

Curriculum Vitae
CLAUDE MASON STEELE
Department of Psychology
Stanford University
Stanford, CA 94305-2130

EDUCATION:

- B.A. Hiram College, Hiram, Ohio, June, 1967
Major in Psychology
- M.A. Ohio State University, June, 1969
Major in Social Psychology
- Ph.D. Ohio State University, September, 1971
Major in Social Psychology
Minor in Statistical Psychology

AWARDS:

- 1994-95 Cattell Faculty Fellowship, The James McKeen Cattell Fund
- 1995 Dean's Teaching Award, Stanford University
- 1996 Elected to The American Academy of Arts and Sciences
- 1997 Gordon Allport Prize in Social Psychology, Society for the Psychological Study of Social Issues
- 1998 Elected to The National Academy of Education
- 2000 Honorary Doctorate, University of Chicago
- 2000 William James Fellow Award for Distinguished Scientific Career Contribution, American Psychological Society
- 2001 Donald Campbell Award, Society for Personality and Social Psychology
- 2002 Honorary Doctorate, Yale University
- 2002 Kurt Lewin Memorial Award, Society for the Psychological Study of Social Issues
- 2002 Senior Award for Distinguished Contributions to Psychology in the Public Interest, American Psychological Association
- 2003 Distinguished Scientific Contribution Award, American Psychological Association
- 2003 Honorary Doctorate, Princeton University
- 2003 Elected to The National Academy of Sciences
- 2004 Columbia Teachers College Medal for Distinguished Service
- 2006 Honorary Doctorate, University of Michigan
- 2007 Distinguished Scientific Impact Award, The Society of Experimental Social Psychology. (For "Threat in the Air")
- 2007 American Psychological Association, Presidential Citation
- 2008 Elected to the American Philosophical Society

PROFESSIONAL EXPERIENCE:

Director, Center for Advanced Study in the Behavioral Sciences (2005-Present)

Within Stanford University

- Professor of Psychology, Stanford University (1991-Present)
- Chair, Department of Psychology, Stanford University (1997-2000)
- Lucie Stern Professor in the Social Sciences, Stanford University (1997-Present)
- Director, Center for Comparative Studies in Race and Ethnicity, Stanford University (2002-2005)
- Board of Trustees Development Committee, Stanford University (2002-Present)
- Faculty Diversity Council, Stanford University (2001-2002)
- Faculty Senate Steering Committee, Stanford University (2001-2002)

Faculty Senate, Stanford University (2000-2002)
 Co-Director, Research Institute for Comparative Studies in Race and Ethnicity, Stanford University (1999-2002)
 Presidential Search Committee, Stanford University (1999-2000)
 Planning and Policy Board, Faculty Senate, Stanford University (2002-2005)
 Fellow, Center for Advanced Study in the Behavioral Sciences, Stanford University (1994-1995)

Outside Stanford University

1987-1991 Professor of Psychology, University of Michigan
 Research Scientist, Institute for Social Research, University of Michigan (1989-1991)

1985-1987 Professor of Psychology, University of Washington

1973-1985 Assistant Professor to Professor of Psychology, University of Washington

1971-1973 Assistant Professor of Psychology, University of Utah

Other Professional Activity

2002-2003 President, Society for Personality and Social Psychology

1996-1997 President, Western Psychological Association

1991-1996 Member, Board of Directors American Psychological Society

1990-Present Consulting Editor: *Journal of Personality and Social Psychology, Attitudes and Social Cognition, Psychological Review, Motivation and Emotion, Basic and Applied Social Psychology, Journal of Experimental Social Psychology*

1988-1991 Member, Division 8, APA Executive Committee

1988-1989 Chair, Executive Committee of Society of Experimental Social Psychology

1987-1988 Secretary-Treasurer Society of Experimental Social Psychology

1984-1988 Member, National Institute on Alcohol Abuse and Alcoholism, Psychosocial Research Study Section

1984-1987 Associate Editor: *Personality and Social Psychology Bulletin*

1983-1990 Consulting Editor: *Journal of Social Issues*

1980-1985 Member, King County Alcoholism and Drug Abuse Administrative Board

1979-1983 Member, National Institute of Mental Health, Review Panel; Mental Health Research Education Review Panel

1979-1983 Research Grant Reviewer: National Institute of Mental Health, National Science Foundation

1977-1983 Consulting Editor: *Personality and Social Psychology Bulletin*

- 1969-1970 Co-director (with L. K. Rosenblood, T. M. Ostrom and H. L. Mirels) of the Juvenile Delinquency Research Project, validated a program to reduce the frequency of arrests in delinquents.
- 1968-1971 Member, Board of Directors for the Black Student Psychological Association
- 1967-1971 Research Assistant to Dr. Thomas M. Ostrom, Ohio State University; worked on verbal conditioning of attitudes, attribute structure and discrimination, perceived discrepancy and attitude change, victim similarity and derogation.

MEMBERSHIPS:

American Psychological Association
 American Psychological Society
 Society of Experimental Social Psychology
 Society of Personality and Social Psychology

RESEARCH INTERESTS:

Stereotype threat and broader forms of social identity threat. The role of identity in explaining group differences in intellectual performance and academic performance.

Self-evaluative processing: Self-affirming modes of information processing and dissonance phenomena.

The role of self-evaluation and identification in the school achievement of black Americans and women in natural sciences.

The role of alcohol and drug use in self-regulation processes and social behavior: Mechanisms underlying the effects of alcohol and drugs on self-control, social behavior, and affect.

Compliance behavior and its mediation through self-affirming processes.

RESEARCH AWARDS:

Direct and indirect perspective mediated attitude change, University of Utah Faculty Research Fund, 1972-73. \$2,000.

Social factors in the etiology of problem drinking. Alcohol and Drug Abuse Institute of the University of Washington, 1974-75. \$7,000.

Role of personal and media impugnments in alcohol abuse, National Institute on Alcohol Abuse and Alcoholism, AA02448-02, 1976-1979. \$80,000.

Drinking and conditioned anxiety, National Institute of Mental Health, AA04914-01, 1980-81. \$10,000.

Drinking and stress, Alcohol and Drug Abuse Institute of the University of Washington, 1982. \$5,000.

Drinking and affect: A behavioral etiology of alcoholism, National Institute on Alcohol Abuse and Alcoholism, AA05712-01, 1982-85. \$130,000.

Restrained drinking: A model of alcohol abuse, National Institute on Alcohol Abuse and Alcoholism, 1984-86. \$100,000. (Co-investigator; L. Southwick, P.I.)

Alcohol Research Training Grant. National Institute on Alcohol Abuse and Alcoholism, 1984- 1989. \$500,000. (With Alan Marlatt, Hank Sampson, and Steve Woods.)

Alcohol and the reduction of stress from inhibitory response conflict. Alcohol and Drug Abuse Institute of the University of Washington, 1985-86. \$9,000.

Drinking and affect: A cognitive-behavioral etiology of alcoholism. National Institute of Alcohol Abuse and Alcoholism, AA05712-01, 1986-89. \$230,000.

The role of protective dis-identification in mediating minority achievement. National Institute of Mental Health, 1990-1993. \$389,000. (With Richard E. Nisbett).

Stereotype vulnerability and academic performance: An intervention. The Russell Sage Foundation, 1993-1995. \$420,000.

A field test of “wise” learning strategies. The Russell Sage Foundation, 1993-1994. \$14,000.

Stereotype vulnerability and academic performance. National Institute of Mental Health, 1994- 1998. \$813,043.

A diverse perspective in psychology: A proposal for a faculty seminar. The Irvine Foundation, Stanford University. \$13,537.

A Spencer Foundation mentoring grant, 1996-98. The Spencer Foundation. \$ 50,000.

Stereotype threat and academic achievement: An intervention. Continuation of the Russell Sage Foundation grant, 1996-1997. \$30,000.

From diversity to community. Russell Sage Foundation, 2000-2003. \$350,000. (With Hazel Markus, Dorothy Steele, and Michael Kass).

Models of Diversity and Social Identity Threat as Determinants of successful diversity. Russell Sage foundation, 2001-2003. \$221,382. (With Hazel Markus).

PAPERS:

Ostrom, T. M., Steele, C. M., Rosenblood, L. K., & Mirels, H. A. (1971). Modification of delinquent behavior. *The Journal of Applied Social Psychology*, 2, 118-136.

Latane, B., & Steele, C. M. (1975). The persistence of social attraction in socially deprived and satiated rats. *Animal Learning and Behavior*, 3, 131-134.

Latane, B., Edwards, J., Steele, C. M., & Walton, D. (1973). Social attraction among and between albino hooded rats. *Bulletin of the Psychonomic Society*, 2, 20-22.

Steele, C. M., & Ostrom, T. M. (1974). Perspective mediated attitude change: When is indirect persuasion more effective than direct persuasion? *Journal of Personality and Social Psychology*, 29(6), 737-741.

Ostrom, T. M., Steele, C. M., & Smilansky, J. (1974). Perceived discrepancy and attitude change: In unsubstantiated relationship. *Journal of Representative Research in Social Psychology*, 5, 7-15.

Steele, C. M. (1975). Name-calling and compliance. *Journal of Personality and Social Psychology*, 31(2), 361-370.

Steele, C. M., & Green, S. G. (1976). Affirmative action and academic hiring: A case study of a value conflict. *Journal of Higher Education*, 4, 413-437.

Steele, C. M., & Woods, L. (1977). Trait attributions and defense against insult from a dissimilar other. *Journal of Research in Personality*, 11, 318-328.

Siegel, J. M., & Steele, C. M. (1980). Environmental distraction and interpersonal judgments. *British Journal of Social and Clinical Psychology*, 19, 23-32.

Siegel, J. M., & Steele, C. M. (1979). Noise level and social discrimination. *Personality and Social Psychology Bulletin*, 5, 95-100.

Steele, C. M., & Liu, T. J. (1981). Dissonance avoidance and the expectancy of a value-affirming response: Making the dissonant act unreflective of the self. *Personality and Social Psychology Bulletin*, 7, 393-397.

Southwick, L., Steele, C. M., & Marlatt, G. A. (1981). Alcohol-related expectancies: Defined by phase of intoxication and drinking experience. *Journal of Consulting and Clinical Psychology*, 5, 713-721.

- Steele, C. M., & Southwick, L. (1981). Effects of fear, causal attribution about alcoholism, and drinking habits on attitude change and drinking. *Cognitive Therapy and Research*, *5*, 339-349.
- Steele, C. M., Southwick, L., & Critchlow, B. (1981). Dissonance and alcohol: Drinking your troubles away. *Journal of Personality and Social Psychology*, *4*, 831-846.
- Steele, C. M., & Liu, T. J. (1983). Dissonance processes as self-affirmation. *Journal of Personality and Social Psychology*, *45*, 5-19.
- Steele, C. M., & Southwick, L. (1985). Alcohol and social behavior I: The mediating role of inhibitory conflict. *Journal of Personality and Social Psychology*, *48*, 18-34.
- Steele, C. M., Critchlow, B., & Liu, T. J. (1985). Alcohol and social behavior II: The helpful drunk. *Journal of Personality and Social Psychology*, *48*, 35-46.
- Southwick, L., Steele, C. M., & Lindell, M. (1986). Construct accessibility and judgments about alcoholism by offspring of alcoholics. *Cognitive Therapy and Research*, *10*, 167-186.
- Steele, C. M. (1986). The psychology of drunken excess. *Psychology Today*, January.
- Steele, C. M., Southwick, L., & Pagano, R. (1986). Drinking your troubles away I: The role of activity in mediating alcohol's reduction of psychological stress. *Journal of Abnormal Psychology*, *95*, 173-180.
- Liu, T. J., & Steele, C. M. (1986). Attributional analysis as self-affirmation. *Journal of Personality and Social Psychology*, *51*, 531-540.
- Curry, S., Southwick, L., & Steele, C. M. (1987). Restrained and unrestrained drinking: Generalization of a consumption style. *Addictive Behaviors*, *12*, 73-77.
- Southwick, L., & Steele, C. M. (1987). Restrained drinking: Personality correlates of a control style. *Journal of Drug Issues*, *17*.
- Southwick, L., Kuna, P., & Steele, C. M. (1988). Heaven can wait: The effects of restrained and unrestrained drinking styles on the ability to delay drinking gratification. *Cognitive Therapy and Research*, *2*, 261-278.
- Steele, C. M. (1988). The psychology of self-affirmation: Sustaining the integrity of the self. In L. Berkowitz (Ed.), *Advances in experimental social psychology* (Vol. 21, pp. 261-302). San Diego, CA: Academic Press.
- Steele, C. M., & Josephs, R. (1988). Drinking your troubles away II: The role of activity in mediating alcohol's reduction of anxiety. *Journal of Abnormal Psychology*, *97*, 196-205.
- Banaji, M., & Steele, C. M. (1989). Alcohol and self-evaluation: Is a social cognition approach beneficial? *Social Cognition*, *7*(2), 137-151.
- Josephs, R. A., & Steele, C. M. (1990). The two faces of alcohol myopia: Attentional mediation of psychological stress. *Journal of Abnormal Psychology*, *99*, 115-126.
- Steele, C. M., & Josephs, R. A. (1990). Alcohol myopia: Its prized and dangerous effects. *American Psychologist*, *45*(8), 921-933.
- Steele, C. M. (1992, April). Race and the schooling of black Americans. *The Atlantic Monthly*, *269*(4), 68-78.
- Josephs, R. A., Larrick, R., Steele, C. M., & Nisbett, R. M. (1992). Self-esteem and risk aversion in decision-making. *Journal of Personality and Social Psychology*, *62*(1), 26-37.
- Spencer, S. J., Josephs, R. A., & Steele, C. M. (1993). Low self-esteem: The uphill struggle for self-integrity. In R. F. Baumeister (Ed.), *Self-Esteem and the Puzzle of Low Self-Regard* (pp. 21-36). New York: Plenum Press.
- Steele, C. M., & Spencer, S. J. (1992). The primacy of self-integrity. A comment on Elliot Aronson's "The return of the repressed: Dissonance theory makes a comeback." *Psychological Inquiry*, *3*, 345-346.

- Steele, C. M., Spencer, S. J., & Lynch, M. (1993). Self-image resilience and dissonance: The role of affirmational resources. *Journal of Personality and Social Psychology*, *64*, 885-896.
- Steele, C. M., & Aronson, J. (1994). Stereotype vulnerability and African-American intellectual performance. In E. Aronson (Ed.), *Readings About the Social Animal*. New York: Freeman & Co.
- Steele, C. M., & Aronson, J. (1995). Stereotype threat and the intellectual test performance of African-Americans. *Journal of Personality and Social Psychology*, *69*, 797-811.
- Steele, C. M. (1997). A threat in the air: How stereotypes shape the intellectual identities and performance of women and African Americans. *American Psychologist*, *52*, 613-629.
- Reprinted in J. L. Eberhardt & S. T. Fiske (Eds.), *Confronting racism: The problem and the response*. Thousand Oaks, CA: Sage Publications, 1998.
- Reprinted in E. Y. Lowe (Ed.), *Promise and dilemma: Perspectives on racial diversity and higher education*. Princeton, NJ: Princeton University Press, 1999.
- Aronson, J., Steele, C. M., Salinas, M. F., & Lustina, M. J. (1998). The effects of stereotype threat on the standardized test performance of college students. In E. Aronson (Ed.), *Readings About the Social Animal* (8th Edition). New York: Freeman.
- Steele, C. M. (1998). Stereotyping and its threat are real. *American Psychologist*, *53*, 680-681.
- Crocker, J., Major, B., & Steele, C. M. (1998). Social stigma. In D. Gilbert, S. T. Fiske, & G. Lindzey (Eds.), *The handbook of social psychology* (Vol 2, 4th ed., pp. 504-553). Boston: McGraw Hill.
- Steele, C. M., & Aronson, J. (1998). Stereotype threat and the test performance of academically successful African Americans. In C. Jencks & M. Phillips (Eds.), *Black-White Test Score Gap*. Brookings Institution Press.
- Aronson, J., Lustina, M. J., Good, C., Keough, K., Steele, C. M., & Brown, J. (1999). When white men can't do math: Necessary and sufficient factors in stereotype threat. *Journal of Experimental Social Psychology*, *35*, 29-46.
- Spencer, S. J., Steele, C. M., & Quinn, D. M. (1999). Stereotype threat and women's math performance. *Journal of Experimental Social Psychology*, *35*, 4-28.
- Cohen, G., Steele, C. M., & Ross, L. D. (1999). The mentor's dilemma: Providing critical feedback across the racial divide. *Personality and Social Psychology Bulletin*, *25*, 1302-1318.
- Steele, C. M., & Sherman, D. A. (1999). The psychological predicament of women on welfare. In D. Prentice & D. Miller (Eds.), *Cultural Divides: Understanding and overcoming group conflict*. New York: Russell Sage Foundation.
- Steele, C. M. (1999, August). Thin ice: "Stereotype threat" and black college students. *The Atlantic Monthly*, *284*(2), 44-47, 50-54.
- Marx, D., Brown, J., & Steele, C. M. (1999). Allport's legacy and the situational press of stereotypes. *Journal of Social Issues*, *55*, 491-502.
- Steele, C. M. (1999). Expert report of Claude M. Steele. *Michigan Journal of Race & Law*, *5*, 439-450.
- Cohen, G., Aronson, J., & Steele, C.M. (2000). When beliefs yield to evidence: Reducing biased evaluation by affirming the self. *Personality and Social Psychology Bulletin*, *26*, 1151-1164.
- Sherman, D., Nelson, L., & Steele, C. M. (2000). Do messages about health risks threaten the self? Increasing the acceptance of threatening health messages via self-affirmation. *Personality and Social Psychology Bulletin*, *26*, 1046-1058.
- Markus, H., Steele, C.M., & Steele, D.M. (2001). Color-blindness as a barrier to inclusion: assimilation and immigrant minorities. *Daedalus*, *129*, (4) 233-254

- Markus, H., Steele, C.M., & Steele, D.M. (2001). Color-blindness as a barrier to inclusion. In R. Shweder, M. Minow, & H. Markus (Eds.) *Engaging cultural difference*. New York: Russell Sage Foundation.
- Steele, C. M. (2001). The role of standardized testing in race-sensitive admissions. Chapter in Susan Sturm and Lani Guinier's *The Future of Affirmative Action*. Beacon Press.
- Steele, C. M., Spencer, S. J., & Aronson, J. (2002). Contending with group image: The psychology of stereotype and social identity threat. In M.P. Zanna (Ed.), *Advances experimental social psychology* (Vol. 34, pp. 379-440). San Diego, CA: Academic Press.
- Steele, C. M. (2002). Kenneth Clark's context and mine: Toward a context based theory of social identity threat. In G. Philogene (Ed.), *Race and identity: Perspectives on American Society*. American Psychological Association.
- Cohen, G. L., & Steele, C. M. (2002). A barrier of mistrust: How negative stereotypes affect cross-race mentoring. In J. Aronson (Ed.), *Improving academic achievement: Impact of psychological factors on education*.
- Perry, T., Steele, C., Hilliard, A., III. (2003). *Young, gifted, and black: Promoting high achievement among African-American students*. Boston, MA: Beacon Press.
- Steele, C. M., Spencer, S., Nisbett, R., Hummel, M., Harber, K., & Schoem, D. (Invited). African American college achievement: A "wise" intervention. *Harvard Educational Review*.
- Steele, C. M. Through the back door to theory. (2003) *Psychological Inquiry*, 14, 314-317.
- Pronin, E., Steele, C. M., & Ross, L. Identity bifurcation in response to stereotype threat: women and mathematics. (2004) *Journal of Experimental Social Psychology*, 40, 152-168.
- Steele, C. M. & Davies, P. G. Stereotype threat and employment testing: a commentary. (2003) *Human Performance*, 16, 311-326.
- Steele, C. M. & Aronson, J. A. (2004). Stereotype threat does not live by Steele and Aronson alone. *American Psychologist*, 59, 47-48.
- Aronson, J. & Steele, C. M. Stereotypes and the fragility of academic competence, motivation, and self-concept, (chapter to appear in A. Elliot & C. Dweck (Eds.) *The Handbook of Competence*.
- Davies, P.G., Spencer, S.J., & Steele, C.M. (2005). Clearing the air: Identity safety moderates the effects of stereotype threat on women's leadership aspirations. *Journal of Personality and Social Psychology*, 88, 276-287.
- Steele, C.M., Aronson, J.A. (2004). 'Stereotype threat' a factor in the test score gap. *The Wall Street Journal, Tuesday, May 4, 2004*.
- Adams, G., Garcia, D., M., Purdie-Vaughns, V., & Steele, C. M. (2006). The detrimental effects of a suggestion of sexism in an instruction situation. *Journal of Experimental Social Psychology*, 42, 602-615.
- Nussbaum, A. D., & Steele, C. M. (2007). Persistence in the face of adversity. *Journal of Experimental Social Psychology*, 43, 127-134.
- Murphy, M. C., Steele, C. M. & Gross, J. J. (2007). Signaling Threat: How Situational Cues Affect Women in Math, Science, and Engineering Settings. *Psychological Science*, 18, 879-885.
- Goff, P.A., Steele, C. M., & Davies, P. (2008). The space between us: stereotype threat and distance in interracial contexts. *Journal of Personality and Social Psychology*. 94, 1, 91-107.
- Purdie-Vaughns, V. J., Steele, C. M., Davies, P. G., Dittmann, R., & Crosby, J. R. (2008) Social identity contingency: How diversity cues signal threat or safety for African-Americans in mainstream institutions. *Journal of Personality and Social Psychology*, 94, 4, 615-630.

Davies, P., Steele, C.M., & Markus, H. (2008) A nation challenged: The paradoxical impact of social identity threat on American inter-group relations. *Journal of Personality and Social Psychology*, 95, 2, 308-318.

Deaux, K., Bikmen, N, Gilkes, A., Ventuneac, A., Joseph, Y. & Steele, C. M. (2007) Becoming American:stereotype threat effects in Afro-Caribbean immigrant groups, *The Social Psychology Quarterly*, 70, 384-404.

SUBMITTED FOR PUBLICATION:

Spencer, S. J., & Steele, C. M. In-group bias: Categorization vs. maintaining self-esteem. *Personality and Social Psychology Bulletin*.

Spencer, S. J., & Steele, C. M. How self-esteem influences the assessment of our abilities. *Personality and Social Psychology Bulletin*.

Cheryan, S., Plaut, V.C., Davies, P., & Steele, C.M. (2007). Prototypes as Gatekeepers: Consequences for Gender Participation in Computer Science, Stanford University. *Manuscript in preparation*.

Murphy, M. C. & Steele, C. M. (2007) (under favorable review). The importance of context: Understanding the effects of situational cues on perceived identity contingencies and sense of belonging. *Journal of Personality and Social Psychology*.

Steele, C. M. Whistling Vivaldi. A book describing my research program on stereotype and identity threat. To be completed this year.