happy new year!





we can't wait to see you soon at the marginalia meet-up!

friday, feb 8 @ ~ 7pm (<u>rontom's</u>) during spsp in portland, oregon more details forthcoming!



below you'll find this month's round-up!

in support & science,

~MARGINALIA SCIENCE~ ana gantman hannah nam laura niemi pia dietze

for those navigating the job and grad school market (or helping someone who is) on matter where you're at right now -- offer in hand, fingers-still-crossed, looking at post-docs, exploring options outside academia -- we support you!

- 1. the bulk of the psychology jobs in many categories are on this page (faculty and postdoc)
 - a. quick position highlights:
 - i. teaching prof position at San Diego Miramar College, deadline 3/1
 - ii. assistant professor of teaching at UC Riverside, deadline 1/18
 - iii. <u>clinical asst prof position</u> at NYU
- 2. find poli sci jobs here
- 3. get on organizations' email lists (e.g., SANS and SPSP) they send great jobs updates
- 4. <u>database</u> of companies and nonprofits that hire behavioral scientists
- 5. potentially helpful for non-academic seekers: @BeyondProf twitter feed
- 6. yes you should apply.

- 7. have a job you want us to highlight here? send it over!
- 8. for those applying to grad school: SPSP's new grad school directory



The look of success or failure: Biased self-perceptions serve as informational feedback during goal pursuit

Kristina Howansky, Janna K. Dominick, and Shana Cole *Motivation Science* (2018)

Three studies tested whether and how engaging in goal-relevant behaviors affects people's visual self-perceptions. In Study 1, participants who had just finished exercising at the gym perceived their bodies to be smaller than did participants leaving a neutral academic building. In Study 2, participants who had just eaten at a fast food restaurant perceived their stomachs to be larger than did participants leaving a retail store. In Study 3, participants in the lab either exercised or watched neutral videos and then created avatars to represent themselves. Avatars created by individuals who exercised were rated as fitter and healthier than were those created by individuals in the control condition. Moreover, biased self-perceptions served as information about goal progress (Studies 2 and 3). This work is the first to suggest that goal-relevant behaviors influence visual self-perceptions and that biased self-perceptions may contribute to successful goal pursuit.

Designing nudges for the context: Golden coin decals nudge workplace behavior in China

Sherry Jueyu Wu and Elizabeth Levy Paluck

Organizational Behavior and Human Decision Processes (2018)

We conduct a field experiment in a Chinese workplace to illustrate that designing nudges requires an understanding of the motivational structure of a behavior, which includes recognizing people's subjective understandings of their local context. Workers in six production departments of a textile factory in China were unresponsive to the factory's rules and monetary incentives to throw waste in trash cans, rather than on the floor. We designed a nudge in the form of decals depicting golden coins placed on the production floors. The coins were intended to counter workers' motivation to work without pause with their motivation to keep the golden coins uncontaminated by waste, given the shared belief that golden coins are an omen for fortune and luck. Using a stepped wedge repeated within-group design, we randomized which days the coin nudge was implemented, removed, and re-implemented in each department over a period of 5 months. We collected and coded daily pictures (7,927 total) of each production floor before, during, and after these "coin nudge" implementations and removals. Waste on the floor was significantly reduced by over 20% following the first coin nudge implementation, compared to baseline. However, the coin nudge was not effective when reimplemented, after coins were removed without justification. Removing and re-implementing the coin nudge may have shifted workers' subjective interpretation of the coins. Results support the idea that nudges are not always off-the-shelf, given that they must recognize motivations and subjective interpretations within a particular context.

Lay theories of gender influence support for women and transgender people's legal rights

Leigh S. Wilton, Ariana N. Bell, Colleen M. Carpinella, Danielle M. Young, Chanel Meyers, and Rebekah Clapham

Social Psychological and Personality Science (2018)

Essentialism—the belief that differences between groups of people are biologically based and unchangeable—is strongly associated with prejudice toward a variety of social groups. The present work examines how gender essentialism shapes support for the rights of two marginalized gender groups: women and transgender people. Study 1 provides correlational evidence that endorsement of gender essentialism is a robust predictor of people's opposition to both women's and transgender people's rights, over and above other individual difference measures. Studies 2 and 3 provide evidence that exposure to anti-essentialist messages about gender indirectly increases the support for women's and transgender people's rights. Study 4 examines the underlying psychological process, showing that gender essentialism reduction indirectly increases the support for women's and transgender people's rights through prejudice. Implications for research on lay theories and transgender people are discussed.

<u>The genesis of the birther rumor: Partisanship, racial attitudes, and political knowledge</u>
Ashley Jardina and Michael Traugott

Journal of Race, Ethnicity, and Politics (2018)

A growing body of work has examined the psychological underpinnings of conspiracy theory endorsement, arguing that the propensity to believe in conspiracy theories and political rumors is a function of underlying predispositions and motivated reasoning. We show, like others, that rumor endorsement can also be a function of individuals' group attitudes. In particular, among white Americans, birther beliefs are uniquely associated with racial animus. We merge this finding with other work which shows that rumors are more strongly endorsed by the individuals most motivated and capable of integrating them among their pre-existing attitudes and beliefs. We find, therefore, that it is white Republicans who are both racially conservative *and* highly knowledgeable who possess the most skepticism about Obama's birthplace.

The preeminence of ethnic diversity in scientific collaboration

Bedoor K. AlShebli, Talal Rahwan, and Wei Lee Woon *Nature Communications* (2018)

Inspired by the social and economic benefits of diversity, we analyze over 9 million papers and 6 million scientists to study the relationship between research impact and five classes of diversity: ethnicity, discipline, gender, affiliation, and academic age. Using randomized baseline models, we establish the presence of homophily in ethnicity, gender and affiliation. We then study the effect of diversity on scientific impact, as reflected in citations. Remarkably, of the classes considered, ethnic diversity had the strongest correlation with scientific impact. To further isolate the effects of ethnic diversity, we used randomized baseline models and again found a clear link between diversity and impact. To further support these findings, we use coarsened exact matching to compare the scientific impact of ethnically diverse papers and scientists with closely-matched control groups. Here, we find that ethnic diversity resulted in an impact gain of 10.63% for papers, and 47.67% for scientists.



apply to the <u>Ralph Bunche Summer Institute</u> (5/26-6/27) for poc students interested in grad school in poli sci or related field, deadline 1/18

other items that might interest you 🚀

wapo: how donald trump appeals to men secretly insecure about their manhood

gender representation and strategies for panel diversity: lessons from the APSA annual conference (Sara Wallace Goodman and Thomas B. Pepinsky)

podcast: understanding weight stigma research (with jeffrey hunger)

cnn: how toxic ideas about masculinity corrode the workplace

~~~~why am i getting this email?~~~~~

#### hi there!

you're getting this email because we have a hunch that you, like us, would like to easily promote and learn about the work of social scientists who are female, non gender conforming, POC, LGBTQI, differently abled or in any other way not promoted by the status quo in academia.

we see this timely - and perhaps more urgent than ever - email thread as a way to get things started. if you're on board with receiving these emails, you'll get a monthly update on new papers as well as information about conference activities like talks, posters, childcare coordinating, happy hours, etc.

that's it! we are curious to see how this list develops with your input - perhaps if we all get into it, we can create an additional forum for communal sharing, where we can forward articles related to inclusivity in science and even ask questions of one another that we may not feel comfortable asking in other forums. we are also excited about the

offline possibilities of this kind of group -- i.e. getting to see each other (or meet for the first time!) at conferences and other academic events in a relaxed and supportive manner.

please let us know: (1) if you don't want to be on this email list, (2) the names and email addresses of other people who you think may be interested in getting these emails.

and, of course, feel free to email us with questions or scientists to add to our list!





### our marginalia science meet-up is coming up

### friday, feb 8 @ ~ 7pm (<u>rontom's</u> @ <u>600 e burnside st</u>) during spsp in portland, oregon

we are excited for this opportunity to get to hang with you it will be low-key and chill, hopefully a nice break from some of the stresses of conferencing.

bring your peeps, come whenever!

a couple of us will be at the spsp diversity and climate committee reception around 6 and then plan to walk over as a group to rontom's with folks who are interested

we also have cute little marginalia science buttons (with our new logo ↑) to give you 

✓

we will make ourselves visible and also please say hi!

#### we can't wait to see you!

below you'll find this month's round-up

in support & science,

~MARGINALIA SCIENCE~ ana gantman hannah nam laura niemi pia dietze

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- 1. the bulk of the psychology jobs in many categories are on this page (faculty and postdoc)
  - a. quick position highlights:
    - i. <u>ft research specialist</u> in the Princeton Social Neuroscience Lab with Diana Tamir, rolling deadline
    - ii. <u>bilingual project assistant</u> at UNC's Developmental Social Neuroscience Lab, deadline 2/15

- post doc on stereotypes, sexual harassment, and social identity with Cheryl Kaiser iii. at UW, deadline 2/22
- 2. find poli sci jobs here
- 3. get on organizations' email lists (e.g., SANS and SPSP) they send great jobs updates
- 4. database of companies and nonprofits that hire behavioral scientists
- 5. potentially helpful for non-academic seekers: @BeyondProf twitter feed
- 6. yes you should apply.
  - a. on-campus interview tips! (thx to valerie lewis)
- 7. have a job you want us to highlight here? send it over!
- 8. for those applying to grad school: SPSP's new grad school directory



💎 awesome work by marginalia and affiliated scientists 💎



#### Family Matters? Voting Behavior in Households with Criminal Justice Contact

Ariel White

American Political Science Review (2019)

Contact with the criminal legal system has been shown to reduce individuals' political participation, but its effect on friends and family members is less clear. Do people who see loved ones arrested or incarcerated become mobilized to change the system, or do they withdraw from political life? I address this question using administrative data from one large county, identifying registered voters who live with someone facing misdemeanor charges. Court records and vote histories allow me to accurately measure proximate criminal justice exposure and voting for a broader sample of people than survey data would. Using case timing for arrests shortly before and shortly after the election allows me to avoid bias from omitted variables. I find evidence of a short-term demobilization effect for people who see household members convicted or jailed in the weeks before the election, but no evidence of a lasting turnout effect from these experiences.

### Your name is your lifesaver: Anglicization of names and moral dilemmas in a trilogy of transportation accidents

Xian Zhao and Monica Biernat

Social Psychological and Personality Science (2018)

Can immigrants' names determine whether they receive help or not? Drawing on a partial in-group membership framework, we adapted intergroup versions of moral dilemmas (a trilogy of transportation accidents) to test how Anglicizing ethnic names affects intergroup decision-making in hypothetical life-and-death situations. Study 1 showed that White American participants were equally likely to help White and Asian immigrants with Anglicized names but were less likely to help Asian immigrants with original ethnic names. The same effect emerged in Study 2 but only among male White American participants. In Study 3, White pro-assimilationists were more likely to help White than Arab immigrants (with either Anglicized or original ethnic names), but White pro-multiculturalists were more likely to help Arab immigrants with Anglicized names than White targets. The results suggest that name Anglicization as a cultural assimilation practice may reduce intergroup bias, but the precise pattern of effects is context-dependent.

#### The misperception of racial economic inequality

Michael W. Kraus, Ivuoma N. Onyeador, Natalie M. Daumeyer, Julian M. Rucker, and Jennifer A. Richeson

(preprint)

Racial economic inequality is a foundational feature of the United States, yet many Americans appear oblivious to it. The present work considers the psychology underlying this collective willful ignorance. Drawing on prior research and new evidence from a nationally representative panel sample of adults (N = 1008), we first offer compelling evidence that Americans vastly underestimate racial economic inequality, especially the racial wealth gap. We then consider the motivational, cognitive, and structural factors that are likely to contribute to these misperceptions and suggest directions for future research to test these ideas. Of critical importance, we highlight the challenge of creating greater accuracy in perceptions of racial economic disparities, as well as outline the steps policymakers might take to create messages on this topic that effectively promote equity-enhancing policies. We discuss the implications of persistent racial economic inequality and our collective ignorance thereof, and then close with an appeal to psychological science to at least consider, if not center, the racial patterning of these profound economic gaps.

# <u>Criminality racializes, achievement homogenizes: Narratives shape cognitive representations of immigrants</u>

Joel E. Martinez, Lauren A. Feldman, Mallory J. Feldman, and Mina Cikara (preprint)

The U.S. and other western countries are seeing massive backlash in response to a perceived influx of immigrants, particularly those who are non-white. One driving force of this backlash is the recent resurgence in criminalized characterizations of immigrants. Do these characterizations meaningfully impact individuals' beliefs about immigrants and immigration? Across two experiments (N = 1,054 U.S. residents), we tested: (i) whether different narratives—criminal, achievement, struggle-oriented—impact psychological representations of German, Russian, Syrian, and Mexican immigrants: (ii) whether negative and positive exemplars generalize to impact representations of immigrants' respective nationalities; and (iii) whether these narratives influence respondents' immigration policy preferences. We applied representational similarity analyses to participants' trait ratings of the four aforementioned nations as well as immigrants from those nations embedded in criminal, achievement, or struggle-oriented narratives. From these ratings we were able to extract participants' latent cognitive representations of these groups and their members. Baseline representations of nationality groups (prior to any exposure to narratives) were differentiated by race: Germany clustered with Russia, Syria with Mexico. Achievement narratives homogenized individual immigrant representations making all targets more alike whereas criminal and struggle-oriented narratives differentiated them. Differentiated representations were specifically organized along a racial axis (white vs. non-white). Most troubling, criminal narratives foster racialized immigrant representations even among our most egalitarian respondents. In Experiment 2, the impact of narratives generalized to representations of nationality groups (assessed from a second measurement of nationality ratings, post-narrative manipulation). Most importantly, narratives also impacted immigration policy preferences: achievement narratives promoted preferences for less restriction, criminal narratives for more restriction. As predicted, individual differences in system justification moderated the impact of narratives on immigrant representations and the endorsement of changing or retaining current immigration policy.

#### Patterns of implicit and explicit attitudes: Long-term change and stability from 2007-2016

Tessa E.A. Charlesworth and Mahzarin R. Banaji *Psychological Science* (2019)

Using 4.4 million tests of implicit and explicit attitudes measured continuously from an Internet population of U.S. respondents over 13 years, we conducted the first comparative analysis using time-series models to examine patterns of long-term change in six social-group attitudes: sexual orientation, race, skin tone, age, disability, and body weight. Even within just a decade, all explicit responses showed change toward attitude neutrality. Parallel implicit responses also showed change toward neutrality for sexual orientation, race, and skin-tone attitudes but revealed stability over time for age and disability attitudes and change away from neutrality for body-weight attitudes. These data provide previously unavailable evidence for long-term implicit attitude change and stability across multiple social groups; the data can be used to generate and test theoretical predictions as well as construct forecasts of future attitudes.

#### Teaching race and social justice at a predominantly white institution

Kelly Bauer and Kelly Clancy

Journal of Political Science Education (2018)

At our predominantly white university, students often shy away from controversial conversations. How can the classroom encourage students to value and engage in potentially explosive conversations? We develop a concept of "empathic scaffolding" to articulate an approach that integrates diversity and inclusion into the classroom. Empathic scaffolding structures content and pedagogy in a way that strategically expands students' zones of comfort, starting with very personal experiences with the material and expanding to include broader groups of people and course concepts. Understanding and engaging with these concentric circles of students' relationships to the course material is crucial if students are to hear and engage with voices to which they may have limited exposure. This article documents the best practices of implementing empathic scaffolding in the realms of content and pedagogy, offering a toolkit for professors to critically engage conversations about race and social justice.



undergrads! apply to the <u>Diversity Science Research Experience</u> at the University of Washington (6/17-8/23), deadline 2/10

phd candidates! apply for the Diversity Predoctoral Fellowship at MIT, deadline 2/28

nominate yourself! for some political psychology awards (dissertation, best paper, distinguished junior scholar...) from APSA

#### other items that might interest you 🚀

extensive list/chart of professional development topics from liz page-gould who crowd-sourced her colleagues

pacific standard: we still believe that genius is male -- and women's careers are suffering as a result

nature career column: an academic mother's wish list: 12 things universities need

letter to young scientists: step back to move forward: setting priorities in the new year

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