

Curriculum Vitae

Angela J. Bahns[†]

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[†] formerly Angela J. Nierman

CURRENT POSITION

2011-present Assistant Professor of Psychology, Wellesley College, Wellesley, MA

EDUCATION

- Ph.D. Social Psychology, minor in Quantitative Training, University of Kansas, 2011
Dissertation: *"Feelings Tell Us Friend or Foe: Threat as Justification for Prejudice"*
Advisor: Chris Crandall
- M.A. Social Psychology, University of Kansas, 2007
Thesis: *"What Happens When Low Status Groups Start Moving Up? Prejudice and Threat to Group Position"*
Advisor: Chris Crandall
- B.A. Psychology, Pomona College, Summa Cum Laude, 2006
Thesis: *"Gender Role Beliefs and Attitudes toward Lesbians and Gay Men in Chile and the U.S."*
Advisor: Suzanne Thompson

HONORS AND AWARDS

- Emerging Diversity Scholar, National Center for Institutional Diversity, University of Michigan, 2013
- Society for the Psychological Study of Social Issues Grants-in-Aid Dissertation Grant, 2009
- Graduate Student Poster Award, 1st Place, 10th Annual Meeting of the Society for Personality and Social Psychology, Tampa, FL, 2009
- Summer Institute in Social Psychology participant, Northwestern University, 2009
- Beinecke Scholar, Fellowship for Graduate Studies in the Arts, Humanities and Social Sciences, A program of the Sperry Fund, Fogelsville, PA, 2005-2011
- Psi Chi Summer Research Grant, University of Colorado, Project Advisor: Angela Bryan, 2004

Revised 7.14.2017

Member of Psi Chi: The National Honor Society in Psychology
National Merit Commended Scholar

GRANTS

Brachman Hoffman Small Grant, Wellesley College (\$4810), “Social ecology of similarity: Do diverse environments foster diverse friendships?” 2012
Faculty Award, Wellesley College (\$1050), “Social ecology of similarity.” 2011
Faculty Award, Wellesley College (\$1400), “A cross-cultural study of similarity within friendship dyads.” 2013
Faculty Award, Wellesley College (\$2700), “Multilevel analysis of friendship formation.” 2015
Faculty Award, Wellesley College (\$500), “Relational mobility and friendship similarity.” 2016

PROFESSIONAL SERVICE

Division 9 (SPSSI) Program Chair for the 2017 American Psychological Association Convention, Washington DC.
Reviewer, Conference Submissions for the 2016 Biennial Conference of the Society for the Psychological Study of Social Issues, Minneapolis, MN.
Reviewer, Student Poster Award hosted by the Society for Personality and Social Psychology Graduate Student Council, December 2009.

EDITORIAL SERVICE

Editorial Board, *Analyses of Social Issues and Public Policy*, term begins August 2017

AD HOC EDITORIAL REVIEW

Personality and Social Psychology Review
Personality and Social Psychology Bulletin
Journal of Experimental Social Psychology
Analysis of Social Issues and Public Policy
European Journal of Social Psychology
Group Processes and Intergroup Relations
Organizational Behavior and Human Decision Processes
Journal of Social and Personal Relationships
Journal of Cross-Cultural Psychology
Sex Roles

ASSOCIATION MEMBERSHIPS

American Psychological Association
Society for Personality and Social Psychology
Society for the Psychological Study of Social Issues
Association for Psychological Science
Social Psychology Network

POSITIONS IN TEACHING AND RESEARCH

WELLESLEY COLLEGE

July 2011-present Assistant Professor of Psychology
Teach at all levels of the curriculum: *Introduction to Psychology, Social Psychology, Research Methods in Social Psychology, Research Methods in Personality Psychology, Psychology of Prejudice and Discrimination*

UNIVERSITY OF KANSAS

2006-2011 Ph.D. Student, Social Psychology Program, Department of Psychology
Advisor: Christian S. Crandall
Studied social psychological perspectives on prejudice and intergroup bias and advanced quantitative methods. Wrote dissertation on the relationship between prejudice and threat perception.

Spring 2011 Teaching Assistant with Ludwin Molina, *Social Psychology*, Department of Psychology.
Led weekly discussion sections of 15 students. Composed and graded exams and written assignments, and held regular office hours.

Fall 2010 Teaching Assistant with Glenn Adams, *Cultural Psychology*, Department of Psychology.
Graded exams and written assignments, and held regular office hours.

Fall 2010 Teaching Assistant with Chris Crandall, *Group Dynamics*, Department of Psychology.
Fall 2007 Prepared and led weekly in-class activities. Graded exams and written assignments, and held regular office hours.

Spring 2010 Assistant Instructor, *Introduction to Psychology*, Department of Psychology.
Fall 2009 Solely responsible for all course materials and assignments for two sections of 45 students each. Prepared and delivered biweekly lectures, composed and graded exams and written assignments.
Spring 2009
Fall 2008

Summer 2009 Assistant Instructor, *Introduction to Psychology*, Department of Psychology.
Solely responsible for all course materials and assignments for one section

of 40 students. Prepared and delivered daily lectures, composed and graded exams and written assignments.

- Summer 2008 Assistant Instructor, *Introduction to Psychology*, Freshman Summer Institute.
Solely responsible for all course materials and assignments for one section of 18 incoming freshmen. Prepared and delivered daily lectures, composed and graded exams and written assignments.
- Spring 2008 Teaching Assistant with Omri Gillath, *Social Psychology*, Department of Psychology.
Led weekly discussion sections of 15 students. Composed and graded exams and written assignments, and held regular office hours.
- Spring 2007 Teaching Assistant with Chris Crandall, *Introduction to Psychology*, Department of Psychology.
Prepared and delivered lecture on brain architecture. Composed and graded exams and written assignments, and held regular office hours.
- Fall 2007 Teaching Assistant with David Holmes, *Introduction to Psychology*, Department of Psychology.
Composed and graded exams, and held regular office hours.
- Fall 2006 Teaching Assistant with Chris Crandall, *Stereotyping and Prejudice*, Department of Psychology.
Composed and graded exams and written assignments, and held regular office hours.
- 2007-2011 Lab manager. *Prejudice Research Lab*, Social Psychology Program, Department of Psychology, Chris Crandall (Principal Investigator).

POMONA COLLEGE

- 2003-2006 Research Assistant with Suzanne Thompson, Social Psychology Lab, Department of Psychology.
- Spring 2003 Research Assistant with Joelle Greene, Developmental Psychology Lab, Department of Psychology.

PUBLICATIONS (ARTICLES AND CHAPTERS)

- Bahns, A. J.** (in press). Preference, opportunity and choice: A multilevel analysis of diverse friendship formation. *Group Processes and Intergroup Relations*.
- Bahns, A. J.** (in press). *Prejudice is a general evaluation, not a specific emotion*. [Peer commentary on the paper “On the deep structure of social affect: Attitudes, emotions, sentiments, and the case of ‘contempt’” by M. M. Gervais and D. M. T. Fessler].

Behavioral and Brain Sciences.

- Gillath, O., **Bahns, A. J.**, & Burghart, H. A. (2017). Eye movements when looking at potential friends and romantic partners. *Archives of Sexual Behavior*. Advance online publication. doi:10.1007/s10508-017-1022-5
- Bahns, A. J.**, Crandall, C. S., Gillath, O., & Preacher, K. J. (2017). Similarity in relationships as niche construction: Choice, stability and influence within dyads in a free choice environment. *Journal of Personality and Social Psychology*, *112*(2), 329-355. doi:10.1037/pspp0000088
- Bahns, A. J.** (2017). Threat as justification of prejudice. *Group Processes and Intergroup Relations*, *20*, 52-74. doi:10.1177/1368430215591042
- Bahns, A. J.**, Crandall, C. S., Gillath, O., & Wilmer, J. (2016). Nonverbal communication of similarity via the torso: It's in the bag. *Journal of Nonverbal Behavior*, *40*(2), 151-170. doi:10.1007/s10919-016-0227-y
- Bahns, A. J.**, Springer, L. S., & The, C. (2015). Fostering diverse friendships: The role of beliefs about the value of diversity. *Group Processes and Intergroup Relations*, *18*, 475-488. doi:10.1177/1368430214566893
- Bahns, A. J.**, & Crandall, C. S. (2013). The opposite of backlash: High-SDO people show enhanced tolerance when gay people pose little threat. *European Journal of Social Psychology Special Issue: Psychological Perspectives on the Legitimation of Social Inequality*, *43*, 286-291. doi:10.1002/ejsp.1947
- Bahns, A. J.**, Crandall, C. S., Canevello, A., & Crocker, J. (2013). Deciding to dissolve: Individual- and relationship-level predictors of roommate breakup. *Basic and Applied Social Psychology*, *35*, 164-175. doi:10.1080/01973533.2013.764301
- Crandall, C. S., Ferguson, M. A., & **Bahns, A. J.** (2013). When we see prejudice: The normative window and social change. In C. Stangor & C. S. Crandall (Eds.), *Frontiers series in social psychology: Stereotyping and prejudice* (pp. 53-69). New York, NY: Psychology Press.
- Bahns, A. J.**, Pickett, K., & Crandall, C. S. (2012). The social ecology of similarity: Big schools, small schools and social relationships. *Group Processes and Intergroup Relations*, *15*, 119-131. doi:10.1177/1368430211410751
- Gillath, O., **Bahns, A. J.**, Ge, F., & Crandall, C. S. (2012). Shoes as a source of first impressions. *Journal of Research in Personality*, *46*, 423-430. doi:10.1016/j.jrp.2012.04.003
- Crandall, C. S., **Bahns, A. J.**, Warner, R., & Schaller, M. (2011). Stereotypes as justifications of prejudice. *Personality and Social Psychology Bulletin*, *37*, 1488-1498. doi:10.1177/0146167211411723

- Bahns, A. J.**, & Branscombe, N. R. (2011). Effects of legitimizing discrimination against homosexuals on gay bashing. *European Journal of Social Psychology*, *41*, 388-396. doi:10.1002/ejsp.784
- Schlehofer, M. M., Thompson, S. C., Ting, S., Ostermann, S., **Nierman, A. J.**, & Skendarian, J. (2010). Psychological predictors of college students' cell phone use while driving. *Accident Analysis and Prevention*, *42*, 1107-1112.
- Nierman, G. E., **Nierman, A. J.**, & Pearson, B. (2010). Eye-hand coordination as a factor in the success of beginning instrumentalists. In T. Brophy (Ed.), *The Practice of Assessment in Music Education: Frameworks, Models, and Designs: Proceedings of the 2009 Florida International Symposium on Assessment in Music Education* (pp. 323-334). Chicago: GIA Publications, Inc.
- Crandall, C. S., **Nierman, A.** & Hebl, M. (2009). Anti-fat prejudice. In T.D. Nelson (Ed.) *Handbook of prejudice, stereotyping and discrimination*, (pp. 469-488). New York: Psychology Press.
- Nierman, A. J.**, Thompson, S. C., Bryan, A., & Mahaffey, A. L. (2007). Gender role beliefs and attitudes toward lesbians and gay men in Chile and the U.S. *Sex Roles*, *57*, 61-67.
- Thompson, S. C., **Nierman, A. J.**, Schlehofer, M. M., Carter, E., Bovin, M. J., Wurzman, L., Tauber, P., Trifskin, S., Marks, P., Sumner, J., Jackson, A., & Vonasch, A. (2007). How do we judge personal control? Unconfounding contingency and reinforcement in control judgments. *Basic and Applied Social Psychology*, *29*, 75-84.
- Nierman, A. J.** (2005). The influence of empathy on implicit and explicit measures of anti-gay prejudice. *Psi Chi Journal of Undergraduate Research*, *10*, 102-107.

OTHER PUBLICATIONS

- Bahns, A. J.** (December 16, 2015). In seeing threat from Mideast migrants, examine existing prejudice. *Boston Globe*. Letter to the editor. [link](#)
- Bahns, A. J.** (2015, August 11). My research shows that black men are not dangerous [Editorial]. *National Journal*. [link](#)
- Nierman, A. J.**, & Crandall, C. S. (2009). Thomas F. Pettigrew and race relations: Accomplishment, but not mission accomplished. [Review of the book *Improving Intergroup Relations: Building on the Legacy of Thomas F. Pettigrew*, by U. Wagner, L. R. Tropp, G. Finchilescu & C. Tredoux]. *Analyses of Social Issues and Public Policy*, *9*, 337-339.
- Nierman, A. J.** (2008). The top 25 most cited articles in Personality and Social Psychology Review. *Dialogue*, *23*(2), 26-27, 30.

WORK IN PROGRESS

Bahns, A. J., Lee, J., & Crandall, C. S. (under review). *Cultural rules about mobility in friendship determine the importance of similarity in selecting friends*. Manuscript submitted for publication.

Bahns, A. J., Honl-Stuenkel, L., & White, M. H. (in prep). *Threat as justification of aggression*. Manuscript in preparation.

PRESENTATIONS

Bahns, J. A., Honl-Stuenkel, L., & White, M. H. (2017, June). *Threat as justification of aggression*. Paper presented at the 12th Annual Meeting of the Society for the Psychological Study of Social Issues, Albuquerque, NM.

Bahns, A. J. (2017, January). *The promise of diversity: Learning how to facilitate diverse friendships*. Poster presented at the 18th Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Hevey, E., Ozcan, M., & **Bahns, A. J.** (2017, January). *Influence attempts in friendships: Effects of trying to change friends' attitudes and values*. Poster presented at the 18th Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Bahns, A. J. (2016, September). *Similarity in relationships as niche construction*. Informal paper presented at the Annual Conference for the Society of Experimental Social Psychology, Santa Monica, CA.

Bahns, A. J. (2016, June). *The role of valuing diversity in diverse friendship formation*. Paper presented at the 11th Biennial Meeting of the Society for the Psychological Study of Social Issues, Minneapolis, MN.

Bahns, A. J., Crandall, C. S., Gillath, O., & Preacher, K. J. (2016, January). *Similarity in relationships as niche construction: Choice, stability, and influence within dyads in a free choice environment*. Paper presented at the 17th Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.

Bahns, A. J. (2016, January). *Threat as justification of prejudice*. Poster presented at the Group Processes and Intergroup Relations pre-conference seminar at the 17th Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.

Bahns, A. J. (2015, September). *Similarity in relationships as niche construction*. Informal paper presented at the Annual Conference for the Society of Experimental Social Psychology, Denver, CO.

- Crandall, C. S., & Bahns, A. J. (2014, May). Stereotypes justify prejudices. In S. L. Neuberg (Chair), *The origins of stereotypes*. Symposium conducted at the 26th Annual Convention of the Association for Psychological Science, San Francisco, CA.
- Bahns, A. J. (2014, June). *Fostering diverse friendships in diverse and homogeneous communities*. Paper presented at the 10th Biennial Meeting of the Society for the Psychological Study of Social Issues, Portland, OR.
- Bahns, A. J. (2014, February). *Fostering diverse friendships: The role of valuing diversity in diverse and homogeneous communities*. Poster presented at the Group Processes and Intergroup Relations pre-conference seminar at the 15th Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.
- Bahns, A. J., The, C., & Ishii, M. (2014, February). *Fostering diverse friendships: The role of valuing diversity in diverse and homogeneous communities*. Poster presented at the 15th Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.
- The, C., Ishii, M., & Bahns, A. J. (2014, February). *Can watching a diversity film increase valuing of diversity?* Poster presented at the 15th Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.
- Bahns, A. J. (2013, September). *Threat as justification of prejudice*. Informal paper presented at the Annual Conference for the Society of Experimental Social Psychology, Berkeley, CA.
- Bahns, A. J., & Crandall, C. S. (2013, July). *The opposite of backlash: High-SDO people discriminate less when status disparities are large*. Poster presented at the 121st Annual Convention of the American Psychological Association, Honolulu, HI.
- Bahns, A. J. (2013, January). *Threat perception as justification for prejudice*. Poster presented at the 14th Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Bahns, A. J., Crandall, C. S., Gillath, O., & Wilmer, J. (2013, January). *Your torso can talk: Nonverbal communication of similarity*. Paper presented at the Social Cognition pre-conference seminar at the 14th Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Setaruddin, M. A., Springer, L. S., The, C., Gramolini, S., & Bahns, A. J. (2013, January). *Fostering diverse friendships: The role of neighborhood diversity and beliefs about the value of diversity*. Poster presented at the 14th Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Bahns, A. J., Crandall, C. S., Pickett, K., Gramolini, S., & Setaruddin, M. (2012, June). *Social ecology of similarity: Do diverse environments foster diverse friendships?* Paper

presented at the 9th Biennial Meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.

Bahns, A. J. (2012, January). *Feelings tell us friend or foe: Threat as justification for prejudice*. Paper presented at the 13th Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.

Bahns, A. J., & Crandall, C. S. (2012, January). *Conditioned prejudice makes groups seem more threatening*. Paper presented at the Social Cognition pre-conference seminar at the 13th Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.

Crandall, C. S. & **Bahns, A. J.** (2011, July). *The normative importance of prejudice in friendships*. Paper presented at European Association of Social Psychology, Stockholm, Sweden.

Bahns, A. J., & Crandall, C. S. (2011, January). *Conditioned prejudice makes groups seem more threatening*. Invited talk given at the Group Processes and Intergroup Relations pre-conference seminar at the 12th Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Bahns, A. J., Crandall, C. S., & Gillath, O. (2011, January). *Your torso can talk: Visual cues to similarity detection*. Paper presented at the 12th Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Nierman, A. J. & Branscombe, N. R. (2010, May). *Gay bashing in response to heterosexual identity threat*. Paper presented at the 82nd Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Nierman, A. J. & Crandall, C. S. (2010, January). *Stereotypes of warmth but not competence emerge as justifications of prejudice*. Paper presented at the 11th Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

Nierman, A. J., Crandall, C. S., & Gillath, O. (2009, November). *Field methods, similarity and friendship: Similarity, social influence, and choice*. Paper presented at the biannual mini-Conference of the International Assoc. for Relationships Research, University of Kansas.

Nierman, A. J., & Crandall, C. S. (2009, May). *Love thy neighbor so long as they, too, hate thy enemy*. Paper presented at the 81st Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Nierman, A. J., & Crandall, C. S. (2009, February). *Homophobic like me: Attitude similarity among naturally occurring pairs*. Paper presented at the 10th Annual Meeting of the Society for Personality and Social Psychology, Tampa, FL. First place winner of the Graduate Student Poster Award.

Nierman, A. J., & Crandall, C. S. (2008, May). *Are status gains more threatening when made*

by disliked groups? Paper presented at the 80th Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Nierman, A. J., & Crandall, C. S. (2008, February). *Defending group privilege: Reactions to social change.* Paper presented at the 9th Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM.

Fecchia, C., **Nierman, A. J.,** & Crandall, C. S. (2007, November). *The opposite of backlash: Enhanced tolerance of gays when they pose little threat.* Paper presented at the 16th Annual Meeting of the Association for Psychological & Educational Research in Kansas, Wichita, KS.

Nierman, A. J., Thompson, S. C., Bryan, A., & Mahaffey, A. L. (2007, May). *Gender role beliefs and attitudes toward lesbians and gay men in Chile and the U.S.* Paper presented at the 79th Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Nierman, A. J., Ostermann, S. L., & Thompson, S. C. (2006, May). *Considerations for measuring personal risk: Accuracy versus ego defense.* Paper presented at the 86th Annual Meeting of the Western Psychological Association, Palm Springs, CA.

Marks, P., **Nierman, A.,** Ostermann, S., & Thompson, S. C. (2005, August). *What could go wrong? Cell phones, driving and control illusions.* Paper presented at the 113th Annual Meeting of the American Psychological Association. Washington D.C.

INVITED PRESENTATIONS

Bahns, A. J. (2017, April). *The promise of diversity: Learning how to facilitate diverse friendships.* Reflection, Inclusion, Sisterhood, Empowerment (RISE) program for admitted students from underrepresented backgrounds, Spring Open Campus, Wellesley College, Wellesley, MA.

Bahns, A. J. (2017, February). *The psychology of stereotypes.* Stone Center Internship Program, Wellesley College, Wellesley, MA.

Bahns, A. J. (2016, November). What can we do to stop acts of hatred and bigotry? In *Bias and beyond.* Faculty teach-in hosted by the Office of the Provost and Dean of the College, Wellesley College, Wellesley, MA.

Bahns, A. J. (2016, September). The promise of diversity: Learning how to facilitate diverse friendships. In P. G. Berman (Chair), *Creating new futures.* Faculty symposium in honor of the inauguration of Paula A. Johnson, Wellesley College, Wellesley, MA.

Bahns, A. J. (2016, January). Fostering diverse friendships in diverse and homogeneous communities. In T. Pittinsky (Professor), *The promise of diversity.* Graduate seminar, Harvard Graduate School of Education, Cambridge, MA.

Bahns, A. J. (2015, October). *Threat as justification of prejudice.* Social Psychology Program

Meeting, Clark University, Worcester, MA.

Bahns, A. J. (2013, September). *Fostering diverse friendships in diverse and homogeneous communities*. Wellesley College Science Faculty Seminar Series.

Bahns, A. J. (2012, November). *Your torso can talk: Nonverbal communication of similarity*. Social-Personality Area Brown Bag Series, University of Massachusetts-Amherst, Amherst, MA.

Bahns, A. J. (2011, October). *Feelings tell us friend or foe: Threat as justification for prejudice*. Social and Personality Area Meeting, Northeastern University, Boston, MA.

RESEARCH INTERESTS

Prejudice and Stereotypes

Friendship Formation

Cross-Group Friendships

Diversity Attitudes