Social Psychology Division, University of Waterloo

2001 – 2008 Associate Professor, University of Waterloo

2008 – 2015 Professor, University of Waterloo

2015 – present Robert K. and Dale J. Weary Chair in Social Psychology, Ohio State University

Awards and Honors

First Prize APA, Undergraduate Research Competition, 1987.

National Science Foundation Graduate Fellow, 1988-1991.

National Institute of Mental Health Predoctoral Fellow, 1991-1992.

Finalist, Society for Experimental Social Psychology Dissertation Award, 1994.

Excellence in Graduate Supervision, University of Waterloo, 2008.

Gordon Allport Prize for best paper on intergroup relations, SPSSI, 2011

Research Grants

National Institute of Health (subcontracted from Stanford University), "Protective dis-identification and academic performance." 1994-1996. \$72,000 (Co-PI, James Blascovich, PI)

Social Sciences and Humanities Research Council, "How the activation of stereotypes undermines women's math performance." 1999-2002. \$57,000

Social Sciences and Humanities Research Council, "Subliminal priming and persuasion." 2000-2003. \$99,000 (Co-PI, Mark Zanna, PI)

Alfred P. Sloan Foundation, "Evaluating the Impact of Stereotype Threat on the Academic Performance of Women Engineering Students." 2001-2002 \$90,000 (Co-PI, Amy Bell, PI)

Social Sciences and Humanities Research Council, "The Interaction of Implicit and Explicit Processes in Self-Image Maintenance, Stereotyping, and Stereotype Threat." 2002-2005 \$142,000 (PI, Mark Zanna, Co-PI)

Canadian Institute for Health Research, "Collective Memory in Older Couples." 2003-2006 \$160,000 (Co-PI, Mike Ross, PI)

Social Sciences and Humanities Research Council "The role of implicit and explicit self-views in self-image maintenance and stereotype threat." 2005-2008 \$156,582. (PI, Mark Zanna, Co-PI).

Social Sciences and Humanities Research Council "How implicit norms develop and their consequences for stereotyping, prejudice, and academic performance." \$116,789 2008-2011(PI, Mark Zanna, Co-PI).

Social Sciences and Humanities Research Council "An intervention to reduce stereotype threat and increase women's representation and achievement in engineering." \$70,209 2010-2013 (Co-PI, Christine Logel, PI).

Social Sciences and Humanities Research Council "An intervention to improve women's engineering achievement." \$247,000 2012-2017 (PI, Christine Logel & Mark Zanna, Co-PIs).

Social Sciences and Humanities Research Council, Partnership grant "Engineering Success in STEM." \$2,500,000 2016-2023 (Co-investigator, PI, Toni Schmader)

PUBLICATIONS

Books

- Myers, D. G., Spencer, S. J. & Jordan, C. H. (2015). *Social Psychology*. (6th Canadian Edition). Toronto: McGraw-Hill Ryerson.
- Myers, D. G., Spencer, S. J. & Jordan, C. H. (2012). *Social Psychology*. (5th Canadian Edition). Toronto: McGraw-Hill Ryerson.
- Myers, D. G., Spencer, S. J., & Jordan, C. (2009). *Social Psychology*. (4th Canadian Edition). Toronto: McGraw-Hill Ryerson.
- Sedikides, C., & Spencer, S. J. (Eds.) (2007). *Frontiers of Social Psychology: The self*. New York: Psychological Press.
- Rudman, L. A., & Spencer, S. J. (Eds.) (2007). *The implicit self*. New York: Psychological Press.
- Myers, D. G., & Spencer, S. J. (2007). *Social Psychology*. (3rd Canadian Edition). Toronto: McGraw-Hill Ryerson.
- Myers, D. G., & Spencer, S. J. (2004). *Social Psychology*. (2nd Canadian Edition). Toronto: McGraw-Hill Ryerson.
- Spencer, S. J., Fein, S., Zanna, M. P., & Oleson, J. (Eds.) (2003). *Motivated Social Perception: The Ontario Symposium, vol. 9*. Mahwah, New Jersey: Erlbaum.
- Myers, D. G., & Spencer, S. J. (2001). *Social Psychology*. (Canadian edition). Toronto: McGraw-Hill Ryerson.
- Fein, S., & Spencer, S. J. (Eds.) (1999). *Readings in Social Psychology: The Art and Science of Research*, 2nd edition. Boston: Houghton Mifflin.
- Fein, S., & Spencer, S. J. (Eds.) (1996). *Readings in Social Psychology: The Art and Science of Research*. Boston: Houghton Mifflin.

Journal Articles and Book Chapters (*Supervised Students in Italics*)

- Spencer, S. J., Logel, C., & Davies, P. G. (2016). Stereotype threat. *Annual Review of Psychology*, 67, 415-437.
- Walton, G. M., Logel, C., Peach, J. M., Spencer, S. J., & Zanna, M. P. (2015). Two brief interventions to mitigate a “chilly climate” transform women’s experience, relationships, and achievement in engineering. *Journal of Educational Psychology*, 107, 468-485.
- Walton, G. M., Spencer, S. J., Erman, S. (2013). Affirmative meritocracy. *Social Issues and Policy Review*, 7, 1-35.

- Jordan, C. H., Logel, C., Spencer, S. J., Zanna, M. P., Wood, J. P., & Holmes, J. G. (2013). Responsive low self-esteem: Low explicit self-esteem, implicit self-esteem, and reactions to performance outcomes. *Journal of Social and Clinical Psychology, 32*, 703-732.
- Jordan, C. H., Logel, C., Spencer, S. J. & Zanna, M. P. (2013). Non-Conscious Self-Esteem: Is There Something You Are Not Telling Yourself? In M. Kernis (Ed.) *Self-Esteem Issues and Answers: A Sourcebook of Current Perspectives* (pp.60-68). Psychology Press.
- Yoshida, E., Peach, J. M., Zanna, M. P., Spencer, S. J., (2012). Not all automatic associations are created equal: How implicit normative evaluations are distinct from implicit attitudes and uniquely predict meaningful behavior. *Journal of Experimental Social Psychology, 48*, 694-706.
- Walton, G. M., Cohen, G. L., Cwir, D., Spencer, S. J. (2012). Mere belonging: the power of social connections. *Journal of Personality and Social Psychology, 102*, 513-532.
- Logel, C., Walton, G. M., Peach, J., Spencer, S. J., Zanna, M. P. (2012). Affirmative meritocracy: Correcting for bias in college and university admissions. *Educational Psychologist, 47*, 42-50.
- Jordan, C. H., Logel, C., Spencer, S. J. & Zanna, M. P. (2012). Discrepancies between Implicit and Explicit Attitudes, Prejudices, and Self-Esteem: A Model of Simultaneous Accessibility. In B. Gawronski, (Ed.) *Cognitive Consistency A Fundamental Principle in Social Cognition*, New York: Guilford Press.
- Logel, C., Peach, J., & Spencer, S. J. (2012). Threatening gender and race: Different manifestation of stereotype threat. In M. Inzlicht & T. Schmader (Eds.) *Stereotype Threat: Theory, Process, and Application*, pp 159-172. New York: Oxford.
- Cwir, D., Carr, P. B., Walton, G. M., & Spencer, S. J. (2011). Your heart makes my heart move: Cues of social connectedness cause shared emotions and physiological states among strangers. *Journal of Experimental Social Psychology, 47*, 661-664.
- Peach, J. M., Yoshida, E., Spencer, S. J., Zanna, M. P., & Steele, J. R. (2011). Recognizing discrimination explicitly while denying it implicitly: Implicit social identity protection. *Journal of Experimental Social Psychology, 47*, 283-292.
- Tse, C., Logel, C., & Spencer, S. J. (2011). Stereotype inoculation: An elegant and practical model. *Psychological Inquiry, 22*, 296-298.
- Logel, C., Peach, J., & Spencer, S. J. (2011). Threatening gender and race: Different manifestation of stereotype threat. In M. Inzlicht & T. Schmader (Eds.) *Stereotype Threat: Theory, Process, and Application*, (pp. 159-171). Oxford University Press.
- Spencer, S. J., Peach, J. M., Yoshida, E., & Zanna, M. P. (2010). Learning what most people like: How implicit attitudes and implicit normative evaluations shape prejudice and stereotype threat and are shaped by social identity protection and culture. In J. P. Forgas, J. Cooper, & W. Crano (Eds.) *The Psychology of Attitudes and Attitude Change*. The

Sydney Symposium (pp.95-108). New York, NY: Psychology Press.

Quin, D. M., & Kallen, R.W. & Spencer, S. J. (2010). Stereotype Threat. In J. F. Dovidio, M. Hewstone, P. Glick, & V. M. Esses (Eds.) *The Sage handbook of Prejudice, Stereotyping and Discrimination* (pp. 379-394). New York, NY: Sage.

Walton, G. M., & Spencer, S. J. (2009). Latent Ability: Grades and Test Scores Systematically Underestimate the Intellectual Ability of Negatively Stereotyped Students. *Psychological Science*, **20**, 1132-1139.

Kay, A. C., Gaucher, D., Peach, J. M., Laurin, K., Friesen, J., Zanna, M. P., & Spencer, S. J. (2009). Inequality, discrimination, and the power of the status quo: Direct evidence for a motivation to see the way things are as the way they should be. *Journal of Personality and Social Psychology*, **97**, 421-434.

Logel, C., Walton, G. M., Spencer, S. J., von Hippel, W., Bell, A., & Iserman, E. (2009). Interacting with Sexist Men Triggers Social Identity Threat Among Female Engineers. *Journal of Personality and Social Psychology*, **96**, 1089-1103.

Logel, C. Iserman, E. C., Spencer, S. J., Davies, P. G., & Quinn, D. M. (2009). The perils of avoiding negative thoughts: Thought suppression as a mediator of stereotype threat. *Journal of Experimental Social Psychology*, **45**, 299-312.

Jordan, C., Logel, C., Spencer, S. J., Zanna, M. P., & Whitfield, M. (2008). The heterogeneity of self-esteem: Exploring the interplay between implicit and explicit self-esteem. In R. E. Petty, R. H. Fazio, & P. Brinol, (Eds.), *Attitudes: Insights from the new implicit measures* (pp. 251-281). Psychology Press.

Wout, D., Danso, H., Jackson, J., & Spencer, S. J. (2008). The many faces of stereotype threat: Group- and self-threat. *Journal of Experimental Social Psychology*, **44**, 792-799.

Strahan, E. J., Lafrance, A., Wilson, A. E., Ethier, N., Spencer, S. J., & Zanna, M. P. (2008). Victoria's dirty secret: How sociocultural norms influence adolescent girls and women. *Personality and Social Psychology Bulletin*, **34**, 288-301.

Stinson, D. A., Logel, C., Zanna, M. P., Holmes, J. G., Cameron, J. J., Wood, J. V., & Spencer, S. J. (2008). The cost of lower self-esteem: Testing a self- and social-bonds model of health. *Journal of Personality and Social Psychology*, **94**, 412-428.

Ross, M., Spencer, S. J., Blatz, C. W., & Restorick, E. (2008). Collaboration reduces the frequency of false memories in older and younger adults. *Psychology and Aging*, **23**, 85-92.

Lau, G. P., Kay, A. C., & Spencer, S. J. (2008). Loving those who justify inequality: The effects of system threat on attraction to women who embody benevolent sexist ideals. *Psychological Science*, **19**, 20-21.

Strahan, E. J., Spencer, S. J., & Zanna, M. P. (2007). Don't take another bite: How sociocultural norms for appearance affect women's eating behavior. *Body Image*, **4**, 331-342.

Lomore, C. D., Spencer, S. J., & Holmes, J. G. (2007). The role of shared values affirmation in enhancing the feelings of low self-esteem women about their relationships. *Self & Identity*, **6**, 340-360.

Jordan, C., Logel, C. E. R., Spencer, S. J., & Zanna, M. P. (2006). Nonconscious self-esteem: Is there something you're not telling yourself? In M. H. Kernis (Ed.) *Self-esteem issues and answers: A source book of current perspectives*. (pp. 60-68). New York: Psychological Press.

Spencer, S. J., Zanna, M. P., & Fong, G. (2005). Establishing a causal chain: Why experiments are often more effective than mediational analyses in examining psychological processes. *Journal of Personality and Social Psychology*, **89**, 845-851.

Hoshino Browne, E., Zanna, A. S., Spencer, S. J., Zanna, M. P., Kitayama, S., & Lackenbauer, S. (2005). On the cultural guises of cognitive dissonance: The case of easterners and westerners. *Journal of Personality and Social Psychology*, **89**, 294-310.

- Jordan, C. H., Spencer, S. J., & Zanna, M. P. (2005). Types of high self-esteem and prejudice: How implicit self-esteem relates to ethnic discrimination among high explicit self-esteem individuals. *Personality and Social Psychology Bulletin*, **31**, 693-702.
- Spencer, S. J., Fein, S., Strahan, E. J., & Zanna, M. P. (2005). The role of motivation in the unconscious: How our motives control the activation of our thoughts and shape our actions. In J. P. Forgas, K. Williams, & W. von Hippel (Eds.) *Social Motivation: Conscious and Unconscious Processes. The Sydney Symposium*, Vol. 6, pp. 113-129. New York: Psychology Press.
- Spencer, S. J., Jordan, C., Logel, C. E. R., Zanna, M. P. (2005). Nagging doubts and a glimmer of hope: The role of implicit self-esteem in self-image maintenance. In A. Tesser, J. A. Wood, & D. Stapel (Eds.) *On Building, Defending, and Regulating the Self*, pp. 153-170. Psychology Press.
- Strahan, E. J., Spencer, S. J., & Zanna, M. P. (2005). Subliminal priming and persuasion: How motivation affects the activation of goals and the persuasiveness of messages. In Kardes, F. R., Herr, P. M., & Nantel, J. (Eds.), *Applying social cognition to consumer-focused strategy*. (pp.267-280). Mahwah, NJ: Lawrence Erlbaum Associates.
- Davies, P. G., Spencer, S. J., & Steele, C. M. (2005). Clearing the air: Identity safety moderates the effects of stereotype threat on women's leadership aspirations. *Journal of Personality and Social Psychology*, **88**, 276-287.
- Ross, M., Spencer, S. J., Linardatos, L., Lam, K. C. H., & Perunovic, M. (2004). Going shopping and identifying landmarks: Does collaboration improve older people's memory? *Journal of Applied Cognitive Psychology*, **18**, 683-697.
- Hoshino-Browne, E., Zanna, A., Spencer, S. J., & Zanna, M. P. (2004). Investigating attitudes cross-culturally: A case of cognitive dissonance among East Asians and North Americans. G. Haddock, & G. R. Maio (Eds.), *Contemporary Perspectives on Attitudes*, pp. 375-397. London: Psychology Press.
- Davies, P. G. & Spencer, S. J. (2004). The gender-gap artifact: women's underperformance in quantitative domains through the lens of stereotype threat. In A. Gallagher & J. Kaufman, *Gender Differences in Mathematics: An Integrative Approach*. Cambridge, UK: Cambridge University Press.
- Bell, A. E., Anderson-Cook, C., & Spencer, S. J. (2004). Stereotype Threat in the Engineering Classroom. *Proceedings of the 2004 American Society for Engineering Education Annual Conference and Exposition*. Salt Lake City, UT.
- Correll, J., Spencer, S. J., & Zanna, M. P. (2004). An affirmed self and an open mind: Self-affirmation and sensitivity to argument strength. *Journal of Experimental Social Psychology*, **40**, 350-356.

- Jordan, C., Spencer, S. J., & Zanna, M. P., Hoshino-Browne, E., & Correll, J. (2003). Implicit self-esteem, explicit self-esteem and defensiveness. *Journal of Personality and Social Psychology*, **85**, 969-978.
- Bell, A. E., Spencer, S. J., Iserman, E. C. and Logel, C. E. R. (2003). Stereotype Threat and Women's Performance in Engineering. *ASEE Journal of Engineering Education*, **92**, 307-312.
- Kunda, Z., & Spencer, S. J. (2003). When do stereotypes come to mind and when do they color judgment? A goal-based theory of stereotype activation and application. *Psychological Bulletin*, **129**, 522-544.
- Jordan, C., Spencer, S. J., & Zanna, M. P. (2003). I love me; I love me not: Implicit self-esteem, explicit self-esteem and defensiveness. In S. J. Spencer, S. Fein, M. P. Zanna, & J. Olson (Eds.) *Motivated Social Perception: The Ontario Symposium*, vol. 9, pp. 104-126. Mahwah, New Jersey: Erlbaum.
- Fein, S., Hoshino-Browne, E., Davies, P. G., & Spencer, S. J. (2003). Self-image maintenance goals and sociocultural norms in motivated social perception. In S. J. Spencer, S. Fein, M. P. Zanna, & J. Olson (Eds.) *Motivated Social Perception: The Ontario Symposium*, vol. 9, pp. 19-40. Mahwah, New Jersey: Erlbaum.
- Strahan, E. J., Spencer, S. J., & Zanna, M. P. (2002). Subliminal priming and persuasion: Striking while the iron is hot. *Journal of Experimental Social Psychology*, **38**, 556-568.
- Davies, P. G., & Spencer, S. J., Quinn, D. M., Gerhardstein, R. (2002). All consuming images: How demeaning commercials that elicit stereotype threat can restrain women academically and professionally. *Personality and Social Psychology Bulletin*, **28**, 1615-1628.
- Bell, A. E., & Spencer, S. J. (2002). The effect of stereotype threat on women's performance on the Fundamentals of Engineering Exam. *Proceedings of the 2002 American Society for Engineering Education Annual Conference and Exposition*. Montreal, Quebec.
- Steele, C. M., Spencer, S. J., & Aronson, J. (2002). Contending with bias: The psychology of stereotype and social identity threat. In M. P. Zanna (Ed.) *Advances in Experimental Social Psychology*, vol. 34, pp. 277-341. San Diego: Academic Press.
- Kunda, Z., Davies, P. G., Adams, B., & Spencer, S. J. (2002). The dynamic time course of stereotype activation: Activation, dissipation, and resurrection. *Journal of Personality and Social Psychology*, **82**, 283-299.
- Spencer, S. J., Fein, S., & Lomore, C. D. (2001). Maintaining one's self-image vis-à-vis others: The role of self-affirmation in the social evaluation of the self. *Motivation and Emotion*, **25**, 41-65.
- Blascovich, J., Spencer, S. J., Quinn, D. M., & Steele, C. M. (2001). Stereotype threat and the cardiovascular reactivity of African-Americans. *Psychological Science*, **12**, 225-229.

- Quinn, D. M., & Spencer, S. J. (2001). How stereotype threat interferes with women's math performance. *Journal of Social Issues*, **57**, 55-71.
- McGregor, I., Zanna, M. P., Holmes, J. G., & Spencer, S. J. (2001). Conviction in the face of uncertainty: Going to extremes and being oneself. *Journal of Personality and Social Psychology*, **80**, 472-488.
- Fein, S., Von Hippel, W., & Spencer, S. J. (1999). To stereotype or not to stereotype: Motivation and stereotype, activation, application, and inhibition. *Psychological Inquiry*, **10**, 49-54.
- Spencer, S. J., & Steele, C. M., & Quinn, D. M. (1999). Stereotype threat and women's math performance. *Journal of Experimental Social Psychology*, **35**, 4-28.
- Aronson, J., Quinn, D. M., & Spencer, S. J. (1998). Stereotype threat and the academic performance of women and minorities. In J. K. Swim and C. Stangor (Eds.) *Prejudice: The Target's Perspective*, pp. 83-103. San Diego: Academic Press.
- Spencer, S. J., Fein, S., Wolfe, C., Fong, C., & Dunn, M (1998). Stereotype activation under cognitive load: the moderating role of self-image threat. *Personality and Social Psychology Bulletin*, **24**, 1139-1152.
- Major, B., Spencer, S. J., Schmader, T., Wolfe, C. T., & Crocker, J. (1998). Coping with negative stereotypes about intellectual performance: The role of psychological disengagement. *Personality and Social Psychology Bulletin*, **24**, 34-50.
- Fein, S., & Spencer, S. J. (1997). Prejudice as self-image maintenance: Affirming the self through negative evaluations of others. *Journal of Personality and Social Psychology*, **73**, 31- 44.
- Wolfe, C. T., & Spencer, S. J. (1996). Stereotypes and prejudice: Their overt and subtle influence in the classroom. *American Behavioral Scientist*, **40**, 176-186.
- Steele, C., Spencer, S. J. & Lynch, M. (1993). Dissonance and affirmational resources: Resilience against self-image threat. *Journal of Personality and Social Psychology*, **64**, 885-896.
- Spencer, S. J., Josephs, R., & Steele, C. (1993). Low self-esteem: The uphill struggle for self-integrity. In R. Baumeister (Ed.) *Self-esteem and the puzzle of low self-regard*, pp. 21-36. New York: Plenum.
- Steele, C. M., & Spencer, S. J. (1992). The Primacy of Self-Integrity. *Psychological Inquiry*, **3**, 345-346.

Professional Affiliations and Activities

American Psychological Society
Fellow Divisions 8 & 9 American Psychological Association
Society of Experimental Social Psychology
Council, Society for the Psychological Study of Social Issues (2004-2006)
Executive Committee for Society of Experimental Social Psychology (2005-2007)
Secretary, Executive Committee for Society of Experimental Social Psychology (2006)
Chair, Executive Committee for Society of Experimental Social Psychology (2007)

Editorial Activities

Associate Editor: *Journal of Experimental Social Psychology* (2004-2006)
Guest Editor: Special Issue on *Self & Identity* on the Implicit Self (April – September, 2007)
Editorial Boards: *Journal of Personality and Social Psychology* (2002-2006); *Journal of Experimental Social Psychology* (2001-2004); *Self & Identity* (2006-present)
Chair: Ontario Young Researcher Awards Social Science Grant Review Committee

Ph.D. Theses Supervised

Paul Gary Davies (2001). *Consuming images: How television commercials that elicit stereotype threat can restrain women academically and professionally.*

Christie Diana Lomore (2002). *Do you still love me? Shared values affirmation as a strategy to boost low self-esteem individuals' feelings about their relationships.*

Erin Judith Strahan (2002). *Selling thinness: How media images increase importance of weight and beauty as a basis of women's self-esteem and decrease their body satisfaction and eating.*

Dan Dolderman (2003). *The effects of agreements and disagreements on interpersonal interactions between members of different social groups.*

Etsuko Hoshino Browne (2004). *On the cultural guises of cognitive dissonance: The case of Asian-Canadians and European-Canadians.*

Alexander James Gunz (2004). *Compunction's beta: The power of the motivation to avoid prejudice.*

Christine Robinson Logel (2008). *How interactions with sexist men can undermine women's performance in engineering and mathematics.*

Emiko Yoshida (2009). *Impacts of normative evaluations on stereotyping and prejudice.*

Jennifer M. Peach (2010). *Recognizing discrimination explicitly while denying it implicitly: Implicit social identity protection.*

Grace Lau (2010). *Romantic attraction towards men and women consistent with gender stereotypes: The role of system and personal control threat.*

David Cwir (2011). *The power of social connections: Feelings of connectedness result in sharing goals, emotions, and intergroup empathy.*

Daniel Naldony (2012). *Social connections, judgments of similarity and intergroup relations.*

Justin Friesen (2013). *Seeking structure in social organization: Compensatory control and the psychological advantages of hierarchy.*

MA Theses Supervised

Diane Quinn (1995). *Stereotype threat and women's math performance: The role of anxiety.*

Connie Wolfe (1995). *Self-image maintenance and automatic stereotype activation.*

Joshua Correll (2000). *Motivated resistance to counterattitudinal arguments: The effect of affirmation, argument strength, and attitude importance.*

Elaine Restorick (2005). *Collaboration and false memories: Examining the difference between older and younger married couples.*

Grace Pui-Ying Lau (2006). *The ironic effect of self-image maintenance goals on stereotype activation and inhibition.*

Kate Hano (2006). *The role of narrative in jury decision making.*

Emiko Yoshida (2007). *The influence of implicit norms on cognition and behaviour.*

James Brown (2012). *Does affirming the self decrease the desire to join a gang?*

References

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Brenda Major – Professor, Department of Psychology and Brain Sciences, University of California at Santa Barbara. Email: brenda.major@psych.ucsb.edu