

## VICTORIA C. PLAUT

vplaut@law.berkeley.edu

### PROFESSIONAL POSITIONS AND AFFILIATIONS

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University of California, Berkeley, School of Law, Jurisprudence and Social Policy Program  
Associate Dean for Equity and Inclusion, 2016-  
Professor of Law and Social Science, 2012-  
Affiliated Psychology Faculty, 2010-  
Assistant Professor, 2010-2012  
Visiting Assistant Professor, 2009-2010

University of Georgia, Athens, GA  
Assistant Professor, Psychology, 2005-2010

College of the Holy Cross, Worcester, MA,  
Assistant Professor, Psychology, 2003-2005

### ACADEMIC BACKGROUND

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Ph.D., Stanford University, 2003 (Social Psychology)  
Dissertation: *Sociocultural models of diversity in America: The dilemma of difference*  
M.A., Stanford University, 2000 (Social Psychology)  
M.Sc., The London School of Economics and Political Science, 1997 (Social Psychology)  
B.A., Harvard University, *magna cum laude*, 1996 (Psychology)

### RESEARCH INTERESTS

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Diversity and inclusion science  
Models of diversity (e.g., colorblindness)  
Inclusion and belonging processes  
Diversity resistance, prejudice, and discrimination  
Diversity climate and policy in organizations  
Participation of underrepresented groups in science  
Cultural psychology  
Cultural models of success, self and well-being, relationship  
Psychology and Law  
Anti-discrimination, implicit bias, property, juries, immigration, contracts

### PUBLICATIONS

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\* Author was graduate or undergraduate student at time of publication.

Elgart, A., **Plaut, V. C.**, Paterson, E., & \*Hirsch, N. (2015). The promise of diversity in remedying the harms of identity-related threats and racial isolation. In U. M. Jayakumar & L. Garces (Eds.), *Affirmative action and racial equity: Considering the Fisher case to forge the path ahead*.

**Plaut, V. C.** (2014). Diversity science and institutional design, *Policy Insights from Behavioral and Brain Sciences*, 1(1), 72-80.

Cheryan, S., \*Ziegler, S., **Plaut, V. C.**, & Meltzoff, A. (2014). Redesigning classrooms to maximize learning. *Policy Insights from Behavioral and Brain Sciences*, 1(1), 4-12.

**Plaut, V. C.** (2014). Inviting everyone in. *Scientific American*, 311(4), 52-57.

**Plaut, V. C.**, Thomas, K. M., & Hebl, M. R. (2014). Racial and ethnic minorities in the workplace: Spotlighting the perspectives of historically stigmatized groups. *Culture, Diversity, and Ethnic Minority Psychology* (Special Issue on Ethnic and Racial Minorities in the Workplace).

\*Carbone, C. S., & **Plaut, V. C.** (2014). Diversity and the civil jury. *William and Mary Law Review*, 55, 837-884.

\*Downey, S. N., van der Werff, L., Thomas, K. M., & **Plaut, V. C.** (2014). The role of diversity practices and inclusion in promoting trust and employee engagement. *Journal of Applied Social Psychology*.

**Plaut, V. C.**, Cheryan, S., & Stevens, F. G. (2014). New frontiers in diversity research: Conceptions of diversity and their theoretical and practical implications. In P. Shaver & M. Mikulincer (Eds.), E. Borgida & J. Bargh (Vol. Eds.) *Handbook of Personality and Social Psychology*, Vol. 1, *Attitudes and Social Cognition*. American Psychological Association.

**Plaut, V. C.** (2014). Models of success in the academy. In Fryberg, S. A., & Martinez, E. J. (Eds.), *The truly diverse faculty: New dialogues on diversity in higher education*. Palgrave.

\*Goren, M., & **Plaut, V. C.** (2014). Racial identity denial and its discontents: Implications for individuals and organizations. In K.M. Thomas, V.C. Plaut, N.M. & Tran (Eds.). *Diversity Ideologies in Organizations*. (pp. 43-66). New York, Taylor & Francis.

**Plaut, V. C.**, Thomas, K.M., \*Tran, N.M., & \*Bazemore, C. (2014). Diversity ideologies in organizations: An introduction. In K.M. Thomas, V.C. Plaut, N.M. & Tran (Eds.). *Diversity Ideologies in Organizations*. (pp. 1-17). New York, Taylor & Francis.

Cheryan, S., **Plaut, V. C.**, \*Handron, C. & \*Hudson, L. (2013). The stereotypical computer scientist: Gendered media representations as a barrier to inclusion for women. *Sex Roles*, 69(1), 58-71.

\*Fu, A. S., **Plaut, V. C.**, Markus, H. R., \*Treadway, J. R. (2013). Places, products, and people make each other up: Culture cycles of self and well-being. In J. Rentfrow (Ed.) *Psychological Geography*. Washington, DC: American Psychological Association.

**Plaut, V. C.**, \*Tecele, A., & \*Feddersen, M. (2013). A sociocultural analysis of U.S. immigration law and psychology. In E. Tartakovsky (Ed.), *Immigration: Policies, Challenges and Impact*. (pp. 73-96). Nova Science Publishers.

**Plaut, V. C.**, Markus, H. R., \*Treadway, J. R., & \*Fu, A. S. (2012). The cultural construction of self and well-being: A tale of two cities. *Personality and Social Psychology Bulletin*, 38(12), 1644-1658.

Anderson, M. W. & **Plaut, V. C.** (2012). Property law: Implicit bias and the resilience of spatial colorlines. In J. Levinson & R. Smith (Eds.), *Implicit racial bias across the law*. Cambridge University Press.

**Plaut, V. C.**, & Bartlett, R. P. (2012). Blind consent? A sociocultural analysis of non-readership of on-line legal agreements. *Law and Human Behavior*, 36(4), 293-311. (\*\*Authors contributed equally, order determined at random).

\*Goren, M. J. & **Plaut, V. C.** (2012). Identity form matters: White racial identity and intergroup attitudes. *Self and Identity*, 11(2), 237-254.

**Plaut, V. C.**, Fryberg, S. A., & Martinez, E. J. (2012). Officially advocated but institutionally undermined: Diversity rhetoric and subjective realities of junior faculty of color. *International Journal of Diversity in Organisations, Communities and Nations*.

**Plaut, V. C.**, \*Garnett, F. G., \*Buffardi, L., & Sanchez-Burks, J. (2011) "What about me?" Perceptions of exclusion and Whites' reactions to multiculturalism. *Journal of Personality and Social Psychology*, 101, 337-353.

Gore, J. S., \*Wilburn, K. R., \*Treadway, J. & **Plaut, V. C.** (2011). Regional collectivism in Appalachia and academic attitudes. *Cross-Cultural Research*, 45, 376-390.

**Plaut, V. C.** (2011). Law and the zero-sum game of discrimination. *Perspectives in Psychological Science*, 6, 219-221.

**Plaut, V. C.**, & \*Treadway, J. (2011). Multiculturalism and diversity: A social psychological perspective. *Psychology of Women Quarterly*, 35, 335.

**Plaut, V. C.** (2010). Diversity science: Why and how difference makes a difference (Target Article). *Psychological Inquiry*, 21, 77-99.

Reprinted in R. Crisp (Ed.), *Intercultural Communication* (in press), New York: Taylor & Francis.

**Plaut, V. C.** (2010). Diversity science: Who needs it? (Author's Reply). *Psychological Inquiry*, 21, 168-174.

Morrison, K. R., **Plaut, V. C.** & Ybarra, O. (2010). Predicting whether multiculturalism positively or negatively influences White Americans' intergroup attitudes: The role of ethnic identification. *Personality and Social Psychology Bulletin*, 36, 1648-1661.

Reprinted in R. Crisp (Ed.), *Intercultural Communication* (in press), New York: Taylor & Francis.

Cheryan, S., & **Plaut, V. C.** (2010). Explaining underrepresentation: A theory of precluded interest. *Sex Roles*, 63, 475-488.

Kitayama, S., Conway, L. G., Pietromonaco, P. R., \*Park, H., & **Plaut, V. C.** (2010). Ethos of independence across regions in the U.S.: The production-adoption model of cultural change. *American Psychologist*, 65, 559-574.

Alworth, L., Ardayfio, K. L., Blickman, A., Greenhill, L., Hill, W., Sharp, P., Talmage, R., **Plaut, V. C.**, \*Goren, M. (2010). Diversity in laboratory animal science: Issues and initiatives. *Journal of the American Association for Laboratory Animal Science*, 49, 138-146.

**Plaut, V. C.**, Thomas, K. M., & \*Goren, M. J. (2009). Is multiculturalism or colorblindness better for minorities? *Psychological Science*, 20, 444-446.

Cheryan, S., **Plaut, V. C.**, Davies, P. G., & Steele, C. M. (2009). Ambient belonging: How stereotypical cues impact gender participation in computer science. *Journal of Personality and Social Psychology*, 97, 1045-1060.

**Plaut, V.C.**, Adams, G., & \*Anderson, S. (2009). Does attractiveness buy happiness? “It depends on where you’re from.” *Personal Relationships*, *16*, 619-630.

\*Anderson, S., Adams, G., & **Plaut, V.C.** (2008). The cultural grounding of personal relationship: The importance of attractiveness in everyday life. *Journal of Personality and Social Psychology*, *95*, 352-368.

\*Stevens, F. G., **Plaut, V. C.**, & Sanchez-Burks, J. (2008). Unlocking the benefits of diversity: All-inclusive multiculturalism and positive organizational change. *Journal of Applied Behavioral Science*, *44*, 116-133. (\*\*First two authors contributed equally, order determined at random).

Thomas, K., & **Plaut, V.** (2008). The many faces of diversity resistance in the workplace. In K. Thomas (Ed.), *Diversity resistance in organizations: Manifestations and solutions* (pp. 1-22). Mahwah, NJ: Lawrence Erlbaum.

**Plaut, V. C.**, & Markus, H. R. (2005). The “inside” story: A cultural-historical analysis of how to be smart and motivated, American style. In C. Dweck & A. Elliott, *Handbook of competence and motivation*. New York: Guilford.

Markus, H. R., **Plaut, V. C.**, & Lachman, M. (2004). Well-being in America: Core features and regional patterns. In C. D. Ryff & R. C. Kessler (Eds.), *How healthy are we?: A national study of well-being at midlife*. Chicago: University of Chicago Press.

Adams, G., & **Plaut, V. C.** (2003). The cultural grounding of relationship: Friendship in North American and West African worlds. *Personal Relationships*, *10*, 335-349.

**Plaut, V. C.**, Markus, H. R., & Lachman, M. E. (2002). Place matters: Consensual features and regional variation in American well-being and self. *Journal of Personality and Social Psychology*, *83*, 160-184.

**Plaut, V. C.** (2002). Cultural models of diversity: The psychology of difference and inclusion. In R. Shweder, M. Minow, & H. R. Markus (Eds.), *Engaging cultural differences: The multicultural challenge in liberal democracies* (pp. 365-395). New York: Russell Sage Foundation Press.

Markus, H. R., & **Plaut, V. C.** (2001). Social representations: Catching a good idea. In K. Deaux & G. Philogene (Eds.), *Representations of the social: Bridging theoretical traditions*. Oxford: Blackwell.

Jensvold, M., **Plaut, V.**, Rojansky, N., Crenshaw, T., & Halbreich, U. (1996). Sexual side effects of psychotropic drugs in women and men. In M. Jensvold, U., Halbreich, & J. Hamilton (Eds.), *Psychopharmacology of women: Sex, gender, and hormones*. Washington, D.C.: American Psychiatric Press.

#### MANUSCRIPTS UNDER REVIEW/REVISION

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\*Rheinschmidt, M., Plaut, V. C., & Rios, K. M. Institutional diversity cues and threat perceptions among ethnic groups.

Plaut, V. C., \*Tecele, A., & \*Feddersen, M. Illegal or undocumented: Effects of immigration terminology on perceived threat and group-based dominance.

\*Goren, M., \*Gentile, B., Plaut, V. C., & Halabi, H. White identity and attitudes toward diversity: A meta-analysis and review.

Conway, L. G., Bongard, K., Plaut, V., Gornick, J., Dodds, D. P., Giresi, T., Repke, M., & Houck, S. C. Is all governmental restriction equal?: Vertical and horizontal governmental restriction have different ecological origins and correlates.

#### MANUSCRIPTS IN PREPARATION

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Plaut, V. C., & \*Wood, H. Fixing deafness? Effects of models of deafness on prejudice toward deaf individuals.

Plaut, V. C., & \*Goren, M. J. "I don't have a race": Implications of racial denial for individuals and organizations.

Plaut, V. C., & Carbone, S. Considering audience psychology in the design of implicit bias education.

Plaut, V. C., & Hurd, K. Inclusion science: How contextual awareness can help institutions become more inclusive.

#### BOOKS

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Thomas, K. M., Plaut, V. C., & Tran, N. M. (Eds.) (2014). *Diversity Ideologies in Organizations*. Taylor-Francis.

#### NON-ACADEMIC PUBLICATIONS

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Lead social scientist and contributor to Amicus Curiae brief of Social and Organizational Psychologists in *Fisher v. University of Texas*, August 2012.

*New York Times* comment, Room for Debate, May 23, 2011.

#### CHAired CONFERENCES AND SYMPOSIA

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Roundtable co-chair (2014, June), Bridging Research and Advocacy to Promote Racial Justice and Equity. Annual meeting of the Society for the Psychological Study of Social Issues. Portland, OR.

Symposium co-chair (2013, May), Critical Race Empiricism: Investigating Implicit Bias and the Effects of Contemporary Racism in Different Contexts, Annual meeting of the Law and Society Association. Boston, MA.

Symposium chair, The Challenge of Inclusion: Dilemmas of Intergroup Relations in a Pluralistic Society (2010, July), Annual meeting of the International Society of Political Psychology. San Francisco, CA.

Symposium chair, Diversity in Action: Perils and Promises of Intergroup Contact (2008, October), Invited symposium at the annual meeting of the Society for Experimental Social Psychology, Sacramento, CA.

Conference co-chair, Expanding Horizons of Cultural Psychology: Advances in Research and Teaching (2007, August), Palo Alto, CA.

Symposium co-chair, When Difference Becomes Us: Racial Diversity, Cognition, and Group Processes (2007, January), Annual meeting of the Society for Personality and Social Psychology, Memphis, Tennessee.

## INVITED PRESENTATIONS

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### Conferences and Symposia:

Plaut, V. C. (2015, May). What's in a name? Psychological consequences of the terms "illegal" and "undocumented" immigrant. Invited Symposium. American Psychological Society, New York.

Plaut, V. C. (2014, September). *Diversity as dynamism*. Presented at the World Economic Forum, Annual Meeting of the New Champions, Tianjin, China.

Plaut, V. C. *Forget colorblindness? The perils of ignoring difference*. (2014, September) Presented at the Diversity and Inclusion for All: Understanding the Intersection of Multiple Characteristics Symposium, Columbia Business School Sanford Bernstein Center for Leadership and Ethics. Citi, New York.

Plaut, V. C. (2014, March). *The psychology of colorblindness and multiculturalism: Insights of diversity science for creating inclusive environments*. Claremont Symposium of Applied Psychology, Diversity Science: Emerging Perspectives for the 21<sup>st</sup> Century.

Plaut, V. C. (2013, April). *The psychology of colorblindness*. Mind Science Conference, Northwestern University Law School.

Plaut, V. C. (2013, February). *Diversity and the civil jury*. William and Mary Law School. (with C. Carbone)

Plaut, V.C. (2011, October). *What about me? Perceptions of exclusion and Whites' reactions to multiculturalism*. Paper presented at the Society for Experimental Social Psychology, Group Processes and Intergroup Relations Pre-conference, Washington, DC.

Plaut, V. C. (2011, August). *Models of diversity and models of immigration: Implications for immigrant-related attitudes*. Paper presented at the annual meeting of the American Psychological Association, Washington, DC.

Plaut, V. C. (2009, March). *Diversity dynamics in a large organization*. Paper presented at the Third Annual Critical Race Studies Symposium: Race in Colorblind Spaces. UCLA School of Law, Los Angeles, California.

Bartlett, R. P., & Plaut, V.C. (2009, January). *Blind consent? A sociocultural analysis of non-readership of on-line legal agreements*. Paper presented at the annual meeting of the Association of American Law Schools. San Diego, California.

Plaut, V. C., Thomas, K. M., \*Goren, M. J., & \*Buffardi, L. E. (October, 2008). *Diversity dynamics in a large organization: Lessons for promoting engagement and inclusion*. Paper presented at the annual meeting of the Society for Experimental Social Psychology, Sacramento, California.

Plaut, V. C. (2008, February). *The cultural psychology of intergroup relations*. Paper presented at Culture Pre-conference of the annual meeting of the Society for Personality and Social Psychology, Albuquerque, New Mexico.

Plaut, V. C., \*Buffardi, L., Sanchez-Burks, J., & \*Stevens, F. G. (2007, October). *When difference becomes us: Racial diversity and self processes*. Paper presented at the annual meeting of the Society for Southeastern Social Psychologists, Duke University, Durham, North Carolina.

Plaut, V. C. (2007, August). *Well-being and regional cultures: A tale of two cities*. Paper presented at Expanding Horizons in Cultural Psychology Conference, Palo Alto, California.

Plaut, V. C., & Markus, H. R. (2004, January). *Pluralism and identity*. Paper presented at the Social Science Research Council Working Group on Law and Culture Meetings, Palo Alto, California.

Plaut, V. C. (2003, October). *Making sense of diversity: Diverse meanings and their effects on intergroup relations*. Paper presented at the annual meeting of the Society for Experimental Social Psychology, Boston, Massachusetts.

Plaut, V. C. (2003, March). *Models of diversity in advertising*. Paper presented at the Social Science Research Council Working Group on Law and Culture Meetings, New York, New York.

Plaut, V. C. (2000, August). *Approaches to difference: Models of diversity and their consequences*. Paper presented at the Stanford University Graduate School of Business Conference on Organizational Behavior, Stanford, California.

Plaut, V. C. (2000, April). "Essentially we're all the same": *Ideological challenges to diversity in America*. Paper presented at the meeting of the Social Science Research Council Working Group on Law and Culture Meetings, Chicago, Illinois.

### **Workshops/Working Groups:**

Plaut, V. C. (2013, June). *The psychology of colorblindness*. Columbia University, Diversity and Inclusion for All Working Group.

Plaut, V.C. & Anderson, M.W. (2012, May). *Property Law: Implicit Bias and the Persistence of Racial Colorlines*. Paper presented at the Comparative Anti-Discrimination Law Symposium and Workshop. Science-Po Ecole de Droit, Paris, France.

Plaut, V. C. (2011, August). *Is multiculturalism or colorblindness better for minorities?* Paper presented at the Second Critical Race Theory and Empirical Methods Working Group Meeting. University of California, Hastings College of the Law, San Francisco, California.

Bartlett, R. P., & Plaut, V. C. (2009, April). *Blind consent? A sociocultural analysis of non-readership of on-line legal agreements*. NYU School of Law, Law and Economics Workshop, New York, New York. [presented by Bartlett]

Plaut, V. C. (2009, February). *The struggle over conceptions of difference*. Sociocultural Approaches to Race and Power in Educational Settings: Transformational Paradigms. Center for Advanced Study in Behavioral Sciences, Stanford University, Palo Alto, California.

Bartlett, R. P., & Plaut, V. C. (2009, January). *Blind consent? A sociocultural analysis of non-readership of on-line legal agreements*. UC Berkeley School of Law, Law and Economics Workshop, Berkeley, California. [presented by Bartlett]

Bartlett, R. P., & Plaut, V. C. (2008, September). *Blind consent? A sociocultural analysis of non-readership of on-line legal agreements*. Cornell Law and Economics Workshop, Ithaca, New York. [presented by Bartlett]

### **Invited Workshop/Working Group Participant:**

Fisher v. University of Texas at Austin: Study on Race and Ethnicity in Admissions, UCLA Law School (March, 2015)

Gender and Work Symposium, Harvard Business School (April, 2014)

Columbia University, Center for Leadership and Ethics, Diversity and Inclusion for All Working Group (2012-2013)

Working Group on Critical Race Theory and Empirical Methods (August, 2011)

National Science Foundation (NSF) Science of Broadening Participation, Washington, DC (June, 2008)

Sociocultural Approaches to Race and Power in Educational Settings: Transformational Paradigms, Stanford University (2009)

Social Science Research Council Working Group on Law and Culture

**Colloquia:**

Chicago School of Law (2016, July)

Chicago School of Law (2015, April)

UCLA Anderson School of Business (2013, April)

San Francisco State University (2012, November)

Stanford University, Psychology (2012, October)

University of California, Berkeley, Haas Diversity Research Center (2012, September, April)

Stanford University, Research Institute for Comparative Studies in Race and Ethnicity (April, 2012)

University of California, Davis (January, 2012)

University of California, Berkeley, Institute for Governmental Studies, Colloquium on Race, Ethnicity, and Immigration (2011, September)

University of California, Berkeley, Institute for Personality and Social Research (2010, January).

University of California, Berkeley, School of Law, Berkeley, California (2009, March; 2010, October, November).

University of Illinois, Psychology Department, Urbana-Champaign, Illinois (2008, October).

Boston College Psychology Department, Boston, Massachusetts (2008, September).

University of Minnesota Psychology Department, Minneapolis, Minnesota (2005, January).

University of Georgia Psychology Department, Athens, Georgia (2005, January).

University of Florida Psychology Department, Gainesville, Florida (2005, January).

Social Psychology Research Colloquium, Tucson, Arizona (2004, December).

Agnes Scott College Psychology Department, Atlanta, Georgia (2004, December).

University of Connecticut Social Psychology Research Series, Storrs, Connecticut (2004, November).

Tufts University Diversity Colloquium Series, Medford, Massachusetts (2004, March).

MIT Sloan Business School Organizational Studies Colloquium, Cambridge, Massachusetts (2004, February).

Princeton Social Psychology Research Colloquium, Princeton, New Jersey (2004, February).

Stanford Personality Psychology Lab. Palo Alto, California (2002, April).

Stanford Social Psychology Lab. Palo Alto, California (2002, April; 2000, January; 1998, April).

**Keynotes and invited speeches (select):**

*Inviting Everyone In* (2015, April). National Institutes of Health. Bethesda, MD.

*Inviting Everyone In* (2015, February). Effective Diversity and Collaboration in Scientific Teams STEM-PLEDGE, UCLA. Los Angeles, CA.

*Global Business Leaders Dialogue* (2014, Sep). Expert briefing on diversity and inclusion. World Economic Forum, Annual Meeting of the New Champions, Tianjin, China.

*Addressing implicit bias* (2014, March). Synthetic Biology Engineering Research Center (Synberc). Berkeley, CA.

*Overcoming unintentional bias* (2013, August). American Bar Association, Standing Committee on the Federal Judiciary. San Francisco, CA.



*The psychology of equity and inclusion: Individual and organizational insights and implications* (2013, April). Speech delivered at the National Diversity Equity Workshop organized by Open Chemistry Collaborative in Diversity Equity and sponsored by NSF/NIH/DoE. Washington, DC.

*Women and girls in STEM: Insights from Social Psychology* (2010, December), Speech delivered at Women and Girls Summit 2010, sponsored by Silicon Valley Education Foundation, San Jose, CA.

## OTHER PRESENTATIONS

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Plaut, V. C. (2014, June). Bridging research and advocacy to promote racial justice and equity. Annual meeting of the Society for the Psychological Study of Social Issues. Portland, OR.

\*Rheinschmidt, M., Plaut, V. C., & Rios, K. M. (2014, February). Institutional diversity cues and threat perceptions among ethnic groups. Paper presented at the annual meeting of the Society for Personality and Social Psychology. Austin, TX.

Plaut, V.C., \*Teclé, A., & \*Feddersen, M. (2013, May). *What's in a name? Effects of immigration terminology on group-based dominance*. Paper presented at the Law and Society Association Annual Meeting, Boston, MA.

Plaut, V.C. & Anderson, M.W. (2012, June). *Property Law: Implicit Bias and the Persistence of Racial Colorlines*. Paper presented at the Law and Society Association Annual Meeting, Honolulu, Hawaii.

Plaut, V. C., & \*Stevens, C. L. (2011, January). *Law, the military, and perceptions of racism*. Paper presented at the annual meeting of the Society for Personality and Social Psychology. San Antonio, Texas.

\*Goren, M. J. & Plaut, V. C. (2011, January). *"I Don't Have a Race": Organizational Consequences of Racial Denial*. Paper presented at the annual meeting of the Society for Personality and Social Psychology. San Antonio, Texas.

Plaut, V. C., & \*Goren, M. J. (2010, October). *"I don't have a race": Organizational and Individual Implications of Racial Denial*. Paper presented at the Annual meeting of the Society for Experimental and Social Psychology. Minneapolis, Minnesota.

Plaut, V. C., \*Stevens, F., \*Buffardi, L., & Sanchez-Burks, J. (2010, August). *What about me: Perceptions of exclusion and non-minority reactions to multiculturalism*. Paper presented at the Annual meeting of the Academy of Management.

Plaut, V. C., & Fryberg, S. A. (2010, July). *Faculty Diversity and the Subversion of Non-Dominant Models of Success in the Academy*. Paper presented at the International Conference on Diversity in Organizations, Communities, and Nations. Belfast, Northern Ireland, UK.

Plaut, V. C. (2010, July). *The Implications of Colorblindness and Multiculturalism for Diversity and Inclusion in Organizations*. Paper presented at the annual meeting of the International Society of Political Psychology. San Francisco, California.

Plaut, V. C. (2010, May). *Diversity Dynamics in a Large Organization: Implications of Non-Minority Reactions to Colorblindness and Multiculturalism*. Paper presented at the annual meeting of the Law and Society Association. Chicago, Illinois.

\*Goren, M. J. & Plaut, V. C. (2010, April). *"I Don't Have a Race": Organizational Consequences of Racial Denial*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Atlanta, Georgia.

\*Smith, C.M., Plaut, V.C., Cheryan, S., \*Mitchell, D.T. (2010, January). *Ambient Gender Cue Vigilance in Choosing College Majors*. Poster presented at the annual meeting of the Society for Personality and Social Psychology. Las Vegas, Nevada.

\*Treadway, J. R., Plaut, V. C., Gore, J., \*Wilburn, K. R. (2010, January). *United We Stand, Divided We Fall: Collectivism and its Consequences in Kentucky Appalachia*. Paper presented at the annual meeting of the Society for Personality and Social Psychology. Las Vegas, Nevada.

\*Goren, M. J. & \*Gentile, B. C., Plaut, V. C. (2010, January). *The relationship between White identity and attitudes toward diversity: A meta-analysis*. Poster session presented at the annual meeting of the Society for Personality and Social Psychologists, Las Vegas, Nevada.

\*Goren, M. J. & Plaut, V. C. (2009, January). *When a strong white identity isn't bad: The moderating role of belief in White privilege*. Poster session presented at the annual meeting of the Society for Personality and Social Psychologists, Tampa, Florida.

\*Treadway, J. R., Plaut, V. C., Gore, J., & Marmorato, A. (2008, October). *Cultural models of success among rural and Appalachian college students*. Poster presented at the annual meeting of the Society for Southeastern Social Psychologists, Greenville, SC. (**Best Poster Award**)

\*Goren, M., Plaut, V. C., & Sherbak, H. (2008, October). *Testing a multi-dimensional model of White identity: The role of belief in White privilege*. Poster presented at the annual meeting of the Society for Southeastern Social Psychologists, Greenville, South Carolina.

Plaut, V. C., Sanchez-Burks, J., \*Buffardi, L., & \*Stevens, F. G. (2008, February). *What about me? Models of diversity and perceptions of exclusion*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, New Mexico.

\*Treadway, J. R., Plaut, V. C., Kitayama, S., Park, H., Conway, L., & Pietromonaco, P. (2007, October). *Regional variation in values and well-being*. Poster presented at the annual meeting of the Society for Southeastern Social Psychologists. Raleigh, North Carolina.

\*Goren, M., & Plaut, V. C. (2007, October). *Pride and prejudice and power-cognizance: The relationship between white identity and prejudice*. Poster presented at the annual meeting of the Society for Southeastern Social Psychologists. Raleigh, North Carolina.

\*Buffardi, L., Plaut, V. C., Sanchez-Burks, J., & Stevens, F. G. (2007, August). *What about me? Models of diversity and perceptions of exclusion*. Poster presented at the Expanding Horizons of Cultural Psychology Conference. Palo Alto, California.

\*Morrison, K. R., Plaut, V. C. & Ybarra, O. (2007, August). *Group identification moderates White Americans' reactions to multiculturalism and colorblindness*. Paper presented at annual meeting of the Academy of Management, Philadelphia, Pennsylvania.

\*Anderson, S., Adams, G., & Plaut, V. C. (2007, August). *The cultural grounding of personal relationship: the importance of attractiveness in everyday life*. Paper presented at Expanding Horizons in Cultural Psychology Conference, Palo Alto, California.

\*Morrison, K. R., Plaut, V. C. & Ybarra, O. (2007, August). *Group identification moderates White Americans' reactions to multiculturalism and colorblindness*. Poster presented at Expanding Horizons in Cultural Psychology Conference, Palo Alto, California.

Plaut, V. C. (2007, January). *Attitudes toward diversity: What do race and status buy you?* Paper presented at the annual meeting of the Society for Personality and Social Psychology, Memphis, Tennessee.

Sanchez-Burks, J., \*Trahan, A., & Plaut, V. C., (2006, December). *What about me? Understanding non-minority aversion to diversity initiatives in the workplace*. Paper presented at the Conference on Research on Positive Organizational Scholarship, Ann Arbor, Michigan.

Plaut, V. C. (2006, August). *Emotion, Well-Being, and Regional Cultures: A Tale of Two Cities*. Hot Topic Presentation at the International Society for Research on Emotions Annual Meeting, Atlanta, Georgia.

\*Cheryan, S., Plaut, V.C., Davies, P., & Steele, C.M. (2005, May). "I'm not a geek": *How the sociocultural representation of computer science affects women*. Paper presented at the Midwestern Psychological Association (MPA) Annual Meeting, Chicago, Illinois.

\*Suppes, A., Plaut, V. C., Markus, H. R., (2005, January). *Facilitating interethnic communication: Effects of the multicultural model for Latinos*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, Louisiana.

Plaut, V. C., \*Ochoa-Pescador, N. A., & Markus, H. R. (2004, February). *The diversity divide: Racial differences in implicit and explicit attitudes toward color blindness and multiculturalism*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, Texas.

\*Cheryan, S., Plaut, V. C. & Steele, C. M. (2004, February). *I'm not a geek!: How the sociocultural representations of computer science affect women*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, Texas.

\*Rios, K. M., Plaut, V. C., & \*Cheryan, S. (2004, February). *To be or not to be the model minority: Positive stereotypes and the mathematical performance of targets and non-targets*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, Texas.

Plaut, V. C., \*Cheryan, S., \*Rios, K. M., & Steele, C. M. (2003, February). *Diversifying sociocultural representations of computer science to increase women's participation*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Universal City, California.

Plaut, V. C., Markus, H. R., & Aguilera, A. (2002, February). *Competing models of diversity: Race and conceptions of difference*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Savannah, Georgia.

Plaut, V. C. (2001, August). *Cultural models of diversity*. Paper presented at the annual meeting of the American Psychological Association, San Francisco, California.

Plaut, V. C., & Markus, H. R. (2001, May). *The psychology of difference: Cultural models of diversity in majority contexts*. Poster presented at the annual meeting of the Western Psychological Association, Maui, Hawaii.

Plaut, V. C., & Markus, H. R. (2001, February). *Models of diversity in majority contexts*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, Texas.

Plaut, V. C., & Markus, H. R. (2001, February). *American well-being: Themes and variations*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, Texas.

Plaut, V. C. (2000, November). *Closing the digital gender gap*. Paper presented at the first annual Conference for Universal Usability, sponsored by the American Association of Computer Machinery, Washington, DC.

Plaut, V. C. (2000, April). "Essentially we're all the same": *Ideological challenges to diversity in America*. Paper presented at the Stanford-Berkeley Conference on Social and Personality Psychology, Stanford, California.

Plaut, V. C. & Fryberg, S. (2000, January). *Media construals of women and agency in America: Why social psychologists should take a role*. Paper presented at Stanford Social Psychology Lab special session, Taking Psychology Back, Stanford, California.

Jensvold, M. & Plaut, V. (1995, May). *Sexual side effects of psychotropic medications in women and men*. Paper presented at the annual meeting of the American Psychiatric Association, Miami, Florida.

## AWARDS AND HONORS

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Phi Beta Kappa (Northern CA) Teaching Excellence Award (2015)  
Fellow, Society for Personality and Social Psychology (2014)  
Society for Personality and Social Psychology Theoretical Innovation Prize Nominee (2011)  
UGA Graduate Mentoring Award Nominee (2008)  
Junior Scholar Affiliate, Center for Family Research, UGA (2006-2007)  
Mentoring Fellow, Institute for Behavioral Research, UGA (2006-2007)  
National Institutes of Health (NIH) pre-doctoral National Research Service Award (NRSA) (2002)  
Distinguished Teaching Award, Department of Psychology, Stanford University (2002)  
Commencement Speaker, Department of Psychology, Stanford University (2002)  
Comparative Studies in Race and Ethnicity Teaching Fellowship, Stanford University (2001-2002)  
National Science Foundation (NSF) Minority Graduate Fellowship (1996-1998, 1999-2000)  
Phi Beta Kappa, Harvard University (1996)  
John Harvard and Elizabeth Agassiz Awards for Academic Distinction, Harvard University (1993-1996)

## RESEARCH GRANTS AND CONTRACTS

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National Science Foundation  
Title: Recruiting STEM Faculty: A Systematic Analysis of the Faculty Hiring Process At Research-Intensive Universities (co-PI with Catherine Albiston and Susan Carlson; PI Kimberlee Shauman, UC Davis)  
Date: September 2015-August 2018  
Amount: \$1,479,170

Diversity and Inclusion for All Working Group at Columbia University Business School  
Title: Race in LGBT initiatives: Representations and implications for trust, belonging, and organizational attractiveness  
Date: 2014  
Amount: \$4000

Funding for the Financial Literacy Education and Research Institute (with The Berkeley Center for Law, Business and the Economy)  
Date: 2013  
Amount: \$116,000

UC Berkeley Research Enabling Grants  
2013-2014 What's in a name? Effects of immigration terminology on group-based dominance (\$1500)  
2012-2013 Perceptions of emotional legitimacy (\$1500)  
2011-2012 The influence of models of diversity and racial denial on attitudes toward immigration (\$1500)

Diversity Training Analysis [Anonymous Hospital and Medical Center]

Date: 2009

Amount: \$3402

Benchmark Analysis of Diversity Training in Health Care [Anonymous Hospital and Medical Center]

Date: 2009

Amount: \$1386

UGA Research Foundation Grant

Title: Does colorblindness paradoxically increase racial bias? A social neuroscience investigation

Date: awarded for 2009

Amount: \$9925

Diversity Climate in an Anonymous Hospital and Medical Center (co-PI with Kecia Thomas)

Date: 2007-2008

Amount: \$8123

Terry College of Business Diversity Climate Assessment (co-PI with Kecia Thomas)

Date: 2007-2008

Amount: \$4929

UGA Research Foundation Grant

Title: Blind consent? A social psychological investigation of non-readership of click-through agreements (co-PI with Robert Bartlett)

Date: 2006-2007

Amount: \$7500

College of the Holy Cross Research and Publications Grant

Title: U.S. regional differences in health and conceptions of self and society

Date: 2003-2004

Amount: \$1286

NIH F31 MH066611-01 (Priority score 110 and percentile 1.1)

Title: Models of diversity in America: The dilemma of difference

Date: 2002-2003

Amount: \$49,706

Social Science Research Council Working Group for Assimilation, Ethnic Customs, and American Law Student Research Award

Title: Cultural models of diversity in America

Date: 1999-2002

Amount: \$3000

Other grants:

UC Consortium on Social Science and Law (UC Berkeley campus co-PI)

University of California Multicampus Research Programs and Initiatives (\$298,341)

## TEACHING

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Berkeley Law (2009-2016)

Implicit Bias

Psychology and Law

Psychology of Diversity and Discrimination in American Law

Colorblindness: The Mind and the Law

University of Georgia (2005-2009)

Social Psychology

Cultural Psychology  
Culture and Diversity  
College of the Holy Cross (2003-2005)  
Introduction to Psychology  
Organizational Psychology  
Social Psychology  
Building a Diverse Society: Racial and Ethnic Group Contact in America  
Stanford University (1998-2003)  
Psychology and Business  
Building a Diverse Society: Racial and Ethnic Group Contact in America

## RESEARCH ADVISING

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### Advisees at Berkeley (2010-2016)

Primary or Secondary Adviser (5):

JSP: Christina Stevens, Kyneshawau Hurd, Celina Romano

Psychology: Matt Goren, Carla España

Dissertation committees (9):

JSP: John Bliss, Christina Stevens (Chair), Mark Leinauer (Chair)

Psychology: Alexander O'Connor, Carla España, Michelle Rheinschmidt,

Matt Goren (Co-chair), Katherine Spencer

Philosophy: Erin Beeghly

Qualifying exam committees (9):

JSP: Christina Stevens, John Bliss, James Phillips, Mark Leinauer, Asad  
Rahim (Chair)

Psychology: Carla España, Michelle Rheinschmidt, Matt Goren

Education: Kihana Ross

Discipline and topical exam committees (4): Christina Stevens, Ana Henderson,  
Johann Koehler, Mark Leinauer

28 JD Writing Requirements (2011-15)

Honors theses (2): Sachi Takahashi-Rial (Economics), Kenna Falk (Legal Studies)

### Advisees at UGA (2005-2009)

Dissertation Committees (\*Major Professor) (7)

\*Jodi Treadway (Psychology, Social), Laura Buffardi (Psychology, Social), Steve  
Shirk (Psychology, Social), Whitney Heppner (Psychology, Social), Brian Roote  
(Psychology, Applied), Chris Groscurth (Speech Communication), Fuad Elhage  
(Education)

Masters Committees (\*Major Professor) (9)

\*Matthew Goren (Psychology, Social), \*Amanda Carvalho (Psychology, Social),  
Edward Cascio (Psychology, Social), Elizabeth Krusemark (Psychology, Social),  
Patti Davis (Psychology, Social), Chris Burgin (Psychology, Social), Pablo Gora  
(Psychology, Applied), Laura Buffardi (Psychology, Social), Danny Hammond  
(Education)

Honors and CURO minority scholars (10)

## PROFESSIONAL ACTIVITIES

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Professional Service:

Society for Personality and Social Psychology, Diversity Committee (2013-)

Chair 2014-

Reviewer, Diversity Graduate Awards and Diversity Undergraduate Awards 2013

Society for Personality and Social Psychology, Strategic Task Force (2016)

Editorial Board

*Frontiers in Psychology*

*Social Issues and Policy Review*

Co-editor, *Cultural Diversity and Ethnic Minority Psychology* Special Issue on racial and ethnic minorities' experiences in the workplace

Ad Hoc Reviewer

Journals: *Psychological Bulletin*, *Psychological Science*, *American Psychologist*, *Journal of Personality and Social Psychology*, *Personality and Social Psychology Bulletin*, *Journal of Experimental Social Psychology*, *Psychological Inquiry*, *Political Psychology*, *Journal of Experimental Psychology: General*, *Social Psychology Quarterly*, *Academy of Management Review*, *Psychophysiology*, *International Journal of Diversity in Organisations, Communities and Nations*, *Perspectives in Psychological Science*, *Basic and Applied Social Psychology*, *Group Processes and Intergroup Relations*, *Behavioral Science and Policy*

Other: National Science Foundation, American Psychological Association (Division 8), Lawrence Erlbaum, Oxford University Press

Berkeley University Service

Regents and Chancellor's Scholarship interviewer and mentor (2011, 2013)

Haas Institute for a Fair and Inclusive Society, Search for Chair of Religious Diversity Cluster (2013-2014)

Campus ad hoc review committee

Berkeley Law School Service

Law School Faculty Appointments Committee (2012-2013)

Open Field Search Reading Group (2012-2013)

JSP Committee on Student Diversity, Chair (2013-2015)

JSP Admissions Committee (2011, 2012)

La Raza Law Students Association Faculty Adviser (2011-15)

Student Affairs Committee (2013-14, 2014-15), Chair (2014)

-retreat moderator (Jan 2014)

Teaching Institute presentations:

-Faculty workshop teaching session (January 2014)

-Fostering inclusion in the classroom: Theory, anecdotes, & evidence

-Presentations at Teaching Institute (August 2013):

-Implicit bias: A brief introduction

-How Stereotypes and other identity threats can affect students

Thelton E. Henderson Center for Social Justice

-Public lecture (September 2013), Implicit bias: A brief introduction

-Pro-bono MCLE workshop (January 2014), Addressing implicit bias

-Social Justice Thursday lunch series

Conference on Empirical Legal Studies (2014), area organizer for psychology and law, experimental methods, and antidiscrimination

Boalt Hall Faculty Scholarship Fund, Co-chair (2014-)

Working Group on Equity and Inclusion, Co-chair (2014-)

Berkeley Other

Member, Institute for Personality and Social Research

Co-chair, Institute for Personality and Social Research colloquium series (2010-2012)

UGA Departmental Service and Ad Hoc Departmental Service

Long Range Planning Committee (elected to two terms)

Graduate service: Coordinated Graduate Interview/Visitation Days, created database of graduate fellowships, designed graduate professional development events

UGA Ad Hoc University Service

Center for Research and Engagement in Diversity leadership team (2006-2010)

Co-chair, Intergroup Relations Working Group

Director, RED Workshop

Faculty Mentoring Activities, Minority Recruitment and Retention (2005-2010)

Diversity scholar grant (\$2000) (2008)

Diversity climate assessment, Terry College of Business (2008)

Diversity Recruitment Strategy, Graduate School of Social Work (2007)

Diversity workshop, College of Education's TELL program (2007)

Presenter, Panel Seminar on Racism, Freshman Advisory Board (2007)

Presenter, Panel Seminar on Minority Faculty and Minority Graduate Students (2006)

Reviewer, Phelps-Stokes Graduate Fellowship (2006)

CURO Apprentice Program Mentor (2006-2010)

Met regularly with prospective students sent by Graduate School Outreach and Diversity Office (2006-2009)

Latino undergraduate recruitment (2006-2009)

Professional Memberships

American Psychological Association

American Psychological Society

Society for Personality and Social Psychology

Society of Experimental Social Psychology

Society for the Study of Social Issues

**OTHER (SELECT) PROFESSIONAL AND COMMUNITY SERVICE**

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Amicus briefs to the Supreme Court of the United States:

-reviewer for APA amicus brief in *Fisher v. University of Texas at Austin* (2012)

-reviewer and signatory, Equal Justice Society amicus brief in *Mount Holly v. Mt. Holly Gardens Citizens in Action, Inc.* (2013)

Board of Trustees, Center for the Advancement and Study of International Education, (former Deputy Chair), Atlanta, GA, 2002-2012

Diversity Committee, Ecole Bilingue independent school, Berkeley, CA, 2011

Dallas Independent School District, Developed diversity training modules, 2007

Consultant, Research Institute for Comparative Studies in Race and Ethnicity, Exemplary Schools Project, Stanford University, 2001-2002

In addition, Dr. Plaut has consulted with or provided workshops on implicit bias, diversity, and inclusion for a number of leading educational, legal, and business organizations, whose names are withheld here for confidentiality.