

Toni Schmader

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Engendering Success in STEM: successinSTEM.ca

Academic Positions

2022 – 2023	Visiting Fellow, Center for Advanced Studies in the Behavioral Sciences	Stanford University
Spring 2016	Visiting Professor	University Aix-Marseille
2011 - present	Professor of Psychology	University of British Columbia
2010 - 2020	Canada Research Chair in Social Psychology (Tier II, renewal in 2014)	University of British Columbia
2009 - 2011	Associate Professor of Psychology	University of British Columbia
Spring 2006	Visiting Associate Professor of Psychology	Harvard University
2005 – 2009	Associate Professor of Psychology	University of Arizona
1999 – 2005	Assistant Professor of Psychology	University of Arizona

Education

Ph.D.	1999	Social Psychology, University of California, Santa Barbara
	1994-95	Social Psychology, State University of New York at Buffalo
B.A.	1994	Washington and Jefferson College, Washington, PA Psychology with Honors, <i>summa cum laude</i>

Research Grants

2020-2022	SSHRC Insight Development Grant (#430-2020-00580): Co-PI (Hall PI) <i>Climates of inclusion: Creating positive interpersonal dynamics in STEM.</i> (\$68,098 CAD)
2019-2020	UBC VPRI Emerging Research Cluster: Collaborator <i>Decision Insights for Business & Society</i>
2018	SPSP Small Conference Grant: Principle Investigator <i>Excellence and Gender Equity in Science and Technology</i> (\$5,000 USD)
2018-2020	SSHRC Insight Development Grant (#430 2018 0361): Principle Investigator <i>A cross-national study of men's interest in communal roles and careers</i> (\$64,350 CAD)

2017-2024 SSHRC Partnership Grant (#895-2017-1025): Principle Investigator
Engendering Success in STEM: A Research Consortium for Gender Equality in Science and Technology (\$2,500,000 CAD)

2016 UBC VPRI Grant for Catalyzing Research Cluster; Principal Investigator
Implicit Gender Bias in STEM (\$29,000)

2016 SSHRC Partnership LOI Grant (#895-2016-0011); Principal Investigator
Engendering Success in STEM: A Research Consortium for Gender Equality in Science and Technology (\$20,000 CAD) + \$5000 from UBC Hampton Co-Funding Grant

2015 SSHRC Connection Grant (#611-2015-0021); Principal Investigator
The Asymmetry of Gender Role Change. (\$18,916 CAD)

2015 SPSSI-EASP Small Group Meeting
Times are a-Changing but Men's Roles are Slow to Change: Developing a Research Agenda on the Underrepresentation of Men in Communal Roles. (\$7,000 USD)

2013-2017 Social Sciences and Humanities Research Council; Principal Investigator
The Social Context of Social Identity Threat - #435-2013-1587 (\$191,000 CAD)

2013-2016 Social Sciences and Humanities Research Council; Co-PI (Elizabeth Croft, PI)
Engendering Engineering Success - #890-2012-0037 (\$193,732 CAD)

2011-2013 Hampton Fund Research Grant
STEMing the Tide: Understanding and Preventing Women's Disengagement from Science (\$24,930 CAD)

2010-2011 Canada Foundation for Innovation, Principal Investigator
Social Communication Laboratory (\$80,975 CAD)

2010-2011 British Columbia Knowledge Development Fund, Principal Investigator
Social Communication Laboratory (\$80,975 CAD)

2010-2013 Social Sciences and Humanities Research Council; Principal Investigator
The Effect of Social Identity Threat on Implicit Learning (\$95,000 CAD)

2006-2009 National Science Foundation; Co-Principal Investigator
Target Empowerment Strategies for Reducing Prejudice (\$245,515 USD)

2008 University of Arizona Advance Fellowship Seed Grant
A Social Interaction Analysis of Female Faculty in STEM Disciplines (\$7,163 USD)

2004-2008 National Institute of Mental Health [1R01MH071749-01]; Principal Investigator
Stereotype Threat as a Stress Induced Cognitive Deficit (\$599,899 USD)

2004-2005 University of Arizona - Vice President for Research Faculty Small Grant

Target Empowerment: What can Stigmatized Individuals do to Reduce Prejudice?
Co-Principal Investigator (\$9,925 USD)

- 2001-2004 National Science Foundation; Co-Principal Investigator
Vicarious Shame and Guilt: Antecedents and Consequences (\$167,912 USD)
- 1999-2001 U of A Vice President of Research Faculty Small Grant, Principal Investigator
Psychological Differentiation from Negatively Stereotyped Groups (\$5,000 USD)
- 1998-1999 National Institute of Mental Health - National Research Service Award
Differentiating Self from Group: Is it Self-Protective? (\$17,000 USD)

Books

- Gross, J.J., Schmader, T., Martin Hard, B., & Anderson, A.K. (2020). *Interactive Psychology: People in Perspective*. Norton Publishing, New York, NY.
- Greenberg, J., Schmader, T., Arndt, J., & Landau, M. (2020). *Social Psychology: The Science of Everyday Behavior*. (3rd Ed.) Worth Publishing, New York, NY.
- Greenberg, J., Schmader, T., Arndt, J., & Landau, M. (2018). *Social Psychology: The Science of Everyday Behavior*. (2nd Ed.) Worth Publishing, New York, NY.
- Greenberg, J., Schmader, T., Arndt, J., & Landau, M. (2015). *Social Psychology: The Science of Everyday Behavior*. (1st Ed.) Worth Publishing, New York, NY.
- Inzlicht, M., & Schmader, T. (Eds.) (2012). *Stereotype threat: Theory, Process, and Application*. Oxford University Press, New York, NY.

Peer Reviewed Journal Articles

* Current or former graduate students or post-doctoral trainees

- (76) Schmader, T. (*in press*). Gender disparities and inclusion in STEM. *Annual Review in Psychology*.
<https://doi.org/10.1146/annurev-psych-032720-043052>
- (75) Schmader, T., *Dennehy, T., & Baron, A. (*in press*). Why anti-bias interventions (need not) fail. *Perspectives in Psychological Science*. DOI: 10.1177/17456916211057565www.psychologicalscience.org/PPS
- (74) *De Souza, L., & Schmader, T. (2022). The misjudgment of men: Does pluralistic ignorance inhibit allyship?. *Journal of personality and social psychology*, 122(2), 265–285.
<https://doi.org/10.1037/pspi0000362>
- (73) *Gonzalez, A., Odic, D., Schmader, T., *Block, K., & Baron, A. (2021). The effect of gender stereotypes on young girls' intuitive number sense. *PLOS ONE*. 16(10), e0258886.
<https://doi.org/10.1371/journal.pone.0258886>

- (72) *Cyr, E.N., Bergsieker, H., *Dennehy, T., & Schmader, T. (2021). Mapping Social Exclusion in STEM to Men's Implicit Bias and Women's Career Costs. *Proceedings of the National Academies of Science*. Advance online publication. <https://doi.org/10.1073/pnas.2026308118>
- (71) *Hall, W., Schmader, T., Inness, M., & Croft, E. (2021). Climate change: Improving norms for inclusion predicts greater fit for women in STEM. *Group Processes and Intergroup Relations*. Advance online publication. <https://doi.org/10.1177/13684302211035438>
- (70) Bosson, J., Jurek, P., Vandello, J., Kosakowska-Berezecka, N., Olech, M., Besta, T., [...] Schmader, T., [...] Zukauskienė, R. (170 total authors). (2021). Isomorphism and Correlates of Precarious Manhood Beliefs in 62 Nations. *Journal of Cross-Cultural Psychology*, 0, 1 -12. <https://doi.org/10.1177/0022022121997997>
- (69) Beauchamp, M. R., Liu, Y., Dunlop, W.L., Ruissen, G. R., Schmader, T., Harden, S. M., Wolf, S. A., Puterman, E., Sheel, A. W., & Rhodes, R. E. (2021). Psychological mediators of exercise adherence among older adults in a group-based randomized trial. *Health Psychology*, 3, 166-177. <https://doi.org/10.1037/hea0001060>
- (68) Gruber, J., Mendle, J., Lindquist, K.A., Schmader, T.,... Williams, L.A. (2020). The future of women in psychological science. *Perspectives in Psychological Science*, 1-34. <https://journals.sagepub.com/doi/10.1177/1745691620952789>
- (67) Ruissen, G.R., Liu, T., Schmader, T., Lubans, D.R., Harden, S.M., Wolf, S.A., Rhodes, R.E., Estabrooks, P.A., Dunlop, W.L., Puterman, E., Zumbo, B.D., & Beauchamp, M.R. (2020). Effects of group-based exercise on flourishing and stigma-consciousness among older adults: Findings from a randomized control trial. *Applied Psychology: Health and Well-Being*, 12, 559-583. <https://doi.org/10.1111/aphw.12197>.
- (66) Bennett, E.H., Bergsieker, H.B., Coe, I.R., Koch-Kraft, A., Langelier, E., Morrison, S., Nikoleyczik, K., Schmader, T., Trivailo, O., Twine, S., & Decker, J.E. (2020). Enacting workplace cultural change for excellence in research: A gender lens. *Facets*, 5, 228-233.
- (65) *Croft, A., Schmader, T., Beall, A., & Schaller, M. (2020). Breadwinner seeks bottle warmer: How women's future goals predict their mate preferences. *Sex Roles*, 82, 633-643. <https://doi.org/10.1007/s11199-019-01080-6>.
- (64) Régner, I., Thinus-Blanc, C., Netter, A., Schmader, T.,¹ & Huguet, P. (2019). Implicit bias predicts promoting fewer women in science when evaluators deny discrimination. *Nature Human Behavior*, 3, 1171-1179. DOI.org/10.1038/s41562-019-0686-32019 ¹shared senior author status
- (63) *Aday, A., & Schmader, T. (2019). Seeking authenticity in diverse contexts: How identities and environments constrain “free” choice. *Personality and Social Psychology Compass*, 13. DOI:10.1111/spc3.12450
- (62) *Block, K., *Croft, A., *De Souza, L., & Schmader, T. (2019). Do people care if men don't care? The asymmetry in support for changing gender roles. *Journal of Experimental Social Psychology*, 83, 112-131. Doi.org/10.1111/spc3.12450

- (61) *Sandstrom, G., Schmader, T.¹, & *Croft, A., Kwok, N. (2019). When the “Haves” give to the “Have Nots” The affective consequences of generosity across the status divide. *Journal of Experimental Social Psychology*, 82, 98-114. doi.org/10.1016/j.jesp.2018.12.004 ¹shared first author status
- (60) *Hall, W. M., Schmader, T., *Aday, A., and Croft, E. (2019). Decoding the dynamics of social identity threat in the workplace: A within-person analysis of women’s and men’s interactions in STEM. *Social Psychological and Personality Science*, 10, 542-552. [doi/10.1177/1948550618772582](https://doi.org/10.1177/1948550618772582)
- (59) *Croft, A., Schmader, T., & *Block, K. (2019) Life in the balance: Are women’s career goals constrained by men’s domestic involvement? *Personality and Social Psychological Bulletin*, 45, 808-823. [Doi.org/10.1177/0146167218797294](https://doi.org/10.1177/0146167218797294)
- (58) *Block, K., *Croft, A., & Schmader, T. (2018). Worth less? Why men (and women) devalue care-oriented careers. *Frontiers in Psychology*, 9, 1-20. doi.org/10.3389/fpsyg.2018.01353
- (57) Van Grootel, S., Van Laar, Colette, Meeussen, L., Schmader, T., & Sczesny, S. (2018). Circumventing pluralistic ignorance to change men’s communal self-descriptions, attitudes, and behavioral intentions. *Frontiers in Psychology*, 9, 1-12. doi.org/10.3389/fpsyg.2018.01344
- (56) *Hall, W., Schmader, T., *Aday, A., Inness, M., & Croft, E. (2018). Climate control: Cultural predictors of social identity threat for women in engineering. *Journal of Personality and Social Psychology*, 115, 446-467. <http://dx.doi.org/10.1037/pspi0000137>
- (55) *Block, K., Schmader, T., *Hall, W., Inness, M., & Croft, E. (2018). Should I stay or should I go now: Women’s implicit stereotypic associations predict their commitment and fit in STEM. *Social Psychology*, 49, 243-251. doi.org/10.1027/1864-9335/a000343
- (54) *Block, K., *Gonzalez, A.M., Schmader, T., & Baron, A.S. (2018). Early gender differences in core values predict boys’ aspired work-family balance. *Psychological Science*, 29, 1540-1547. [doi/10.1177/0956797618776942](https://doi.org/10.1177/0956797618776942)
- (53) Beauchamp, M.R., Dunlop, W.L., Ruissen, G.R., Estabrooks, P.A., Harden, S.M., Wolf, S.A., Liu, Y., Schmader, T., Puterman, E., Sheele, A.W., & Rhodes, R.E. (2018). GrOup based physical Activity for oLder adults (GOAL) randomized controlled trial: Exercise adherence outcomes. *Health Psychology*. 37, 451-461. doi.org/10.1037/hea0000615
- (52) Schmader, T., & Sedikides, C. (2018). State authenticity as fit to environment (SAFE): Implications of social identity for fit, authenticity, and self-segregation. *Personality and Social Psychology Review*, 22, 228-259. doi.org/10.1177/1088868317734080
- **Winner of the 2018 Daniel M. Wegner Theoretical Innovation Prize
**Winner of the 2020 EASP Theory Innovation Award
- (51) Picho, K., & Schmader, T. (2017). What you think is what you get: Stereotypic expectancies moderates stereotype threat effects in Ugandan high school students. *Sex Roles*, 78, 295-306.
- (50) Schmader, T., *Martens, J., & Lawrence, J.S. (2017). Show your Pride? The surprising effect of race on how people perceive a pride display, *Self and Identity*, 16, 313-334.

- (49) Dowd, A. J., Chen, M. Y., Schmader, T., Jung, M. E., Zumbo, B. D., & Beauchamp, M. R. (2016). Psychosocial predictors of adolescent girls' physical activity and dietary behaviours after completing the Go Girls! group-based mentoring program. *Health Education Research, 4*, 478-491. doi: 10.1093/her/cyw021
- (48) *Hall, W., Schmader, T., & Croft, E. (2015). Engineering exchanges: Women's daily experience of social identity threat in engineering cue burnout. *Social Psychological and Personality Science, 6*(5), 528-534.
- (47) *Croft, A., Schmader, T., & *Block, K. (2015). An underexamined inequality: Cultural origins and psychological barriers contributing to men's underrepresentation in communal roles. *Personality and Social Psychology Review, 19*, 343-370.
- (46) *Forbes, C.E., Leitner, J., Duran-Jordan, K., Magerman, A., Schmader, T., & Allen, J.J.B. (2015). Spontaneous default mode network phase-locking moderates performance perceptions under stereotype threat. *Social Cognitive and Affective Neuroscience, 10*(7), 994-1002.
- (45) Schuster, C., Martiny, S.E., & Schmader, T. (2015). Distracted by the unthought: Suppression and reappraisal of mind wandering under stereotype threat. *PLoS One, 10*(3): e0122207. doi:10.1371/journal.pone.0122207.
- (44) Schmader, T., *Block, K., & Lickel, B. (2015). Minority reactions to stereotypic media portrayals: Factors that intensify and buffer feelings of vicarious shame and guilt. *The Journal of Social Issues, 71*, 54-72.
- (43) Lickel, B., *Kushlev, K., Savalei, V., Matta, S. & Schmader, T. (2014). Shame and the motivation to change the self. *Emotion, 14*, 1049-1061.
- (42) *Croft, A., Schmader, T., *Block, K., & Baron, A.S. (2014). The second shift reflected in the second generation: Do parents' gender roles at home predict children's aspirations? *Psychological Science, 25*, 1418-1428.
- (41) *Dunlop, W.L., & Schmader, T. (2014). For the overweight, is proximity to in-shape exercisers a deterrent or an attractor? An examination of contextual preferences. *International Journal of Behavioral Medicine, 21*, 139-143. DOI 10.1007/s12529-012-9281-y
- (40) Dowd, A. J., Schmader, T., Sylvester, B. D., Jung, M. E., Zumbo, B. D., Martin, L. J., & Beauchamp, M. R. (2014). Effect of social belonging and task framing on exercise cognitions and behavior. *Journal of Sport and Exercise Psychology, 36*(1), 80-92. doi:10.1123/jsep.2013-0114
- (39) Schmader, T., *Croft, A., & *Whitehead, J. (2014). I can't be myself: A social cognitive analysis of the working self-concept under stereotype threat, *Social Psychological and Personality Science, 5*, 4-11. DOI: 10.1177/1948550613482988
- (38) *Zhang, S., Schmader, T., & *Hall, W. (2013). L'eggo my ego: Reducing the gender gap in math by unlinking the self from performance. *Self and Identity, 12*, 400-412.

- (37) Schmader, T., *Croft, A., *Whitehead, J., & Stone, J. (2013). A peek inside the targets' toolbox: How stigmatized targets deflect discrimination by invoking a common identity. *Basic and Applied Social Psychology*, 35, 141-149.
- (36) *Croft, A., & Schmader, T. (2012). The feedback withholding bias: Minority students do not receive critical feedback from evaluators concerned about appearing racist. *Journal of Experimental Social Psychology*, 48, 1139-1144.
- (35) *Forbes, C.E., Cox, C.L., Schmader, T., & Ryan, L. (2012). Negative stereotype activation alters interaction between neural correlates of arousal, inhibition, and cognitive control. *Social Cognitive and Affective Neuroscience*, 7, 771-781.
- (34) Schmader, T., *Croft, A., *Scarnier, M., Lickel, B., & Mendes, W.B. (2012). Implicit and explicit emotional reactions to witnessing prejudice. *Group Processes and Intergroup Behavior*, 15, 379-392.
- (33) Mrazek, M.D., Chin, J.M., Schmader, T., Hartson, K.A., Smallwood, J., & Schooler, J. (2011). Threatened to distraction: Mind-wandering as a consequence of stereotype threat. *Journal of Experimental Social Psychology*, 47, 1243-1248.
- (32) Schmader, T. & *Croft, A. (2011). How stereotypes stifle performance. *Personality and Social Psychology Compass*, 5, 792-806.
- (31) Lickel, B., Steele, R., & Schmader, T. (2011). Group-based shame and guilt: Emerging directions in research. *Personality and Social Psychology Compass*, 5, 153-163.
- (30) Stone, J., *Whitehead, J., Schmader, T., & Focella, E. (2011). Thanks for asking: Self-affirming questions reduce backlash when stigmatized targets confront prejudice. *Journal of Experimental Social Psychology*, 47, 589-598.
- (29) Holleran, S., *Whitehead, J., Schmader, T., & Mehl, M. (2011). Talking shop and shooting the breeze: Predicting women's job disengagement from workplace conversations. *Social Psychological and Personality Science*, 2, 65-71.
- (28) *Forbes, C.E., & Schmader, T. (2010). Retraining implicit attitudes and stereotypes to distinguish motivation from performance in a stereotype threatening domain. *Journal of Personality and Social Psychology*, 99, 740-754.
- (27) Kosloff, S., Greenberg, J., Schmader, T., Dechesne, M., & Weise, D. (2010). Casting a Shadow of Doubt: Implicit and Explicit Stigmatization of the 2008 U.S. Presidential Candidates. *Journal of Experimental Psychology: General*, 139, 383-398.
- (26) Schmader, T. (2010). Stereotype threat deconstructed. *Current Directions in Psychological Science*, 19, 14-18.
- (25) Jamieson, J., Mendes, W.B., Blackstock, E., & Schmader, T. (2010). Turning knots in your stomach into bows: Reappraising arousal improves performance on the GRE. *Journal of Experimental Social Psychology*, 46, 208-212.

- (24) Schmader, T., *Forbes, C.E., *Zhang, S., & Mendes, W.B. (2009). A meta-cognitive perspective on cognitive deficits experienced in intellectually threatening environments. *Personality and Social Psychology Bulletin*, 35, 584-596.
- (23) *Scarnier, M., Schmader, T., & Lickel, B. (2009). Parental shame and guilt: Emotional reactions to a child's wrongdoing. *Personal Relationships*, 16, 205-220.
- (22) Schmader, T., *Johns, M., & *Forbes, C. (2008). An integrated process model of stereotype threat effects on performance. *Psychological Review*, 115, 336-356.

† Article received Honorable Mention for the 2007 Gordon Allport Intergroup Relations Prize

- (21) *Johns, M.J., Inzlicht, M., & Schmader, T. (2008). Stereotype threat and executive resource depletion: Examining the influence of emotion regulation. *Journal of Experimental Psychology: General*, 137, 691-705.
- (20) *Forbes, C., Schmader, T., & Allen, J.J.B. (2008). The role of devaluing and discounting in performance monitoring: A neurophysiological study of minorities under threat. *Social Cognitive Affective Neuroscience*, 3, 253-261.
- (19) Schmader, T., *Whitehead, J., & Wysocki, V.H. (2007). A linguistic comparison of letters of recommendation for male and female chemistry and biochemistry job applicants. *Sex Roles*, 57, 509-514.

† Article with most media mentions in journal's 45 year history as of October 2020

- (18) Martens, A., Kosloff, S., Greenberg, J., Landau, M., & Schmader, T. (2007). Killing begets killing: Evidence from a bug-killing paradigm that initial killing of similar others escalates subsequent killing. *Personality and Social Psychology Bulletin*, 33, 1251-1264.
- (17) Iyer, A., Schmader, T., & Lickel, B. (2007). Why individuals protest the perceived transgressions of their country: The role of anger, shame, and guilt. *Personality and Social Psychology Bulletin*, 33, 572-587.
- (16) Lickel, B., Miller, N., Stenstrom, D.M., Denson, T.F., & Schmader, T. (2006). Vicarious retribution: The role of collective blame in intergroup aggression. *Personality and Social Psychology Review*, 10, 372-390.
- (15) Schmader, T., & Lickel, B. (2006). The approach and avoidance function of personal and vicarious shame and guilt. *Motivation and Emotion*. 30, 43-56.
- (14) *Johns, M., Schmader, T., & Lickel, B. (2005). Ashamed to be an American?: The role of identification in predicting vicarious shame for Anti-Arab prejudice after 9-11. *Self and Identity*, 4, 331-348.
- (13) *Johns, M., Schmader, T., & Martens, A. (2005). Knowing is half the battle: Teaching stereotype threat as a means of improving women's math performance. *Psychological Science*, 16, 175-179.
- (12) Lickel, B., Schmader, T., Curtis, M., **Scarnier, M., & Ames, D.R. (2005). Vicarious shame and guilt. *Group Processes and Intergroup Relations*, 8, 145-157.

- (11) Schmader, T., *Johns, M., & *Barquissau, M. (2004). The costs of accepting gender differences: The role of stereotype endorsement in women's experience in the math domain. *Sex Roles: A Journal of Research*, 50, 835-850.
- (10) Schmader, T., & *Johns, M. (2003). Convergent evidence that stereotype threat reduces working memory capacity. *Journal of Personality and Social Psychology*, 85, 440-452.
- (9) Lickel, B., Schmader, T., & Hamilton, D.L. (2003). A case of collective responsibility: Who else was to blame for the Columbine High School shootings? *Personality and Social Psychology Bulletin*, 29, 194-204.
- (8) Major, B., Quinton, W.J., & Schmader, T. (2003). Attributions to discrimination and self-esteem: Impact of group identification and situational ambiguity. *Journal of Experimental Social Psychology*, 39, 220-213.
- (7) Schmader, T. (2002). Gender identification moderates the effects of stereotype threat on women's math performance. *Journal of Experimental Social Psychology*, 38, 194-201.
- (6) Major, B., Gramzow, R. H., McCoy, S., Levin, S., Schmader, T., & Sidanius, J. (2002). Perceiving personal discrimination: The role of group status and legitimizing Ideology. *Journal of Personality and Social Psychology*, 82, 269-282.
- † Article received Honorable Mention for the 2002 Gordon Allport Intergroup Relations Prize
- (5) Schmader, T., Major, B., Eccleston, C.P., & McCoy, S.K. (2001). Devaluing domains in response to threatening intergroup comparisons: Perceived legitimacy and the status value asymmetry. *Journal of Personality and Social Psychology*, 80, 782-796.
- (4) Schmader, T., Major, B., & Gramzow, R. H. (2001). Coping with ethnic stereotypes in the academic domain: perceived injustice and psychological disengagement. *Journal of Social Issues*, 57, 93-111.
- † A reprinted excerpt of this article is published as: Schmader, T., Major, B., & Gramzow, R.H., (2002). How African-American college students protect their self-esteem. *Journal of Blacks in Higher Education*, 35.
- (3) Schmader, T., & Major, B. (1999). The impact of ingroup vs. outgroup performance on personal values. *Journal of Experimental Social Psychology*, 35, 47-67.
- (2) Quinn, P. C., Norris, C. M., Pasko, R. N., Schmader, T. M., & Mash, C. (1999). Formation of a categorical representation for the spatial relation between by 6- to 7-month-old infants. *Visual Cognition*, 6, 569-585.
- (1) Major, B., Spencer, S., Schmader, T., Wolfe, C., & Crocker, J. (1998). Coping with negative stereotypes about intellectual performance: The role of psychological disengagement. *Personality and Social Psychology Bulletin*, 24, 34-50.

Invited Chapters, Commentaries, and Entries

- (22) Diekmann, A., & Schmader, T. (in press). Gender roles and identity. In D. Carlston, K. Johnson, & K. Hugenberg (Eds.), *Oxford Handbook of Social Cognition*.
- (21) Schmader, T., Bergsieker, H.B., & *Hall, W.M. (2020). Cracking the culture code: A tri-level model for cultivating inclusion in organizations. In Forgas, K., Fiedler, & W. Crano (Eds.). *Applications of Social Psychology: How Social Psychology Can Contribute to the Solution of Real-World Problems* (pp 334-355). Routledge, New York, NY.
- (20) Major, B., & Schmader, T. (2018). Stigma, social identity threat, and health. In B. Major, J. Dovidio, & B. Link (Eds.), *Oxford Handbook of Stigma, Discrimination, and Health* (pp 85-104). Oxford University Press. DOI: 10.1093/oxfordhb/9780190243470.013.3
- (19) Schmader, T., & *Forbes, C.E. (2017). Stereotypes and performance: Revisiting Steele and Aronson's studies of stereotype threat. In J.R. Smith and S.A. Haslam (Eds.), *Social Psychology: Revisiting the Classic Studies (2nd Ed.)*, Sage Publications: London, UK.
- (18) Schmader, T., & *Block, K. (2015). Engendering identity: Toward a clearer conceptualization of gender as a social identity. Invited commentary in *Sex Roles*. DOI 10.1007/s11199-015-0536-3
- (17) Schmader, T., & *Hall, W.M. (2015). Stereotype threat. *Emerging Trends in the Social and Behavioral Sciences: An Interdisciplinary, Searchable, and Linkable Resource*. 1 – 14.
- (16) Schmader, T., & Mendes, W.B. (2015). Putting feelings in a social context: Three case studies applying gross's extended model of emotion regulation. Invited commentary in *Psychological Inquiry*, 26, 116-122. DOI: 10.1080/1047840X.2015.962445
- (15) Schmader, T., *Hall, W., & *Croft, A. (2015). Stereotype threat in intergroup relations. In M. Mikulincer and P.R. Shaver (Eds.) *APA Handbook of Personality and Social Psychology: Vol. 2*. (pp. 447-471). Washington, D.C., American Psychological Association.
- (14) Schmader, T., & *Hall, W. (2014). Stereotype threat in school and work: Putting science into practice. *Policy Insights from Behavioral and Brain Sciences*, 1, 30-37. doi:10.1177/2372732214548861
- (13) Baron, A.S., Schmader, T., Cvencek, D., & Meltzoff, A. (2014). The gendered self-concept: How implicit gender stereotypes and attitudes shape self-definition. In P.J. Leman & H.R. Tenenbaum (Eds.), *Gender and Development* (pp. 109-132), New York: Psychology Press.
- (12) Inzlicht, M., & Schmader, T. (Eds.) (2012). *Introduction*. In M. Inzlicht and T. Schmader (Eds.), *Stereotype threat: Theory, Process, and Application* (pp. 3-14). Oxford University Press.
- (11) Schmader, T., & Beilock, S. (2012). An integration of processes that underlie stereotype threat. In M. Inzlicht and T. Schmader (Eds.), *Stereotype threat: Theory, Process, and Application* (pp. 34-50). Oxford University Press.
- (10) *Johns, M., & Schmader, T. (2010). Meta-cognitive regulation as a reaction to the uncertainty of stereotype threat. In R.M. Arkin, K.C. Oleson, & P.J. Carroll (Eds.) *The uncertain self: A handbook of perspectives from social and personality psychology* (pp. 176-192). Lawrence Erlbaum Associates.

- (9) Schmader, T. (2010). Stereotype threat. In J.M. Levine & M.A. Hogg (Ed.) *Encyclopedia of Group Relations and Intergroup Processes*. Sage Publications.
- (8) *Zhang, S., Schmader, T., & Forbes, C. (2009). Gender stereotypes and the choice of career paths. In M. Barreto, M. Ryan, & M. Schmitt (Eds.), *The Glass Ceiling in the 21st Century: Understanding Barriers to Gender Equality* (pp. 125-150). American Psychological Association.
- (7) Schmader, T., & Stone, J. (2008). Toward a problem-focused approach to prejudice [Commentary], *Psychological Inquiry*, 19, 108-113.
- (6) Lickel, B., Schmader, T., & Spanovic, M. (2007). Group-conscious emotions: The implications of others' wrongdoings for identity and relationships. In J.L. Tracy, R.W. Robins, & J.P. Tangney (Eds.), *The self-conscious emotions: Theory and Research* (pp. 351-370). New York: NY: Guilford Press.
- (5) Schmader, T., & Lickel, B. (2006). Stigma and shame: Emotional responses to the stereotypic actions of one's ethnic ingroup. In S. Levin & C. van Laar (Eds.), *Stigma and Group Inequality: Social Psychological Approaches*. Mahwah, NJ: Lawrence Erlbaum.
- (4) Lickel, B., Schmader, T., & *Barquissau, M. (2004). The evocation of moral emotions in intergroup contexts: The distinction between collective guilt and collective shame. In N.R. Branscombe & B. Doosje (Eds.), *Collective guilt: International perspectives*. New York: Cambridge University Press.
- (3) Major, B., & Schmader, T. (2001). Legitimacy and the construal of social disadvantage. In B. Major & J. Jost (Eds.), *The Psychology of legitimacy: Emerging perspectives on ideology, justice, and intergroup relations* (pp. 176-204). Cambridge: Cambridge University Press.
- (2) Major, B., Quinton, W.J., McCoy, S.K., & Schmader, T. (2000). Reducing prejudice: What can targets do? In S. Oskamp (Ed.) *Reducing Prejudice and Discrimination* (pp. 211-237). Mahwah, NJ: Lawrence Erlbaum.
- (1) Major, B., & Schmader, T. (1998). Coping with stigma through psychological disengagement. In J. Swim & C. Stangor (Eds.), *Prejudice: The target's perspective*. San Diego: Academic Press.

Published Conference Papers

Schmader, T. (March, 2013). The biases that bind us: How stereotypes constrain how we think and who we become. In R.J. Ely & A.J.C. Cuddy (Eds.) *Gender & Work: Challenging Conventional Wisdom*. Cambridge, MA: Harvard Business School.

Signatory on Amicus Briefs

Amicus Brief of Experimental Psychologists to the United States Supreme Court. Fisher v. University of Texas, August 13, 2012 (No. 01-1015). (Provided edits and comments and signed on as amici curiae of supportive respondents)

Amicus Brief of Social Psychologists to the United States District Court. NAACP v. Horne, March 10, 2014 (No. 2:13-cv-01079-PHX-DGC). (Provided edits and comments and signed on as amici curiae of supportive respondents)

Manuscripts in Preparation

- Kosakowska-Berezecka, N.,...Schmader, T.,... Żadkowska, M. (2022). Gendered self-views across 62 countries: A test of competing models. Invited resubmission to *Social Psychology and Personality Science*.
- Schmader, T. (2022). The Social Psychology of Gender. Invited manuscript at D. Gilbert, S. Fiske, W.B. Mendes, & E. Finkle (eds.), *The Handbook of Social Psychology* (6th Ed.).
- Hall, W., Schmader, T., Bergsieker, H., & Cyr, E. (2022). The collective construction of inclusive organizational cultures in STEM. Invited revision at *European Review of Social Psychology*.
- Block, K.,...Schmader, T. (2022). Why is the gender gap in the care-economy larger in highly developed countries? Revision under review at *Journal of Personality and Social Psychology*.
- Block, K. & Schmader, T. (2022) Changing stereotypes, changing the self: Increasing communion by changing men's implicit gender stereotypes. Manuscript invited for revision at *European Journal of Social Psychology*.
- Engstrom, H., Laurin, K., Zuroff, D.C., & Schmader, T. (2022). Group gender affects leadership: Firm hand with men, gentle touch with women. Manuscript under review at *Journal of Personality and Social Psychology*.
- Block, K., Gonzalez, A.M., Choi, C.J.X., Wong, Z.C., Schmader, T., & Baron, A.S. (2022). Exposure to stereotype-relevant stories shapes children's implicit gender stereotypes. Manuscript under review at *PLOS one*.
- Block, K., Aday, A., Hall, W.M., & Schmader, T. (2022). Making America Great for Whom?: How Trump's Presidency Affected Fit and National Identity Among Targets of Bias. Manuscript invited for revision at *Self and Identity*.
- Fisher, A., Ryan, M.K., Schmader, T., & White, S.L. (2022). How organizations facilitate and constrain employee authenticity: Implications for employee fit, job satisfaction, and commitment. Manuscript in preparation.
- Margoni, F., Block, K., Hamlin, K., Zmyj, N., & Schmader, T. (2022). Meta-analytic evidence against sex differences in infants' preference for prosocial agents. Invited revision at *Developmental Psychology*.
- Jansen, E., Bergsieker, H., Huynh, A., Dennehy, T., & Schmader, T. (2022). A simple gender bias-mitigation strategy: Activating allyship via situational framing. Manuscript in preparation.
- Bergsieker, H., Hall, W., Trickey, J., Dennehy, T., Aday, A., Denney, G., De Souza, L., He, J., Kang, S., Schmader, T. (2022). *Project RISE: Testing the effectiveness of an intervention to Realize Identity Safe Environments by boosting allyship*. Manuscript in preparation.
- Aday, A. E., Guo, Y., Mehta, S., Chen, S., Goetz, F., Hall, W., Sedikides, C., & Schmader, T. (2022). The SAFE model: State authenticity as a function of three types of fit. Manuscript in preparation.

Cyr, E.N., Kroeper, K.M....Schmader, T.,...Spencer, S.J. (2022). Girls are good at STEM: Opening minds and providing strong evidence reduces boys' stereotyping of girls' STEM ability. Manuscript under review at *Child Development*.

Dennehy, T., Hernato, J., & Schmader, T. (2022). Is amplification a beneficial form of allyship? Manuscript in Preparation. Manuscript in preparation.

Invited Colloquia and Talks

University of Arizona, Spring 2022

University of California, Riverside, Spring 2021

UBC Sauder School of Business: Organizational Behaviour and Human Relations, Fall 2020

University of Exeter, Summer 2020 – cancelled due to COVID-19 epidemic

Haas School of Business, University of Berkeley, Spring 2020 – cancelled due to COVID-19 epidemic

University of Arizona, Spring 2020 – cancelled due to COVID-19 epidemic

University of California, Santa Barbara, Spring 2020 – cancelled due to COVID-19 epidemic

Ohio State University, Social Psychology Colloquium, Fall 2018

Tulane University, Department of Psychology, Spring 2018

University of Reims, Department of Psychology, Spring 2016

University of Aix-Marseille, Department of Psychology, Spring 2016

Princeton University, Neuroscience of Social Decision Making Workshop, Fall 2014

Montana State University, Department of Psychology, Fall 2013

University of Paris I, Economics and Psychology Seminar, Spring 2012

University of Konstanz, Department of Empirical Education, Spring 2012

University of Michigan, Department of Psychology, Spring 2012

University of Washington, Diversity Series, Spring 2012

University of Chicago, Education Series, Spring 2012

UCLA, Department of Psychology, Spring 2011

University of British Columbia, Marketing Department, Spring 2011

University of British Columbia, Health Psychology Brown Bag, Fall 2010

Simon Fraser University, Department of Psychology, Spring 2010

University of British Columbia, Cognitive Brown Bag, Fall 2009

North Dakota State University, Campus Community, Spring 2009

University of British Columbia, Department of Psychology, Spring 2009

University of Arizona, Department of Mathematics, Fall 2007

University of Waterloo, Department of Psychology, Spring 2007

New York University, Department of Psychology, Spring 2007

University of Illinois, Urbana-Champaign, Department of Psychology, Spring 2007

UC, Irvine, Department of Psychology and Social Behavior, Fall 2006

San Diego State University, Social Psychology Program, Fall 2006

Harvard University, Social Area, Spring 2006

Tufts University, Diversity and Cognition Series, Spring 2006

Northeastern University, Social Area, Spring 2006

UC, Davis, Social Area, Fall 2005

UC, Santa Barbara, Social Area, Fall 2005

University of Arizona, Department of Communication, Fall 2005

University of Arizona, Department of Psychology, Fall 2004

Ohio State University, Social Area, Spring 2004
 University of Texas, El Paso, Department of Psychology, Spring 2004
 University of Arizona, Department of Management and Policy, Fall 2002
 University of Colorado, Boulder, Department of Psychology, Spring 2002
 University of Arizona, Department of Management and Policy, Fall 2001
 University of Arizona, Department of Psychology, Fall 1999

Invited Talks or Panels on Implicit Bias / Social Identity Threat to Organizations

Canadian Engineering Deans Council	Spring 2022
Women in Science and Engineering, UBC	Spring 2022
Gender Equity in STEM, UBC	Spring 2022
Dana Incorporated & SUEZ	Winter 2022
Association of Consulting Engineers of Canada, BC	Fall 2021
Triumpf, UBC, & University of Waterloo	Fall 2021
PopShift; Academia meets Hollywood	Fall 2020
National Research Council of Canada	Fall 2020
Greater Vancouver Municipalities	Winter 2020
City of Vancouver, Engineering Services	Fall 2019
Teck Resources	Summer 2019
Pacific Institute for the Mathematical Sciences (summer school)	Summer 2019
City of New Westminster	Spring 2019
Ministry of Canada Women in the Workplace	Spring 2019
Creating Connections (workshop & panel discussion)	Spring 2019
National Research Council of Canada	Fall 2018
UBC Equity Office	Fall 2018
Engineering Change Lab	Fall 2018
Women in Engineering Panel on Leadership, UBC	Winter 2018
Women of Innovation Workshop	Summer 2017
Mining Industry Research Council Webinar	Spring 2017
Chief Human Resource Officer Leadership Summit	Spring 2017
Higher Education Quality Council of Ontario, Rethinking Access Event	Spring 2017
UBC Dialogues, Alumni Event	Spring 2017
National Research Council of Canada	Winter 2017
David Suzuki Foundation	Fall 2016
University of British Columbia, Sauder School of Business	Fall 2016
National Research Council Meeting of General Managers	Spring 2015
Creating Connections Conference, Simon Fraser University	Spring 2015
University of British Columbia, Women in Leadership Conference	Spring 2014
University of British Columbia, Department of Philosophy	Spring 2014
Canadian Chemistry Conference	Spring 2014
University of British Columbia, Faculty of Law	Spring 2013
University of British Columbia, Applied Science and Medicine	Spring 2013
International Gender Summit	Fall 2013
Women in Physics Conference	Fall 2012
University of British Columbia, Women in Leadership Conference	Fall 2012
Collège Pailleron, Paris, France	Spring 2012

University of British Columbia, Status of Women Committee Event	Winter 2011
North Dakota State University, Heads and Directors	Spring 2009
University of Arizona, Advance Workshop	Fall 2008
University of Arizona, Annual Heads-Up Retreat	Summer 2007
University of Arizona College of Engineering Industry Advisory Council	Spring 2005
University of Arizona, Department of Mathematics	Spring 2000

Invited Addresses to Academic Conferences and Workshops

Schmader, T. (April 2021). Revealing the Science of Implicit Bias to Foster Inclusion. *McMillan Speaker Series*. Webinar.

Schmader, T. (November 2020). Project RISE: Realizing identity safe environments. *Decision Insights for Behavioral Science*. Vancouver, BC.

Schmader, T. (February 2020). Can implicit bias be tamed in the wild? In an invited symposium on Implicit Bias, Explicit Science at the *American Association for the Advancement of Science*, Seattle, WA.

Schmader, T. (February 2020). Who cares? A socio-cultural view of the gender gap in communion. *Invited talk at the UCLA Conference on Culture and Preference Formation*, Los Angeles, CA.

Schmader, T. (July 2019). Cracking the culture code: A tri-level model for cultivating inclusion in organizations. *Invited talk at the Sydney Symposium on Applications of Social Psychology*, Visegrad, Hungary.

Schmader, T. (May 2019). Cultivating inclusive workplace cultures. *Creating Connections*. Vancouver, BC.

Schmader, T. (May 2019). Shame and the Motivation to Change the Self. In J.L. Tracy (Chair). *Shame: Is it Good, Bad, or Just Ugly?* Invited talk at the Association of Psychological Science, Washington, DC.

Schmader, T. (March 2019). Project Rise: Realizing Identity Safe Environments. *INSEAD Women and Work Conference*, Singapore.

Schmader, T. (February 2019). Gender segregation explained: The implication of choices constrained by stereotypes. *Gender preconference to the annual meeting of the Society of Personality and Social Psychology*. Portland, OR.

Schmader, T., & Bergsieker, H. (December 2018). Engendering Success in STEM: The Power of Allies. **Featured workshop to the National Research Council**. Ottawa, ON.

Schmader, T. (October 2018). Cracking the culture code: Norms to inclusion and women's success in STEM. *Group preconference to the annual meeting of the Society of Experimental Social Psychology*. Seattle, WA.

Schmader, T., & Hall, W.E. (March 2018). Engendering success in STEM: The social dynamics of social identity threat. *INSEAD Women and Work Conference*, Fontainebleau, France.

Schmader, T. (February 2018). Psych yourself up: Making material self-relevant to boost student engagement. **Keynote Address** to *Teaching of Psychology Preconference to SPSP*, Atlanta, GE.

- Schmader, T. (December 2017). Implicit Gender Bias in STEM. *Arts Spotlight on the Canadian Census*. Vancouver, BC.
- Schmader, T. (May 2017). Engendering success in STEM: The social dynamics of social identity threat. Big Sky Workshop on Gender in STEM, Bozeman, MT.
- Schmader, T. (January 2017). Psych yourself up: Making material self-relevant to boost student engagement. *National Institute for Teaching of Psychology*, St. Petersburg, FL.
- Schmader, T., Regner, I., & Huguet, P. (August 2016). Who gets a seat at science? Justifying and suppressing implicit gender bias in research appointments. **Keynote Address** to *Pacific Conference for Prejudice and Culture*, Bellingham, WA.
- Schmader, T., Croft, A., & Block, K. (November 2015). An asymmetry in changing roles: Examining the gender gap in communal roles. **Keynote Address** at EASP-SPSSI Small Group Conference on Men's Changing Gender Roles, University of Leuven, Ghent, Belgium.
- Schmader, T., & Hall, W., (July 2014). I'd rather not talk shop: Stereotype threat in conversational contexts. Gender inequality in science. Preconference to European Association for Social Psychology, Amsterdam.
- Schmader, T., Beyond Stereotype Threat: Reframing the Game to Quiet the Mind. Society for Affective Science, Washington, D.C., April 2014.
- Schmader, T., For the Love of Learning. **Keynote address** to the Golden Key National Honor Society. November 2013.
- Schmader, T. The Biases that Bind Us: How Stereotypes Constrain How we Think and Who we Become. Invited talk at Gender and Work: Challenging Conventional Wisdom, Harvard Business School, February 2013.
- Schmader, T. The Science of Unconscious Bias and Stereotype Threat. Lecture Series at University of Paris I, Department of Economics, Paris, France, June 2012.
- Schmader, T. Stereotype Threat Deconstructed. **Keynote Address** to the Social Cognition Preconference at the Society of Personality and Social Psychology. San Diego, CA, January, 2012.
- Schmader, T., Deflecting discrimination: Prejudice reduction from the target's perspective. Keynote Address at the EASP Small Group Meeting: Challenging Stereotypes. Lisbon, Portugal. July, 2011.
- Schmader, T. The Stress of being Stereotyped and How to Cope. Invited address at the annual convention of the American Psychological Association, San Diego, CA, August, 2010.
- Schmader, T. How Stereotype Threat Unmoors the Mind. Invited talk at the annual Social Cognition Conferences, Duck, NC, June, 2010.

Schmader, T. The Science of Unconscious Bias. **Keynote speaker** at Big Sky Leadership Initiative to ADVANCE Women into Research Leadership, Montana State University, May, 2010.

Schmader, T. Reducing Stereotype Threat. Invited campus-wide talk as part of the UA Discusses series. September, 2008.

Schmader, T. Leading a mindful life. Commencement Address to the 2006 Graduating Class of North Clarion High School. Tionesta, PA. June, 2006.

Schmader, T. Contextual Influences on Women's Science Performance. Invited address at the National Academies of Science Convocation on Biological, Social, and Organizational Contributions to Science and Engineering Success. Washington, D.C. December, 2005.

Schmader, T. No stigmatized child left behind: Reducing the effects that stereotypes have on intellectual performance. Invited address at the Reducing Prejudice and Discrimination in the 21st Century conference. Madison, WI. September 2005.

Schmader, T. Why Barbie Can't do Math: How Negative Stereotypes Affect Performance. University of Arizona Honors Forum. April, 2005.

Schmader, T. Leggo my Ego: Threats to Social Identity Elicit Feelings of Shame. Self and Identity Pre-Conference. New Orleans, LA, January 2005.

Schmader, T. Working memory mediates stereotype threat effects on test performance. Presentation at the American Psychological Association. Honolulu, HI. August 2004.

Schmader, T., & Lickel, B. Stigma and shame: Emotional responses to the stereotypic actions of one's ethnic ingroup. The 21st Annual Claremont Symposium on Applied Social Psychology. Claremont, CA, April 2004.

Schmader, T., & Stone, J. Why Barbie can't do math and White men can't jump: How stereotypes undermine performance. The University of Arizona Faculty Fellows Speaker Series, Tucson, AZ, March, 2004.

Lickel, B., & Schmader, T. Aspects of Social Association in the Experience of Vicarious Shame and Guilt. Group and Intergroup Processes Pre-Conference. January 2004.

Schmader, T. Bearing the burden of negative stereotypes: Implications for performance, self-esteem, and emotion. Keynote address at the 20th Annual Western Pennsylvania Undergraduate Research Conference in Washington, PA. April 2002.

Major, B., & Schmader, T. Coping with prejudice by disengaging the self. Society of Experimental Social Psychology, Toronto, Canada, October 1997.

Conference and Workshop Planning

Annual Meeting of the Pacific Conference on Prejudice and Culture, Bellingham, WA Aug 2011-2016

EASP-SPSSI Conference on Men's Changing Gender Roles, University of Leuven, Belgium Nov 2015

Annual Meeting of Engendering Success in STEM (Vancouver, BC / Waterloo, ON) Fall 2016-2021

Symposium Talks

Schmader, T., Bergsieker, H., & De Souza, L. (2021, October). Fostering inclusion by motivating allyship. In K. Savani (Chair), Gender bias, beliefs, and ideology in the workplace. *Society of Experimental Social Psychology*, Santa Barbara, CA.

Engstrom, H., Laurin, K., Schmader, T., & Zuroff, D. (2020, August). Group gender affects leadership: A firm hand with men; but a gentle touch with women. Symposium Talk to the *80th Annual Meeting of the Academy of Management*, Vancouver, B.C., Canada.

Kushlev, K., Proulx, J., Lickel, B., & Schmader, T. (2020, August). To accept one's flaws or to change them: Shame motivated first steps toward self-change. Symposium Talk (working paper) presented virtually at the *80th Annual Meeting of the Academy of Management*, Vancouver, B.C., Canada.

De Souza, L., & Schmader, T. (2020, August), What inhibits male allyship? Examining the influence of (mis)perceptions of other men's beliefs. Symposium Talk presented virtually to the *80th Annual Meeting of the Academy of Management*, Vancouver, B.C., Canada.

Dennehy, T. C., Bergsieker, H. B., Cyr, E. N., Aday, A., De Souza, L., & Schmader, T. (2020, May 22). The power of majority-group allies: A role for men in women's STEM inclusion. In L. De Souza & T. C. Dennehy (Co-chairs), Understanding the unique impact of majority group allyship. Symposium accepted to be presented at the annual convention for the Association for Psychological Science, Chicago, IL. (Cancelled - COVID-19)

De Souza, L., & Schmader, T. (2020, May), What inhibits male allyship? Examining the influence of (mis)perceptions of other men's beliefs. Symposium Talk (Chair), *Association for Psychological Science Convention*, Chicago, IL (Cancelled - COVID-19)

Croft, A., Galinsky, C., Hammond, M., & Schmader, T. Like Father Like Son? Young Women's Preferences for Male-Stereotypic Characteristics in Future Partners and Children. In A. Croft & Emily Cyr (co-chairs), Correlates, Causes, and Consequences of Gendered Division of Household Labor. *Society for Personality and Social Psychology*, Portland, OR, February 2019.

Schmader, T., & Block, K. (October 2018). HEED the gap: A goal congruity perspective on the gender gap in communal occupations. In T. Schmader (Chair), Who cares? Communal values and gendered role "choices." *Society of Experimental Social Psychology*, Seattle, WA.

Van Laar, C., Van Grootel, S., Meeussen, L., Schmader, T., & Sczesny, S. (October 2018). Circumventing pluralistic ignorance to change men's communal self-descriptions, attitudes, and behavioral intentions. In T. Schmader (Chair), Who cares? Communal values and gendered role "choices." *Society of Experimental Social Psychology*, Seattle, WA.

- Croft, A., Block, K., De Souza, L., & Schmader, T. (October 2018). Do people care if men don't care? The asymmetry in support for changing gender roles. In T. Schmader (Chair), Who cares? Communal values and gendered role "choices." *Society of Experimental Social Psychology*, Seattle, WA.
- Schmader, T. (September 2018). The Engendering Success in STEM Consortium. Chair for a symposium presented at the *Excellence and Gender Equity in Science and Technology*. Waterloo, ON.
- Schmader, T., Croft, A., & Block, K. (July 2017). Are women's possible selves constrained by men's (relative lack of) domestic involvement? In Loes Meussen (Chair), How men and women regulate work and family roles in face of different social norms. *European Association of Social Psychology*, Granada, Spain.
- Hall, W. M., Schmader, T., Aday, A., and Croft, E. (2017, July). Interpersonal and cultural predictors of social identity threat. In Jenny Veldman (Chair), The subtle cues and effects of social identity threat. *European Association of Social Psychology*, Granada, Spain.
- Hall, W. M., Schmader, T., and Croft, E. (January 2016). Climate control: Reducing social identity threat and improving cross-sex interactions Through workplace policies. In Aneeta Rattan (Chair) Integrating Social Networks Approaches into Intergroup Relations Research. *Society for Personality and Social Psychology*, San Diego, California.
- Croft, A., Schmader T., & Block, K. (May 2015). Life in the balance: Are women's career goals contingent upon men's parenting motivations? In A. Croft & J. Dahl (co-chairs), The effects of masculinity prescriptions on gender relations: Constraints placed on men and their consequences for women. Annual Convention for the Association for Psychological Science, New York, NY.
- Schmader, T., Croft, A., & Block, K. (2014). An asymmetry in changing roles: Examining and narrowing the gender gap in communal roles. In T. Schmader & A. Croft (Chairs), The puzzle of gender inequality: Updated pieces and contemporary issues. Society of Experimental Social Psychology, Columbus, OH, October 2014.
- Croft, A., Schmader, T., & Block, K. (2014). Men's roles and women's goals. In C. Van Laar (Chair) Modern-day identity threats on the career aspirations of women and minorities: Causes, consequences, and interventions. European Association for Psychological Science, Amsterdam.
- Schmader, T., Kushlev, K., & Lickel, B. (2014). Self conscious emotions and the motivation to change the self. In N. Gausel & C. Leach (Chairs) Shame's many faces: Approach? Avoid? Moral? European Association for Psychological Science, Amsterdam.
- Hall, W.M, Schmader, T., and Croft, E. Stereotype Threat in Workplace Conversations. In V. Taylor (Chair) A threat at every turn: New solutions and new threats. Society for Personality and Social Psychology, Austin, Texas, February, 2014.
- Croft, A., Schmader, T. & Sandstrom, G. Broad benefits of internalizing egalitarianism. In D. Sanchez (Chair), *Revisiting the costs and benefits of challenging racial bias and embracing egalitarianism*. American Psychological Association, Honolulu, HI, July 2013.

- Schmader, T. & Hall, W. I'd rather not talk shop: Stereotype threat in conversational contexts. D. Miller (Chair) New research directions on gender stereotypes in science, math, and engineering. Association for Psychological Science, Washington, DC. May, 2013.
- Lickel, B., Kushlev, K., Savalei, V., Matta, S., & Schmader, T. Motivation to change the self: Another motivation evoked by self-conscious emotions. In S. Sheikh (Chair) Uncovering the complexities of shame: New perspectives from social psychology. Association for Psychological Science, Washington, DC. May, 2013.
- Croft, A. & Schmader, T. The feedback withholding bias: Minority students do not receive critical feedback from evaluators concerned about appearing racist. In D. Yeager (Chair), *New Perspectives on Feedback and Child Development*. Society for Research in Child Development, Seattle, WA, April 2013.
- Schmader, T., Stone, J., Whitehead, J., & Focella, L. Deflecting discrimination: How targets sidestep being stereotyped. In S.J. Spencer (Chair) New directions in stereotype threat research: Stereotype spillover, social influence, and interventions. Canadian Psychological Association. Toronto, ON. May, 2011.
- Schmader, T., & Mehl, M. Talking shop and shooting the breeze: A study of workplace conversation and job disengagement among STEM faculty. In A.B. Diekmann & S. Cheryan (Chairs) Recruitment, retention, and relatedness: Implications of social connections for Women's STEM pursuits. Annual Meeting of the Society of Experimental Social Psychology. Minneapolis, MN, October 2010.
- Schmader, T., & Forbes, C.E. Attitudes can lead a woman to math, but stereotypes will make it hard to think. In S. Harkins (Chair), Mechanisms that underlie stereotype threat. Annual Meeting of the Society of Experimental Social Psychology. Portland, ME, October 2009.
- Schmader, T. Understanding the Self in Stereotype Threat: A Meta-Cognitive Perspective. In D. Sekaquaptewa (Chair), I and We: Personal and Social Identities under Threat. Annual Meeting of the Society of Experimental Social Psychology. Sacramento, CA, October 2008.
- Stone, J., Schmader, T., Whitehead, J., Lazarewicz, A., Fernandez, N. The use of prejudice reduction by a stigmatized target to combat bias: Testing the target empowerment model. In J Stone (Chair), *New frontiers in prejudice reduction*. Society for Experimental Social Psychology, Chicago, IL, October 2007.
- Schmader, T., Forbes, C., & Allen, J.J.B. Devaluing and discounting as predictors of how minority students monitor errors in an intellectually threatening environment. In T. Schmader (Chair), *A social neuroscience approach to understanding stereotype threat and psychological disengagement*. Society for Personality and Social Psychology, Memphis, TN, January 2007.
- Lickel, B., & Schmader, T. Collective shame: Antecedents and consequences of group-based shame. In J. Tracy (Chair), *Self-conscious emotions*. Self and Identity Preconference. Memphis, TN. January 2007.
- Schmader, T., Scarnier, M., & Lickel, B. White American's Self-Conscious Emotional Reactions to Interracial Prejudice. In R. Giner-Sorolla (Chair), *Beyond group-based guilt: Consequences and alternatives*. Society for the Psychological Study of Social Issues, Long Beach, CA, June 2006.

- Schmader, T., & Johns, M. A stress-induced cognitive deficit model of stereotype threat. In D. Marx and D. Stapel (Chairs), *On refining and defining stereotype threat: The role of cognition, situational cues, and self-evaluative concerns*. Society for Personality and Social Psychology, Palm Springs, CA, January 2006.
- Johns, M., & Schmader, T. Examining the role of the self in stereotype priming effects. In J. Stone (Chair), *Exploring Self and Social Identity Processes in Stereotype Threat*. Western Psychological Association, Phoenix, AZ, April 2004.
- Schmader, T., & Johns, M. Understanding the identity threat involved in stereotype threat. In M. Inzlicht & J. Aronson (Chairs), *The Role of the Self in the Stereotype-to-Behavior Link: Parallels between Stereotype Threat and Ideomotor Processes*. Society for Personality and Social Psychology, Austin, TX. January 2004.
- Johns, M. & Schmader, T. Evidence that stereotype threat reduces working memory capacity. In J.C. Croizet & S. Spencer (Chairs), *Understanding How Stereotype Threat Impairs Academic Achievement: A Second Generation of Research*. Society for Personality and Social Psychology, Universal City, CA. February, 2003.
- Schmader, T., Barquissau, M., Johns, M., & Lickel, B. Vicarious shame and guilt for the ingroup's role in conflict. In T. Schmader & B. Lickel (Chairs), *From Fear to Forgiveness: Understanding the Emotional and Behavioral Complexity in Intergroup Conflict*. Symposium conducted as the annual meeting of the Society for Personality and Social Psychology, Universal City, CA. February, 2003.
- Major, B., Quinton, W., & Schmader, T. Attributing negative outcomes to prejudice: Is it self-protective? In C. Sedikides (Chair), *Self-protection: Warding Off Bad News and Feelings*. Symposium conducted at the annual meeting of the Society for Experimental Social Psychology, Spokane, WA. October, 2001.
- Major, B., Quinton, W., Schmader, T., & Gramzow, R. From social devaluation to self-esteem: The impact of legitimacy appraisals. In B. Major (Chair), *Legitimacy and Intergroup Relations*. Symposium conducted at the annual meeting of the Society for Experimental Social Psychology, St. Louis, MO. October, 1999.
- Schmader, T., Major, B., Zubek, J., & Cozzarelli, C. The impact of personal conflict and resilience on adjustment to abortion. In B. Major (Chair), *Social and psychological predictors of adjustment following abortion*. Symposium conducted at the annual meeting of the American Psychological Association, New York, New York. August 1995.

Selected Conference Papers

- Lolliot, S., Varao-Sousa, T., Barnes, S., Aday, A., & Schmader, T. (October 2019). Seating the Scene: Antecedents and Consequences of Microsegregation. Paper presented at The International Society for the Scholarship of Teaching and Learning, Atlanta, Georgia (abstract refereed).
- Block, K., Schmader, T., Olsson, M., van Grootel, S., Martiny, S., Van Laar, C. (July, 2018). Put your money where your values are: Communion, gender, and the value of careers. Data-Blitz presented at the *Meeting of Society of Personality and Social Psychology*, New Orleans, LA. (presented by Lucy De Souza on KB's behalf).

- Hernanto, J., Dennehy, T. C., & Schmader, T. (2020, February). "That's what she said": Can amplifying women's ideas impact the allocation of intellectual credit? Poster presented at the annual conference of the Society for Personality and Social Psychology, New Orleans, LA.
- Aday, A. E., Schmader, T., & Sedikides, C. (2020, March). How to Measure 'Fit?' Development and Validation of a Scale Measuring Types of Fit and Their Relation to State Authenticity. Twenty-first Annual Convention, Society for Personality and Social Psychology, Shared Reality and Authenticity Preconference, New Orleans, LA.
- De Souza, L., & Schmader, T. (2020, February), What inhibits male allyship? Examining the influence of (mis)perceptions of other men's beliefs. Data blitz and poster session presented at the 21th Annual Society for Personality and Social Psychology Convention Gender Preconference, New Orleans, Louisiana
- De Souza, L., & Schmader, T. (2019, June), She's got it: Perceptions of social pain, resilience, and the Strong Black Woman stereotype. Research Talk presented at the 2019 Weary Symposium on Diversity and Social Identity, Ohio State University, Columbus, Ohio.
- De Souza, L., & Schmader, T. (2019, June), She's got it: Perceptions of social pain, resilience, and the Strong Black Woman stereotype. Poster session presented at the 25th Annual National Black Graduate Conference in Psychology, University of Michigan, Ann Arbor, MI.
- Aday, A. E., Schmader, T., & Sedikides, C. (2019, February). *When I feel devalued, I don't feel like my 'true self': Social devaluation predicts inauthenticity among cultural minority students.* Twentieth Annual Convention, Society for Personality and Social Psychology, Existential Psychology Preconference, Portland, OR.
- De Souza, L., Schmader, T., & Dennehy, T. (2019, May), The (mis)perceptions of other men's beliefs about gender bias predict men's intentions to be allies to women in STEM. Poster at the *Association for Psychological Science Convention*, Washington, D.C.
- De Souza, L., Schmader, T., & Dennehy, T. (2019, February), The (mis)perceptions of other men's beliefs about gender bias predict men's intentions to be allies to women in STEM. Poster session presented at the 20th Annual *Society for Personality and Social Psychology Convention*, Portland, Oregon.
- Aday, A. E., & Schmader, T. (2018, September). Sharing (Values) is caring: Testing the efficacy of a shared values affirmation for facilitating intergroup contact between men and women in STEM. Poster session presented at *Excellence and Gender Equity in Science and Technology Conference*, Waterloo, ON. *xcellence and Gender Equity in Science and Technology (EGEST) Conference*, Waterloo, ON.
- De Souza, L., Schmader, T., & Dennehy, T. (2018, September), (Mis)perceptions of other men's beliefs about gender bias in STEM and anticipated allyship behaviors among STEM professionals. Poster session presented at *Excellence and Gender Equity in Science and Technology Conference*, Waterloo, ON.
- Lolliot, S., Aday, A., & Schmader, T. (2018, May). Creating allies through conversation: An intervention focused on educating first year engineering students about gender bias in STEM. Poster accepted to be presented at the 14th Annual Learning Conference at UBC-O. Kewlona, BC.

- Aday, A. E., Lolliot, S., & Schmader, T. (2018, August) When Bias Education Backfires: Antecedents and Outcomes of Social Identity Threat After Learning About Implicit Gender Bias in STEM. *Fourth Annual Gender & STEM Network Conference*, Eugene, OR.
- Block, K., Croft, A., & Schmader, T. (July, 2018). Put your Money Where your Values Are: Communion, Gender, and the Value of Careers. Talk to be presented at the annual meeting of the International Associations for Cross-Cultural Psychology, Guelph, Ontario.
- Cyr, E. N., Aday, A. E., Bergsieker, H. B., Schmader, T., & Hall, W. M. (2018, May) The Social "Threatwork": A Social Network Analysis of Social Identity Threat Among Women in STEM. Poster accepted at *Association for Psychological Science*, San Francisco, CA.
- Block, K., Hall, W.H., Inness, M., Schmader, T., & Croft, E. (May, 2018). Who am I?; How Ingroup Stereotypes Shape Self-Concepts. Talk to be presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.
- Engstrom, H., Laurin, K., Schmader, T., & Zuroff, D. (2018, May). The effect of group gender on leadership strategies. Poster accepted at the meeting of the *Association for Psychological Science*, San Francisco, CA.
- Hall, W. M., Schmader, T., Aday, A., and Croft, E. (2018, March). Institutional signals of identity safety. Poster at *Society for Personality and Social Psychology*, Atlanta, Georgia.
- Hall, W. M., Schmader, T., Aday, A., and Croft, E. (2018, March). Institutional and interpersonal predictors of social identity threat. Gender Preconference, *Society for Personality and Social Psychology*, Atlanta, Georgia.
- Engstrom, H., Laurin, K., Schmader, T., & Zuroff, D. (2018, March). How group gender affects leadership style. Poster presented at the meeting of the *Society for Personality and Social Psychology*, Atlanta, GA.
- Proulx, J., Kushlev, K., Schmader, T, & Tracy, J. (2018, March). Shame for past addictive drinking in recovering alcoholics predicts intentions to seek therapy in coping with future alcohol cravings. Poster presented at the 19th Annual Convention for the *Society for Personality and Social Psychology*, Atlanta, GA.
- Aday, A. E., Lolliot, S., & Schmader, T. (2018, March) When Bias Education Backfires: Antecedents and Outcomes of Social Identity Threat After Learning About Implicit Gender Bias in STEM. Poster presented at the *Society for Personality and Social Psychology*, Atlanta, GA.
- Aday, A. E., Schmader, T., & Sedikides, C. (2018, March) Fitting in to Feel Like Myself: Acculturation Boosts State Authenticity by Increasing Fit Between Self and Environment. Advances in Cultural Psychology Preconference, *Society for Personality and Social Psychology*, Atlanta, GA.
- Block, K., Baron, A.S., Gonzalez, A., & Schmader, T. (March, 2018). The Role of Values and Norms in Men and Boy's Interest in Communal Roles. Data-Blitz presented at the Meeting of *Society of Personality and Social Psychology*, Atlanta, GA.

- Block, K., Baron, A.S., Gonzalez, A., & Schmader, T. (December 2017). The Role of Values and Norms in Men and Boy's Interest in Communal Roles. Talk presented at the *Meeting of Association for Social Psychology Researchers (ASPO)*, Amsterdam, Netherlands.
- Aday, A. E., Hall, W. M., Schmader, T., and Croft, E. (2017, November) Interpersonal and Cultural Predictors of Social Identity Threat. *GS11 Gender Summit*, Montreal, QC.
- Proulx, J., Kushlev, K., Schmader, T., & Tracy, J. (2017, October). Shame for past addictive drinking in recovering alcoholics predicts intentions to seek therapy in coping with future alcohol cravings. Poster session presented at the *Emotions in Social Relationships: Implications for Health and Disease* conference, Berkeley, CA.
- Martens, J. P., Schmader, T., & Lawrence, J. (2017, July). Pride and prejudice: The influence of race on how people perceive a pride display. Poster at the general meeting for the *European Association of Social Psychology*. Granada, Spain.
- Block, K., Baron, A.S., Gonzalez, A., & Schmader, T. (July, 2017). Men, Boys, & Communal Values: Development & the Role of Stereotypes. Talk presented at the Meeting of *European Association for Social Psychology*, Granada, Spain.
- Block, K., Hall, W.M. & Schmader, T. (July, 2017). Should I stay or Should I go?: Women's Implicit Stereotypes Predict their Commitment and Self-Concept Fit in STEM. Datablitz presented at the Self & Identity pre-conference of the Meeting of *European Association for Social Psychology*, Granada, Spain.
- Block, K. & Schmader, T. (June 2017). Put your Money Where your Values Are: Communion, Gender, and the Value of Careers. Datablitz presented at *EASP Small Group Meeting: Meeting: Gender Roles in the Future? Theoretical Foundations and Future Research Directions*, Berlin, Germany.
- Hall, W. M., Schmader, T., Aday, A., and Croft, E. (2017, June). Interpersonal and cultural predictors of social identity threat. *EASP Small Group Meeting: Meeting: Gender Roles in the Future? Theoretical Foundations and Future Research Directions*, Berlin, Germany.
- Gonzalez, A.M., Odic, D., Schmader, T., & Baron, A.S. (January, 2016). Foundations of Math-Gender Stereotype Threat in Preschool. Poster presented at the annual conference of the *Society for Personality and Social Psychology*, San Diego, California.
- Hall, W. M., Schmader, T., and Croft, E. (2016, January). Climate Control: Reducing Social Identity Threat and Improving Cross-Sex Interactions Through Workplace Policies. In A. Rattan (Chair) Integrating Social Networks Approaches into Intergroup Relations Research. *Society for Personality and Social Psychology*, San Diego, California.
- Croft, A., & Schmader, T. (February, 2015). *Men's roles and women's goals: Causes, consequences, and complementarity*. Poster presented at Social Cognition Preconference to the annual meeting of the *Society for Personality and Social Psychology*. Long Beach, CA.

- Hall, W. M., Schmader, T., and Croft, E. (2015, February). "Engineering Allies: The Benefits of Social Support for Women in Engineering" Poster presented at the annual conference of the *Society for Personality and Social Psychology*, Long Beach, California.
- Block, K., & Schmader, T. (February, 2015). Do Gender Differences in Values Explain Men's Lack of Interest in Female-dominated Careers? Poster presented at Annual meeting of the *Society for Personality and Social Psychology*, Long Beach, CA.
- Sandstrom, G.M., Schmader, T., Croft, A., & Kwok, N. (July, 2014). *When the "Haves" give to the "Have Nots": The affective consequences of generosity across the status divide*. Poster presented at the annual meeting of the European Association for Psychological Science, Amsterdam.
- Block, K., & Schmader, T. (June, 2014). Does competitiveness prevent men from seeking female-stereotypic roles? Poster presented at 10th Biennial Society for the Psychological Study of Social Issues convention in Portland, OR.
- Hall, W., & Schmader, T. (2014). Stereotype threat in workplace conversations and the mitigating role of gender inclusive policies. European Association for Psychological Science, Amsterdam.
- Croft, E., Schmader, T., Inness, M., & Davidson, V. (May, 2014). *Engendering engineering success*. Canadian Coalition of Women in Engineering, Science, Trades and Technology. Regina, SK.
- Croft, A., Beall, A., Schmader, T. & Schaller, M. (February, 2014). *Men's roles and women's goals: Causes, consequences and complementarity*. Poster presented at Society for Personality and Social Psychology. Austin, TX.
- Mortazavi, N., Croft, A., Mortazavi, P., & Schmader, T. (February, 2014). *A change we can't believe: Predicting support for gender equality across different occupations and roles*. Poster presented at Society for Personality and Social Psychology. Austin, TX.
- Kwok, N., Sandstrom, G.M., Croft, A., & Schmader, T. (2012, May). I don't want your money: The effects of socioeconomic status on the happiness of recipients of charity. Poster presented at *Connecting Minds Undergraduate Research Conference*, Kwantlen Polytechnic University, Vancouver, B.C., Canada.
- Sandstrom, G.M., Croft, A., & Schmader, T. (August 2012). I don't want your money: Effects of SES on the emotional consequences of giving and receiving money. Data blitz talk at the Pacific Conference on Prejudice and Culture, Bellingham, WA.
- Croft, A., & Schmader, T. Prejudiced evaluations of minority student work: The feedback withholding bias. Annual Convention of the Society of Personality and Social Psychology, San Antonio, TX, January 2011.
- Croft, A., & Schmader, T. Does stereotype threat induce domain uncertainty? Self & Identity Preconference to the Society of Personality and Social Psychology, San Antonio, TX, January 2011.
- Croft, A., & Schmader, T. Feedback withholding bias: When do evaluators deny constructive feedback to minority students? Annual Convention of the Society for the Psychological Study of Social Issues, New Orleans, LA, June 2010.

- Croft, A., Schmader, T., Mendes, W.B., & Lickel, B. Emotional and physiological reactivity to displays of prejudice by an ingroup member. Group Processes Preconference to the Society of Personality and Social Psychology, Las Vegas, NV, January 2010.
- Jamieson, J., Mendes, W.B., Schmader, T., & Blackstock, E. Turning the knots in your stomach into bows: Reappraising arousal improves performance on the GRE. Society of Personality and Social Psychology, Las Vegas, NV, January 2010.
- Focella, E., Whitehead, J., Stone, J., & Schmader, T. Target empowerment: Can targets use perspective taking to reduce bias. Society of Personality and Social Psychology, Las Vegas, NV, January 2010.
- Forbes, C., Schmader, T., & Allen, J.J.B. A Neuronal Investigation of the Relationship between Stereotype Threat, Self-Doubt and the Disruption of Attention and Memory Encoding Processes. Society of Psychophysiological Research, Austin, TX, October 2008.
- Zhang, S., Forbes, C., Anaya, M., & Schmader, T. Priming a positive self-view to combat stereotype threat. Society for Personality and Social Psychology, Albuquerque, NM. February 2008.
- Forbes, C., & Schmader, T. Lessons learned from Clockwork Orange: The effects of implicit attitude retraining on effort in stereotype threatened individuals. Society for Personality and Social Psychology, Albuquerque, NM. February 2008.
- Scarnier, M., & Schmader, T. Parenting pains: The role of vicarious guilt and shame in parenting. Society for Personality and Social Psychology, Albuquerque, NM. February 2008.
- Schmader, T., Forbes, C., & Allen, J.J.B. Devaluing and Discounting as Predictors of How Minority Students Monitor Errors in an Intellectually Threatening Environment. Society of Psychophysiological Research, Savannah, GE, October 2007.
- Slaughter, J., Kausel, E.E., Stein, J., Evans, J.M., & Schmader, T. Stigmatizing Effects of Race-Based Preferential Selection. Academy of Management Annual Meeting. Philadelphia, PA. August 2007.
- Zhang, S., Schmader, T., & Johns, M. Stereotype Threat as "Double Devaluation" of Personal and Social Identity. Society for Personality and Social Psychology, Memphis, TN. January 2007.
- Forbes, C., Schmader, T., & Allen, J.J.B. Measuring Stigma's Effects on Neuronal Indices of Error Perception and Interpretation in Psychologically Disengaged Minorities. Society for Personality and Social Psychology, Memphis, TN. January 2007.
- Johns, M., Schmader, T., & Lickel, B. Initial Evidence that Shame and Guilt Induce Distinct Regulatory Foci. Society for Personality and Social Psychology, Memphis, TN. January 2007.
- Joy, J., Nosek, B., & Schmader, T. Expectations and Test Relevance as Potential Moderators of Stereotype Threat. Society for Personality and Social Psychology, Memphis, TN. January 2007.

- Stone, J., Schmader, T., Lazarewicz, A., Whitehead, J., & Fernandez, N. Can Stigmatized Targets use Recategorization as a Strategy to Combat Discrimination? Society for Personality and Social Psychology, Memphis, TN. January 2007.
- Zhang, S., Schmader, T., & Jacobs, J. Spatial navigation performance: Are gender differences due to stereotype threat? American Psychological Society. New York, NY. May 2006.
- Forbes, C., Schmader, T., & Allen, J.J.B. Measuring stigma's effects on psychological disengagement using neuronal indices of error monitoring. American Psychological Society. New York, NY. May 2006.
- Martens, A., Greenberg, J., Kosloff, S., Landau, M., & Schmader, T. Killing begets killing. Society for Personality and Social Psychology, Palm Springs, CA. January 2006.
- Lazarewicz, A., Schmader, T., & Stone, J. Reducing prejudice: Exploring strategies from the target's perspective. Society for Personality and Social Psychology, Palm Springs, CA. January 2006.
- Schmader, T. A cognitive deficit model of stereotype threat. Presentation to the European Association of Experimental Social Psychology Small Group Meeting on "Understanding the Academic Underachievement of Low Status Group Members." Paris, France. June 2004.
- Lazarewicz, A., Schmader, T., & Stone, J. Arming the unarmed: Empowering targets of prejudice to be targets no longer. 21st Annual Claremont Symposium on Applied Social Psychology. Claremont, CA. April 2004.
- Barquissau, M., & Schmader, T. When parents feel shame and guilt for their children's transgressions. Society for Personality and Social Psychology, Austin, TX. January 2004.
- Johns, M., & Schmader, T. Knowing is half the battle: Teaching stereotype threat as a means of eliminating performance deficits. Society for Personality and Social Psychology, Austin, TX. January 2004.
- Schmader, T., & Johns, M. Stereotype threat reduces working memory capacity. Annual Meeting of the Person Memory Interest Group, West Greenwich, RI. October, 2003.
- Schmader, T., & Lickel, B. The role of vicarious shame and guilt in intergroup behavior. 6th Annual Jena Workshop in Intergroup Relations. Oppurg, Germany. June, 2003.
- Barquissau, M., Schmader, T., & Lickel, B. Disentangling White shame from White guilt. Society for Personality and Social Psychology, Universal City, CA. February, 2003.
- Schmader, T., Johns, M., Barquissau, M., & Lickel, B. Do Americans feel ashamed for anti-Arab prejudice since September 11th? American Psychological Society Annual Convention, New Orleans, LA. June 2002.
- Johns, M. & Schmader, T. Stereotype threat reduces working memory capacity. American Psychological Society Annual Convention, New Orleans, LA. June 2002.
- Schmader, T. Stereotype threat as seen through the lens of social identity theory. Society for Personality and Social Psychology, Savannah, GA. February, 2002.

- Barquissau, M., Schmader, T., & Lickel, B. Vicarious guilt and shame. Society for Personality and Social Psychology, Savannah, GA. February, 2002.
- Quinton, W.J., Major, B., & Schmader, T. Reconsidering the antecedents and consequences of attributions to discrimination. Society for Personality and Social Psychology, Savannah, GA. February, 2002.
- Johns, M., & Schmader, T. The effects of thought suppression on women's math performance. Society for Personality and Social Psychology, Savannah, GA. February, 2002.
- Lickel, B., & Schmader, T. Vicarious shame and guilt: A cognitive appraisal model. Person Memory Preconference, Society for Experimental Social Psychology, Spokane, WA. October, 2001.
- Lickel, B., & Schmader, T. Vicarious shame and guilt. University of California, Los Angeles. May 2001.
- Schmader, T. Vicarious emotional experiences: Feeling guilty or ashamed for the actions of others. Society of Personality and Social Psychology, San Antonio, TX. February 2001.
- Schmader, T., & Major, B. The status value asymmetry: Devaluing domains in response to group threat. American Psychological Society, Miami, FL, June 2000.
- Keiffer, V.A., Healy, E.A., & Schmader, T. The role of stereotype threat in creating gender differences in math performance. Western Psychological Association, Irvine, CA, April, 1999.
- Schmader, T., & Major, B. Devaluing and discounting in response to personal and group feedback. American Psychological Society, Washington, D.C., May 1998
- Schmader, T., & Major, B. The social construction of personal values. American Psychological Society, Washington, D.C., May 1997.
- Schmader, T., & Major, B. Threat by association: How personal values are shaped by the shortcomings of our ingroups. UCLA-UCSB Annual Graduate Student Conference, University of California, Los Angeles, April 1997.
- Schmader, T. "The selective industry of the mind:" Reconciling a discrepancy between personal and group competence. University of California, Santa Barbara, Department of Psychology's Annual Miniconvention, May 1996.

Honors and Awards

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| 2020 | <i>European Association of Social Psychology's</i> Theory Innovation Award |
| 2019 | Elected Member of the <i>European Association of Social Psychology</i> |
| 2018 | Daniel M. Wegner Theoretical Innovation Prize from SPSP |
| 2018 | Elected Fellow of the <i>Association for Psychology Science</i> |
| 2014 | Renewal of Canada Research Chair in Social Psychology (Tier II) |
| 2013 | Nominated by departmental graduate students as an outstanding faculty mentor |
| 2013 | Killam Faculty Research Prize |
| 2013 | Honorary Membership in Golden Key International Honour Society |
| 2012 | Elected Fellow of <i>Society for Personality and Social Psychology</i> |

2010 Named Canada Research Chair in Social Psychology (Tier II)
 2009 Elected Fellow of the Society of Experimental Social Psychology
 2008 Outstanding Mentor of Graduate/Professional Students (2nd place), UA Graduate and Professional Student Council
 2007 Outstanding Thesis Advisor of Psychology, UA Honors College
 2007 Dean's Magellan Award for Excellence in Instruction
 2006 Elected to executive committee *Society of Experimental Social Psychology*
 2004 UA Key Personnel selected for merit increase
 2003/04 International Travel Award, UA Office of International Affairs
 2003 Junior Professional Development Leave, UA College of Social & Behavioral Sciences
 2003 *Granting Writing Summer Stipend*, UA Social and Behavioral Sciences Research Institute
 2002 Honorable Mention, Gordon Allport Intergroup Relations Prize
 2000-02 Favorite Professor Recognition, UA College of Social and Behavioral Science
 2000 UCSB Psychology Department nominee for the Cattell Dissertation Award
 2000 Social Issues Dissertation Award, *Society for the Psychological Study of Social Issues*
 1994 Woodburn Fellowship, *SUNY Buffalo*.

Intramural Service

2021 Departmental Equity Committee
 2021 Departmental Task Force on Diversity and Inclusion (Co-Chair)
 2020-present CRC Internal Review Committee
 2020-21 Faculty Search Committee (Chair for CRC Tier 1)
 2019, 2021 UBC Research Facility Support Grant Committee
 2019 Dean's Advisory Committee for Departmental Headship Search
 2018-19 UBC Mentorship Committee in Psychology
 2018 UBC Banting Fellowship Search committee
 2018 External Review Committee for Vancouver School of Economics
 2017-present UBC Annual Report Committee in Psychology (Chair)
 2017-2019 UBC Faculty Research Awards Committee
 2013-14 Social Personality Area Coordinator
 2013-14 Dean's Advisory Committee for Departmental Headship Search
 2013 UBC Faculty of Arts Peer Reviewer of SSHRC Grants
 2012-15 Psychology Department Colloquium Committee (Co-chair 2012-15)
 2012-14 Adjudication Committee for Hampton Grants
 2012 Psychology Department Faculty Merit Committee
 2012 FOGS SSHRC/Affiliated Fellowship Adjudication Committee
 2011-14 Psychology Department Subject Pool Committee Chair
 2010-13 Social-Personality Workshop Coordinator
 2010-11 Behavioral Research Ethic Board Committee
 2009 Faculty Recognition Committee
 2007-09 Faculty Associate (Equity Issues Liaison to Psychology Department)
 2006-09 Member of Research Advisory Board, NSF Advance Grant to University of Arizona
 2005, 2006 Ad-hoc Promotion and Tenure Committee in the Mexican American
 2005 Acting Social Psychology Program Coordinator
 2004-09 Human Subjects Department Review Committee (Chair, 2005-09)
 2003-09 Faculty Executive Advisory Committee, Elected Member (Chair, 2007-08)
 2002 Oversight Committee of Departmental Computer Security Breach

2001-2002 Graduate Representative for Graduate Student Oral Examinations
 2001 Selection Committee for the Kathryn Anne Govenal Perseverance Award
 2000-2005 Psychology Department Colloquium Committee Co-Chair
 2000-2002 United Way Coordinator for Psychology Department
 1999-2005 Organizer of Social Psychology Brown Bag

Extramural Service

2019 JPSP-IRGP Editorial Search Committee
 2017-present Founder and Director of the Engendering Success in STEM Research Consortium
Funded by Partnership Grant and Partner Contributions (valued at over 6 million); ~100 members
 2017-18 SPSP Fellow Committee (Chair in 2018)
 2017-18 SPSP Early Career Mentor
 2016 SPSP Small Grant Program, Chair
 2013 -16 SPSP Executive Committee, Member at Large
 2012 SPSP Convention Liaison
 2009 SPSP Student Travel Award Committee Chair
 2009- 12 SPSP Convention Committee (Chair in 2012)
 2008- 09 Membership Committee, *Society of Experimental Social Psychology*
 2008- 09 Dissertation Award Committee Chair, *Society of Experimental Social Psychology*
 2007 -08 Program Committee, *Society of Experimental Social Psychology* (Chair in 2007)
 2007- 08 Career Trajectory Award Committee, *Society of Experimental Social Psychology*
 2006 SPSSI Grants-in-Aid Committee Chair
 2006 Program Chair for Division 8, American Psychological Association Convention
 2006 -09 Executive Committee, *Society of Experimental Social Psychology*
 2004 -06 Society for the Psychological Study of Social Issues, Grants-in-Aid Committee,
 2001 Reviewer to Division 8 of the 2001 American Psychological Association Convention.

Editorial Work

Associate Editor

2014 - 17 *Journal of Personality and Social Psychology, IRGP*
 2006 - 08 *Personality and Social Psychology Bulletin*

Editorial Board

2021 - *Psychological Bulletin*
 2016 - *Social Psychology*
 2011 - *Journal of Personality and Social Psychology, IRGP*
 2008 - *Personality and Social Psychology Bulletin*
 2010 - 19 *Social Psychology and Personality Science*
 2010 - 14 *Journal of Experimental Psychology: General*
 2010 - 12 *Psychological Science*
 2006 - 21 *Journal of Experimental Social Psychology*
 2004 - 10 *Journal of Personality and Social Psychology, ASC*

Ad hoc reviewer

Science *Journal of Applied Social Psychology*

Psychological Review
Proceedings of the National Academies of Science
Psychological Science
Emotion
Journal of Experimental Psychology, General
Current Directions in Psychological Science
Psychological Inquiry
Group Processes and Intergroup Behavior
Self and Identity
Sex Roles
Basic and Applied Social Psychology
Organizational Behavior and Human Decision Processes
Social Sciences and Humanities Research Council
Trends in Cognitive Science
American Psychologist
Nature Human Behaviour

Journal of Psychopharmacology
Journal of Personality
Journal of Research in Personality
European Journal of Social Psychology
Psychology, Public Policy, & Law
British Journal of Social Psychology
Canadian Journal of Behavioural Science
International Journal of Psychology
Norton Publishing – Book Review
National Science Foundation
Cambridge Publishing – Book Review
Group Dynamics
Developmental Psychology
Motivational Science
Frontiers in Psychology
UBC SPARC (grant review)

Consulting and Advisory Boards

2018- Advisory Board for Alberta Status of Women Project on Stereotype Threat and Implicit Bias
2014-17 Advisory Board for Montana State University ADVANCE Project

Professional Memberships

American Psychological Society
Society of Personality and Social Psychology
Society for Experimental Social Psychology
Society for the Psychological Study of Social Issues
European Association for Social Psychology
International Society for Self and Identity

Former Ph.D. Students (and Post-Doctoral Trainees*)

Michael Johns Data Scientist, NYC Department of Health and Mental Hygiene
Marchelle Scarnier Adjunct Professor, Concordia University
Chad Forbes Associate Professor, Florida Atlantic University
Shen Zhang* Associate Professor, University of Wisconsin, Whitewater
Alyssa Croft Assistant Professor, University of Arizona
William Hall Assistant Professor, Brock University
Simon Lolliot* Assistant Professor, University of British Columbia
Katharina Block Assistant Professor, University of Amsterdam

Courses Taught

Undergraduate Level

Introductory Psychology
Honor's Proseminar

Graduate Level

Prejudice
Social Cognition

Social Psychology
Personality Psychology
Psychology of Prejudice
Psychology of Unconscious Thought

Stigma
Themes in Social Psychology