

Curriculum Vitae **Irene V. Blair, Ph.D.**

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EDUCATION

- 1995 Ph.D., Social Psychology, Yale University
Moderators of Automatic Gender Stereotyping: Motivated Expectancies, Cognitive Constraints, and the Environment.
Supervisor: Mahzarin R. Banaji.
- 1993 M.Phil., Social Psychology, Yale University
The Implicit Dimension of Stereotyping: A Review and Analysis.
Supervisor: Mahzarin R. Banaji.
- 1992 M.S., Social Psychology, Yale University
Social Identity Strategies: Individual Mobility Versus Collective Action.
Supervisor: Assaad Azzi.
- 1990 B.A., Psychology, Summa Cum Laude and Honors Program, Loma Linda University

POSITIONS AND EMPLOYMENT

- 2008 – present Affiliate Investigator, Institute for Health Research, Kaiser Permanente Colorado
- 2002 - present Associate Professor, University of Colorado at Boulder
- 1995 – 2001 Assistant Professor, University of Colorado at Boulder
- 1992 – 1995 Teaching Fellow, Yale University

OTHER EXPERIENCE AND PROFESSIONAL MEMBERSHIPS

- 1990 – present Member, American Psychological Society
- 1991 – present Member, Society for Personality and Social Psychology
- 1991 – present Member, Society for the Psychological Study of Social Issues
- 2002 – present Member, Society of Experimental Social Psychology
- 2005 – present Member, International Social Cognition Network
- 2001 – present Editorial board, Personality and Social Psychology Bulletin
- 2002 – present Editorial board, Journal of Personality and Social Psychology
- 2003 – present Editorial board, Journal of Experimental Social Psychology
- 2005 – present Editorial board, Social Cognition

ACADEMIC HONORS, FELLOWSHIPS, AND GRANTS

- 1989 Richard Nies Memorial Psychology Award, Loma Linda University
- 1990 Chancellor's Award, Loma Linda University
- 1990 Outstanding Psychology Senior of the Year, Loma Linda University

1990 – 1991 Sterling Prize Fellowship, Yale University
 1990 – 1993 Graduate School Fellowship, Yale University
 1994 Dissertation Fellowship, Yale University
 1994 Society for Personality and Social Psychology Student Travel Award
 1994 John F. Enders Dissertation Research Award, Yale University
 1996 Finalist, Society of Experimental Social Psychology Dissertation Award
 1998 Outstanding Professor, Mortar Board National Honor Society
 2003 Best Should Teach Award, Graduate School, University of Colorado
 Faculty Teaching Award, Department of Psychology, University of Colorado

Extramural Grants (Funded and Pending)

Motivational and environmental factors in the reduction of implicit gender stereotyping (PI). Society for the Psychological Study of Social Issues Grants-in-Aid, 1994.

Preparing future faculty in psychology (PI). American Psychological Association, 2000 – 2003.

The role of visual cues in stereotyping (R03 MH63372; PI). National Institute of Mental Health, 2001 - 2003.

Latinos using cardio health actions to reduce risk (U01 HL079208; Investigator). National Heart Lung & Blood Institute, 2006-2007.

The association between providers' ethnic/racial biases and hypertension control (R01 HL88197; PI). National Heart Lung & Blood Institute, 2008-2011.

An intervention to reduce the effect of racial/ethnic bias on hypertension care (R21; Co-Investigator). National Heart Lung & Blood Institute, under review 2008.

Intramural Grants (Funded and Pending)

The Effect of Automatically Activated Stereotypes on Social Behavior (PI). Junior Faculty Development Award, 1996.

Environment and Attention as Moderators of Automatic Stereotyping (PI). Implementation of Multicultural Perspectives and Approaches in Research and Teaching Award, 1997.

Intergroup Affect and Prejudice Toward Gay Men (PI). Award from the Council on Research and Creative Work, 1997.

Mental Imagery as a Strategy to Moderate Automatic Stereotypes (PI). Implementation of Multicultural Perspectives and Approaches in Research and Teaching Award, 1999.

An Assessment of the Ethnic/Racial Attitudes of Denver Community Members. Award from the Council on Research and Creative Work, 2006.

Pilot Study of the Ethnic/Racial Attitudes of Physicians in the Denver Metropolitan Area. Implementation of Multicultural Perspectives and Approaches in Research and Teaching Award, 2007.

Ethnic/Racial bias in healthcare: Taking social psychology from “bench to bedside.” LEAP Individual Growth Grant application, 2007.

RESEARCH

Publications (*Peer-Reviewed Journals)

- *Betancourt, H. & Blair, I. (1992). A cognition (attribution)-emotion model of violence in conflict situations. *Personality and Social Psychology Bulletin*, 18, 343 – 350.
- *Green, D. P., & Blair, I. V. (1995). Framing and the price elasticity of private and public goods. *Journal of Consumer Psychology*, 4(1), 1 – 52.
- Banaji, M. R., Blair, I. V., & Schwarz, N. (1996). Implicit memory and social judgment (pp. 347 – 372). In N. Schwarz and S. Sudman (Eds.), *Methods for Determining Cognitive Processes in Answering Questions*. San Francisco: Josey-Bass.
- *Blair, I. V., & Banaji, M. R. (1996). Automatic and controlled processes in stereotype priming. *Journal of Personality and Social Psychology*, 70, 1142 – 1163.
- Banaji, M. R., Blair, I. V., and Glaser, J. (1997). Environments and unconscious processes (pp. 63 – 74). Commentary on J. A. Bargh (1997), The automaticity of everyday life. In R. S. Wyer (Ed.), *Advances in Social Cognition*. Mahwah, NJ: Erlbaum.
- Blair, I. V. (2001). Implicit Stereotypes and Prejudice (pp. 359 – 374). In, G. Moskowitz (Ed.), *Cognitive social psychology: On the tenure and future of social cognition*. Mahwah, NJ: Erlbaum
- Devine, P. G., Plant, E.A., & Blair, I. V. (2001). Classic and contemporary analyses of racial prejudice (pp. 198 – 217). In R. Brown and S. Gaertner (Eds.), *Handbook of social psychology: Intergroup processes*. Oxford, UK: Blackwell.
- *Lenton, A. P., Blair, I. V., & Hastie, R. (2001). Illusions of gender: Stereotypes evoke false memories. *Journal of Experimental Social Psychology*, 37, 3 – 14.
- *Blair, I. V., Ma, J. E., & Lenton, A. P. (2001). Imagining stereotypes away: The moderation of implicit stereotypes through mental imagery. *Journal of Personality and Social Psychology*, 81, 828 - 841.
- *Blair, I. V. (2002). The malleability of automatic stereotypes and prejudice. *Personality and Social Psychology Review*, 6, 242-261.
- *Blair, I. V., Judd, C. M., Sadler, M. S., & Jenkins, C. (2002). The role of Afrocentric features in person perception: Judging by features and categories. *Journal of Personality and Social Psychology*, 83, 5 - 25.
- *Blair, I. V., Urland, G. R., & Ma, J. E. (2002). Using internet search engines to estimate word frequency. *Behavior Research Methods, Instruments, and Computers*, 34, 286-290.
- *Blair, I. V., Lenton, A. P., & Hastie, R. (2002). The reliability of the DRM paradigm as a measure of individual differences in false memories. *Psychonomic Bulletin and Review*, 9, 590 - 596.

- *Blair, I. V., & Jost, J. T. (2003). Exit, loyalty, and collective action among workers in a simulated business environment: Interactive effects of group identification and boundary permeability. *Social Justice Research, 16*, 95 - 108.
- *Blair, I. V., Park, B., & Bachelor, J. (2003). Understanding intergroup anxiety: Are some people more anxious than others?. *Group Processes and Intergroup Relations, 6*, 151 - 169.
- *Blair, I. V., Judd, C. M., & Chapleau, K. M. (2004). The influence of Afrocentric facial features in criminal sentencing. *Psychological Science, 15*, 674 – 679.
- *Blair, I. V., Judd, C. M., & Fallman, J. L. (2004). The automaticity of race and Afrocentric facial features in social judgments. *Journal of Personality and Social Psychology, 87*, 6763 - 778.
- *Judd, C. M., Blair, I. V., & Chapleau, K. M. (2004). Automatic stereotypes versus automatic prejudice: Sorting out the possibilities in the Payne (2001) weapon paradigm. *Journal of Experimental Social Psychology, 40*, 75 - 81.
- Lenton, A. P., & Blair, I. V. (2004). Gender Roles. In W. E. Craighead and C. B. Nemeroff (Eds.), *The concise Corsini encyclopedia of psychology and behavioral science* (pp. 390-392). New York: Wiley.
- *Blair, I. V., Chapleau, K. M., & Judd, C. M. (2005). The use of Afrocentric features as cues for Judgment in the presence of diagnostic information. *European Journal of Social Psychology, 35*, 59 – 68.
- *Pizzi, W. T., Blair, I. V., & Judd, C. M. (2005). Discrimination in sentencing on the basis of Afro-centric features. *Michigan Journal of Race and Law, 10*, 327 - 353.
- *Blair, I.V. (2006). The efficient use of race and Afrocentric features in inverted faces. *Social Cognition, 24*, 563 - 579.
- *Ko, S. J., Judd, C. M., & Blair, I. V. (2006). What the Voice Reveals: Within- and Between-Category Stereotyping on the Basis of Voice. *Personality and Social Psychology Bulletin, 32*, 806 - 819.
- *Lenton, A. P., Blair, I. V., & Hastie, R. (2006). The influence of social categories and patient responsibility on health care allocation decisions: Bias or Fairness? *Basic and Applied Social Psychology, 28*, 27 - 36.
- Anderson, S. M., Moskowitz, G. B., Blair, I. V., & Nosek, B. A. (2007). Automatic thought. Chapter to appear in E. T. Higgins and A. Kruglanski (Eds.), *Social psychology: Handbook of basic processes* (2nd edition, pp. 138-175). New York: Guilford Press.
- Pizzi, W. T., Blair, I. V., & Judd, C. M. (2008). Discrimination in sentencing on the basis of Afro-centric features. Chapter in G. S. Parks, S. Jones, and W. J. Cardi (Eds.), *Critical Race Realism: Intersections of Psychology, Race, and Law* (pp. 259-270). New York: The New Press.
- Blair, I. V., and Judd, C. M. (in press). Afrocentric facial features and stereotyping. To appear in R. B. Adams, Jr., N. Ambady, K. Nakayama, and S. Shimojo (Eds.), *The science of social vision*. New York: Oxford University Press.
- Blair, I.V., and Smith, J. A. (in press). Tokensim. Entry to appear in J. Levine and M. Hogg (Eds), *Encyclopedia of group processes and intergroup relations*. Thousand Oaks, CA: Sage Publications.

Jost, J. T., Rudman, L. A., Blair, I. V., Carney, D. R., Dasgupta, N., Glaser, J., & Hardin, C. D. (in press). The existence of implicit bias is beyond reasonable doubt: A refutation of ideological and methodological objections and executive summary of ten studies that no manager should ignore. *Research in organizational behavior*.

Invited Presentations

Banaji, M. R. & Blair, I. V. (1993, November). *Implicit memory and social judgment*. Invited presentation at the Conference on Methods for Determining Cognitive Processes in Answering Questions. Survey Research Laboratory: University of Illinois, Allerton Park, IL.

Blair, I. V. (1995, February). *Automatic and controlled processes in gender stereotyping*. Colloquium, University of Washington, Seattle.

Blair, I. V. (1995, February). *An attitude function approach to changing the price elasticity of private and public goods*. Colloquium, University of Washington, Seattle.

Blair, I. V. (1995, March). *Automatic and controlled processes in gender stereotyping*. Colloquium, University of Colorado, Boulder.

Blair, I. V. (1997). *Person and situational moderators of stereotype priming*. Colloquium, Yale University, New Haven.

Blair, I. V. (1997, June). *The effect of counterstereotypes on implicit stereotypes*. Invited presentation at the Duck Conference on Social Cognition, Duck, NC.

Blair, I. V. (1998, January). *Understanding the implicit operation of stereotypes and prejudice*. Invited presentation at the Princeton Conference on Future Directions in Social Cognition, Princeton, NJ.

Blair, I. V. (1999, May). *The interface between automatic and controlled processes*. Invited presentation at the Conference on Construct Validity Issues in Implicit Social Cognition, Zion, IL.

Blair, I. V. (1999, June). *Control over automatic processes?* Invited presentation at the Duck Conference on Social Cognition, Duck, NC.

Blair, I. V. (2000, April). *A person x situation approach to the study of heterosexuals' reactions to gays*. Invited presentation at the SPAM Conference, St. Louis.

Blair, I. V. (2000, July). *The pictures in our heads*. Invited presentation at the 2000 Meeting of the International Society of Political Psychology, Seattle.

Blair, I. V. (2000, November). *The pictures in our heads*. Colloquium, University of Texas, Austin.

Blair, I. V. , & Wittenbrink, B. (2001, February). *The malleability of implicit attitudes*. Invited presentation at the First Annual Attitudes Preconference at the Meeting of the Society for Personality and Social Psychology, San Antonio.

Blair, I. V. (2001, June). *The role of physical features in person perception: Judging by attributes & categories*. Invited presentation at the Duck Conference on Social Cognition, Duck, NC.

- Blair, I.V. (2001, September). *The early stages of stereotyping: It's more interesting than we thought*. Keynote address delivered at the Third Constitutional Meeting of the European Social Cognition Network, Houffalize, Belgium.
- Blair, I. V. (2003, May). *The malleability of implicit attitudes*. Invited presentation at the Conference on the Psychology of Unconscious Prejudice: New Evidence About Race and Gender Bias, Center for Basic Research in the Social Sciences, Harvard University, Cambridge, MA.
- Blair, I.V. (2005, October). Invited presentation at UCDHSC, Colorado Health Outcomes Program, Cultural Proficiency Learning Group.
- Blair, I. V. (2006, October). *Racial and ethnic bias in healthcare*. Keynote address, State Networks of Colorado Ambulatory Practices & Partners (SNOCAP) Fall Convocation, Denver, CO.
- Blair, I. V. (2006, December). *Racial and ethnic bias in healthcare*. Invited presentation at Summit Medical Center, Frisco, CO.
- Blair, I. V. (2007, September). *Implicit social cognition and intergroup bias*. Invited presentation at the National Cancer Institute: Incorporating Innovative Social Psychological Theory in Cancer Control Research, Rockville, MD.
- Blair, I. V. (2008, September). *Intergroup bias and ethnic/racial disparities in health care*. Presentation at the trans-NIH workshop: Methodological and Conceptual Issues in Conducting Research on Racial/Ethnic Discrimination in Health Care Delivery, Bethesda, MD.
- Blair, I. V. (2008, November). Afrocentric features and sentencing. Presentation at the *Women of Color, and Sentencing in the Criminal Courts Conference*. Administrative Office of the Courts, Judicial Council of California, Napa Valley, CA.

Presentations at Professional Conferences

- Blair, I. V., & Betancourt, H. (1989, August). *Causal attributions, empathy, and violence in conflict situations*. Paper presented at the American Psychological Association Convention, New Orleans.
- Betancourt, H., & Blair, I. V. (1990, August). *A cognition (attribution)-empathy model of violence in conflict situations*. Paper presented at the American Psychological Association Convention, Boston.
- Betancourt, H., & Blair, I. V. (1991, July). *Atribucion de causalidad, culpa, y responsabilidad en conflicto interpersonal*. Paper presented at the Interamerican Congress of Psychology, San Jose, Costa Rica.
- Hardin, C., Rothman, A., & Blair, I. V. (1992, June). Intergroup differences in the use of available information. Paper presented at the Annual American Psychological Society Convention, San Diego.
- Betancourt, H., & Blair, I. V. (1992, July). *Attribution processes, responsibility, blame, and conflict*. Paper presented at the International Congress of Psychology, Brussels, Belgium.
- Blair, I. V., & Azzi, A. (1992, August). *Antecedents of collective action: Group permeability and ingroup identification*. Paper presented at the American Psychological Association Convention, Washington.
- Blair, I. V. (1994, April). *Automatic and controlled components of stereotyping*. Paper presented at the Eastern Psychological Association, Providence.

- Blair, I. V., & Banaji, M. R. (1994, July). *Automatic gender stereotyping using a priming procedure*. Paper presented at the American Psychological Society Convention, Washington D.C.
- Blair, I. V., & Banaji, M. R. (1995, July). *The effect of exposure to counter-stereotypes on automatic stereotyping*. Paper presented at the American Psychological Society Convention, New York.
- Blair, I. V., & Banaji, M. R. (1996, July). *Number of counter-stereotypes influence degree of stereotype priming*. Paper presented at the American Psychological Society Convention, San Francisco.
- Ma, J. E., & Blair, I. V. (1997, May). *Effects of an automatically activated construct on perception and behavior*. Paper presented at the American Psychological Society Convention, Washington D.C.
- Blair, I. V. (1999, June). *What the mind can conceive... Mental imagery moderates automatic stereotypes*. Paper presented at the American Psychological Society's Annual Convention, Denver.
- Lenton, A. P., Blair, I. V., & Hastie, R. (1999, June). *"I remember Mama, though I never saw her." Stereotypes evoke false memories*. Paper presented at the American Psychological Society's Annual Convention, Denver.
- Ma, J. E., Blair, I. V., & Park, B. (1999, June). *Causal attributions for gender differences: Measurement and relation to social judgment*. Paper presented at the American Psychological Society's Annual Convention, Denver.
- Sadler, M. S., & Blair, I. V. (1999, June). *Are intergroup attitudes affective? It depends on target group and contact*. Paper presented at the American Psychological Society's Annual Convention, Denver.
- Blair, I. V., Urland, G. R., and Ma, J. E. (2001, February). *Using internet search engines to estimate word frequency*. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, San Antonio.
- Blair, I. V., Judd, C. M., Sadler, M. S., & Jenkins, C. (2001, June). *The role of physical features in person perception: Judging by attributes & categories*. Paper presented at the American Psychological Society's Annual Convention, Toronto, Canada.
- Blair, I. V., & Lenton, A. P. (2001, June). *The "American Disease Problem": Risk assignments (sometimes) reveal racial prejudice*. Paper presented at the American Psychological Society's Annual Convention, Toronto, Canada.
- Blair, I. V. (2002, October). *Feature-based stereotyping*. Paper presented at the Annual Meeting of the Person Memory Interest Group, Columbus, OH.
- Ko, S. J., Judd, C. M., & Blair, I. V. (2003, February). *The Route of Vocal Cues to Gender Stereotyping*. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Los Angeles.
- Blair, I. V. (2007, January). *From Automatic Prejudice to Discriminatory Behavior: New Research and Directions*. Discussion presented at the Annual Meeting of the Society for Personality and Social Psychology, Memphis.
- Katz, H. E., & Blair, I. V. (2009, February). *Latino/Hispanic Stereotypes in the United States*. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Tampa.

TEACHING

Regular Classroom Teaching

Introduction to Social Psychology (PSYC 2606)

Advanced Seminar in Social Psychology: Stereotyping and Prejudice (PSYC 4606)

Proseminar in Social Psychology (PSYC 5606)

Graduate Seminar in Social Psychology: Stereotyping and Prejudice (PSYC 7536)

Supervision of Undergraduate Honors Theses and McNair Research

1997	Solea Reid (magna cum laude)
1998	Joseph Ungemah (summa cum laude)
1999	Kimberly Bender (summa cum laude)
2002	Kris Chapleau (summa cum laude)
2003	Jennifer Fallman (summa cum laude)
2005	Andrew Chriscaden (magna cum laude)
2007	Claudia Cespedes (McNair)
2007 – present	Jessica Hittelman
2007 – present	Hannah Schwartz

Supervision of Graduate Students (Ph.D.)

Primary Advisor

1996 – 1997	Melody Sadler
1996 – 1999	Jennifer Ma
1997 – 2002	Alison Lenton
2007 – present	Holen Katz

Thesis Committee Member

1996	Robert Bartsch
1998	Angela Brega
1999	Mike Stone
2001	Jennifer Overbeck
2001	Christopher Wolsko
2002	Christopher Jenkins
2002	Carson Wagner (Communications)
2007	Eve Jensen
2006 – 2008	Michelle Broaddus
2007 – 2008	Rajesh Bagchi (Marketing)
2006 – present	Jennifer Kubota

Additional Teaching Activities

2000 – 2003	Director of the <i>Preparing Future Faculty</i> (PFF) program in Psychology. This program is part of a national initiative funded by the American Psychological Association. It involves faculty and students from the University of Colorado, Yale University, Colorado College, U.S. Air Force Academy, and Connecticut College. Activities include group conferences, seminars, and campus visits.
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2003 Instructor, Summer Institute in Social Psychology, Boulder, Co. Co-Sponsored by the Society for Personality and Social Psychology and the National Science Foundation.

SERVICE

University Service

1995 Library Liaison, Department of Psychology
1995 - 2003 Co-chair, Multi-ethnic Action Committee, Department of Psychology
1996 Faculty Recorder, Department of Psychology
1996 Advisor for entering freshmen, College of Arts and Sciences
1996 Chancellor's Task Force on Civil Conduct & Building Community
1996 - 1998 Co-chair, Colloquium Committee, Department of Psychology
1996 - 2003 Committee on Undergraduate Education, Department of Psychology
1996, 1999, 2002, 2006 Social Psychology Graduate Admissions, Department of Psychology
1997 – present Reviewer for CU UROP proposals
1998 Supervisor, Social Psychology comprehensive exam, Department of Psychology
2001 Presentation at the APA Summer Science Institute, Department of Psychology
2002 - 2003 Executive Committee, Department of Psychology
2002, 2003, 2005, 2007 Reappointment, Tenure and Post-tenure review, Department of Psychology
2005 Social Psychology Faculty Search Committee, Department of Psychology
2006 Internal Review Committee for Women’s Studies, College of Arts and Sciences
2005 – 2007 Associate Director of Honors, Department of Psychology
2006 – 2008 Director of the Social Psychology Program
2006 – present Salary Committee, Department of Psychology (Chair beginning 2008)

Community Service

1997 Presentation for the Anti-Defamation League of Denver, Colorado.
1997 Presentation for CU Holocaust Awareness Week
1997 – 1998 Consultant for the National Research Center on bias in a local city government.
2000 Discussant for the CU Art Galleries Noontime series.
2003 Presentation for Boulder Valley School District “Teachers as Scholars” series.
2006 Presentations for the LUCAR Community Advisory Committee, Denver.
2006 Consultant, Southern Poverty Law Center.
2006 – 2007 Co-author in developing materials and a training class for trainers who will conduct cultural proficiency workshops for healthcare professionals (funded by the CO Dept. of Public Health and Environment, Office of Health Disparities).
2007 – present Consultant, Carriage House, a homeless day resource center