

Eric David Knowles
Curriculum Vitae

Department of Psychology and Social Behavior
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University of California, Irvine
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Education

Ph.D. in Psychology, University of California, Berkeley May 2003

Dissertation: "The Role of Mental Causes and Consequences in Person Perception"

B.A. in Psychology and Philosophy (double major), Cornell University May 1995

Graduated cum laude (Psychology)
Graduated with distinction in all subjects
Inducted into Phi Beta Kappa

Current and Past Appointments

Assistant Professor of Psychology and Social Behavior 2006 – present
University of California, Irvine

Co-Director of the Behavioral Laboratory
Stanford Graduate School of Business 2003–06

Graduate Student Researcher under Professor Kaiping Peng
University of California, Berkeley 2002–03

Grants and Fellowships

PI, Academic Senate Council on Research, Computing and Libraries (CORCL) grant \$3,695 (2009–10)

PI, CORCL Cultural Diversity Studies Faculty Research Grant, CD-2010-2011-11 \$2,000 (2011–12)
"Understanding the Roots of Conflict Between Religious Cultures"

PI, University of California – Historically Black Colleges and Universities Grant \$179,250 (2013–15)
"Summer Research Program in Social Ecology"

Publications and Papers ("*" indicates student co-author)

Unzueta, M. M., **Knowles, E. D.**, & Ho, G. (2012). Diversity is what you want it to be: How social dominance motives affect diversity construals. *Psychological Science*, 23, 303-309.

Knowles, E. D., & Lowery, B. S. (2012). Meritocracy, self-concerns, and Whites' denial of racial inequity. *Self and Identity*, 11, 202-222.

Li, Y. J., Johnson, K. A., Cohen, A. B., Williams, M. J., **Knowles, E. D.**, & Chen, Z. (2012). Fundamental(ist) attribution error: U.S. Protestants are dispositionally focused. *Journal of Personality and Social Psychology*, 102, 281-290.

- Lowery, B. S., Chow, R. M., **Knowles, E. D.**, & Unzueta, M. M. (2012). Paying for positive group-esteem: How inequity frames affect dominant-group members' responses to redistributive policies. *Journal of Personality and Social Psychology*, 102, 323-336.
- Knowles, E. D.**, & Ditto, P. H. (2012). Preference, principle, and political casuistry. In J. Hanson (Ed.), *Ideology, psychology, and law* (pp. 341-379). New York: Oxford University Press.
- Knowles, E. D.**, *Wearing, J., & Campos, B. (2011). Culture and the health benefits of expressive writing. *Social Psychological and Personality Science*, 2, 408-415
- *Nelson, K. J., Laney, C., Fowler, N. B., **Knowles, E. D.**, & Loftus, E. F. (2011). Change blindness can cause mistaken eyewitness identification. *Legal and Criminological Psychology*, 16, 62-74.
- Knowles, E. D.**, & *Marshburn C. K. (2010). Understanding White identity politics will be crucial to diversity science. *Psychological Inquiry*, 21, 134-139.
- Knowles, E. D.**, Lowery, B. S., & Schaumberg, R. L. (2009). Racial prejudice predicts opposition to Obama and his health care reform plan. *Journal of Experimental Social Psychology*, 46, 420-423. [Stanford Graduate School of Business's most read article of 2009]
- Knowles, E. D.**, Lowery, B. S., & Schaumberg, R. L. (2009). Anti-egalitarians for Obama? Group-dominance motivation and the Obama vote. *Journal of Experimental Social Psychology*, 45, 965-969.
- Knowles, E. D.**, Lowery, B. S., Chow, R. M., & Hogan, C. M. (2009). On the malleability of ideology: Motivated construals of color blindness. *Journal of Personality and Social Psychology*, 96, 857-869.
- Chow, R. M., Lowery, B. S., & **Knowles, E. D.** (2008). The two faces of dominance: The differential effect of ingroup superiority and outgroup inferiority on dominant-group identity and group-esteem. *Journal of Experimental Social Psychology*, 44, 1073-1081.
- Park, S., Glaser, J., & **Knowles, E. D.** (2008). Implicit Motivation to Control Prejudice moderates the effect of cognitive depletion on unintended discrimination. *Social Cognition*, 26, 401-419.
- Unzueta, M. M., Lowery, B. S., & **Knowles, E. D.** (2008). How believing in affirmative action quotas affirms Whites men's self-esteem. *Organizational Behavior and Human Decision Processes*, 105, 1-13.
- Glaser, J., & **Knowles, E. D.** (2008). Implicit Motivation to Control Prejudice. *Journal of Experimental Social Psychology*, 44, 164-172.
- Lowery, B. S., & **Knowles, E. D.**, & Unzueta, M. M. (2007). Framing inequality safely: Whites' motivated perceptions of racial privilege. *Personality and Social Psychology Bulletin*, 33, 1237-1250.
- Lowery, B. S., Unzueta, M. M., **Knowles, E. D.**, & Goff, P. A (2006). Concern for the ingroup and opposition to affirmative action, *Journal of Personality and Social Psychology*, 90, 961-974
- Knowles, E. D.**, & Peng, K. (2005). White selves: Conceptualizing and measuring a dominant-group identity. *Journal of Personality and Social Psychology*, 89, 223-241.
- Peng, K., & **Knowles, E. D.** (2003). Culture, education, and the attribution of physical causality. *Personality and Social Psychology Bulletin*, 29, 1272-1284.
- Knowles, E. D.**, Morris, M. W., Chiu, C.-y., & Hong, Y.-y. (2001). Culture and the process of person perception: Evidence for automaticity among East Asians in correcting for situational influences on behavior. *Personality and Social Psychology Bulletin*, 27, 1344-1356.
- Peng, K., Ames, D. R., & **Knowles, E. D.** (2001). Culture and human inference: Perspectives from three traditions. In D. Matsumoto (Ed.), *Handbook of culture and psychology* (pp. 245-264). New York: Oxford University Press.

- Ames, D. R., **Knowles, E. D.**, Rosati, A. D., Kalish, C., Morris, M. W., & Gopnik, A. (2001). The *social* folk theorist: Insights from social and cultural psychology on the contents and contexts of folk theorizing. In B. F. Malle, L. J. Moses, & D. A. Baldwin (Eds.), *Intentions and intentionality: Foundations of social cognition*. Cambridge, MA: MIT Press.
- Rosati, A. D., **Knowles, E. D.**, Ames, D. R., Kalish, C., Morris, M. W., & Gopnik, A. (2001). The rocky road from acts to dispositions: Insights for attribution theory from developmental research on theories of mind. In B. F. Malle, L. J. Moses, & D. A. Baldwin (Eds.), *Intentions and intentionality: Foundations of social cognition*. Cambridge, MA: MIT Press.
- Morris, M. W., Ames, D. R., & **Knowles, E. D.** (2001). What we theorize when we theorize that we theorize: Examining the ‘implicit theory’ construct from a cross-disciplinary perspective. In G. D. Moscovitz (Ed.), *Cognitive social psychology: The Princeton symposium on the legacy and future of social cognition*. Mahwah, NJ: Erlbaum.
- Morris, M. W., Ames, D. R., & **Knowles, E. D.** (1999). Attribution theory. In R. A. Wilson & F. C. Keil (Eds.), *MIT Encyclopedia of the Cognitive Sciences*. Cambridge, MA: MIT Press.

Under Revision and Review

- *Frenda, S. J., **Knowles, E. D.**, Saletan, W., & Loftus, E. F. *False memories of fabricated political events*. Under review, *Journal of Experimental Social Psychology*.
- Unzueta, M. M., **Knowles, E. D.** (in press). The “business case” for diversity may not make the best case for diversity: What profit-maximizing rationales for race-based recruitment policies ignore and why it matters. To appear in K. M. Thomas, V. C. Plaut, and M. N. Tran (Eds.), *Diversity ideologies in organizations*.
- *Cho, J., & **Knowles, E. D.** *I’m okay, you’re okay: Social projection and self-stereotyping both help explain self-other correspondence*. Under revision, *Journal of Personality and Social Psychology*.
- *Tannenbaum, D., *Valasek, C. J., **Knowles, E. D.**, & Ditto, P. H. *Worksite wellness programs: Sticks send strong stigmatizing signals*. Under review, *Psychological Science*.

In Preparation

- Knowles, E. D.**, Lowery, B. S., & Schaumberg, R. L. *Why do people support the Tea Party?* In preparation.
- Knowles, E. D.**, Lowery, B. S., Chow, R. M., Unzueta, M. M. *White identity and the psychology of privilege*. In preparation.
- Goff, P. A., Reddy, K. S., & **Knowles, E. D.** *Different Differences: How units of difference shape intergroup expectations and self-concept*. In preparation.
- *Marshburn, C. K., & **Knowles, E. D.** *Disidentification as a coping strategy among Whites anticipating interracial interactions*. In preparation.
- Knowles, E. D.**, & Lowery, B. S. *Legitimacy, inequity frame, and Whites’ support for color-blind ideology*. In preparation.
- Kim, H. S., Chu, T. Q., Sasaki, J. Y., Sherman, D. K., **Knowles, E. D.**, Lee, E., Park, J., Suh, E., & Taylor, S. E. *Culture, social support use, and well-being in daily life*. In preparation.
- Knowles, E. D.**, & *Pedram, C. M. *Insecure religiosity: A dual-belief theory of religious prejudice, zealotry, and defensiveness*. In preparation.

Media Mentions

- Jacobs, T. (2009, November 13). I'd like the same plan better if it was Bill Clinton's. *Miller-McCune.com*.
- Rico, L. (2009, November 16). Race colors public opinion of Obama. UC Irvine home page.
- Rigoglioso, M. (2009, November 16). Prejudice fuels opposition to Obama's plans. *StanfordKnowledgebase*.
- Wisckol, M. (2009, November 16). Racial prejudice colors attitudes on Obama policy. *Orange County Register*.
- Serna, J. (2009, November 16). Study finds racism affects national policy. *Daily Pilot*.
- Wong, D. (2009, November 19). Study finds racism does affect views of Obama, policies. *St. Louis Post Dispatch*.
- Liu, T., & Wally, M. (2009, November 23). UCI psychology professors study Obama's race factor. *New University*.
- Former President on target about race and anti-Obama bias (2009, November 25). *Tri-State Defender*.
- Julian, K. (2010, January 10). Is race a factor in opposition to health reform? *The Washington Post*.
- Armstrong, J. (2010, January 12). Harry Reid's comments. *Philadelphia Daily News*.
- Discussed racism and politics on television program *Inside OC with Rick Reiff* (2010, January 20).
- Democrats slate expert on racial prejudice. *Laguna Woods Globe* (2010, February 9).
- Discussed racism and politics on radio program *Science Odyssey* (2010, May 8).
- Discussed race and evolution on radio program *Science Odyssey* (2010, August 14).
- Interviewed for the Project on Law and Mind Sciences (PLMS) at Harvard Law School (2010, November)
- Knowles, Wearing, and Campos (2011) featured in *National Affairs*' "Daily Roundup of Academic Studies."
- Rico, L. (2011, April 4). Putting pen to paper. UC Irvine home page.
- The ever-expanding definition of 'diversity' (2012, February 29). *Science Codex*.

Professional Presentations

Invited Presentations

- Knowles, E. D.** (2012, February). *White identity and the experience of privilege*. Psychology colloquium, San Diego State University.
- Knowles, E. D.** (2011, September). *What do we mean when we say "colorblindness" or "diversity"?: Social motivations and the malleability of intergroup ideology*. Management and Organization colloquium, Marshall School of Business, University of Southern California.
- Knowles, E. D.** (2010, October). *Don't tread on me: White identity politics in the Obama era*. Social psychology colloquium, University of California, Santa Barbara.
- Knowles, E. D.** (2010, October). *Don't tread on me: White identity politics in the Obama era*. Social psychology colloquium, University of California, Los Angeles.
- Knowles, E. D.** (2010, February). *Racism, Obama, and the health care debate*. Monthly meeting of the Laguna Woods Democratic Club, Laguna Woods, CA.

- Knowles, E. D.** (2009, November). *Racial prejudice predicts opposition to Obama and his health care reform plan*. Paper presented at the meeting of the Southern California Political Psychology Workshop, University of California, Irvine.
- Knowles, E. D.** (2009, February). *The high art of hierarchy maintenance*. Departmental colloquium, University of California, Irvine.
- Knowles, E. D.,** and Lowery, Brian S. (2009, March). *Desire for hierarchy and the vote for Barack Obama*. 2009 Critical Race Studies Symposium: Race in Colorblind Spaces, School of Law, University of California, Los Angeles.
- Knowles, E. D.** (2009, March). *When is White privilege threatening?* Sociocultural Approaches to Race and Power in Education, Center for Advanced Studies in the Behavioral Sciences, Stanford University.
- Knowles, E. D.** (2008, December). *On the malleability of ideology: Motivated construals of color-blindness*. Paper presented at the inaugural meeting of the Southern California Political Psychology Workshop, University of California, Irvine.
- Knowles, E. D.** (2007, December). *The fall and rise of self-interest (broadly construed) in explaining Whites' sociopolitical attitudes*. Social/personality psychology colloquium, University of California, Riverside.
- Knowles, E. D.** (2007, August). *Hiding the hierarchy: Color-blind humanism in the service of inequality*. RICSRE Culture Conference, Stanford University.
- Knowles, E. D.** (2007, May). *Hiding the hierarchy: Whites' strategic assertion of color-blind ideology*. Social psychology colloquium, University of California, Los Angeles.
- Knowles, E. D.** (2007, April). *Hiding the hierarchy: Whites' strategic assertion of color-blind ideology*. Psychology colloquium, San Diego State University.
- Knowles, E. D.** (2007, March). *Hiding the hierarchy: Whites' strategic assertion of color-blind ideology*. Talk presented at the meeting of the Diversity Student Alliance, University of California, Berkeley.
- Knowles, E. D.** (2007, March). *Hiding the hierarchy: Whites' strategic assertion of color-blind ideology*. Social psychology colloquium, University of Southern California.

Conference Presentations

- Knowles, E. D.** (2011, January). *Color-blindness, postracialism, and hierarchy maintenance*. Talk presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX. [Chair of symposium, "Perceptions of race and racism in the Obama era"]
- Knowles, E. D.** (2010, October). *Racial prejudice and political polarization: The case of health care reform*. Talk presented at the annual meeting of the Society for Experimental Social Psychology, Minneapolis, MN.
- Knowles, E. D.** (2010, October). *Color-blindness, postracialism, and hierarchy maintenance*. Talk presented at the annual meeting of the Society for Experimental Social Psychology, Minneapolis, MN. [Chair of symposium, "The costs of colorblindness and postracialism in the Obama Era"]
- Knowles, E. D.** (2010, August). *"Are you there, God?": A dual-belief model of religiosity*. Talk presented at the biennial meeting of the International Society for Justice Research, Banff, Canada.
- Knowles, E. D.** (2008, October). *On the malleability of ideology: Motivated construals of color-blindness*. Talk presented at the annual meeting of the Society for Experimental Social Psychology, Sacramento, CA. [Co-Chair of symposium, "The unbearable stability of social hierarchy"]

- Knowles, E. D.** (2008, August). *On the malleability of ideology: Motivated construals of color-blindness*. Talk presented at the biennial meeting of the International Society for Justice Research, Adelaide, Australia.
- Knowles, E. D.** (2007, August). *Hiding the hierarchy: Color-blind humanism in the service of inequality*. Paper presented at the annual conference of the Academy of Management, Philadelphia, PA.
- Knowles, E. D.** (2005, April). *Antecedents and consequences of White racial identity*. Social Psychology Research Seminar, Stanford University.
- Knowles, E. D.** (2005, January). *Measuring the implicit motivation to control prejudice (IMCP)*. Talk presented at the meeting of the Society of Personality and Social Psychology, New Orleans, LA.
- Knowles, E. D.** (2004, June). *White selves: The measurement, antecedents, and consequences of a dominant group identity*. Paper presented at the annual conference of the Academy of Management, New Orleans, LA.
- Knowles, E. D.** (2004, June). *White selves: The measurement, antecedents, and consequences of a dominant group identity*. Talk presented at the biannual conference of the International Society for Justice Research, Regina, Canada.
- Knowles, E. D.** (2003, February). *Measuring White ingroup identification: A validation of the White identity centrality implicit association test*. Talk presented at the meeting of the Society for Personality and Social Psychology, Los Angeles, CA.
- Knowles, E. D.** (2002, May). *Measuring White ingroup identification*. Talk presented at the Berkeley-Stanford Talks in Social/Personality Psychology.
- Knowles, E. D.** (2002, February). *Individual and cultural differences in moral judgment: The Mentalism-Consequentialism dimension*. Poster presented at the meeting of the Society for Personality and Social Psychology, Savannah, GA.
- Knowles, E. D.** (1999, June). *Prejudice and the categorization of mixed-race faces*. Talk presented at the meeting of the American Psychological Society, Denver, CO.
- Knowles, E. D.** (1998, July). *Prejudice and the categorization of race- and sex-ambiguous faces*. Poster presented at the meeting of the European Conference on Personality, Guilford, England.
- Knowles, E. D.** (1998, May). *Culture and sensitivity to situational constraints*. Talk presented at the meeting of the American Psychological Society, Washington, DC.
- Knowles, E. D.** (1998, May). *Theory of mind and social explanation*. Talk presented at the Berkeley-Stanford Talks in Developmental Psychology.
- Knowles, E. D.** (1997, April). *The role of implicit theories in social attribution*. Talk presented at the Berkeley-Stanford Talks in Social/Personality Psychology.

Courses Taught

University of California, Irvine

Social Ecology 10: *Research Design*
Social Ecology 195: *Field Study*
Psychology & Social Behavior 104S: *The Social Animal*
Psychology & Social Behavior 157S: *Attitudes and Behavior*
Psychology & Social Behavior 179S: *Cultural Psychology*
Psychology & Social Behavior 196: *Research Seminar in Psychology and Social Behavior*
Psychology & Social Behavior 275: *Attribution Theory Graduate Seminar*
Psychology & Social Behavior 275: *Cultural Psychology Graduate Seminar*

Stanford University

African & African American Studies 122: *Dominant-Group Identity and the Experience of Privilege*
Organizational Behavior 678: *Workshop in Behavioral Research*

Professional Affiliations

Society for Personality and Social Psychology
International Society for Self and Identity
Social for Experimental Social Psychology

Academic and Professional Service

Council on Faculty Welfare, University of California, Irvine, 2009
Website Steering Committee, School of Social Ecology, 2008, 2009
Social Psychology Search Committee, Department of Psychology and Social Behavior, 2008
Graduate Admissions Committee, Department of Psychology and Social Behavior, 2006, 2007
Social Psychology Search Committee, Department of Psychology and Social Behavior, 2006

Editorial Board, *Social Psychological and Personality Science*, *Frontiers in Cultural Psychology*

Ad hoc reviewer: *Journal of Personality and Social Psychology*, *Journal of Experimental Social Psychology*, *Personality and Social Psychology Bulletin*, *British Journal of Social Psychology*, *Basic and Applied Psychology*, *Journal of Applied Psychology*, *Group Processes and Intergroup Relations*, *Social Psychology and Personality Science*, *Frontiers in Cultural Psychology*