

## Cheryl R. Kaiser

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### EDUCATION

Ph.D., Psychology, University of Vermont, 2001  
M.A., Psychology, University of Vermont, 1999  
B.A., Psychology, State University of New York at Albany, 1996

### EMPLOYMENT

Professor, Department of Psychology, University of Washington, 2016-present  
Affiliated Faculty, UW Society + Technology Program, 2024-present  
Affiliated Faculty, UW Center for an Informed Public, 2023-2027  
Faculty Director, UW ADVANCE Center for Institutional Change, 2022 (interim), 2023-2025  
Chair, Department of Psychology, University of Washington, 2017-2022  
Associate Professor, Department of Psychology, University of Washington, 2010-2016  
Assistant Professor, Department of Psychology, University of Washington, 2006-2010  
Assistant Professor, Department of Psychology, Michigan State University, 2003-2006  
Postdoctoral Fellow, Department of Psychology, University of California, Santa Barbara, 2001-2003

### AWARDS & HONORS

Technology Education and Workforce Network of Scholars, National Academies of Sciences, Engineering, and Medicine, 2026

Elected to Washington State Academy of Sciences, 2021

Award for Best Article with a Preregistration in *Journal of Experimental Political Science*, 2020, American Political Science Association, Experimental Research Section

Fellow, Association for Psychological Science, 2016

Erskine Fellowship, University of Canterbury, New Zealand, 2016

Gordon Allport Intergroup Relations Prize for the best paper of the year on intergroup relations, Society for the Psychological Study of Social Issues, 2014.

Carl Hovland Memorial Lecture, Yale University, 2014

James McKeen Cattell Sabbatical Award, 2012-2013

Fellow, Society for the Psychological Study of Social Issues, 2014

Fellow, Society for Personality and Social Psychology, 2013

Fellow, Society of Experimental Social Psychology, 2009

SAGE Young Scholars Award, Foundation for Personality and Social Psychology, 2009

## RESEARCH GRANTS

John Templeton Foundation, 2024-2027

*Does living a religiously inspired life reduce affective polarization through instilling virtues of compassion and intellectual humility?*

Principal Investigator with Adam Smiley (Belmont University), (\$575,665 total costs)

National Science Foundation, 2019-2024

*Prototypes and Perceptions of Sexual Harassment*

Principal Investigator (\$423,000 in total costs)

Russell Sage Foundation, 2016-2018

*Assessing the Impact of the 2016 Campaign on Asian Americans' and Latinos' Political Attitudes and Behavior*

Principal Investigator with D. Hopkins and E. Perez (\$35,000 total costs)

Russell Sage Foundation, 2014-2016

*Perceptions of discrimination and the acquisition of partisan identity in immigrant communities, Co-Principal Investigator with D. Hopkins and E. Perez (\$167,343 total costs across all PI Sites)*

National Science Foundation, 2011-2015

*Diversity Structures Create Illusions of Fairness, Co-Principal Investigator with B. Major (\$520,000 total costs across both PI Sites)*

Russell Sage Foundation, Presidential Authority Award, 2011-2012

*Perceived Discrimination among Immigrants as a Function of Community-Level Variables, Co-Principal Investigator with V. Esses, D. Hopkins, H. Marrow, M. McDermott (\$35,000 total costs)*

Psychology of Character Project (funded by Templeton Foundation), 2011-2013

The development of character in early childhood: Developmental changes and individual differences in moral cognition and prosocial behavior over the first two years of life, Co-Investigator, (J Somerville, PI). (\$230,000 total costs)

Portuguese Science Foundation, 2010-2012

The social costs of discrimination claims: Boundaries and implications Co-Investigator, (M. Barreto, PI). (\$246,500 US dollars total cost to Centre for Social Research and Intervention, Lisbon)

National Science Foundation, 2008-2012  
*Group Identification and Prejudice: Implications for Diversity* (\$323,000 total costs)  
Principal Investigator

University of Washington Royalty Research Fund, 2007-2008  
*Group Identity and Prejudice*, (\$39,923 total costs)

University of Washington Institute for Ethnic Studies in the United States, 2008-2009  
*Positive Intergroup Feedback as a Threat to Ingroup Belonging* (\$5500)

National Science Foundation, 2005-2006,  
*Racialized Explanations: Consequences for Intragroup and Intergroup Processes*, Co-Principal Investigator with C. Eccleston (\$46,204 total costs)

National Institute of Mental Health B/START, 2004-2006  
*Interpersonal Consequences of Attributions to Discrimination* (\$74,750 total costs), Principal Investigator

Intramural Research Grant Program, Michigan State University, 2004-2006  
*Interpersonal Consequences of Claiming Discrimination: The Claimant Status Asymmetry Hypothesis*, Principal Investigator, (\$50,000 total costs)

National Institute of Mental Health, Postdoctoral National Research Service Award, 2001-2003  
*Resilience to Perceived Prejudice* (\$68,092 total costs)

## **RESEARCH GRANTS/FELLOWSHIPS TO MY PRIMARY ADVISEES**

### **Graduate Students**

#### National Science Foundation Predoctoral Fellowships Awardees

Clara Wilkins (2008-2011)  
Lori Wu Malahy (2008-2011)  
Kerry Spalding (2009-2012)  
Laura Brady (2012-2015)  
Teri Kirby (2012-2015)  
Arianne Eason (2012-2015)  
Adam Smiley (2020-2022)  
Bryn Bandt-Law (2018-2022)  
Gray Raber (2025-)

#### Ford Foundation Predoctoral Fellowship Awardees

Eric Gomez (2016-2019)  
Clara Wilkins (2007-2010)  
Arianne Eason (2013-2016)  
Z. Ferguson (Alternate, 2023)

UW Graduate Opportunity & Minority Achievement Program Awardees

Clara Wilkins, Bank of America Fellowship (2006)  
Arianne Eason, Presidential Fellowship (2012)  
Eric Gomez, Presidential Fellowship (2015)  
Z. Ferguson, Presidential Fellowship (2020)

**Undergraduate Students**

Mary Gates Research Scholarship

Elaine Leigh (2007-2008)  
Heather Rieck (2007-2008)  
Jessica Kang (2008-2009)  
Ines Jurcevic (2009-2010)  
Alexander Preston (2016-2017)  
Sarrah Khan (2025-2026)

**Postdoctoral Fellow**

Social Sciences and Humanities Research Council of Canada Postdoctoral Fellowship  
Jessica Remedios (awarded in 2012; declined for Tufts assistant professorship)

**INVITED WORKGROUP PARTICIPANT**

Invited participant in workgroup of academic diversity scholars and corporate Chief Diversity Officers (organized by Frank Dobbin, Harvard and Lori George Billingsley, Coca Cola), 2021-present

Invited participant in series of interdisciplinary workgroup meetings examining Cultural Contact and Immigration at the Russell Sage Foundation, 2010-2014

Fellow in competitive NIH-sponsored University of Pittsburgh Mind-Body Center's Summer Institute, "Basic Pathways Linking Behavior and Disease," 2008

Invited participant in interdisciplinary workgroup meeting studying employment discrimination at the Center for Advanced Study in the Behavioral Sciences, Palo Alto, 2005

**PUBLICATIONS**

Bandt-Law, B., Cheek, N. N., Glazier, J., Olson, K. R., & Kaiser, C.R. (in press). The Underestimation of transgender women's vulnerability to workplace sexual harassment. *Personality and Social Psychology Bulletin*

Smiley, A. H., & Kaiser, C. R. (2026). Partisan communities and affective polarization. *Social Psychological and Personality Science*, 17, 169-180.

- Ferguson, Z. E., Glazier, J., Bandt-Law, B., & Kaiser, C. R. (2025). Do gender prototypes limit sexual harassment victims' access to justice? Registered Report at *Law and Human Behavior*, 49, 579–592.
- Gallegos, J., Ferguson, Z. E., McLaughlin, K. M., Dover, T. L., & Kaiser, C.R (2025). Bearing witness to police brutality affects psychological and cardiovascular responses in Black Americans and White Americans. *Psychology of Violence*, 515-524.
- Schachtman, R., Gallegos, J., & Kaiser, C.R. (2025). Gender prototypes hinder bystander intervention in women's sexual harassment. *Personality and Social Psychology Bulletin*, 51, 1007-1029.
- Spalding, K. E., Schachtman, R., & Kaiser, C. R. (2024). The delegitimization of women's claims of ingroup-directed sexism. *Sex Roles*, 90, 447-457.
- Schachtman, R. & Kaiser, C. R. (2024). Bystanders' thresholds for intervention in Black vs. White women's sexual harassment. *PLOS One*, 19(2): e0296755.
- Hopkins, D. J., Kaiser, C. R., & Perez, E. O. (2023). The Surprising Stability of Asian Americans' and Latinos' Partisan Identities in the Early Trump Era. *The Journal of Politics*, 85(4), 1321-1335.
- Grossmann, I., Rotella, A., Hutcherson, C., Sharpinskyi, K., Varnum, M. E., Achter, S., ... Kaiser, C. R.....& Wilkening, T. (2023). Insights into accuracy of social scientists' forecasts of societal change. *Nature Human Behavior*, 7, 484–501.
- Kaiser, C. R, Bandt-Law, B., Cheek, N. N., & Schachtman, R. (2022). Gender prototypes shape perceptions of and responses to sexual harassment. *Current Directions in Psychological Science*, 31, 254-261.
- Goh, J. X., Bandt-Law, B., Cheek, N. N., Sinclair, S., Kaiser, C. R. (2022). Narrow prototypes and neglected victims: Understanding perceptions of sexual harassment. *Journal of Personality and Social Psychology*, 122(5), 873–893.
- Kaiser, C. R., Dover, T. L., Small, P., Xia, G., Brady, L. M., & Major, B. (2022). Diversity initiatives and White Americans' perceptions of racial victimhood. *Personality and Social Psychology Bulletin*, 48 (6), 968-984.
- Kirby, T.A., Merritt, S.K., Baillie, S., Malahy, L.W., & Kaiser, C.R. (2021). Combating bisexual erasure: The correspondence of implicit and explicit sexual identity. *Social Psychological and Personality Science*, 12 (8), 1415-1424.
- Kahn, K. B., Van Breen, J., Barreto, M. & Kaiser, C. R. (2021). When is women's benevolent sexism associated with support for other women's agentic responses to gender-based threat? *British Journal of Social Psychology*, 60 (3), 786-807.

- Kirby, T. A. & Kaiser, C. R. (2021). Person-message fit: Racial identification moderates the benefits of multicultural and colorblind diversity approaches. *Personality and Social Psychology Bulletin*, 47 (6), 873-890.
- Dover, T. L., Major, B., & Kaiser, C. R. (2021). Cardiovascular, behavioral, and psychological responses to organizational pro-diversity messages among racial/ethnic minorities. *Group Processes and Intergroup Relations*, 24 (8), 1241-1261.
- Kirby, T. A., Rego, M. S., & Kaiser, C. R. (2020). Colorblind and multicultural diversity strategies create identity management pressure. *European Journal of Social Psychology*, 50, 1143-1156.
- Wilton, L. S., Bell, A. N., Vahradyan, M., & Kaiser, C. R. (2020). Show don't tell: Diversity dishonesty harms racial/ethnic minorities at work. *Personality and Social Psychology Bulletin*, 46, 1171-1185.
- Hopkins, D., Kaiser, C. R., Pérez, E., Hagá, S., & Zárate, M. (2020). Does perceiving discrimination influence partisanship among U.S. immigrant minorities? *Journal of Experimental Political Science*, 7, 112-136.
- Dover, T., L., Kaiser, C. R., & Major, B. (2020). Mixed signals: The unintended effects of diversity initiatives. *Social Issues and Policy Review*, 14, 152-181.
- Goh, J. X., Kort, D. N., Thurston, A. M., Benson, L. R., & Kaiser, C. R. (2019). Does concealing a sexual minority identity prevent exposure to prejudice? *Social and Personality Psychological Science* 10, 1056-1064.
- Eason, A., Kaiser, C. R., & Sommerville, J. A. (2019). Underrepresentation and the perception of others' racial attitudes. *Social and Personality Psychological Science*, 10, 757-767.
- Wilton, L. S., Sanchez, D., Unzueta, M., Kaiser, C. R., & Caluouri, N. (2019). In good company: When gender diversity boosts a company's reputation. *Psychology of Women Quarterly*, 43, 59-72.
- Gomez, E. M. & Kaiser, C. R. (2019). From pixels to protest: Using the internet to confront bias at the societal level. In R. Mallett and M J. Monteith & (Eds.), *Confronting prejudice and Discrimination: The Science of Changing Minds and Behavior* (319-335). Cambridge, MA: Academic Press.
- Hernandez, M., Avery, D. R., Volpone, S. D., & Kaiser, C. R. (2019). Bargaining while Black: The role of race in salary negotiations. *Journal of Applied Psychology*, 104, 581-592.
- Gomez, E. M., Young, D. M., Preston, A. G., Wilton, L. S., Gaither, S. E., & Kaiser, C. R. (2019). Loss and loyalty: Change in political and gender identity among Clinton supporters after the 2016 U.S. presidential election. *Self and Identity*, 18, 103-125.
- Major, B. & Kaiser, C. R. (2017). Ideology and the maintenance of group inequality. *Group Processes and Intergroup Relations*, 20, 582-592.

- Wilkins, C. L., Hirsch, A. A., Kaiser, C. R., Inkles, M. P. (2017). The threat of racial progress and the self-protective nature of perceiving anti-White bias. *Group Processes and Intergroup Relations*, 20, 801-812.
- Hopkins, D. J., Mummolo, J., Esses, V., Kaiser, C. R., Marrow, H., & McDermott, M. (2016). *Out of Context: The Absence of Geographic Variation in U.S. Immigrants' Perceptions of Discrimination. Politics, Groups, and Identities*, 463-492.
- Quintanilla, V. D., & Kaiser, C. R. (2016). The same-actor inference of nondiscrimination: Moral credentialing and the psychological and legal licensing of bias. *California Law Review*, 104, 1, 1-70.
- Blodorn, A., Major, B. & Kaiser, C. R. (2016). Perceived discrimination and poor health: Accounting for self-blame complicates a well-established relationship. *Social Science and Medicine*, 153, 27-34.
- Dover, T. L., Major, B., & Kaiser, C. R. (2016). Members of high-status groups are threatened by pro-diversity organizational messages. *Journal of Experimental Social Psychology*, 62, 58-67.
- Kahn, K. B., Barreto, M., Kaiser, C. R., & Rego, M. S. (2016). When do high and low status group members support confrontation? The role of perceived pervasiveness of prejudice. *British Journal of Social Psychology*, 55, 27-43.
- Dover, T. L., Kaiser, C. R., & Major, B. (January, 4, 2016). Diversity polices rarely make companies fairer for women and minorities, and they are threatening to white men. *Harvard Business Review*.
- Kaiser, C. R., & Spalding, K. E. (2015). Do women who succeed in male-dominated domains help other women?: The moderating role of group identification. *European Journal of Social Psychology*, 45, 599-608.
- Kirby, T. A., Kaiser, C. R., & Major, B. (2015). Insidious procedures: Diversity awards legitimize unfair organizational procedures. *Social Justice Research*, 26, 169-186.
- Upshaw, K. B., Kaiser, C. R., & Sommerville, J. A. (2015). Parents' empathic perspective taking and altruistic behavior predicts infants' arousal to others' emotions. *Frontiers in Psychology*.
- Brady, L. M., Kaiser, C. R., Major, B., & Kirby, T. A. (2015). It's fair for us: Diversity structures cause women to legitimize discrimination. *Journal of Experimental Social Psychology*, 57, 100-110.
- Drury, B. J., & Kaiser, C. R. (2014). Allies against sexism: The role of men in confronting sexism. *Journal of Social Issues*, 637-652.
- Kaiser, C. R. & Quintanilla, V. D. (2014). Access to counsel: Psychological science can improve the potential of civil rights enforcement. *Policy Insights from Behavioral and Brain Sciences*, 1, 95-102.
- McCarty, M., Monteith, M. J., & Kaiser, C. R. (2014). Communally constrained decisions in workplace contexts. *Journal of Experimental Social Psychology*, 55, 175-187.

Dover, T. L., Major, B., & Kaiser, C. R. (2014). Diversity initiatives, status and system-justifying beliefs: When and how diversity efforts de-legitimize discrimination claims. *Group Processes and Intergroup Relations*, 17, 485-493.

Wilkins, C. L. & Kaiser, C. R. (2014). Racial progress as threat to the status hierarchy: Implications for perceptions of anti-White bias. *Psychological Science* 25, 439-446.

Kaiser, C. R., Major, B., Jurcevic, I., Dover, T. L., Brady, L. M., & Shapiro, J. R. (2013). Presumed fair: Ironic effects of organizational diversity structures. *Journal of Personality and Social Psychology*, 104, 504-519.

Wilkins, C. L., Wellman, J. D., & Kaiser, C. R. (2013). Status legitimizing beliefs predict positivity toward Whites who claim anti-White bias. *Journal of Experimental Social Psychology*, 49, 1114-1119.

Kaiser, C. R. & Spalding, K. E. (2013). Group identification and prejudice distribution: Implications for diversity. In C. Stangor & C. Crandall (Eds.). *Stereotyping and Prejudice*. Psychology Press.

Johnson, J. D., & Kaiser, C. R. (2013). Racial identity denied: Are wealthy Black victims of racism rejected by their own group? *Social and Personality Psychological Science*, 4, 376-382.

Kaiser, C. R. (2012). Campaign for real data. *Dialogue*, 26 (1), 8-10.

Kaiser, C. R., Drury, B. J., Malahy, L. W., & King, K. M. (2011). Nonverbal asymmetry in interracial interactions: Strongly identified Blacks display friendliness, but Whites respond negatively. *Social and Personality Psychological Science*, 2, 554-559.

Wilkins, C. L., Chan, J., & Kaiser, C. R. (2011). Racial stereotypes and interracial attraction: Phenotypic prototypicality and perceived attractiveness of Asians. *Cultural Diversity and Ethnic Minority Psychology*, 17, 427-431.

Kaiser, C. R., & Hagiwara, N. (2011). Gender identification moderates social identity threat effects on working memory. *Psychology of Women Quarterly*, 35, 243-251.

Wilkins, C. L., Kaiser, C. R., & Rieck, H. M. (2010). Detecting racial identity: The role of phenotypic prototypicality. *Journal of Experimental Social Psychology*, 46, 1029-1034.

Kaiser, C. R., & Wilkins, C.L. (2010). Group identity and prejudice: Theoretical and empirical advances and implications. *Journal of Social Issues*, 66, 461-476.

Eccleston, C. P., Kaiser, C. R., & Kraynak, L. R. (2010) Shifts in justice beliefs induced by Hurricane Katrina: The impact of claims of racism. *Group Processes and Intergroup Relations*, 13, 571-584.

Malahy, L. W., Rubinlicht, M., & Kaiser, C. R. (2009). Justifying inequality: A cross temporal investigation of the relationship between income disparities and just world beliefs from 1973-2006. *Social Justice Research*, 22, 369-383.

- Kaiser, C. R., Hagiwara, N., Malahy, L. W., & Wilkins, C. L. (2009). Group identification moderates attitudes toward ingroup members who confront discrimination. *Journal of Experimental Social Psychology, 19*, 770-777.
- Kaiser, C. R., Drury, B. J., Spalding, K. E., Cheryan, S., & O'Brien, L. T. (2009). The ironic consequences of Obama's election: Decreased support for social justice. *Journal of Experimental Social Psychology, 45*, 556-559.
- Kaiser, C. R. & Pratt-Hyatt, J. S. (2009). Distributing prejudice unequally: Do Whites direct their prejudice toward strongly identified minorities? *Journal of Personality and Social Psychology, 96*, 432-445.
- Kaiser, C. R., Eccleston, C. P., & Hagiwara, N. (2008). Post-Hurricane Katrina racialized explanations as a system threat: Implications for Whites' and Blacks' racial attitudes. *Social Justice Research, 21*, 192-203.
- Inzlicht, M., Kaiser, C. R., & Major, B. (2008). The face of chauvinism: How prejudice expectations shape perceptions of facial affect. *Journal of Experimental Social Psychology, 44*, 758-766.
- Hoyt, C. L., Aguilar, L., Kaiser, C. R., Blascovich, J. & Lee, K. (2007). The self-protective and undermining effects of attributional ambiguity. *Journal of Experimental Social Psychology, 43*, 884-893.
- Major, B., Kaiser, C. R., O'Brien, L. T., & McCoy, S. K. (2007). Perceived discrimination as worldview threat or worldview confirmation: Implications for self-esteem. *Journal of Personality and Social Psychology, 92*, 1068-1086.
- Gliner, J. G., Beckjord, E., Kaiser, C. R., & Compas, B. E. (2007). Psychological adjustment to breast cancer: Automatic and controlled responses to stress. *Psychology and Health, 22*, 337-359.
- Kaiser, C. R., Vick, S. B., & Major, B. (2006). Prejudice expectations moderate preconscious attention to social identity threatening cues. *Psychological Science, 17*, 332-338.
- Kaiser, C.R., Dyrenforth, P. S., & Hagiwara, N. (2006). Why are attributions to discrimination interpersonally costly?: A test of system and group justifying motivations. *Personality and Social Psychology Bulletin, 32*, 1523-1536.
- Kaiser, C. R., & Major, B. (2006). A social psychological perspective on perceiving and reporting discrimination. *Law and Social Inquiry, 36*, 801-830.
- Kaiser, C. R. (2006). Dominant ideology threat and the interpersonal consequences of attributions to discrimination. In C. van Laar & S. Levin (Eds.), *Stigma and Group Inequality: Social Psychological Approaches* (pp. 45-64). Mahwah, NJ: Lawrence Erlbaum.

Compas, B.E., Beckjord, E., Agocha, B., Sherman, M.L., Langrock, A., Grossman, C.I., Dausch, B., Glinder, J., & Kaiser, C., Anderson-Hanley, C., & Leuken, L. (2006). Measurement of coping and stress responses in women with breast cancer. *Psycho-Oncology*, 15, 1038-1054.

Major, B. & Kaiser, C. R. (2005). Perceiving and claiming discrimination. In L. B. Nielsen & R. Nelson (Eds.), *The Handbook of Research on Employment Discrimination: Rights and Realities* (pp. 279-293). New York: Springer.

Kaiser, C. R. & Kashy, D. A. (2005). The contextual nature and function of singlism. *Psychological Inquiry*, 16, 122-126.

Kaiser, C. R., Vick, S. B., & Major, B. (2004). A prospective investigation of the relationship between just world beliefs and the desire for revenge post-September 11, 2001. *Psychological Science*, 15, 503-507.

Kaiser, C. R., Major, B., & McCoy, S. K. (2004). Expectations about the future and the emotional consequences of perceiving prejudice. *Personality and Social Psychology Bulletin*, 30, 173-184.

Kaiser, C. R. & Miller, C. T. (2004). A stress and coping perspective on confronting sexism. *Psychology of Women Quarterly*, 28, 168-178.

Kaiser, C. R. & Major, B. (2004). Judgments of deserving and the emotional consequences of stigmatization. In C. W. Leach and L. Z. Tiedens (Eds.), *The Social Life of Emotions* (pp. 270-291). Cambridge: Cambridge University Press.

Major, B., McCoy, S., Kaiser, C. R., & Quinton, W. J. (2003). Prejudice and self-esteem: A transactional model. *European Review of Social Psychology*, 14, 77-104.

Kaiser, C. R. & Miller, C. T. (2003). Derogating the victim: The interpersonal consequences of blaming events on discrimination. *Group Processes and Intergroup Relations*, 6, 227-237.

Major, B., Kaiser, C. R., & McCoy, S. K. (2003). It's not my fault: When and why attributions to prejudice protect well-being. *Personality and Social Psychology Bulletin*, 29, 772-781.

Kaiser, C. R. & Miller, C. T. (2001). Stop complaining!: The social costs of making attributions to discrimination. *Personality and Social Psychology Bulletin*, 27, 254-263.

Kaiser, C. R. & Miller, C. T. (2001). Reacting to impending discrimination: Compensation for prejudice and attributions to discrimination. *Personality and Social Psychology Bulletin*, 27, 1357-1367.

Miller, C. T. & Kaiser, C. R. (2001). A theoretical perspective on coping with stigma. *Journal of Social Issues*, 57, 73-92.

Miller, C. T. & Kaiser, C. R. (2001). Implications of mental models of self and others for the targets of stigmatization. In M. R. Leary (Ed.), *Interpersonal Rejection* (pp. 189-212). New York: Oxford University Press.

## **REGISTERED REPORTS**

Smiley, A. H., Schneider, M. J., & Kaiser, C. R. (accepted in-principle, 2026). Does religious behavior reduce affective polarization? Evidence from a daily diary study. *Psychology of Religion and Spirituality*.

## **PROFESSIONAL SERVICE**

### **Editorial Experience**

Associate Editor

*Journal of Personality and Social Psychology-IRGP*, 2014-2018

Editorial Board Membership

*Journal of Personality and Social Psychology-IRGP*, 2008-2013; 2018-2020; 2024-present

*Social Psychological and Personality Science*, 2010-present

*Personality and Social Psychology Bulletin*, 2005-2013; 2025-present

*Advances in Political Psychology*, 2020-present

*Personality and Social Psychology Review*, 2014-2022

*European Journal of Social Psychology*, 2009-2013

*British Journal of Social Psychology*, 2004-2008

*Social Psychology & Human Nature (Baumeister & Bushman text)*, 2006

### **Other Service to Discipline**

Russell Sage Foundation Pipeline Grant Program Mentor for Professor Hannah Nam on the project, "What is Diversity For? Examining the Links between Diversity Rationales, Psychological Discomfort, and Perceptions of Racial Injustice," 2025-2026.

SESP Representative to the SPPS Consortium, Society of Experimental Social Psychology, 2018-2020

Career Trajectory Award Committee (Chair), Society of Experimental Social Psychology, 2018-19

SPPS Editor-in-Chief Search Committee, 2018

Conference Organizing Team for the 2018 Society of Experimental Social Psychology Meeting

Publications Committee, Society of Experimental Social Psychology, 2018

Bylaws Committee, Society of Experimental Social Psychology, 2018

Scientific Impact Award Committee, Society of Experimental Social Psychology, 2017

Program Committee, Society of Experimental Social Psychology, 2017

Executive Committee, Society of Experimental Social Psychology, 2017-2020

Panelist, NSF Grant Panel, March 2016

Mentor, GASP Student Mentoring Lunch at Society for Personality and Social Psychology, 2016, 2017, 2019, 2021  
Program Committee Co-Chair, 2014 Society for Personality and Social Psychology Annual Meeting  
Fellowship Selection Committee, American Bar Foundation/Law and Society Association/National Science Foundation Mentoring Committee, 2013  
Review Board, 2011 European Association of Social Psychology General Meeting  
Program Committee, 2011 Society for Personality and Social Psychology Annual Meeting  
Dissertation Award Committee, Society for the Psychological Study of Social Issues, 2007-2010  
Mentor, Society for Personality and Social Psychology Student Mentoring Lunch, 2006, 2009, 2010

### **Service to University of Washington**

Member (A,W)/Interim Chair (S), Arts and Sciences College Council Budget Sub-Committee, 2025-  
Advisory Board, UW ADVANCE Center for Institutional Change, 2025-  
Member, Faculty Search Committee for Clinical Professor/Clinic Director, 2024  
Member, Crystal Hall Promotion Committee, UW Evans School of Public Affairs, 2024  
Member, Amanda Sesko Promotion Committee, UW Tacoma School of Interdisciplinary Arts and Sciences, 2024  
Member, Center for an Informed Public R. Mason Outstanding Mentorship Award Committee, 2024  
Faculty Director to UW ADVANCE, 2022 (interim), 2023-2028  
Member, Priscilla Lui Promotion Committee, Psychology, 2023  
Panelist, ADVANCE Leadership Workshop, 2023  
Chair, Promotion and Tenure Committee, Psychology, 2022-  
Associate Chair for Faculty Development & Inclusion, Psychology, 2023-  
Associate Chair for Faculty Development, Psychology, 2022-2023  
Chair, Ten Year Program Review Committee for the UW Department of Chemistry, 2022-2023  
Member, Psychology Diversity Advisory Committee, 2022-2023  
Member, Diversity Advocacy Team that created Psychology's Bias Reporting Process, 2020-2022  
Member, Director Review, UW Center on Human Development and Disability (CHDD), 2022  
Panelist, ADVANCE Leadership Workshop, 2021  
Chair, UW Anthropology Department Chair Search, 2020  
Panelist, ADVANCE Leadership Workshop on Faculty Mental Health, 2019  
Chair, UW Biology Department Chair Search, 2019  
Member, Ten Year Program Review Committee, UW Center on Human Development and Disability (CHDD), 2018  
Member, Psychology Aviary Remediation Committee, 2018  
Member, Executive Committee for the Kincaid Renovation Project, 2018-2021  
Member, Collaboration Committee for the UW Department of Health Metrics, 2018-2020  
Human Subjects Coordinator, Psychology Department (2016-2017, 2020-2021)  
Associate Chair for Research, Psychology Department (2015-2017)  
Budget Committee, Psychology Department (2015-)  
Outreach Committee, Psychology Department (2015-2022)  
Coordinator of Psychology Mass Testing Survey (2014-2017)  
Chair of Katie McLaughlin's Reappointment Committee (2015)  
Psychology Strategic Planning Committee (2014-2017, Aut 2023)  
Co-Chair of Psychology Department's Strategic Planning Committee (2014-2015)

Chair of Hiring Committee for Stephanie Fryberg's Joint Appointment (2014)  
Psychology Committee on Departmental Research Vision (2014)  
Psychology Committee on Evaluation of Merit Review Process (2013-2015)  
Search Committee for Chair of Statistics Department (2013-2014)  
Chair of Sapna Cheryan's Tenure and Promotion Committee (2013)  
Psychology Faculty Retreat Committee (2013)  
Search Committee for Psychology Advancement Coordinator (2012)  
Social/Personality Psychology Area Head (2011-2012, 2013-2014, 2023)  
Search Committee for Developmental Psychology Faculty Position (hired Kristina Olson) (2011-2012)  
Psychology Department Newsletter Committee (2011-2012)  
Psychology Department Planning Committee (2010-2012, 2013-2014)  
Review Committee for Susan Joslyn's tenure track appointment (2010)  
Royalty Research Fund Review Committee (2010-2012)  
Psychology Diversity Committee (2009-2012, 2013-)  
Psychology Human Subjects Committee (2006-2012, 2013-14)  
Faculty Senate (2008-2010)

## **Graduate Student Committees**

### *Committee Chair*

Gray Raber, Psychology (2025-)  
MJ Schneider, Psychology (2023-)  
Rebecca Schachtman, Psychology (PhD, 2025, User Experience Researcher Sealworks)  
Z. Ferguson, Psychology (PhD, 2025, Postdoc at RPTU University Kaiserslautern-Landau)  
Bryn Bandt-Law, Psychology (PhD, 2023, Postdoc at Stanford Psychology)  
Adam Smiley, Psychology (PhD, 2022, Assistant Professor at Belmont University)  
Eric Gomez, Psychology (PhD, 2020, User Experience Researcher at Google)  
Arianne Eason, Psychology (PhD, 2018, Associate Professor at UC Berkeley)  
Daniel Kort, Psychology (MS, 2017, Management at IXL Learning)  
Kerry Spalding, Psychology, (PhD., 2015, User Experience Researcher at Google)  
Teri Kirby, Psychology (PhD, 2015, Associate Professor at Purdue University)  
Laura Brady, Psychology, (MS, 2014, Sr. Researcher, American Institute for Research)  
Benjamin Drury, Psychology (PhD., 2013, User Experience Researcher at Google)  
Clara Wilkins, Psychology (PhD., 2011, Associate Professor at Washington University, Associate Professor at University of Washington)

### *Committee Member*

Ran Wei, Psychology  
Xinguo Zhang, Psychology  
Charles Bugre, Information School  
Chad Miller, Psychology (PhD, 2025)  
Ella Lombard, Psychology (PhD, 2024)  
Laura Vianna White, Psychology (PhD, 2023)

Jessica Glazier, Psychology (PhD, 2022)  
Carolyn Dapper, Political Science (PhD, 2022)  
Anne Fast, Psychology (PhD, 2018)  
Nicole Stettler, Psychology (PhD, 2018)  
Linda Zou, Psychology (PhD, 2019)  
Dana Margaret Prince, Social Work (PhD, 2017)  
Emily Knaphus, Sociology (PhD, 2017)  
Safia Jackson, Psychology (PhD, 2016)  
Kassra Oskooii, Political Science (PhD, 2016)  
Christiano Guarana, Foster School of Business (PhD, 2015)  
Benjamin Gonzalez, Political Science (MS, 2013)  
Elizabeth Ann Manrao, Physics (PhD, 2013)  
Oliver Siy, Psychology (PhD, 2013)  
Lori Wu Malahy, Psychology (PhD, 2012)  
Patricia Logan-Greene, Social Work (PhD, 2011)  
Marion Eberly, Foster School of Business (PhD, 2011)  
Leona Dondi, Psychology (MS, 2010)  
Nicole McNichols, Psychology (PhD, 2010)  
Hilary Mead, Psychology (PhD, 2010)  
Jiao Jiao Ye, Psychology (MS, 2008)

*External Examiner*

Justin Friesen, University of Waterloo (PhD, 2013)  
Sezgin Cihangir, Psychology, Leiden University, Netherlands (PhD, 2008)

**Honors Students Sponsored**

Kaila Lang (2027)  
Sarrah Khan (2026)  
Jia Cao (2024)  
Ngaio Lace (2018)  
Alex Preston (2018)  
Drake Apablasa (2013)  
Polina Charters (2013)  
Joy Chan, Psychology (2010)  
Sarah Baillie, Psychology (2010)  
Ines Jurcevic, Psychology (2010; NSF GRF)  
Jessica Kang, Psychology (2009)  
Elaine Leigh, Psychology (2008)  
Heather Rieck, Psychology (2008)

**Postdoctoral Fellows Supervised**

Jonathan Gallegos, (Senior Scientist at Altria)  
Jin X. Goh (Assistant Professor at University of Illinois at Chicago)

Sara Cardoso Hagá (Assistant Professor at University of Lisbon)  
Kimberly Kahn, (Professor at Portland State University)  
Elizabeth Lee (Director of Institutional Research, University of Portland)

## **PROFESSIONAL PRESENTATIONS**

### **Invited Colloquia**

University of Vermont (September, 2026)  
Harvard University, Kennedy School's Women and Public Policy Program (March, 2020)  
Leiden University, Keynote address at Blindspots in Diversity Management Meeting (January, 2019)  
University of California, Berkeley, Psychology (October, 2016)  
University of California, Berkeley, Hass School of Business (October, 2016)  
University of Canterbury, Psychology (June, 2016)  
Northwestern University, Kellogg School of Business (May, 2016)  
MIT, Sloan School of Business (April, 2016)  
University of Kansas, Psychology (April, 2015)  
Yale University, Psychology (April, 2014)  
University of Waterloo, Psychology (September, 2013)  
Williams College, Psychology (April, 2013)  
University of California, Berkeley, Center for the Study of Law and Society (April, 2011)  
Simon Fraser University, Psychology (March 2011)  
University of British Columbia, Psychology (January 2011)  
University of Toronto, Psychology (November, 2010)  
Tufts University, Psychology (April, 2010)  
Kurt Lewin Institute, Leiden, Netherlands (June 2008, January 2019)  
Leiden University, Psychology, Netherlands (June, 2007)  
University of Washington, Psychology (December, 2005)  
University of Michigan, Psychology (January, 2005)  
Northwestern University, Psychology (November, 2004)  
University of Chicago, Psychology (February, 2004)  
Colgate University, Psychology (February, 2003)  
Michigan State University, Psychology (January, 2003)  
Miami University, Psychology (December, 2002)

### **Invited Presentations**

Kaiser, C. R. Detecting and Preempting Diversity Backlash. Speaker in National Academies Collaborative on Education and Workforce Trajectories in Tech Meeting. Washington, DC (March 2025).

Kaiser, C. R. Mixed Signals: The Unintended Effects of Diversity Initiatives. Speaker in the US State Department's Distinguished Speaker Series on Equity, Diversity, Justice, and Inclusion. Virtual (May, 2024).

Kaiser, C. R. Preempting and Mitigating DEI Backlash. Presentation to the Laboratory Directors, Chief Diversity Officers, and Human Resources Directors of all 17 US Department of Energy National Laboratories. Pacific Northwest National Laboratory, Richland, WA (September, 2022).

Kaiser, C. R. & Bandt-Law, B. From science to law: The intersection of psychological science on diversity and case law. Presentation to a group of US Equal Employment Opportunity Commission trial lawyers. Virtual (August, 2022).

Kaiser, C. R., Prototypes and Sexual Harassment. Speaker on expert panel focused on challenges in creating inclusive workplace cultures in STEM at the Engendering Success in STEM (ESS) Consortium. Virtual (November, 2022).

Kaiser, C. R. White Americans perceptions of racial victimhood. Talk presented at the Self-Preconference and the Annual Meeting of the Society for Personality and Social Psychology, Portland, OR (February, 2019).

Kaiser, C. R. Perceived discrimination and immigrants' partisan identity. Talk presented at the Groups Preconference and the Annual Meeting of the Society of Experimental Social Psychology, Seattle, WA (October, 2018).

Kaiser, C. R. Does perceived discrimination mobilize political incorporation among immigrants? Talk at the Political Psychology Pre-Conference at the 17th Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA (January, 2016).

Kaiser, C. R. A diversity science perspective on broadening the participation of women in the workforce. Talk presented in a National Science Foundation/Japan Science and Technology Agency panel at the Japan Science and Technology Agency Annual Science AGORA, Tokyo, Japan (November 2015).

Kaiser, C. R. Organizational diversity messages alter perceptions of discrimination against low and high status groups. Talk presented at the Groups Pre-Conference at the 16th Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA (February, 2015).

Kaiser, C. R. & Major, B. (2014). Diversity programs can create illusions of fairness. Presentation delivered to NSF's Committee on Equal Opportunities in Science and Engineering (June, 2014).

Kaiser, C. R. (with Hopkins, D. and Perez, E.). Perceived discrimination and political partisanship among immigrants. Russell Sage Foundation (April, 2014).

Kaiser, C. R. (with Esses, V., Hopkins, D., Marrow, H., & McDermott, M.). Context and perceived discrimination among Chinese and Mexican immigrants. Russell Sage Foundation (April, 2012).

Kaiser, C. R. Legal and psychological realities: The case of perceiving and claiming discrimination. Allen L. Edwards Lecture Series on Diversity, Culture, and Behavior, University of Washington (February 2011). <http://www.uwv.org/programs/displayevent.aspx?rID=33015>

Kaiser, C. R. Keynote address at Western Washington University's Psychology Department Research Festival (June, 2010)

Kaiser, C. R. Panelist in plenary session on courtroom bias at Washington State Bar Association's Third Annual Statewide Diversity Conference (June, 2008).

Kaiser, C. R. Group identity moderates attitudes toward ingroup members who confront discrimination: A general process approach. Talk presented at the Self and Identity Pre-Conference at the 9th Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM (February, 2008).

Kaiser, C. R. Psychological aspects of bias. Invited presentation at the University of Washington's ADVANCE sponsored Leadership Excellence for Academic Diversity Workshop (July, 2007).

Kaiser, C. R., & Major, B. A social psychological perspective on perceiving and claiming discrimination. Invited presentation delivered at the First New Legal Realism Conference: The New Legal Realist Method, Sponsored by University of Wisconsin Law School and The American Bar Foundation (June, 2004).

Kaiser, C. R. Interpersonal responses to discrimination claimants: A dominant ideology-threat approach. Invited presentation delivered at the Claremont Symposium on Applied Social Psychology, Stigma and Group Inequality: Social Psychological Approaches, Claremont, CA (April, 2004).

Major, B. & Kaiser, C. R. Perceiving and claiming discrimination. Invited presentation delivered at Rights and Realities: Legal and Social Scientific Approaches to Employment Discrimination Conference, sponsored by Stanford Law School and the American Bar Foundation (March 2003).

### **Chaired Symposia**

Goh, J. X., & Kaiser, C. R. New approaches to understanding and preventing sexual harassment and violence. Symposium organized for the 20th Annual Meeting of the Society for Personality and Social Psychology, Portland, OR (February, 2019).

Major, B. & Kaiser, C. R. Beyond intuition: The need for evidence-based approaches to diversity. Symposium organized for the Annual Meeting of the Society of Experimental Social Psychology, Boston, MA (October, 2017).

Kaiser, C. R. & Quintanilla, V. D. New Developments in Law and Psychological Science. Symposium organized for the Annual Meeting of the Law and Society Association, Seattle, WA (May, 2015).

Kirby, T. A., & Kaiser, C. R. Detecting and responding to inclusion cues: Implications for racial minorities. Symposium organized for the 16th Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA (February, 2015).

Kaiser, C. R. & Finkel, E. J. (2014). Social and Personality Psychology in Action. Program Chairs Special Session at the 15th Annual Meeting of the Society for Personality and Social Psychology, Austin, TX (February, 2014).

Finkel, E. J., & Kaiser, C. R. (2014). Research Integrity. Program Chairs Special Session at the 15th Annual Meeting of the Society for Personality and Social Psychology, Austin, TX (February, 2014).

Kaiser, C. R. & Major, B. When diversity and legitimacy collide: New directions in diversity science. Symposium organized for the Annual Meeting of the Society of Experimental Social Psychology, Austin, TX (October, 2012).

Kaiser, C. R. & Maddox, K. B. Broadening the conceptualization of bias: Within-category perspectives on stereotyping, prejudice, and identity. Symposium organized for the Annual Meeting of the Society of Experimental Social Psychology, Sacramento, CA (October, 2008).

Garcia, D. M. & Kaiser, C. R. The public side of discrimination attributions: Consequences for intrapersonal, intergroup, and intragroup processes. Symposium organized for the 7<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Palm Springs, CA (January, 2006).

Kaiser, C. R. & Major, B. Vulnerability vs. resilience: Recent perspectives on the emotional consequences of perceived prejudice. Symposium organized for the 4th Annual Meeting of the Society for Personality and Social Psychology, Los Angeles, CA (February, 2003).

Kaiser, C.R. & Miller, C.T. Why contexts count in prejudicial responding. Symposium organized for the 2nd Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX (February, 2001).

Miller, C.T & C. Kaiser, C. R. Why does minimization of discrimination occur? Intra- and inter-personal consequences of claiming discrimination. Symposium organized for the Annual Meeting of the Society of Experimental Social Psychology, Atlanta, GA (October, 2000).

### **Selected Conference Presentations (Last Ten Years)**

Schneider, M. J., Kaiser, C. R., Graham, E., Yi, A., & Smiley, A. H. (2026, February). Religious engagement and affective polarization. Presentation at the 27<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Chicago, IL.

Smiley, A. S., Schneider, M. J., Kaiser, C. R., Avery, C., Bowes, S. (2026, February). Bible Engagement, Church Attendance, and Affective Polarization. Presentation at the 27<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Chicago, IL.

Schneider, M. J., & Kaiser, C. R. (2025, February). Self-concept shifts in the college transition: First-generation and continuing generation experiences. Presentation at the Self & Identity Preconference at the 26<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Denver, CO.

Schachtman, R. & Kaiser, C. R. (2025, February). Do gender prototypes shape women's perceptions of their sexual harassment? Presentation at the 26<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Denver, CO.

Ferguson, Z., Schachtman, R., Kaiser, C.R. (2025, February). Broadening Prototypes of Sexual Harassment Victims Among Laypeople and Lawyers. Presentation at the 26<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Denver, CO.

Schachtman, R. & Kaiser, C. R. (2024, February). The effect of prototypes on bystander intervention in women's sexual harassment. Presentation at the 25<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, San Diego.

Kaiser, C. R., & Smiley, A. H. (2023, March). Does engaging in community service decrease affective polarization. Workshop presentation at the Polarization Research Lab's 2023 Annual Meeting. Stanford University.

Smiley, A.H., & Kaiser, C. R. (2023, March). Across the Aisle and Over the Fence: Geographic Sorting and Affective Polarization. Presentation at the Polarization Research Lab's 2023 Annual Meeting. Stanford University.

Schachtman, R., Gallegos, J., & Kaiser, C. (2023, February). The role of women's gender prototypicality in bystander intervention in sexual harassment. Presentation at the 24<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Atlanta.

Ferguson, Z., Gallegos, J., Kaiser, C. R. (2022, February). A Multimethod Inquiry into the Nature of Police Brutality Discussions. Poster presented at the 23<sup>rd</sup> Annual Meeting of the Society for Personality and Social Psychology, San Francisco.

Schachtman, R. & Kaiser, C. R. (2022, February). The role of women's gender prototypicality in bystander intervention in sexual harassment. Talk presented at the 23<sup>rd</sup> Annual Meeting of the Society for Personality and Social Psychology, San Francisco.

Ferguson, Z., Gallegos, J., Kaiser, C. R. (2022, February). A Multimethod Inquiry into the Nature of Police Brutality Discussions. Talk presented at the 2021 Virtual Meeting of the Society for the Psychological Study of Social Issues.

Smiley, A. H., & Kaiser, C. R. (2022). A house divided? How politics affect parent-child relationships. Poster presented at the 23<sup>rd</sup> Annual Meeting of the Society for Personality and Social Psychology, San Francisco.

Bandt-Law, B., \*Cheek, N. N., Goh, J. X., Sinclair, S., & Kaiser, C. R. (2021, February). #WhatAboutUs: The neglect of non-prototypical sexual harassment victims. Presented at the 22<sup>nd</sup> Annual Meeting of the Society for Personality and Social Psychology, virtual meeting.

Glazier, J. & Kaiser, C. R. (2021, February). Do people implicitly perceive Black women as less likely to be sexually harassed relative to White women? Presented at the 22nd Annual Meeting of the Society for Personality and Social Psychology, virtual meeting.

Hopkins, D.A., Kaiser, C. R., Pérez, E. Transformed, Converted, or Affirmed? Re-visiting the Nature of Asian American and Latinx Partisanship in the Trump Era.

Annual Scientific Meeting of the International Society of Political Psychology (July, 2021)

Virtual Conference on the Politics of Race, Immigration, and Ethnicity at UCSB (May, 2021)

Midwestern Political Science Association. 78th Annual Conference (April, 2021).

Goh, J. X., & Kaiser, C. R. How narrow prototypes of womanhood discredit sexual harassment victims. Talk presented at the 20th Annual Meeting of the Society for Personality and Social Psychology, Portland, OR (February, 2019).

Kaiser, C. R., & Goh, J. X. Prototypes and perceptions of sexual harassment. Talk presented at Annual Meeting of the Society of Experimental Social Psychology, Seattle, WA (October, 2018).

Kaiser, C. R., Major, B., Dover, T. Xia, G., & Brady, L. Diversity Initiatives and White Americans' Perceptions of Racial Victimhood. Paper presented at the Annual Meeting of the Society of Experimental Social Psychology, Boston, MA (October, 2017).

Kirby, T.A., & Kaiser, C.R. The demands of diversity philosophies: Strategic self-stereotyping among racial minorities. Talk presented at *the 18th general meeting of the European Association of Social Psychology*, Granada, Spain (July, 2017).

Kaiser, C. R., Kort, D., & McLaughlin, K. A. We can't breathe: Police brutality in society as a stressor among African Americans and White Americans. Talk presented at the Meeting of the Society of Experimental Social Psychology, Santa Monica, CA (September, 2016).

Eason, A., Sommerville, J., & Kaiser, C. R. Children's inferences about race-based social inferences. Poster presented at the 17th Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA (January, 2016).

Merritt, S., Kirby, T., Baiillie, S., Malahy, L., & Kaiser, C. R. Dispelling doubts about bisexuality: Implicit sexual identity matches self-identification. Poster presented at the 17th Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA (January, 2016).