Christopher L. Aberson

Official
Christopher L. Aberson, Ph.D. is Professor of Psychology at Humboldt State University. His research focuses on statistical power, teaching of statistics, and social psychology.

His work has been published in Behavior Research Methods, Journal of Statistics Education, Teaching of Psychology, Personality and Social Psychology Review, Group Processes and Intergroup Relations, European Journal of Social Psychology, Journal of Applied Social Psychology, Cultural Diversity and Ethnic Minority Psychology, Professional Psychology: Research and Practice, and numerous other outlets.

He is the author of Applied Power Analysis for the Behavioral Science (2nd ed., 2019, Routledge). He serves as Editor-in-Chief of Analyses of Social Issues and Public Policy and has formerly served as Associate Editor of Journal of Applied Social Psychology and Group Processes and Intergroup Relations. He teaches statistics courses including Introductory Statistics, Analysis of Variance (graduate), and Regression/Multivariate Topics (graduate).

Unofficial
Chris grew up in Los Angeles, California. In Junior High (what some people call Middle School), he failed Algebra. He managed to pass the next year, largely because the teacher knew he wouldn't graduate without it. In high school he consistently earned C grades in math. Chris enrolled in community college and after two years transferred to Cal State Northridge, a large public university. He was a Biology major because he thought he wanted to be a Veterinarian. However, to study that path you have to be good at stuff like Chemistry and Physics. Chris was not good at Chemistry and Physics. He did sort of like this Abnormal Psychology course he was taking so decided to major in Psychology. After changing majors, Chris started to get a bit more focused. He did pretty well in his courses and, after randomly going to a talk about graduate school, he decided to apply.

Chris applied to 7 or 8 schools, he was admitted to none. The next year he applied again but added a school that he'd heard of only because someone in one of his classes said she had been admitted. There was no internet back then so Chris had no idea that there was a Ph.D. program in Psychology about 45 minutes from his home. He applied to Claremont Graduate University and was admitted with no funding. At some point he realized that he was really good at statistics. He fights the urge to contact his middle school algebra teacher to tell him this every day.

After graduate school, Chris applied to around 100 faculty positions. He ended up with a 1-year position in Pennsylvania. This was largely because he went to graduate school with the daughter of the faculty member whose sabbatical he was filling in for. The next year he applied for 40 or so positions and was extremely lucky to land the job that he holds today at Humboldt State University. Despite his terrible math skills, Chris has taught statistics for 25 years, had written statistics books, and given numerous workshops on the topic.

John Bargh

Official
John Bargh is Professor of Psychology and Cognitive Science, and Professor of Management, at Yale University, where he is also the director of the ACME (Automaticity in Cognition, Motivation, and

Evaluation) laboratory. Before moving to Yale in 2003 he was on the faculty of NYU for 22 years. Bargh received his bachelor's degree summa cum laude at the University of Illinois in 1977 and his PhD in Psychology from Michigan in 1981, where his research advisor was Robert Zajonc. Bargh's research has long focused on the automatic or unconscious influences on social perception, attitudes and behavior, and motivation and goal pursuit. This research has garnered several awards and honors, including the annual Dissertation Award (1981), the Scientific Impact Award (2007), and the Thomas Ostrom Award for Outstanding Contributions to Social Cognition from the Society for Experimental Social Psychology; both the 'Early' (1989) and the 'Career' (2014) Distinguished Scientific Contribution Awards from the American Psychological Association; a Guggenheim Fellowship (2001); the Donald Campbell Award for Distinguished Research in Social Psychology from the Society for Personality and Social Psychology (2007); an honorary doctorate from Radboud University, the Netherlands (2008), and election to the American Academy of Arts and Sciences in 2011. Bargh was an Associate Editor of both the Journal of Personality and Social Psychology and the journal Emotion, is the author of over 200 scholarly research and theoretical journal articles and chapters, and the editor of 13 books; he is also the author of Before You Know It (2017, Simon & Schuster), a survey of over four decades of research on unconscious influences in everyday life, which has now been published in 23 countries and 10 languages world-wide.

Unofficial
Growing up in the then and still small college town of Champaign, Illinois, John Bargh knew at a very early age of 8 that he wanted to be a psychologist and try to understand what made people do what they do. But he was startled to find out in high school and then the University of Illinois in the early 1970s what the field of psychology was actually like. He was turned off by all the courses in the brand new Illinois psychology building that taught students how to run rats in mazes, to shock them, and then to toss across the room to each other to put them away after class. He was also turned off by the many electric shocks he endured as part of the required research participation. This was not at all what he thought scientific psychology was going to be like. (His college nights were much more rewarding as he was the 9 to midnight (and often later) disc jockey at the student run FM radio station, and a career in radio was becoming a serious option). He was turned off yet again as a member of the psychology honors seminar when the majority of his classmates disclosed their career plans to become therapists in the Chicago area and make a lot of money. In the spirit of the 1960s Bargh wanted to show them he was an idealist and was interested in psychology for its own sake, and so he went around to the faculty offices in the Illinois psychology building and asked all the professors he could find which area of psychology made the least amount of money. "Social psychology", they all said, and so for that reason, in the dumbest reasoning process anyone had ever used to choose their career, Bargh now proudly announced he was applying to graduate programs in social psychology. Fortunately this was also the time of the cognitive revolution in psychology, so when Bargh squeaked into the Michigan social psychology PhD program, he also unwittingly entered one of the crucibles of the emerging field of social cognition -- his advisor Bob Zajonc's work on affect without cognition, Nisbett and Wilson's work on lack of introspective access to our mental processes, Markus's reconceptualization of classic work on the self in social cognition terms, and more. And then in the early Reagan years Bargh managed to get one of the very few jobs available in social psychology, and thereby landed at NYU, going through the extreme culture shock of moving from pastoral small town Midwest to Greenwich Village in the heart of Manhattan – and in another fortuitous stroke of fate, do so at the same time that Tory Higgins and Diane Ruble also moved there. James Ulman was already at NYU, and they were joined a few years later by Shelly Chaiken, Yaacov Trope, and Susan Andersen. To be a new little assistant professor as part of the NYU social cognition group of the 1980s, with that crew. SMH. And the benefactions just kept coming -- a first sabbatical year in the heart of Europe thanks to the generosity of Norbert Schwarz and Fritz Strack, a decade of a guest professorships at Konstanz thanks to the generosity of Peter Gollwitzer,

and then over 15 years at Yale alongside Margaret Clark, the nicest human being to ever walk the planet. Not to mention an incredible series of graduate students. Bargh is not known to be humble, but he would be the first to say that he was born at the right moment in psychology's history, sleepwalked into two early cauldrons of exactly the kind of research he'd always wanted to do but had never existed before, certainly not at the moment he closed his eyes to the rats and the shocks and took the plunge anyway into a career in social psychology.

Michael J. Bernstein

Official
Michael J. Bernstein earned a BA in Psychology and Philosophy from Muhlenberg College in 2004. He received his PhD in Social Psychology from Miami University in 2010, working with Heather Claypool and Kurt Hugenberg while there. He joined the faculty at Penn State University - Abington College in 2010 as an Assistant Professor and was promoted to Associate Professor in 2015 and to Professor in 2020. His research examines a broad range of topics but has a focus on the ways people respond to belonging threats and how such experiences tune people's perceptual and cognitive systems to adapting to the threat. Separately, he also examines face processing utilizing a social cognitive perspective. Michael has received multiple grants from NSF to support his research and is a Fellow of the Society for Experimental Social Psychology and the Midwestern Psychological Association. He also received the George W. Atherton Award for Excellence in Teaching Penn State University.

Unofficial
On the drive to college move-in day, Michael Bernstein cried in the car because he was so sad he was going to Muhlenberg. He was a decent high school student who applied to colleges with prestigious names, and he either didn't get in or didn't receive any merit-based support to help him afford to go, so he went to his back-up school. This began the theme of Michael stumbling into great situations. Muhlenberg was amazing for him and showed him the value of a small liberal arts college. Michael was determined to become a medical doctor, a goal he had from a very young age. He started as a Biology and Chemistry dual major, but Michael wasn't very good at Biology and Chemistry. He switched to Biology and Biochemistry, then to Biology and Environmental Science, then to Environmental Science and Political Science, then to Political Science and Philosophy. In his 6th semester, he took Introduction to Psychology (after a lot of complaining about not wanting to do so) and stumbled into a love for psychology, which was sealed when he took social psychology (along with 6 other psych courses) the very next semester. He somehow graduated on time and spent a year selling and designing business telephone systems because his part time job as a professional magician (not children shows) didn't come with health insurance. He applied to 14 Social Psychology PhD programs the exact same way he applied to colleges (i.e., badly) and was rejected from all of them except for Miami University, where he was waitlisted. He again stumbled (luckily) into Miami's program because almost all the other students waited till the last minute to accept and the Social area was worried they'd have almost no students that year (i.e., Thank goodness Michael's colleagues procrastinated). Part of the reason Michael had a hard time getting into PhD programs was he had no idea what he was doing; the process was incredibly demystifying and Michael didn't even know he didn't understand it. His narrative statement opened with "I am interested in studying Social Psychology because I am interested in how thoughts, feelings, and behaviors are influenced by other people and the environment" (i.e., the definition of Social Psychology). Michael worked with Heather Claypool and Kurt Hugenberg because he didn't understand that you should do more research on the people you're applying to work with and applied to work with one person who was retired, one person who was on sabbatical, and one person who was not accepting students. When asked in the second week of graduate school during a proseminar class what he wanted

to do after he earned his degree, he said, that he was hoping to work for the FBI as a profiler but that he had little to no interest in research (said with no recognition of irony). Michael discovered some years later that the rest of his cohort was betting on how many months before Michael burned out of the program (4 was the benchmark). Michael started studying face processing, because that is what Kurt Hugenberg studied and he started studying belonging after fellow grad students had a plan to do work in this area and invited him to join. Due to an abundance of patience by his advisors, Michael earned his masters, completed his compressive exams (during the first 15 minutes of which he experienced such an existential crisis he literally looked for jobs on Monster.com as he was sure he was going to fail the exam), and graduated in 2010 with his PhD. He applied to about 50 jobs and was incredibly lucky to get a job at Penn State Abington where he has been since (continuing to stumble but remaining standing largely because of the support of amazing colleagues).

Monica Biernat

Official
Monica Biernat is a Distinguished Professor of Psychology and Associate Chair at the University of Kansas. She earned her A.B., M.A., and Ph.D. in Psychology from the University of Michigan, and worked at the University of Florida before joining the faculty at Kansas in 1992. Her research on stereotyping, prejudice, and social judgment, has been funded by NIMH and NSF. Among her awards are the American Psychological Association Distinguished Scientific Award for Early Career Contribution to Psychology, and the Association for Women in Psychology Distinguished Publication Award. She is past Editor of *Personality and Social Psychology Review*, past Executive Officer of the Society of Experimental Social Psychology, and she will be the 2021 President of the Society for Personality and Social Psychology.

Unofficial
Monica Biernat grew up in Detroit, MI, a working class kid and daughter of a Polish immigrant with a 6th grade education. She attended Catholic schools, where, because she was a good student, nuns encouraged her to consider community college after graduation. She decided to apply to the University of Michigan after a fun weekend visiting a friend's sister in Ann Arbor, and after enrolling, intended to become a journalist. A psychology course taught by Joe Veroff changed her thinking, and Joe became a wonderful mentor who encouraged her to consider graduate school (as a first generation college student, she didn't really know there was such a thing). The death of her father during her last year of college contributed to her decision to stay close to home and opt for Michigan for her Ph.D. training. She felt cowed by the brilliant students and faculty around her, but found her way with the help of cohort-mates, mentors including Joe Veroff, Camille Wortman, and dissertation advisor Mel Manis, and fellow student and future spouse, Chris Crandall. She continues to be awed by the brilliance of others, and likes to help students harness that feeling for inspiration rather than self-doubt.

Maureen Craig

Official
Maureen Craig earned her undergraduate degree in Psychology (with minors in Sociology and Women's Studies) at Purdue University and received her PhD in Social Psychology from Northwestern University. She spent two years as a post-doctoral fellow in the Psychology Department at Ohio State University before joining the New York University Psychology Department as an assistant professor in 2016. Her work focuses on understanding social and political attitudes among members of different social groups (e.g., groups based on race, gender, sexuality), both among individuals belonging to traditionally-stigmatized groups and those belonging to societally-dominant groups (as well as individuals with both

types of group identities). Her primary research interests are in how diversity, inequality, and discrimination shape individuals' attitudes and relations with people from other social groups, basic social cognitive processes, policy preferences, and support for collective action.

Unofficial
Maureen began her undergraduate career as a future civil engineer. She completed her freshman year coursework in an entirely unremarkable way (her only A was in her elective, Introductory Psychology) and was placed into a summer internship near family in Michigan. She spent her summer working in the engineer trailers on several construction sites near Detroit. Over the course of the summer, she had several experiences related to being a young woman in engineering that led her to realize that she would be miserable in this working context. Back at Purdue, she scrambled to pick a new "practical" major whose culture might be more welcoming. After realizing she was trying to pick a major based on what would make sense with her Psychology minor that she refused to drop, she resigned herself to becoming a clinician - the only viable career path for Psych majors, or so she thought. Once Maureen took a class on "Stereotyping and Prejudice" and realized that people can actually make a career of studying these issues, she joined her Stereotyping and Prejudice professor's lab (Stephanie Goodwin) and spent the rest of her undergrad career nerding out conducting psychological research. At Northwestern, she was lucky enough to join the labs of people who were doing important work, but more importantly, who also happened to be amazing mentors (Jenn Richeson and Galen Bodenhausen). After half of her dissertation studies completely flopped and 2 failed faculty job searches, she graduated. Immediately after arriving at Ohio State to start a post-doc, she decided to apply to a few dream jobs "just in case" - one of those places was NYU.

Amanda Diekman

Official
Amanda Diekman is Professor and Associate Chair in the Department of Psychological and Brain Sciences at Indiana University. She received her B.A. from Kenyon College in English and psychology, and her Ph.D. in social psychology from Northwestern University. Using experimental and survey methods, she investigates how gender stereotypes stem from and reinforce the social structure. Her current research examines perceptions that STEM fields do not afford communal opportunities to connect or help others. She and her research group are particularly interested in understanding how communal opportunities in STEM can motivate students and faculty who are typically underrepresented in STEM. She is a Fellow of the Association for Psychological Science, the Society for Personality and Social Psychology, and the Society of Experimental Social Psychology. Her research and intervention work have been supported by the National Science Foundation.

Unofficial
Amanda only took introductory psychology because it counted as her natural science requirement at Kenyon College because the other sciences were intimidating. She only declared a psychology major after much internal debate about whether she could pass the statistics requirement. She then was incredibly lucky that one of the instructors of that statistics class was Sarah Murnen, who introduced her to the world of studying gender using experimental and quantitative methods. Although her undergraduate work focused on gender socialization in children, she loved the work of Alice Eagly and her students. Despite never having taken social psychology, somehow it seemed okay to apply to work with Alice, the most highly cited social psychologist at that time. In addition to rigorous training in theory and empiricism, Amanda's time at Northwestern taught her (1) to keep her head down and do her work while everyone else freaks out about how much work there is, and (2) to lift her head up and

go have fun with her friends and family. And for both work and fun, having Kurt Hugenberg at her side is essential. Her good fortune continues.

Jenny Edwards

Official
Jenny Edwards is a criminologist and researcher specializing in issues related to bestiality and zoophilia. As a nationally recognized field expert, Edwards regularly consults on cases with law enforcement and provides expert witness testimony for legislators and adjudicators. As an educator, Edwards has developed materials for multiple criminal justice and human-animal interaction programs and provides specialized training for prosecutors, social workers, veterinarians, and law enforcement officers. Edwards has been honored for her work on high-profile bestiality cases and has authored numerous articles on animal cruelty investigation and prosecution. Her most recent publication in the Journal of the American Association of Psychiatry and Law shares results of an in-depth study of nearly 500 adjudicated cases of animal sex abuse in the United States.

Unofficial
Jenny was a bright student in high school but did not immediately pursue a college degree. In her 20's she was accepted by IUPUI, a merger of extension education programs offered by Indiana and Purdue Universities, where she studied psychology, accounting, and law. Family and work commitments intercepted her early studies, but in her 30's Jenny was accepted by the University of Kentucky where she completed an undergraduate degree in Accounting and began work on a Master's in Business Administration. After a successful career with tech giants Xerox, IBM, and Microsoft, Jenny retired early and helped found a large animal shelter. Her work with physically and sexually abused animals led to her current focus on issues related to zoophilia and bestiality. Jenny is currently pursuing a doctorate in criminal justice.

Susan Fiske

Official
Susan T. Fiske is Eugene Higgins Professor, Psychology and Public Affairs, Princeton University (Ph.D., Harvard University; honorary doctorates, Université Catholique de Louvain-la-Neuve, Belgium; Universiteit Leiden, Netherlands; Universität Basel, Switzerland; Universidad de Granada, Spain). She attended Harvard/Radcliffe College, majoring in Social Relations, where she met her graduate advisor and lifelong collaborator, Shelley Taylor. After her doctorate in social psychology, she worked at Carnegie-Mellon and the University of Massachusetts, Amherst, before moving to Princeton in 2000.

She investigates social cognition, especially cognitive stereotypes and emotional prejudices, at cultural, interpersonal, and neural levels. Author of about 400 articles and chapters, she is most known for work on social cognition, theories and research on how people think about each other: the continuum model of impression formation, the power-as-control theory, the ambivalent sexism theory, and the stereotype content model (SCM). Current work uses natural language analyses to explore spontaneous descriptions of others. Adversarial collaborations on research and adversarial alignments on theory are current projects to advance her science.

The U.S. Supreme Court cited her gender-bias testimony, and she testified before President Clinton's Race Initiative Advisory Board. These influenced her edited volume, Beyond Common Sense: Psychological Science in the Courtroom. Currently an editor of the Annual Review of Psychology, PNAS,

Policy Insights from Behavioral and Brain Sciences, and Handbook of Social Psychology, she has written the upper-level texts Social Beings: Core Motives in Social Psychology (4/e) and Social Cognition: From Brains to Culture 6/e). She also co-wrote The Human Brand: How We Relate to People, Products, and Companies, which applies her models to how people perceive corporations. Her general-interest book, funded by a Guggenheim and the Russell Sage Foundation, is Envy Up and Scorn Down: How Status Divides Us.

She has been elected to the National Academy of Sciences, the American Academy of Arts and Sciences, and the American Philosophical Society. In 2020, she and Shelley Taylor shared the, Frontiers of Knowledge Award in Social Sciences, BBVA Foundation, Bilbao, Spain, for the 1984 publication of Social Cognition, all editions citation total 19,000. She has served as President of the Association for Psychological Science (APS), President of the Federation of Associations in Behavioral and Brain Sciences, as well as its FABBS Foundation, and President of the Society for Personality and Social Psychology. She has won Distinguished Scientific Contribution Awards from APA, SPSP, and SESP. Because it takes a village, her many graduate students and lab alumni conspired for her to win Princeton's Graduate Mentoring Award. She is grateful to be the only person so far to have won the three APS Awards: James (basic science), Cattell (applied science), and Mentoring.

Unofficial
Susan Fiske had a totally alienating undergraduate experience at Harvard, where everyone else knew what they wanted to do and had very sharp elbows. She avoided meeting anyone important, hung out with an inappropriate crowd, left for a year's travel, nearly dropped out, and got credit for a lot of dubious independent reading courses. After managing to graduate, despite an utterly useless senior thesis, she realized she had taken very few classes and stayed for her PhD, which she finished as quickly as possible. She found role models in three assistant professors, who worked hard and played hard; that seemed like a good life, so she went on the job market, and after being too nervous to relax at several famous universities, she had a choice between living in Newark or Pittsburgh. At Carnegie-Mellon, she inadvertently offended everyone and after 7 years, failed to be recommended for tenure. She considered changing careers but realized she didn't know how do anything else. She got back in the saddle, held up her head, and finally found her niche and her man, working with wonderful, smart, empathetic colleagues at UMass, where she had her most creative ideas for 14 years. But the erratic state budget prevented building a stable program. And a divorce drove her out of town. Fortunately, Princeton had a job interview that wasn't an interview, and this time they hired her. When she retires, she will have been 21 years at Princeton, showing that life has meaning (or at least, comes in units of 7).

Sarah Gaither

Official
Dr. Sarah Gaither is an Assistant Professor in the Department of Psychology & Neuroscience, and a faculty affiliate for the Samuel DuBois Cook Center on Social Equity, the Center on Health and Society, and Population Research Institute at Duke University. Prior to starting at Duke, she was a Provost's Postdoctoral Scholar in the Psychology Department and Fellow at the Center for the Study of Race, Politics and Culture at the University of Chicago after earning her Ph.D. and M.S. in Social Psychology from Tufts University and her B.A. in Social Welfare from U.C Berkeley.

Her research focuses broadly on how a person's social identities and experiences across the lifespan motivate their social perceptions and behaviors in diverse settings. More specifically, she studies how contact with diverse others shapes social interactions, how having multiple racial or multiple social

identities affects different types of social behavior and categorizations of others, and what contexts shape the development of racial perceptions and biases from childhood through adulthood. Growing up as a biracial Black/White woman has fueled her research path. Dr. Gaither has become a leader in the field of multiple identity and multiracial research with her work being published in over 40 peer-reviewed journal articles and by her recent designation as both a Rising Star from the Association of Psychological Science and becoming a Society for Experimental Social Psychology Fellow. Her research has been funded by the National Science Foundation, The Ford Foundation, The Russell Sage Foundation, The Charles Lafitte Foundation, and The Spencer Foundation. Dr. Gaither has also garnered media attention including The New York Times, New York Magazine, AP, People, BBC, and NPR.

Unofficial
Sarah grew up in Sacramento, CA and attended the same private school kindergarten all the way through high school where she had a graduating class of a whopping 35 students. From concert and jazz band (a trombone player for any other brass instrument lovers out there!) to being the layout editor for the school paper and playing three varsity sports high school was busy, but her experiences being biracial (she has a White mom and a Black dad) but looking White really shaped her perceptions of race and her own identity. Transitioning to a campus of 30,000 students at U.C. Berkeley as a freshman was a big shift for her in a lot ways. In order to find smaller communities she joined a sorority (later becoming social chair of course!) and the rally committee where she learned about her true love for college sports. Football game days were some of her favorite memories, so much so, that later in life she and her husband were actually the third couple ever to be married at Cal's football stadium! The marching band came, Oski the mascot was the ring "bearer" (Oski is a bear, get it?), and there was an all-wedding group shot on the 50 yard line of the football field! But Sarah was actually a social welfare major at Cal with a psychology concentration and never even took social psychology until she was a TA for it during her social psychology PhD program at Tufts. Her favorite psychology course as an undergraduate was a psychology of dreams course where you got to keep a dream journal and analyze your dreams each night. Not sure at all about what she wanted to do, but knowing she loved babies and kids, she took a full-time lab manager position in an infant cognition lab at UCLA for two years. It was there that she learned through a literature review that the biracial demographic--her demographic--had not been studied much in psychology. So she ran the first infant study with three-month-old biracial babies and was hooked from that moment! She found the motivation that she needed to take the GRE (three times since she is horrible at test taking and even tried hypnotherapy!) and to apply to PhD programs in both developmental and social psychology. It was never her plan to become a professor, let alone to get a PhD. But after grad school and a two-year postdoc, she gained a new identity with being a southerner at Duke in North Carolina. The big plus, is biscuits and grits now!

Jeffrey D. Green

Official
Jeffrey D. Green majored in psychology at Dartmouth College, and graduated Phi Beta Kappa. He got his Ph.D. at UNC Chapel Hill, working with Constantine Sedikides. His earlier research focused on the self and memory, and close relationship processes, particularly attachment theory. His first five publications (in grad school) were all in JPSP or PSPB. His first professor job was at a start-up university in southern CA: he was hired straight out of graduate school with tenure (title: Professor of Psychology!) one year before any students arrived. Five years later, he relocated to Virginia Commonwealth University and joined a thriving but rather small social Ph.D. program. He has been there 15 years and considers the highlight of his career to be seeing his graduate students finish and land good jobs. His research areas

have included meaning in life and virtuous behavior, close relationships, and affective states, particularly self-conscious emotions such as nostalgia.

Unofficial
Few people have heard of Jeff Green, either officially or unofficially, but that's one reason why he chose to write about himself in the third person: for a variety of such bios by social psychologists (not just the super famous). Jeff studies memory biases and the self, which may be the true source of the following stories. Jeff's favorite author growing up was Mark Twain, and he was struck by the genius of Tom Sawyer getting his friends to white wash his fence for him…and pay him for the privilege (with a dead cat and other treasures)! (Yet Jeff has never published any social influence research.) Jeff was rather shy but observant as a kid, and isn't sure why he was drawn to a high school psychology course when his peers took Greek and Roman history. But his interest in science was redirected to psychology, and he majored in psychology at Dartmouth. Though he got good grades, he didn't get involved with a lab or do research, and didn't consider psychology as a career for a while. After five years of jobs with limited career options (watching people sleep at a hospital, counting cars), his interest in psychology was rekindled when he was living in Japan and learned that several "universal" psychological principles, such as self-promotion, were far from universal. He had no idea what he was doing when he applied to four grad schools and somehow was accepted by one. Then he was somehow assigned to a legendary scholar and astonishingly nice guy Constantine Sedikides. After squeezing four years of graduate school into seven years, he accepted an offer from a start-up university funded by a Buddhist organization because it was in southern California and he would hired as a full professor with tenure. (But handing out "Professor of Psychology" business cards did not make up for the fact that the first year was 40 hours of faculty meetings per week—the biggest nightmare of many academics.) He should have known it wouldn't be that simple, but at least some possibly illegal behavior by a dean helped inspire future research on "third party forgiveness." Five years later, after having an inverted career already (massive amounts of service and leadership positions and teaching mostly interdisciplinary classes), he joined VCU and started mentoring Ph.D. students. He made so many mistakes mentoring them, and often didn't learn from his mistakes. For example, he tried to dissuade one student from studying the slippery construct of meaning in life. The student wisely ignored him, and now has dozens of insightful papers on that subject (and more total pubs than his former advisor). Jeff is proud to say that he still collaborates with his old advisor, his graduate school classmates, and all of his former graduate students.

Jeff Greenberg

Official
I am Regents Professor of Psychology and a College of Science Fellow at the University of Arizona. I majored in psychology at the University of Pennsylvania, and soon after starting a Master's program in social psychology at Southern Methodist University, knew this was the field that would allow me to study and teach the topics I was interest in. After receiving my M.A., I completed my Ph.D. at University of Kansas in 1982, under the mentorship of Jack Brehm. I have since received numerous research and teaching awards, including an Outstanding Lifetime Career Award from the International Society for Self and Identity. My research has been funded by numerous grants from NSF, NIH, and The Templeton Foundation. My work has contributed to understanding self-serving biases, how motivation affects cognition, the effects of ethnic slurs, the role of self-awareness in depression, cognitive dissonance, existential isolation, and how concerns about death contribute to prejudice, self-esteem striving, and many other aspects of social behavior. I co-created terror management theory and helped found the International Society for the Science of Existential Psychology. I have co-authored or co-edited seven books, including the textbook Social Psychology, The Science of Everyday Life, the edited volume, The

Handbook of Experimental Existential Psychology, and the trade book, The Worm at the Core: Understanding the Role of Death in Life.

Unofficial
The seeds of my interest in social psychology were sown way back when I was a small child in a Jewish family living in a largely Italian working class neighborhood in the South Bronx. My dad Murray, who quit school in eighth grade and fought in WWII, worked construction helping to put pipes in new buildings in Manhattan. My mom Edie, who left Austria at age 11 along with her parents to escape the Nazis, completed high school and worked as a secretary in Macy's. Their raison d'etre always seemed to be that my sister and I were going to get an education and have a better and easier life than they did.

I felt back then, as I largely still do, like an outsider, an observer of ongoing social life. My best friends in grade school were two African American kids; we had something special in common, we were all named "Jeff." Not coincidentally, it was then that I first noticed two basic propensities in people. First they tended to react negatively to others who seemed different in appearance or belief. Second, everybody seemed to always think they were right and better than everyone else. But only I was correct about that of course. Over a decade later, I majored in psych at Penn, hoping to learn more about these propensities for prejudice and egotism.

End of my junior year, my dad was laid off for months and his first day back at work died of a massive heart attack. That was shocking blow that cemented my belief that life is unfair and absurd. My Rabbi told me "time heals all wounds." Perhaps, but not without leaving a massive scar. But I knew my dad would want me to continue and try to make the best life I could for myself and my family. My last semester I finally found a course in psychology that focused on prejudice and egotism, social psychology. I knew I didn't want to work a 9 to 5, but it was too late to apply to Ph.D. programs (and my GPA wasn't too great at that point anyway), so I applied to a few Masters programs with late deadlines, and ones that didn't require letters of rec. I was shy and didn't know any of my profs, and didn't feel comfortable asking for any. In July, a professor Rob Folger from SMU called me, and asked me about the letters. I explained. They liked my math GRE and offered me an assistantship to help the other grad students with stats. I didn't even know I could get support! It was kind of freaky moving from the northeast to Dallas, but once I got there and started talking with the profs, I realized I loved designing studies and this was the field for me.

Once I got my Masters, I enrolled at University of Kansas, where I was fortunate to meet long-time collaborators Tom Pyszczynski and Sheldon Solomon, and was mentored by the great Jack Brehm. My first year on the job market I sent out 60 apps and got 60 rejections. I finally got a one-year position at Iowa State because a former postdoc at KU was on the faculty, and a job opened up in August. Then I finally got a tenure-track offer the next spring from the University of Arizona, to be their only social psychologist at the time. Have spent my career there ever since, trying my best to understand, study, and teach about the underpinnings of prejudice and self-esteem. The most gratifying aspects of my career have been mentoring and forming lifelong friendships with students over the years.

Judith A. Hall

Official
Judith A. Hall is University Distinguished Professor of Psychology, Emerita, at Northeastern University. She is a social psychologist with diverse interests in nonverbal communication, the measurement and consequences of interpersonal judgment accuracy, and interactions in medical care. Dr. Hall received

her BA and PhD from Harvard University and was on the faculty of Johns University before joining the Psychology Department at Northeastern in 1986. She has published over 250 articles, chapters, and books in social psychology and in medical care, and earned the SPSP Career Contribution Award in 2017. She is a Fellow in multiple organizations, including three divisions of APA (8, 35, and 38).

Unofficial
I spent my high school years in an elite girls' private school, which produced long-lasting damage to my self-confidence. Then I went to Harvard at age 16 (skipping 12th grade), which sounds great but I was lackluster, unmotivated, and didn't learn much. Harvard was quite neglectful of students then, especially women. Furthermore, being in a place like that is damaging to many students' self-confidence (this is widely documented and is not just my personal experience). But, luck intervened and after five years of working in uninteresting research assistant jobs after graduation, I literally fell into the employment of Prof. Robert Rosenthal at Harvard because his outgoing research assistant (who happened to be my brother) was desperate to find a replacement. I had not even majored in psychology and had no relevant skills, yet he took me on. If it hadn't been for his persistent faith in me, I would have drifted off into intellectual oblivion. After working for him for three years, I joined their doctoral program with an NSF Graduate Fellowship (both of which are still a mystery, but surely due to having a famous recommender), where he was my advisor. After graduation, I went to Johns Hopkins as an assistant professor, where I was only the second woman they had ever had on their faculty. Someone told me much later that they liked me because I wore a skirt to the interview instead of pants. They didn't admire social psychology and it was a very male environment, so I quit that job (just as they were starting promotion plans) to find my way back in Boston, my hometown and where my partner still was. There I had several years of a postdoc and then soft-money research employment in the Harvard School of Public Health, which was alienating but nevertheless cemented my credentials and network in the health field. I thought my career in psychology was dead, but finally I got a real job, at Northeastern— where I was very happy and felt both useful and appreciated. Throughout all of this, the low self-confidence remained (as my intimate friends can attest), yet somehow I had the grit to keep marching forward. I love research and writing, and those activities sustained me. I guess I am very successful at this point, and finally feel like I know a few things (I believe they use the word "wisdom" for an older academic). I cherish my connections to former students and my collaborators around the world, and hope to remain productive for a long time to come. What is the take-home message? Keep marching ahead, as long as there is something in your work life that brings joy and self-respect. Build your respect in the eyes of others. And be a role model as much as you can. Finally, in case you think you can't be a successful academic and also have a full family life, I have a great spouse of 41 years (same person I mentioned above), and we have three grown children. I keep pictures of my children plastered in my office, just so that all visitors know that having a family and a consuming career are perfectly compatible. In fact, the family gives you mental health balance (and it makes you really efficient when you do your work!).

Kurt Hugenberg

Official
Kurt Hugenberg earned his bachelor's degree in psychology and German from Transylvania University in Lexington, KY in 1998. He subsequently attended graduate school at Northwestern University, studying with Galen Bodenhausen, and earned his PhD in social psychology in 2003. From 2003-2018, Kurt was on faculty in the Department of Psychology at Miami University in southern Ohio, and since 2018 has been a Professor of Psychological and Brain Sciences at Indiana University. His research focuses primarily on the interface between stereotyping, intergroup relations, and face perception. More

recently, his research has also included how dehumanizing inferences about others can be the cause of and product of distortions in perceptions of others' faces and bodies. Kurt has received multiple awards for his research and teaching, including the SAGE Young Scholars Award, the Gordon Allport Intergroup Relations Prize, and the Theoretical Innovation Prize.

Unofficial
Kurt Hugenberg grew up in northern Kentucky, and went to graduate school really having no idea what research was or what he was getting himself into. He mostly wanted to stay in school forever. After experiencing graduate school, however, Kurt strongly considered dropping out multiple times because everyone around him seemed much more capable and better prepared than he was. Fortunately, by Kurt's 4th year in graduate school, he finally caught on to how to be a good student. But, Kurt's slow start in graduate school meant that he was not competitive for any academic jobs out of graduate school. He got a position as a visiting assistant professor because he was the trailing spouse behind his wonderful and capable wife, Dr. Amanda Diekman. After a couple of stressful years (and cajoling and pleading), Kurt was put on the tenure track at Miami University, finally getting the hang of academia after a couple of years. Kurt was fortunate to work with incredibly bright and motivated students during this time, who constantly drew him (and continue to draw him) to new ideas that he'd never had thought before. Kurt has subsequently trailed his wife to a new position at IU, speaking to the professional power of marrying well. Although Kurt has had some success in recent years publishing manuscripts and getting grants, he is currently on a streak of 10 rejected submissions in a row, the longest in his career. Even after all these years, Kurt still finds each rejection hard to take. And yet, no matter how much social psychology matters to him (and it does), spending time with his family and friends is far more rewarding than any paper.

Tiffany Ito

Official
Tiffany Ito earned her undergraduate degree in psychology from UCLA and her PhD from University of Southern California. She then completed a post-doctoral fellowship at the Ohio State University before becoming an assistant professor at the University of Colorado Boulder, where she is now a full professor. Her research integrates social psychological and neuroscience perspectives to better understand stereotyping, prejudice, face perception, disparities in STEM education, and adolescent substance use.

Unofficial
Tiffany tested out a few undergraduate majors (biochemistry, kinesiology) before realizing she should major in the topic whose classes interested her the most. Continuing to learn even more in grad school was appealing, but she had no idea how to narrow down to a single area of psychology. Everything finally came together in a senior-level social psych research methods class which showed how complex topics with clear social significance could be studied in the lab. Her next stroke of luck was ending up in a grad program with a social psych lab using physiological measures. This allowed her to marry earlier interests in physiological psych (what we'd call behavioral neuroscience today) with research on humans. But while she found a research direction, grad school was not exactly great for her vita. Too many complicated studies resulted in lots of ambiguous results. To this day, she has 0 first-author empirical papers associated her graduate training. This lack of publications was especially bad because there was a dream job the year she finished grad school, but she simply was not competitive for the job market at that time. Her post-doc was fortunately much more productive. That extra time also allowed the field to catch up a bit; the neuroscience part of her research that might have been viewed as a

liability just a few years before was now viewed more favorably. Not only that, but the school with the dream job 3 years earlier – CU Boulder -- had another opening that year and she's been there ever since.

Benjamin Karney

Official
Benjamin Karney is a Professor of Social Psychology at the University of California, Los Angeles, and an adjunct behavioral scientist at the RAND Corporation. His research examines intimate relationships, especially marriage, and focuses on how relationship processes and interactions are facilitated or constrained by the contexts in which they take place. Currently, he leads the Los Angeles Project on Newlywed Development (LAPOND), a longitudinal study of low-income couples, and co-directs (with Thomas Bradbury) the UCLA Marriage and Close Relationships Lab. He has also consulted on the Strengthening Healthy Marriage project, a national experimental study of marital interventions for low-income populations, sponsored by the Administration on Children and Families. An award-winning teacher and scholar, Dr. Karney was recognized as Teacher of the Year at the University of Florida and as a Distinguished Teacher in the UCLA Department of Psychology. A recipient of the Early Career Achievement Award from the International Association for Relationship Research, Dr. Karney has been awarded a series of multimillion-dollar federal research grants from the National Institutes of Health, has expertise in the unique challenges faced by military families, and serves on the editorial boards of leading scientific journals in psychology and sociology. He has twice been the recipient of the National Council on Family Relation's Reuben Hill Research and Theory Award for outstanding contributions to family science.

Unofficial
When he arrived to graduate school in social psychology in 1990, Benjamin Karney had no idea what he was going to study. He drifted between labs, took classes that he had already been told would not matter, and tried to adjust to the fact that most of his cohort seemed to be very much smarter and better trained than he was. About half way through the year, Dr. Anne Peplau, a faculty member in social that he had not met during his interview, sent him a note asking for a meeting. At that meeting, she asked Ben what he was working on. He mumbled something in response. Then she asked: "What would you ideally want to be working on? What do you want to spend the rest of your life working on?" He had no idea. So she sent him away to figure it out. Ben realized that he had never really considered these questions before, but when faced with them, he realized that he spent most of his free time thinking about intimate relationships, so he might as well get paid for it. Also, Dr. Peplau herself did some work in that area, and she seemed to be taking an interest. So a week later, he returned to her office with his answer, and she quickly replied: "Great! But you would not want to work with me, I've got too many other things going on. There is a new Assistant Professor in Clinical Psychology I could introduce you to: Tom Bradbury. He's studying newlywed couples, videotaping their interactions, and following them over years of time to see what happens to their relationships. Does that sound interesting?" It did. It still does.

Kathryn Klement

Official
Kathryn double-majored in psychology and political science and following graduation, went to law school. After determining law school wasn't the right fit, they earned their MA in psychology, then went on to get their PhD in social psychology at Northern Illinois University. While in their PhD program, Kathryn was part of a lab studying BDSM. In this lab, they managed data collections in field studies

across the U.S. and traveled to give several presentations about the studies' findings. By the time they graduated from NIU, Kathryn had published 7 articles (3 as first author). They won a graduate student paper award at MPA and a student research grant from SSSS. After receiving their doctorate, they got a job as assistant professor of psychology at Bemidji State University, where they currently teach gender and sexuality courses.

Unofficial
After high school in northern Ohio, Kathryn applied to one undergraduate school that they knew they'd get accepted to, and which their older sister already attended, Concordia University Chicago. While interested in graduate school for both psychology and law, they applied to law schools because everyone told them they'd be a good lawyer. Kathryn was accepted to one law school, John Marshall Law school, though only attended one and a half semesters after dropping out due to depression and being on academic probation. While working 3 jobs to make rent, Kathryn decided to go to grad school for their PhD. They were rejected by all 10 schools they applied to the first year, so decided to start MA coursework at their undergraduate school to demonstrate their ability to succeed at that level. The next year, they were only accepted to one program out of 11, and took the position in Brad Sagarin's lab, exploring BDSM. They were lucky to have Brad as an advisor and mentor and he was generous with authorship and ownership of projects, encouraging them in their independent research interests as well, which lead to a few eventual publications. The first year on the job market, Kathryn received a few phone interview requests and two campus visits, but only one offer for a fixed-term position at Bemidji State University, which they accepted. The second year on the market, they received only one campus visit offer, with a few more phone interview requests, but only one offer, to extend their fixed-term position at BSU for another year. The third year Kathryn was on the market, they received more phone interview and campus visit requests, likely due to their wealth of training in online teaching design and delivery (which they'd gotten the opportunity to take at BSU). They ultimately accepted a tenure-track position at BSU, and currently teach courses primarily focused on gender and sexuality.

Kevin Lanning

Official
Kevin Lanning is a professor of psychology and data science at the Wilkes Honors College, a freestanding public liberal arts college within Florida Atlantic University, whose recent work investigates personality and natural language (Nature: Human Behavior) and the network structure of scholarly communities (Collabra). Lanning is an editor, curriculum developer, and teacher of psychology, statistics, behavioral economics, and data science.

Unofficial
Were he not a straight white male, Kevin Lanning probably never would have made it where he is today – a professor of psychology at a small public liberal arts college in South Florida. Lanning was an awkward first-generation college student from a dysfunctional family in Oakland, and he paid for his own education at a commuter school. Fortunately, that education cost $12.50/quarter after scholarships, and that commuter school was UC Berkeley, which nurtured his talents and gave him the benefit of the doubt at nearly ever turn. The good fortune and privilege of those Berkeley years has continued for a lifetime, particularly in his personal life. Still, Lanning occasionally he wakes up at night in doubt, wondering if he deserves all that he has been given.

Kristen Lindquist

Official
Kristen Lindquist is an Associate Professor in the Department of Psychology and Neuroscience at the University of North Carolina, Chapel Hill and the director of the Carolina Affective Science Lab. She is a member of the Social Psychology program and is affiliated with the Biomedical Research Imaging Center and the Neurobiology Curriculum in the School of Medicine.

Kristen received her B.A. in Psychology and English from Boston College in 2004. She did her Ph.D. in Psychology at Boston College from 2004-2010, during which she was supported by a National Science Foundation Graduate Research Fellowship. She was the recipient of a postdoctoral fellowship from the Harvard University Mind/Brain/Behavior Initiative in 2010 and was a postdoctoral fellow at Harvard Medical School/Massachusetts General Hospital and the Martinos Center for Biomedical Imaging from 2010 to 2012. She became an Assistant Professor at UNC Chapel Hill in 2012.

Her research is part of the field of affective science, a domain focused on understanding the psychological and neural basis of emotions, moods, and feelings and how these states contribute to all aspects of human life. She takes a psychological constructionist approach in her research, which means that she seeks to understand how the complex emotions that are experienced in daily life are composed of more basic psychological and neural parts. To address questions about the nature of emotion, her research employs tools from social psychology, cognitive psychology, psychophysiology, and neuroscience. Kristen was named a "Rising Star in Psychological Science" by the Association for Psychological Science and has been recognized for her teaching and mentorship. She is an Associate Editor at the Journal of Experimental Psychology: General and on the inaugural Associate Editor team of Affective Science. She is a consulting editor at Psychological Bulletin, Emotion, and Social Cognitive Affective Neuroscience. She was the program chair of the 2013-2015 SPSP Emotion Pre-conference and the 2018 Society for Affective Science and currently chairs the Emotion and Personality committee of the Association for Psychological Science conference. Her research is currently funded by the NSF and NIH.

Kristen Lindquist is an Associate Professor in the Department of Psychology and Neuroscience at the University of North Carolina, Chapel Hill and the director of the Carolina Affective Science Lab. She is a member of the Social Psychology program and is affiliated with the Biomedical Research Imaging Center and the Neurobiology Curriculum in the School of Medicine.

Unofficial
Kristen grew up in central Massachusetts and is the daughter of an engineer and physical education teacher. She went to a small regional high school and graduated in a class of 48 students. This inspired her to get out of central MA and she applied to only out of state colleges. She received a scholarship at the University of Rochester and enrolled because they had a well-regarded biomedical program (it was probably also relevant that her high school boyfriend went to school nearby). She had a difficult transition to college. She took upper-level biology classes and doubted that she was smart enough to do genetics when her male TA was dismissive of her. The sun didn't shine in Rochester after October 1. She was diagnosed with major depression by winter break and opted not to go back to Rochester her second semester freshman year. Instead, she lived with her parents and commuted 1.5 hours to Boston College every day to take classes as a visiting student (this scenario didn't really help the depression either). She officially transferred to Boston College the following semester and things got a lot better. At Boston College, she toyed with pursuing either English literature or Psychology and ended up doing both

because she couldn't decide. By junior year, she decided to pursue clinical psychology. She sought out research positions in labs and stumbled on a lab studying emotion directed by Lisa Feldman Barrett. She thought studying emotions seemed kind of silly, but figured it was relevant enough to being a clinician and applied. She quickly learned how much she loved experimental psychology and understanding the nature of human emotion. She was invited to do a senior honors thesis and decided to apply to experimental psychology PhDs instead of clinical. She applied to Boston College to stay on with Lisa, got in, and didn't consider any place else. Her research allowed her to combine her interests in biology, English and clinical psychology by studying the intersection of physiology, language, and emotion. She was incredibly inspired by Lisa as a brilliant and powerful female scientist. After getting her PhD, Kristen wanted to continue training in neuroscience and didn't feel ready to become a professor at age 28. She also had a partner, Kurt Gray, who was also a psychologist and she was anxious about how their careers would converge. Kurt took a job in another state and Kristen applied to postdoctoral fellowships in neuroscience in the Boston area. She applied to the Harvard University Mind/Brain/Behavior Initiative postdoctoral fellowship and got it, which was good because she doesn't recall having a clear back up plan. She had a tough transition to the medical school environment and found it both sexist and isolating. She felt adrift in her research and was anxious about whether she and Kurt would ever solve the "two body problem," especially in the continuing wake of the 2008 financial crash. In 2011, she and Kurt both applied broadly to over 20 jobs across the country and world. Kristen got 4 interviews, and 2 offers. She and Kurt both accepted positions at UNC Chapel Hill. They had their first daughter 6 months before going up for tenure and their second a year after getting tenure. Life with two careers and two small kids is an interesting juggling act.

Kristen was named a "Rising Star in Psychological Science" by the Association for Psychological Science and has been recognized for her teaching and mentorship. Of those awards, she's the proudest of the recognition she's received from her trainees. She also applied for a lot of early career awards that she didn't get. She does a bunch of mostly unpaid service to the field. Some of it has status, some is just more work. Her research is currently funded by the NSF and NIH but she has submitted on average 3-4 grants for every 1 grant ever funded. On bad days, she feels frustrated trying to balance it all and struggles with whether she is having an impact. On good days, she loves everything about her job. Most days are good days.

Kateri McRae

Official
Kateri McRae received a B.A. in Drama and Human Biology (with honors) from Stanford University in 2002. She received her M.A. in 2004 and her Ph.D. in 2007 from the University of Arizona, with an emphasis in Cognitive Neuroscience. She was a post-doctoral fellow at Stanford University from 2007 until 2010, when she began as an assistant professor in the Department of Psychology at the University of Denver, and was promoted to associate professor with tenure in 2016. In 2014, one of her papers was selected as the "paper of the year" for Cognitive, Affective and Behavioral Neuroscience. In 2015, she was honored as the student life faculty advisor of the year at the University in Denver. In 2016, she was received a 5-year NSF CAREER award to conduct research identifying the cognitive and neural contexts which facilitate the cognitive regulation of emotion. She has also received research funding from the National Institute of Mental Health, and the Templeton Foundation. She has served as an associate editor for the journals Cognition and Emotion and Emotion and has served on the editorial boards or as an ad-hoc reviewer for more than two dozen other journals. She co-produces and hosts a podcast called The Actor's Mind, which explores the intersection of psychology and theater with a professor of theatre at DU, Anne Penner.

Upon learning that a marine chemistry major would mean taking a LOT of chemistry classes (I mean a LOT), and inspired by the character C.J. Cregg of The West Wing, Kateri entered college deciding to major in communication. She took a course called "Brain and Behavior" because it was rumored to be an easy way to complete the science requirement, and quickly became obsessed, offering stories of split-brain patients and railroad spikes around her family's holiday dinner table. A few years later, she decided to do an fMRI project for an honors thesis after having volunteered to be an fMRI participant for an older honors student who seemed pretty cool, and fMRI studies seemed like the popular thing to do at the time. She held a strong stereotype that doing research must be a lonely, solitary endeavor, and she was much too social to endure it, so she concluded she should probably be a clinician, applied to clinical neuropsychology PhD programs, and began one at the University of Arizona. After completing her Master's, she decided to drop out of the clinical program, switch to cognitive neuroscience and, inspired by personal circumstances, begin a bizarre arrangement in which she was a full-time research assistant at Stanford while completing her degree at U of A (although this sounds cushy, it was quite difficult to arrange and at times awkward to execute, 3.5/10, do not recommend). As a post-doc, she went on the faculty job market for one year, got one interview, and REALLY lucked out to get an offer in a great department that appreciates her theater obsession and seems to genuinely be interested in all of the photos and videos she takes of her two daughters, even if the modified quarter system is not conducive to her conducting research at Burning Man in person any longer.

Brian Nosek

Official
Brian Nosek is co-Founder and Executive Director of the Center for Open Science (http://cos.io/) that operates the Open Science Framework (http://osf.io/). COS is enabling open and reproducible research practices worldwide. Brian is also a Professor in the Department of Psychology at the University of Virginia. He received his Ph.D. from Yale University in 2002. He co-founded Project Implicit (http://projectimplicit.net/), a multi-university collaboration for research and education investigating implicit cognition--thoughts and feelings that occur outside of awareness or control. Brian investigates the gap between values and practices, such as when behavior is influenced by factors other than one's intentions and goals. Research applications of this interest include implicit bias, decision-making, attitudes, ideology, morality, innovation, and barriers to change. Nosek applies this interest to improve the alignment between personal and organizational values and practices. In 2015, he was named one of Nature's 10 and to the Chronicle for Higher Education Influence list.

Unofficial
In his fourth year of a computer engineering program during the rise of the Internet, Brian Nosek switched his major to psychology. His parents thought that was odd but supported the change. They tolerated his love for taking classes until half-way through his 5th year when they insisted that he graduate. Cal Poly hadn't had a policy requiring people to graduate when they finished their requirements because who would refuse to graduate? After applying for grad school, Brian eventually overcame his nerves to email Mahzarin Banaji at Yale about working with her. He learned that he had missed the cut because his recommendation letters didn't arrive. Mahzarin saved him by receiving faxed recommendation letters and then walking the application around the department for reassessment. Brian's prior computing experience came in handy when he made a website called Project Implicit during his 3rd year of grad school to educate about implicit bias and maybe get some more data. It worked. But, it also promoted perception of him as Mahzarin and Tony Greenwald's "techie" and not

competitive for faculty positions. Mahzarin and Tony persistently and consistently advocated for Brian with colleagues and news media as an equal partner in their collaboration. Marrying Bethany Teachman in 2001 was a good professional move as Bethany received many job offers and one, the University of Virginia, agreed to hire Brian too. Despite having every prior grant rejected, Brian's first faculty member proposal was a R-01 to support Project Implicit. Strong advocacy by a reviewer got it funded. The grant transformed Brian's capacity and research productivity, and this raised Brian's profile relating to implicit bias work. That attention provided new opportunities to gather resources and increase impact, ultimately leading to an old colleague writing a news story about his latest project to conduct a crowdsourced replication study of psychology findings. John and Laura Arnold saw the story. Soon after, they made a big bet on Brian and his collaborator Jeff Spies's ideas to improve the research culture by giving them $5 million dollars to start the Center for Open Science. The Arnold's support made it easier to convince other funders to provide support too, and those resources were dedicated to increasing openness, integrity, and reproducibility of research. Brian's pride in his work is matched by recognition that little of it would have occurred without people at every stage providing career-altering opportunity and support.

Keith Payne

Official
Keith earned his Bachelor's degree in Psychology and Philosophy, and then completed his Ph.D. in Social Psychology at Washington University, where he focused on implicit bias, its measurement, and cognitive modeling. Upon graduation, he became an Assistant Professor at The Ohio State University. In 2005 he moved to the University of North Carolina at Chapel Hill, where he is now a Professor of Psychology and Neuroscience. His research focuses on racial and economic inequality, and the ways that unequal contexts interact with basic human cognition to shape action. He has published more than a hundred research articles and is an elected fellow of the Society for Personality and Social Psychology, the Society for Experimental Social Psychology, and the Association for Psychological Science. He has received awards from SPSP, APS, the International Society for Social Justice Research, and the International Social Cognition Network. His work is synthesized in his recent book, The Broken Ladder: How Inequality Affects the Way We Think, Live, and Die.

Unofficial
Keith grew up in a small town in western Kentucky, where no one he had ever met had gone to college. In the summers during high school he sanded cars in his brother's auto-body shop and waited tables at Ponderosa Steakhouse. He decided to go to college when his first plan, to grow weed behind his parents' barn, was foiled when his mother found out. He received a one year scholarship to attend Transylvania University, a private liberal arts college in Lexington, KY. He left after a year because that's how long a one year scholarship lasts. He transferred to Western Kentucky University because it was cheaper and some friends were going. The parties were as good as advertised. In his senior year, he applied to graduate school in Clinical Psychology, and was accepted to one program. He got cold feet and backed out, but since he had never filed the paperwork to graduate anyway, he just stayed in college. After a year of taking philosophy classes, he ended up with a degree in that, too. This time he applied to graduate programs in Social Psychology, because his Social Psychology professors had fun jobs that entailed mostly thinking and talking and no physical labor in un-airconditioned spaces. He was accepted to two programs, and chose Washington University because it was the fanciest. There he received wonderful mentorship from Alan Lambert and Larry Jacoby, among others. He developed an interest in racial and economic inequality, perhaps because his path made it unavoidable to think about. Keith looked into jobs in polling and government research because he liked research, but was certain his

fear of public speaking would make an academic job impossible. But his advisers nudged him to apply for academic jobs, and he got one at The Ohio State University, where he received more great mentorship from senior colleagues like Rich Petty and Russ Fazio. There he learned that working with graduate students was his favorite part of the job. In 2005 he moved to UNC Chapel Hill, where he earned tenure, eventually paid off his student loans, and continues to have phenomenal students who motivate his work. He spends his days trying to avoid meetings, finding time to write, and cussing about email. He can still wet-sand bondo like a pro.

Benjamin Rosenberg

Official
Benjamin is a social-health psychologist with expertise in health behavior, research methods and statistics, and survey design. He earned a BA in psychology from the University of Colorado – Boulder, as well as an MA and PhD in applied social psychology from Claremont Graduate University. He is a passionate instructor and mentor; collaborating with students on research is one of his favorite parts of being a professor. He enjoys connecting with students on a personal and academic level. His favorite classes to teach include Research Methods, Social Psychology, Health Psychology, and Statistics. In addition, he is an active researcher in areas of social psychology, motivation, and health. He has authored or co-authored papers on these topics in journals such as Motivation Science, Social Science & Medicine, Journal of Health Communication, Journal of Mixed Methods Research, and Computers in Human Behavior.

Unofficial
Ben grew up privileged in Northern California; he was, at best, a decent student at a very competitive high school. Administrators and classmates looked down on Ben for his choice of a large state school for college, as he attended University of Colorado – Boulder for his BA in Psychology. Following a little too much baseball and snowboarding, Ben graduated without any honors (3.3 GPA, woohoo!), but he did meet many lifelong friends and his future wife. After completing his BA, where he did not conduct any research, Ben took two years off school to work in the "real world" of retail as a manager for Abercrombie & Fitch. Although not relevant to his future career whatsoever, this was an enriching experience for Ben as he learned how to survive on his own. Ben then decided to apply for graduate schools – primarily PhD programs in social psychology. Unfortunately, none of the PhD programs wanted Ben, but to his great fortune, Claremont Graduate University's MA program took a chance on him. Ben entered graduate school with no research experience, just hoping to learn for two years and get into the workforce where he could make some money and begin his life. Jason Siegel, Ben's eventual PhD advisor, had different plans, though, as he quickly roped Ben into his lab. Once there, Ben was stuck, and got hooked on research and teaching. Seven years later, shortly before turning 31, Ben completed his PhD in Applied Social Psychology. In May 2015, Ben moved halfway across the country to pursue a nonacademic job that paid very well. Big mistake! Ben was miserable after merely a few months and reversed course, quitting and moving back to Southern California to be an adjunct faculty member at three universities simultaneously. After adjuncting for several years, Ben was fortunate to land a term full-time faculty job at Chapman University, where he did incredible work and was beloved by his students and faculty colleagues. Unfortunately, this positive regard did not matter to admin, as Ben's contract was not renewed following his second year. Lucky for Ben, after applying for over 100 tenure-track faculty jobs, he finally landed at Dominican University of California where he is now an Assistant Professor. Ben's wife, Sarah, and 18-month old son, Ezra, are incredibly supportive.

Allison Skinner-Dorkenoo

Official
Allison Skinner-Dorkenoo earned her Ph.D. in social neuroscience from the University of Nebraska-Lincoln and completed M.A. and B.A. degrees in psychology at California State University Chico. She completed a postdoctoral training position in social cognitive development at the University of Washington followed by a second postdoctoral training position in social psychology and psychophysiology at Northwestern University. Dr. Skinner-Dorkenoo is currently an assistant professor in the Behavior and Brain Science Program at the University of Georgia. Her work has been published in top peer-reviewed journals, including Psychological Science, the Journal of Personality and Social Psychology, Social Issues and Policy Review, and the Journal of Experimental Psychology: General. In 2020 she was selected by the Center for the Scientific Study of Moral Understanding as a Momentum Scholar. Her work has been featured in the Washington Post, Seattle Times, Forbes, and National Public Radio, among many others.

Unofficial
Allison Skinner-Dorkenoo was never particularly interested in academics growing up, and didn't consider going to college. She thought that college was for rich people and she never even attempted to take the SAT. Longing for independence, near the end of her senior year of high school she learned from a friend about a community college a few hours away which had a dorm she could live in. Between student loans and a slew of part-time jobs she was able to make it work. After two years at Butte College her advisor informed her that she was ready to transfer to a four year college and processed the paperwork for Allison to transfer to the local four year college (California State University, Chico). She loved psychology as an undergraduate but was sure she did not want to be a clinician, which was the only job she knew of for psychologists, but decided to major in psychology anyway. After graduation she traveled for a while, but realized she missed school, and with no other direction she decided to apply for the M.A. program in psychology at her alma mater (California State University, Chico). It was during this program that she learned what a Ph.D. was and discovered the field of social psychology. Although she was quite convinced that she wanted to pursue in a Ph.D., her training and limited mentorship in the M.A. program left her utterly unprepared. She applied to 15 Ph.D. programs and was crushed when she was not admitted to any of them. Over the next year she sought out opportunities to work (or volunteer) in research labs and get the experience she needed, applying to jobs and volunteer opportunities in labs all around the U.S. She ended up moving to Missouri and taking several volunteer research positions (and an adjunct part-time lecturer position) at Truman State University. She applied to another 15 or so Ph.D. programs the next application cycle, but again was not admitted anywhere. She moved again, this time to Indiana, where she took a full-time adjunct position at University of Southern Indiana, and was able to get more research and scientific writing experience in a lab at University of Evansville. On her third application cycle, Allison applied to another 10 or 11 programs and was finally admitted to one, the University of Nebraska-Lincoln. Allison was thrilled to finally begin her Ph.D., but her first year was challenging and she had a serious falling out with her primary mentor. She sought alternative mentors in her program, but the only faculty member she could find that was willing to take her in was a neuroscientist, which ultimately forced her to transfer into the Neuroscience and Behavior program. Fortunately, the program (and her new mentor) were flexible and allowed her to continue the social/social neuroscience work she wanted to pursue, but she still missed out on the social psychology mentorship and education she had hoped for. When she graduated she sought out postdoctoral positions, but also applied for just about every academic job under the sun, for fear of unemployment. Allison spent two years in a postdoctoral position at University of Washington followed by another two years at Northwestern University, which provided her with the social psychology training she missed as a

Ph.D. student (and allowed her to develop expertise in social cognitive development and psychophysiology). She also applied to faculty jobs several times throughout this period. All told, she went on the job market four different years and applied to more than 200 faculty jobs before accepting her first faculty position at the University of Georgia. She has been rejected for an NRSA postdoctoral fellowship (twice), a K99/R00, and numerous other small and large grants, and her papers have been rejected from countless peer-reviewed journals.

Carrie Smith

Official
Carrie graduated with a double major in psychology and government. She had clinical experiences at both Saint Elizabeths Hospital in Washington, DC Eastern State Hospital in Williamsburg, VA. Her undergraduate thesis focused on the premorbid social functioning of those hospitalized with schizophrenia. She earned an MA in Experimental Psychology working with Dr. John Nezlek. She earned her PhD in Social Psychology in the lab of Linda Acitelli. The year after she graduated, she accepted a position at the University of Delaware and published her first paper (an examination of social identity theory and daily social interaction). In the next 4 years, she published 5 more papers (1 first author, 1 sole author). In 2010, she took a position at the University of Mississippi. She has since published 29 more papers (6 first author), two book chapters, and one encyclopedia entry. In Fall 2018, she started her formal research lab (ISHTAR). In 2019-2020, she was the co-PI on a six-figure grant designed to study the workplaces experiences of men and women in STEM and non-STEM occupations.

Unofficial
Carrie chose to go to William and Mary because the campus seemed like what college should be. She had no idea that there were careers other than clinical psychology. She had two unpaid clinical experiences that she was grateful for but did not really feel very qualified to do. In her senior year, she applied to the best clinical PhD programs in the country because you always apply to the best ranked graduate programs. In mid-March, she was stopped by the Department Chair who asked her what her graduate plans were. She listed the programs to which she applied and confidently told him that she expected to hear any day. He politely recommended that she should apply to the department's predoctoral MA program to which she replied, she thought she could do better than a master's program. She was accepted to the program after literally submitting her hand-written application to the committee as they were meeting. She planned to work with her undergraduate adviser, continuing her clinical training, but he was taking a sabbatical. She was referred to social psychologist Dr. John Nezlek who she remembered liking despite earning a B- in both classes she took with him. When running her first-year project on social identity and interaction, she made a few mistakes which rendered the IAT portion of the study uninterpretable (which is why there is no IAT in the Nezlek & Smith (2005) publication). In November of her second year, she (a) had collected all her thesis data to examine personality and sexuality, (b) had applied to 5 counseling PhD Programs, (c) realized that she wanted to be a social psychologist because she realized they also researched relationships, (d) fell in love with a law student, and (e) applied to the University of Houston because Dr. Linda Acitelli was there (who said she could study sexuality) and they had a late admissions deadline. She spent 2.5 years doing her course work, collecting data, teaching her assigned courses on campus and taking on extras at a satellite campus an hour north of Houston. She got married and moved to Delaware to write her dissertation and be with her lawyer husband. At a cocktail party hosted by his firm, she met her husband's supervising partner who was married to a psychologist at the University of Delaware. He connected her with the Chair at UD and she was able to arrange an adjunct position that turned into a visiting position. After four years, she was let go because the UD could not keep her in a visiting position by union rules and

had no permanent position to offer her. After a year of adjunct positions that involved driving to two different states, she took an instructional assistant professor position at the University of Mississippi. She had a 4/4 teaching load with no lab space and no ability to recruit graduate students. She applied to an open tenure-track line in her department three times before she was hired in 2018.

Shayna Sparling

Official
Shayna Sparling has a PhD in Applied Social Psychology. She is currently a CTN postdoctoral research fellow with the HIV Prevention Lab at Ryerson University and is the National Team Manager for the Engage Study. Shayna's research has primarily focused on how environmental factors (including social/contextual cues) influence sexual health decision-making and sexual negotiation - in particular, her work has explored how condom negotiation occurs among new couples and how sexual arousal impacts decision-making, risk taking, and judgement. Her newer lines of research focus on loneliness and sexual health among gay, bisexual, and other men who have sex with men.

Shayna serves on the editorial boards of the Archives of Sexual Behavior and the Canadian Journal of Human Sexuality. She is also secretary of the Canadian Sex Research Forum and chair of the mentoring program for the Society for the Scientific Study of Sexuality.

Unofficial
Shayna completed her graduate studies in psychology at the University of Guelph. She had big dreams of moving on to graduate studies immediately, but her mediocre grades forced her to take a gap year(s). Shayna spent the next several years working as a research assistant at the University of Waterloo and then the University of Toronto to (pay the bills and to) get more research experience and build her CV to make her competitive enough to be accepted into grad school. She was accepted to an MA program at the University of Windsor, which rolled over into a PhD. After completing her PhD., Shayna began a postdoc position with a long-time mentor at the University of Guelph and was later hired as a postdoc/national team manager at Ryerson University with Trevor Hart. After one year in her position at Ryerson, Shayna was awarded federal funding to continue her postdoctoral work at Ryerson for several more years. At some point, she hopes to move on to a tenure track faculty position, but we'll have to wait and see. Much of Shayna's academic success is due simply to a willingness to try most anything and a slight disconnect with reality that allows her to be persistent in the face of challenges.

Jay Van Bavel

Official
Jay Van Bavel is an Associate Professor of Psychology & Neural Science at New York University, an affiliate at the Stern School of Business in Management and Organizations, and Director of the Social Identity & Morality Lab. He completed his PhD at the University of Toronto and a postdoctoral fellowship at The Ohio State University before joining the faculty at NYU in 2010. He received the NYU Golden Dozen Teaching Award for teaching courses on Social Psychology, Social Neuroscience, Attitudes and Evaluation, Intergroup Relations, Group Identity, Moral Psychology, Professional Development, as well as an Introduction to Psychology.

From neurons to social networks, Jay's research examines how collective concerns—group identities, moral values, and political beliefs—shape the mind and brain. This work addresses issues of group identity, social motivation, cooperation, implicit bias, moral judgment and decision-making, and group

regulation from a social neuroscience perspective. His research team studies these issues using a social neuroscience approach, that incorporates neuroimaging, lesion patients, social cognitive tasks, large-scale surveys, and linguistic analysis of social media posts.

Jay has published over 100 academic publications and written research essays in The New York Times, BBC, Scientific American, Wall Street Journal, Quartz, and the Washington Post. He also co-authors a mentoring column, entitled Letters to Young Scientists, for Science Magazine. His work has been in academic papers as well as in 2 the US Supreme Court and Senate. He has also given talks at dozens of the Psychology Departments and Business Schools, as well as academic conferences, professional events, and non-academic organizations. His research was also featured in TEDx and TED-Ed videos. This research has received several awards, including the Young Investigator Award for distinguished contributions in social neuroscience from the Society for Social Neuroscience, the Young Scholars Award for outstanding achievements in social and personality psychology from the Foundation for Personality and Social Psychology, the Janet T. Spence Award for Transformative Early Career Contributions from the Association for Psychological Science, the F.J. McGuigan Early Career Investigator Prize from the American Psychological Foundation and the Gordon Allport Intergroup Relations Prize.

Jay's work has been generously supported by the National Science Foundation, Russell Sage Foundation, American Psychological Foundation, Society for Personality and Social Psychology, Social Sciences and Humanities Research Council, John Templeton Foundation, Society for the Psychological Study of Social issues, AE Foundation, and New York University, as well as grants and fellowships awarded to his students and postdocs.

Unofficial
After giving up on his dream to become a professional hockey player, Jay became the first person in his family to graduate from college. It took him three years of his undergraduate degree before he realized that research was conducted at universities (despite attending the third largest research university in Canada). After his first year of graduate school at the University of Toronto, Jay's Ph.D. advisor (Ken Dion) tragically passed away and he was orphaned until a new assistant professor (Wil Cunningham) adopted him. A year later, his new advisor was poached by The Ohio State University and Jay moved to Columbus, Ohio as a visiting scholar. Jay completed most of his Ph.D. requirements (orals, proposal, etc) in various hotel lobbies during the annual SPSP convention since it was the only time and place he could get all his committee members in the same room. In his first year as an assistant professor, Jay had ten papers and three grants rejected, and zero publications. His son and daughter were born in his first two years as a faculty member and ensured that he maintained the appearance and intellectual capacity of a zombie until he went up for tenure.

Heidi A. Vuletich

Official
Heidi A. Vuletich is an NSF SBE postdoctoral fellow at Indiana University. Her research focuses on the causes and consequences of academic, social, and economic inequalities. Heidi graduated *summa cum laude* from Regis University with an Honor's Bachelor of Science in Neuroscience degree. As an undergraduate she received the Dr. Eugene R. Delay Award for Excellence in Neuroscience, the Dr. Eugene R. Delay Award for Excellence in Neuroscience, the Board of Trustees Achievement Award, and the Psi Chi Student Research Award. Heidi spent the next two years as a research assistant at Harvard University, working in the laboratories of Dr. Daniel Wegner, Dr. Richard McNally, and Dr. Joshua Buckholtz. Heidi completed her Ph.D. at the University of North Carolina at Chapel Hill, under the

supervision of Dr. Keith Payne and Dr. Beth Kurtz-Costes. During her graduate career she received several awards for her work, including the Christopher R. Agnew Research Innovation Award, the P.E.O Scholar Award, and an honorable mention for the Bernadette Gray-Little Award for Outstanding Psychological Research that Enhances Diversity. She was also the recipient of a Doctoral Merit Assistantship, an NSF Predoctoral Fellowship, a Paul & Daisy Soros Fellowship for New Americans, and an honorable mention for the Ford Foundation Pre-Doctoral Fellowship. Heidi has published in journals like *PNAS, Psychological Science, Psychological Inquiry, the Journal of Educational Psychology,* and more.

Unofficial
Heidi A. Vuletich is an immigrant from Mexico. She first arrived in the United States at the age of 5 and continued to move back and forth between the U.S. and Mexico until she was in high school. She didn't become conversational in English until she was in 7th grade. Because she was undocumented, believed college was only for geniuses, and was the first in her family to consider higher education, she didn't think college was an option for her. Thankfully, she had mentors who encouraged her to apply. Once in college she went through a major crisis as she struggled to adapt and nearly considered dropping out. She eventually did really well out of sheer terror that she was not smart enough to be there. Luckily, she was able to find good friends and professors who encouraged her and allowed her to relax a little. A few months after graduating from college, Heidi got married to a wonderful man and was finally able to apply for legal status in the U.S. She decided to also apply for graduate school but was rejected, without an interview, from all 12 programs for which she applied. Her husband had better luck and got an offer from Boston College, so they moved across the country. Heidi applied for paid research assistant positions, received a few interviews, but no offers. So she offered to work on a volunteer basis at a few labs, and they kindly took her in. Thanks to the generosity of the graduate students and professors for whom she worked, she was more successful in her next round of graduate school applications. She had the good fortune of working with amazing advisors at UNC, who had high expectations; gave useful, patient and constant feedback; and had productive research labs. Heidi secretly battles with sometimes debilitating bouts of self-doubt and often feels dizzy by the dramatic changes her life has undergone. Her saving grace has been a skill she learned from growing up with constant uncertainty and change— she knows how to concentrate on putting one foot in front of the other. She also copes by seeing challenges as an adventure, something fun to try just to see what happens.

Gregory D. Webster

Excerpts from:
Webster, G. D. (2006). Psi Chi/APA Edwin B. Newman Graduate Research Award: Biography. American Psychologist, 61, 871–874. doi:10.1037/0003-066X.61.8.872

Official
Gregory D. Webster was born in Woodstock, New York in 1976. In 1983, he moved to Tulsa, Oklahoma, where he graduated from Holland Hall School in 1994. Greg received his B.A. in psychology (cum laude, Phi Beta Kappa) from Colorado College in Colorado Springs, Colorado in 1997. His undergraduate thesis on music and emotion, co-authored with his advisor, Catherine Weir, was recently published (Webster & Weir, 2005, Motivation and Emotion). Greg received his M.A. in general psychology from the College of William & Mary in Williamsburg, Virginia in 2001. Working with his advisor, Lee Kirkpatrick, he has published two articles examining the association between domain-specific self-esteem and aggression (Kirkpatrick, Waugh, Valencia, & Webster, 2002, JPSP; Webster & Kirkpatrick, 2006, Aggressive Behavior). Greg is currently a Ph.D. candidate in social psychology at the University of Colorado at Boulder. In collaboration with his mentor, Angela Bryan, he has published an article on exercise and

mood (Rocheleau, Webster, Bryan, & Frazier, 2004). Greg is currently writing his doctoral dissertation on family-based resource allocation. His primary research interests involve studying prosocial behavior (Webster, 2003, JESP; Webster, 2004, Evolutionary Psychology) and aggression (Webster, 2006, RRSP) from an evolutionary social psychological perspective. Starting in July of 2006, Greg will be a postdoctoral fellow at the University of Illinois at Urbana-Champaign's NIMH-funded training program in quantitative methods for behavioral research.

Unofficial
Gregory D. Webster was born in 1976 in Woodstock, New York, where he attended the prestigious Country Mouse preschool and contracted chicken pox from kissing a girl named Florence. After earning an associate's degree in Lego architecture, Greg attended Mount Marion School, where he excelled at mathematics and social ineptitude.

In 1983, Greg moved to Tulsa, Oklahoma, where he struggled to adapt to the strange local dialect ("soda" became "pop") and alien cuisine (Frito pie). Greg attended Grissom Elementary, where he excelled at running laps around the gymnasium during P.E. class to the sounds of Styx's "Mr. Roboto" and Van Halen's "Jump." In 1985, Greg and three of his friends represented Grissom Elementary in the Tulsa Computer Challenge, where their knowledge led them to a third-place finish and coveted nerd street cred.

Starting in fourth grade, Greg attended Holland Hall (HH), a college-preparatory day school. Entering rigid social hierarchy as a stranger and bona-fide nerd was not easy, and winning the Walters Citizenship Award and representing HH in Oklahoma's National Geographic Bee certainly didn't help. Starting in his junior year, Greg transformed himself into a loud, extraverted, and obnoxious thespian, landing leading roles in several school productions such as *Our Town*, *The Foreigner*, *Closet Madness*, and Leonard Bernstein's musical adaptation of Voltaire's *Candide*. With his newfound Panglossian worldview, he was moved to join the Madrigal Singers, an a-cappella group specializing in singing renaissance music. Greg also joined HH's improvisational comedy troupe, where he became notorious for his live prank phone calls, antics in a gorilla suit, and ribald puppet shows. These improvisational skills would later serve him well when teaching and giving professional talks.

In 1994, Greg began attending Colorado College (CC), where he majored in psychology, but also took several courses in music and anthropology. During his first year, he wrote a comedic play, *Juan Valdez: A Conversational Odyssey*, which won CC's playwriting contest, and was produced by CC's Theater Workshop. Greg discovered early on that if he sang in groups offering course credit, he could not only artificially inflate his GPA, but also graduate in three years. By his senior year, Greg was singing in six different groups, ranging from opera to renaissance and contemporary a cappella. His scheme worked: In 1997, Greg graduated cum laude and Phi Beta Kappa from CC.

Greg next endured three annual parades of rejection letters from psychology PhD programs (an ordeal later chronicled by APA's gradPSYCH magazine: https://www.apa.org/gradpsych/2004/09/enroute). During his third year, Greg also

chose to apply to a few master's programs, and chose to attend the College of William & Mary's master's program in general psychology. Under Lee Kirkpatrick, Gregory Feist, and John Nezlek, he became interested in univariate, multivariate, and multilevel data analysis, respectively. Obtaining research experience at William & Mary proved invaluable to helping Greg gain acceptance to PhD programs during his fourth year of applying, being recruited by three social and three quantitative psychology programs. The University of Colorado Boulder's (CU) social program was the best fit because Greg could pursue his combined interests in social and quantitative psychology. He received training in optimal research design and data analysis from Charles Judd, Gary McClelland, and his advisor, Angela Bryan. Greg also learned the value of ingroup social support, being one of three left-handed vegetarian male social psychology graduate students, along with Joshua Correll and Geoffry Urland. Both Greg and Josh were fortunate enough to be two of only five Americans selected to attend the European Association for Social Psychology's 11th Summer School in Marburg, Germany in 2002. A year later, Greg and Josh did not travel far, having both been selected to attend the first Summer Institute for Social and Personality Psychology in Boulder.

During his PhD training, Greg somehow found time to appear in the independent film, *Make a Killing*, a horror-comedy mockumentary about a firm—Assisted Killing Amalgamated—that helps serial killers develop and market their image, identify their victim demographic, and clean up the resulting crime scene. Greg also formed a three-person improvisational dance troupe in Denver that performed at dance parties and on-stage with local bands.

After earning his PhD in 2006, Greg set sail across a sea of corn to the University of Illinois at Urbana–Champaign, where he became a postdoctoral trainee in quantitative methods and a born-again personality psychologist. In 2008, Greg fulfilled his destiny as a native New Yorker by retiring to Florida, where he is currently the "Florida Man" professor of psychology at the University of Florida in Gainesville.

Xiaomeng (Mona) Xu

Official
Xiaomeng (Mona) Xu earned a B.A. in Psychology from New York University (on Lenape land) and an M.A. in Psychology and a Ph.D. in Social Health Psychology from Stony Brook University (on Setauket land). During her graduate career she was awarded an NRSA and university-wide recognitions for teaching and research. Dr. Xu completed an NIH Postdoctoral Research Fellowship at The Warren Alpert Medical School of Brown University and The Miriam Hospital (on Narragansett and Wampanoag land). She then joined the faculty of Idaho State University (on Shoshone-Bannock land) in 2013, earning tenure and promotion in 2018. Dr. Xu's teaching and mentoring has been recognized with awards from her institution and the ISU Psychology Graduate Students Association. Her scholarship has also received numerous honors including awards from the Mountain West Clinical Translational Research – Infrastructure Network, the Medical Research Council Clinical Sciences Centre, and a Rising Star designation from the Association for Psychological Science.

Unofficial

Xiaomeng (Mona) Xu 徐晓梦 was born in Fuling, China and immigrated to the US when she was 5, growing up in NYC. During her formative years, Mona experienced many macro and micro aggressions based on her race, gender, and immigrant status. This led to the internalization of harmful model minority myths, the faulty belief that silence confers safety, and decades of unsuccessfully trying to simultaneously fit in and be invisible. Mona received a great education with access to brilliant teachers, mentors, and peers. Unfortunately, her relentless self-doubt and negative comparisons meant that she constantly struggled with imposter phenomenon and mental health issues. In hindsight, Mona wasted a ridiculous amount of time and energy trying to convince herself and others that everything was fine, as good as the carefully curated version of reality on her CV. She'd like to think she got through grad school due to resilience and grit. But really it was due to fear of disappointing everyone, sunk cost fallacy, extreme overwork, sheer panic, and a failure of imagination to comprehend a future outside of academia. Mona's first time on the job market was a disaster, but she managed to luck into a postdoc that provided her with remarkable research and training opportunities. She also finally started working with mental health professionals (this was way less scary and way more positive than she had anticipated, she wishes she had started so much earlier). They helped her better understand herself, unravel her unhealthy coping mechanisms, clarify her values and goals, and find her voice (she's still learning to use it). Mona realized that she wanted a student-focused career, so applied to faculty positions that emphasized teaching and mentoring. All the stars lined up and she came to ISU where she works with extraordinary students and colleagues who make her job fulfilling and meaningful. Since moving to Pocatello, Mona has been learning to practice mindful self-compassion and self-care, meditating every day, hiking, prioritizing her mental health, and asking for help when she needs it from her incredible support network of friends, family, and community. For the first time in her life, she's allowed herself to put down roots and think of a place as home. It's been a terrifying, vulnerable, and extremely freeing process. Mona shares her life with a partner who reminds her that she is whole and enough as she is, without "productivity." And a dog who reminds them both that life is for joy.

Jia Wei Zhang

Official
Jia Wei Zhang earned a bachelor's degree in Psychology from San Francisco State University. During his undergraduate years, he participated in the National Institute of Mental Health Career Opportunities in Research program, the Ronald E. McNair Scholar program at the University of Rochester, and was named a CSU Sally Casanova Pre-Doctoral Scholar. He spent three years working with Dr. Ryan Howell, where he researched time perspective, experiential buying, and well-being. Then, Jia Wei was accepted and earned his Ph.D. in Social/Personality Psychology from the University of California, Berkeley. During his graduate school tenure, he had the fortune of being mentored by Drs. Serena Chen, Dacher Keltner, and Oliver John. He applied and received the National Science Foundation Graduate Research Fellowship during his first year at Berkeley. He published several articles on self-compassion and awe during graduate school. He helped many undergraduate students who worked with him at Berkeley admitted into reputable graduate programs to further their education. He's been an Assistant Professor of Psychology at the University of Memphis since fall 2017.

Unofficial
Jia Wei Zhang is an immigrant. He is a first-generation elementary school, middle school, high school, and a college graduate from his family. However, he barely graduated high school with a GPA in the low 2s and was not accepted to any four-year universities. He went to the City College of San Francisco and took Dr. Terry Day's Race Relations course. During that semester, he went to every single of Dr. Day's

office hour. Then, Dr. Terry Day paid out of his pocket for Jia Wei to be his Teaching Assistant for the next year and helped him discovered his passion for psychology. Still, he continued to be a poor student and was lucky to be admitted to San Francisco State University as a junior transfer psychology major in Spring 2008 with a GPA of 2.80. He took a social psychology course taught by Dr. Jamie Newton and inquired if he could be a research assistant at the end of class on the first day. Dr. Newton generously agreed. Then, he ran experiments for a couple of graduate students on their master thesis until Dr. Ryan Howell inherited Dr. Newton's lab because he retired. Jia Wei conducted an honors thesis with Dr. Howell in 2009 and decided that he wants to get his Ph.D. in social psychology at his number one choice (UC Berkeley). However, it was impossible for him to be accepted into Berkeley with his low GPA and terrible GRE scores (9XX and 1,0XX out of 1600). So, he used all his money saved up from the part-time jobs to paid out of pocket and took the personality psychology course offered by Dr. Oliver John at UC Berkeley during the summer of 2009. At the end of the class on the first day, he was the only person who asked Dr. John if he can become a research assistant. Dr. John said to contact his graduate student lab manager, who at the time was Dr. Tammy English, and is now a prolific professor at Washington University in St. Louis. Even though Jia Wei flunked the interview, Dr. English was kind enough to offer him a research assistant position. Jia Wei traveled between San Francisco and Berkeley between summer 2009 and spring 2011 to work in the Mills lab under Dr. John's supervision. When it was time to apply for graduate school in fall 2010, Dr. John was kind enough to recommend and accepted him into the Ph.D. program at Berkeley under his tutelage. He applied to 27 Ph.D. programs, including Berkeley, and received rejections from 26 other Ph.D. programs. Over the next six years, Drs. Keltner and Chen were kind enough to also mentor and encouraged him through all the struggles. He applied for 86 academic jobs in the fall of 2016 and had two interviews. One of which is his current position at the University of Memphis. He failed more than he succeeded and only made it so far because of all the people that helped him along the way. He is now paying it forward to his students and doing his best to normalize failure and struggles.