

## **From Stereotype Threat to Stereotype Threats: Implications for theory and intervention**

Jenessa R. Shapiro  
University of California, Los Angeles

Stereotype threat is a distracting concern about confirming negative stereotypes. Stereotype threat is often treated as a single threat, encompassing many different definitions and experiences. In the present talk I argue that conceptualizing stereotype threat as this broad umbrella concept overlooks important distinctions. Thus, I propose a model of multiple, qualitatively distinct forms of stereotype threats. Our Multi-Threat Framework arises from the intersection of two dimensions—the target of the stereotype threat (the self or one's group) and the source of the stereotype threat (the self, outgroup others, or ingroup others)—resulting in threats to one's self-concept, group-concept, own personal reputation in the eyes of outgroup individuals, ingroup reputation in the eyes of outgroup individuals, own personal reputation in the eyes of ingroup individuals, and/or ingroup reputation in the eyes of ingroup individuals.

As initial evidence for these distinctions, I will present research showing that these different forms of stereotype threats are experienced to different degrees by members of differently stereotyped groups. In addition, I will examine the implication of multiple forms of stereotype threat for intervention. Stereotype threat interventions have been considered interchangeable, primarily because stereotype threat has been conceptualized as a single threat. However, the Multi-Threat Framework argues that different forms of stereotype threats will require different interventions. For example, the Multi-Threat Framework distinguishes between group-as-target stereotype threats—concerns that a stereotype-relevant performance will reflect poorly on one's group's abilities—and self-as-target stereotype threats—concerns that a stereotype-relevant performance will reflect poorly on one's own abilities. I will present data demonstrating that two very common stereotype threat interventions, role models and self-affirmations, are not equally effective for these two forms of stereotype threats. Specifically, role model interventions are only successful at protecting against group-as-target stereotype threats and self-affirmation interventions are only successful at protecting against self-as-target stereotype threats.

These distinctions are critical for both theoretical and practical reasons, as these threats have different eliciting conditions, differentially peril those with different stigmatizing characteristics, are mediated by somewhat different mechanisms, are moderated by different person and situation factors, are coped with and compensated for in different ways, and require different interventions to overcome. If one hopes to effectively minimize the costs of negative stereotypes for individuals, groups, and societies, one must intervene with an understanding of these important qualitative distinctions.

## 【プロフィール】

JENESSA R. SHAPIRO



Ph.D., Psychology, 2008, Arizona State University  
Associate Professor, Department of Psychology (Social Psychology) and Anderson Graduate School of Management (Management and Organizations), University of California, Los Angeles

ジェネッサ・シャピロ先生の研究は、組織コンテキストにおいて起こる差別の現代的形態やステレオタイプが如何にパフォーマンスを決定するかに焦点をおいた研究を行っている。彼女は、the National Science Foundation, National Institutes of Health, そして the Society for the Psychological Study of Social Issues の特別研究員であり、特別研究奨励金や研究助成を受けている。また、the Journal of Personality and Social Psychology, Psychological Science, the Journal of Applied Psychology などのマネジメントおよび心理学関係のトップジャーナルに研究論文が掲載されている\*。

## 【最近の主な研究業績】

- Shapiro, J. R.,** Aronson, J., & McGlone, M. (*in press*). Stereotype Threat. In T. Nelson (Ed.), *The Handbook of Prejudice, Stereotyping, and Discrimination, 2nd Edition*. Psychology Press.
- Shapiro, J. R.,** & Aronson, J. (2013). Stereotype threat. In C. Stangor & C. Crandall (Eds.), *Stereotyping and Prejudice*. Psychology Press.
- Shapiro, J. R.,** \*Williams, A. M., & \*Hambarchyan, M. (2013). Are all interventions created equal? A Multi-Threat approach to tailoring stereotype threat interventions. *Journal of Personality and Social Psychology, 104*, 277-288.
- \*Kenrick, A., **Shapiro, J. R.,** & Neuberg, S. L. (2013). Do parental bonds break anti-fat stereotyping? Parental work-ethic ideology and disease concerns predict bias against heavy-weight children. *Social Psychological and Personality Science, 4*, 723-731.
- \*Neel, R., & **Shapiro, J. R.** (2012). Is racial bias malleable? Whites' lay theories of racial bias predict divergent strategies for interracial interactions. *Journal of Personality and Social Psychology, 103*, 101-120.
- Shapiro, J. R.** (2012). Types of threats: From stereotype threat to stereotype threats. In T. Schmader & M. Inzlicht (Eds.), *Stereotype Threat: Theory, Process, and Application* (pp.71-88). New York: Oxford University Press.
- Shapiro, J. R.,** & \*Williams, A. M. (2012). The role of stereotype threats in undermining girls' and women's performance and interest in STEM fields. *Sex Roles: A Journal of Research, 66*, 175-183. [Commentary]
- Shapiro, J. R.** (2011). Different groups, different threats: A Multi-Threat approach to the experience of stereotype threats. *Personality and Social Psychology Bulletin, 37*, 464-480.
- Shapiro, J. R.,** \*Baldwin, M., \*Williams, A. M., & Trawalter, S. (2011). The company you keep: Fear of rejection in intergroup interaction. *Journal of Experimental Social Psychology, 47*, 221-227.
- Becker, D. V., Mortensen, C. R., Ackerman, J. M., **Shapiro, J. R.,** Anderson, U. S., Sasaki, T., Maner, J. K., Neuberg, S. L., & Kenrick, D. T. (2011). Signal detection on the battlefield: Priming self-protection vs. revenge-mindedness differentially modulates the detection of enemies and allies. *PLoS ONE, 6*, 1-5.
- Corrigan, P. W., & **Shapiro, J. R.** (2010). Measuring the impact of programs that challenge the public stigma of mental illness. *Clinical Psychology Review, 30*, 907-922.
- Anderson, U. S., Perea, E. F., Becker, D. V., Ackerman, J. M., **Shapiro, J. R.,** Neuberg, S. L.,

- & Kenrick, D. T. (2010). I only have eyes for you: Ovulation redirects attention (but not memory) to attractive men. *Journal of Experimental Social Psychology, 46*, 804-808.
- Trawalter, S., & **Shapiro, J. R.** (2010). Prejudice and stereotyping: Interpersonal processes. In K. Payne & B. Gawronski (Eds.), *Handbook of Implicit Social Cognition* (pp. 375-391). Guilford Press.
- Becker, D. V., Anderson, U. S., Neuberg, S. L., Maner, J. K., **Shapiro, J. R.**, Ackerman, J. M., Schaller, M., & Kenrick, D. T. (2010). More memory bang for the attentional buck: Selfprotection goals enhance encoding efficiency for potentially threatening males. *Social Psychological and Personality Science, 1*, 182-189.
- Shapiro, J. R.**, Mistler, S., & Neuberg, S. L. (2010). Threatened selves and differential prejudice expression by White and Black perceivers. *Journal of Experimental Social Psychology, 46*, 469-473.

#### 【最近の受賞歴等】

- 2014 Gordon Allport Intergroup Relations Prize for Best Paper
- 2014 SPSP Sage Young Scholars Award
- 2013 Fellow, Society for Experimental Social Psychology (SESP)
- 2013 UCLA Anderson Dean George W. Robbins Assistant Professor Teaching Award
- 2013 UCLA Anderson Eric and "E" Juline Faculty Excellence in Research Award
- 2012 UCLA Psychology Distinguished Teaching Award
- 2012 UCLA Faculty Career Development Award
- 2012 Society for Industrial/Organizational Psychology (SIOP) Scholar
- 2011 UCLA Faculty Research Enabling Grant
- 2010 UCLA Faculty Curator Award
- 2009 Participant, Summer Institute on Social/Personality Psychology and Health Sponsored by the National Cancer Institute (NCI)

\* このプロフィールは、UCLA アンダーソンスクールのホームページより抜粋、邦訳している。  
(<http://www.anderson.ucla.edu/faculty/management-and-organizations/faculty/shapiro>)

# CURRICULUM VITAE

## JENESSA R. SHAPIRO

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University of California, Los Angeles  
 Los Angeles, California 90095-1563  
 jshapiro@psych.ucla.edu  
 jenessa.shapiro@anderson.ucla.edu

### EMPLOYMENT

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- |              |  |
|--------------|--|
| 2013-present | Associate Professor, Department of Psychology (Social Psychology) and Anderson Graduate School of Management (Management and Organizations), University of California, Los Angeles |
| 2011-2013    | Assistant Professor, Department of Psychology (Social Psychology) and Anderson Graduate School of Management (Management and Organizations), University of California, Los Angeles |
| 2008-2011    | Assistant Professor, Department of Psychology, Social Psychology, University of California, Los Angeles  |

### EDUCATION

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- Ph.D., Psychology, 2008, Arizona State University
- B.A., Psychology & Art (*Cum Laude* and Honors in Psychology), 2002, Rice University

### RESEARCH GRANTS

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- National Institutes of Health (NIH), “Promoting Women's Interest in STEM Careers by Reducing Stereotype Threats” (R01GM102701), 2012-2016 (PI; \$1,471,970)
- The John Templeton Foundation, “Using authenticity interventions to increase feelings of purpose and belonging among minority students,” 2013-2014 (PI; \$64,758).
- Supplement to National Institutes of Health (NIH), “Promoting Women's Interest in STEM Careers by Reducing Stereotype Threats” (R01GM102701), 2013-2015 (PI; \$64,287)
- Supplement to National Institutes of Health (NIH), “Promoting Women's Interest in STEM Careers by Reducing Stereotype Threats” (R01GM102701), 2012-2013 (PI; \$47,658)
- Tobacco-Related Disease Research Program (TRDRP), “The effects of stereotype threat on smoking behavior” (20XT-0154), 2011-2014 (PI; direct costs: \$248,930)

Cornelius Hopper Diversity Supplement to Tobacco-Related Disease Research Program (TRDRP), “The effects of stereotype threat on smoking behavior” (20XT-0154), 2012-2013 (PI; \$18,750)

University of California, Los Angeles Faculty Research Enabling Grant (2011)

National Science Foundation (NSF-BCS), “From Stereotype Threat to Stereotype Threats: Testing a Multi-Threat Framework” (BCS0956321), 2010-2014 (PI; \$415,000)

National Institutes of Health (NIH) American Reinvestment and Recovery Act (ARRA) Challenge Grant, “Reducing Barriers to Gender Equity in STEM Fields by Reducing Stereotype Threats” (RC1GM09071), 2009-2011 (PI; \$395,312)

National Institutes of Health (NIH), “Reducing the Consequences of Mental Illness Stigma” (F31MH075497), 2005-2008 (PI)

Society for the Psychological Study of Social Issues (SPSSI) Grant-in-Aid (2006)

Society for the Psychological Study of Social Issues (SPSSI) Clara Mayo Grant (2003)

## **FELLOWSHIPS, HONORS, & AWARDS**

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2014	Gordon Allport Intergroup Relations Prize for Best Paper
2014	SPSP Sage Young Scholars Award
2013	Fellow, Society for Experimental Social Psychology (SESP)
2013	UCLA Anderson Dean George W. Robbins Assistant Professor Teaching Award
2013	UCLA Anderson Eric and "E" Juline Faculty Excellence in Research Award
2012	UCLA Psychology Distinguished Teaching Award
2012	UCLA Faculty Career Development Award
2012	Society for Industrial/Organizational Psychology (SIOP) Scholar
2011	UCLA Faculty Research Enabling Grant
2010	UCLA Faculty Curator Award
2009	Participant, Summer Institute on Social/Personality Psychology and Health Sponsored by the National Cancer Institute (NCI)
2006	Arizona State University Graduate Student Association Teaching Excellence Award
2006	American Psychological Association (APA) Dissertation Research Award
2006	Society for Personality and Social Psychology (SPSP) Student Travel Award
2006	Multivariate Software Award for Outstanding Research, Western Psychological Association (WPA)
2006	Darwyn & Marie Linder Fellowship in Psychology
2005	American Psychological Association (APA) Early Researcher Award, Honorable Mention

- 2005 John C. Flanagan Award for Best Student Paper, Society for Industrial/Organizational Psychology (SIOP)
- 2004 National Science Foundation (NSF) Graduate Research Fellowship, Honorable Mention
- 2002 - 2005 University Graduate Scholar Fellowship, Arizona State University
- 2002 Award named in my honor: Jenessa Shapiro Award for Research, Rice University, awarded annually to the student best demonstrating achievement in undergraduate research
- 2002 John Brelsford Award for Leadership in Psychology, Rice University

## **PUBLICATIONS**

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\*Denotes student author

- Shapiro, J. R.**, Aronson, J., & McGlone, M. (*in press*). Stereotype Threat. In T. Nelson (Ed.), *The Handbook of Prejudice, Stereotyping, and Discrimination, 2<sup>nd</sup> Edition*. Psychology Press.
- Shapiro, J. R.**, & Aronson, J. (*in press*). Stereotype threat. In C. Stangor & C. Crandall (Eds.), *Stereotyping and Prejudice*. Psychology Press.
- Goldstein, N. J., \*Vezich, I. S., & **Shapiro, J. R.** (2014). Perceived perspective taking: When others walk in our shoes. *Journal of Personality and Social Psychology, 106*, 941-960.
- \*Bacio, G. A., \*Guzman, I., **Shapiro, J. R.** & Ray, L. A. (2014). The role of smoking motives in explaining differences in quit attempts between Black and White daily smokers. *Addictive Behaviors, 39*, 1769-1772.
- \*Roche, D. J. O., \*Bujarski, S., \*Moallem, N. R., \*Guzman, I. Y., **Shapiro, J. R.**, & Ray, L. A. (2014). Predictors of smoking lapse in a human laboratory paradigm, *Psychopharmacology, 231*, 2889-2897.
- Kaiser, C., Major, B. M., \*Jurcevic, I., \*Dover, T., \*Brady, L. & **Shapiro, J. R.** (2013). Presumed fair: Ironic effects of organizational diversity structures. *Journal of Personality and Social Psychology, 104*, 504-519.  
*Awarded the 2014 Gordon Allport Intergroup Relations Prize*
- Shapiro, J. R.**, \*Williams, A. M., & \*Hambarchyan, M. (2013). Are all interventions created equal? A Multi-Threat approach to tailoring stereotype threat interventions. *Journal of Personality and Social Psychology, 104*, 277-288.
- \*Williams, A. M., \*Jurcevic, I., & **Shapiro, J. R.** (2013). Stereotype threat. In D. S. Dunn (Ed.), *Oxford Bibliographies in Psychology*. New York: Oxford University Press.
- \*Kenrick, A., **Shapiro, J. R.**, & Neuberg, S. L. (2013). Do parental bonds break anti-fat stereotyping? Parental work-ethic ideology and disease concerns predict bias against heavy-weight children. *Social Psychological and Personality Science, 4*, 723-731.

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- Shapiro, J. R.** (2012). Types of threats: From stereotype threat to stereotype threats. In T. Schmader & M. Inzlicht (Eds.), *Stereotype Threat: Theory, Process, and Application* (pp. 71-88). New York: Oxford University Press.
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- Shapiro, J. R.** (2011). Different groups, different threats: A Multi-Threat approach to the experience of stereotype threats. *Personality and Social Psychology Bulletin, 37*, 464-480.
- Shapiro, J. R.,** \*Baldwin, M., \*Williams, A. M., & Trawalter, S. (2011). The company you keep: Fear of rejection in intergroup interaction. *Journal of Experimental Social Psychology, 47*, 221-227.
- Becker, D. V., Mortensen, C. R., Ackerman, J. M., **Shapiro, J. R.,** Anderson, U. S., Sasaki, T., Maner, J. K., Neuberg, S. L., & Kenrick, D. T. (2011). Signal detection on the battlefield: Priming self-protection vs. revenge-mindedness differentially modulates the detection of enemies and allies. *PLoS ONE, 6*, 1-5.
- Corrigan, P. W., & **Shapiro, J. R.** (2010). Measuring the impact of programs that challenge the public stigma of mental illness. *Clinical Psychology Review, 30*, 907-922.
- Anderson, U. S., Perea, E. F., Becker, D. V., Ackerman, J. M., **Shapiro, J. R.,** Neuberg, S. L., & Kenrick, D. T. (2010). I only have eyes for you: Ovulation redirects attention (but not memory) to attractive men. *Journal of Experimental Social Psychology, 46*, 804-808.
- Trawalter, S., & **Shapiro, J. R.** (2010). Prejudice and stereotyping: Interpersonal processes. In K. Payne & B. Gawronski (Eds.), *Handbook of Implicit Social Cognition* (pp. 375-391). Guilford Press.
- Becker, D. V., Anderson, U. S., Neuberg, S. L., Maner, J. K., **Shapiro, J. R.,** Ackerman, J. M., Schaller, M., & Kenrick, D. T. (2010). More memory bang for the attentional buck: Self-protection goals enhance encoding efficiency for potentially threatening males. *Social Psychological and Personality Science, 1*, 182-189.
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- Ackerman, J. M., **Shapiro, J. R.,** & Maner, J. K. (2009). When is it good to believe bad things? *Behavioral and Brain Sciences, 32*, 510-511.

- Shapiro, J. R.,** Ackerman, J. M., Neuberg, S. L., Maner, J. K., Becker, D. V., & Kenrick, D. T. (2009). Following in the wake of anger: When not discriminating is discriminating. *Personality and Social Psychology Bulletin, 35*, 1356-1367.
- Ackerman, J. M., Goldstein, N. J., **Shapiro, J. R.,** & Bargh, J. A. (2009). You wear me out: The vicarious depletion of self-control. *Psychological Science, 20*, 326-332.
- Griskevicius, V., Tybur, J. M., Gangestad, S. W., Perea, E. F., **Shapiro, J. R.,** & Kenrick, D. T. (2009). Aggress to impress: Hostility as an evolved context-dependent strategy. *Journal of Personality and Social Psychology, 96*, 680-994.
- Harrison, C. K., Stone, J., **Shapiro, J. R.,** Yee, S., Boyd, G. A., & Rullan, V. (2009). The role of gender identities and stereotype salience with the academic performance of male and female college athletes. *Journal of Sport and Social Issues, 33*, 78-90.
- Shapiro, J. R.,** & Neuberg, S. L. (2008). When do the stigmatized stigmatize? The ironic effects of being accountable to (perceived) majority group prejudice-expression norms. *Journal of Personality and Social Psychology, 95*, 877-898.
- Shapiro, J. R.,** & Neuberg, S. L. (2007). From stereotype threat to stereotype threats: Implications of a Multi-Threat Framework for causes, moderators, mediators, consequences, and interventions. *Personality and Social Psychology Review, 11*, 107-130.
- Shapiro, J. R.,** King, E. B., & Quiñones, M. A. (2007). Expectations of obese trainees: How stigmatized trainee characteristics influence training effectiveness. *Journal of Applied Psychology, 92*, 239-249.  
Received Honorable Mention American Psychological Association (APA) Early Researcher Award
- Ackerman, J. M., **Shapiro, J. R.,** Neuberg, S. L., Kenrick, D. T., Schaller, M., Becker, D. V., Griskevicius, V., & Maner, J. K. (2006). They all look the same to me (unless they're angry): From out-group homogeneity to out-group heterogeneity. *Psychological Science, 17*, 836-840.
- King, E. B., **Shapiro, J. R.,** Hebl, M. R., Singletary, S., & Turner, S. (2006). The stigma of obesity in customer service: A mechanism for remediation and bottom-line consequences of interpersonal discrimination. *Journal of Applied Psychology, 91*, 579-593.  
Received Society for Industrial/Organizational Psychology (SIOP) John C. Flanagan Best Student Paper Award
- Braver, S. L., **Shapiro, J. R.,** & Goodman, M. (2006). The consequences of divorce for parents. In M. A. Fine & J. H. Harvey (Eds.), *Handbook of Divorce and Relationship Dissolution* (pp. 313-337). New Jersey: Lawrence Erlbaum.
- Hebl, M. R., Giuliano, T. A., King, E. B., Knight, J. L., **Shapiro, J. R.,** Skorinko, J. L., & Wig, A. (2004). Paying the way: The ticket to gender equality in sports. *Sex Roles, 51*, 227-235.



## CHAired CONFERENCE SYMPOSIA

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\*Denotes student author

\*O'Brien, K., & Shapiro, J. R. (2013, May). *Advancing Women in the STEM Workplace: Barriers and Strategies*. Symposium conducted at the annual conference of the Society for Industrial/Organizational Psychology in Honolulu, Hawaii.

Shapiro, J. R., \*Williams, A. W., & \*Jurcevic, I. (2012, April). *Roadblocks to Decreasing Discrimination*. Symposium conducted at the annual conference of the Society for Industrial/Organizational Psychology in San Diego, California.

Shapiro, J. R., & \*Williams, A. W. (2012, January). *Making the grade: When and why stereotype threat interventions succeed and fail*. Symposium conducted at the annual conference of the Society for Personality and Social Psychology in San Diego, California.

Shapiro, J. R., & Trawalter, S. (2010, January). *Contending with discrimination: Psychological, neurological, physiological, and behavioral consequences of attributional ambiguity*. Symposium conducted at the annual conference of the Society for Personality and Social Psychology in Las Vegas, Nevada.

## CONFERENCE TALKS

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\*Denotes student author

\*Jurcevic, I., **Shapiro, J.R.**, Trawalter, S., & Unzueta, M.M. (2014, June). Using racial minorities' opinions to justify prejudice expression. Talk to be presented at the 10th biennial convention for the Society for the Psychological Study of Social Issues in Portland, OR.

\*Cortland, C. I., \*Neel, R., & Goldstein, N. J., & Shapiro, J. R. (2014, June). From Prejudice to Empathy: Shared Experiences with Stigma Reduce Anti-Gay Prejudice among African-Americans. Paper to be presented at the biennial conference of the Society for the Psychological Study of Social Issues in Portland, Oregon.

Shapiro, J. R., \*Williams, A. M., & \*Hambarchyan, M. (2014, May). *Reducing Stereotype Threat to Advance Women in the Workplace*. Paper presented at the annual conference of the Society for Industrial/Organizational Psychology in Honolulu, Hawaii.

Neel, R., Shapiro, J. R., & Todd, A. R. (2014, May). *Possible racists: Beliefs that bias can change guide Whites' social judgment and behavior in racism-related contexts*. Paper presented at the Association for Psychological Science Annual Convention, San Francisco, CA.

Shapiro, J. R., \*Williams, A. M., & \*Hambarchyan, M. (2013, August). *A Multi-Threat Approach to Stereotype Threat Interventions*. Paper presented at the annual conference of the Academy of Management in Orlando, Florida.

- Shapiro, J. R., \*Williams, A. M., & \*Hambarchyan, M. (2013, July). *Tailoring stereotype threat interventions to reduce disparities in STEM education*. Paper presented at the annual conference of the American Psychological Association in Honolulu, Hawaii.
- Shapiro, J. R., \*Williams, A. M., \*Hambarchyan, M., & Chu, C. (2013, January). *When are identity interventions effective? A Multi-Threat approach to tailoring STEM interventions*. Paper presented at the annual conference of the Society for Personality and Social Psychology in New Orleans, Louisiana.
- \*Williams, A. M., & Shapiro, J. R. (2012, April). *Strategies for Reducing Gender Discrimination in Workplace Negotiations*. Paper presented at the annual conference of the Society for Industrial/Organizational Psychology in San Diego, California.
- \*Jurcevic, I., Shapiro, J. R., Unzueta, M. M., & Trawalter, S. (2012, April). *Whites Use of Racial Minorities' Negative Evaluations to Justify Bias*. Paper presented at the annual conference of the Society for Industrial/Organizational Psychology in San Diego, California.
- Shapiro, J. R., \*Williams, A. M., & \*Hambarchyan, M. (2012, January). *Role Models or Self-Affirmations? A Multi-Threat Approach to Tailoring Stereotype Threat Interventions*. Paper presented at the annual conference of the Society for Personality and Social Psychology in San Diego, California.
- Shapiro, J. R., (2011, July). *When Do the Stigmatized Stigmatize? The Ironic Effects of Being Accountable to (Perceived) Majority Group Norms*. Paper presented at the annual conference of the International Association of Conflict Management in Istanbul, Turkey.
- Shapiro, J. R. (2010, August). *Knowing you are a Target of Prejudice: Intrapersonal and Interpersonal Implications*. Invited address at the American Psychological Association in San Diego, California.
- Shapiro, J. R., Neuberg, S. L., & Mistler, S. (2010, January). *Converging Processes, Diverging Behaviors: Attributional Ambiguity and Prejudice Expression within White and Black Perceivers*. Paper presented at the annual conference of the Society for Personality and Social Psychology in Las Vegas, Nevada.
- Shapiro, J. R. (2010, January). *Demystifying Grant-Getting for Grad Students*. Panelist at the annual conference of the Society for Personality and Social Psychology in Las Vegas, Nevada.
- Trawalter, S. & Shapiro, J. R. (2010, January). *When Discrimination Happens, Who Notices? Stigmatized Group Membership and Discrimination Detection*. Paper presented at the annual conference of the Society for Personality and Social Psychology in Las Vegas, Nevada.
- Shapiro, J. R. (2009, October). *Stereotype Threats: Evidence for a Multi-Threat Framework*. Paper presented at the annual conference of the Society for Experimental Social Psychology in Portland, ME.

Shapiro, J. R., & Neuberg, S. L. (2008, January). *Perceiving White norms: Ironic Effects in Blacks' versus Whites' Judgments of Minority Targets*. Paper presented at the annual conference of the Society for Personality and Social Psychology in Albuquerque, New Mexico.

Shapiro, J. R., & Neuberg, S. L. (2007, January). *From Stereotype Threat to Stereotype Threats: A Multi-Threat Framework*. Paper presented at the annual conference of the Society for Personality and Social Psychology in Memphis, Tennessee.  
Received Society for Personality and Social Psychology (SPSP) Student Travel Award.

Shapiro, J. R., King, E. B., & Quinones, M. A. (2006, April). *The Weight of Expectations in Interactions with Obese Individuals*. Paper presented at the annual meeting of the Western Psychological Association in Palm Spring, CA.  
Received Multivariate Software Award for outstanding research presented at the annual meeting of the Western Psychological Association (WPA).

Shapiro, J. R. (2003, July). *The Weight of Obesity in the U.S. Workforce: An assessment of discrimination*. Paper presented at the annual meeting of the Interamerican Congress of Psychology, Lima, Peru.

## CONFERENCE POSTERS

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Cortland, C. I., Guzman, I. Y., **Shapiro, J. R.**, & Ray, L. A. (2014, May). *Stereotype Threat Reduces Smokers' Ability to Refrain from Smoking*. Poster presented at the annual convention of the Association for Psychological Science in San Francisco, California.

Heldreth, C.M., Guardino, C.M., **Shapiro, J.R.**, Dunkel-Schetter, C., Schafer, P., Shalowitz, M., Lanzi, R., & Sahadeo, L. (2014, February). *When What You See is Literally What You Get: The Influence of Observing Discrimination in Childhood on Depression in African-American Adult Women*. Poster presented at the annual conference of the Society for Personality and Social Psychology Conference in Austin, Texas.

Cortland, C. I., Neel, R., Goldstein, N. J., & Shapiro, J. R. (2014, February). *From prejudice to empathy: Shared experiences with stigma can lead to positive intergroup relations*. Poster presented at the annual meeting of the Society for Personality and Social Psychology in Austin, Texas.

Almaraz, S. M., Lick, D. J., Cortland, C. I., Shapiro, J. R., Johnson, K. L. (2014, February). *Straight until proven gay: Motivated bias in sexual orientation categorization*. Poster presented at the annual meeting of the Society for Personality and Social Psychology in Austin, Texas.

Jurcevic, I., Unzueta, M. M., Trawalter, S., Shapiro, J. R. (2014, February). *He said it, not me: Using minority group member opinions as license for prejudice expression*. Poster presented at the annual conference of the Society for Personality and Social Psychology in Austin, Texas.

- Heldreth, C. M., Shapiro, J. R., & Eisenberger, N. I. (2013, January). *I Feel Your Pain: Vicarious Experiences of Prejudice*. Poster presented at the annual conference of the Society for Personality and Social Psychology Conference in New Orleans, Louisiana.
- Guzman, I. Y., Bacio, G. A., Shapiro, J. R., Ray, L. A. (2013, January). *Smoking Motives: The relationship between ethnicity and quit attempts*. Poster presented at the annual conference of the Society for Personality and Social Psychology Conference in New Orleans, Louisiana.
- Jurcevic, I., Shapiro, J. R., Unzueta, M. M., & Trawalter, S. (2012, January). *They said it, not me: Whites Use of Racial Minorities' Negative Evaluations to Justify Bias*. Poster presented at the annual conference of the Society for Personality and Social Psychology in San Diego, California.
- Wong, L., Shapiro, J. R., & Dunkel-Schetter, C. (2012, January). *Compensatory Strategies for Disclosure of Concealable Stigmas*. Poster presented at the annual conference of the Society for Personality and Social Psychology in San Diego, California.
- Williams, A. M., & Shapiro, J. R. (2011, February). *Show Me the Money: Women and Effective Negotiating Strategies*. Poster presented at the annual conference of the Society for Personality and Social Psychology in San Antonio, Texas.
- Baldwin, M., Shapiro, J. R., & Trawalter, S. (2010, January). *The company you keep: Fear of rejection in intergroup interaction*. Poster presented at the annual conference of the Society for Personality and Social Psychology in Las Vegas, NV.
- Kenrick, A. C., Shapiro, J. R., & Neuberg, S. L. (2009, February). *Breaking down the whole into some of its parts: Understanding different kinds of mental and physical illness stigma*. Poster presented at the annual conference of the Society for Personality and Social Psychology in Tampa, Florida.
- Ackerman, J. M., Shapiro, J. R., Neuberg, S. L., & Kenrick, D. T. (2007, January). *When do they and when do we all look the same to me? Understanding heterogeneity and homogeneity effects*. Poster presented at the annual conference of the Society for Personality and Social Psychology in Memphis, TN.  
Received Society for Personality and Social Psychology Graduate Student Poster Award
- Shapiro, J. R., Ackerman, J. M., Neuberg, S. L., & Kenrick, D. T. (2006, January). *We all look harmless and they all look threatening: Contrast and assimilation effects for in-group and out-group threat perceptions*. Poster presented at the annual conference of the Society for Personality and Social Psychology in Palm Springs, CA.
- Ackerman, J. M., Shapiro, J. R., Becker, D. V., Kenrick, D. T., & Neuberg, S. L. (2006, January). *They all look the same to me unless they're angry*. Poster presented at the annual conference of the Society for Personality and Social Psychology in Palm Springs, CA.

Shapiro, J. R., King, E. B., & Quinones, M. A. (2005, April). *Stigma-induced self-fulfilling prophecies in training interactions*. Poster presented at the annual conference of the Society for Industrial/Organizational Psychology in Los Angeles, CA.

Turner, S., Singletary, S., King, E. B., Shapiro, J. R., & Hebl, M. R. (2005, April). *Manifestations, consequences, and remediation strategies of the stigma of obesity in customer service*. Poster presented at the annual conference of the Society for Industrial/Organizational Psychology in Los Angeles, CA.  
Received John C. Flanagan Award for Best Student Paper presented at the annual meeting of the Society for Industrial/Organizational Psychology (SIOP).

Shapiro, J. R., & Neuberg, S. L. (2005, January). *From stigmatized to empathizer or from stigmatized to stigmatizer? The effects of perceived majority group norms on the expression and suppression of prejudice*. Poster presented at the annual meeting for the Society for Personality and Social Psychology in New Orleans, LA.

Ackerman, J. M., Shapiro, J. R., Becker, D. V., Hofer, B., Neuberg, S. L., & Kenrick, D. T. (2005, January). *Safety or romance? The asymmetry of fundamental motivations on memory for faces*. Poster presented at the annual meeting for the Society for Personality and Social Psychology in New Orleans, LA.

Shapiro, J. R., Skorinko, J., Knight, J. L., King, E. B., & Hebl, M. R. (2004, February). *Paying the way: The ticket to gender equality in sports*. Poster presented at the annual meeting for the Society for Personality and Social Psychology in Austin, TX.

Wilbur, C. J., Shapiro, J. R., & Neuberg, S. L. (2004, February) *A sociofunctional analysis of intergroup emotions: Support for the causal role of threat*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

Valdez, I., Wheeler, B. F., Shapiro, J. R., Lozano, S. C., King, E. B., Mannix, L. M., & Hebl, M. R. (2001, April). *Disparity between men and women basketball ticket pricing*. Poster presented at the annual meeting of the Southwestern Psychological Association, Houston, TX.

## INVITED TALKS

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University of California – Anderson School of Management (2014)  
 University of Southern California – Marshall School of Business (2014)  
 University of Colorado, Denver – University-wide session (2014)  
 Loyola Marymount – STEM Education Research Seminar (2014)  
 UCLA Symposium on Teaching Math to Life Science Students (2014)  
 The Association of American Medical Colleges, Plenary Session Keynote Address (2014)  
 The University of Chicago – Booth School of Business (2014)  
 University of Toronto – Rotman School of Management (2014)  
 Northwestern University – Kellogg School of Management (2014)  
 Claremont Graduate University – Department of Psychology (2014)  
 The University of California, Los Angeles – Department of Mathematics (2013)

Stanford University – Department of Psychology (2013)  
 Tulane – Department of Psychology (2013)  
 Rice University – Department of Psychology (2013)  
 Underrepresented Graduate Students in Psychology, UCLA (2013)  
 University of California, Riverside – Department of Psychology (2013)  
 INSEAD (2012)  
 Riordan Program, Anderson Graduate School of Management, UCLA (2012)  
 Stanford University – Graduate School of Business (2011)  
 University of Virginia – Department of Psychology (2011)  
 University of Southern California – Department of Psychology (2011)  
 University of California, Irvine – Department of Psychology (2010)  
 California State Polytechnic University – Psychology and Sociology Department (2010)  
 New York University – Department of Psychology (2010)  
 American Psychological Association, Invited Address (2010)  
 University of California, Los Angeles – Anderson School of Management (2010)  
 University of California, Los Angeles – Psychological Studies in Education (2010)  
 San Diego State University – Department of Psychology (2010)  
 University of California, Santa Barbara – Department of Psychology (2010)  
 Master Mediator Institute Immersion Course (2009)  
 University of California, Los Angeles – Center for Behavior, Evolution, and Culture (2009)  
 University of Wisconsin, Madison – Department of Psychology (2008)  
 University of California, Davis – Department of Psychology (2007)  
 University of California, Los Angeles – Department of Psychology (2007)  
 Texas A&M University – Department of Psychology (2007)  
 University of Iowa – Department of Psychology (2007)  
 Northern Illinois University – Department of Psychology (2007)  
 Stanford University – Graduate School of Business (2007)

## PROFESSIONAL SERVICE

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### Editorial Service:

Associate Editor, *Personality and Social Psychology Bulletin* (2012 – )  
 Editorial Board, *Journal of Personality and Social Psychology* (2013 – )

### Panel member for granting agencies:

National Science Foundation (NSF), Division of Behavioral and Cognitive Sciences (BCS),  
 standing member (2014 – )  
 National Science Foundation (NSF), Directorate for Education and Human Resources –  
 Human Resource Development (EHR-HRD) (2014)  
 National Institutes of Health (NIH), National Institute of General Medical Sciences  
 (NIGMS) (2013)  
 National Science Foundation (NSF), Division of Research and Evaluation on Education in  
 Science and Engineering (REESE) (2011)  
 Ford Foundation (2010)

National Institutes of Health (NIH) Subcommittee on Peer Review for the Advisory Committee  
 to the NIH Director's Working Group on Diversity (2013-2015)

Ad-hoc reviewer for granting agencies:

National Science Foundation (NSF) Division of Behavioral and Cognitive Sciences (BCS)  
 Social Sciences and Humanities Research Council of Canada (SSHRC)  
 Natural Sciences and Engineering Research Council of Canada (NSERC)  
 Canada Foundation for Innovation (CFI)

Ad-hoc reviewer for peer-review journals: *Psychological Review*; *Psychological Bulletin*;

*Journal of Personality and Social Psychology (JPSP)*; *Psychological Science*; *Academy of Management Journal (AMJ)*; *Journal of Experimental Psychology: General (JEP:G)*; *Personality and Social Psychology Bulletin (PSPB)*; *Personality and Social Psychology Review (PSPR)*; *Journal of Experimental Social Psychology (JESP)*; *Health Psychology*; *Social Psychology and Personality Science (SPPS)*; *Political Psychology*; *Journal of Empirical Legal Studies*; *Self and Identity*; *Quarterly Journal of Experimental Psychology (QJEP)*; *Evolution and Human Behavior (EHB)*; *Group Processes and Intergroup Relations (GPIR)*; *British Journal of Social Psychology (BJSP)*; *Basic and Applied Social Psychology (BASP)*; *European Journal of Social Psychology (EJSP)*; *Journal of Applied Social Psychology (JASP)*; *Psychology and Health*; *Sex Roles*; *Psychology of Women Quarterly*; *Experimental Psychology*; *Cultural Diversity and Ethnic Minority Psychology (CDEMP)*; *Anxiety, Stress, & Coping*

Society for Personality and Social Psychology (SPSP) Training Committee (2014-2018)

Co-Organizer, Group Processes and Intergroup Relations (GPIR) pre-conference, Society for Personality and Social Psychology (2014) (Co-organizers: Sophie Trawalter, Miguel Unzueta)

Co-Organizer, Claremont Symposium on Applied Psychology (2014) Diversity Science: Emerging Perspectives for the 21st Century. (Co-organizer: Adam Pearson)

Society for Personality and Social Psychology (SPSP) Travel Awards for the Diversity & Climate Committee (2013-2014)

Society for Personality and Social Psychology (SPSP) Travel Awards Committee (2009, 2014)

State of California Stigma & Discrimination Advisory Committee, California Department of Mental Health

## UNIVERSITY COMMITTEE SERVICE

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University of California, Los Angeles

Task Force on Faculty Gender Climate, Anderson School of Management (2014-present)

Psychology Department Subject Pool Pre-screening Faculty Sponsor (2014-present)

Hellman Fellows Fund selection committee (2014)

Teaching Improvement Committee, Anderson Graduate School of Management (2013-present)

Faculty Sponsor, Underrepresented Graduate Students in Psychology (UGSP) (2012-present)  
 Diversity Issues Committee, Department of Psychology (2008-present)  
 Ad-hoc promotion committees, Department of Psychology (2008-present)  
 Graduate Student Admissions Committee, Social Psychology (2008-2014)  
 Merit Review Committee, Department of Psychology (2010-2012)  
 Academic Senate, Legislative Assembly Representative (2009-2012)  
 Diversity Science minor, development committee, Department of Psychology (2009-2010)  
 Undergraduate Studies Committee, Department of Psychology (2008-2010)  
 Graduate Student Awards Committee, Department of Psychology (2008-2010)  
 Colloquium Committee, Social Psychology (2008-2009, 2010-2011)

Arizona State University  
 Social Psychology Colloquium Committee (2005)  
 Graduate Student Admissions Committee (2005)

Rice University  
 Founder, Rice Undergraduate Research Symposium

## **TEACHING & MENTORING**

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### Undergraduate Courses:

Psychology 135: Introduction to Social Psychology (Core Course)  
 Psychology 10: Introduction to Psychology (Core Course)

### Graduate Courses:

Psychology 222D: Social Stigma  
 Psychology 222F: Professional Issues in Psychology

### MBA Courses:

Management 409: Organizational Behavior (Core Course)  
 Management 414: Leadership Foundations (Core Course)  
 Management 298D: Leading Diverse Organizations

### Post-doctoral Awards/Honors/Fellowships:

Shantal Marshall: Ford Foundation Post-doctoral Fellowship Alternate, SPSSI Innovation in Teaching Social Issues Award, SPSSI Grant-in-Aid

### Graduate Student Awards/Honors/Fellowships:

Safiya Castel: Eugene V. Cota-Robles Fellowship  
 Gbolahan (Femi) Olanubi: NSF Graduate Fellowship, UCLA Competitive Edge Summer Program, Eugene V. Cota-Robles Fellowship, Ford Foundation Fellowship Alternate  
 Ivuoma Onyeador: Ford Foundation Fellowship, Eugene V. Cota-Robles Fellowship, SPSSI Clara Mayo Grant  
 Clarissa Cortland: Eugene V. Cota-Robles Fellowship, UCLA Graduate Summer Research Fellowship; UCLA Graduate Research Fellowship, SPSSI Graduate Student Diversity Travel Award



Ines Jurcevic: NSF Graduate Fellowship, Irving and Jean Stone Fellowship, UCLA Graduate Summer Research Mentorship Fellowship, SPSP Travel Award, SPSSI Clara Mayo Grant, SISP Summer Institute in Social Psychology  
 Courtney Hooker: NSF Graduate Fellowship, Eugene V. Cota-Robles Fellowship, UCLA Graduate Summer Research Mentorship Fellowship, SPSSI Clara Mayo Grant, SASP Summer Institute in Social Psychology, Ford Foundation Fellowship Alternate, SPSP Travel Award, SPSP Diversity Travel Award  
 Amy Williams: Edwin Pauley Fellowship, NSF Graduate Fellowship Honorable Mention, UCLA Graduate Summer Research Mentorship Fellowship, SPSSI Clara Mayo Grant, EASP Summer Institute in Social Psychology, SPSP Travel Award  
 Lauren Wong: SPSP Summer Institute in Social Psychology; Society of Australasian Social Psychologists (SASP) Summer Program, SPSP Travel Award

#### Undergraduate Student Awards/Honors/Fellowships:

Robyn Barrios: UCLA Undergraduate Research Scholars Program, 2014; UCLA Undergraduate Research Scholarship, 2013; Academic Research Consortium (ARC), 2014  
 Michael Creim: UCLA Undergraduate Research Scholarship, 2011  
 Mariam Hambarchyan: UCLA Undergraduate Research Scholarship, 2010  
 Iris Guzman: Summer Undergraduate Research Fellowship Program (SURF), 2010; Society for Personality and Social Psychology (SPSP) Undergraduate Diversity Travel Award, 2012; Cornelius Hopper Diversity Supplement to Tobacco-Related Disease Research Program

#### Chaired Thesis Committees:

Ines Jurcevic (Psychology): Dissertation Committee Chair  
 Courtney Hooker (Psychology): Dissertation Committee Chair  
 Gbolahan (Femi) Olanubi (Psychology): Masters Committee Chair  
 Clarissa Cortland (Psychology): Masters Committee Chair  
 Ines Jurcevic (Psychology): Masters Committee Chair  
 Courtney Hooker (Psychology): Masters Committee Chair  
 Lauren Wong (Psychology): Dissertation Committee co-Chair  
 Amy Williams (Psychology): Masters Committee Chair

#### Dissertation Committee Member:

Jenny Vazquez-Akim (Department of Education): Dissertation Committee member  
 Jaclyn Lang (Department of Mathematics): Dissertation Committee member  
 Geoff Ho (Anderson School of Management): Dissertation Committee member  
 Benjamin Everly (Anderson School of Management): Dissertation Committee member  
 Natalia Flores (Psychology): Dissertation Committee member  
 Rosalyn Kempf (Education-Leadership): Dissertation Committee member  
 Christopher G. Tarman (Political Science): Dissertation Committee member

#### Undergraduate Honors Students/Independent Projects:

Robyn Barrios, Psychology Honors Program (2014-2015)  
 Aerielle Allen, PROPS program (2012-2013)  
 Wendi Nwadike, PROPS program (2011-2012)  
 Michael Creim, Psychology Honors Program (2011-2012)

Jimmy Lai, PROPS program (2011-2012)  
Aaron Stamper, PROPS program (2011-2012)  
Elaine Codd, Independent Project (2010-2011)  
Mariam Hambarchyan, Psychology Honors Program (2010-2011)  
Emily Chan, Psychology Honors Program (2010-2011)  
Mayumi Namikoshi, Independent Project (2009-2010)

Other Mentoring Activities:

Programs aimed at mentoring individuals from groups underrepresented in academia: UCLA Psychology Research Opportunities Program (2008-present), UCLA Summer Programs for Undergraduate Research (2008), UCLA Luce Scholars Program (2012), Case Lecture for the Riordan Program (2012), Case Lecture for Riordan Fellows (2014)  
Panel on succeeding in STEM domains as part of the 2011 UCLA Graduate Student Orientation: Equity, Inclusion and Diversity Day  
Panel on the Academic Job Search: UCLA Department of Psychology (2008, 2011, 2012—graduate student panel, 2012—post-doctoral scholar panel), UCLA Interdisciplinary Relationship Science Program (2010)  
Panel on Obtaining Grants as a Graduate Student: UCLA Interdisciplinary Relationship Science Program (2009), Society for Personality and Social Psychology Conference (2010)  
UCLA Psi Chi Panel on the Gaining Admission into Graduate school (2009-2012, 2014)