

# ERIC LUIS UHLMANN

—CURRICULUM VITAE—

Assistant Professor  
HEC Paris - School of Management  
Management and Human Resources Department  
1, Rue de la Libération  
78350 Jouy-en-Josas, France  
Tel: 33 6 29 89 16 04  
E-mail: eric.luis.uhlmann@gmail.com, uhlmann@hec.fr  
Professional website: www.socialjudgments.com

## **Academic Positions**

Assistant Professor of Management, HEC Paris, September 2010 ~ Present

Postdoctoral Research Associate, Kellogg School of Management, Northwestern University, 2007 ~ 2010

## **Education**

- 2006                      Ph.D., Social Psychology  
Yale University  
Dissertation: *Toward an understanding of motivated discrimination*
- 2003                      M.Phil., Psychology  
Yale University  
Thesis: *Varieties of social cognition*
- 2002                      M.S., Social Psychology  
Yale University  
Master's thesis: *Constructed criteria: Redefining merit to justify discrimination.*
- 2000                      B.S., Psychology  
University of Washington  
*Summa Cum Laude, Phi Beta Kappa, Honors Program, National Merit Scholar, Presidential Scholarship*

## **Research Interests**

Cross-cultural management; gender discrimination in the workplace; corporate social reputation; unconscious influences on judgment and choice; psychological rationalizations

## **Honors and Awards**

- May 27, 2005            Editor's Choice Distinction in *Science* for “Constructed criteria: Redefining merit to justify discrimination” (Uhlmann & Cohen, 2005)
- 2000-2003            National Science Foundation Graduate Research Fellowship

## **Peer Reviewed Journal Articles**

- Brescoll, V.L., Uhlmann, E.L., & Moss-Rascusin, C. (in press). Masculinity, status, and subordination: Working for a gender atypical supervisor causes men to lose status. *Journal of Experimental Social Psychology*. [Journal Impact Factor = 2.24]
- Tannenbaum, D., Uhlmann, E.L., & Diermeier, D. (in press). Moral signals, public outrage, and immaterial harms. *Journal of Experimental Social Psychology*. [Journal Impact Factor = 2.24]
- Bastardi, A., Uhlmann, E.L., & Ross, L. (2011). Wishful thinking: Belief, desire, and the motivated evaluation of scientific evidence. *Psychological Science*, 22, 731 – 732. [Journal Impact Factor = 5.09]
- Uhlmann, E.L., & Nosek, B.A. (in press). My culture made me do it: Lay theories of responsibility for automatic prejudice. *Social Psychology*. [Journal Impact Factor = 1.46]
- Uhlmann, E.L., Poehlman, T.A., Tannenbaum, D., & Bargh, J.A. (2011). Implicit Puritanism in American moral cognition. *Journal of Experimental Social Psychology*, 47, 312-320. [Journal Impact Factor = 2.24] [6 citations as of May 2011]
- Brescoll, V.L., Dawson, E., & Uhlmann, E.L. (2010). Hard-won and easily lost: The fragile status of leaders in gender-stereotype-incongruent occupations. *Psychological Science*, 21, 1640-1642. [Journal Impact Factor = 5.09] [1 citation as of May 2011]
- Uhlmann, E.L., Brescoll, V.L., & Machery, E. (2010). The motives underlying stereotype-based discrimination against members of stigmatized groups. *Social Justice Research*, 23, 1-16. [Journal Impact Factor = 1.47] [1 citation as of May 2011]
- Uhlmann, E.L., Pizarro, D.A., Tannenbaum, D., & Ditto, P.H. (2009). The motivated use of moral principles. *Judgment and Decision Making*, 4, 476–491. [Journal Impact Factor = 1.59] [15 citations as of May 2011]

- Greenwald, A.G., Poehlman, T.A., Uhlmann, E.L., & Banaji, M.R. (2009). Understanding and using the Implicit Association Test: III. Meta-analysis of predictive validity. *Journal of Personality and Social Psychology*, *97*, 17-41. [Journal Impact Factor = 4.73] [310 citations as of May 2011]
- Brescoll, V., & Uhlmann, E.L. (2008). Can angry women get ahead? Status conferral, gender, and workplace emotion expression. *Psychological Science*, *19*, 268-275. [Journal Impact Factor = 5.09] [39 citations as of May 2011]
- Uhlmann, E.L., Pizarro, D.A., & Bloom, P. (2008). Varieties of social cognition. *Journal for the Theory of Social Behaviour*, *38*, 293-322. [Journal Impact Factor = 1.19] [11 citations as of May 2011]
- Uhlmann, E.L., & Cohen, G.L. (2007). "I think it, therefore it's true": Effects of self perceived objectivity on hiring discrimination. *Organizational Behavior and Human Decision Processes*, *104*, 207-223. [Journal Impact Factor = 2.55] [14 citations as of May 2011]
- Uhlmann, E.L., Brescoll, V.L., & Paluck, E.L. (2006). Are members of low status groups perceived as bad, or badly off? Egalitarian negative associations and automatic prejudice. *Journal of Experimental Social Psychology*, *42*, 491-499. [Journal Impact Factor = 2.24] [11 citations as of May 2011]
- Uhlmann, E.L., & Cohen, G.L. (2005). Constructed criteria: Redefining merit to justify discrimination. *Psychological Science*, *16*, 474-480. [Journal Impact Factor = 5.09] [71 citations as of May 2011]
- Brescoll, V.L., & Uhlmann, E. L. (2005). Attitudes towards traditional and non-traditional parents. *Psychology of Women Quarterly*, *29*, 436-445. [Journal Impact Factor = 1.30] [34 citations as of May 2011]
- Uhlmann, E.L., & Swanson, J. (2004). Exposure to violent video games increases automatic aggressiveness. *Journal of Adolescence*, *27*, 41-52. [Journal Impact Factor = 1.80] [120 citations as of May 2011]
- Pizarro, D.A., Uhlmann, E.L., & Bloom, P. (2003). Causal deviance and the attribution of moral responsibility. *Journal of Experimental Social Psychology*, *39*, 653-660. [Journal Impact Factor = 2.24] [52 citations as of May 2011]
- Pizarro, D.A., Uhlmann, E.L., & Salovey, P. (2003). Asymmetries in judgments of moral blame and praise: The role of perceived metadesires. *Psychological Science*, *14*, 267-272. [Journal Impact Factor = 5.09] [34 citations as of May 2011]

Uhlmann, E.L., Dasgupta, N., Elgueta, A., Greenwald A.G., & Swanson, J. (2002). Subgroup prejudice based on skin color among Hispanics in the United States and Latin America. *Social Cognition*, 20, 197-224. [Journal Impact Factor = 1.69] [51 citations as of May 2011]

### **Book Chapters and Commentaries**

Uhlmann, E.L. (in press). Post-hoc rationalism in science. *Behavioral and Brain Sciences*. [Journal Impact Factor = 15.60]

Uhlmann, E.L., Poehlman, T.A., & Nosek, B. (in press). Automatic associations: Personal attitudes or cultural knowledge? Chapter to appear in Jon D. Hanson (Ed.) *Ideology, Psychology, and Law*. New York, NY: Oxford University Press.

Uhlmann, E.L., & Brescoll, V.L. (in press). Bayesian Racism: A modern expression of contemporary prejudice. Chapter to appear in Eleanor L. Simon (Ed.) *Psychology of Stereotypes*. Hauppauge, NY: Nova Science Publishers.

Uhlmann, E.L., Poehlman, T.A., & Bargh, J.A. (2009). American moral exceptionalism. In J.T. Jost, A.C. Kay, & H. Thorisdottir (Eds.) *Social and Psychological Bases of Ideology and System Justification*. (pp. 27-52). New York, NY: Oxford University Press. [4 citations as of May 2011]

Uhlmann, E.L., Poehlman, T.A., & Bargh, J.A. (2008). Implicit theism. In R. Sorrentino & S. Yamaguchi (Eds.) *Handbook of Motivation and Cognition Within and Across Cultures*. (pp. 71-94). St. Louis, MO: Elsevier/ Academic Press. [2 citations as of May 2011]

Uhlmann, E.L., Brescoll, V.L., & Pizarro, D.A. (2007). The motivated use and neglect of base rates. *Behavioral and Brain Sciences*, 30, 284-285. [Journal Impact Factor = 15.60] [1 citation as of May 2011]

Pizarro, D.A., & Uhlmann, E.L. (2005). Do normative standards advance our understanding of moral judgment? *Behavioral and Brain Sciences*, 28, 558-559. [Journal Impact Factor = 15.60] [9 citations as of May 2011]

### **Manuscripts Under Review**

Uhlmann, E.L., Newman, G., Brescoll, V.L., Galinsky, A., & Diermeier, D. (2011). *Poisoning the well: The contagious effects of corporate crises on product evaluations and consumption*. Manuscript under review.

Brescoll, V.L., Newman, G., & Uhlmann, E.L. (2011). *The implicit effects of gender stereotypes on preferences for healthy and unhealthy foods*. Manuscript under review.

- Poehlman, T.A., Uhlmann, E.L., Dhar, R., & Bargh, J.A. (2011). *Sophisticated by design: The nonconscious influence of primed concepts and atmospheric variables on consumer preferences*. Manuscript under review.
- Heinze, J., Uhlmann, E.L., & Diermeier, D. (2011). *Private politics and public image*. Manuscript under review.
- Uhlmann, E.L., Newman, G., Brescoll, V.L., & Diermeier, D. (2011). *Expecting empathy: The role of moral intuitions in a reputational crisis*. Manuscript under review.
- Uhlmann, E.L., Tannenbaum, D., Heinze, J., Srinivasan, M., & Diermeier, D. (2011). *The role of misanthropic social judgments in reputational crises*. Manuscript under review.
- Uhlmann, E.L. (2011). *American psychological isolationism*. Manuscript under review.
- Uhlmann, E.L., Bastardi, A., Hildwein, F., & Ross, L. (2011). *When good news is bad and bad news is good: Ironic reactions to valenced information*. Manuscript under review.
- Uhlmann, E.L., Poehlman, T.A., Hildwein, F., Li, L., & Bargh, J.A. (2011). *Inherited ideology: An implicit link between work and sex morality in American cognition*. Manuscript under review.

### **Working Papers**

- Brescoll, V.L., & Uhlmann, E.L. (2011). *Effects of system-justifying motivations on biological attributions for group differences*. Unpublished manuscript.
- Uhlmann, E.L., Tannenbaum, D., & Diermeier, D. (2011). *When actions speak volumes: Understanding moral outrage in response to comparatively harmless yet damning acts*. Unpublished manuscript.
- Sanchez-Burks, J., & Uhlmann, E.L. (2011). *American work morality: Implications for cross-cultural work groups*. Unpublished manuscript.

### **Selected Posters and Presentations**

- Brescoll, V. L. & Uhlmann, E. L. (July, 2011). *Effects of system justifying motives on biological explanations for group differences*. Paper presented at the International Association of Political Psychology, Istanbul, Turkey.
- Uhlmann, E.L. (June, 2011). *The implicit influence of culture*. Paper presented at the Department of Psychology at the University of Washington.

- Uhlmann, E.L. (May, 2011). *The implicit influence of culture*. Paper presented at the Paul Merage School of Business at the University of California-Irvine, Irvine, CA.
- Uhlmann, E.L. (May, 2011). *The implicit influence of culture*. Paper presented at the Judge Business School at the University of Cambridge, Cambridge, England.
- Brescoll, V. L. & Uhlmann, E. L. (April, 2011). *Effects of system justifying motives on biological explanations for group differences*. Paper presented at the Department of Psychology at the University of Massachusetts Amherst.
- Tannenbaum, D., Uhlmann, E. L., & Diermeier, D. (January, 2011). *Moral signals, public outrage, and immaterial harms*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Brescoll, V. L. & Uhlmann, E. L. (November, 2010). *Effects of system justifying motives on biological explanations for group differences*. Paper presented at the Department of Psychology at Princeton University.
- Uhlmann, E.L. (January, 2010). *Implicit Puritanism in American moral cognition*. Paper presented at the Department of Psychology at Michigan State University, East Lansing, MI.
- Uhlmann, E.L. (December, 2009). *Illogical influences on judgment and choice*. Paper presented at the Antai College of Economics & Management at Shanghai Jiao Tong University, Shanghai, China.
- Uhlmann, E.L. (December, 2009). *Illogical influences on judgment and choice*. Paper presented at the Monash University School of Business and Economics, Melbourne, Australia.
- Uhlmann, E.L. (December, 2009). *Constructed criteria: Redefining merit to justify discrimination*. Paper presented at the HEC Paris International Business School, Jouy-en-Josas, France.
- Uhlmann, E.L. (November, 2009). *Constructed criteria: Redefining merit to justify discrimination*. Paper presented at the National University of Singapore Business School.
- Uhlmann, E.L. (October, 2009). *Constructed criteria: Redefining merit to justify discrimination*. Paper presented at the Lally School of Management at the Rensselaer Polytechnic Institute, Troy, NY.
- Uhlmann, E.L. (October, 2009). *Constructed criteria: Redefining merit to justify discrimination*. Paper presented at the Fox School of Business at Temple University, Philadelphia, PA.

- Uhlmann, E.L. (September, 2009). *The contagious effects of corporate crises*. Paper presented at the Warrington College of Business Administration at the University of Florida, Gainesville, FL.
- Uhlmann, E.L. (February, 2009). *Motivated hiring discrimination*. Paper presented at the Haas School of Business, Berkeley, CA.
- Uhlmann, E.L. (September, 2009). *The contagious effects of corporate crises*. Paper presented as part of the Ford Center Seminar Series at the Kellogg School of Management, Northwestern University, Evanston, IL.
- Uhlmann, E.L. (January, 2009). *Motivated hiring discrimination*. Paper presented as part of the Ford Center Seminar Series at the Kellogg School of Management, Northwestern University, Evanston, IL.
- Brescoll, V.L., Uhlmann, E.L., Moss-Rascusin, C., & Sarnell, L. (August, 2008). *Denigration by mere association: Working for a gender atypical supervisor leads men to lose status*. Paper presented at the Academy of Management, Anaheim, CA.
- Uhlmann, E.L., Poehlman, T.A., & Bargh, J.A. (August, 2007). *Implicit Puritanism in American moral cognition*. Paper presented at the Academy of Management conference, Philadelphia, PA.
- Tannenbaum, D., Pizarro, D. A., Uhlmann, E. L., & Ditto, P. H. (February, 2007). *The motivated use of moral principles*. Poster presented at the Society for Personality and Social Psychology, Memphis, TN.
- Poehlman, T.A., Uhlmann, E.L., Greenwald, A.G., & Banaji, M.R. (August, 2007). *Predictive validity of the Implicit Association Test: Meta-analysis of 138 studies*. Paper presented at the Academy of Management conference, Philadelphia, PA.
- Pizarro, D.A., Uhlmann, E., Tannenbaum, D., & Ditto, P.H. (November, 2006). *Motivated reasoning about moral principles*. Paper presented at the Annual Society for Judgment and Decision Making conference, Houston, TX.
- Tannenbaum, D., Pizarro, D. A, Uhlmann, E. L., & Ditto, P. H. (May, 2006). *Truth and consequences: The motivated use of moral principles*. Poster presented at the Association for Psychological Science, New York, NY.
- Tannenbaum, D., Pizarro, D. A., Uhlmann, E. L., & Ditto, P. H. (July, 2006). *The (politically) motivated use of moral principles*. Paper presented at the Summer Institute in Political Psychology, Stanford University, CA.

Poehlman, T.A., Uhlmann, E.L., Greenwald, A.G., & Banaji, M.R. (January, 2005). *Understanding and using the IAT: 3. A meta-analysis of predictive validity*. Poster presented at the Society for Personality and Social Psychology conference. New Orleans, LA.

Poehlman, T.A., & Uhlmann, E.L. (October, 2004). *Predictive validity of the IAT*. Paper presented at the Predictive Validity of the IAT conference. Cambridge, MA.

Uhlmann, E.L., & Cohen, G. (January, 2004). *Hiring discrimination against women: The role of constructed criteria*. Poster presented at the Society for Personality and Social Psychology conference. Austin, TX.

Pizarro, D.A., Uhlmann, E.L., & Bloom, P. (May, 2003). *Causal deviance and the attribution of moral responsibility*. Poster presented at the 15<sup>th</sup> annual meeting of the American Psychological Society. Atlanta, GA.

Pizarro, D.A., Uhlmann, E.L., & Salovey, P. (January, 2002). *Asymmetries in moral judgment: The role of metadesires in judgments of moral responsibility*. Poster presented at the 3<sup>rd</sup> annual meeting of the Society for Personality and Social Psychology. Savannah, GA.

### **Research Grants**

2004-2005                      Larry Kramer Fund, Yale University

2004                              The Grants-In-Aid-Program, The Society for the Psychological Study of Social Issues, *Self-perceived objectivity and gender discrimination*, December, 2004.

### **Teaching Experience**

Spring 2011                      Instructor, Negotiations (Part-Time MBA course).  
HEC Paris.

Spring 2011                      Instructor, Negotiations (Full-Time MBA course).  
HEC Paris.  
Teaching evaluations (*1 = Poor, 5 = Excellent*)  
Course as a whole: 3.76  
Instructor: 3.63

Spring 2011                      Instructor, Judgment and Decision Making.  
HEC Paris.  
Teaching evaluations (*1 = Poor, 5 = Excellent*)  
Course as a whole: 4.54  
Instructor: 4.68

Fall 2009 Instructor, Social Basis of Behavior (Social Psychology).  
Illinois Institute of Technology.  
Teaching evaluations (*0 = Very Poor, 5 = Excellent*)  
Course as a whole: 4.09  
Instructor: 4.41

Summer 2009 Instructor, Human Rationality and Irrationality—Business  
Implications (Section of MBA students). University  
of Washington.  
Teaching evaluations (*0 = Very Poor, 5 = Excellent*)  
Course as a whole: 4.26  
Instructor's contribution: 4.54  
Instructor's effectiveness: 4.48

Summer 2009 Instructor, Human Rationality and Irrationality (Section of  
Psychology students). University of Washington.  
Teaching evaluations (*0 = Very Poor, 5 = Excellent*)  
Course as a whole: 4.75  
Instructor's contribution: 4.88  
Instructor's effectiveness: 4.38

Summer 2009 Two guest lectures, Social Psychology. Instructor:  
Margaret Marshall. Seattle Pacific University.

Spring 2009 Six guest lectures, Advanced Quantitative Methods.  
Instructor: Laura Little. University of Washington.

November 11, 2004 Guest lecture ("Implicit attitudes and beliefs"), in Social  
Psychology. Instructor: Richard Eibach. Yale  
University.

Fall 2004 Teaching Assistant, Social Psychology. Instructor: Richard  
Eibach. Yale University.

July 19, 2004 Guest lecture ("Automatic thinking: Social cognitive  
research into the unconscious"), in Introductory  
Psychology. Instructors: Keisha Burdick and  
Gregory Walton. Yale University.

Fall 2003 Teaching Assistant, Social Psychology. Instructor: Richard  
Eibach. Yale University.

April 10, 2003 Guest lecture ("Implicit measures of attitude"), in Prejudice  
and Political Intolerance. Instructor: Donald Green.  
Yale University.

October 15, 2002

Guest lecture (“Unconscious effects of violent media”), in  
Media and Society. Instructor: Jerome Springer.  
Yale University.

Fall 2001

Teaching Assistant, Introductory Psychology. Instructor:  
Mark Packard. Yale University.

### **Reviewer**

*Journal of Personality and Social Psychology*

*Psychological Science*

*American Psychologist*

*Personality and Social Psychology Bulletin*

*Behavioral and Brain Sciences*

*Journal of Applied Social Psychology*

*European Journal of Social Psychology*

### **References**

Daniel Diermeier

Kellogg School of Management

Northwestern University

Tel: (847) 491-5177

Email: d-diermeier@kellogg.northwestern.edu

Geoffrey L. Cohen

Dept. of Education

Stanford University

Tel: (720) 810-1184

Email: cohen.geoff@gmail.com, glc@stanford.edu

Victoria Brescoll

Yale School of Management

Yale University

Tel: (203) 436-0778

Email: victoria.brescoll@yale.edu

Paul Bloom

Dept. of Psychology

Yale University

Tel: (203) 432-4619

Email: paul.bloom@yale.edu