

Curriculum Vitae

Monica R. Biernat

Work Address:

Department of Psychology
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Home Address:

4801 Tempe St.
Lawrence, KS 66047
(785) 843-7597

Birth Date and Place: January 18, 1963, Detroit, MI

Professional and Educational History:

2010 - present	Associate Chair for Research and Graduate Studies, University of Kansas
2003 - present	Professor, Department of Psychology, University of Kansas
2000 - present	Director of Social Psychology Ph.D. Program, University of Kansas
1995 - 2003	Associate Professor, Department of Psychology, University of Kansas
1992 - 1995	Assistant Professor, Department of Psychology, University of Kansas
1989 - 1992	Assistant Professor, Department of Psychology, University of Florida
2008	Visiting scholar, University of Washington, Seattle, WA
2001	Visiting scholar, University of British Columbia, Vancouver, BC, Canada
1989	Ph.D., University of Michigan, Ann Arbor, Psychology (Social)
1986	M.A., University of Michigan, Psychology
1984	A.B., University of Michigan, Psychology and Communication

Awards: APA Distinguished Scientific Award for Early Career Contribution to Psychology in the area of Social Psychology, 1998/1999 [Citation appears in *American Psychologist* (1999), Vol. 54, pp. 897-899.]

Association for Women in Psychology, Distinguished Publication Award, 2005

W. T. Kemper Fellowship for Teaching Excellence, University of Kansas, 2004

Docking Faculty Scholar, University of Kansas, 1999 - 2003

University of Florida Psi Chi Chapter, Teacher of the Year, 1992

Phillip Brickman Memorial Prize, 1987

Barbara A. Oleshansky Memorial Fund Award, 1987

Grants:

National Science Foundation, *Shifting Standards in Language Communication and Interpretation*, 2008 – 2011, \$400,001

National Science Foundation, *European Social Cognition Network: International Travel to Warsaw, 2006*, \$7,029

National Science Foundation, *Categorical social perceptions and evaluations: A research synthesis* (co-PI with Ann Bettencourt), 2004-2006, \$105,000

National Academy of Arbitrators Research Foundation, *An Empirical Investigation of Factors Affecting Outcomes of Discipline Arbitrations Where Work and Family Responsibilities Conflict* (co-PI with Martin Malin), \$7,000

University of Kansas, Graduate Research Fund Award, \$6,000, 2004-2005.

NIMH R01 Award, 1999-2004, *Stereotypes, shifting standards, and social judgment*, \$647,563; supplement for minority post-doctoral fellow, \$165,653

NIMH FIRST Award, 1993-1998, *Stereotypes and shifting standards*, \$482,000

University of Kansas, Research Development Award, \$5,000, 1993-1994

University of Florida Division of Sponsored Research, Research Development Award, \$10,518, 1992-1993

University of Florida Division of Sponsored Research, Research Development Award, \$9,500, 1991-1992

United States Department of Justice Research Award, *Community Reactions, Responses, and Needs Following Serial Murders* (with Dr. Michael Herkov) \$15,000, 1990-1991

University of Florida Division of Sponsored Research, Research Development Award, \$7525, 1990-1991

Horace Rackham School of Graduate Studies, Dissertation Scholarship Award, 1989

Social Environment and Health Pre-Doctoral (NIMH) training grant, 1988

Detroit Association of U of M Women Alumnae Club Scholarship, 1986-1987

National Institute of Mental Health Graduate Training Fellowship, 1984-1985

Publications:

Books

Adams, G., Biernat, M., Branscombe, N., Crandall, C. S., & Wrightsman, L. S. (Eds.) (2008). *Commemorating Brown: The social psychology of prejudice and discrimination*. Washington, DC: American Psychological Association.

Biernat, M. (2005). *Standards and expectancies: Contrast and assimilation in judgments of self and others*. New York: Psychology Press/Taylor and Francis.

Articles and Chapters

Biernat, M., & Danaher, K. (in press). Prejudice. In H. A. Tennen and J. M. Suls (Eds.), *Handbook of Psychology, Volume 5: Personality and Social Psychology*. New York: Wiley.

Fuegen, K., & Biernat, M. (in press). Gender-based standards of competence in parenting and work roles. In M. K. Ryan & N. R. Branscombe (Eds.), *Handbook of gender and psychology*. New York: Sage.

Biernat, M. (2012). Stereotypes and shifting standards: Forming, communicating and translating person impressions. In P. G. Devine & E. A. Plant (Eds.), *Advances in Experimental Social Psychology, Vol. 45* (pp. 1-59). New York: Elsevier.

Biernat, M., & Deaux, K. (2012). A history of gender in social psychology. In A. Kruglanski and W. Stroebe (Eds.), *Handbook of the History of Social Psychology*. Psychology Press.

Biernat, M., & Danaher, K. (2012). Interpreting and reacting to feedback in stereotype-relevant performance domains. *Journal of Experimental Social Psychology, 48*, 271-276.

Biernat, M., Tocci, M.J., & Williams, J. C. (2012). The language of performance evaluations: Gender-based shifts in content and consistency of judgment. *Social Psychological and Personality Science, 3*, 186-192.

Biernat, M., & Fuegen, K., & Kobrynowicz, D. (2010). Shifting standards and the inference of incompetence : Effects of formal and informal evaluation tools. *Personality and Social Psychology Bulletin, 36*, 855-868.

Miron, A., Branscombe, N. R., & Biernat, M. (2010). Motivated shifting of justice standards, *Personality and Social Psychology Bulletin, 36*, 768-779.

- Sesko, A. K., & Biernat, M. (2010). Prototypes of race and gender: The invisibility of Black women. *Journal of Experimental Social Psychology, 46*, 356-360.
- Biernat, M. (2009). Stereotypes and shifting standards. In T. Nelson (Ed.), *Handbook of stereotyping and prejudice* (pp. 137-152). New York: Psychology Press.
- Biernat, M., Sesko, A. K., & Amo, R. B. (2009). Compensatory stereotyping in interracial encounters. *Group Processes and Intergroup Relations, 12*, 551-563.
- Collins, E. C., Biernat, M., & Eidelman, S. (2009). Stereotypes and the communication of person impressions. *Journal of Experimental Social Psychology, 45*, 368-374.
- Güngör, S. G., & Biernat, M. (2009). Gender bias or motherhood disadvantage? Judgments of blue collar mothers and fathers in the workplace. *Sex Roles, 60*, 232-246.
- Biernat, M., Collins, E. C., Katzarska-Miller, I., & Thompson, E. R. (2009). Race-based shifting standards and racial discrimination. *Personality and Social Psychology Bulletin, 35*, 16-28.
- Adams, G., Biernat, M., Branscombe, N., Crandall, C. S., & Wrightsman, L. S. (2008). Beyond prejudice: Toward a sociocultural psychology of racism and oppression. In G. Adams, M. Biernat, N. Branscombe, C. S. Crandall, & L. S. Wrightsman (Eds.), *Commemorating Brown: The social psychology of prejudice and discrimination* (pp. 215-246). Washington, DC: American Psychological Association.
- Winner: Honorable Mention for the SPSSI (Society for the Psychological Study of Social Issues) Gordon Allport Intergroup Relations Prize, 2008.*
- Biernat, M., Ma, J. E., & Nario-Redmond, M. R. (2008). Standards to suspect and diagnose stereotypical traits. *Social Cognition, 26*, 288-313.
- Biernat, M., & Malin, M. (2008). Political ideology and labor arbitrators' decision-making in work-family conflict cases. *Personality and Social Psychology Bulletin, 34*, 888-899.
- Malin, M., & Biernat, M. (2008). Do cognitive biases affect adjudication? A study of labor arbitrators. *University of Pennsylvania Journal of Business Law, 11*, 175-215.
- Biernat, M. (2007). Shifting standards. In R. Baumeister and K. Vohs (Eds.), *Encyclopedia of social psychology*. New York: Sage.
- Biernat, M., & Eidelman, S. (2007). Translating subjective language in letters of recommendation: The case of the sexist professor. *European Journal of Social Psychology, 37*, 1149-1175.
- Eidelman, S., & Biernat, M. (2007). Getting the most of success: Standard-raising as esteem

- maintenance. *Journal of Personality and Social Psychology*, 92, 759-774.
- Biernat, M., & Eidelman, S. (2007). Standards. In A. W. Kruglanski and E. T. Higgins (Eds.), *Social psychology: Handbook of basic principles, Volume 2* (pp. 308-333). New York: The Guilford Press.
- Biernat, M., & Manis, M. (2007). Stereotypes and shifting standards: Assimilation and contrast in social judgment. In D. Stapel & J. Suls (Eds.), *Assimilation and contrast in psychology* (pp. 75-97). New York: Psychology Press.
- Biernat, M., & Malin, M. (2006). An empirical investigation of factors affecting outcomes of discipline arbitrations where work and family responsibilities conflict. In C. J. Coleman (Ed.), *Arbitration 2005: The evolving world of work*. Washington, DC: The Bureau of National Affairs, Inc.
- Collins, E., Crandall, C. S., & Biernat, M. (2006). Stereotypes and implicit social comparison: Shifts in comparison-group focus. *Journal of Experimental Social Psychology*, 42, 452-459.
- Eidelman, S., Silvia, P., & Biernat, M. (2006). Responses to deviance: Target exclusion and differential devaluation. *Personality and Social Psychology Bulletin*, 32, 1153-1164.
- Biernat, M., & Ma, J. E. (2005). Stereotypes and the confirmability of trait concepts. *Personality and Social Psychology Bulletin*, 31, 483-495.
- Biernat, M., Crosby, F. J., & Williams, J. C. (Eds.) (2004). The maternal wall: Research and policy perspectives on discrimination against mothers in the workplace. *Journal of Social Issues*, 60.
- Winner: Distinguished Publication Award from the Association for Women in Psychology, 2005*
- Biernat, M., & Vescio, T. (2005). Values and prejudice. In C. S. Crandall & M. Schaller (Eds.), *Social psychology of prejudice: Historical and contemporary issues* (pp. 187-211). Lawrence, KS: Lewinian Press.
- Crosby, F., Williams, J. C., & Biernat, M. (2004). The maternal wall. *Journal of Social Issues*, 60, 675-682.
- Fuegen, K., Biernat, M., Haines, E., & Deaux, K. (2004). Parents in the workplace: How gender and parental status affect judgments of job-related competence. *Journal of Social Issues*, 60, 737-754.
- Nario-Redmond, M. R., Biernat, M., Eidelman, S., & Palenske, D. (2004). The social and personal identities scale: A measure of the differential importance ascribed to social and

- personal self-categorizations. *Self and Identity*, 3, 143-175.
- Biernat, M. (2003). Toward a broader view of social stereotyping. *American Psychologist*, 58, 1019-1027.
- Biernat, M., Kobrynowicz, D., & Weber, D. (2003). Stereotyping and shifting standards: Some paradoxical effects of cognitive load. *Journal of Applied Social Psychology*, 33, 2060-2079.
- Eidelman, S., & Biernat, M. (2003). Derogating black sheep: Individual or group protection? *Journal of Experimental Social Psychology*, 39, 602-609.
- Vescio, T.K., & Biernat, M. (2003). Family values and antipathy toward gay men. *Journal of Applied Social Psychology*, 33, 833-847.
- Biernat, M., Eidelman, S., & Fuegen, K. (2002). Judgment standards and the social self: A shifting standards perspective. J. P. Forgas and K. D. Williams (Eds.), *The social self: Cognitive, interpersonal, and intergroup perspectives* (pp. 51-72). New York: Psychology Press.
- Biernat, M., & Thompson, E. R. (2002). Shifting standards and contextual variation in stereotyping. In W. Stroebe and M. Hewstone (Eds.) *European Review of Social Psychology*, Volume 12 (pp. 103-137). London: John Wiley & Sons, Ltd.
- Biernat, M., & Vescio, T. K. (2002). She swings, she hits, she=s great, she=s benched: Implications of gender-based shifting standards for judgment and behavior. *Personality and Social Psychology Bulletin*, 28, 66-77.
- Fuegen, K., & Biernat, M. (2002). Reexamining the effects of solo status on women and men. *Personality and Social Psychology Bulletin*, 28, 913-925.
- Biernat, M., & Billings, L. S. (2001). Standards, expectancies, and social comparison. In A. Tesser & N. Schwarz (Eds.), *Blackwell handbook of social psychology: Intraindividual processes* (pp. 257-283). London: Blackwell.
- Biernat, M., & Fuegen, K. (2001). Shifting standards and the evaluation of competence: Complexity in gender-based judgment and decision making. *Journal of Social Issues*, 57, 707-724.
- Biernat, M., & Deaux, K. (2000). Sex differences. In E. F. Borgatta & R. J. V. Montgomery (Eds.), *Encyclopedia of Sociology* (2nd edition), pp. 2529-2536. New York: Macmillan Reference.
- Biernat, M., & Dovidio, J. F. (2000). Stigma and stereotypes. In T.F. Heatherton, R.E. Kleck, M. R. Hebl, and J.G. Hull (Eds.), *The social psychology of stigma* (pp. 88-125). New

York: The Guilford Press.

- Billings, L. S., Vescio, T. K., & Biernat, M. (2000). Race-based social judgment by minority perceivers. *Journal of Applied Social Psychology, 30*, 221-240.
- Feugen, K., & Biernat, M. (2000). Defining discrimination in the personal-group discrimination discrepancy. *Sex Roles, 43*, 285-310.
- Vescio, T. K., & Biernat, M. (1999). When stereotypes impair performance: Effects of race, quality, and prejudice level on evaluations and performance. *European Journal of Social Psychology, 29*, 961-969.
- Biernat, M., & Crandall, C. S. (1999). Racial attitudes. In J. P. Robinson, P. Shaver, & L. S. Wrightsman (Eds.), *Measures of political attitudes* (pp. 297-411). New York: Academic Press.
- Biernat, M., Vescio, T. K., & Billings, L. S. (1999). Black sheep and expectancy violation: Integrating two models of social judgment. *European Journal of Social Psychology, 29*, 523-542.
- Biernat, M., Crandall, C. S., Young, L. V., Kobrynowicz, D., & Halpin, S. M. (1998). All that you can be: Stereotyping of self and others in a military context. *Journal of Personality and Social Psychology, 75*, 301-317.
- Biernat, M., & Kobrynowicz, D. (1998). A shifting standards perspective on the complexity of gender stereotypes and gender stereotyping. In W. B. Swann, Jr., J. H. Langlois, & L. A. Gilbert (Eds.) *Sexism and stereotypes in modern society: The gender science of Janet Taylor Spence* (pp. 75-106). Washington, DC: American Psychological Association.
- Biernat, M., Vescio, T. K., & Manis, M. (1998). Judging and behaving toward members of stereotyped groups: A shifting standards perspective. In C. Sedikides, J. Schopler, & C. A. Insko (Eds.), *Intergroup cognition and intergroup behavior*, pp. 151-175. Hillsdale, NJ: Lawrence Erlbaum Associates.
- Kobrynowicz, D., & Biernat, M. (1998). Considering correctness, contrast, and categorization in stereotyping phenomena. In R. S. Wyer (Ed.), *Stereotype activation and inhibition: Advances in social cognition, Vol. 11*, pp. 109-126. Mahwah, NJ: Lawrence Erlbaum Associates.
- Biernat, M., & Kobrynowicz, D. (1997). Gender- and race-based standards of competence: Lower minimum standards but higher ability standards for devalued groups. *Journal of Personality and Social Psychology, 72*, 544-557.
- Biernat, M., Manis, M., & Kobrynowicz (1997). Simultaneous assimilation and contrast effects in judgments of self and other. *Journal of Personality and Social Psychology, 73*, 254-

- Herkov, M. J., & Biernat, M. (1997). Assessment of PTSD symptoms in a community exposed to serial murder. *Journal of Clinical Psychology, 53*, 809-815.
- Herkov, M. J., & Biernat, M. (1997). Perceptions of the media in a community exposed to serial murder. *Journal of Clinical Psychology, 53*, 909-915.
- Kobryniewicz, D., & Biernat, M. (1997). Decoding subjective evaluations: How stereotypes provide shifting standards. *Journal of Experimental Social Psychology, 33*, 579-601.
- Manis, M., Biernat, M., & Nelson, T. (1997). Assimilation and contrast as both outcome and process: A reply to Clark and Benassi. *Journal of Social Behavior and Personality, 12*, 13-16.
- Biernat, M., & Crandall, C. S. (1996). Creating stereotypes and capturing their content. *European Journal of Social Psychology, 26*, 867-898.
- Biernat, M., Vescio, T. K., & Green, M. L. (1996). Selective self-stereotyping. *Journal of Personality and Social Psychology, 71*, 1194-1209.
- Biernat, M., Vescio, T. K., & Theno, S. A. (1996). Violating American values: A "value congruence" approach to understanding outgroup attitudes. *Journal of Experimental Social Psychology, 32*, 387-410.
- Biernat, M., Vescio, T. K., Theno, S. A., & Crandall, C. S. (1996). Values and prejudice: Toward understanding the impact of American values on outgroup attitudes. In C. Seligman, J. M. Olson, & M. P. Zanna (Eds.), *The psychology of values: The Ontario Symposium, Volume 8*, pp. 153-189. Hillsdale, NJ: Erlbaum.
- Britt, T. W., Boniecki, K. A., Vescio, T. K., Biernat, M., & Brown, L. M. (1996). Intergroup anxiety: A person X situation approach. *Personality and Social Psychology Bulletin, 22*, 1177-1188.
- Biernat, M. (1995). The shifting standards model: Implications of stereotype accuracy for social judgment. In Y. T. Lee, L. J. Jussim, & C. R. McCauley (Eds.), *Stereotype accuracy: Toward appreciating group differences*, pp. 87-114. Washington, DC: American Psychological Association.
- Biernat, M., & Crandall, C. S. (1994). Stereotyping and contact with social groups: Measurement and conceptual issues. *European Journal of Social Psychology, 24*, 659-677.
- Biernat, M., & Herkov, M. J. (1994). Reactions to violence: A campus copes with serial murder. *Journal of Social and Clinical Psychology, 13*, 309-334.

Biernat, M., & Manis, M. (1994). Shifting standards and stereotype-based judgments. *Journal of Personality and Social Psychology*, 66, 5-20.

Reprinted in Hungarian: Biernat, M., & Manis, M. (1999). Változó standardok és sztereotípián alapuló ítéletek. In G. Hunyady, D. L. Hamilton, N. L. L. Anh (Eds.), A csoportok percepciója (pp. 305-342). Budapest: Akadémiai Kiadó.

Biernat, M., & Vescio, T. K. (1994). Still another look at the effects of fit and novelty on the salience of social categories. *Journal of Experimental Social Psychology*, 30, 399-406.

Biernat, M. (1993). Gender and height: Developmental patterns in knowledge and use of an accurate stereotype. *Sex Roles*, 29, 691-713.

Biernat, M., & Vescio, T. K. (1993). Categorization and stereotyping: Effects of group context on memory and social judgment. *Journal of Experimental Social Psychology*, 29, 166-202.

Biernat, M. (1991). Gender stereotypes and the relationship between masculinity and femininity: A developmental analysis. *Journal of Personality and Social Psychology*, 61, 351-365.

Biernat, M. (1991). A multi-component, developmental analysis of sex typing. *Sex Roles*, 24, 567-586.

Biernat, M., Manis, M., & Nelson, T. E. (1991). Stereotypes and standards of judgment. *Journal of Personality and Social Psychology*, 60, 485-499.

Wortman, C. B., Biernat, M., & Lang, E. (1991). Coping with role overload. In M. Frankenhaeuser, U. Lundberg, & M. Chesney (Eds.), *Women, work, and health: Stress and opportunities*, pp. 85-110. New York: Plenum Press.

Biernat, M., & Wortman, C. B. (1991). Sharing of home responsibilities between professionally-employed women and their husbands. *Journal of Personality and Social Psychology*, 60, 844-860.

Manis, M., Biernat, M., & Nelson, T. (1991). Comparison and expectancy processes in human judgment. *Journal of Personality and Social Psychology*, 61, 203-211.

Reifman, A., Biernat, M., & Lang, E. (1991). Stress, social support, and health in a sample of married professional women with small children. *Psychology of Women Quarterly*, 15, 431-445.

Tiedje, L. B., Wortman, C. B., Downey, G., Emmons, C., Biernat, M., & Lang, E. (1990). Multiple role women: Inter-role compatibility perceptions, role satisfaction, and mental

health. *Journal of Marriage and the Family*, 52, 63-72.

Biernat, M. (1990). Stereotyping campus groups: How contact and liking influence perceptions of group distinctiveness. *Journal of Applied Social Psychology*, 20, 1485-1513.

Crandall, C. S., & Biernat, M. (1990). The ideology of anti-fat attitudes. *Journal of Applied Social Psychology*, 20, 227-243.

Emmons, C., Biernat, M., Tiedje, L. B., Lang, E., & Wortman, C. B. (1990). Stress, support, and coping among women professionals with preschool children. In J. Eckenrode and S. Gore (Eds.), *Stress between work and family*, pp. 61-93. New York: Plenum Press.

Nelson, T., Biernat, M., & Manis, M. (1990). Everyday base rates (sex stereotypes): Potent and resilient. *Journal of Personality and Social Psychology*, 59, 664-675.

Biernat, M. (1989). Achievement motives and values: Different constructs with different effects. *Journal of Personality*, 57, 69-95.

Book Reviews:

Biernat, M. (1992). Life in the particular: Specificity in representations and productions of knowledge [Review of the book *Advances in social cognition, Vol. 3: Content and process specificity in the effects of prior experiences*]. *Contemporary Psychology*, 37, 1189-1190.

Biernat, M. (1997). Racism's costs and other consequences for White Americans [Review of the book *Impacts of racism on White Americans*]. *Contemporary Psychology*, 42, 422-423.

Presentations:

Biernat, M. (2012, May). Communicating and interpreting impressions of others: Stereotypes as standards and common ground. Invited paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Biernat, M. (2012, March). Stereotypes and evaluative bias. Invited presentation at the National Institutes of Health (NIH) Workshop on Strategies for Enhancing the Diversity of the Biomedical Workforce, Bethesda, MD.

Biernat, M. (2012, March). Gender and race bias in evaluative settings. Invited presentation at the Scholarship of Diversity Symposium, University of Kansas, Lawrence, KS.

Biernat, M. (2011, September). Gender bias in evaluations: Complexity and subtlety in patterns

- of stereotyping and prejudice. Invited address presented at Mercyhurst College, Erie, PA.
- Biernat, M. (2011, July). Interpreting and reacting to feedback in stereotype-relevant performance domains. Poster presented at the meeting of the European Association of Social Psychology, Stockholm, Sweden.
- Biernat, M. (2011, April). The complexity and subtlety of gender bias. Invited address presented at the Kansas State University Diversity Summit, Manhattan, KS.
- Biernat, M. (2011, March) Stereotypes in the communication and translation of person impressions. Invited address presented at California State University, San Bernardino, San Bernardino, CA.
- Biernat, M. (2011, January). The language of performance evaluations: Gender-based shifts in content and consistency of judgment. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Biernat, M. (2010, October). Gender and race bias in evaluations: Complexity and subtlety in patterns of stereotyping and prejudice. Invited address on Faculty Equity and Diversity, University of California-San Diego.
- Biernat, M. (2010, October) Stereotypes in the communication and translation of person impressions. Invited address presented at Cornell University, Ithaca, NY.
- Biernat, M. (2010, August) Stereotypes in the communication and translation of person impressions. Invited address presented at the annual meeting of the American Psychological Association, San Diego, CA.
- Biernat, M. (2010, April). Stereotypes in the communication and translation of person impressions. Invited Charter Fellows address presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Biernat, M. (2010, April). Stereotypes in the communication and translation of person impressions. Invited address presented at the Friedrich Schiller University/University of Jena, Jena, Germany.
- Biernat, M. (2010, April). Gender bias in evaluations: Complexity and subtlety in patterns of stereotyping and prejudice. Invited plenary address presented at the Big 12 workshop to promote faculty diversity, Lawrence, KS.
- Biernat, M. (2010, February). Stereotypes in the communication and translation of person impressions. Invited address presented at the Department of Psychology, Iowa State University, Ames, Iowa.
- Biernat, M. (2009, November). Gender bias in evaluations: Complexity and subtlety in patterns

- of stereotyping and prejudice. Invited address presented as part of the All Faculty Lecture and Department Chair Forum, University of California, Los Angeles.
- Biernat, M. (2009, November). Gender bias in evaluations: Complexity and subtlety in patterns of stereotyping and prejudice. Invited address presented as part of the ADVANCE series on Leading Through Diversity, University of California, Irvine.
- Biernat, M. (2009, July). Stereotypes and shifting standards in communication. Paper presented at the annual meeting of the International Society for Political Psychology, Dublin, Ireland.
- Biernat, M. (2009, May). Stereotypes in the communication and translation of person impressions. Invited address presented at the Graduate School of Business, Stanford University, Palo Alto, CA.
- Biernat, M. (2009, April). Stereotypes and shifting standards. Invited address presented at Benedictine College, Atchison, KS.
- Biernat, M. (2009, April). Evaluating others through the lens of gender: Bringing gender bias into focus. Invited address presented at the Newcomb Institute, Daspit Women in Science Lecture Series, Tulane University, New Orleans, LA.
- Biernat, M. (2009, April). Stereotypes and the communication of person impressions. Invited paper presented at the semi-annual meeting of Social Psychologists Around the Midwest, Fayetteville, AR.
- Biernat, M. (2008, October). Gender bias: Complexity in patterns of stereotyping. Invited address presented at the Gender and Leadership Collegium at Drexel University, LeBow College of Business, Philadelphia, PA.
- Biernat, M. (2008, March). Gender bias: Complexity and subtlety in patterns of stereotyping and prejudice. Invited address at Rice University, Houston, TX.
- Biernat, M. (2008, March). Stereotypes and shifting standards. Invited address at the University of Oregon, Eugene, OR.
- Biernat, M. (2008, January). Stereotypes, and shifting standards: The communication and translation of subjective language. Invited presentation at the Department of Psychology, University of Washington, Seattle, WA.
- Biernat, M. (2007, May). Gender and social judgment: Complexity in patterns of stereotyping and bias. Invited symposium presentation at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Biernat, M. (2006, September). Stereotypes and shifting standards: The communication and

- translation of subjective language. Invited plenary address at the 8th annual meeting of the European Social Cognition Network, Warsaw/Pułtusk, POLAND.
- Biernat, M. (2006, June). Stereotypes, language, and communication. Paper presented at the bi-annual meeting of the Society for the Psychological Study of Social Issues, Long Beach, CA.
- Biernat, M. (2006, April). Complexity and subtlety in patterns of stereotyping and prejudice. Keynote address (Saul B. Sells Lecture) at the annual meeting of the Southwestern Psychological Association, Austin, TX.
- Biernat, M. (2006, April). Stereotypes as standards. Invited colloquium presented at the Ohio State University, Columbus, OH.
- Biernat, M. (2005, November). Arbitrator decision making: Gender, child care and family-work conflict. Invited colloquium presented at the Illinois Institute Kent College of Law, Chicago, IL.
- Biernat, M. (2005, September). Complexity and subtlety in patterns of stereotyping and prejudice. Invited talk presented at a conference on Looking toward the future: Discrimination and prejudice in the 21st century, Madison, WI.
- Biernat, M. (2005, June). Shifting standards in self- and other-judgment. Invited talk presented at the annual meeting of the Midwestern Social Development Consortium, Lawrence, KS.
- Biernat, M., & Malin, M. H. (2005, May). An empirical investigation of factors affecting outcomes of discipline arbitrations where work and family responsibilities conflict. Invited paper presented at the annual meeting of the National Academy of Arbitrators, Chicago, IL.
- Biernat, M. (2005, May). Stereotypes, communication, and the translation of social judgment. Invited paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Biernat, M. (2005, April). Stereotypes as standards. Invited colloquium presented at Indiana University, Bloomington, IA.
- Biernat, M. (2005, March). Stereotypes as standards: Implications for judging others and the self. Invited colloquium presented as part of the *Diversity and Cognition* series at Tufts University, Medford, MA.
- Biernat, M. (2004, November). Standards in judging others and the self. Invited colloquium presented at the University of Michigan.
- Biernat, M. (2004, February). Stereotypes as standards: Implications for judging others and the

- self. Invited colloquium presented at the University of Wisconsin, Madison.
- Biernat, M. (2003, November). Stereotyping, prejudice, and discrimination. Invited colloquium presented at Regent University, Virginia Beach, VA.
- Biernat, M. (2003, October). Standards for judging competence and incompetence in the workplace. Paper presented at the annual meeting of SESP (Society for Experimental Social Psychology), Boston, MA.
- Biernat, M. (2002, November). Stereotypes and standards: Judging others and the self. Invited colloquium presented at the University of Iowa, Iowa City, IA.
- Biernat, M. (2002, October). Self-stereotyping: Judgment standards and context effects. Paper presented at the annual meeting of SESP (Society for Experimental Social Psychology), Columbus, OH
- Biernat, M. (2002, August). Stereotypes and the "translation" of social judgments. Invited paper presented at the Minary Center conference on Person Construal, sponsored by Dartmouth College, Holderness, NH.
- Biernat, M. (2002, April). Shifting standards in the workplace: Complexities in patterns of gender stereotyping. Paper presented at the annual meeting of SIOP (Society of Industrial/Organizational Psychology), Toronto, Ontario, Canada.
- Biernat, M. (2002, February). Stereotypes and stereotyping: Direct and indirect effects. Invited colloquium presented at the Cognitive Bias/Ideal Worker Project inaugural meeting, American University, Washington College of Law, Washington, DC.
- Biernat, M. (2001, August). Stereotypes and shifting standards. Invited colloquium presented at the annual meeting of the American Psychological Association, San Francisco, CA.
- Biernat, M. (2001, March). Judgment standards and the social self. Invited paper presented at the Sydney Symposium of Social Psychology, Sydney, Australia.
- Biernat, M. (2001, March). Shifting standards and stereotyping. Invited colloquium presented at the University of British Columbia, Vancouver, BC.
- Biernat, M. (2000, October). Stereotyping, prejudice, and discrimination. Invited educational colloquium presented at Missouri Western State College, St. Joseph, MO.
- Biernat, M. (2000, August). Values and prejudice. Invited paper presented at the History of the Social Psychology of Prejudice conference, Seattle, WA.
- Biernat, M. (2000, April). The role of stereotypes and judgment standards in trait diagnosis. Invited paper presented at the annual meeting of SPAM, Social Psychologists Around the

Midwest, St. Louis, MO.

Biernat, M. (2000, March). Stereotypes and judgment standards. Invited colloquium presented at the University of Waterloo, Waterloo, Ontario, Canada.

Biernat, M. (1999, November). The role of American values in thwarting and supporting outgroup prejudice. Invited paper presented at the annual Kendon Smith Lecture Series, University of North Carolina-Greensboro, Greensboro, NC.

Biernat, M. (1999, May). Stereotypes, standards, and the contamination of social judgment. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Biernat, M. (1999, April). Stereotypes and shifting standards. Invited colloquium presented at the University of Maryland, College Park, MD.

Biernat, M. (1999, February). Stereotypes and social judgment: A shifting standards perspective. Invited colloquium presented at The Ohio State University, Columbus, OH.

Biernat, M. (1999, February). Stereotypes and shifting standards. Invited colloquium presented at Ohio University, Athens, OH.

Biernat, M. (1998, June). Black sheep and expectancy violation: Integrating two models of social judgment. Paper presented at the bi-annual meeting of the Society for the Psychological Study of Social Issues, Ann Arbor, MI.

Biernat, M. (1998, March). Stereotypes and social judgment. Invited colloquium presented at the University of California, Berkeley, Berkeley, CA.

Biernat, M. (1998, February). Stereotypes and shifting standards of judgment. Invited colloquium presented at Wake Forest University, Winston-Salem, NC.

Biernat, M. (1998, February). Stereotypes and judgment standards. Invited colloquium presented at the University of North Carolina at Greensboro, Greensboro, NC.

Biernat, M. (1997, August). Invited participation in the Minary Center conference on Stigma, sponsored by Dartmouth College, Holderness, NH.

Biernat, M. (1997, June). Stereotypes and shifting standards in a military context. Invited paper presented at the annual Duck Conference on Social Cognition, Duck, NC.

Biernat, M. (1997, May). Judging and behaving toward members of stereotyped groups: A shifting standards perspective. Invited paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.

- Biernat, M. (1997, May). Values, value congruence, and outgroup prejudice. Symposium paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.
- Biernat, M. (1997, April). The nature of gender stereotypes. Invited colloquium presented at the Festschrift in honor of Janet T. Spence, Austin, TX.
- Biernat, M. (1996, October). Stereotypes and social judgment: A shifting standards perspective. Invited colloquium presented at Indiana University, Bloomington, IN.
- Biernat, M. (1996, July). Competence Standards. Paper presented at the annual meeting of the International Society for Political Psychology, Vancouver, BC.
- Biernat, M. (1995, June). Gender- and Race-Based Standards of Competence: Lower Minimum Standards but Higher Ability Standards for Devalued Groups. Invited paper presented at the Duck Conference on Social Cognition, Duck, NC.
- Biernat, M. (1995, June). Self-categorization and selective self-stereotyping. Paper presented at the Nags Head South Conference on Self and Social Identity, Highland Beach, FL.
- Biernat, M. (1995, April). Shifting standards and stereotype-based social judgment. Invited paper presented at the second annual meeting of SPAM, Social Psychologists Around the Midwest, Columbia, MO.
- Biernat, M. (1994, December). Stereotypes, shifting standards, and social judgment. Invited colloquium presented at Purdue University, West Lafayette, IN.
- Biernat, M. (1994, June). Stereotypes as standards of judgment: The "shifting standards" model. Invited paper presented at a special APA conference on Stereotype Accuracy, Philadelphia, PA.
- Biernat, M. (1994, June). Values and prejudice. Paper presented at the Nags Head South Conference on Stereotyping and Inter-group Relations, Highland Beach, FL.
- Biernat, M. (1994, April). Violating American values: The role of values in outgroup prejudice. Invited paper presented at the first annual meeting of SPAM, Social Psychologists Around the Midwest, Columbia, MO.
- Biernat, M. (1993, August). Racial attitudes and value violation. Invited paper presented at the Ontario Symposium on Values, London, Ontario.
- Biernat, M. (1992, October). Standards and judgment. Invited paper presented at the annual meeting of the Society for Experimental Social Psychology, San Antonio, TX.
- Biernat, M. (1992, June). Shifting standardards and stereotype-based judgments. Paper presented at the Nags Head South Conference on Stereotyping and Inter-group Relations,

Highland Beach, FL.

Biernat, M. (1991, November). Stereotypes and shifting standards of judgment. Invited paper presented at the annual meeting of the Society for Southeastern Social Psychologists, Atlantic Beach, FL.

Biernat, M., & Herkov, M. (1991, August). Reactions to violence: A community copes with serial murder. Paper presented at the annual meeting of the American Psychological Association, San Francisco.

Biernat, M. (1991, June). Effects of group context on person memory and judgment. Paper presented at the Nags Head South Conference on Stereotyping and Inter-group Relations, Highland Beach, FL.

Biernat, M. (1990, June). Stereotypes and standards of judgment. Paper presented at the Nags Head Conference on Stereotyping and Inter-group Relations, Kill Devil Hills, NC.

Biernat, M., & Crandall, C. (1990, April). Stereotyping and contact with social groups: Measurement and definitional issues. Paper presented at the annual meeting of the Southeastern Psychological Association, Atlanta.

Biernat, M. (1989, April). Evaluation and mood: Effects on stereotype strength. Paper presented at the annual meeting of the Eastern Psychological Association, Boston.

Biernat, M. (1989, May). Sex stereotypes: Base rate effects in height estimation. Invited paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.

Biernat, M. (1989, May). Effects of stress and coping on both members of married couples. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.

Biernat, M., Emmons, C., & Tiedje, L.B. (1987, May). Goal-setting and life satisfaction among married women professionals. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.

Biernat, M. (1987, August). Stereotypes on campus: Contact does not breed complexity. Presented at the annual meeting of the American Psychological Association, New York.

Biernat, M. R., (1986, May). Motives and values to achieve: Different constructs, different effects. Paper presented at the Western Psychological Association annual convention, Seattle, WA.

Manuscripts Under Review:

- Baldwin, M., Keefer, L., Gravelin, C. & Biernat, M. (2012). *Perceived importance of cross-race targets facilitates recall: Toward a subjective-importance model of face recognition.*
- Biernat, M., & Sesko, A. (2012). *Communicating about others: Motivations and consequences of race-based impressions.*
- Fuegen, K., & Biernat, M. (2012). *Stereotypes and the inference of incompetence.*
- Manning, M., Molix, L., Schlegel, R., Eidelman, S., Biernat, M., & Bettencourt, B. A. (2012). *Influences on the effects of categorical and individuating information on person evaluations: A meta-analytical investigation.*
- Wang, Z., Arndt, A. D., Singh, S. N., Biernat, M., & Liu, F. (2012). *You lost me at hello: The expression and suppression of accent-based biases in call center services.*
- Wang, Z., Singh, S. N., & Biernat, M. (2012). *To Smile or Not to Smile: The Role of Employees' Affective Display at Service Encounters.*

Professional Memberships and Officer Status:

Society for Personality and Social Psychology, Secretary/Treasurer, 2010-present,
Member of Executive Committee, 2001 – 2003; Fellow, 2003

Society of Experimental Social Psychology, Member of Executive Committee,
2003 – 2006, 1997 – 2000, Fellow 2009

Society of Experimental Social Psychology, Executive Officer, 2012-present

Chair, Program Committee for SPSP (Society for Personality and Social
Psychology), 2006-2007

APA Council of Representatives (Division 8 Council Representative),
2001-2003

American Psychological Association; Fellow Status, Division 8, Division 9

Association for Psychological Science (formerly American Psychological
Society), Fellow Status

Midwestern Psychological Association, Charter Fellow, 2009

Society for the Psychological Study of Social Issues, Fellow, 2007
(Chair, Clara Mayo Awards Committee; 2000-2004)

European Association of Social Psychology, Affiliate Member 2011

Teaching Experience:

University of Michigan	Introduction to Social Psychology Motivation and Behavior
University of Florida	Social Psychology Advanced Topics in Social Psychology Stereotyping and Prejudice Social Motivation
University of Kansas	Social Attitudes Social Cognition Social Psychological Perspectives on the Self Advanced Social Psychology Introduction to Social Psychology Research Methods Teaching of Psychology Grant Writing in Psychology

General Research Interests:

Social judgment and judgment standards
Stereotyping, prejudice, and discrimination

Editorial Activities:

Associate Editor, *Psychological Bulletin*, 2008 – present

Co-Editor, Psychology Press/Taylor and Francis *Essays in Social Psychology* series, 2007 – present

Associate Editor, *Journal of Personality and Social Psychology: Attitudes and Social Cognition*, 2001-2005

Co-Editor, *Dialogue* (Division 8 Newsletter), 2001 - present

Guest Editor, *Personality and Social Psychology Bulletin*, 2007

Associate Editor, *Social Cognition*, 1997-2001

Board of Consulting Editors, *Journal of Personality and Social Psychology* (Attitudes and Social Cognition), 1992-1994, 1996-present, (Interpersonal Relations and Group Processes), 1998-present

Board of Consulting Editors, *Personality and Social Psychology Review*, 2005-present

Board of Consulting Editors, *Personality and Social Psychology Bulletin*, 1996-present

Board of Consulting Editors, *European Journal of Social Psychology*, 1995-2001

Board of Consulting Editors, *Psychological Inquiry*, 2002-present

Member, National Science Foundation Advisory Panel for Social Psychology, 1996-1999

Ad-hoc member of NIMH grant review panel, Social, Personality and Group Processes, June 1995, 1999

Program Chair for Society for Personality and Social Psychology Annual Conference, 2007

Social/Personality Program Chair for American Psychological Society (APS) annual convention, 1998, 1999

Editorial Board, *Perspectives: Social Psychology*, Coursewise Publishing Company, 1998

Reviewer for Lawrence Erlbaum Publishing, 1988

Reviewer for Houghton-Mifflin Publishing, 1995

Ad-hoc Reviewer for NSF grant applications, 1992-2006

Reviewer for American Psychological Society poster submissions, 1991, 1992, 1993, 1994

Reviewer for American Psychological Association, Division 8 poster submissions, 1993, 1995, 1996; symposium submissions, 2000

Grant reviewer for The Israel Science Foundation, 1995, 2007

Grant reviewer for the British Academy Small Grants Program, 2005

Ad-hoc reviewer for:

Academy of Management Review

Applied and Preventive Psychology
Basic and Applied Social Psychology
British Journal of Social Psychology
Child Development
Cognitive Psychology
European Journal of Social Psychology
European Review of Social Psychology
Journal of Applied Social Psychology
Journal of Consumer Psychology
Journal of Experimental Psychology: General
Journal of Experimental Social Psychology
Journal of Personality and Social Psychology
Journal of Social and Clinical Psychology
Journal of Social Issues
Journal of Women and Minorities in Science and Engineering
Merrill-Palmer Quarterly
Motivation and Emotion
Organizational Behavior and Human Decision Processes
Personality and Social Psychology Bulletin
Political Psychology
Psychological Bulletin
Psychological Review
Psychological Science
Sex Roles
Social Cognition
Social Psychology of Education

Consulting and Other Professional Activities:

Member, Consortium for Police Leadership in Equity, 2010 - present

Member, APA Scientific Awards Committee, 2008-2010

Member, APA Task Force on IRBs, 2007

Participation in APA Science Leadership Conference, December 2005

Senior Research Consortium Fellow, Consortium Research Fellows Program, U.S. Army Research Institute for the Behavioral and Social Sciences, 1996-1997

Consultant to Long Shot Films, Inc., for documentary film examining national stereotypes, 1997-1998

Consultant on Cultural Awareness Training, Purdue University, 1999

Member, Ideal Worker/Cognitive Bias Working Group, American University, 2001- 2005

Member, Caregiver Bias Working Group, UC-Hastings College of Law, 2006 - present

Ph.D. Students:

Theresa Vescio, Ph.D. 1995
now Associate Professor at the Pennsylvania State University

Michelle Nario-Redmond, Ph.D. 1996
now Assistant Professor at Hiram College, Hiram, OH

Diane Kobrynowicz, Ph.D. 1997
now with Austin Health Coaching, Austin, TX

Laura Billings, Ph.D. 1998
now Professor at Southwestern Illinois College

Elizabeth Thompson, Ph.D. 2001
now in private industry

Kathleen Fuegen, Ph.D. 2002
now Associate Professor at Northern Kentucky University

Scott Eidelman, Ph.D. 2004
now Assistant Professor at the University of Arkansas

Elizabeth Collins, Ph.D. 2006
now Independent Research at the Centro de Investigação e Intervenção Social (CIS), ISCTE - Instituto Universitário de Lisboa, Lisbon, Portugal

Ralph Gregory Nichols, Ph.D. 2006
Self-employed

Donna Garcia, Ph.D. 2007 (co-chair with Nyla Branscombe)
now Assistant Professor, University of California, San Bernardino

Iva Katzarska-Miller, Ph.D. 2009
now Assistant Professor, Transylvania University, Lexington, KY

Gökçe Güngör, Ph.D. 2010
now Visiting Assistant Professor, Allegheny College

Amanda Sesko, Ph.D. 2011

now Assistant Professor, University of Alaska-Southeast

Kelly Danaher, Ph.D. 2011
now Assistant Professor, Iowa Wesleyan College

Post-Doctoral Fellow:

Jennifer Ma, Ph.D. University of Colorado, 1999, post-doc 1999-2002
now Visiting Assistant Professor at Scripps College

University/College/Department Service:

Associate Chair for Research and Graduate Studies, 2010 - present
Human Subjects Committee-Lawrence, 2006 - present
Program Director, Social Psychology Program 2000 - present
Dean's Doctoral Education Working Group, 2011-2012
Strategic Initiatives Planning Committee (Building Communities), 2011-2012
Academic Misconduct Committee, 2009 - present
Graduate Council Executive Committee, 2006 - 2011
Department Promotion, Tenure, & Merit Committee; 1993-1995, 2001-2003, 2007-2008
Department Promotion & Tenure Committee, 2010, 2011
Department Merit Committee, 2009
Graduate Affairs Director, 1998-2000
Graduate Admissions Committee (Chair 2002; member 1995, 1997-2000, every other year since)
Chair, Search Committee for Social Psychologist, 2005
Chair, Search Committee for Department Chair, 1999
Chair, Search Committee for Temporary Teaching Appointments, 2000
Honors Program Director, 1994-1997
Doris Sheets Award Committee, 1997 - 2000
Undergraduate Advisory Committee, 1994 - 2002
Department Space Committee, 1998 -present
College Standing Committee on Fellowships, Scholarships, & Student Affairs, 1999B
MAGS (Midwestern Association of Graduate Schools) Master's Thesis Awards Committee, 1999
Dissertation Awards Committee, 2000
Graduate Summer Fellowships Awards Committee, 2001
College Sabbatical Committee, 1997 - 1999 (I chaired this committee in 1999)
Member, Graduate Council, 1998 - present
Member, College Program Review Committee, 2000
Howard Baumgartel Peace Prize Committee, 1999 - 2001
Assessment of General Education panel, 2002
Judge, CLAS Graduate Student Paper Competition, 1997
Summer Orientation Lunch (at least once every summer)
Meet a Professor Night (3 times over past 5 years)
University Committee on Sabbatical Leaves, 2002 - 2004

Names and Addresses of Recommenders:

Dr. Melvin Manis, Professor
Department of Psychology
3231 East Engineering Building
University of Michigan
Ann Arbor, MI 48109

Dr. Patricia Devine, Professor
Department of Psychology
University of Wisconsin
Madison, WI 53706