

The Official Newsletter of the Society for Personality and Social Psychology

## Fifth Annual SPSP Convention a Texas-Sized Success

By Rick Hoyle

The new Hilton Hotel in Austin was the setting for another successful gathering of personality and social psychologists from around the world in late January. The fifth rendition of this highly successful meeting drew 1,657 conferees, continuing the upward trajectory in attendance (818, 1,085, 1,326, and 1,487 in prior years).

The “heavy” appetizers promised by the hotel for the welcome reception were not so heavy, and the brief opening program could not compete with the free drinks and opportunities to socialize. Aside from these minor glitches, the meeting

went exceptionally smoothly. Symposia and invited talks were well attended and, as in years past, the poster sessions drew large crowds. The addition of a poster session on opening evening allowed for more participants in the program than ever before.

For many in attendance, the convention began with one of 11 preconferences. For the first time in our short history, the main hotel could not accommodate the full slate of preconferences. Fortunately, we were able to secure additional space for a modest fee at the nearby convention center. Because the popularity of preconferences shows no signs of waning, organizers should anticipate a more

formal application process beginning with next year’s meeting, including a deadline for expressions of interest, and the possibility of being asked to secure space outside the main hotel (see page 3 for an announcement of this process).

In just a few years, our meeting has established itself as a must-attend event for personality and social psychologists. Although the current formula for the meeting is working well, there is always room for improvement. If you have suggestions, please pass them along to a member of the Convention Committee. (see back page for members). ■

## Eleven New SPSP Fellows Named

By Judith M. Harackiewicz

The SPSP Fellows Committee meets each year to recommend members for Fellow Status in SPSP. This year’s committee—Judith Harackiewicz (Chair), Janet Swim, and Kip Williams—recommended 11 stellar contributors to the field for this honor, and all were

unanimously approved for Fellow Status in SPSP by the Executive Committee.

These new SPSP Fellows are: Carol Dweck, Andrew Elliot, Peter Glick, Dale Griffin, Stephen Harkins, E. Tory Higgins, Ed Hirt, Blair Johnson, James Kulik, Charles Stangor, and Gary Wells.

With the Executive

Committee’s endorsement, the materials for those individuals who are members of Division 8 of APA have been forwarded to the Membership Committee of APA for its annual consideration of Fellow nominations.

Congratulations to these individuals for their designation as SPSP Fellows! ■

Chris Crandall & Monica Biernat, Co-Editors

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# State of the Society 2004: Optimistic Future, Handful of Concerns

The SPSP Executive Committee met on Sunday, February 1, in Austin, Texas. This meeting was characterized by two main themes: Satisfaction, contentment, and excitement about the field and its future on the one hand, and a grave sense of concern over the future of funding for social psychology at the National Institute for Mental Health. This report from the meeting will focus on the mostly good news about the state of the Society and the field of personality and social psychology. Check the Listserv for information about the future of funding opportunities for personality-social psychology at NIMH.

*Bylaws change.* The Executive Officer, Harry Reis announced that the Bylaw changes proposed were voted in by a large majority. (These changes were primarily minor changes in procedures to make the smooth operation of the Society more efficient, and might be characterized as "housekeeping--no substantial policy of the Society was affected in the vote.)

*Financial status.* The Society continues to do well financially. The Society has about one year's operating funds in reserve, and this allows us to weather minor fiscal storms. For example, this is the year that the Executive Officer role passes from Harry Reis at University of Rochester to David Dunning at Cornell University, and there are costs at both universities for this year.

The Society's primary source of funds is from membership fees and from its journals, *Personality and Social Psychology Bulletin* and *Personality and Social Psychology Review*, with *PSPB* being substantially the largest earner of all. Sound financial management has been a hallmark of SPSP's activities; *PSPB* is showing a

profit years before projected, and the Summer Institute of Social Psychology at Boulder last summer, budgeted for a loss in 2003 actually showed a tiny profit.

Similarly, the SPSP Convention is also projected for a net loss each year. Instead, because the Convention Committee is in good hands, resources are husbanded carefully, and the number of registrants continually increases, the Convention routinely returns a very modest profit to the Society.

*Convention.* The Convention Committee Chair Rick Hoyle reported that the 2004 SPSP Convention had 1,657 people registered, up 11% from last year's convention in Universal City, California. The report from attendees was that the hotel and conference facilities were spacious and overall provided a good location for meeting. Some people requested that a map of the hotel be provided in the conference program. The 2004 program was notable for several things, including the excellence of the sessions (which tended to run right on time) and their coherent and interactive nature.

The major issue that the Convention Committee faced this year is the one that is repeated year after year: there is too much going on at same time, and there isn't enough program space to let everyone speak who would like to. These two goals are at obvious cross-purposes, and finding the balance between the two legitimate goals is a major goal of the Convention Committee; do we prefer unhappiness from too much program, or unhappiness from not enough program? You may wish to express your opinions about these matters to the incoming chair of the Convention Committee, Lynne Cooper of the University of

Missouri.

Preconferences are clearly becoming one of the main ways that this issue is being solved. This year there were 13 proposals for preconferences; in the end there were 11 preconferences. This is *a lot* of preconferencing, and there are few convention venues with room for so much success. In the future, the Convention Committee is likely to require that by mid-June, preconferences should fill out an expression of intent (which will be publicized via the SPSP-Listserv, among other means). This is because all pre-conference must be organized through the Society and its convention planners and negotiators--space and its expense is best negotiated for all at once.

Next year, the Convention will be in New Orleans, at the Sheraton New Orleans, January 19 to January 22, 2005. This is a bit earlier than the 2004 convention, because conventions in New Orleans must make their plans skirting Mardi Gras to avoid enhanced room costs and reduced room availability.

*Publication Committee.* The Publication Committee report focused on the major issue facing the Society, the change in editorship from Fred Rhodewalt to next Editor. As noted in the story on page 1, Judith Harackiewicz was selected as the new editor of *PSPB*. *PSPB* is also facing a huge influx of papers. Last year, the journal received over 400 submissions, and with only five Associate Editors, the Editor's job is onerous, if not crushing. Because Associate Editors sign on with an explicit understanding of approximately how many papers they will handle a year, the Editor handles almost all of the increase when

(Continued on page 3)

## Pre-Conference Application Deadline Instituted

To facilitate planning for pre-conferences at next year's SPSP meeting, individuals and groups who are interested in hosting a pre-conference must complete and file a brief application (available on the SPSP convention website) on or before June 15th.

Preconferences prior to the SPSP Convention have become extremely popular, and the number of them are limited by the facilities at the convention site.

Inquiries regarding pre-conferences should be directed to Tim Strauman at [tjstraum@duke.edu](mailto:tjstraum@duke.edu).

## State of the Society, Continued

(Continued from page 2)

submission rates rise. It is very difficult for Editors to manage any other duties, including teaching, research, or other service over the course of the five-year term. The rejection rate at *PSPB* is 75%, which seems to be about appropriate. The web-based manuscript and review submission system seems to be a success.

The new Editor will face a journal that is popular, widely read, highly cited, and very profitable, with substantial goodwill and reputation. However, this is a big job. The Committee is still looking for ways to improve the process at *PSPB*, but there are limits in terms of quality, quantity, and expense that make solving these problems quite difficult (see the Publication Committee report on p.4).

In the next few years, *PSPR*'s contract with Lawrence Erlbaum Associates will expire, and because of the success of the journal, the new contract will probably be very attractive. *PSPR* is operating in the black, and has a very high citation impact and immediacy rating. The rejection rate is 81%, and there is some question as to whether that is too high. Still, the Executive Committee and the Publication

Committee are strongly in support of the current editorship, and foresee no significant changes in journal operation in the future. *PSPR* might benefit from better electronic distribution, and neither LEA nor SPSP have made as large a campaign as possible for library/institutional adoptions (with their consequent visibility, impact, and significantly higher rates).

*SPSP Relations with APA*. SPSP is an independent organization, but it also has significant overlap, both in terms of membership and officers, with Division 8 of APA. In the past, there has been a relatively peaceful coexistence between SPSP and APA, but for the past few years APA has been requesting Society tax returns, as part of its own tax filing obligations. There is some concern at the Society that this indicates the APA might want to take control of Society finances (particularly at risk is control of Society journals). The Society is very interested in maintaining its financial and decision making autonomy from APA. Because SPSP is a tax-exempt organization, its tax return is available, by federal statute, to any citizen who requests a copy. The Society has sent its tax return to APA because any request for a tax return must be honored in this context, but the

Society continues to maintain its independence, and is monitoring Society-APA relations closely.

*Website*. The 2003 SPSP Service Award Winner Scott Plous has continued to do an excellent job of maintaining the SPSP Website. However, the funds he uses to maintain SPSP (as well as SESP's website) are shrinking, and he has asked for direct funding from SPSP to help support his work. The Society has made a commitment of funds to help provide this excellent service.

*Division 8 Business*. This year's submissions for the APA Convention in Hawaii were very high compared to the recent past, and a good selection of convention fare will be available. The Committee heard a report from the Council Representatives, June Tangney and Ed Deiner; their report appears on p. 16.

Sharon Brehm, a longtime Division 8 member and SPSP Officer is in the process of running for APA President. Division 8 and the Society strongly endorsed her candidacy.

*Summer Institute for Social Psychology*. SISP was a large success from all accounts, and it is planned for Ann Arbor, Michigan in 2005. The planning committee consists of Harry Reis, Eliot Smith, Ger Downey, John Jost and Chick Judd, with one or two more people to be added later. There will be a list of different topics and new instructors, with the goal of representing the range of topic in social psychology; there is particular interest in judgment and heuristics, fMRI, and social justice. ■



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## Report from the Publication Committee: PSPB, PSPR, and Dialogue Thriving

By Joanne Wood

The SPSP Publication Committee (Gifford Weary, Richard Robins, and Joanne Wood, Chair) reported great news to the Executive Committee in Austin: *Personality and Social Psychology Bulletin*, *Personality and Social Psychology Review*, and *Dialogue* are all thriving.

Fred Rhodewalt is in his third and final year as editor of *PSPB*, which has prospered under his leadership. The journal received a record 503 new submissions in 2003 and is on track to exceed that number in 2004. From 1993-1999, the journal averaged 458 submissions per year. The acceptance rate for 2003 was 25%. The average editorial lag (time from manuscript receipt to the editor's decision letter) is only 10.3 weeks. The average publication lag (time from acceptance until the article appears in print) is 10.7 months, and should be 9.5 months for articles appearing in 2004. This is much shorter than the 16+ month publication lag of a few years ago.

Fred reports that the new web-based manuscript-management system, started up in the last five months of 2003, is working very well. The majority of new submissions are transmitted online. Authors and reviewers have commented that the system is superior to APA's web-based system. The Society thanks Sage Publications for arranging and financing *PSPB*'s new system.

Fred's editorial team has been outstanding. Vicki Helgeson, Steve Rholes, and Bill von Hippel are continuing past their original two-year commitment. Paula Niedenthal, Steve Wright, and Margo Monteith have stepped down and were replaced by Carol Sansone, Kip Williams, and Jeff Sherman on January 1. The Executive Committee also has approved the appointment of a 7<sup>th</sup> Associate Editor for *PSPB*, because of the mounting number of submissions. The Committee is most grateful to these

people for their superb contributions to the journal and to the Society.

Exciting late-breaking news is that *PSPB* will have a new editor as of January 2005: Judy Harackiewicz! Judy has considerable reviewing and editorial experience, including terms as Associate Editor at *PSPB* and at *JESP*. You can read more about Judy elsewhere in this issue (see p. 5).

Readers may find it interesting to learn how the *PSPB* editor was selected. The search committee was headed by Giff Weary. The process began last September, with advertisements in *Dialogue* and on the SPSP listserv, followed by another listserv announcement in November. The committee also initiated discussions with about 20 well-qualified people—discussions that continued through October and November. A number of the nominees decided against letting their names go forward. For active nominees, confidential information was sought from people familiar with their previous editorial work. Starting December 1, the Publication Committee evaluated the candidates through conference calls and emails. At the February meeting in Austin, the Publication Committee reported on its deliberation process, and the Executive Committee chose Judy Harackiewicz from among the interested and superbly-qualified candidates.

*PSPR* is also flourishing. Under Eliot Smith's leadership for the last four years, the journal has gained in visibility. One of the most important indicators of a journal's quality is its citation impact factor—the average number of citations given to each published article within a defined period of time. *PSPR*'s citation impact factor is ranked #2 in social psychology journals by ISI Journal Citation Reports (see *isiknowledge.com*). If your library does not carry *PSPR*, tell a librarian about these figures; librarians understand the value of a journal with the second-highest impact factor in the field.

In 2003, *PSPR* received the largest number of new submissions ever: 83 (excluding invited manuscripts for special issues). The average between 1998 and 2002 was 60. *PSPR*'s acceptance rate for 2003 was 19%, the average editorial lag was 11-12 weeks. The average publication lag was 12 months. Although six months of the publication lag are unavoidable (due to production, printing, and mailing time at the publisher), Eliot is working on reducing the overall 12-month lag. For one, he is not accepting any more special issues during his term. In addition, thanks to Harry Reis's persuasive powers, Erlbaum will grant 40 new pages in this year's volume.

Eliot Smith's term ends at the end of 2005, so a search for a new editor will begin later this year (see on p. 8). Robert (Jeff) McCrae has finished his four-year term as Associate Editor; Sarah Hampson has replaced him. Garth Fletcher will continue as Associate Editor. The Publication Committee is very grateful to Eliot, Jeff, Garth, and Sarah for their outstanding contributions to *PSPR* and the field.

The news about *Dialogue*, the newsletter for our organization, is also very good. Chris Crandall and Monica Biernat have maintained the quality of this newsletter and have added interesting new features. The Publication Committee applauds Chris's and Monica's hard work and creativity.

Giff Weary was appointed the Chair of the Student Publication Award Committee for 2004.

Overall, the Publication Committee is delighted with the efficiency, the financial health, and the professional quality of the Society's publications. We are all lucky to have such responsible and talented people at the helms of our major journals.

■

## New Editor Selected for PSPB in 2005: Judith Harackiewicz

Judith M. Harackiewicz of the University of Wisconsin-Madison, has been named as the incoming editor of the Society's oldest journal, *Personality and Social Psychology Bulletin*. The term is for five years, from 2005-2009. She will begin receiving manuscripts on January 1, 2005.

Dr. Harackiewicz received a Ph.D. in Personality Psychology from Harvard University in 1980, served on the faculty of Columbia University, and joined the faculty at Wisconsin in 1989.

She is a Fellow of SPSP, and a current Member-At-Large of the SPSP

Executive Committee, and Chair of the Fellows Committee for SPSP/APA Division 8.

Dr. Harackiewicz's research focuses on achievement goals, competition, interest, and intrinsic motivation. She conducts basic laboratory experimental research examining personality and situation determinants of intrinsic motivation, and longitudinal studies in college courses to examine factors that promote optimal motivation in education.

Dr. Harackiewicz's editorial experience includes terms as Associate Editor of *Personality and Social Psychology*

*Bulletin* and Associate Editor of the *Journal of Experimental Social Psychology*. She has served on the Editorial Boards of six journals, including more than 7 years on the Board of *PSPB*.

Dr. Harackiewicz becomes the 10th Editor of *PSPB*; she is the 9th Editor employed at a large state university, the 2nd female Editor, the 3rd Editor from a Big Ten university, the 1st Editor with a Ph.D. in the 1980s, the 4th editor from a private graduate school, and the 1st Editor with a Ph.D. from Harvard University (see p. 7 for more history). ■

## Harrison Gough Receives 2003 Jack Block Award for Personality Research

By Mark Snyder

The 2003 Award Selection Committee unanimously selected Harrison Gough to be the 2003 recipient of the Jack Block Award for Personality Research.

Early on, Harrison Gough had the wonderful vision of developing a personality inventory similar in breadth and scope to the MMPI but assessing dispositions that would predict socially important outcomes in the so-called "normal" range of individual's functioning. He built his measures of these dispositions into what has come to be known as the *California Psychological Inventory* (CPI), which appeared in 1956.

The scales of the CPI worked so well that they have become, so to speak, an industry standard against which all efforts at "omnibus" personality inventories and their associated

theorizing (including the now ubiquitous Big Five) are compared. Gough was interested, long before it became fashionable, in cross-cultural psychology, seeking to understand how personality changed with social climate, and he stimulated and encouraged important longitudinal studies of personality across culture and over time. Whether it is his work with the CPI, or with other dispositional measures (of temperament, of emotionality, or needs), his work has long been marked by ingenuity, creativity, precision, and generativity.

Prof. Gough received a Ph.D. from the University of Minnesota, and soon joined the faculty at the University of California, Berkeley, where he spent most of the rest of his career. Gough became affiliated with the Institute of Personality Assessment and Research (IPAR), which in its early days focused on the "effective personality" and soon

came to focus on genius, creativity, and generativity; this was some of the earliest and most creative work in what is now called "positive psychology."

Prof. Gough has published research articles, handbooks, chapters, and books for over 50 years. He has made important contributions in personality measurement, the measurement of status, educational attainment, social intolerance and prejudice, gender, leadership, and cross-cultural research.

In so many ways, the contributions of Harrison Gough to personality research have set the stage for today's personality psychology. Recognition of his vision, accomplishments, and impact with this SPSP award is perfectly fitting.

The members of the Selection Committee were Ed Diener, Ravenna Helson, Julie Norem, and Mark Snyder, Chair. ■

# SPSP Graduate Student Committee Activities and Plans for 2004-2005

By Jennifer J. Harman and Michèle Schlehofer-Sutton

The latest update on the Graduate Student Committee (GSC) is a good one! We have been very busy this year if you hadn't already noticed at the SPSP meeting in Austin or by the happenings on the student website. Many of the projects the 2003-2004 committee worked on were really successful, and we hope to keep the momentum going! We will first highlight what we accomplished since the last Dialogue article, and then outline a few ideas of where we are going next.

The Graduate Student Poster Award (GPA) was offered again at SPSP, and there were 7 award winners this year (see box insert)! Between 3 and 4 "secret" judges circulated among the posters during each session, and nominees were evaluated on the quality

of their research, their clarity in presentation, and personal knowledge in a discussion with the judges. At the end of each session, all winners were publicly recognized, had their poster moved to a permanent display area for the remainder of the conference, and were given a \$50 monetary award and a year-long individual use license for Media Lab/Direct RT courtesy of Empirisoft. We hope to have photographs of the winners posted soon on the student web site, so keep your eyes open! Judges also decided upon 2 honorable mentions for each poster session, also listed in the insert. We would like to thank the volunteer judges who offered their time and expertise for this award. Without your help this wouldn't have been possible. The quality of the posters was excellent this year, and we congratulate all the winners!

You may have noticed some other

activities that the graduate student committee co-sponsored at SPSP. In collaboration with the American Psychological Association, we co-sponsored a Career pre-conference consisting of 3 segments pertaining to career opportunities and development. The first segment, titled "Five Burning Questions of the Professoriate", was hosted by Brett Pelham, PhD of APA and was designed for aspiring academics. Three speakers shared their insights on their own career paths and challenges faced in academia. The second segment was titled "Alternatives to Academia", and we had speakers from RAND, the Department of Defense, Educational Testing Service, and the Research Institute on Addictions present information about their fields, offer suggestions, and answer student's questions about how to enter their field.

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## 2004 Graduate Student Poster Award Winners

Brandon Schmeichel, Florida State University, *Exaggerating emotional expression: Physiological and cognitive effects*

Megan Oaten, Macquarie University, *Longitudinal gains in self-control*

Kentaro Fujita, New York University, *In defense of the self: Can self-completion and self-esteem regulation processes substitute for one another?*

Eugene Caruso, Harvard University, *Hot hands and cool machines: perceived intentionality in the predictions of streaks*

Natalie Ebner, Max Planck Institute for Human Development, *Growth, maintenance, and prevention of loss: Age differences in personal goal orientation*

Geoff Umland, University of Colorado, *Shooting straight from the brain: ERPs to Black and White threatening targets predict behavioral biases in shoot/don't shoot decisions*

Carol Wilson, Texas A & M University, *Avoidance of false memories of attachment word lists: A category structure approach*

### Honorable Mentions

Jennifer L. Knight  
Etsuko Hoshino-Browne  
Jonathan M. Adler  
Julie McGuire  
Deanna Caputo

Dikla Shmuela  
Dana Carney  
Heather C. Lench  
Pamela K. Smith  
C. Nathan DeWall

Danielle A. Menzies-Toman  
Alison Kaufmann  
Joseph Cesario  
Olesya Govorun

*This award was co-sponsored by Empirisoft, and all winners received a \$50 award, as well as a one-year individual user license for Media Lab/Direct RT. Congratulations!*

# A Brief History of PSPB and PSJR Editors

The *Personality and Social Psychology Bulletin* has been publishing formally since 1975, and in its time has had only nine editors; each serving an average of 3.33 years.

The *Personality and Social Psychology*

*Review* began publishing in 1997; the first Editor was Marilynn Brewer. In December of 1999, Eliot Smith took over as the second Editor; his term is scheduled to run through December, 2005. ■



## A Brief Accounting of PSPB Editors, Past and Present

Volumes	Term	Editor	Editor's Institution
Volumes 1-3	1975-1977	Clyde Hendrick	Kent State University
Volumes 4-7	1978-1981	Harold Sigall	University of Maryland
Volumes 8-11	1982-1985	Russell A. Jones	University of Kentucky
Volumes 12-15	1986-1989	Brendan Gail Rule	University of Alberta
Volumes 16-18	1990-1992	Richard Petty	Ohio State University
Volumes 19-20	1993-1994	Arie Kruglanski	University of Maryland
Volumes 21-24	1995-1998	John Dovidio	Colgate University
Volumes 25-28	1999-2001	Jerry Suls	University of Iowa
Volumes 29-	2002-2004	Fred Rhodewalt	University of Utah

### Graduate Student Committee, Continued

(Continued from page 6)

The last segment was a panel discussion with 7 individuals in their first 3 years of employment outside of graduate school. The title of this segment was "Moving from 'Student' to 'Professional': Tips for Navigating the Transition", and there was a lengthy discussion about tactics that have helped to make a smooth transition from student to employee. This pre-conference was very well attended and informative, and we hope to hold a similar one in future conferences.

Another great project, co-sponsored this year with the Training Committee, was the first mentoring luncheon and dessert social. Over 50 students ate lunch with a PhD-level mentor who specialized in a particular topic or research area. This was followed by a

coffee/dessert social, open for all interested students. The luncheon was in high demand, with seats filling very quickly. We hope to offer a bigger and better mentoring luncheon at SPSP next year, and welcome any feedback you may have, either in terms of the success of this year's luncheon or suggestions for next year.

We would also like to congratulate the students who were elected in January to serve on the 2004-2005 Graduate Student Committee. This year's president is Michèle Schlehofer-Sutton, and the members-at large are Tarik Bel-Bahar (University of Oregon), Susan Kiene (University of Connecticut), Jacek Jonca-Jasinski (Texas Tech University), and Brandon Stewart (Ohio State University). Jennifer J. Harman will remain on the committee in the role of past president. The incoming GSC members have several great plans for the upcoming

year! The findings from the GSC web-based survey were informative, and suggest that there remains a need for tailored training opportunities for both those interested in academic and non-academic careers. Critical areas include preparation for entry into the job market, and training in grant writing. In addition to continuing—and expanding upon—our current projects, we hope to sponsor events relating to these and other topics. If you have feedback on anything accomplished this year, or suggestions for next year, we would love to hear from you!

*Jennifer Harman is a graduate student at the University of Connecticut, and the 2003-2004 President of the SPSP Graduate Student Committee; Michèle Schlehofer-Sutton is a graduate student at Claremont Graduate University, and the 2004-2005 President of the*

### Call for Nominations

The Publications Committee and the Executive Committee of the Society for Personality and Social Psychology, Inc., has opened nominations for the editorship of *Personality and Social Psychology Review*. The editor's term will be for 4 years (with a mutual option to renew for 2 additional years); receipt of manuscripts will begin on or about January 1, 2006. The editor's stature in the field should be commensurate with *PSPR*'s high quality and impact; the editor typically holds the rank of professor. Nominations, which may include self-nominations, should be in the form of a statement of one page or less. All inquiries or nominations should be submitted via email ([rwr@ucdavis.edu](mailto:rwr@ucdavis.edu)) or regular mail:

Richard W. Robins  
 Department of Psychology  
 University of California, Davis  
 One Shields Ave.  
 Davis, CA 95616-8686

Review of nominations will begin as nominations are received, with initial deliberations for recommendations to the Executive Committee beginning November 1, 2004.

## Report from the SPSP Training Committee

By Allen Omoto

After assisting with the development of the SPSP Graduate Student Committee and Diversity Committee in the past few years, the Training Committee is now re-focusing its mission on training for the field and training throughout a career in social and personality psychology. Consistent with this mission, the Committee sponsored several special events at the SPSP conference in Austin, TX.

The Committee hosted an Open Breakfast meeting to get input from SPSP members about training concerns, challenges, and successes, and to help identify targets for future Committee initiatives and work. Despite its early hour, this meeting was well attended and included a productive discussion about training needs. Some of the topics discussed dealt with "local" or department practices, including teaching and research opportunities for students, student advising and mentoring, and student input into department decisions and

direction. In addition, several broader concerns were discussed, such as training and skill-building for nonacademic careers, how to assist graduate students and new professionals manage their careers and judge their progress, and how to foster collaborative research across the field. The Committee plans to follow up on some of the concerns that were raised at this meeting and also hopes to sponsor similar meetings at future SPSP conferences.

The Training Committee also sponsored a special forum at SPSP in which panelists talked about their first-hand experiences in public policy work. This symposium highlighted actual contributions and opportunities for social and personality psychologists to influence public policy in a number of different realms. For example, Steve Drigotas discussed his recent experiences working in a federal agency that supports and coordinates research funding in the behavioral and social sciences, and Susan Fiske discussed her experiences as an expert

witness in court cases and how social and personality psychologists can enhance their impact in the judicial system. Cathy Cozzarelli talked about working in the legislative branch of the federal government and the ways that her social psychological training has (at least sometimes) been put to use in this setting. Finally, Heather O'Beirne Kelly of the American Psychological Association (APA) talked about that organization's work and how social and personality psychologists can obtain public policy training and experience through the APA, including some of its internship/fellowship opportunities. Kelly also encouraged SPSP members to actively involve themselves in public policy issues. The audience for this symposium clearly appreciated hearing about the panelists' experiences and had several questions about policy-related work. The Training Committee extends its sincere thanks to the panelists for their participation.

Finally, the Training Committee co-sponsored two other events at the SPSP  
 (Continued on page 11)





## Passings

This continues our section of very brief obituaries of psychologists of interest to members of SPSP. If you wish to contribute an obituary, or bring our attention to people we have overlooked, please e-mail the editors, and we will be happy to include them. —The Editors

### John W. Atkinson October, 2003

John W. "Jack" Atkinson received a Ph.D. from the University of Michigan in 1950. Atkinson was an undergraduate at Wesleyan College in Middletown, CT, where he worked closely with David McClelland. Prior to finishing the Ph.D., Atkinson was a visiting instructor at Wesleyan. Upon completing his degree he returned to Michigan and remained for his entire career.

Atkinson is best known for his work in achievement motivation, where he combined theory, measurement, experimentation, and rigorous mathematical models into one of the most sophisticated and successful research programs ever in social and personality psychology. Atkinson's theory of achievement motivation was published in *The Achievement Motive* (1953, with McClelland, Clark, & Lowell), *Motives in fantasy, action, and society: A method of assessment and study* (1958), and the classic Atkinson, J.W. (1957). Motivational determinants of risk-taking behavior. *Psychological Review*, 64, 359-372. He received APA's award for Distinguished Scientific Contribution in 1979. Atkinson was also a remarkable trainer of students, his students and post-doctoral fellows include Bernie Weiner, Joe Veroff, Joel Raynor, Norman Feather, William Revelle, Julius Kuhl, Virginia Blankenship, David Reuman, Willy Lens and Matina Horner.

Atkinson's theory combined the motive to achieve and the motive to avoid failure with expectancies for success and the incentive value of success (calculated as  $1-P[\text{success}]$ ), a model that combined individual motives, appraisals, and situational variables. In later years, Atkinson turned his attention to the

problem of switching behaviors, that is, how can a motivational psychology solve the problem of determining when a person drops one activity and turns to another? Recognizing this both that this was a key problem for psychologists, and was very poorly studied, Atkinson (with David Birch) developed a theory of The Dynamics of Action (1970), which led early work on the computer simulation of human behavior.

### Paul Gump November, 2003

Paul Gump received a master's degree from Ohio State University and a Ph.D. from the University of Colorado. In 1960, Gump moved to Oskaloosa, Kansas to join the Midwest Psychological Field Station, founded by Roger Barker, and was a professor at the University of Kansas for more than 30 years. Gump was central to work at the Field Station, which studied the effects of the physical environment on social structure and individual behavior; this work on ecological psychology remains the only significant theoretical approach to a comprehensive classification of situations and social environment. Gump's specialty was the structure of the physical and social environment of schools; this work culminated in the classic book *Big School, Small School* (Barker & Gump, 1963), which documented the effects of school size on student's participation rates, satisfaction with education, school performance, and self and identity. Small schools were more likely to encourage involvement, participation, and satisfaction with school life than large schools. This effect was particularly large for the more marginal students, who in small schools were more likely to be actively recruited into the social life and fabric of the school. Gump argued—persuasively—that smaller schools would be an effective way to prevent the alienation-motivated murder sprees like the one at Columbine.

### Michele Alexander December, 2003

Michele Alexander received a B.S., M.S., and finally a Ph.D. from Texas A & M in 1996. She taught at Ohio State

University, and joined the University of Maine as an assistant professor in 1999, where she was one of the University's most popular professors. She published work in group process, prejudice and discrimination, and gender roles.

One important contribution was her work on national images and stereotypes, Alexander, M.G., Brewer, M.B., & Hermann, R.K. (1999). Images and affect: A functional analysis of out-group stereotypes. *Journal of Personality and Social Psychology*, 77, 78-93. Michele Alexander was survived by her husband, Steven and their son, Camden, 11 months.

### Ziva Kunda February 2004

Ziva Kunda received a Ph.D. from the University of Michigan in 1985. She received the 1986 Society of Experimental Social Psychology Dissertation Award. She taught at Princeton University, and subsequently was a professor at the University of Waterloo for 12 years. Kunda's work focused on social judgment, person perception, and stereotyping processes.

At a time when a "purely cognitive" model of stereotyping and prejudice was ascendant, Kunda developed the argument that people balance the motivation to be accurate with their motivation to come to a particular favored conclusion. This argument culminated in the publication of the highly cited Kunda, Z. (1990). The case for motivated reasoning. *Psychological Bulletin*, 108, 480-498. In an article with her husband Paul Thagard, she developed this general idea into a more sophisticated parallel-constraint-satisfaction theory of how stereotypes and individual behaviors and traits affect each other's meaning and together affect impressions, Kunda, Z & Thagard, P. (1996). Forming impressions from stereotypes, traits, and behaviors: A parallel-constraint-satisfaction theory. *Psychological Review*, 103, 284-308.

She also wrote the influential book *Social cognition: Making sense of people*. (1999).

■

## Division 8 Programming at APA Convention: A Sampling of What's Available in Honolulu

*This year's Division 8 Programming for the APA Convention has shaped up very well, with a wide selection of opportunities—there's something for nearly everyone. Here is an abbreviated listing of what you can find in Honolulu this August (in addition to the beaches, nature, shopping, and fine restaurants of Oahu):*

Symposium: Childhood Personality and Adult Health in a Cohort From Hawai'i  
Lewis R. Goldberg, Sarah E. Hampson, Joan P. Dubanoski, Thomas M. Vogt

Symposium: Investigating the Psychological Consequences of Perceiving Prejudice and Experiencing Harassment  
Shannon K. McCoy, Cheryl R. Kaiser, NiCole T. Buchanan, Isis H. Settles

Symposium: Finding Our Place—Identity Norms Across Ideologies, Cultures, and Time  
Valerie J. Purdie, Annie Y. Tsai, MarYam G. Hamedani, Phillip A. Goff

Symposium: Experimental Existential Psychology—Birth of a New Discipline  
Jeff Greenberg, Mario Mikulincer, Ken Sheldon, Jamie Goldenberg, Sander Koole, John A. Bargh

Symposium: Emotions—Why So Similar, and Why So Different Across Cultures?

Phillip R. Shaver, Joseph J. Campos, Joseph H. de Rivera, Louise K.W. Sundararajan

Invited Address: Henry A. Murray Award  
Carol D. Ryff

Symposium: Legacy of D.W. Fiske—Generative Ideas and Methods  
Patrick E. Shrout, Starkey Duncan, Alan P. Fiske, Susan T. Fiske

Presidential Address —  
Hazel R. Markus  
Psychology: Made in the USA

Symposium: GMU Recidivism Project—Prospective Changes Among Inmates and Methodological Challenges  
Debra Mashek, June P. Tangney, Emi Furukawa, Jeffrey Stuewig,

Symposium: Conscientiousness and Impulse Control and Their Relationship to Health  
Brent W. Roberts, Tim Bogg, Sarah E. Hampson, Angela Bryan, M. Lynne Cooper

Symposium: Narratives From the Edge—Investigating Autobiographical Conceptualizations of the Marginalized  
Ed de St. Aubin, Laura A. King, Mary Gergen, Dan P. McAdams

Symposium: Attachment Dynamics, Mental Representations, and Memory--New Directions  
Mario Mikulincer, Robin S. Edelstein, Gail S. Goodman, Ety Berant

Symposium: New Directions in Stigma Research and Theory  
John B. Pryor, Patrick W. Corrigan, Christian S. Crandall, Maureen W. Erber, Laurie O'Brien

*Poster Sessions:*

- Current Issues in Personality Psychology
- Social Psychology of Emotions
- The Social in Social Psychology—Culture, Gender, Race, Sexual Orientation, and Group
- Current Research in Social Cognition and General Social Psychology

*Batja Mesquita is the Chair of this year's Division 8 APA Program Committee.* ■

### Training Committee, Cont.

*(Continued from page 8)*  
meeting. One was a coffee hour, co-sponsored with the Gay, Lesbian, Bisexual, and Transgender Alliance in Social Psychology (GASP; [www.psych.utah.edu/gasp](http://www.psych.utah.edu/gasp)). Open to everyone, this event provided a relaxed and supportive environment for informal exchange, networking, and refreshment among attendees.

The other event was the Mentor Luncheon and Dessert Reception, co-sponsored with the Graduate Student Committee (GSC), during which students had the opportunity to talk with established professionals about topics ranging from balancing work and family, to psychology and law, to narrative and qualitative research techniques.

Both of these events were highly successful and the Training Committee

was pleased to continue its active collaboration with GASP and the GSC.

If you have suggestions for the Training Committee and how it can best meet its mission, please feel free to contact any of its current members: Allen Omoto, Committee Chair ([allen.omoto@cgu.edu](mailto:allen.omoto@cgu.edu)), Yuichi Shoda ([yshoda@u.washington.edu](mailto:yshoda@u.washington.edu)), or Steve Drigotas ([drigotas@jhu.edu](mailto:drigotas@jhu.edu)). The Committee welcomes your feedback!

■

## An Email Exchange between Ben Stein and John Jost (Actual, Not Imagined)

*Ben Stein was a presidential speechwriter during the Nixon and Ford administrations years before starring in Ferris Bueller's Day Off, a series of Visine commercials, and Comedy Central's TV show "Win Ben Stein's Money."*

*John Jost is an SPSP member and, until recently, a professor at Stanford University. He now teaches social psychology at New York University. He is co-author (with J. Glaser, A. Kruglanski, and F. Sulloway) of "Political Conservatism as Motivated Social Cognition," published in Psychological Bulletin (May 2003).*

*The exchange is reproduced with the permission of both parties.*

**FR: Ben Stein**  
**TO: John Jost**  
**Date: 10/04/03 2:49 AM**  
**Subject: your study of the psychological bases of conservatism**

Dear Prof. Jost,  
I was fascinated by your study of the psychological roots of conservative political attitudes.  
May I respectfully ask a few questions?

- 1.) Was this really paid for by the taxpayers?
- 2.) Do you really think that distrust of astrology is unjustified and in a class with distrust and wariness about social change?
- 3.) Are you aware of any similar studies examining the psychological etiology of radicalism and anti-Americanism?

It is strange, but as a life long student of this phenomenon (psychological roots of political attitudes) I see exactly the same personality attributes (i.e., fear of change, rigidity, wish to control outcomes) among left wingers far, far more than among conservatives. It is not even close.

For example, do you really think that Republicans are more intolerant of divergent views than liberal professors

at the University of Maryland or Stanford?

I often come to Stanford and speak, and perhaps some day we might get together and discuss this.

Best regards, Ben Stein  
Many thanks.

**FR: John Jost**  
**TO: Ben Stein**  
**Date: 10/06/03 7:13 PM**  
Dear Ben:

Many thanks for taking time out of what must be a very busy schedule to send your opinions and questions. I'll add my responses below...

———Original Message———

**I was fascinated by your study of the psychological roots of conservative political attitudes.**

[JJ] Thank you. The work certainly has received considerable attention, although it has not always been well understood.

**BS: May I respectfully ask a few questions? 1.) Was this really paid for by the taxpayers?**

[JJ] No. We duly noted in a footnote all of the research support we received during the years we worked on the article, but none of the grants was directly for this project. In fact, the article was really a quantitative, statistical review (rather than a set of studies we conducted ourselves), so it was a very inexpensive project, even by social science standards.

**BS: 2.) Do you really think that distrust of astrology is unjustified and in a class with distrust and wariness about social change?**

[JJ] No, I expect not. That was about a scale that was used in Great Britain in the early 1970s, which suggested that the beliefs were indeed positive correlated (at least at that time and place). We mentioned it in a somewhat tongue-in-cheek way to say that some

scales have not distinguished carefully enough between psychological conservatism and political conservatism.

BS: Tongue very much in cheek because the humor of it slipped right by me.... [10/07/04, 12:35 am]

[JJ] Perhaps we should add a measure of humor perception in future studies... [10/9/03, 1:12 pm]

BS: This is especially interesting because I observe that leftists have no sense of humor at all.... [10/10/03, 12:06 am]

**BS: 3.) Are you aware of any similar studies examining the psychological etiology of radicalism and anti-Americanism?**

[JJ] On radicalism, yes. We find that there are two effects probably acting in combination. One is a more or less symmetrical effect of ideological extremity, so that people get more cognitively rigid, etc. as they get further from the center in either direction. The other effect is an asymmetrical increase in rigidity, etc. as one moves from left to right. This was in our reply to the Greenberg & Jonas critique. [10/6/03]

**BS: It is strange, but as a life long student of this phenomenon (psychological roots of political attitudes) I see exactly the same personality attributes (i.e., fear of change, rigidity, wish to control outcomes) among left wingers far, far more than among conservatives. It is not even close.**

[JJ] Well, that is why we social scientists don't trust our intuitions and personal experiences until we see the data. Each of us (myself included, of

(Continued on page 13)

## Stein & Jost, Continued

*(Continued from page 12)*  
course) is exposed to selective samples and experiences, and so there is a lot of room for subjective impressions to be wrong. We tried to find as many studies that fit our review criteria as possible, and we found dozens of studies with thousands of participants from 12 different countries. Then we calculated the effect sizes and presented them in tables for all to see. [10/6/03]

BS: But with respect, your study is carrying more of your values than you could haul in a super tanker. [10/7/03, 12:36 am]

[JJ] First, you don't know anything about my values (or those of my three collaborators), since we have never met or discussed these. You assume that you know something about my values from the article, which may or may not be true. That assumption, in any case, is more likely to be made by someone high on the need for closure (which is not a bad thing, by the way). Second, we reviewed dozens of studies carried out by other researchers (not us) over several decades and in several countries, so our values had no opportunity to influence any of those studies. [10/9/03, 1:18 pm]

BS: You are a funny fellow. Please tell me: am I wrong about your values? [10/10/03, 12:05 am]

BS: But you set up the template of what and who were conservatives and who were not, and that by itself allowed you to get the data you wanted. I may be wrong about this, and I am not an expert, but is this not what is called "data mining"? [10/7/03, 12:37 am]

[JJ] That's simply not true. We spelled out clearly our conceptual and operational definitions of conservatism, on one hand, and psychological variables, on the other. Then we searched for any and all studies that allowed for the computation of an

*effect size for the relation between those variables. We did not look at the effect sizes first and then decide how to define our terms. [10/9/03, 1:20 pm]*

**BS: For example, do you really think that Republicans are more intolerant of divergent views than liberal professors at the University of Maryland or Stanford?**

[JJ] Intolerance of divergent (different) views was not one of the variables we looked at, so I can't say at this point. With regard to intolerance of ambiguity, uncertainty, complexity, threat, loss, etc., I would say that there would be a moderately sized difference on average, if the two comparison groups were matched on other dimensions. [10/6/03]

BS: With respect, you could not possibly be more mistaken. There is no one less tolerant of ambiguity than a leftist university teacher. No one. [10/7/03, 12:39 am]

[JJ] Hmmm. This statement is not remarkably impressive on the tolerance of ambiguity dimension. [10/9/03, 1:29 pm]

BS: I used to teach at UCSC, where I was the ONLY Republican on the faculty and got along great with everyone.... [10/10/03, 12:03 am]

BS: But with respect, I am very tolerant. I observe the leftists are not tolerant. This is not an issue of tolerance of ambiguity. There is no ambiguity there.  
Best, Ben [10/10/03, 12:10 am]

**BS: I often come to Stanford and speak, and perhaps some day we might get together and discuss this.**

[JJ] Yes, I would enjoy meeting you, so please do drop me a line when the time comes.  
Best, John Jost

**FR: Ben Stein  
TO: John Jost**

**Date: 10/04/03 2:59 AM**

Now I read Greenberg and Jonas's reply to you and your reply to them. With respect, I think they have extremely good points.

[JJ] Yes, I do, too. It was a good and worthwhile critique. But the existing data are more on our side than theirs.

May I say that if you could actually spend time with Republicans all over the country and then with leftists, you would be stunned at how much more relaxed, open, and easy going the conservatives are. The difference is electrifying.

Best wishes, Ben Stein

[JJ] Well, this is another great example of why one's own subjective impressions cannot replace objective data. You are a famous conservative, so it is not too surprising that you get a much more welcoming reception from the conservatives you visit than from the liberals!  
Best, John

BS: But I became a conservative in large measure BECAUSE conservatives were so much more friendly and cheerful than leftists [BS, 10/7/04, 12:33 am]

[JJ] That was so long ago that it would be hard to reconstruct the actual reasons! :) [10/9/03, 1:11 pm]

BS: No, it was not at all.... [10/10/03, 12:06 am]

**FR: Ben Stein  
TO: John Jost  
Date: 10/07/03 12:32 AM**

But surely you cannot mean that citing Paul Krugman has any place in a scientific study of anything having to do with politics. Krugman is among the most rabid Bush haters and GOP bashers there ever was.

[JJ] But he's a very good economist, and some of his criticisms of the Bush administration's economic plan (or lack thereof) are probably accurate

*(Continued on page 17)*

# THE DANGERS OF UNANIMITY

By R.B. Zajonc

On September 23, 2003, President Bush finally disclosed the basis of his confidence in his decisions that cost hundreds of American lives and billions of dollars. He said, in fact, that “the best way to get the news is from objective sources. And the most objective sources I have are people on my staff.” It has become obvious at the same time that those “objective sources” better agree with the President or else they risk of being suspected of unpatriotic tendencies. The prevalent modus operandi in the White House is unanimity.

Yet of the various decision schemes one can imagine, unanimity is absolutely the worst. Say, there are two options, going to a preemptive war against Iraq or an alternative, such as inspection continued for four months. Say, also, that one of these outcomes is by far the wiser. Assume also that the President, the Vice President, the Secretary of State, the Secretary of the Defense, the National Security Advisor, and five other White House decision makers have each 1 out of 2 chances of picking the wiser alternative. If unanimity is required, then this group of ten decision makers has less than one in a thousand chances ( $.5^{10} = .000976$ ) of reaching the wiser decision. Even dictatorship, is much better. A dictator, acting alone under the above constraints, would have 1 in 2 chances of selecting the wiser course of action. A majority decision scheme (say six out of ten votes) of coming up with the wise decision has much better chances (83 out of 100)<sup>1</sup>.

People have the illusion that unanimity, because its chances of occurring are so small, must offer the correct solution. If all of us independently came up with the same answer, the answer must be right. Not so. In one of the classic experiments on group decision making, the psychologist Thorndike had groups of three students solve arithmetic problems and agree on a joint answer after solving each problem individually. When the group was initially unanimous but incorrect, only one of the 263 incorrect group judgments was changed.

*Of the various decision schemes one can imagine, unanimity is absolutely the worst.*

But the current White House has shunned diversity and insisted on unanimity, not only from the members of the executive branch, the legislation, and the judiciary, but from the population at large as well. The President declared that you are either “with us or with the terrorists”. Dissent and opposition are regarded as virtual treason and Patriot 2 Act requires no judicial review to revoke citizenship of suspect “traitors”. France and Germany, failing unconditionally to endorse the US war program, received jibes of ingratitude by many of the pro-war senators and representatives. Urging deviants to conform to their views, President Chirac and Secretary Colin Powell engaged in an undiplomatic contest

of petulance. President Chirac complained that the former Soviet satellites were “not very well brought up” (“*été ... pas très bien élevés*”) and “missed their opportunity to keep their mouths shut” (“*ont manqué une occasion de se taire*”), while Secretary Powell accused the countries not siding with the United States of being “afraid of responsibility”. Unanimity is sought as if it guaranteed the best course of action. It really doesn't. The current conflict is often compared with the Cuban Missile Crisis, especially with respect to the hard evidence Adlai Stevenson presented to the United Nations Security Council. But it is less often noted that President Kennedy thrived on dissent and opposition. Originality and deviant views were rewarded. Not so, it appears, in the current White House.

Patrick E. Tyler (*NYTimes*, Feb. 17, 2003) noted “there may still be two superpowers on the planet, the United States and world public opinion”. Dissent and opposition absent, masses of citizens all over the world took upon themselves to provide the much needed balance. As a result, the British government expressed some limited readiness to take account of the millions marching in protest. Jack Straw muffled the rattling of sabers. But our own government saw no merit in the protest of the millions. John McCain thought these millions to be “foolish” and President Bush saw no reason to change his course. Of course, the protest marchers did not offer a viable alternative to war. They only opposed the bellicose

(Continued on page 15)

**Zajonc on Unanimity, continued**

*(Continued from page 14)*

stance of the United States. But if so many millions have risen to

*Unanimity, it is argued, projects an image of resolve and unity of purpose. But if misdirected, beware of the consequences.*

oppose the war, there may have been good reasons to examine alternatives other than a preemptive strike. There is clearly a serious and complex problem in the Middle East. The solutions are not obvious. And its very complexity makes it

unlikely that there will be a unanimous solution. Unanimity, it is argued, projects an image of resolve and unity of purpose. But if misdirected, beware of the consequences. No popularity and little of our remaining dignity would have been lost, if the most powerful country in the world, acknowledging the perspective of the second superpower – world’s public opinion – had replaced the “Shock and Awe” strategy with a more patient and humane plan of dealing with Saddam Hussein and the people of Iraq.

*Footnoted Postscript:*

<sup>1</sup> The equation below shows how the likelihood of a majority being correct was calculated. In this equation, the decision-making group, composed of *n* individuals

(in the example *n=10*) has two alternatives, one of them correct. And as in the other cases, the likelihood, *p*, of any one individual being correct is .5. If one of those alternatives is better, then the probability that a majority, that is, at least *m* individual members (in this example, at least 6 out of 10) is correct is:

$$\sum_{i=m}^n \binom{n}{i} p^i (1-p)^{n-i}$$

or .83. ■



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## APA COUNCIL REPORT – February 2004

By Ed Diener and  
June Tangney

In February, Ed Diener and June Tangney attended the APA Council of Representatives meetings in Washington DC, representing Division 8. The item of primary interest to members of SPSP was a continued funding of a BSA Task Force on Research Regulation. The task force is charged with reviewing the current regulations governing IRBs to identify ways in which review of minimal risk psychological research might be streamlined (e.g., clarifying criteria for expedited review, identifying requirements that do not pertain to non-medical behavioral research), and to develop resources for behavioral scientists and their IRBs. Funding was approved for a second meeting of the task force and for a survey of IRB practices.

The Association's financial situation is

much improved, in part due to last year's restructuring of the real estate debt, and improvement in other investment returns. Membership remains stagnant. There was considerable discussion of a brief mention in the Washington Post that misreported the former CEO's annual salary, quoting instead a severance package based on 14 years of service.

Always relevant to members of Division 8 are the budget figures for publications. Although income from journal subscriptions continues to decline (fewer people want paper products), this trend has been more than offset by increased revenues from royalties/licensing/rights (e.g., electronic publications). Our scientific "products" (journals and books in one form or another) represent a huge source of revenue for the Association – more than three times the income from member dues! The 2003 *net* income from *JPSP* alone was nearly \$1.3 million. (This represents the net income from print forms of the journal only. It

does not include income from electronic forms, which is substantial.) By contrast, 2003 net income from *Professional Psychology* was \$89,700. *Family Psychology* lost \$80,700.

As your Div. 8 representatives, we would very much like to know what APA might do further to enhance Personality and Social Psychology, and psychological science more generally. We'd like a clearer mandate from SPSP to make the best use of our time (and your expense account) at the APA Council meetings. So by all means, send us your thoughts ([jtangney@gmu.edu](mailto:jtangney@gmu.edu), [ediener@s.psych.uiuc.edu](mailto:ediener@s.psych.uiuc.edu)).

Please do consider becoming actively involved in APA affairs—especially on the very influential Boards and Committees, many of which bear directly on matters of concern to Personality and Social Psychology. We'd be happy to discuss your interests and questions. ■

## 2004 Student Travel Award Winners

By Tim Strauman

A total of 142 graduate students applied for the 2004 SPSP Student Travel Awards. Of that group, 41 received awards in the amount of \$300. As usual, there were many more deserving applications than awards. The review committee, chaired by Tim Strauman and Phil Costanzo, worked hard to reach a consensus regarding the relative merits of each application. The winners of this year's Student Travel Awards were:

Aharoni, Eyal  
Algoe, Sara  
Anthony, Danu B.  
Brunell, Amy B.  
Caputo, Deanna D.  
Carney, Dana R

Chambers, John  
Christie, Charlene  
Czopp, Alexander  
Dandeneau, Stephane  
Dickerson, Sally  
Doran, Kathryn  
Ebner, Natalie  
Eisenberger, Naomi  
Gill, Ritu  
Gonzalez, Roxana M.  
Goodfriend, Wind  
Guerrero-Witt, Melissa  
Horberg, Elizabeth  
Jarcho, Johanna M.  
King, Eden B.  
Kirk, Elizabeth  
Knight, Jennifer  
Leder, Sadie  
Lench, Heather  
Meier, Brian  
Paik, Sue

Quinn, Jeffrey  
Robbins, Teresa  
Robinson, Jorgianne Civey  
Rosenthal, Seth  
Salvatore, Jessica  
Schachner, Dory  
Skorinko, Jeanine  
Smyth, Frederick  
Stanek, Layla  
Steers-Wentzell, Katrina L.  
Tamir, Maya  
Werhun, Cherie  
Willard, Greg  
Zehm, Keri

We thank all those students who submitted applications, and we invite those who did not receive a Travel Award this year to apply again this fall. ■



## PSPB Article Recognized By New York Times as a "Top Idea for 2003"

An article by Stewart McCann, which appeared in the February 2003 issue of *Personality and Social Psychology Bulletin*, was recognized the New York Times as one of the "Top Ideas" of 2003. McCann's article (McCann, S.J.H. (2003). Younger achievement age predicts shorter life for governors: Testing the precocity-longevity hypothesis with artifact controls. *Personality and Social Psychology Bulletin*, 29, 164-169) was cited in the in the December 14, 2003 Sunday Magazine, which focused its cover

article on ideas across a wide variety of domains. McCann's article suggests that early peaks in career achievement comes with an unexpected high cost—premature death. In a study of nearly all male state governors in American history, McCann found that the earlier a man was elected governor, the sooner came his death, controlling for year of birth, years of service, span of service, and state of the governor. These data suggest that early success is likely to lead to early death; these findings are a comfort to late bloomers everywhere. ■

**ABSTRACT:** S. J. H. McCann's precocity-longevity hypothesis suggests that the prerequisites, concomitants, and consequences of early peaks in career achievement may foster the conditions for premature death. In the present test of the precocity-longevity hypothesis, it was predicted that state governors elected at younger ages live shorter lives. Two competing explanatory frameworks, the life expectancy artifact and the selection bias artifact, also were tested. In a sample of 1,672 male governors (election ages ranged from 23-81 yrs; death ages ranged from 32-103 yrs), the precocity-longevity prediction was supported, and it was demonstrated . . . that the life expectancy and selection bias artifacts were not sufficient to account for the significant positive correlation between election age and death age. The positive correlation also was maintained when year of birth, years of service, span of service, and state of election were statistically controlled.

## Jost & Stein, Concluded

[10/9/03, 1:10 pm].

With all due respect to your obvious intelligence and the fact that you do indeed make some thought provoking assertions, you cannot seriously believe that Reagan belongs in a list that includes historical dictators and killers. Best, Ben

[JJ] No, and we didn't say that. He belongs on a list that includes conservatives [10/9/03, 1:10 pm].

**FR: Ben Stein**

**TO: John Jost**

**Date: 10/07/03 12:44 AM**

Your paper, if I may say so, looks at psychometrics, if I may use such a term, on a behavioral axis. Phil and I are more interested in a psychoanalytic approach. I.e., are conservatives people who have successfully internalized the father figure and are liberals or leftists persons who are at war with the father figure (and the father figure entities in the society)? Might I ask if you have ever seen any studies along these lines? I was once at a conference of The Aspen Institute where a terribly smart

prof of psychiatry (MD) said that he thought the liberals hatred of Richard Nixon was inspired by his being a 'weak but dominant father figure'. I am tempted to say I see something vaguely similar about GW Bush. He is a gunfighter—but a weak gunfighter in their eyes. If he were genuinely scary (Stalin) they would fall all over themselves to worship him. Have you ever seen anything in this vein? You are a prince of a guy to engage in this discussion. Phil and I are very impressed and grateful.

Are you of Austrian background? I once dated a girl named "Just" and she was of Austrian background. Best, Ben

**FR: John Jost**

**TO: Ben Stein**

**Date: 10/09/03 1:27 PM**

I'm not sure that you need a psychoanalytic theory to explain why liberals hated Nixon. He was after all, a remarkably shady and deceptive figure in American politics, your personal ties to him notwithstanding. You probably don't need depth psychology to understand why people are dissatisfied with the economic and political climate ushered in by the Bush administration. But your project sounds potentially interesting, and I'd be

happy to learn about it.

No Austrian ancestors in my family, at least to my knowledge. You must be thinking of the governor of California. Best wishes, John

**FR: John Jost**

**TO: Ben Stein**

**Date: 10/18/03 3:43 PM**

Dear Ben:

I mentioned to a colleague something about our recent humorous email exchange, and she happens to edit a newsletter for professional social psychologists. She wondered if we would be willing to publish the brief exchange in this newsletter, because it would be of interest (and amusement) to readers. I don't know how big the circulation is, but it must be small (probably less than a few thousand). I won't do it unless I have your permission. Is it OK with you?

Best,  
John

**FR: Ben Stein**

**TO: John Jost**

**Date: 10/19/03 12:24 AM**

Please remind me what I sent you. It sounds okay, but I cannot totally recall what I sent you.

Many thanks, Ben ■

## Undervalued Classics in Social-Personality Psychology: Scholars Nominate Readings for New Appreciation

Ann Arbor, Michigan, where I went to graduate school, has a remarkable collection of used book stores. Clustered geographically, in a town with a dense collection of psychologists and a rich history in social and personality psychology, they are an affordable library of opportunity for developing psychologists. In my graduate student days there were so many copies of *Beliefs, Attitudes and Human Affairs* by Daryl Bem (1970) that they went for \$2.00 in fine shape, and 99¢ with underlining or slightly torn cover. This particular bargain is rarely available today. Another book that frequented the book store shelves was *The Psychology of Social Movements* by Hadley Cantril (1941). Cantril is probably best remembered for being the second author on "They saw a game; a case study," Hastorf, A.H. & Cantril, H. (1954). *Journal of Abnormal and Social Psychology*, 49, 129-134, one of the first studies on motivated social cognition, and *Invasion from Mars* (1940), the study of panic stemming from Orson Welles' *War of the Worlds* radio broadcast. Cantril was a professor at Princeton, and involved in the development of the science of public opinion polling, wrote several reviews of social psychology, championed early research on self and identity, and coined the phrase "humanistic psychology," but his influence has waned since the 1960's. But *The Psychology of Social Movements* is a remarkable book, and it deserves to be read today. In Chapter 3 "The Individual's Pursuit of Meaning", Cantril describes the complex interaction between social influence and the individual's need to interpret a situation—to find a frame of reference—that will make her or him open to social influence. This chapter is sensitive to both external influence and internal need, and provides a model for thinking simultaneously about social situations and individual differences. Students in my graduate-level Social Psychology class rave about the chapter (and the one that follows it, "The Lynch Mob") as the best introduction to social psychology they've read. It is a forgotten classic, and it is these two chapters that motivated this project. Because our field is forward-looking, and has a tendency to fail to appreciate our past, *Dialogue* asked several prominent personality and social psychologists to nominate important and valuable papers that may have been overlooked by the current generation of researchers and scholars, and to give a bit of information about the paper's importance. Our request indicated that people could cite their own work, or the work of others. These are their nominations. -*Chris Crandall*

### **Tony Greenwald**

Most of my teaching is on methods so, not surprisingly, these are method articles.

Weber, S. J., & Cook, T. D. (1972). Subject effects in laboratory research: An examination of subject roles, demand characteristics, and valid inference. *Psychological Bulletin*, 77, 273-295.

This article appeared toward the end of a period (1960s) in which social psychologists became very sensitive to social influences on subjects' behavior in experiments (from the work of Martin Orne, Bob Rosenthal, and others). The still-valid lessons of that period seem to have slipped out of collective memory, judging by the dearth of report (in current empirical articles) of procedures designed to prevent a hypothesis-knowledgeable experimenter from having opportunity to unknowingly influence subjects.

Wells, G. L., & Windschitl, P. D. (1999). Stimulus sampling and social psychological experimentation. *Personality and Social Psychology Bulletin*, 25, 1115-1125.

Wells and Windschitl make the unarguable point that one cannot legitimately generalize conclusions about conceptual variables that are represented by just a single instance in an experiment. Reading the current journals makes clear that this excellent point is quite under-appreciated. The paper has some of the character of Anderson, H. C. (1837): *The Emperor's New Clothes*.

### **Paul Rozin**

Solomon Asch's *Social Psychology* (1952) is quite well known, but still very underappreciated. He was the last guy who had it right, and perhaps the first, as well.

### **Alice Eagly**

Moskowitz, D. S., Suh, E. J., & Desaulniers, J. (1994). Situational influence on gender differences in agency and communion. *Journal of Personality and Social Psychology*, 66, 753-761.

I don't suppose that the 46 citations of this article listed in Web of Science signal abject neglect. However, given that this is one of the best-designed studies ever conducted concerning the social behavior of women and men, it deserves to be regularly cited in discussions of this domain. Yet, most authors of texts in social psychology and the psychology of women and gender leave out this brilliant study. Its merits include its use of a naturalistic event-sampling method. The participants were studied in their workplaces, and the researchers took into account the participants' status and

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## Undervalued classics, Continued

(Continued from page 18)

sex. Through appropriate measurement procedures, they were able to separate out the agentic and communal aspects of everyday behaviors. Their results speak volumes about the power of gender roles and workplace roles.

### Andy Elliot

Lewin, K. (1935). *A dynamic theory of personality*. New York: McGraw Hill.

This book overviews research and theory on motivation and personality. It brilliantly lays out ideas that are only beginning to be discussed and researched in the contemporary scene. One need not embrace Field Theory to glean a tremendous amount from this overlooked volume.

### Leslie Zebrowitz

I would nominate two (related) articles by Joel Aronoff. I looked them up in the SSCI and found that, despite being published in JPSP, the first has been cited only 21 times (I probably account for a large percentage of these, though I didn't check that out), and the second has been cited only 17 times.

Both of these articles report research testing the hypothesis that abstract geometric patterns have affective meaning, with diagonal and angular patterns conveying threat and round patterns conveying warmth. This is demonstrated using several creative methodologies in addition to traditional experimental manipulations. One study analyzed features in masks of a known social function from a large sample of non-western societies, and another analyzed the movements and stances of ballet dancers in threatening vs. non-threatening roles. The findings are linked to facial expressions of emotion, with angular and round elements characterizing anger and happy expression, respectively. The research strongly suggests that there is a neural mechanism that responds to rounded visual forms with the meaning of

warmth and to diagonal and angular forms with the meaning of threat, regardless of the actual physical object that manifests the shape.

Aronoff, J., Barclay, A.M. & Stevenson, L.A. (1988). The recognition of threatening facial stimuli. *Journal of Personality and Social Psychology*, 54, 647-655.

Aronoff, J., Woike, B.A., & Hyman, L.M. (1992). Which are the stimuli in facial displays of anger and happiness: Configurational bases of emotion recognition. *Journal of Personality and Social Psychology*, 62, 1050-1066.

### Mahzarin Banaji

Of course this is an nice exercise. Do you think it more feasible if you asked us to think of a paper that really influenced us—changed our minds, made us do things differently? If such papers are now forgotten, which they usually are, it would be a good idea to point younger people to them. For me an example would be :

Garner, W.R., Hake, H.W. & Eriksen, C.W. (1956). Operationism and the concept of perception. *Psychological Review*, 63, 149-159.

### Arie Kruglanski

The following is a paper of ours I really liked and one that I thought makes a unique contribution by integrating two major paradigms that were typically considered very different and unrelated.

Kruglanski, A., & Klar, Y. (1987). A view from a bridge: Synthesizing the consistency and attribution paradigms from the lay-epistemic perspective. *European Journal of Social Psychology*, 17, 211-241.

and later . . .

I am preparing for the upcoming SESP a talk about late Hal Kelley's contributions to social cognition, and in this connection I am trying to reread (would you believe skim?) all of his

papers. In this connection, I ran into a gem that (though tough to read) is wonderfully intricate and insightful, no one else but Hal could have done it and it deserves to be read.

Kelley, H.H., Beckman, L.L. & Fisher, C.S. (1967). Negotiating the division of a reward under incomplete information. *Journal of Experimental Social Psychology*, 3, 361-398.

### Mark Snyder

One article that comes to mind is:

Brickman, P., Rabinowitz, V., Karuza, J., Coates, D., Cohn, E., & Kidder, L. (1982). Models of helping and coping. *American Psychologist*, 37, 368-384.

It compares and contrasts different ways of thinking about helping, and draws out theoretical and practical implications of these various conceptualizations. Of course, for all I know, it's actually a well-known, highly appreciated, and frequently cited article, and it's just me who only recently learned about it.

### Mark Schaller

I think that book chapters are, as a species, especially likely to be under-cited (for reasons that have to do primarily with distribution rather than actual scientific contribution). That's too bad because really creative and interesting conceptual ideas often show up in book chapters before they show up in the journals; and theoretical insights and are often spelled out in greater, more stimulating detail in book chapters than they can be in empirical journal articles. One of my favorite under-cited book chapters was written by a famous social psychologist but is still probably cited far more by non-psychologists than by psychologists. It's Donald Campbell's 1965 chapter cultural evolution, which appeared in a book about social change; it's great stuff.

Campbell, D. T. (1965) Variation and selective retention in socio-cultural evolution. In H. R. Barringer, G. I.

## Undervalued Classics, Continued

Blanksten, & R. W. Mack (Eds.) *Social change in developing areas* (pp. 19-49). Cambridge MA: Schenkman.

As for journal articles: Three of my very favorite journals from the late 1980s/early 1990s were written by very prominent people and all appeared in a very prominent journal. But in each case, I think that the article was just too good: It was such a novel and significant departure from whatever other folks in the field were doing, that other folks didn't really have any obvious or necessary opportunity to cite it. And so the articles (and their insights) remain vastly under-appreciated. They are:

Tesser's article on the heritability of attitudes and the moderating role that attitude heritability has on classic attitude phenomena. Suddenly heritability is not just a dependent variable of empirical interest to behavioral geneticists, it's also an independent variable of real conceptual promise for social psychologists. But the promise remains mostly unexplored. It's a transcendent article, but almost no one seems to know it.

Tesser A. 1993. The importance of heritability in psychological research: The case of attitudes. *Psychological Review*, 100, 129-42

Zajonc, Murphy, & Inglehart's article on the vascular theory of facial efference and emotion. It's a tour de force of conceptual creativity and methodological cleverness. I love to tell people about this stuff; they always find it fascinating and just a little bit mind-blowing. But I never see it cited.

Zajonc, R.B., Murphy, S.T., & Inglehart, M. (1989). Feeling and facial efference: Implications of the vascular theory of emotion. *Psychological Review*, 96, 395-416.

Nowak, Szamrej, & Latané's article on the dynamic theory of social impact. When I first read it, I didn't get it; and in my callow ignorance, I assumed it

wasn't relevant to me at all. In fact, it took me several years and multiple exposures before the scales suddenly fell from my eyes and I realized just how important dynamic social impact theory is. Latané and his colleagues have since published many more articles on this theory and its implications, and those articles remain just as under-appreciated as this one is. For my money, dynamic social impact theory is the most ground-breakingly original theoretical development in social psychology over the past 15 years. Yet, heart-breakingly, most textbooks don't acknowledge it, and many folks in the field don't even seem to know it exists.

Nowak, A., Szamrej, J., & Latané, B. (1990). From private attitude to a public opinion: A dynamic theory of social impact. *Psychological Review*, 97, 362- 376.

### Trish Devine

There are two articles that I think are great but I don't really think they get a lot of attention, they are:

Zanna, M.P. & Pack, S.J. (1975). On the self-fulfilling nature of apparent sex differences in behavior. *Journal of Experimental Social Psychology*, 11, 583-591, and

von-Baeyer, C.L., Sher, D.L. & Zanna, M.P. (1981). Impression management in the job interview: When the female applicant meets the male (chauvinist) interviewer. *Personality and Social Psychology Bulletin*, 7, 45-51.

I think these are wonderful studies in the fact that they seem to provide a wonderful blend of experimental and field components. Women are led to believe that they will be interviewed by a male who has either traditional or nontraditional views of women. In the both studies, the women participants communicate a more "feminine" self-presentation when their male interviewer seems to be a traditional male. In the second article, the women go home and two weeks later come

back for the interview. What the authors examine is the extent to which women "dress" the part of a traditional women (clothing, make-up, jewelry). I've always found these findings compelling because the women had to actually prepare (on their own time) for the interview and, whether intentionally or not, adjusted their behavior to be consistent with the interviewer's expectations. I've always thought these studies could be followed up to examine the processes that led to their behavior. There a great deal of potentially rich theoretical work that could unpack what's going on and they are a good read in any event.

### Monica Biernat

I'm biased, but I'll nominate an important paper by my graduate school advisor in this category:

Manis, M., & Paskewitz, J. R. (1984). Judging psychopathology: Expectation and contrast. *Journal of Experimental Social Psychology*, 20, 363-381.

In this paper, Manis & Paskewitz outline a two-path model of judgment in which initial experiences influence subsequent judgment by serving as both expectancies that generally lead to assimilation effects, and as standards of comparison that can lead to contrast effects. Manis and Paskewitz suggest that these effects occur simultaneously, and that both can be detected in most judgment settings. In this sense, the model is quite different from other multi-step or correction-based models of assimilation v. contrast. I'm not sure what the citation count is for this paper, but it influences my thinking as I consider how stereotypes operate in daily life: Stereotypes are expectancies that likely bias us toward seeing what we expect to see; at the same time, they function as standards of comparison or group-specific frames of reference against which individual group members are judged.

### Brian Mullen

Here's two of my favorites:

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## Undervalued classics, Continued (and Ended)

(Continued from page 20)

Mullen, Brian, Chapman, Judith G., & Peaugh, Steven (1989). Focus of attention in groups: A self-attention perspective. *Journal of Social Psychology*, 129, 807-817.

All too often social psychology has tended to posit some mediating mechanism (e.g., "arousal," "diffusion of responsibility," "stereotype threat"), and then proceeded to blithely ignore the critical step of actually gauging the existence of that purported mechanism. This paper reported the results of three different studies that showed unequivocally that self-focused attention varied as a function of group size. The first study (one of my all time favorites) examined the verbal behavior of three middle-aged White men who met over the course of 6 weeks to discuss a real-world problem (I had tape-recordings-and-transcription of all but about 20-minutes of their discussions). Sometimes these 3 subjects met in a group of 3 (just the 3 of them), sometimes these 3 subjects met in a group of 4 (the 3 of them and one additional person), and sometimes these 3 subjects met in a group of 5 (the 3 of them and 2 additional people). The data showed that the proportionate use of first-person singular pronouns ("I," "me," "my," "mine," "myself") on the part of each subject decreased as the group got larger. What makes this particularly interesting is that the 3 subjects were Nixon, Haldeman, and Ehrlichman in "The Watergate Transcripts." A stunning example of the use of archival data to document the operation of a fundamental social psychological mechanism in a context where demand characteristics, alternative accounts, are eliminated.

And, here's another (but probably for the wrong reason!)

Tetlock, P.E. & Levi, A. (1982). Attribution bias: On the inconclusiveness of the cognition-

motivation debate. *Journal of Experimental Social Psychology*, 18, 68-88.

This paper is actually highly cited, no question it had a big impact, but it's underappreciated in a twisted sort of way. This paper spends about 17 pages arguing that the extant motivational account for so many social cognition biases can be matched by equally compelling cognitive, information processing explanations. This is fine. But, then, in one paragraph, they essentially wave their hands and say that any extant information processing explanations for these social cognition biases can also be matched by equally compelling motivational explanations but that they didn't have the time or space to prove that case. Their conclusion, which everyone accepts, is that you can't pit cognitive and motivational accounts against one another. This is one of the most stunning examples of the fallacy of the minor premise in the field of social psychology. It was tantamount to saying "All the professors in this room are men. There is a man over there in another room, so he must also be a professor (I don't have time to prove that to you, just trust me)." It is definitely underappreciated how this paper started, and helped maintain, the bias against Platt-ian (1962) strong inference testing in social psychology.

Send us your own nominations for undervalued classics, to [crandall@ku.edu](mailto:crandall@ku.edu) or [biernat@ku.edu](mailto:biernat@ku.edu). We'll print them in a future issue.

■

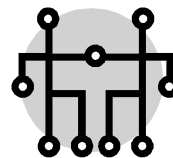
## Santa's Big Five, Cont.

(Continued from page 25)

them and rewards them with gifts, regardless of their belief systems, etc. Santa is aesthetically inclined, and receives songs and poems about him and decorating in his honor. Finally, Santa is also intelligent and creative; . insightful enough to find the perfect gifts every year, and especially inventive in how he finds a way to defy the laws of time, space, reality, and gravity. It clearly requires a creative genius to rig up a flying sleigh pulled by eight tiny reindeer. Santa can "think outside the box," making productive use of Rudolph's shiny red nose.

What is a personality psychologist to make of Santa Claus? Well, in the Big Five sense he's pretty clearly a low E, high A, high C, high O, low N kinda guy. He's probably also high PV, low NV, orally fixated, and self-actualizing, but that's another analysis.

<sup>1</sup>The author would like to thank the following students for contributing to the analysis reported here: Trish Akins, Matthew Albaugh, Melissa Bradbury, Meaghan Callahan, Miranda Eberle, Heather Finn, Heather Fishman, Courtney Hackman, Jennifer Hallee, Amanda Kellar, Tracy Kindred, Megan Laird, Julie Langsdorf, Anna Leavitt, Darcy Lynch, Nicole Moore, Eric Paul Neumann, Jennifer O'Donnell, Amanda Rutherford, Shayna Scholnick, and Alex Suchman. ■



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# Lessons from the epistemic, moral and social richness of Stanford prison experiment

By Catalin Mamali

Landmark studies have always challenged social psychologists and forced them to revisit, from different perspectives, their basic concepts, hypotheses, experimental procedures, results and interpretations; this is the case with the Stanford Prison experiment. A critical perspective has been developed recently by Haslam and Reicher (see *Dialogue*, Spring 2003). This paper looks critically at the perspective of Haslam and Reicher to continue the dialogue generated by the prison experiment.

## Roles and scripts as integrative parts of the simulated prison situation.

Haslam and Reicher (2003) started by questioning the “role account” in Zimbardo’s experiment. They have three criticisms: (1) “people did not simply slip into role but actively resisted the situation that had been thrust upon them,” (2) the brutality of the Guards “arose not from a generic drive to abuse power, but from the intervention of Zimbardo who had taken the role on the position of Prison Superintendent,” and (3) the Prisoners were “led to believe that they could not leave the prison (p. 22).” None of these arguments poses a serious logical or empirical threat to the main point of the experiment, which deals with the power of social situations (social scripts included) to influence human behavior. It is true that people “actively resisted” the power of the situation, but only to a point, and this point was reached in less than the half of the projected time (2 weeks) for the entire experiment: “At the end of only six days we had to close down our mock prison because what we saw was frightening” (Zimbardo, 1971, 3). It does not mean that the behavior of those who did not actively resist one day was identical with the behavior of those who did resist a few days; this

time differential must be explained. And it must be no surprise if moral, motivational, experiential and character variables might be important. But, the main point is that *in a relatively very short time the characteristics of the situation overpowered the individual and group resistance*. So, social situations can, in certain conditions, have a strong influence on human behavior and this power overcomes the power of the individuals and groups to resist to these situations. Secondly, the role played by Zimbardo (Prison Superintendent) is part of the respective social situation, and as such it is in agreement with the logic of the experiment. Roles are not enacted in a social void, but are developed, changed and sometimes terminated within a wider network of similar, contradictory and complementary roles.

Haslam and Reicher explicitly challenge Zimbardo’s claim that “We did not have to teach the *actors* how to play their roles (Zimbardo, Maslach, & Haney, 1999, p. 206, italics added). The authors of the study “Beyond Stanford” suggest: “the provision of *these instructions* in which Zimbardo clearly sanctions oppressive treatment of the Prisoners questions the claim that the Guards’ roles were not taught” (p.22, italics added). This criticism misses an important detail: learning and teaching are not identical. Guards and Prisoners learned from the instructions—from the “script of the play”—not from a practical teaching modeled in front of them. Zimbardo called the participants “actors,” and their acting was the outcome of the interaction between the power inherent in the situation and their active resistance to the brutality of the situation.

## The explanatory resources of historical processes and structures

Haslam and Reicher raise an important question for social psychology, “the need for social psychological theory to

incorporate social structure and history (p.24).” Based on social identity theory (Tajfel and Turner, 1979), they expand their ideas to the problem of tyranny. The authors use the concepts of identification, social-categorization and especially “depersonalization of self-perception” to explain tyranny, but this creates an imperative for a discussion of *deindividuation*, a process studied by Zimbardo (1969) before the prison experiment, and before social identity and self-categorization theories were developed. In the theoretical framework of social identity theory, *deindividuation* relates primarily to self-awareness and social identity (Abrams, 1990). Even this work lacks discussion of Zimbardo’s concept of *deindividuation*. Such a discussion seems necessary for tyranny because *deindividuation* and *depersonalization* form an essential psychological process, and these are associated with large scale social changes that can be imposed by tyrannical rulers such as forced displacement and uprooting of large communities, forced regimentation in authoritarian political organizations, collectivization, super-centralization, forced social and cultural homogenization under a state ideology, and forced industrialization.

Chirot (1994) distinguishes between non-tyrannical dictatorships and tyrannies. The “extreme ideological certitude” (as compared to pragmatism) is an essential marker of tyranny, and this kind of certitude can be illuminated by social identity and social categorization. There are other macro-social questions, beyond tyranny, such as structural violence, inter-ethnic conflicts or relations between center and periphery (Galtung 1980), which lead to an integration of social psychological concepts, principles, and experimental results within an explicit transdisciplinary picture and action-oriented methods. An integrative effort

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implies a transdisciplinary perspective able to combine a wide range of empirical sources such as archives records, public historical documents, personal documents (diaries, memoirs), interpersonal documents (letters and mainly correspondence), laboratory experiments, field and case studies, data provided by natural experimental situations and by participant observation.

Haslam and Reicher refer to the innovation introduced by their BBC study (Haslam and Reicher, 2002) that “encourages researchers to understand the psychology of tyranny in relation to its social, structural, and historical underpinnings rather than simply seeing it as the product of fixed psychological or situational determinants—something over which peoples have no control and therefore for which they have no responsibility”. (p.24). This viewpoint is extremely useful because it asks to approach the psychology of tyranny within its real historical context.

### **Historical records and natural social experiments**

Many archives from the former communist regimes have opened to research since 1989, and the study of the psychology of tyranny within its historical context might be achieved through empirical study based on the records that cover many generations who lived under tyrannical regimes. I have specifically in mind the problem of “promotion from Prisoner to Guard.” Haslam and Reicher discuss this as a problem of social mobility. This implies also the assimilation of “a social change belief system and to work collectively to challenge the status of the Guards” (p. 23). The idea of structural changes within a prison system achieved by an inner social dynamic opens valuable research avenues. The history of the real life experimentation of such structural changes is rich, dark, and relatively long as it goes back, at least, to Makarenko’s method. Briefly, Makarenko (1929/1973) conceived of a

Stalinist reeducation method based on the promotion of juvenile delinquents to the status of judges and executioners. Part of this reeducation was a game called “Thief and Informer”. The “main charm of this game consisted in the alternation of suffering and revenge” (1929/1973, p. 173). Former delinquents were promoted later on to the formal status of torturers, and carried out the persecution of many hard working and rich farmers during the time of forced collectivization.

This educational method was exported to many former communist countries. Such tragic experiences suggest an empirical question: in what measure do such social records support, complement, and/or contradict the results of the experimental studies on relatively similar problems? Within the communist prisons an interrogation procedure was based on the unpredictable alternation of a brutal (bad) interrogator and a “good” interrogator (Golopentia, 2001), although both worked in tandem for the state. In social psychology this procedure was imaginatively applied to study other issues, for instance in testing the assumption that “mindlessness underlies the effectiveness of the ‘fear-then-relief’ social influence technique” (Dolinski, Cisek, Godelwski, Zawadzki, 2002). The authors used the technique of sudden switch from an interrogation carried by a first and very “severe policeman” to the second one who is “friendly” to study the consequences on cognitive abilities of a sudden transition from fear to relief. Such experiments invite further explorations of general social processes that can be deeply modified in conditions of imprisonment and in those of freedom.

### **Zimbardo’s limit.**

The Stanford study explicitly opened discussion about the relations between researchers and the researched. This was the first time, as far as I know, that social psychologists stopped their inquiry due to their concerns related to the well-being of the participants. Previously, many experimenters asked their subjects to perform relatively

painful tasks (saying obscene words, inducing pain in others, acting against their own beliefs) and continued the procedure regardless of the subjective state of their subjects. In recognizing the epistemic and ethical merit of the decision to stop the experiment, I have called it Zimbardo’s limit (Mamali, 1998). This limit is defined by a *critical interval that marks the level and/or the moment when the experimental procedures, which aim toward the scientific truth, might start to generate unacceptable consequences and costs for the total well being of the participants*. This limit can vary from experiment to experiment and cannot be certainly pre-established as a specific time, or event before every imaginable experiment is carried on. This experiment invites a deeper and more complex participation of the researcher in the cognitive, moral, social consequences of the research process that has in itself a transformative power.

I think that the valuable goal mentioned by Haslam and Reicher to integrate structural and historical dimensions within the social psychological inquiry process might expand its long term resources if it is complemented by a higher degree of participation of those who are called participants but are only fully debriefed after they were efficiently manipulated. This participation might be increased by procedures that increase the dialogue between observer and observed in all stages of the social research process and its application. And participation is itself part of a larger social cycle in which common social knowledge and scientific social knowledge interact.

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# Nicholas Claus: Big Five for the Big Guy

By Heather A. Haas

What is a personality psychologist to make of Santa Claus? To find out, I asked the experts, students<sup>1</sup> in an upper division personality course, all of whom claimed acquaintance with Mr. Claus going back 15 or 20 years, and some of whom seemed even to have an ongoing relationship with Mr. Claus. The students each provided a qualitative analysis of Santa's personality in terms of the Big Five traits. I have assembled their responses into a composite character sketch of Santa's Psychic Structure:

## *Extraversion*

Contrary to popular belief, Santa Claus is probably an introvert. Many assume that because his likeness is used so often in malls, he may be extroverted, but the students argued that that isn't REALLY him. For the most part they agreed that Santa is actually very elusive. For most of the year, Santa "hides away" from the rest of the world and only has contact with people via letters from children, an indirect form of communication. Even if it's true that Santa does occasionally personally visit malls during the holiday season, where he acts very outgoing and friendly, these students argued that this behavior is probably more reflective of his concern over his "public appearances" than a reflection of his true preferences and personality. Several reported that as far as they knew, the only time Santa leaves the North Pole is once a year on Christmas Eve, and even then people did not generally see him because he visits at night when everyone is sleeping and sneaks into houses through the chimney so he doesn't have to talk to anyone. The students believed that he probably does this to avoid the over-stimulation from interaction with people. After all, this is a man who chooses to live at the North Pole, with only his wife and some elves for companionship. Santa seems clearly to

be an introverted person who keeps to himself and is private.

On the other hand, Santa is always filled with energy and enthusiasm, he gets really excited about Christmas, and he manages a small nation of elves and must interact with them on a daily basis, so some students argued that perhaps he would score near the middle of the Extroversion-Introversion dimension. If, in fact, it *is* the real Santa who sometimes appears in malls and on street corners, then he also apparently doesn't mind it when crowds of people gather around him and line up to talk to him. He is also always jolly (demonstrating high positive emotionality, suggestive of extroversion according to Tellegen). Furthermore, Santa appears to have a low baseline level of arousal (characteristic of extroversion), because he seeks out a very stimulating environment full of bright Christmas lights, noisy Christmas carols, busy malls, and a bustling workshop, and participates in the extreme sports of chimney jumping and open sleigh flying.

## *Agreeableness*

Santa is high in agreeableness; he lives to spread happiness to others. Santa loves everyone and everyone loves him. He is always friendly, accepting, courteous, affectionate, and willing to humor children by having them sit on his knee, even if they're bratty, cranky, heavy, crying, or pulling his beard. Santa obviously has a lot of affection for the children of the world, and works very hard to get them the gifts they want, which is very kind and altruistic behavior. For the kids who were naughty and didn't get toys, the students argued that this was their own fault and doesn't reflect any meanness in Santa. Almost to a person, the judges believed that Santa is very generous when giving presents. As one knowledgeable informant noted, "I believe that Santa must be very

agreeable; I've seen him give a lot of people the benefit of the doubt." Given that Santa dedicates his entire existence to bringing holiday cheer and the spirit of Christmas to the entire world, it seems clear that he is a highly agreeable fellow.

## *Conscientiousness*

Although Santa is known for compulsively breaking into houses, obviously has very little control over his eating, and was once caught kissing mommy underneath the mistletoe, Santa is generally very conscientious. Students noted that he "makes a list" and "checks it twice," compiling and regularly updating a comprehensive list on the moral character of every child in the world—a task that certainly requires much dedication. He also manages to keep track of what everyone wants for Christmas. The man is clearly a compulsive list-maker. Impressively, despite the huge operation Santa has to organize, and the millions of children whose behavior must be monitored, still Santa always appears in a clean, pressed red suit and never misses a house (as one student noted "Not even mine, and I'm Jewish!"). Equally impressive, he is prompt and always finishes on time. Although it could be argued that it would be more conscientious to start the work earlier instead of waiting until the last minute every year, the students believed that Santa wants it all done in one night so Christmas is more special. Santa is hardworking, organized, methodical, precise, and diligent; traits of high conscientiousness. He has a goal, sticks to his plan, and is organized about it. As one student noted, "if Santa were even a smidgen undirected, we would all be in for interesting surprises come Christmas morning."

## *Neuroticism*

Students' consensus was that Santa would score pretty low on neuroticism because he displays virtually no

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# Diversity Committee Report and Diversity Fund Travel Awards

By Ann Bettencourt

To increase the diversity of personality and social psychology, SPSP has created three programs to facilitate the career development of students who come from underrepresented groups. The 2003/2005 Diversity Committee included Ann Bettencourt, Greg Herek, and Michael Zarate.

Briefly, SPSP has three programs to meet its diversity goals. First, the SPSP Mentorship Program is devoted to connecting students from underrepresented groups with a faculty mentor of students' choice with career-related questions or requests for assistance via email. Please see the SPSP website for additional information about this and other SPSP diversity initiatives.

Second, qualified graduate students from underrepresented groups are eligible for travel awards to attend the annual SPSP conference. This year, 90 graduate students applied for a Diversity Fund Travel Award to attend

the 2004 SPSP Conference.

For 2004, the SPSP Diversity Travel Award Recipients were: Edna Acosta-Pérez (University of Puerto Rico), Etsuko Hoshino-Browne (University of Waterloo), Jennifer Weisho Bruce (Purdue University), Edward Burkley (University of North Carolina, Chapel Hill), Charlene Christie (State University of New York at Albany), Julie Garcia (University of Michigan), Ka-yee Leung (University of Illinois, Urbana-Champaign), Wesley Moons (University of California, Santa Barbara), Christopher Motz (Carleton University), Kenji Noguchi (University of Mississippi), Eden-Reneé Pruitt (Tulane University), Edith Rickett (University of Chicago), Alecia Marie Santuzzi (Tulane University), Antoinette Semenya (University of Western Ontario), and Andrew Szeto (University of Western Ontario).

Third, our newest diversity initiative encourages undergraduates from underrepresented groups to attend the SPSP conference. Qualified undergraduates may apply for registration awards that cover the cost

of SPSP conference registration.

For our most recent conference, the following undergraduates received undergraduate SPSP conference awards: Corrie Alvarado, April Buentello, Stephanie Daniel, Andrea vonBriensen (St. Edwards University); Kayla Ardoin, Monique Bryan, RoShana Easley (Huston-Tillotson College); and Brandon Poland (Concordia University).

If you would like to support the Diversity Program, please consider donating to the fund when you pay your SPSP membership dues.

The SPSP Diversity Committee would like to sincerely thank individual members for their recent contributions to the fund. In addition, SPSP thanks member textbook authors who have approached their publishers on behalf of the SPSP Diversity Fund. Feel free to send your ideas for additional diversity initiatives by contacting any of the 2004/2005 SPSP Diversity Committee members (Michael Zarate, Greg Herek, and Tiffany Ito). ■

## Santa's Big Five, Continued

(Continued from page 24)

negative affect or nervousness about anything. Several noted that a job of such magnitude combined with the unavoidable emphasis on children would require great emotional stability. In fact, one judge expressed the opinion that "if Santa were high in Neuroticism, he would have cracked under the immense pressure hundreds of years ago." Instead, he doesn't get too worked up over small details; he has the ability to take real problems in stride. In the face of it all, Santa stays calm and knows his toys will get

delivered even when, for example, Rudolph is displaying low self-efficacy about being able to pull the sleigh and light his nose. It appears very unlikely that you'd ever see Santa cry, become angry, or have an emotional breakdown. Instead, his jolly laughter ("ho, ho, ho!") is indicative of Santa's carefree, relaxed, happy-go-lucky attitude toward life. By all accounts Santa handles holiday stress better than most.

### Openness

Finally, Santa scores high on openness. Although every year it's reindeer, sleigh, elves, and the whole bit, the students were still inclined to rate Santa high on openness because he's open to doing new things in new

ways, accepting of people different from himself, and aesthetically inclined. Santa is obviously open enough to allow his shop to progress with the times, as is evident if one compares toys received now vs. toys received ten years ago; Santa stays current. In fact, one student mentioned that these days Santa's even on the web! Santa is also clearly open to doing new things in new ways because he's willing to travel all around the world and see different people every year, so he must encounter new things all the time. Santa is culturally aware enough to be able to understand many of the world's children and their wishes, and to dress and behave in culturally appropriate ways. What's more, as long as children are "good," Santa accepts

(Continued on page 21)

# Announcements

## New Volume On Negotiation and Culture

*The Handbook of Negotiation: Theoretical Advances and Cross-Cultural Perspectives*  
 Edited by Michele J. Gelfand and Jeanne M. Brett, 2004. Stanford University Press, 528 pages.

In the global marketplace, negotiation frequently occurs across cultural boundaries, yet negotiation theory has traditionally been grounded in Western culture. This book, which provides an in-depth review of the field of negotiation, expands current thinking to include cross-cultural perspectives. The content of the book reflects the diversity of negotiation—research-negotiator cognition, motivation, emotion, communication, power and disputing, intergroup relationships, third parties, justice, technology, and social dilemmas—and provides new insight into negotiation theory, questioning assumptions, expanding constructs, and identifying limits not apparent when working exclusively within one culture.

The book is organized in three sections and pairs chapters on negotiation theory with chapters on culture. The first section emphasizes psychological processes: cognition, motivation, and emotion. The second section examines the negotiation process. The third section emphasizes the social context of negotiation. A final chapter synthesizes the main themes of the book to illustrate how scholars and practitioners can capitalize on the synergy between culture and negotiation research.

## Volume in honor of Bill McGuire

*Perspectivism in Social Psychology: The Yin and Yang of Scientific Progress*  
 Edited by John T. Jost, Mahzarin R. Banaji, and Deborah A. Prentice, 2004, Hardcover, 352 Pages

William J. McGuire is considered one of the pioneers of social cognition. His work has helped unify the scientific

study of the topic, and his dynamic theory of thought systems integrates areas of attitude change, language, stereotyping, ideology, and political psychology. McGuire's perspectivist meta-theory, which provides dozens of heuristics and guiding principles for creativity and the rigorous assessment of hypotheses, has shaped social cognition and its sub-fields.

In this volume, a diverse group of leading social psychologists explores topics important to McGuire's work: the concept of self, language and social cognition, political ideology, the history of social psychology, and contextualist philosophy of science. Each chapter delivers a perspectivist analysis of the questions central to the authors' own area of study. As a result, new and emerging agendas for social cognition have emerged, united under the theme of perspectivist methodology and the study of thought systems. Like McGuire's own work, chapters balance the scientific components of theory, methodology, and empirical data.

This provocative volume of essays illustrates the broad influence of McGuire's theories and methodologies and will serve as an important catalyst for future research in social cognition. The book may be ordered from APA at: <http://www.apa.org/books/4316009.html>

## Handbook of Self-Regulation

R.F. Baumeister & K.D. Vohs (Eds.) (2004), *Handbook of self-regulation: Research, theory, and applications*. New York: Guilford.

Self-regulation is crucial for helping people reach their goals, fulfill their potential, and live a healthy, well-adjusted life. Most of the social and personal problems that afflict people today involve some form of failure at

self-regulation failure, including unwanted pregnancies, sexually transmitted diseases, failure to exercise, overeating and attendant obesity, adultery, debt, excessive spending, emotional outbursts, cigarette smoking, alcohol and drug use, crime and violence, anxiety and anger management problems, inadequate mood repair, underachievement at work and school, procrastination, noncompliance with medical instructions, road rage, gambling, and many more.

The Handbook of Self Regulation Research is an invaluable resource for anyone interested in the vitally important dimension of human functioning. It contains chapters written by nearly every major expert in the field and covers the most innovative and up-to-the-minute research findings. This volume includes fundamental theories as well as practical applications from many different perspectives, including social, personality, clinical, developmental, cognitive, and consumer psychology. Topics in this volume include the role of self-regulation in conscious and nonconscious processes, neuropsychological and physiological markers of self-regulation, interpersonal and social consequences of self-regulation failure, the importance of planning and goal framing, the special challenges of emotion control, the interplay between self-perceptions and self-regulation, emergent research on attention control, gender differences in self-control, developmental trajectories of self-regulatory abilities, and repercussions of impulse control failure for addiction, alcohol use, overeating, overspending, sexual misdeeds, and other problematic behaviors.

To order, please visit the website <http://www.guilford.com/paci/baumeister3.htm>

## 50 years after Brown v. Board of Education conference

Visit <http://www.psych.ku.edu/Brown> for news about this conference. ■

# A Renaissance in Social Network Research

By Alan Reifman

It always seems amazing when a chance meeting with a stranger, say, on an airline flight leads to the discovery that we have a mutual friend with the other person. Linkages intrigue us in other ways, such as the popular movie trivia game of "Six Degrees of Kevin Bacon." And, of course, the latest fad drawing upon the organization of people around websites and e-mail distribution lists is that of "flash mobbing" (groups showing up in public venues to enact synchronized routines of – thus far – playful silliness). Just as linkage, communication, and synchronization can give pleasure, however, they can also give pain. Disease epidemics (most recently SARS), power blackouts, computer viruses, and terrorist plots can also unfold via network structures.

That, to one extent or another, we think of these developments in a common framework probably owes to the recent renaissance in social network research, both in terms of scholarly inquiry and attention from the popular media. Not only have such recent books as *Linked* by Notre Dame physicist Albert-László Barabási, *Sync* by Cornell University applied mathematician Steven Strogatz, and *Six Degrees* by Columbia University mathematician-turned-sociologist Duncan Watts graced the shelves of popular bookstores. The recent e-mail-based replication study by Watts and colleagues of Stanley Milgram's original small-world study has (at this writing) received coverage by close to 40 major media outlets (<http://smallworld.columbia.edu/press.html>).

Social psychologists were among the earliest major contributors to social network research. Stanley Wasserman and Katherine Faust's (1994) 750-page treatise, *Social Network Analysis*, cites work from the 1940s and '50s by Fritz Heider, Leon Festinger, and Dorwin "Doc" Cartwright as part of the

development of network research.

As noted above, the field of network studies has now become highly interdisciplinary. One specific example of the value of this interdisciplinary approach comes from a model developed by Watts of the spread of ideas, products, etc. Social psychologists have long been interested in the spread of behaviors via conformity, imitation, and persuasion. Watts's model not only integrates sociological and social-psychological concepts such as network structure, people's adoption thresholds, and diffusion of innovation (*Six Degrees*, pp. 229-252). It also invokes the concept of *percolating clusters* from physics (*Six Degrees*, pp. 183-187).

Barabási, has contributed a pair of important concepts. One is *scale-free networks*. When plotting the number of people (or other entities) with a given number of links in a network, researchers often find not a normal (bell-shaped) distribution, but one in which the overwhelming majority of network members have very few links, but a small number of members have an amazingly large number of links. The so-called "Patient Zero" of the AIDS epidemic, for example, was estimated to have 2,500 sexual partners (*Linked*, pp. 123-124). This pattern is called scale-free because these extremely well connected individuals are essentially "off the scale." Such individuals can be referred to as *hubs*, *connectors* (from Gladwell's *The Tipping Point*), or *super-spreaders* (a term used in media coverage of SARS). In studying the spreading popularity of country singer Pat Green and rapper "50 Cent," my students and I found that most of the surveyed fans of these artists had told relatively few other people about their preferred artist, but a few fans had told 50, 100, or more people (Reifman, Lee, & Apparala, 2004, SPSP Conference). A second idea from Barabási, has implications for social psychologists' interest in

development of group structure over time, is that of *preferential attachment*—new nodes in a network preferentially link up with nodes that already have many connections.

With these new conceptualizations based on the physical sciences, of course, the traditional question of social influence versus selection in understanding the relations between individuals and networks remains a vital area of research (Crandall, 1988, *JPSP*, on binge eating in sororities; Leonard & Mudar, 2003, *Psychology of Addictive Behaviors*, on heavy drinking in young adults).

At this point, some readers may have seized upon another potential reason—beyond the infusion of fresh idea from physical science disciplines—for the growing interest in networks. From the SARS situation that threatened the 2003 APA convention in Toronto, to the August 14, 2003 power blackout that many readers may have personally experienced, to various viruses and worms traversing the Internet, recent topics implicating network research have involved real-world phenomena of wide interest to people.

With vast amounts of data of all sorts available on the Internet, such as the Internet Movie Database ([www.imdb.com](http://www.imdb.com)) which formed the basis for the "Oracle of Bacon" ([www.cs.virginia.edu/oracle/](http://www.cs.virginia.edu/oracle/)), we should expect tremendous growth in the number of creative, sophisticated network studies. I invite everyone to visit my SPIDER website (Social Psychology of Information Diffusion – Educational Resources, <http://www.hs.ttu.edu/hd3317/spider.htm>) for further exploration of these topics. INSNA, the International Network for Social Network Analysis (<http://www.sfu.ca/~insna/>) is a professional society focusing on this area of inquiry. This group has an active listserv discussion group called SOCNET. ■

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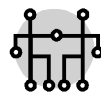
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*Dialogue* is the official newsletter of the Society for Personality and Social Psychology. It appears twice every year, in the spring and fall. Its intended readership is members of the Society. The purpose of *Dialogue* is to report news of the Society, stimulate debate on issues, and generally inform and occasionally entertain. *Dialogue* publishes summaries about meetings of the Society's executive committee and sub-committees, as well as announcements, opinion pieces, letters to the editor, humor, and other articles of general interest to personality and social psychologists. The Editors seek to publish all relevant and appropriate contributions, although the Editors reserve the right to determine publishability. Content may be solicited by the Editors or offered, unsolicited, by members. News of the Society and Committee Reports are reviewed for accuracy and content by officers or committee chairs of SPSP. All other content is reviewed at the discretion of the Editors.