

**Cheryl R. Kaiser**

July 2012

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**EDUCATION**

Ph.D., Psychology, University of Vermont, 2001

M.A., Psychology, University of Vermont, 1999

B.A., with Honors, Magna Cum Laude, Psychology, State University of New York at Albany, 1996

**EMPLOYMENT**

Associate Professor, Department of Psychology, University of Washington, 2010-present

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**

James McKeen Cattell Sabbatical Award, 2012-2013

SAGE Young Scholars Award, 2009

Awarded by the Foundation for Personality and Social Psychology to junior faculty who “have demonstrated exceptional individual achievements in social and/or personality psychology (broadly defined), conducting research that places them at the forefront of their peers. Criteria include innovation, creativity, and potential to make a significant impact on the field.”

Fellow, Society of Experimental Social Psychology, 2009 (elected into society, 2006)

## RESEARCH GRANTS

National Science Foundation, 2011-2014

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

Russell Sage Foundation, Presidential Authority Award, 2011-2012

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

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

J Sommerville (PI), C. Kaiser (Co-PI). 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. (\$230,000 total costs)

Portuguese Science Foundation, 2010-2012, Co-Investigator, (M. Barreto, PI, Centre for Social Research and Intervention (CSRI), Lisbon, Portugal)

The social costs of discrimination claims: Boundaries and implications (\$246,500 US dollars total cost to CSRI)

National Science Foundation, 2008-2012

*Group Identification and Prejudice: Implications for Diversity* (\$323,000 total costs)  
Principal Investigator

BC Mental Health and Addictions Research Network, 2008-2009, Consultant, (E. Saewyc, University of British Columbia, PI)

*Layers of Stigma among Adolescents: Developing a Comprehensive Measure* (\$6850 US dollars total costs to UBC)

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, Behavioral Science Track Award for Rapid Transition (B/START), 2004-2006

*Interpersonal Consequences of Attributions to Discrimination* (\$74,750 total costs),

Intramural Research Grant Program, Michigan State University, 2004-2006

*Interpersonal Consequences of Claiming Discrimination: The Claimant Status Asymmetry Hypothesis* (\$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)

Ford Foundation Predoctoral Fellowship Awardee

Clara Wilkins (2007-2010)

UW Graduate Opportunity & Minority Achievement Program Awardees

Clara Wilkins, Bank of America Minority Fellow (2006, 2011)  
Arianne Eason, Presidential Fellowship (2012, 2016)

Other Awards

Clara Wilkins, SPSSI Clara Mayo Award (2008)

### **Undergraduate Students**

Mary Gates Research Scholarship

Elaine Leigh (2007-2008)  
Heather Rieck (2007-2008)  
Jessica Kang (2008-2009)  
Ines Jurcevic (2009-2010)

Other Awards

Jessica Kang APA Summer Science Fellowship (2008)

## INVITED WORKGROUP PARTICIPANT

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

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

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

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

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.
- Glinder, 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.

## **PROFESSIONAL SERVICE**

### **Editorial Board Membership**

*Journal of Personality and Social Psychology-IRGP, 2008-present*  
*Personality and Social Psychology Bulletin, 2005-present*  
*Social Psychological and Personality Science, 2010-2012*  
*European Journal of Social Psychology, 2009-present*  
*British Journal of Social Psychology, 2004-2008*  
*Social Psychology & Human Nature (Baumeister & Bushman text), 2006*

### **Editorial Reviews (Ad Hoc)**

*Academy of Management: Learning and Education, Anxiety, Stress, & Coping, Basic and Applied Social Psychology, British Journal of Social Psychology, Cultural Diversity and Ethnic Minority Psychology, Ethnicity and Health, European Journal of Social Psychology, Group Processes and Intergroup Relations, Journal of Applied Social Psychology, Journal of Experimental Psychology: General, Journal of Experimental Social Psychology, Journal of Personality, Journal of Personality and Social Psychology, Journal of Social Issues, Law and Society Review, Personality and Social Psychology Bulletin, Personality and Social Psychology Review, Personnel Psychology, Psychological Science, Sex Roles, Social Justice Research, Social Influence, Social and Personality Psychology Compass, Social Problems, Visual Cognition*

### **Grant Reviews (Ad Hoc)**

Michael Smith Foundation for Health Research, National Science Foundation, National Institute of Mental Health, San Diego State University Intramural Program, Time-Sharing Experiments in the Social Sciences, University of Washington Royalty Research Fund

### **Other Service to Discipline**

Program Committee Co-Chair, 2014 Society for Personality and Social Psychology Meeting  
Review Board, Interpersonal Processes Theme for the 2011 European Association of Social Psychology Meeting, 2011  
Program Committee, 2011 Society for Personality and Social Psychology

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 Psychology Department and University of Washington**

Search Committee for Psychology Advancement Coordinator (2012)  
Social/Personality Psychology Area Head (2011-present)  
Search Committee for Developmental Psychology Faculty Position (2011-2012, hired  
Kristina Olson)  
Psychology Department Newsletter Committee, 2011-present  
Psychology Department Planning Committee (2010-2013)  
Review Committee for Susan Joslyn's tenure track appointment (2010)  
Royalty Research Fund Review Committee (2010-2012)  
Psychology Diversity Committee, 2009-present  
Psychology Human Subjects Committee, 2006-present  
Social/Personality Graduate Admissions Coordinator, 2007-present  
Faculty Senate, 2008-2010  
S/P General Exam Coordinator, 2010-present  
Moderator at UW Undergraduate Research Symposium, 2008  
Host for Edwards Lecture Series  
Hosted lab tours for local high schools and the Essence of Success Program

### **Expert Witness Work**

Linda Phippen et al. vs. the State of Iowa

### **Professional Affiliations**

Association for Psychological Science  
Society of Experimental Social Psychology, Fellow  
Society for Personality and Social Psychology  
Society for the Psychological Study of Social Issues

### **Graduate Student Committees**

Arianne Eason, Psychology (chair)  
Laura Brady, Psychology (chair)  
Oliver Siy, Psychology  
Safia Jackson, Psychology  
Elizabeth Ann Manrao, Physics  
Benjamin Drury, Psychology (chair)  
Kerry Spalding, Psychology (chair)  
Lori Wu Malahy, Psychology



Teri Kirby, Psychology  
Benjamin Gonzalez, Political Science  
Amanda Winn, Foster School of Business  
Dana Margaret Prince, Social Work  
Emily Knaphus, Sociology  
Clara Wilkins, Psychology (chair, Ph.D., 2011, Assistant Prof. at Wesleyan University)  
Patricia Logan-Greene, Social Work (PhD in 2011)  
Marion Eberly, Foster School of Business (PhD in 2011)  
Nicole McNichols, Psychology (PhD in 2010)  
Hilary Mead, Psychology (PhD in 2010)  
Jiao Jiao Ye, Psychology (MS in 2008)  
Sezgin Cihangir, Psychology, Leiden University, Netherlands, External Examiner;  
graduated in 2008)

### **Honors Student Sponsored in Social Identity Lab**

Drake Apablaza (in progress)  
Polina Charters (in progress)  
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**

Kimberly Kahn, Centre for Social Research and Intervention, Lisbon, Portugal (2010-2011; Assistant Prof. at Portland State University)

Elizabeth Lee, Centre for Social Research and Intervention, Lisbon, Portugal (2011-)

## **PROFESSIONAL PRESENTATIONS**

### **Invited Colloquia**

University of California, Berkeley, Center for the Study of Law and Society (April, 2011)  
Simon Fraser University (March 2011)  
University of British Columbia (January 2011)  
University of Toronto (November, 2010)  
Tufts University (April, 2010)  
Kurt Lewin Institute, Leiden, Netherlands (June 2008)  
Leiden University, Netherlands (June, 2007)  
University of Washington (December, 2005)  
University of Michigan (January, 2005)  
Northwestern University (November, 2004)

University of Chicago (February, 2004)  
Colgate University (February, 2003)  
Michigan State University (January, 2003)  
Miami University (December, 2002)

### **Invited Presentations**

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**

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 & 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 Competitive Conference Presentations**

Kaiser, C. R., Major, B., Jurcevic, I., & Shapiro, J. R. (2012). Blinded by diversity: Diversity structures create illusions of fairness among high status groups. Talk to be presented at the Annual Meeting of the Society of Experimental Social Psychology, Austin, TX (October, 2012).

Kaiser, C. R. Group identification and experiencing discrimination: Implications for diversity. Talk presented at the General Meeting of the European Association of Social Psychology, Stockholm, Sweden (July, 2011) .

Barreto, M. Rego, M., Kahn, K., & Kaiser, C. The social costs and benefits of discrimination claims. Talk presented at the General Meeting of the European Association of Social Psychology, Stockholm, Sweden (July, 2011) .

Spalding, K. E., & Kaiser, C. R. Climbing and kicking or climbing and lifting: Group identification moderates treatment of ingroup subordinates. Talk presented at the General Meeting of the European Association of Social Psychology, Stockholm, Sweden (July, 2011).

Kaiser, C. R. Spalding, K. E., Drury, B. J., and Malahy, L. W. Group identification and prejudice: Implications for diversity practices. Talk presented at the 12<sup>th</sup> Annual Meeting of the

Society for Personality and Social Psychology, San Antonio, TX (January, 2011).

Kaiser, C. R., Drury, B. J., Spalding, K. E., Cheryan, S., & O'Brien, L. T. The ironic consequences of Obama's election: Decreased support for social justice. Talk presented at the 11<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, NV (January, 2010).

Spalding, K. E., & Kaiser, C. R. Climbing and kicking or climbing and lifting: Group identification moderates treatment of ingroup subordinates. Talk presented at the 11<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, NV (January, 2010).

Drury B. J, Vick, B. & Kaiser, C. R. Claiming prejudice on others' behalf: Reducing social costs for targets of sexism. Poster presented at the 11<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, NV (January, 2010).

Kang, J. & Kaiser, C. R. When being a model minority has negative consequences: Implications of realistic threat and ethnic identification. Poster presented at the 11<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, NV (January, 2010).

Derks, B., Inzlicht, M., & Kaiser, C. R. The eye of the beholder: Stereotype threat increases attention toward rejection-related cues. Paper presented at the 3rd Annual Social Affective Neuroscience Conference, New York, NY (October 2009).

Kaiser, C.R., Pratt-Hyatt, J. S., Wilkins, C. W., Rieck, H. M., Malahy, L. W., & Drury, B. J. Perception and reality: Why do highly identified minorities report experiencing more prejudice than weakly identified minorities? Talk presented at the 10<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Tampa, FL (February, 2009).

Wilkins, C. L., Kaiser, C. R., & Rieck, H. M. Detecting racial identity: The role of phenotypic stereotypicality. Poster presented at the 10<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Tampa, FL (2009, February).

Drury, B. J. & Kaiser, C. R. How well will (you and I/we) get along? High Black identity leads Whites to predict less positive inter-racial interactions. Poster presented at the 10th Annual Meeting of the Society for Personality and Social Psychology, Tampa, FL (February, 2009).

Spalding, K., Kaiser C.R, Drury, B.J., Cheryan, S., O'Brien, L. The ironic consequences of Obama's election: Decreased support for social justice. Poster presented at the Justice Preconference at the 10<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Tampa, FL (February, 2009).

Malahy, L.W. & Kaiser, C.R. Behaving like the out-group: Stereotype disconfirmation affects implicit gender identity. Poster presentation at the 10th Annual Meeting of the Society of Personality and Social Psychology, Tampa, FL (February, 2009).

Malahy, L.W., Rubinlicht, M.A., & Kaiser, C.R. Justifying inequality: A cross-temporal

investigation of the relationship between income disparities and just world beliefs from 1973-2006. Poster presentation at the annual Justice pre-conference for the Society of Personality and Social Psychology, Tampa, FL (February, 2009).

Kang, J.J. & Kaiser, C.R. Variations in perceptions of model minority stereotypes: White Americans stereotype strongly identified Asian Americans more than weakly identified Asian Americans. Poster presented at the Group Processes preconference at the 10<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Tampa, FL (February, 2009).

Kaiser, C. R. Distributing prejudice unequally: Whites direct their prejudice toward strongly identified minorities. Talk presented at the Annual Meeting of the Society of Experimental Social Psychology, Sacramento, CA (October, 2008).

Drury, B. J., Cheryan, S., & Kaiser, C. R. Social class difference in goal orientation in college students. Poster presented at the 10th Annual Meeting of Northwest Cognition and Memory, Seattle, WA (June, 2008)

Leigh, E., Rieck, H., & Kaiser, C.R. The relationship between group identity and prejudice: An objective experience account. Poster presented at the Groups Pre-conference at the 9<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM (February, 2008).

Wilkins, C. L. & Kaiser, C. R. Looking Black: Social class and racial memory. Poster presented at the annual Society for Personality and Social Psychology Conference, Albuquerque, NM (2008, February).

Inzlicht, M., Kaiser, C.R., & Major, B. The face of chauvinism: How prejudice expectations shape perceptions of facial affect. Talk presented at the 9<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM (February, 2008).

Wilkins, C. L. & Kaiser, C. R. Looking black: Social class and racial memory. Poster presented at the 9<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM (February, 2008).

Major, B. & Kaiser, C. R. Perceived discrimination as worldview threat or worldview confirmation. Talk presented at the Annual Meeting of the Society of Experimental Social Psychology, Chicago, IL (October, 2007).

Wilkins, C. L., & Kaiser, C. R. Remembering race: How social class influences recognition. Talk presented at the Annual Conference of Ford Fellows, Newport Beach, CA (October, 2007).

Kaiser, C. R. Group identification affects exposure to prejudice. Talk presented at the European Association of Experimental Social Psychology's Small Group Meeting on Stigma and Social Disadvantage, Netherlands (June, 2007).

Inzlicht, M. & Kaiser, C.R. The face of chauvinism: How prejudice expectations shape

perceptions of facial affect. Talk presented at the European Association of Experimental Social Psychology's Small Group Meeting on Stigma and Social Disadvantage, Netherlands (June, 2007).

Eccleston, C. P. & Kaiser, C.R. Intergroup bias following Hurricane Katrina: Racialized explanations in a naturalistic context. Talk presented at the 8<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Memphis, TN (January, 2007).

Hagiwara, N., Pratt-Hyatt, J., & Kaiser, C. R. Group identification and exposure to prejudice. Poster presented at the 8<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Memphis, TN (January, 2007).

Hagiwara, N. & Kaiser, C.R. Ethnic identification moderates reactions to ingroup members who claim and minimize discrimination. Talk presented at the Meeting of the Midwestern Psychological Association, Chicago, IL (May, 2006).

Kaiser, C. R., Dyrenforth, P., & Hagiwara, N. Why are attributions to discrimination interpersonally costly?: A test of status-legitimizing and group justifying motivations. Talk presented at the 7<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Palm Springs, CA (January, 2006).

Hoyt, C. L., Aguilar, L., Kaiser, C. R., Blascovich, J. & Lee, K. The self-protective and undermining effects of attributional ambiguity: An investigation into Latino leaders. Poster presented at the 7<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Palm Springs, CA (January, 2006).

Kaiser, C.R., Dyrenforth, P., Poulsen, J., & Gockel, C. The Belief in a Just World moderates affective and interpersonal reactions towards discrimination claimants. Poster presented at the 6<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA (January, 2005).

Vick, S. B., Kaiser, C. R., & Major, B. Prejudice expectations moderate preconscious attention to social identity threatening cues. Poster presented at the 6<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA (January, 2005).

Kaiser, C.R., Major, B., & McCoy, S. K. Legitimizing ideologies moderate the self-esteem consequences of perceiving prejudice. Talk presented at the 112th Annual Convention of the American Psychological Association, Honolulu, HI (July, 2004).

Kaiser, C.R., Shatzki, S., & Bartholomew, M. Meritocracy beliefs under threat: Investigating the interpersonal consequences of claiming discrimination. Poster presented at the 5<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Austin, TX (January, 2004).

Major, B., Kaiser, C.R., & McCoy, S.K.. Ideology and the impact of prejudice on self-esteem. Talk presented at the 5<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Austin, TX (January, 2004).

Vick, S.B., Kaiser, C.R., & Major, B. A prospective investigation of the relationship between just world beliefs and the desire for revenge post-September 11, 2001. Poster presented at the 5<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Austin, TX (January 2004).

Kaiser, C. R., Major, B., & McCoy, S. K. Optimism and the emotional consequences of perceiving prejudice. Talk presented at the 4th Annual Meeting of the Society for Personality and Social Psychology, Los Angeles, CA (February, 2003).

Major, B. & Kaiser, C. R. Faring well in an unfair world: Ideology endorsement and the impact of prejudice on self-esteem. Talk presented at the 4th Annual Meeting of the Society for Personality and Social Psychology, Los Angeles, CA (February, 2003).

Kaiser, C. R. & Miller, C. T. Derogating the victim: The interpersonal consequences of blaming events on discrimination. Poster presented at the 4th Annual Meeting of the Society for Personality and Social Psychology, Los Angeles, CA (February, 2003).

Major, B., Kaiser, C. R., & McCoy, S. K. Ideology and responses to discrimination. Talk presented at the Justice Preconference at the 4th Annual Meeting of the Society for Personality and Social Psychology, Los Angeles, CA (February, 2003).

Weinstock, J. S., Bond, L. A., Koliba, C., & Kaiser, C. R. Reflecting on reflection: College students' views of effective reflective practices by epistemological perspective. Talk presented at the 17th Annual Adult Development Symposium, New York, NY (June 2002).

Kaiser, C. R. & Miller, C. T. Seeing versus saying: Interpersonal costs predict confronting discrimination. Poster presented at the 3rd Annual Meeting of the Society for Personality and Social Psychology, Savannah, GA (February, 2002).

Miller, C. T. & Kaiser, C. R. Why women won't "whine": The interpersonal consequences of making claims of discrimination. Talk presented at the Self Pre-Conference at the 3rd Annual Meeting of the Society for Personality and Social Psychology, Savannah, GA (February, 2002).

Kaiser, C. R. & Miller, C. T. The interpersonal costs of making attributions to discrimination. Informal paper presented at the Annual Meeting of the Society of Experimental Social Psychology, Spokane, WA (October, 2001).

Bond, L., Weinstock, J., Kaiser, C. R., & Koliba, C. Evaluating variation in university students' service-learning experiences as a function of their epistemological perspective and learning and reflective styles. Talk presented at the 1st International Conference on Service-Learning Research, Berkeley, CA (October, 2001).

Glinder, J. G., Kaiser, C. R., & Compas, B. E. Supraliminal and subliminal attentional bias to cancer-related threat in women with newly diagnosed breast cancer. Poster presented at the 22nd Annual Meeting of the Society for Behavioral Medicine, Seattle, WA (March, 2001).

Kaiser, C. R., Miller, C. T., & Bouton, M. E. When the setting matters: The role of context in stereotyping. Talk presented at the 2nd Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX (February, 2001).

Kaiser, C. R. & Miller, C. T. Reacting to impending discrimination: Compensation for prejudice and attributions to discrimination. Poster presented at the 2nd Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX (February, 2001).

Miller, C. T. & Kaiser, C. R. Stop complaining!: The social costs of making attributions to discrimination. Paper presented at the Annual Meeting of the Society of Experimental Social Psychology, Atlanta, GA (October, 2000).

Miller, C. T., & Kaiser, C. R. Coping competencies of stigmatized people. Talk presented at the meeting of the New England Social Psychological Association, Storrs, CT (September, 2000).

Miller, C. T & Kaiser, C. R. The coping competencies of stigmatized people. Talk presented at the Bi-annual convention of the Society for the Psychological Study of Social Issues, Minneapolis, MN (June, 2000).

Kaiser, C. R. & Miller, C. T. Stop complaining!: The social costs of attributing negative events to discrimination. Poster presented at the 1st Annual Meeting of the Society for Personality and Social Psychology, Nashville, TN (February, 2000).

Miller, C. T., & Kaiser, C. R. Heading off rejection: Proactive coping with prejudice. Paper presented at the annual meeting of the American Psychological Association, San Francisco, CA (August, 1998).