

# Cynthia Pickett

## Background

### Education

Ph.D.	1999	Ohio State University, Columbus, OH
M.A.	1996	Ohio State University, Columbus, OH
A.B.	1994	Stanford University, Stanford, CA

### Positions

2020-	Associate Provost for Diversity, Equity, and Inclusion, DePaul University
2020-	Associate Professor of Psychology, DePaul University
2020-	Deputy Title IX Coordinator for Faculty, DePaul University
2017-20	Associate Vice-Provost for Faculty Equity and Inclusion, UC Davis
2004-20	Associate Professor of Psychology, UC Davis
2002-04	Assistant Professor of Psychology, University of Chicago
1999-02	Assistant Professor of Psychology, University of Illinois at Urbana- Champaign
1998	Intern, U.S. Government Accountability Office, Seattle Field Office

### Professional Affiliations

National Association of Diversity Officers in Higher Education  
Association for Psychological Science  
Society of Experimental Social Psychology  
Society for Personality and Social Psychology  
International Social Cognition Network  
International Society for Self and Identity

### Editorial Positions

Associate Editor (2017-2018), Personality and Social Psychology Bulletin  
Associate Editor (2017-2018), Group Processes and Intergroup Relations  
Associate Editor (2005 - 2006), Journal of Personality and Social Psychology, IRGP

### Editorial Boards

Basic and Applied Social Psychology  
Past Editorial Board Memberships:  
Social Psychological and Personality Science  
Journal of Personality and Social Psychology, IRGP  
Social and Personality Psychology Compass  
Group Processes and Intergroup Relations  
Personality and Social Psychology Bulletin  
Psychological Science

## **Awards and Recognition**

Fellow, Association for Psychological Science  
Chancellor's Achievement Award for Diversity and Community, UC Davis  
Provost's Faculty Development Award, UC Davis  
Fellow, Society of Experimental Social Psychology  
Rising Star, Association for Psychological Science  
National Science Foundation Minority Graduate Fellowship

## **SPSP Service**

2021-2022 Member, Strategic Planning Task Force  
2019-2020 Task Force to Hire Executive Director  
2018-2020 Executive Board, Member-at-Large for Education  
2017 Co-Chair, Wegner and Cialdini Prize Committees  
2013 Instructor, Summer Institute in Social and Personality Psychology  
2012 Member, Presidential Working Group on Conventions  
2009-12 Member, Convention Committee  
2011-12 Chair, Convention Committee  
2009-10 Chair, Travel Award Committee  
2009-10 Chair, Diversity Travel Award Committee  
2009-10 Member, Theoretical Innovation Prize Committee  
2003 SPSP Graduate Student Poster Award Judge

## **Other Professional Service**

2018 National Science Foundation, Science of Learning Panel  
2009-10 Member, Program Committee, Society for Experimental Social Psychology  
2008-09 Chair, Annual Meeting Committee, Society for Experimental Social Psychology  
2008 National Institutes of Health, Special Emphasis Panel, Minority Fellowships in Neurobiology and Development  
2007-08 National Science Foundation, Site Visit Team, Spatial Intelligence and Learning Center (SILC)  
2007 Selection Committee Member for the International Society for Self and Identity Early Career Award Winner  
2007 National Science Foundation, Minority Postdoctoral Fellowship Panel  
2005 National Science Foundation, IGERT Panel  
2004 National Institutes of Health, SPIP Study Section

## **Research and Teaching Interests**

My research interests lie in the areas of social identity, intergroup relations, the self, social cognition, and social inclusion and belonging. Broadly speaking, I study individuals' connection to social groups and the role that collective and interpersonal bonds play in human cognition and behavior. The courses that I teach include: Psychology of the Self, Social Cognition, Social Identity, and Advanced Social Psychology.

# Cynthia Pickett

## Candidate Statement

As a long-standing member of SPSP, it is a pleasure to be nominated for the position of SPSP President. I am an experimental social psychologist by training, but my research often lies at the intersection of personality processes and social behavior (e.g., examining the association between the need to belong and social perception). Since 2017, I have held administrative roles in diversity, equity, justice, and inclusion in addition to my role as a psychology professor. As SPSP President my vision would be for SPSP as an organization to fully embrace the ideal of inclusive excellence. In our paper, [The Pandemic as a Portal: Reimagining Psychological Science as Truly Open and Inclusive](#) (Ledgerwood et al., 2022), my co-authors and I call for psychological organizations to question their assumptions regarding “good” science, develop an understanding of their shared values, and align rewards with those values. As SPSP President, I would challenge the leadership to adopt this approach as we further SPSP’s mission to advance the science, teaching, and application of social and personality psychology.

In the paragraphs below, I describe additional priorities that I would pursue as SPSP President.

**Increase the Reach and Impact of Our Science:** In the 20+ years that I have been an SPSP member, I have seen the organization grow tremendously. I have also seen how SPSP initiatives such as the Op Ed project have magnified the audience for our work. As President, I will continue to expand our reach so that domains such as public health, education, and foreign policy are informed by our research. As we have seen over the last two years as we have weathered a global pandemic, our collective behavior can have very beneficial or very deleterious effects. As the experts on social behavior, we are uniquely positioned to provide critical information to the public and our leadership. Developing more efficient and effective mechanisms for the transmission of this information would be a priority of mine as SPSP President.

**Transparent and Open Communication:** Professional organizations exist to serve the needs of their membership. To do this successfully, organizations need to listen to and be responsive to all of sectors of its constituency. As President, I would work to develop better communication pathways between the SPSP membership and the SPSP leadership. For example, I would publicize the Executive Board’s meeting agendas and encourage public comment (written, in person, or virtual) at the start of the Board’s meetings. Because decisions to fund or de-fund SPSP programs occur at these meetings, it is important for the membership to have an avenue for weighing in on those decisions.

**Enhance SPSP’s Mentorship Activities:** Effective mentoring is critical for our success as students, academics, and professionals during both the early and later stages of our careers. Although some SPSP members have access to mentoring at their home institutions and organizations, other members find themselves without the mentorship they need to flourish and thrive. As President, I would explore how SPSP can bridge this gap. Structures such as flash mentoring and group mentoring could be created so that SPSP members receive timely and personalized advice on pressing issues.

Although I have served SPSP in the past through roles such as Convention Committee Chair and Executive Board Member-At-Large, it would truly be an honor to serve as President for an organization that I care so deeply about.

# Simine Vazire

## BACKGROUND

### EDUCATION

- Ph.D., The University of Texas at Austin, USA, 2006
- B.A., Carleton College, USA, 2000

### ACADEMIC POSITIONS

- Professor, Melbourne School of Psychological Sciences, University of Melbourne, Australia, 2020 – present
- Professor, Department of Psychology, UC Davis, USA, 2018-20
- Associate Professor, Department of Psychology, UC Davis, USA, 2014-18
- Fellow, Center for Advanced Study in the Behavioral Sciences, Stanford University, USA, 2013-14
- Saul and Louise Rosenzweig Chair in Personality Science, Associate Professor, Department of Psychology, Washington University in St. Louis, USA, 2012-14
- Assistant Professor, Department of Psychology, Washington University in St. Louis, USA, 2007-12

### EDITORIAL POSITIONS

- Editor in Chief, *Collabra: Psychology*, 2020 - present
- Editor in Chief, *Social Psychological and Personality Science*, 2015-19
- Senior editor (and founding co-editor), *Collabra: Psychology*, 2015-19
- Associate Editor, *Advances in Methods and Practices in Psychological Science*, 2017-20
- Associate editor, *Journal of Personality and Social Psychology*, 2013-14
- Associate editor, *Social Psychological and Personality Science*, 2013-15
- Associate editor, *Perspectives on Psychological Science*, 2015
- Associate editor, *Journal of Research in Personality*, 2012-15
- Editorial Board Member: *Perspectives on Psychological Science*, *Psychological Science*, *Journal of Personality and Social Psychology*, *Advances in Methods and Practices in Psychological Science*, *Archives of Scientific Psychology*, *Social Psychological and Personality Science*, *Journal of Research in Personality*, *European Journal of Personality*

### HONORS AND AWARDS

- SPSP Awards: Diener Mid-career Award in Personality Psychology; SPSP Fellow; SAGE Young Scholar Award
- Other Awards: APA Distinguished Scientific Award for Early Career Contribution to Psychology; Outstanding Early Career Award, International Society for Self and Identity; Fellow, Association for Psychological Science; Invited visiting professorship, École Normale Supérieure; Visiting Fellow, Quality Ethics Open Science Translation (QUEST); BITSS Leamer-Rosenthal Prize for Open Social Science; Affiliate, Meta-Research Innovation Center at Stanford (METRICS); Best paper award, *Journal of Research in*

*Personality* (Holtzman, Vazire, & Mehl); Rising Star, Association for Psychological Science; Outstanding Faculty Mentor Award, Washington University in St. Louis; Outstanding Teaching Award, Women's Panhellenic Association, Washington University in St. Louis

### **SPSP SERVICE**

- Convention program co-chair, 2015 convention program committee, 2013-16
- Task force on publication and research practices, 2013-14
- Summer Institute in Social and Personality Psychology (SISPP) instructor, 2011
- Early career awards committee (chair two years), 2019-21
- Media awards committee (chair one year), 2017-19
- Training committee, 2013-14
- Travel award committee, 2009-10
- Diversity award committee, 2008-09

### **OTHER EXTERNAL SERVICE**

- Study committee member, National Academy of Sciences (NAS), 2017-18
- Executive committee, Association for Psychological Science (APS), 2016-19
- Task force on replication, APS, 2012-13
- Search committee member, AMPPS editor in chief search, APS, 2016-17
- Search committee member, JPSP:PPID editor in chief search, APA, 2020
- Social Psychology panel member, National Science Foundation (NSF), 2012-15
- Executive committee, Association for Interdisciplinary Metaresearch and Open Science (AIMOS), 2020 – present
- Board of directors, Public Library of Science (PLOS), 2018 – present
- Executive committee, Berkeley Initiative for Transparency in the Social Sciences (BITSS), 2017 – present
- Co-founder, the Society for the Improvement of Psychological Science (SIPS), 2015-16
- Inaugural president, SIPS, 2016-17
- Executive committee, SIPS, 2017-20
- SPSP preconference co-organizer, SIPS preconference, 2017-20
- Awards committee (chair one year), SIPS, 2018-20
- Instructor, Research transparency and reproducibility training, BITSS, 2018
- Executive committee, Association for Research in Personality (ARP), 2010-13
- Publications and communications committee chair, ARP, 2012-16
- Convention committee (chair two years), ARP, 2013-17
- Program committee, ARP, 2010-11
- Early career award committee, European Association of Personality Psychology (EAPP), 2018

### **TEACHING AND RESEARCH INTERESTS**

I teach research methods at the undergraduate and postgraduate level. I have also taught personality psychology and seminars on self-knowledge. I have two lines of research. In one line of research, I

examine how well people know themselves. Do people know how they behave? How others see them? Do close other sometimes know us better than we know ourselves? In another line of research, I examine the research methods used in social and personality psychology, and how these practices have changed over time.

## **Simine Vazire**

### Candidate Statement

I am in the unusual position of running for SPSP president two years in a row. I was excited to run again this year in large part because one of the issues I ran on last year, giving graduate student members the right to vote in SPSP elections, has now become SPSP policy! I continue to think that our graduate student members are vital to the organization and that one of our top priorities should be providing support to graduate students and early career members. For example, I would like to see SPSP provide support for graduate students and post docs in difficult situations in their PhD programs or labs. In addition, SPSP is in a great position to provide training and support to early career members considering a variety of career paths, and foster connections with members working outside of academia. Finally, SPSP can play an important role in helping to demystify often-hidden processes such as peer review at journals and funding agencies, hiring and promotion practices, and even the internal workings of SPSP itself. All of these initiatives would help to strengthen the position of early career scholars, and could reduce inequality, bias, and mistreatment of early career scholars.

Another important issue is addressing the cultural homogeneity in SPSP and in psychology more broadly. To address the concerns of the global public, we must connect with and bring in a broad range of voices to our organization. To do this, we can partner with organizations throughout the world to offer joint virtual events (e.g., visiting each other's classrooms), foster bidirectional exchanges of research and teaching materials, and develop collaborative projects. SPSP can also use the income from journal subscriptions to provide English writing support to submitting authors.

Improving the representation and influence scholars from a broad range of backgrounds and career stages will further SPSP's aim of providing rigorous, high quality evidence to the world. Diversity in our community helps to minimize biases and blind spots in the questions we ask and the methods we use to answer them. In addition, we can promote excellence by rewarding a broader range of contributions to teaching and research. Too often, the people recognized with awards, invited speaking roles, or grants are those that are already very visible. However, less visible contributions and roles are vital to achieving the scientific rigor we strive for. Rewarding a broader range of contributions and scholars will help create more incentives for important and undervalued work, accelerating the pace of discovery.

Finally, SPSP can continue to improve how we communicate our findings to the world. What we say carries a lot of weight with the public and with decision-makers. We have a mandate to share the knowledge we produce, and to do so responsibly. This is why we ask researchers to be transparent, and SPSP as an organization has the same responsibility to be transparent and accountable. For example, SPSP journals could be more transparent about the peer review process through policies such as naming handling editors on published papers and publishing the peer review history with published articles. In addition, SPSP can increase transparency in our public outreach by adding simple labels to press releases to communicate important limitations and uncertainty. By striving to be well-calibrated in the claims we promote and share, we can help prevent the misuse of our findings and demonstrate our commitment to credible, well-calibrated science.

# Chris Crandall

## Background

Professor, University of Kansas.

Ph.D., University of Michigan, training in both personality and social psychology.

Work for SPSP: Editor (2017-2020) and Associate Editor (2x); Personality and Social Psychology Bulletin. Editor [with Monica Biernat] of Dialogue (2000-2008); Communications Editor, Social and Personality Psychological Science. SPSP Editorial Boards: Personality and Social Psychology Bulletin, Personality and Social Psychology Review. Member (current), SPSP Fundraising Committee.

Other Editorial Work: Associate Editor, Social and Personality Psychology Compass (History and Philosophy). Chair, SPSSI Publications Committee. Negotiated publication contract with Wiley/Blackwell for SPSSI, Editorial Boards: Personality and Social Psychology Bulletin, Journal of Personality and Social Psychology (all three sections), Journal of Social Issues, British Journal of Social Psychology, and Journal of Applied Social Psychology.

Membership: SPSP, SPSSI, SISP, APS, EASP

Fellow: SPSP, APS, SPSSI, SESP

Research Areas: Prejudice, anti-fat attitudes, earliest stages of friendship, democratic values

# Chris Crandall

## Candidate Statement

SPSP needs a forward-looking publication program, built on a solid foundation of excellent editors, a genuinely diverse group reviewers, and commitment to excellence in science and progress in the SPSP publication program. SPSP has a commitment to making our science widely available; there is still more we can do.

The publication program is the single most important source of funds for SPSP, making possible our excellent staff, low membership fees, student awards, the small grants program, diversity awards, student travel, community catalyst awards to support member diversity, and other essential building blocks of the field. SPSP must plan to balance our commitment to open science, transparency, and the accessibility of our science with a model that accepts subscriptions with large private and public universities and uses these funds to nurture early career researchers, provide teaching support, travel to conferences, and the other functions of a scientific society. I think SPSP has done terrific work with this money, and a publication policy must simultaneously offer (1) access to our work and (2) funds to grow and support the next generation of scientists and scholars.

This means pushing libraries to enhance availability, and it means working with Sage to increase access. PSPB and PSPR are available for free to over 7,000 institutions in the developing world in over 100 countries. But there is more we can do. We can create virtual issues with collections of articles based on events in the news (e.g., elections, Black Lives Matters protests, wars in Ukraine, Yemen, Ethiopia and Myanmar, claims about critical race theory), which Sage can make available freely to all and offer several opportunities to write an introductory essay to our members. We can continue to educate authors about making their work independently available; we can integrate preprint servers more clearly and visibly with the journals, SPSP, and more. We can implement TOP standards in a way that is most effective for scientific progress.

Working with editors, we can offer more training and opportunity for ECRs and graduate students to review for our journals. We can offer training in integrity and publication ethics—our journals are signatories to COPE standards, and their site offers a graduate-level education in ethical issues in publication (see <https://publicationethics.org/>). We should promote an array publishing-related content at SPSP Meetings, ranging from introductory level help to high-level discussions of philosophy and practice.

Finally, now that graduate students are full voting members of SPSP, we need to to assure permanent graduate student voting representation on the Board. This is not currently in place, but must be.

To succeed in reaching these goals, we need only imagination to interact with experience and determination. They are all within reach.

# Kate Ratliff

## Background

### EDUCATION

- Ph.D., University of Virginia, 2009
- M.A., University of Virginia, 2006
- B.S., Belmont University, 2003

### POSITIONS

- Associate Professor, University of Florida, 2018-Present
- Executive Director, Project Implicit, 2015-2020
- Director of Research, Project Implicit, 2010-2015
- Assistant Professor, University of Florida, 2012-2018
- Assistant Professor, Tilburg University, 2009-2012

### HONORS AND AWARDS

- SPSP Service to the Field Award (to Project Implicit), 2020
- International Educator of the Year, University of Florida, 2019
- Outstanding Faculty Award for Inclusive Excellence, University of Florida, 2019
- College of Liberal Arts and Sciences Teaching Award, University of Florida, 2018
- University of Florida Center for Race Relations Course Development Award, 2017
- Fellow, Society for Experimental Social Psychology, 2014
- School of Social & Behavioral Sciences Best Teacher Award, Tilburg University, 2010

### EDITORIAL POSITIONS

- Senior Editor, *Psychological Science*, 2022-present
- Associate Editor, *Comprehensive Results in Social Psychology*, 2020-present
- Associate Editor, *Psychological Science*, 2020-2022
- Associate Editor, *Social Psychological and Personality Science*, 2015-2019
- Associate Editor, *British Journal of Social Psychology*, 2014-2015
- Editorial Boards: *Perspectives on Psychological Science*, *Social Cognition*

## SERVICE TO THE FIELD

- SPSP Eliminating Racism in Workplaces Task Force, 2021-present
- SPSP Social Cognition Pre-Conference Organizer, 2022-present
- Board of Directors, Project Implicit, 2020-present
- SPSP Equity and Anti-Racism Task Force, 2020-2021
- SPSP Attitudes and Social Influence Interest Group Awards Committee Member, 2016-2018
- SPSP Attitudes and Social Influence Interest Group Pre-Conference Organizer, 2016-2018
- SPSP Mentoring Lunch Faculty Participant, 2014
- Flanders (Belgium) Research Foundation Panelist, 2021-2023
- National Science Foundation SBE Panelist, multiple years

## TEACHING AND RESEARCH INTERESTS

- Social cognition, implicit cognition, prejudice and stereotyping, attitude formation, anti-bias education, open science, scientific communication for the general public

# Kate Ratliff

## Candidate Statement

When I was offered my first editorial role just a few years into being an Assistant Professor, a senior member of my department cautioned against it. They raised (entirely valid) concerns about protecting my time for running my lab and producing my own scholarship. However, with all due respect to my colleague, who certainly had my best interests at heart, serving as an editor has been one of the most central and valued roles in my career. It is such a privilege to be reminded daily of the big, exciting, important work that social and personality psychologists are doing around the world and to play a part in shaping how that work is carried out and disseminated. In addition to that first Associate Editor position at *British Journal of Social Psychology*, I have also served as an AE at *Social Psychological and Personality Science* and *Psychological Science* and I am currently a senior editor at *Psychological Science*.

I am honored to be nominated for the position of Member-at-Large for Science Publishing. The policies and practices we set at our journals play an enormous role in shaping our science and I welcome the opportunity to contribute positively to this process on behalf of SPSP's journals. As Member-at-Large for Science Publishing, I would bring the same goals to the SPSP Board that I do to my own teaching, research, and editorial work—co-creating a comprehensive, rigorous, societally relevant science of human behavior, promoting diversity, equity, and inclusion in every aspect of my work, and committing to openness and transparency in scientific practices.

As the flagship organization for social and personality psychology, SPSP holds a special responsibility for ensuring that its journals and publications amplify the contributions of all members rather than highlighting the perspectives of a privileged few. I served on the SPSP Equity and Anti-Racism (EAR) Task Force which was convened in 2020 to address equity and justice issues in SPSP, including to our editorial practices. As Member-at-Large for Science Publishing, I would strongly advocate for implementation of the EAR Task Force recommendation that we actively resist the tendency to think of our science as identity-neutral, and to explicitly create practices that recognize and disrupt the influence of structural inequality on our scholarship. For the past decade, I have been a vocal proponent of scientific reform. And while I unequivocally support SPSP continuing to take a leadership role in ensuring that we are producing a transparent, valid, reproducible science, I see it as essential that these goals be aligned with equity and inclusion goals to ensure that open science is a fruitful way forward for all social and personality psychologists, including those whose research topic or methods, geographic location, institution type, and/or level of seniority are different than those that have been traditionally prioritized in our field.

Social and personality psychology has changed dramatically in the past decade. I'm proud of what we've accomplished and feel that our science is on firmer footing. However, we are at a critical point where we can either stall at the current status quo or we can push further together in incentivizing openness, rigor, diversity, and inclusion. I will advocate for the latter.

# Kate Reynolds

## Background

I am a Professor of Psychology at the Australian National University (ANU) and served as Associate Director (2014-2017). I am a leading expert in the areas of group processes (leadership, influence, norms) and intergroup relations (stereotyping, prejudice, conflict, cohesion) from a social identity perspective (e.g., Turner & Reynolds, 2012). I have published over 110 journals and chapters and have a strong track record of external research funding.

The broad questions that frame my work concern the impact of group-based social identity and ingroup norms on individuals' attitudes, well-being, and behaviour and behaviour change.

Recently, myself and colleagues demonstrated that through changing people's group membership and/or the strength of belonging and connection to the group (school climate and school identification) it is possible to bring about person change (e.g., less prejudice, less peer aggression and greater engagement in learning in high school, better well-being). This research is being successfully translated to impact on practices within schools and in policy domains.

In addition, I am currently Director of an interdisciplinary project (2019-2022) on social cohesion with a focus on the development of robust measures, policy and law audits and case studies to assess current 'best-practice' in strengthening social cohesion. In the context of crisis and hazards there is increasing interest in building 'resilient' communities.

## ACADEMIC POSITIONS

2017-ongoing: Professor of Psychology, ANU

2017: Adjunct Professor, Tianjin University, China

2012: Visiting fellowship travel grant to the University of Clermont-Ferrand, France

2008-2014: Associate Professor, ANU

2006-2012: Australian Research Council Australian Research Fellow, ANU

2002: Visitor Department of Experimental Psychology, University of Oxford, UK

## LEADERSHIP & SERVICE:

I have served on several executive committees of professional societies and editorial boards as well as my current university ANU, Government bodies and NGOs. Most recently, I am in my second term on both the University Council (2019-2020; 2020-2022) and Academic Board/Senate (2018-2020; 2020-2022). as a staff

elected member and am a social and behavioural science expert on a Government committee in the Behavioural Economics unit in Australian Department of Prime Minister and Cabinet. I am committed to sharing insights from social psychology and behavioural science more broadly, so they are accessible and useful to a wide audience.

## PROFESSIONAL MEMBERSHIPS & SERVICE

### Memberships:

1995-present: Society of Personality and Social Psychology

1995-present: Society of Australasian Social Psychologists

1998-present: European Association of Social Psychology

2005-present: Society of Experimental Social Psychology

### Selected Editorial responsibilities:

2010-2012: Associate Editor Personality and Social Psychology Bulletin

2013-2015: Co-editor Political Psychology

### Editorial Boards:

2002-present: European Review of Social Psychology

2002-2011, 2016-present: European Journal of Social Psychology

2002-present: British Journal of Social Psychology

2009-present: Journal of Applied Social Psychology

2010-2015: Political Psychology

## TEACHING RESPONSIBILITIES

I have experience teaching at all levels of undergraduate and post-graduate education in areas of social and organisational psychology with my lectures assessed as being engaging and useful by students. I have

experience supervising >60 research students (52 Honours students; 13 Higher Degree by Research students with an additional 7 current students). I have mentored 9 Early Career Researchers and published with over 100 co-authors from around the world and including approximately 30 articles with current or former research students/ECRs.

Undergraduate Teaching (all levels of undergraduate study)

First year: Introduction to organisational psychology, Introduction to social psychology, The science and practice of well-being.

Second year: Social psychology

Third year: Advanced social psychology, Industrial and Organisational Psychology

Fourth year: Theory in psychology

Guest Lectures: Behavioural economics, Unravelling complexity, Diversity in organisations.

# Kate Reynolds

## Candidate Statement

I hope my experience having been the President of two academic societies (ISPP and SASP) can be utilised to advance the field's largest and most representative and dynamic society, SPSP. I am seeking to be a member at large Science Publishing. I have served as Associate Editor & Co-Editor of PSPB and Political Psychology, respectively and have published widely across my career. I have attended a number of conferences, pre-conferences and facilitated students attending the Summer Institute. I am interested in serving to 'give-back' and contribute to the ongoing success of SPSP.

Thinking about the SPSP Board of Directors and its strategic and varied committee work, my view is that more can be done to grow the internationalisation of SPSP. The contribution and importance of SPSP for the field also comes to the fore when thinking about graduate and ECR opportunities. Is there more we could do to build networks, mentoring opportunities, and translational and impact skills?

COVID-19 and its disruption provides an opportunity for us to revisit and rethink the key role and activities of SPSP. I am not advocating for change necessarily, the activities fo SPSP are outstanding and well-supported by members. I do think it is timely to strategically consider key questions such as Are the current activities the right ones or should we add to these in light of an urgent need to reconnect face-to-face as a community over the next few years? Are there now additional new on-line ways to connect and engage in scientific discourse that enables a more international and diverse SPSP? How can we do more to best support education and training of graduates and ECRs? Given behaviour change is at the centre of the human challenges, are there new opportunities to further connect the activities and membership of SPSP to increase public and scientific impact?

Broadly considering these questions with wide input from members will ensure we best position SPSP at this cross-road to help ensure vibrant and successful future.

# Leslie Ashburn-Nardo

## Background

### Education

- Ph.D., Experimental (social) psychology, University of Kentucky, 2003
- M.A., Psychology, University of North Carolina at Wilmington, 1997
- B.A., Psychology, *with honors*, magna cum laude, Wake Forest University, 1994

### Positions

- Diversity & Inclusion Faculty Fellow, Office of Academic Affairs, IUPUI, 2021 – present
- Professor, Department of Psychology, IUPUI, 2020 – present
- Faculty Associate, STEM Education Innovation & Research Institute, IUPUI, 2018 – present
- Founding Director, Applied Social and Organizational Psychology Doctoral Program, IUPUI, 2017 – present
- Director, Industrial/Organizational Psychology Master's Program, IUPUI, 2016 – present
- Visiting Scholar, Department of Psychological Sciences, Rice University, January 2013 – June 2013
- Associate Professor, Department of Psychology, IUPUI, 2010 – 2020
- Assistant Professor, Department of Psychology, IUPUI, 2003 – 2010

### Editorial Boards

- 2021-present Editorial Board, *Journal of Experimental Social Psychology*
- 2019-present Editorial Board, *Social Psychological and Personality Science*
- 2018-present Editorial Board, *Sex Roles: A Journal of Research*
- 2016-2021 Consulting Editor, *Cultural Diversity and Ethnic Minority Psychology*
- 2016-2017 Co-Editor, Special Issue, *Equality, Diversity, and Inclusion: An International Journal*
- 2013-2015 Consulting Editor, *Cultural Diversity and Ethnic Minority Psychology*

### Professional Affiliations

- American Psychological Association (joined 1993)
- Association for Psychological Science (joined 1999)
- European Association of Social Psychology (named Full Member, 2014)
- Midwestern Psychological Association (joined, 1997; named Fellow, 2014)
- Society for Industrial and Organizational Psychology (joined 2008; named Full Member, 2017)
- Society for Personality and Social Psychology (joined 1997; named Fellow 2019)
- Society for the Psychological Study of Culture, Ethnicity, and Race (joined 2010)

- Society for the Psychological Study of Social Issues (joined 1997; named Fellow, 2014)
- Society for the Psychology of Women (joined 2014)
- Society for the Teaching of Psychology (bestowed honorary membership, 2009)
- Society of Experimental Social Psychology (named Fellow, 2009)

#### Honors

- Glenn W. Irwin, Jr., M.D., Experience Excellence Award, IUPUI, 2022
- Outstanding IUPUI Woman Leader, Veteran Faculty Category, IUPUI, 2017
- Honorable Mention, Outstanding Teaching and Mentoring Award, Society for the Psychological Study of Social Issues, 2014
- Chancellor's Award for Excellence in Multicultural Teaching, IUPUI, 2013
- Chancellor's Diversity Scholar Award, IUPUI, 2012
- Alvin S. Bynum Award for Excellence in Academic Mentoring, IUPUI, 2011
- Faculty Colloquium on Excellence in Teaching (FACET), 2010
- School of Science Teaching Award, IUPUI, 2010
- Joseph T. Taylor Award for Excellence in Diversity (group award presented to the Multicultural Teaching Community of Practice), IUPUI, 2010
- American Psychological Association Division 2, Society for the Teaching of Psychology Honorary Membership for Infusing Diversity into Teaching, 2009

#### SPSP Service

- Member, Applied Psychology Committee, 2020-present
- Co-Chair, Gender Pre-Conference, 2018-2021

#### Other Service

- Chair, Diversity Subcommittee, Midwestern Psychological Association, 2017-2019
- Member, Committee on Ethnic Minority Affairs, Society for Industrial and Organizational Psychology, 2016-2020
- Council Member, Midwestern Psychological Association, 2016-2019
- Chair, Irwin L. Goldstein & Benjamin Schneider Scholarship Committee, Society for Industrial and Organizational Psychology, 2015-2018
- Member, Outstanding Teaching and Mentoring Awards Committee, Society for the Psychological Study of Social Issues, 2015-2017
- Conference Program Chair, Midwestern Psychological Association, 2013-2014
- Conference Program Committee, Midwestern Psychological Association, 2010-2012

## Research and Teaching Interests

My lab focuses on documenting the various ways that women, African Americans, and other groups are marginalized. We are especially interested in biases that are unexpected or counterintuitive, such as interpersonal forms of discrimination that happen in professional contexts where formal discrimination is prohibited (e.g., the workplace, academia, healthcare) and intra-group prejudices in which people are biased against members of their own in-groups. Understanding the causes of identity-based disparities helps us develop targeted individual and organizational strategies and interventions to reduce prejudice and foster inclusivity. Toward that end, we are currently engaged in work regarding interpersonal prejudice confrontation, allyship, and identity-safety signals in organizations and in academia. Currently, I teach undergraduate social psychology and a course I created called Ethics and Diversity in Psychology, as well as graduate courses in research methods, measurement, and organizational diversity.

# Leslie Ashburn-Nardo

## Candidate Statement

I am honored to have been nominated for the position of Member at Large (MAL) for Science: Programming. I have been an active member of SPSP since joining as a graduate student in 1997, and I have attended all but one of the annual meetings since the first in 2000 in Nashville. Over the last several years, I have taken on more leadership responsibilities in the organization. From 2018-2021, I co-chaired SPSP's Gender Pre-Conference, and since 2020, I have served on the inaugural Applied Psychology Working Group, which was formalized as a Committee in 2021. Given the centrality of diversity science in my work, I am especially proud to have twice been recognized by students as an Invited Mentor at the Diversity and Climate Committee Reception, and several of my undergraduate and graduate mentees have received Diversity Travel Awards. In 2019, I was among an amazing cohort of SPSP members named Fellow. In short, I consider SPSP my professional home.

If elected to this position, I would bring over 19 years of research and leadership experience relevant for science programming. One of the key responsibilities in this role is engagement with the Convention Committee. In addition to co-chairing the SPSP Gender Pre-Conference for three years, I served a three-year term (2010-2012) on the conference program committee for the Midwestern Psychological Association and was the conference program chair 2013-2014. These roles involved not only reviewing conference submissions, but also planning and coordinating sessions and inviting 20+ speakers across the range of psychological disciplines represented at the conference. Another core responsibility of the MAL for Science: Programming position is the SPSP Summer Forum, which brings together scholars from multiple disciplines and with basic and applied backgrounds to collaborate toward solutions to pressing social problems. Indeed, this multidisciplinary, evidence-based approach to societal challenges was the inspiration for my leading the development of a new doctoral program in Applied Social and Organizational Psychology, highlighted in this SPSP news story: <https://spsp.org/news-center/member-newsletters/9-27-18/applied-social-organizational-psychology>. The process of gaining program approval required building partnerships and coalitions within my campus, across state institutions in Indiana, and with community industry and government officials. Lastly, among this position's responsibilities concerns the SPSP Small Conference Grant program, which supports small meetings organized around cutting edge themes. In some ways, organizing a small conference is like editing a special issue of a journal, and I would bring to SPSP my experience co-editing a special issue of *Equality, Diversity, and Inclusion* centered on Black Lives Matter, the journal's most cited issue of 2017. All of these experiences make me well prepared for service on SPSP's Board of Directors as MAL for Science: Programming.

# Amy Summerville

## Background

### Education

Ph.D. in Social Psychology with minor in Quantitative Psychology, University of Illinois at Urbana-Champaign (May 2008)

M.A., University of Illinois, Department of Psychology (May 2005)

B.A., Amherst College, Magna Cum Laude, with Distinction in Psychology (May 2002)

### Positions

Senior Research Scientist, Kairos Research, Dayton, OH (May 2019- present)

Associate Professor in Social Psychology, Miami University, Oxford, OH (August 2014-May 2019)

Guest Researcher, Tilburg University, The Netherlands (January-June 2018)

Visiting Scholar, University of Groningen, The Netherlands (January-June 2018)

Associate Chair, Department of Psychology, Miami Oxford, OH (August 2015-July 2017)

Assistant Professor in Social Psychology, Miami University, Oxford, OH (August 2008-July 2014)

Post-doctoral Intern, PRIDE Biometrics Institute, Procter and Gamble, Cincinnati, OH (June 2008-August 2008)

### Honors

Midwestern Psychological Association Fellow (2017)

Society of Experimental Social Psychology Fellow (2016)

Miami University Excellence in Student Career Development (2014)

Top 100 Faculty, Miami University (2013)

Miami University Center for Teaching Excellence Commendation [Nomination by graduating students] (2010-2018)

### Professional Service

Student Poster Award Coordinator for Society for Judgment and Decision-Making (2013-2014)

Single Presenter Sessions Co-chair, Society for Personality and Social Psychology (2017-2018).

Symposium Sessions Co-chair, Society for Personality and Social Psychology (2017-2018).

Convention Committee, Society for Personality and Social Psychology (2019-2022).

## **Editorial Boards**

Journal of Personality and Social Psychology (January 2013-present)

Personality and Social Psychology Bulletin (January 2018- present)

Social Cognition (January 2013-present)

Social Psychological and Personality Science (January 2014-present)

## **Professional Interests**

I am a social psychologist interested in the intersection of cognition and emotion. My work has largely centered on counterfactual thinking (thoughts about “what might have been”) and the related emotion of regret. I am particularly interested in when and how these thoughts can be functional in daily life. I was PI of a 3-year grant from the NSF to examine counterfactuals as a potential intervention in early engineering courses with high risk of student attrition as well as part of a performer team in the IARPA FOCUS program, aimed at improving counterfactual analysis by intelligence analysts. As a faculty member, I was particularly interested in developing courses that helped students make tangible connections of social psychology to real-world problems, including developing a capstone course in which seniors served as consultants to businesses with problems related to social psychology. As a research scientist at a startup (Kairos Research), I do basic and applied research on federally funded programs focused on understanding human cognition and motivational and emotional processes, including the DARPA Habitus program.

# Amy Summerville

## Candidate Statement

SPSP scientific programming has been a touchstone of my professional career. I first attended SPSP as a graduate student, and later brought my own students as a faculty member. I served on the Scientific Program Committee (2017-2018) and Convention Committee (2019-2022), developing a deep understanding of our flagship event and building relationships with staff and volunteers. I've helped to plan our first all-virtual and dual-modality conferences, and learned from member feedback about the benefits and challenges of those new experiences.

I see 3 core challenges that I would work to address as Member at Large for Scientific Programming.

Programming to meet the needs of the full range of professional stages and roles: SPSP scientific programming serves undergraduate and graduate students, postdoctoral researchers, faculty in roles emphasizing both teaching and research, and scientists working outside the academy (as I am). As a board member, I would work to understand the ways that SPSP programming can better support the professional and scientific development of each of those groups, and develop new programming to address unmet needs.

Programming that reaches all members: One of the highlights of being involved in the 2021 and 2022 conventions was hearing from members who were able to access the meeting because of the virtual formats. I hope to strengthen and expand our virtual offerings to serve international members, including those in low and middle income countries, as well as members in North America who prefer virtual meetings due to family, health, ecological, and many other concerns.

Programming that reflects the diversity of our membership: Like many other organizations, the diversity of SPSP's speakers has not reflected the diversity of its membership (Johnson, Smith, & Wang, 2017). I am proud that as a member of the Program and Convention Committees, I helped lead initial efforts to consider speaker diversity as one facet of developing a well-rounded convention program. These ongoing efforts are critical to SPSP's ability to offer outstanding scientific programming that advances the science, teaching, and application of social and personality psychology.

# Valerie Jones Taylor

## Background

### Professional Background:

- Assistant Professor of Psychology, joint appointment in Africana Studies, Lehigh University (2018 – present)
- Assistant Professor of Psychology, Spelman College (2011 – 2018)
- National Science Foundation (NSF) Minority Postdoctoral Fellow, Princeton University (2009 – 2011)

### Education:

- Ph.D., Social Psychology, 2009; Stanford University, Stanford, CA
- B.A., Psychology, *with honors*, 2002; B.A., Ethnic Studies, *with honors*, 2002; The University of Texas at Austin, Austin, TX

### SPSP Service:

- 2022 Grant reviewer/panelist, *Inside the Grant Panel*, for the SPSP Convention
- 2021/2022 Selected to represent SPSP at the National Institute for the Teaching of Psychology to present in January 2021 (postponed to January 2022 due to the pandemic)
- 2016 Invited talk at the Diversity and Climate Committee Breakfast at the 17th Annual Meeting of SPSP, San Diego, CA.
- 2014 – 2015 Society for Personality and Social Psychology (SPSP) Taskforce: Teaching at Undergraduate Institutions
- *Ongoing* Reviewer for SPSP journals
- Other I have presented research (along with my undergraduate and graduate students) at nearly every convention attended. I have organized five SPSP symposia and been the first author/speaker on seven. In particular, I have worked with undergraduate and graduate students (many of color) on research projects presented at conventions, and approximately four students have been awarded travel and diversity-related grants over the years. Each year, I attend the SPSP Diversity registration and travel awards dinner/gathering to support students and faculty from historically underrepresented groups (I was awarded a diversity travel award as a graduate student).

### University/Field-wide service (abbreviated):

- 2022 – Psychology Department Graduate Student Director, Lehigh University
- 2021 – Advisory Board Member, *Reviewer Zero* (<https://www.reviewerzero.net/>)
- 2020 – Grant panel reviewer, National Science Foundation: Education and

Human Resources (EHR) Core Research program (2020); Future of Work at the Human-Technology Frontier: Core Research program (2021)

Editorial Positions:

- 2020 – Editorial board member, *Cultural Diversity and Ethnic Minority Psychology*

Abbreviated Honors:

- 2020 – 2021 Digital Scholarship Faculty Fellowship (“The Science of Virtual Reality”), Center for Innovation in Teaching & Learning, Lehigh University
- 2020 Nominated for/received membership in Society of Experimental Social Psychology (SESP)
- 2015; 2016 Nominated for the Spelman College Excellence in Teaching Award
- 2011 – 2012 Ford Foundation Postdoctoral Fellowship

Professional Affiliations:

- Society for Personality and Social Psychology (SPSP)
- Society for the Psychological Study of Social Issues (SPSSI)
- Society of Experimental Social Psychology (SESP)

Research interests:

My research areas include social identity threat, intergroup contact, stereotyping and discrimination, cultural psychology, and applications of emerging technologies in the study of intergroup relations. Specifically, my research investigates how stereotyping and prejudice affect underrepresented groups' academic performance, interracial interactions, and the treatment of racialized physical spaces. Integrating these lines of inquiry, my research uses emerging technologies (virtual, augmented, and extended reality, AR/VR/XR) to improve cross-race encounters in different contexts. Finally, in some of my recent work, I use social psychological research findings to inform and examine the impact of antiracist education in corporate and non-profit settings to reduce longstanding social inequities and impact policy.

My teaching interests include:

Intergroup and Intragroup Relations

Psychology of Prejudice and Racism

Cultural Psychology

Social Psychology

Psychological applications of emerging technologies (VR/AR/XR)

# Valerie Jones Taylor

## Candidate Statement

My first SPSP meeting was in 2004 (as a graduate student), and I have attended nearly every SPSP convention since. At these conferences, I have had the opportunity to engage with a range of early career to senior scholars, learn about new and exciting research, and construct grant theories and swamp stories with peers who would become lifelong collaborators and friends. Reuniting with colleagues each year reignites my intellectual excitement, deepens my professional ties, and reaffirms my belief in social and personality psychological science to inform our understanding of the psychological functioning and behavior of individuals and groups imbedded in cultures and societies. My faith in this science (and in our learning experiences) has led me to grapple with questions of identity, stereotyping, and prejudice in academic contexts and interracial interactions and investigate ways to improve race relations while amplifying the voices and concerns of historically marginalized groups.

I have several core values that I believe make me a strong candidate for the Science Programming member-at-large for SPSP. I sincerely believe in broadening participation in our field, and I have strategically worked towards this goal in my research, teaching, and mentorship. I value research that seeks to build and test theory and applied work that speaks to the lived experiences of diverse populations. I believe that we should care about and seek out diverse perspectives using traditional and non-traditional methodologies to rigorously and authentically examine phenomena. I value the effort and time it often takes to collect and publish data that includes non-traditional and/or historically marginalized populations. I believe in collaboration and stretching ourselves to integrate theory and ideas in novel ways with people and teams in our subfields and beyond. I believe that in this particular social and political moment in history, we (as a field) should seek opportunities to broadly publicize our work and be out front in disseminating these ideas to the world. Over the years, I have shared these values with my undergraduate and graduate collaborators and students and colleagues in varied collegiate spaces, from liberal arts undergraduate teaching institutions to research institutions. I have worked in my institutions' psychology department and affiliated programs (i.e., Africana Studies) to strategically plan courses, campus workshops, and speakers series and symposia that integrate these values. If selected, I would bring these values (and more!) with me in my role on the Science Programming committee to work alongside other SPSP committee members to continually improve our organization and field.

# Jessi L. Smith

## Background

As a motivation and diversity scholar I draw from methodological tools and theories of social and personality psychology to test, re-test, and create positive change in the places where we work, live, learn, and play. As the chief research officer at my university, I use my psychological toolbox to center growing equitable infrastructure and amplifying the impact of our researchers' work.

My work specializes in social psychological aspects of identity and culture that removes barriers to the full embodied participation of marginalized and minoritized people. Why is this important to my interest in serving as the Division 8 representative? Because my understanding of motivation and diversity is at the crux of my praxis. I do my best each day to live these values. To identify and remove barriers that limit people's full participation by engaging and collaborating with others. For example, I just completed my term on the NIH Advisory Committee to the Director's Working Group on Diversity and am in the middle of my term serving on the research advisory team for the Advance Resource and Coordination Network, a national effort dedicated to STEM equity.

In our field, we often like (for better or worse) to summarize our work with numbers. As such, my body of work is summarized as more than 70 journal articles and 10 years of continuous external funding, with over \$10 million in external funding from the NIH and NSF. I'm very proud of this funded work because it is a key prototype of using our science to make an impact. The funded work includes longitudinal analyses of Native American and Latino student experiences in STEM; cross-sectional analyses of women's motivation for STEM; and experimental interventions designed to change situations to foster diversity, equity, and inclusion for faculty and students. As one example of this work, I had the pleasure of serving as Director and Primary Investigator of the NSF funded ADVANCE IT Project TRACS at Montana State University, which broadened the participation of women faculty in STEM and behavioral science fields, including enhancing research opportunity and capacity, work-life integration, and cultural attunement for the entire campus community. Our team not only led the systemic changes, but we studied the transformation process, with a result of 10 ADVANCE related manuscripts in peer-reviewed journals including papers outside of psychology published in Science, PNAS, and BioScience. The research and impact of our team's work was also featured in media outlets including the Chronicle of Higher Education, Inside Higher Education, Science News, Fast Company, and my favorite, Amy Poehler Smart Girls. And the impact does not stop there; because of our successes, when I came to UCCS we thought "let's do it again and see if the work generalizes!" and I now serve as the PI on the NSF funded ADVANCE Adaption Grant called Project CREST, which adapts evidence-based practices to create sustainable equity within the research culture at UCCS.

I've had a wonderful career as a faculty member who set a lot of firsts: the first in my family to go to college, the first to come up through the ranks and achieve full professor in psychology at my (then) university, the first to need a family accommodation in my department; the first to ask for a (queer) partner accommodation for my wife, and now I am the first full time Chief Research Officer at UCCS. And now we are faced with an all-new set of firsts for our community; the first generation of scholars to experience a prolonged pandemic and to experience primarily remote teaching and research. With every challenge, with every crisis, with every win, I bring my diversity and motivational science lens to provide evidence-informed leadership to assess, create, and revise policies and procedures that promote growth and an inclusive culture of psychological science that ultimately improves the planet and human condition. Thank you for considering me.

## Jessi L. Smith

### Candidate Statement

It would be an honor to serve as the Division 8 representative for the SPSP Board. I remember well when I started graduate school and our community of SPSP scholars convened at the APA convention. When SPSP began hosting its own annual meeting, the connection to our APA foundation loosened. But our two organizations need strong ties. SPSP is better when we partner with APA as a powerful lever of change, practice, and advocacy. And APA is improved with our field's timely and considered science. APA and SPSP are mutually committed to understanding human behavior to surmount crises: pandemic impacts, our dying planet, political polarization, and social injustice just to name a few. We make change together by using theory and data-informed strategies that promote vitality, inclusion, action, interest, and wellness (and so much more!).

If elected, I would bring my action-orientation work ethic and motivation and diversity praxis to the team to help in evaluating and setting priorities for SPSP and APA. My aim is to center ways in which we can increase our community's scientific, educational, political, and public impact. I do this by drawing from my experience using both basic and applied questions and methods to offer multiple ways of knowing, doing, and disseminating that scale up the impact of our psychological science. In this work, I am also committed to constantly rethinking, reimagining, and deepening what our science could be. Such a standpoint positions us to avoid the disempowering corrosive critiques that can too often shut-down change efforts and alienate ourselves from each other and from potential allies. If elected, I would follow a collaborative ethos of care and intentionally address the barriers and opportunities for "being" a full human engaged in knowledge production (as a researcher and scholar) and knowledge dissemination (as a teacher and change agent).

As one small example, several years ago now, our dedicated SPSP Fellow Review Committee implemented the changes to the Fellow review process to include different areas of strength and criteria weight. Having noticed that some in our field do not follow a traditional academic path and/or many do not have the same research resources, we proposed (and the SPSP Board approved) a new model for how to review Fellows. The following year when I was chair, we further refined the process as we drew from the lessons learned because, of course, the work is never done and there are always improvements to be made. This is but one example of how we can consider what we know, what we see, and put into action meaningful change.

Let me end by noting that in my humble view, as social and personality psychologists, we can do so much more than publish our findings. We can improve people's lives by proactively connecting our findings to the larger APA community to promote policies, practices, and positions driven (at least in part) by social and personality psychological science. As a Fellow of both APA and SPSP, I would welcome the chance to be an intentional part of the connection.

# **Jennifer Lodi-Smith**

## Background

Jenn Lodi-Smith, Professor of Psychology at Canisius College, received her PhD from the University of Illinois, Urbana-Champaign in 2008. In addition to her research activities, she serves Canisius as Assistant Vice President for Academic Affairs overseeing faculty development and supporting the student experience. She is also a founding member of the College's IMPACT Center for Research, Innovation, and Scholarship. She serves her profession as the Secretary/Treasurer for the Association for Research in Personality and is an associate editor for Journal of Personality. When her research and administrative load permits, she teaches courses in personality psychology, aging, and open science. In her community, she serves on the board of the Friends of Reinstein Woods and mentors the WNY Young Birder Club.

# **Jennifer Lodi-Smith**

## Candidate Statement

I have been a member of SPSP for over 20 years and attended every conference in that time. In 2016 and 2017 I was the Division 8 program co-chair for the APA convention. I co-chaired the ARP sponsored preconference at SPSP from 2012-2022.

I bring expertise and experience in personality psychology, aging, and autism. I also bring perspectives from being an active scholar as well as upper-level administrator at a small liberal arts college. I am a passionate ally and advocate for psychological science, DEI work, and environmental justice.