

# ERIC LUIS UHLMANN

—CURRICULUM VITAE—

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## **Academic Positions**

Assistant Professor of Management and Human Resources, HEC Paris, starting September 2010

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

Postdoctoral Research Associate, Department of Psychology, University of Washington, 2006 ~ 2007

## **Education**

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

## **Research Interests**

Moral judgments; stereotyping; corporate crises; nonconscious influence of cultural beliefs and values; motivated reasoning

## **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

## **Publications**

- Brescoll, V.L., Dawson, E., & Uhlmann, E.L. (in press). Hard-won and easily lost: The fragile status of counter-stereotypical leaders. *Psychological Science*.
- Uhlmann, E.L., & Brescoll, V.L. (in press). Bayesian Racism: A modern expression of contemporary prejudice. Chapter to appear in Frank Columbus (Ed.) *Psychology of Stereotypes*. Hauppauge, NY: Nova Science Publishers.
- 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., & Machery, E. (2010). The motives underlying stereotype-based discrimination against members of stigmatized groups. *Social Justice Research, 23*, 1-16.
- 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.
- 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.
- 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.
- Brescoll, V., & Uhlmann, E.L. (2008). Can angry women get ahead? Status conferral, gender, and workplace emotion expression. *Psychological Science, 19*, 268-275.

- 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.
- Uhlmann, E.L., Pizarro, D.A., & Bloom, P. (2008). Varieties of social cognition. *Journal for the Theory of Social Behaviour*, 38, 293-322.
- 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.
- Uhlmann, E.L., Brescoll, V.L., & Pizarro, D.A. (2007). The motivated use and neglect of base rates [Commentary]. *Behavioral and Brain Sciences*, 30, 284-285.
- 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.
- Uhlmann, E.L., & Cohen, G.L. (2005). Constructed criteria: Redefining merit to justify discrimination. *Psychological Science*, 16, 474-480.
- Brescoll, V.L., & Uhlmann, E. L. (2005). Attitudes towards traditional and non-traditional parents. *Psychology of Women Quarterly*, 29, 436-445.
- Pizarro, D.A., & Uhlmann, E.L. (2005). Do normative standards advance our understanding of moral judgment? [Commentary]. *Behavioral and Brain Sciences*, 28, 558-559.
- Uhlmann, E.L., & Swanson, J. (2004). Exposure to violent video games increases automatic aggressiveness. *Journal of Adolescence*, 27, 41-52.
- 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.
- 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.
- 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.

### **Manuscripts under review**

- Uhlmann, E.L., Newman, G., Brescoll, V.L., Galinsky, A., & Diermeier, D. (2010). *The effects of crisis response on brand equity and consumer preferences*. Manuscript under review.
- Brescoll, V.L., Newman, G., & Uhlmann, E.L. (2010). *The implicit effects of gender stereotypes on preferences for healthy and unhealthy foods*. Manuscript under review.
- Uhlmann, E.L., Poehlman, T.A., & Bargh, J.A. (2010). *Implicit Puritanism in American moral cognition*. Manuscript under review.
- Tannenbaum, D., Uhlmann, E.L., & Diermeier, D. (2010). *Moral signals, public outrage, and immaterial harms*. Manuscript under review.
- Uhlmann, E.L., & Nosek, B.A. (2010). *My culture made me do it!: Lay theories of responsibility for automatic prejudice*. Manuscript under review.
- Brescoll, V.L., Uhlmann, E.L., Moss-Rascusin, C., & Sarnell, L. (2010). *Denigration by association: Working for a gender atypical supervisor causes men to lose status*. Manuscript under review.
- Poehlman, T.A., Uhlmann, E.L., Dhar, R., & Bargh, J.A. (2010). *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. (2010). *Private politics and public image*. Manuscript under review.

### **Working papers**

- Uhlmann, E.L., Newman, G., Brescoll, V.L., & Diermeier, D. (2010). *Expecting empathy: The role of moral intuitions in a reputational crisis*. Unpublished manuscript.
- Uhlmann, E.L., Tannenbaum, D., Heinze, J., Srinivasan, M., Brescoll, V.L., Newman, G., Galinsky, A., & Diermeier, D. (2010). *Broken trust as a barrier to reputation management*. Unpublished manuscript.
- Brescoll, V.L., & Uhlmann, E.L. (2010). *Effects of system-justifying motivations on biological attributions for group differences*. Unpublished manuscript.
- Uhlmann, E.L., Tannenbaum, D., & Diermeier, D. (2010). *When actions speak volumes*. Unpublished manuscript.

Poehlman, T.A., Uhlmann, E.L., & Bargh, J.A. (2010). *Inherited ideology: An implicit link between work and sex morality in American cognition*. Unpublished manuscript.

### **Selected Posters and Presentations**

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.
- 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. (2006). *Motivated reasoning about moral principles*. Paper presented at the Annual Society for Judgment and Decision Making conference, Houston, TX.
- 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. (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. (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**

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| 2004-2005 | Larry Kramer Fund for Gay and Lesbian Studies, Yale University   |
| 2004      | The Grants-In-Aid-Program, The Society for the Psychological Study of Social Issues, <i>Self-perceived objectivity and gender discrimination</i> , December, 2004. |

## **Teaching Experience**

- 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*

### **References**

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