Margaret Joan Shih

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UCLA Anderson School of Management
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EDUCATION

Harvard University
Cambridge, MA

- Ph.D., Social Psychology, June 2000
- M.A., Social Psychology, June 1998

Stanford University
Stanford, CA

- B.A., *with Honors*, Psychology, June 1994

PROFESSIONAL AND RESEARCH EXPERIENCE

7/15 – present	**Board of Visitors Term Chair Professor,** UCLA Anderson School of Management
7/15 – present	**Senior Associate Dean,** UCLA Anderson School of Management Full Time MBA Program
7/14 – present	**Senior Associate Dean,** UCLA Anderson School of Management Fully Employed MBA Program
7/12 – present	**Professor**, UCLA Anderson School of Management Faculty Associate, Center for Study of Women Faculty Associate, Critical Race Studies Program, UCLA Law
7/12 – present	**Professor,** UCLA Department of Psychology
7/09 – 7/12	**Associate Professor,** UCLA Department of Psychology
7/08 – 7/12	**Associate Professor,** UCLA Anderson School of Management Faculty Associate, Center for Study of Women Faculty Associate, Critical Race Studies Program, UCLA Law
9/06 – 6/08	**Associate Professor,** University of Michigan- Ann Arbor Personality and Social Contexts Organizational Studies Program Faculty Associate in the American Cultures Program
9/07 – 10/08	**Adjunct Researcher,** RAND Corporation Santa Monica, CA

7/06 – 9/07	**Associate Researcher,** RAND Corporation Santa Monica, CA
8/00 – 9/06	**Assistant Professor**, University of Michigan – Ann Arbor Personality and Social Contexts Organizational Psychology Program Organizational Studies Program Faculty Associate in the American Cultures Program
9/96 - 6/00	**Research**, Psychology Department, Harvard University Graduate student working under the guidance of Dr. Nalini Ambady

TEACHING EXPERIENCE

Management

UCLA Anderson School of Management – Los Angeles

Organizational Behavior -MBA course   2008-2014
        2011 Teaching Evaluation (4.71, 4.42 out of 5)

Leadership Foundations -MBA course   2008-2015
        2011 Teaching Evaluation (4.79, 4.60 out of 5)

Interpersonal Dynamics and Groups – MBA course   2011, 2014
        2011 Teaching Evaluation (4.69 out of 5)

Individual and Group Processes in Organizations   - Doctoral   2008-
2014
        Teaching Evaluation (5 out of 5) (every other year)

Psychology

Department of Psychology, University of Michigan – Ann Arbor

Individual and Interpersonal Processes in Organizations   2002, 2004
        Teaching Evaluation (4.80, 4.88 out of 5)

Introduction to Organizational Psychology   2001, 2002,
        Teaching Evaluation (4.60, 4.67 out of 5)   2005

Gender, Race and Ethnicity in Organizations   2002, 2005
        Teaching Evaluation (4.88, 4.90 out of 5)

Social Identity in Organizations   2000 & 2001
        Teaching Evaluation (5 out of 5)

Introduction to Organizational Psychology with Dr. Fiona Lee   2001
        Teaching Evaluation (4.67 out of 5)

Department of Psychology, Harvard University

<u>Head Teaching Fellow</u>. Introduction to Psychology with Dr. Richard McNally 1998-1999
        Teaching Evaluation (4.5 out of 5)

<u>Instructor</u>. Research in Social Psychology with Dr. Daniel Gilbert   1998-1999

<u>Co-instructor</u>. Interpersonal Influence and Communication Laboratory   1997-2000
        with Dr. Nalini Ambady

<u>Teaching Fellow</u>. Introduction to Psychology with Dr. Richard McNally   1996-1999
        (4.3 out of 5)

<u>Teaching Fellow</u>. Introduction to Psychology with Dr. Richard Hackman   Spring 1998
        (4.3 out of 5)

<u>Quantitative Methods</u>

Department of Psychology, Harvard University

<u>Teaching Fellow</u>. Intermediate Quantitative Methods under Dr. Nalini Ambady 1999 - 2000

<u>Teaching Fellow</u>. Methods of Behavioral Research under Dr. Brendan Maher   1998 - 1999
        (4.3 out of 5)

Graduate School of Business Administration, Harvard University

<u>Teaching Fellow</u>. Quantitative Methods under Dr. Arthur Schleifer   Fall 1997

<u>Writing & Composition</u>

Bok Center for Teaching and Learning, Harvard University

<u>Graduate Writing Fellow</u>   Fall 1997

M.A.S.A. Center, Vancouver, Canada   1998

<u>Instructor</u>, English Composition and Writing

MENTORING ACTIVITIES

UCLA Anderson School of Management

Postdoctoral Scholar Advisor
Advised and mentored Serena Does

Graduate Student Advisor
Advised and mentored graduate students Ming Hong Tsai, Angelica Guitierrez, Geoffrey Ho, Benjamin Everly, Ania Thormahlen (Psychology), Amy Williams (Psychology), Daniel Walters, Brianna Goodale (psychology), Nicholas Alt (psychology), Carrie Chen on research projects

Geoffrey Ho received Best Student Paper Award, Academy of Management   2012
Ming Hong Tsai received the IACM Student Scholarship   2010

Dissertation Committee

Served on dissertation committee for Monica Lin (School of Education), Alice Wieland, Ming Hong Tsai (Chair), Heajung Jung, Angélica Gutiérrez, Yen Ling Shek (School of Education), Benjamin Everly (Chair), Geoffrey Ho, William Tsai.

Undergraduate and Masters Advisor
Supervised and mentored students Monica Sharif, Randie Chance, Daniel Walters, David Kim, Angel Hu, Iris Guzman, Katherine Sun, Grace Collery and Stephen Searles

Department of Psychology, University of Michigan

Graduate Student Advisor   2000-2008
Advised and mentored graduate students: Diana Sanchez, Rebecca Stotzer, Amy Trahan, Amy Kiefer, Brianna Barker, Brian Sandoval, Vera Sacharin, and Daryl Wout on research projects

Graduate Student Amy Trahan received the Barbara Oleshanky Award   2003

Honors Thesis Advisor   2001-
present
Advised undergraduates: Sharon Choe, Weishan Chin, Elsie Wang, Courtney Bonam, David Yang, Alissa Ginsberg, Kathleen Lentz, Elizabeth McCready, Jo Sasota and Dana Kabat on their honors theses. Evaluate written thesis.

Weishan Chin received the Muenzer Memorial Award for her thesis   2002
Courtney Bonam received the Muenzer Memorial Award for her thesis   2003
Kathleen Lentz received the LSA Honors Award and the Pillsbury Prize from
        Psychology for her thesis   2005

Dissertation Committees   2000 – present
Served on the dissertation committee for Abir Kahaleh, Karl Sikkenga, Penelope Espinoza, Karen Chen, Mischa Thompson, Chi-Ying Cheng, Amy Trahan, Cheri Philips, Daryl Wout (Co-Chair), Amy Kiefer (Co-Chair), Rebecca Stotzer (Chair)

Undergraduate Research Advisor   2000 – present
Advised undergraduates, Sheena Parikh, Jessica Hollander, Elsie Wang, Michael Varnum, Jina Ji, Samantha Samarasinha, Kelly Anderson, Wanda Chui, Christopher Barnett, Tabitha Knofski, Adebisi Aalli, Victoria Lau, Hamish Hughes, Adam Loges, Carrah Riddle, Theresa Mendoza, Kevin Robertson, Molly Boschert, Stephanie Kao, Jessica Myers, Jo Sasota, Alissa Ginsberg, Paul Scott, Alice Kuo, Diviinh Huff, Garrett Mangieri, William Peo-Chang, Kristen Pelachyk, Alissa Ginsberg, Jennifer Choe, Tim Donovan, Elizabeth Campbell, Tiffany Izard, Pranali Koradia, Michelle McFadden, Natalie Stafford, Alison Berger, and Vivian Hannosh on research projects.

Department of Psychology, Harvard University

Honors Thesis Reader   1998-2000
Advise undergraduates, Amy Kim, Courtney Peck, Susan Choi, and Kentaro Fujita on their honors theses. Evaluated written thesis and oral defense

Statistical Consultant for Faculty, Graduate and Undergraduate Students   1998-2000

PUBLICATIONS

Everly, B.A., Unzueta, M.M. & Shih, M.J. (in press). Can gay identity provide a boost in the hiring process? Maybe if the boss is female. *Journal of Business and Psychology.*

Shih, M., Wout, D.A. & Hambarchyan, M. (in press). Predicting performance outcomes from the manner of stereotype activation and stereotype content. *Asian American Journal of Psychology.*

Shih, M. & Pittinsky, T.L. (in press). Reflections on positive stereotypes research and on replications: Commentary and rejoinder on Gibson, Losee and Vitiello (2014) and Moon and Roeder (2014). *Social Psychology.*

Shih, M., & Young, M.J (2015). Identity management strategies in workplaces with colorblind diversity policies. In Neville, H.A., Gallardo, M.E., and Sue, D.W. (Eds). *The Myth of Racial Colorblindness:Manifestations, Dynamic and Impacts*. Washington, D.C: American Psychological Association.

Sanchez, D.T., Shih, M. & Wilton, L. (2014). Exploring the identity autonomy perspective: An integrative review of the minority experience for multicultural and multiracial individuals. In Benet-Martinez, V & Hong, Y.Y. (eds.), *Handbook of Multicultural Identity.* Oxford University Press.

Chen, Y., Lin, S.X., Liu, T.X. & Shih, M. (2014) Which Hat to Wear? Impact of Natural Identities on Coordination and Cooperation. *Games and Economic Behavior, 84,* 58-86.

Shih, M., Young, M. & Bucher, A. (2013). Working to reduce stigma: Identity management strategies in organizational contexts. *American Psychologist, 68,* 145-157.

Shih, M., Stotzer, R., & Gutiérrez, A. (2013). Perspective-Taking and Empathy: Generalizing the reduction of group bias towards Asian Americans to General Outgroups. *Asian American Journal of Psychology, 4,* 79-83.

Ho, G., Shih, M. & Walters, D (2012). Labels & Leaders: The influence of framing on emergent leadership behaviors. *Leadership Quarterly, 23,* 943-952. *shared first author

Shih, M., Gee, G. & Akutsu, P. (2012). Introduction to the special issue on culture, context and mental health. *Asian American Journal of Psychology, 3,* 131-132.

Stotzer, R & Shih, M. (2012) The relationship between masculinity and homophobia in factors associated with violence against gay men. *Psychology of Men and Masculinity, 13(2),* 136-142.

Everly, B., Shih, M. & Ho, G.C. (2012) Don't Ask, Don't Tell? The effects of disclosure on partner's performance? *Journal of Experimental Social Psychology. 48,* 407-410.

Shih, M., Pittinsky, T.L. & Ho, G. C. (2011). Stereotype Boost: Positive Outcomes from the Activation of Positive Stereotypes. In Inzlicht, M. & Schmader, T. (eds). *Stereotype Threat: Theory, Process and Application.* Oxford University Press.

Gee, G., Shih, M., & Akutsu, P. (2010) Culture and Mental Health: Risk, Prevention and Treatment in Asian Americans. *AAPI NEXUS, 8, 1-10*

Shih, M., Sanchez, D. T., & Ho, G. C. (2010). Costs and Benefits of Switching Among Multiple Social Identities. In Crisp, R. (Ed). *The Psychology of Social and Cultural Diversity.* Blackwell.

Shih, M., Wang, E., Trahan, A., & Stotzer, B. (2009). Perspective Taking: Reducing prejudice towards general outgroups and specific individuals. *Group Processes and Intergroup Relations, 12 (5), 565-577.*

Sanchez, D. T., Shih, M., & Garcia, J. (2009). Juggling multiple racial identities: Malleable racial identification and psychological well-being. *Cultural Diversity and Ethnic Minority Psychology, 15,* 243-254.

Wout, D., Shih, M., Jackson, J. S., & Sellers, R. M. (2009). Targets as perceivers: The influence of social perception on stereotype threat. *Journal of Personality and Social Psychology, 96,* 349-362.

Bonam, C. & Shih, M. (2009). Interracial Comforts: Exploring multiracial individuals' openness to intimate interracial relationships. *Journal of Social Issues: Special Issues: The Landscape of Multiraical Experiences, 65,* 87-103.

Shih, M., & Sanchez, D. (2009). When race becomes complex: Towards understanding multiracial identity and experiences. *Journal of Social Issues: Special Issue: The Landscape of Multiracial Experiences, 65,* 1-11.

Shih, M., Bonam, C., Sanchez, D., & Peck, C. (2007). The social construction of race: Biracial identity and susceptibility to stereotypes. *Cultural Diversity and Ethnic Minority Psychology,13,* 125-133

Kiefer, A. & Shih, M. (2006). Gender differences in persistence and attribution in stereotype relevant contexts. *Sex Roles, 54,* 859-868.

Pittinsky, T. L., Shih, M., & Trahan, A. (2006). Identity cues: Evidence from and for intra-individual perspectives on stereotyping. *Journal of Applied Social Psychology, 36,* 2215-2239.

Shih, M., Pittinsky, T. L. & Trahan, A. (2006). Domain-specific effects of Stereotypes on Performance. *Self and Identity, 5,* 1-14.

Pittinsky, T.L & Shih, M. (2006). Knowledge nomads. In Gandossy, B. (Eds.) *Workforce wake-up call: Your workforce is changing, are you?* John Wiley & Sons.

Shih, M., & Sanchez, D. (2005). Perspectives and research on the positive and negative effects of having multiple racial identities. *Psychological Bulletin,131,* 569-591.

Shih, M. (2004). Positive stigma: Examining resilience and empowerment in overcoming stigma. *Annals of the Academy of Political and Social Science, 591,* 175-185.

Pittinsky, T. L. & Shih, M. (2004). Knowledge nomads: Organizational commitment and worker mobility in positive perspective. *American Behavioral Scientist, 4,* 791-807.

Shih, M., Ambady, N., Richeson, J. A., Fujita, K., & Gray, H. (2002). Stereotype performance boosts: The impact of self-relevance and the manner of stereotype activation. *Journal of Personality and Social Psychology, 83,* 638-647.

Ambady, N., Shih, M., Kim. A., & Pittinsky, T. L. (2001). Stereotype susceptibility in children: Effects of identity activation on quantitative performance. *Psychological Science, 12,* 385-390.

Carson, S., Shih, M., & Langer, E. (2001). Sit still and pay attention? *Journal of Adult Development, 8(3),* 183-188.

Pratto, F. & Shih, M. (2000). Social dominance orientation and group context in implicit group discrimination. *Psychological Science, 11,* 521-524.

Pratto, F., Liu, J. H., Levin, S., Sidanius, J., Shih, M., Bachrach, H., & Hegarty, P. (2000). Social dominance orientation and legitimization of inequality across cultures. *Journal of Cross Cultural Psychology*, *31 (3),* 369-409

Pittinsky, T. L., Shih, M., & Ambady, N. (2000). Will a category cue affect you? Category cues, positive stereotypes and reviewer recall for applicants. *Social Psychology of Education*. *4(1),* 53-65.

Shih, M., Pittinsky, T.L., & Ambady, N. (1999). Stereotype susceptibility: Identity salience and shifts in quantitative performance. *Psychological Science, 10(1),* 81-84.

Pittinsky, T. L., Shih, M., & Ambady, N. (1999). Identity adaptiveness and affect across one's multiple identities. *Journal of Social Issues, Special Issue: Prejudice and Intergroup Relations, Papers in Honor of Allport's Centennial, 55(3),* 503-518.

REPORTS

Parker, A.M., Shih, M. & Shelton, S (2007). Leadership and Group Decision-Making in Public Health Emergency Preparedness. RAND Internal Report.

Seligman, M. E. P., Berkowitz, M. W., Catalano, R. F., Damon, W., Eccles, J. S., Gilham, J. E., Moore, K. A., Nicholson, H. J., Park, N., Penn, D. L., Peterson, C., Shih, M., Steen, T. A., Sternberg, R. J., Tierney, J. P., Weissberg, R. P., & Zaff, J. F. (2005). The positive perspective on youth development. In D. L. Evans, E. Foa, R. Gur, H. Hendrin, C. O'Brien, M. E. P. Seligman, & B. T. Walsh (Eds), *Treating and preventing adolescent mental health disorders: What we know and what we don't know* (pp. 499-529). New York: Oxford University Press, The Annenberg Foundation Trust at Sunnylands, and The Annenberg Public Policy Center of the University of Pennsylvania.

Pittinsky, T.L. & Shih, M. (2006) Knowledge nomads: Understanding an overlooked segment of the workforce helps managers lead. Center for Public Leadership Working Paper Series, Spring 2006.

MANUSCRIPTS UNDER REVIEW OR REVISION

Everly, B.A., & Shih, M. (2016). The fear of femininity: How men's motivation to maintain manhood status influences performance. Manuscript under review.

Shih, M., Sanchez, D.T., Wilton, L. S. & Goodale, B. (2016). Gaining strength from adversity: Sources of resilience for those who have multiple racial identities. Manuscript under review.

Shih, M., Ho, G.C., Norlander, P., Walters, D. & Pittinsky, T.L. (2016). Automatically Disqualified: Stigmatization of the Unemployed and Laid Off in Job Search and Employment. Manuscript under review.

Alt, N., Chaney, K.E., Shih, M. (2016). "But that was meant to be a compliment!": Evaluative costs of confronting positive racial bias. Manuscript under review.

WORKING PAPERS _____

Ambady, N., Shih, M., Does, S., Hallahan, M., & Lee, F. (2016). Stock explanations: dynamic trends in causal attributions across cultures.

LaPlante, D.A., Bernhard, B.J., & Shih, M.J. (2016). Behavioral Health Correlates of Race, Residence, and Gambling Problems in the Southwestern United States.

Shih, M., Pittinsky, T.L &. Tsai, M.H., (2016). When it's good to be me: Identity Adaptiveness and consumer preferences.

Stotzer, R., & Shih, M. (2016). Hogging and bullheaded: The power of dehumanizing words on discrimination.

Tsai, M.H. & Shih, M. (2016). The Effect of Group Attitude Diversity on Cooperation: When and How do Undecided People Promote Cooperation? *shared first author

Tsai, M.H. & Shih, M. (2016) The Effects of the Presence of the Undecided on Trust and Information-Sharing in Groups. *shared first authorship

Tsai, M.H. & Shih, M. (2016). Too Tired to Seek Information about the Counterparts' Preference? The Impacts of Ego Depletion on Preference-Seeking and Negotiation Performance. Working paper.

MANUSCRIPTS IN PREPARATION _____

Shih, M.J. & LaPlante, D.A. (2016) Health risk behaviors in multiracial young adults. Manuscript in preparation.

Ambady, N., Choi, S., Gray, H., Shih, M., & Richeson, J. A., (2016). Stereotype susceptibility in the elderly: Shifts in performance associated with social category activation. Manuscript in preparation.

Shih, M., Ho, G., Ambady, N., Fujita, K., Gray, H., & Richeson, J. A. (2016). Stereotype performance boosts: Mediational role of awareness and differential sensitivity. Manuscript in preparation.

Ambady, N., Pittinsky, T. L., Shih, M., & Kung, C. (2016). Attributions for economic downturns in two cultures: Dispositionalism and situationalism. Manuscript in preparation.

INVITED PRESENTATIONS

Shih, M. (2013). *Multiracial identity and susceptibility toe stereotypes.* Invited presentation given at California State University – Northridge. October, 2013.

Shih, M. (2013) *Multiple Identity and Stereotype Activation.* Invited presentation given at Stony Brook University, Stony Brook, New York. May 2013.

Shih, M. (2012) *Multiple Social Identities: Identity Activation.* Invited talk given at National Chung Cheng University. Chiayi, Taiwan. April 2012.

Shih, M. (2012) *Stereotype Susceptibility..* Invited talk given at National Cheng Kung University. Tainan, Taiwan. April 2012.

Shih, M. (2012) Multiple social Identities and Identity Activation. Invited talk given at National Taiwan University. Taipei, Taiwan. March 2012.

Shih, M. (2011). *Multiple Identities: Putting your best self forward.* Invited talk given at San Diego State University. March 2011.

Shih, M. (2011) *Multiple Social Identities.* Invited talk given at University of Southern California. March 2011.

Shih, M. (2010). *Reducing group bias through empathy.* Invited talk given at Loyola Marymount University. January, 2010.

Shih, M. (2009) *Multiple Identities: Putting your best self forward.* Invited talk given at Singapore Management University, Singapore. December 2009

Shih, M. (2009) *Challenging Race: Multiracial identity and the social of race.* Invited talk given at University of California, Riverside. Riverside, CA, November 2009.

Shih, M. (2009). *Multiple identities and Performance.* Invited talk given at Convening for Academic Youth Development. University of Texas, Austin. October 2009.

Shih, M. (2009). *Putting your best self forward.* Invited colloquium given at University of California, Irvine. Irvine, CA, October, 2009.

Shih, M. (2009) *Stereotype Susceptibility.* Invited talk given at 3rd Annual Symposium of the UCLA School of Law's Critical Race Studies Program. March 6-7, 2009

Shih, M. (2007) *Stereotype Threat and Academic Performance.* Invited colloquium given at the UCLA School of Law. Los Angeles, California, February 2007.

Shih, M. (2007) *Multiple Social Identities.* Colloquium given at the Anderson School of Business, UCLA. Los Angeles, California. January 2007.

Shih, M., (2006). *Asian Americans Stereotypes and Academic Performance.* In Caught in the Crossfire: Asian Pacific Americans & University Admissions. UCLA Law School Critical Race Studies,

Asian American Studies Center and UCLA Department of Education. Los Angeles, California. November, 2006.

Shih, M. (2006). *Stereotypes: Automatic and unconscious effects.* Invited talk given at the Conference of Asian Pacific American Law Faculty. Wayne State Law School, Detroit, Michigan. April, 2006.

Shih, M. (2005). *Multiple identities and positive outcomes*. Invited talk given at National Taiwan University. Taipei, Taiwan.

Shih, M. (2005). *Social identity and resilience.* Invited talk given at Kaohsiung Medical University. Kaohsiung, Taiwan.

Shih, M. (2004). *Empathy and its effects on intergroup relations*. Invited talk given to Michigan State University. East Lansing, Michigan.

Shih, M. (2004). *Identity salience, stereotypes and academic performance.* Invited talk given at the Asian Pacific American Law Students Association. Harvard Law School. Cambridge, MA.

Shih, M. (2003). *Multiple identities and positive outcomes*. Invited talk given in Pluralism and Leadership Seminar at Harvard Kennedy School of Government. Cambridge, MA.

Shih, M. (2002) *Multiple identities: Putting your best self forward*. Invited talk given in the Race and Social Justice Seminar Series at Princeton University. Princeton, New Jersey.

Shih, M. (2002). *Multiple identities and stereotype susceptibility*. Invited talk given at Midwestern Psychological Association Conference. Chicago, Illinois.

PRESENTATIONS

Everly, B., Schwarz, J. & Shih, M. (2014), The benefits of coming out: Disclosing gay identity leads to increased organizational performance. Symposium to be presented at the Academy of Management Conference. Philadelphia, PA. **awarded Best Conference Paper by Gender and Diversity Organizations Division of the Academy of Management

Shih, M. (2013). Stereotypes associated with the unemployed. Symposium presented at the Academy of Management Conference. Orlando, FL.

Everly, B., Shih, M. & Unzueta, M. (2013). Can being gay provide a bosst in the hiring process? Symposium presented at the Academy of Management Conference. Orlando, FL.

Everly, B., & Shih, M. (2013). Concealing sexual orientation can harm the performance of others. Symposium presented at 23rd Annual Meeting of the International Association for Conflict Management (To be given at the 24rd Annual Meeting, 2010). New Orlean, LA.

Ho, G. C., Shih, M. (2012). A Warm Place: Physical Warmth Promotes The Perceived Social Warmth of Organizations. Society for Industrial & Organizational Psychology Conference 2012, San Diego, U.S.A.

Ho, G. C., Shih, M., Walters, D. J. (2012). Labels & Leaders: The Influence of Task Framing on Leadership Emergence. Society for Industrial & Organizational Psychology Conference 2012, San Diego, U.S.A. (Accepted).

Ho, G. C., Shih, M., Walters, D. J. Pittinsky, T. L. (2012). The Stigma of Unemployment. Society for Industrial & Organizational Psychology Conference 2012, San Diego, U.S.A.

Ho, G. C., Shih, M., Walters, D. J. Pittinsky, T. L. (2012). The Stigma of Unemployment. Academy of Management Conference 2012, Boston, MA. U.S.A. **awarded Best Student Conference Paper by Gender and Diversity Organizations Division of the Academy of Managemenr

Tsai, M, & Shih, M (2011). The Effects of Group Attitude Diversity and Attitude Strength on Cooperation. The 12th Annual Meeting of the Society for Personality and Social Psychology, San Antonio, Texas, January 27-29

Everly, B. A., Unzueta, M. M., Shih, M. J. (2011). The effect of gender and sexual orientation on hiring and compensation decisions. Paper presented at the annual Academy of Management Conference, San Antonio, Texas.

Everly, B. A., Shih, M. J., & Unzueta, M. M. (2011). The effects of sexual orientation and gender on hiring decisions. Paper presented at the annual Thinking Gender Conference, Los Angeles, California.

Everly, B. A. & Shih, M. J. (2011). The effect of status on perceptions of physical attractiveness. Poster presented at the annual meeting of the Society of Personality & Social Psychology, San Antonio, Texas.

Ho, G. C., Shih, M. J., Walters, D. (2011). The Stigma of Unemployment: How The Mere Status of Unemployment Can Lead to Stigma and Discrimination. *UCLA Institue for Research on Labor and Employment Conference 2011, Los Angeles, U.S.A.* (Accepted)

Ho, G. C., Shih, M. J. (2011). Labels & Leaders: The Influence of Task Framing on Emergent Leadership. *Society for Personality and Social Psychology 2011, San Antonio, U.S.A.* (Accepted)

Walters, D., Ho, G. C. (2010). Stigma of Unemployment. *Southern California Doctoral Management Conference 2010. Los Angeles, U.S.A.*

Tsai, M.H. & Shih, M. (2010). The Effect of Group Attitude Diversity and Attitude Strength on Subsequent Cooperation. Symposium presented at 23rd Annual Meeting of the International Association for Conflict Management (23rd Annual Meeting, 2010). Boston, MA. **recipient of IACM Student Scholarship Award

Shih, M. (2010). Multiple Social Identities.: Putting your best self forward. Invited talk given at Duck Conference on Social Cognition. Duck, NC.

Shih, M. & LaPlante, D.A. (2010). *Health Risk Behaviors of Multiracial and Monoracial Young Adults.].* In Pittinsky, T.L. (Chair). Check all that apply: THe psychological costs and benefits of adopting a multiracial identity (11th Annual Meeting, 2001), Las Vegas, NV.

Ho, G. C., Shih, M. J. (2009). Positive Stereotypes and Employee Performance. *Meiji University Graduate School of Business Administration 50th Anniversary Symposium, Tokyo, Japan.*

Bonam, C., & Shih, M. (2008, February). "Interracial Comforts: Exploring racial flexibility and comfort with interracial relationships among multiracial individuals." Symposium talk presented at the Society of Personality and Social Psychology Annual Meeting. Albuquerque, New Mexico.

Chandler, J., Sacharin, V. & Shih, M. (2006) *Out of the coffin and into the kitchen: Mortality salience leads to self-stereotyping.* Poster presented at Society for Personality and Social Psychology (7th Annual Meeting, 2006), Palm Springs, California.

Stotzer, R. & Shih, M. (2006) *Resistance to homophobia in a homophobic society.* Poster presented at Society for Personality and Social Psychology (7th Annual Meeting, 2006), Palm Springs, California.

Sandoval, B. A., & Shih, M. (2006). *Diversity norms and socioemotional focus: A multifaceted approach to improving evaluative intergroup interactions.* Poster presented at Society for Personality and Social Psychology (7th Annual Meeting, 2006), Palm Springs, California.

Bonam, C. & Shih, M. (2004). *Multiracial and intergroup attitudes.* Poster presented at American Psychological Society (16th Annual Meeting, 2004), Chicago, Illinois.

Sanchez, D. & Shih, M. (2004) *The relationship between multiracial identity and self-esteem.* American Psychological Society (15th Annual Meeting, 2002), Denver, Colorado.

Kiefer, A. & Shih, M. (2004). *Stereotype relevance and gender differences in performance attributions.* American Psychological Society (15th Annual Meeting, 2002), Denver, Colorado.

Stotzer, R. & Shih, M. (2004). *The lesser of two evils: Negative messages and dehumanizing messages about African Americans.* Poster presented at the Society of Personality and Social Psychology Conference (5th Annual Meeting, 2004), Austin, Texas.

Shih, M. (2004). *Self-relevance and stereotype performance boosts*. In M. Inzlicht and J. Aronson (Chairs), The role of self in the stereotype-to-behavior link: Parallels between stereotype threat and ideomotor processes. Symposium conducted at the Society of Personality and Social Psychology Conference (5th Annual Meeting, 2004), Austin, Texas

Shih, M. (2003). *Multiple identities, positive stereotypes and performance boosts*. Talk given at the Second Annual Positive Psychology Summit. Washington, D.C.

Shih, M. (2003). *Positive stigma: Examining resilience and empowerment in overcoming stigma*. Paper prepared for the Annenberg/Sunnylands Conference on Positive Youth Development. Philadelphia, PA.

Shih, M. (2003). *Minority identity salience: Impact on negotiation outcomes*. Talk given at the Annual Conference of Decision Consortium. University of Michigan Business School. Ann Arbor, MI.

Trahan, A. & Shih, M. (2003). *Priming and performance: Examining the role of distraction*. Poster presentation to be given at the American Psychological Association (111th Annual Meeting), Toronto, Canada.

Trahan, A., Pittinsky, T. L., Shih, M., & Ambady, N. (2002). *Virtual Amy: E-mail bias and stereotype-consistent recall*. "Hot topic" presentation given at the American Psychological Society (15th Annual Meeting, 2002), Denver, Colorado.

Shih, M. & Hollander, J. E. (2002). *Implicit impact of stereotypes on interactions between targets and non-Targets.* Poster presented at the Society of Personality and Social Psychology Conference (3rd Annual Meeting, 2001), Savannah, Georgia.

Shih, M., Ambady, N., & Peck, C. (2001). *Biracial identity: Multiple identities in a single domain.* "Hot topic" presentation given at the American Psychological Society (14th Annual Meeting, 2001), Toronto, Canada.

Shih, M., Fujita, K. & Ambady, N. (2001). *Stereotype susceptibiltiy: The role of self-relevance in determining stereotype performance boosts*. Poster presented at the Society of Personality and Social Psychology Conference (2nd Annual Meeting, 2001), San Antonio, Texas.

Choi, Y. S., Ambady, N., & Shih, M. (2001). *Stereotype susceptibility and the elderly: Identity activation effects on memory performance.* Poster to be presented at the Society of Personality and Social Psychology Conference (2nd Annual Meeting, 2001), San Antonio, Texas.

Pratto, F., Liu, J., Levin, S. Hegarty, P. Shih, M., & Bachrach, H. (2001). *The ideological legitimation of group dominance..* In D. Quinn and J. Sanchez-Burks (Chairs). How Cultural Ideologies Shape Cognition, Emotion, and Social Judgments. Symposium conducted at the Society of Personality and Social Psychology Conference (2nd Annual Meeting, 2001), San Antonio, Texas

Shih, M., Richeson, J. A., Pittinsky, T. L.. & Ambady, N. (1999). *The influence of explicit stereotype priming on performance.* Hot topic presentation given at the American Psychological Society (11th Annual Meeting, 1998), Denver, Colorado.

Richeson, J. A., Shih, M., Pittinsky, T. L., & Ambady, N. (1999). *The threat of a positive stereotype: Explicit vs. implicit stereotype activation and academic performance.* Hot topic presentation given at the American Psychological Society (11th Annual Meeting, 1998), Denver, Colorado.

Pittinsky, T. L., Shih, M., Richeson, J. A. & Ambady, N. (1999). *Will an identity cue bias you? Identity salience and biased recall*. Poster presented at the American Psychological Society (11th Annual Meeting, 1998), Denver, Colorado.

Pittinsky, T. L., Shih, M., & Ambady, N. (1999). *Adaptive identities: Affect and orientation across multiple identities*. Poster presented at the American Psychological Association (107th Annual Convention), Boston, Massachusetts.

Shih, M (1998). *Influence of identity and stereotype on performance*. Social Psychology Area Meeting. Harvard University.

Pittinsky, T. L., Shih, M., Ambady, N., Peck, C., & Kim, A. (1998). *Social determinants of personal taste: Behavioral consequences of identity adaptiveness*. Poster presented in the Showcase Poster Session at the American Psychological Society (10th Annual Meeting, 1998), Washington, D.C.

Richeson, J. A., Shih, M., Ambady, N., Flynn, S. V., & Pollydore, C. A. (1998). *Deflected appraisals: Consequences of exposure to stereotypical and counter-stereotypical in-group members.* Poster presented in the Showcase Poster Session at the American Psychological Society (10th Annual Meeting, 1998), Washington, D.C.

Shih, M., Pittinsky, T. L., & Ambady, N. (1997). *Positive performances from positive stereotypes.* Poster presented at the American Psychological Society (9th Annual Meeting, 1997). Washington, D.C.

Ambady, N., Molinsky, A., & Shih, M. (1996). *Cultural and linguistic barriers in the courtroom.* Invited address, Massachusetts Superior Court Judges Annual Judicial Conference, Chatham, MA.

Shih, M. (1996). *Social dominance orientation and group threat: Implicit and explicit group discrimination.* In F. Pratto (Chair), Social Identity and Group Status: Implications for Intergroup Relations. Symposium conducted at the American Psychological Society (8th Annual Meeting, 1996).

GRANTS

2013	Co-Principal Investigator – Racial Identity, Burn-out and Attrition in New Teachers of Color (Office of Vice Chancellor for Research, Transdisciplinary Seed Grant, UCLA $25,000 PI: Thomas Philip, UCLA Graduate School of Education and Information Studies Co-PI: Gilbert Gee, UCLA School of Public Health
2011	Williams Institute Small Grant Program, "Don't Ask, Don't Tell? Does disclosure of gay identity affect partner performance" $4355
2011	Center for the Study of Women "Don't Ask, Don't Tell: The harmful effects of ambiguity on team performance" $3500
2010	Institute on Research on Labor and Unemployment "Unemployment Stigma" $7900
2008	Principal Investigator, "Culture , Context and Mental Health" (National Institute of Mental Health) $200,000 Co-PIs: Gilbert Gee, UCLA School of Public Health; Phillip Akutsu, Cal State Sacramento, Department of Psychology
2007	Co-Principal Investigator, "Toward an Understanding of Problem Gambling and Other Behavioral Issues Among Rural and Urban Multi-racial/ethnic Populations", (President's Research Award, University of Nevada-Las Vegas), $47,505; PI: Bo Bernhard, University of Nevada – Las Vegas, Department of Sociology Co-PI: Debi LaPlante, Harvard Medical School
2007	Co-Principal Investigator, "Social Identity, Mechanism Design and Equilibrium Research" (National Science Foundation) $360,000 PI: Yan Chen, University of Michigan, School of Information Co-PI: Sherry Yang, University of Texas – Dallas, Department of Economics
2007	Principal Investigator, "Leadership and Decision-making" (RAND Corporation, Public Health Preparedness) $83,928
2007	Principal Investigator, "Health Risk Behaviors in Multiracial Young Adults" (Robert Wood Johnson Foundation) $39,720,

Co-PI: Debi LaPlante, Harvard Medical School

2003   Principal Investigator, "Stereotype Threat and Biracial Identity" (Office of Vice President for Research Grant, University of Michigan) $7000

2003   Principal Investigator, "Biracial Identity: Race as Social Construction" (John Templeton Foundation, Positive Psychology Young Scholars Grant) $6700

2001   Principal Investigator, Instructional Development Grant, (Center for Research on Learning and Teaching, University of Michigan, Ann Arbor) $350

2000   Principal Investigator, "Self-Relevance and Stereotype Performance Boosts", Rackham Faculty Grant, University of Michigan, Ann Arbor $14,100

1996-1999 Harvard University Department of Psychology Competitive Research Grant

- Gordon W. Allport Memorial Fund (1996, 1997, 1998, 1999)

- Marie E. McMasters Fund (1998)

- Elsie Hope Stimson (1997)

- Richard Hodgsons Memorial Fund (1996)

HONORS

2011   Fulbright Award

2006   LSA Class of 1934 Memorial Teaching Award

2006   LSA Award for Educational Excellence

2005   Outstanding Scholar Honor, National Science Council, Taiwan

2003   Martin E.P. Seligman Award for Outstanding Dissertation Research in Positive Psychology

1998-1999 Certificate of Distinction in Teaching
            Derek Bok Center for Teaching and Learning, Harvard University

FELLOWSHIPS

1999   Harvard University Graduate School of Arts and Sciences Dissertation Completion Fellowship (*declined)*

1999   Harvard University Graduate School of Arts and Sciences Elliot Dissertation Fellowship

1998   Harvard University Graduate School of Arts and Sciences Summer Fellowship

1997-1999 Social Sciences and Humanities Research Council of Canada Doctoral Fellowship

1996   Dr. Tsung Yi Lin Graduate Scholarship

PROFESSIONAL MEMBERSHIPS

Academy of Management

American Psychological Society

American Psychological Association

Society of Personality and Social Psychology

Society for the Psychological Study of Social Issues

SERVICE TO THE DISCIPLINE

Executive Committee, *Society for Psychological Study of Social Issues*
      Chair, Communications Committee

Consulting Editor, *Cultural Diversity and Ethnic Minority Psychology*

Editorial Board, *Asian American Journal of Psychology*

Editorial Board, *California Management Review*

Organizer: 2010 Asian American Mental Health Conference: Risk and Prevention

Organizer: 2011 Asian American Mental Health Conference: Intervention and Treatment

Task Force Member: *APA Presidential Task Force on Reducing Discrimination and Prejudice*

Associate Editor, *Social Psychology*

Special Issue Editor, *Asian American Journal of Psychology: Special Issue 2012*

Special Issue Editor, *AAPI NEXUS: Special Issue 2011*

Special Issue Editor, *Journal of Social Issues: Special Issue: The Landscape of Multiracial Experiences 2007*

Editorial Board, *Journal of Women and International Leadership*

Consulting Editor *Journal of Personality and Social Psychology,* 2005-2013

Consulting Editor *Personality and Social Psychology Bulletin,* 2005- 2008

Secretary/Treasurer *International Society for Self and Identity*   2006-2010

Ad-hoc Reviewer *Applied Psychology: An International Review*

Ad-hoc Reviewer *Journal of Applied Social Psychology*

Ad-hoc Reviewer *Journal of Counseling Psychology*

Ad-hoc Reviewer *Journal of Applied Developmental Psychology*

Ad-hoc Reviewer *Psychological Science*

Ad-hoc Reviewer *Journal of Personality and Social Psychology*

Ad-hoc Reviewer *Personality and Social Psychology Bulletin*

Ad-hoc Reviewer *Journal of Experimental Social Psychology*

Ad-hoc Reviewer *National Science Foundation*

Ad-hoc Reviewer *Basic and Applied Social Psychology*

Ad-hoc Reviewer *European Journal of Social Psychology*

Ad-hoc Reviewer *Harvard Business School Press*

Ad-hoc Reviewer *Canadian Social Science and Humanities Research Council Grant*

Ad-hoc Reviewer *Journal of Adolescent Research*

Ad-hoc Reviewer *Culture Diversity and Ethnic Minority Psychology*

Ad-hoc Reviewer *Journal of Behavioral Medicine*

Ad-hoc Reviewer *American Educational Research Journal: Teaching, Learning and Human Development*

Ad-hoc Reviewer *European Journal of Social Psychology*

Ad-hoc Reviewer *Group Processes and Intergroup Relations*

Ad-hoc Reviewer *Journal of Research in Adolescence*

Ad-hoc Reviewer *Sex Roles*

Ad-hoc Reviewer *British Journal of Social Psychology*

Ad-hoc Reviewer *Developmental Psychology*

Ad-hoc Reviewer *Psychological Bulletin*

Ad-hoc Reviewer *Social Psychological and Personality Science*

Ad-hoc Reviewer *Social Justice Research*

Ad-hoc Reviewer *Social Cognition*

Ad-hoc Reviewer *Personality and Social Psychology Review*

Panel Member*, 2004 NSF - HSD Program Competition*

Panel Member, 2008 NIH Grants Review Panel (SPIP)

Panel Member, 2009 NIH Grants Review Panel (Special Panel)

SERVICE TO THE DEPARTMENT

UCLA

UCLA Fulbright selection committee	2014
MBA Admissions Committee	2009-present
Marion Anderson Chair Search Committee	2014-present
Gender Climate Task Force Committee, Co-Chair	2014
Research Committee	2013-2016
Adjunct Professor Policy Committee	2013
Hellman Grant Selection Committee, UCLA	2010-2011
Area Chairperson, Management and Organizations	2011- present
UCLA Anderson Behavioral Lab Development Committee	2010-2011
Speaker for UCLA Global EMBA Program, Mexico City	2011
Panelist: Contributions of HROB research, HARRT Retreat, Santa Barbara	2010

MBA Communications Committee	2009-2010
MBA Orientation Committee	2009
HROB Graduate Program Liaison	2009-2011
Faculty Advisory Committee, Center for Asian American Studies	2009-present
Jean Stone Dissertation Award Selection Committee, Center for Study of Women	2009
Leadership Foundations Coordinator	2009
Riordan Program: Academic Opportunities Panel Speaker	2009

Panelist: The Legal and Business Impact of Extending Marriage, Civil Unions, and Domestic
Partnerships to Same-Sex Couples – sponsored by UCLA Anderson School of Management, UCLA
Law School and the Williams Institute
2009

Anderson Ad Hoc Committees

fourth year review for Miguel Unzueta	2009
fourth year review for Noah Goldstein (Chair)	2010
tenure review committee for Maia Young	2010
tenure review committee for Miguel Unzueta (Chair)	2012
tenure review committee for Noah Goldstein	2012
tenure review committee for Jenessa Shapiro	2012
Full professor promotion for Daniel Oppenheimer	2012
UCLA Cap Ad hoc committees	2011, 2012, 2014
UCLA Committee for the Responsible Conduct of Research	2012

University of Michigan

Undergraduate Committee	2005-2006
Personality and Social Contexts Promotion Committee	2005-2006
Admissions Committee, Organizational Psychology	2004-2005
Augmented Executive Committee	2003-2004
Admissions Committee, Organizational Psychology	2003-2004
Admissions Committee, Organizational Psychology	2002-2003
Search Committee, Organizational Psychology	2002-2003
Executive Committee, Department of Psychology	2002-2003
Search Committee, Organizational Psychology	2001-2002
Chair, Admissions Committee	2001-2002
Admissions Committee	2000-2001

MEDIA MENTIONS

Role Play has role in diversity training. *The Globe and Mail*, October 9, 2009

Cultural Worlds intersect. *APA Monitor*, Feb 2006

Rebound from a Layoff. April 7, 2011. *Men's Health.*

Unemployment: UCLA Study Shows Stigma of Joblessness Is Immediate. April 6, 2011. *ABC News.*

Your Money: Donna Guzik on unemployment bias. April 6, 2011. *CBC News Radio.*

Study shows prejudices against the unemployed. April 6, 2011. *UCLA Newsweek.*

UCLA Study Shows Even the Newly Unemployed Face Employment Discrimination. April 6, 2011. *CityTownInfo.*

Students should grab job opportunities as soon as possible to avoid unemployment discrimination in work force. April 4, 2011. *UCLA Daily Bruin.*

UCLA Study: In Vicious Cycle, Job Interviewers Are Biased Against Unemployed. April 4, 2011. *LA Weekly Blogs.*

Jobless face discrimination when seeking placements. April 4, 2011. *Indo-Asian News Service.*

Unemployed Americans complain of discrimination when looking for work. April 2, 2011. *Asian News International.*

Economy gaining momentum with job growth: But some long-term unemployed say it is harder than ever to get work. April 1, 2011. *CBS Evening News.*

Unemployment hits 2-year low. April 1, 2011. *CBS Evening News with Katie Couric*

KNX Business Hour with Frank Mottek. April 1, 2011. *KNX 1070 News Radio.*

Out of work? Your resume is no good here. March 31, 2011. *UCLA Newsroom.*

Don't ask, don't tell hurts workplace performance. August 19, 2011 Miller-McCune

Madeline Brand Show, KPCC 89.3–NPR, September 20, 2011

UCLA Challenges effectiveness of Don't Ask, Don't Tell, Reuters, September 16, 2011

Unemployed Face Discrimination Just one Month After Losing Their Jobs, Report Says. Huffington Post, July 30, 2012

Looking for a job. Don't tell them you're unemployed. Businessnewsdaily.com, July 30, 2012.

Study finds hiring bias against jobless. San Diego Union-Tribune. August 3, 2012