

ERIC LUIS UHLMANN

—CURRICULUM VITAE—

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Kellogg School of Management, Northwestern University
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Academic Positions

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

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

Education

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| 2006 | Ph.D., Social Psychology
Yale University
Dissertation: <i>Toward an understanding of motivated discrimination</i> |
| 2003 | M.Phil., Psychology
Yale University
Thesis: <i>Varieties of social cognition</i> |
| 2002 | M.S., Social Psychology
Yale University
Master's thesis: <i>Constructed criteria: Redefining merit to justify discrimination.</i> |
| 2000 | B.S., Psychology
University of Washington
<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

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., Poehlman, T.A., & Bargh, J.A. (in press). Implicit theism. Chapter to appear in R. Sorrentino & S. Yamaguchi (Eds.) *Handbook of Motivation and Cognition Within and Across Cultures*. St. Louis, MO: Elsevier/ Academic Press.

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., 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 or revision

- Uhlmann, E.L., Newman, G., Brescoll, V.L., Galinsky, A., & Diermeier, D. (2009). *Corporate crisis communication and its effects on consumers*. Invited resubmission at the Journal of Consumer Research.
- Brescoll, V.L., Uhlmann, E.L., Newman, G., & Bargh, J.A. (2009). *Implicitly priming masculinity increases preferences for unhealthy foods and reactance against healthy-eating messages*. Invited resubmission at the Journal of Consumer Research.
- Poehlman, T.A., Uhlmann, E.L., Dhar, R., & Bargh, J.A. (2009). *Sophisticated by design: The nonconscious influence of primed concepts and atmospheric variables on consumer preferences*. Manuscript under review.
- Uhlmann, E.L., Poehlman, T.A., & Bargh, J.A. (2009). *Implicit Puritanism in American moral cognition*. Manuscript under review.

Uhlmann, E.L., Pizarro, D.A., Tannenbaum, D., & Ditto, P.H. (2009). *The motivated use of moral principles*. Manuscript under review.

Uhlmann, E.L., & Nosek, B.A. (2009). *My culture made me do it!: Lay theories of socialization and responsibility*. Manuscript under review.

Uhlmann, E.L., Brescoll, V.L., & Machery, E. (2009). *What social motives underlie stereotyping?* Manuscript under review.

Uhlmann, E.L., Heinze, J., & Diermeier, D. (2009). *Private politics and public image*.

Working papers

Tannenbaum D., Uhlmann, E.L., & Diermeier, D. (2009). *When actions speak volumes: Understanding moral outrage in response to relatively “harmless” but damning acts*.

Brescoll, V.L., Dawson, E., & Uhlmann, E. L. (2009). *Hard-won and easily lost: The fragile status of counter-stereotypical leaders*.

Poehlman, T.A., Uhlmann, E.L., & Bargh, J.A. (2009). *Inherited ideology: An implicit link between work and sex morality in American cognition*.

Brescoll, V.L., & Uhlmann, E.L. (2009). *Effects of system-justifying motivations on biological attributions for group differences*.

Brescoll, V.L., Uhlmann, E.L., Moss-Rascusin, C., & Sarnell, L. (2009). *Denigration by association: Working for a gender atypical supervisor causes men to lose status*.

Selected Posters and Presentations

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 15th 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 3rd 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. |

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
American Psychologist
Behavioral and Brain Sciences
Journal of Adolescence

Professional activities and service

2001-2003 Co-Organizer, Social Students Research Group

2002 Yale Psychology Diversity Committee

2001 Co-Organizer, McGuire Festschrift

References

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