

NICHOLAS P. CAMP

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ACADEMIC APPOINTMENTS

University of Michigan , Ann Arbor, MI Assistant Professor of Organizational Studies Assistant Professor of Psychology, by courtesy Faculty Associate, Research Center for Group Dynamics, Institute for Social Research	2020 - present
Stanford University , Stanford, CA Postdoctoral Scholar Advisor: Jennifer L. Eberhardt	2018 - 2020

EDUCATION

Stanford University , Stanford, CA Ph.D, Social Psychology Dissertation Title: <i>Black and White meets Blue: Race and the Social Psychology of Police-Community Interactions</i> Advisor: Jennifer L. Eberhardt	2012 - 2018
Columbia University , New York, NY B.A. with Honors in Psychology, <i>cum laude</i> Thesis Advisor: E. Tory Higgins	2005 - 2009

FELLOWSHIPS AND AWARDS

Participant, Russel Sage Foundation Summer Institute in Computational Social Science	2019
Albert Hastorf Prize for Excellence in Teaching	2018
Cialdini Prize, Society for Personality and Social Psychology	2018
Cozzarelli Prize in the Behavioral and Social Sciences, National Academy of Sciences	2018
Stanford Center for the Comparative Study of Race and Ethnicity Dissertation Fellowship	2017 - 2018
Stanford Institute for Research in the Social Sciences Dissertation Fellowship	2017 - 2018
Participant, SPSP Summer Institute in Social and Personality Psychology	2017
SPSP Graduate Travel Award	2016
Haas Center for Public Service Graduate Public Service Fellowship	2015 - 2016
Stanford Psych One Teaching Fellowship	2014 - 2015
McCoy Family Center for Ethics in Society Graduate Fellowship	2014 - 2015
NSF Graduate Research Fellowship	2013 - 2016

GRANTS AND RESEARCH SUPPORT

Confronting and Combating Racism Grant, University of Michigan Center for Social Solutions (\$48,992) <i>Using Police Body Camera Footage to Experimentally Assess the Effects of Routine Police Encounters for Community Trust and Community Health, PI</i>	2020
Social Psychology Grant (PD 98-1332), National Science Foundation (\$494,668.00) <i>Testing the impact and malleability of neural biases in outgroup deindividuation, Co-I</i>	2020
Small Grant Award, Society for Personality and Social Psychology (\$1,155.00) <i>Spatial disadvantage and the perception of race, PI</i>	2019
Summer Institute in Computational Social Science Research Grant, Russell Sage Foundation (\$6,462.50) <i>Digitizing segregation: How online text and images shape parents' judgments of charter school quality, Co-PI</i>	2019
Stanford CONNECT Seed Grant (\$3,500) <i>Changing faces: Racial bias in online collaborative groups, Co-PI</i>	2019
Stanford Graduate Research Opportunity (\$3,600)	2017
Stanford Psychology Department Dissertation Grant (\$4,000)	2016

Stanford Diversity Dissertation Research Opportunity (\$4,600)	2015
Stanford Center for Computational Social Science Research Grant (\$9,995) <i>The thin blue waveform: Race and police officer prosody, PI</i>	2015
Stanford Center for Neuroimaging Seed Grant (\$3,120) <i>Homogeneity to heterogeneity: Threat cues in other-race perception and memory, PI</i>	2014

REFEREED PUBLICATIONS

- Camp, N. P.**, & Jo, E. (2025). Streetscapes at scale: Mapping platform APIs as a tool to sample space. *Social Cognition*, 43(3), 257-275.
- Camp, N.P.**, & Voigt, R. (2025). Body camera footage as data: Using natural language processing to monitor policing at scale and in depth. *Behavioral Science & Policy*, 23794607241308636.
- Camp, N. P.***, Voigt, R.*, Hamedani, M. G., Jurafsky, D., Eberhardt, J. L. (2024). Leveraging body-worn camera footage to assess the effects of training on officer communication during traffic stops. *PNAS Nexus*, 3(9), pgae359. <https://doi.org/10.1093/pnas>
- Camp, N. P.** (2023). Institutional interactions and racial inequality in policing: How everyday encounters bridge individuals, organizations, and institutions. *Social and Personality Psychology Compass*, e12930. <https://doi.org/10.1111/spc3.12930>
Teaching guide published at Social and Personality Psychology Compass, https://doi.org/10.1111/spc3.12934
- Slepian, M. L., Greenaway, K. H., **Camp, N. P.**, & Galinsky, A. D. (2023). The bright side of secrecy: The energizing effect of positive secrets. *Journal of Personality and Social Psychology*, 125(5), 1018.
- Rho, E. H., Harrington, M., Zhong, Y., Pryzant, R., **Camp, N. P.**, Jurafsky, D., & Eberhardt, J. L. (2023). Escalated police stops of Black men are linguistically and psychologically distinct in their earliest moments. *Proceedings of the National Academy of Sciences*, 120(23), e2216162120.
- Rubien-Thomas, E., Berrian, N., M. Rapuano, K., J. Skalaban, L., Cervera, A., Nardos, B., ...**Camp, N.P.**,... & Casey, B. J. (2023). Uncertain threat is associated with greater impulsive actions and neural dissimilarity to Black versus White faces. *Cognitive, Affective, Behavioral Neuroscience*, 1-13.
- Kenthirarajah, D. (T.), **Camp, N. P.**, Walton, G. M., Kay, A. C., & Cohen, G. L. (2023). Does “Jamal” receive a harsher sentence than “James”? First-name bias in the criminal sentencing of Black men. *Law and Human Behavior*, 47(1), 169–181. <https://doi.org/10.1037/lhb0000498>
- Douglas, I. P., Murnane, E. L., Bencharit, L. Z., Altaf, B., dos Reis Costa... **Camp, N.P.**..., & Billington, S. L. (2022). Physical workplaces and human well-being: A mixed-methods study to quantify the effects of materials, windows, and representation on biobehavioral outcomes. *Building and environment*, 224, 109516.
- Kitayama, S., **Camp, N. P.**, & Salvador, C. E. (2022). Culture and the COVID19 Pandemic: Multiple Mechanisms and Policy Implications. *Social Issues and Policy Review*, 16(1), 164-211.
- Camp, N.P.**, Voigt, R., Jurafsky, D., & Eberhardt, J.L. (2021). The Thin Blue Waveform: Racial Disparities in Officer Prosody Shape Institutional Trust. *Journal of Personality and Social Psychology*, 121(6), 1157–1171.
- Rubien-Thomas, E., Berrian, N., Cervera, A., Nardos, B., Cohen, A.,... **Camp, N.P.**..., & Casey, B.J. (2021). Processing of task-irrelevant race information is associated with diminished cognitive control in Black and White Individuals. *Cognitive, Affective & Behavioral Neuroscience*, 21(3), 625–638.
- Roberts, S. O., Weisman, K., Lane, J. D., Williams, A., **Camp, N. P.**, ... & Griffiths, C. (2020). God as a White man: A psychological barrier to conceptualizing Black people and women as leadership worthy. *Journal of Personality and Social Psychology*, 119(6), 1290.
- Hughes, B.L.*, **Camp, N.P.***, Gomez, J., Natu, V., Eberhardt, J.L., & Grill-Spector, K.. (2019). Neural adaptation to faces reveals racial outgroup homogeneity effects in early perception. *Proceedings of the National Academy of Sciences*
- Voigt, R., **Camp, N. P.**, Prabhakaran, V., Hamilton, W. L., Hetey, R. C., Griffiths, C. M., ... & Eberhardt, J. L. (2017). Language from police body camera footage shows racial disparities in officer respect. *Proceedings of the National Academy of Sciences*.
- Winner of the 2017 Cozzarelli Prize and 2018 Cialdini Prize*

Slepian, M. S., **Camp, N.P.**, & Masicampo, E.J. (2016). Exploring the secrecy burden: Secrets, preoccupation, and perceptual judgments. *Journal of Experimental Psychology: General*.

Sedlovskaya, A., Purdie-Vaughns, V., Eibach, R., LaFrance, M., Romero-Canyas, R. & **Camp, N.P.** (2013). Internalizing the closet: Stigma concealment heightens the cognitive distinction between public and private selves. *Journal of Personality and Social Psychology*.

*Denotes shared first-author publications

MANUSCRIPTS UNDER REVIEW/IN REVISION

Meyer, M., Sommers, R., & **Camp, N.P.** (in revision, *Psychology & Public Policy*). When Police Reforms Backfire: Misperceptions of Consent and Reform Efficacy.

Camp, N.P., Prabhakaran, V., Hetey, R.C., Monin, B., Jurafsky, D. & Eberhardt, J.L. (in revision, *Journal of Social Issues*). Racial disparities in the discretionary context of traffic stops: The role of organizational practices in shaping routine police-community interactions.

Aggarwal, A., Hopkins, J. R., Diaz, D.E., Michalska, K.J., **Camp, N.P.**, & Hughes, B.L. The spread of fear: Perceptual deindividuation drives racial bias in fear generalization.

PUBLIC SERVICE

Reports and Publications

Camp, N.P. Kenthirarajah, D. (T.) (February, 2024). Jamal vs James: Name Bias In the Courtroom. Public Health Post.

Camp, N.P. (November, 2021). What body cameras reveal about race and respect in policing. Society for Personality and Social Psychology Character in Context Blog.

Camp, N.P. (November, 2021). What body cameras reveal about race and respect in policing. Society for Personality and Social Psychology Character in Context Blog.

Camp, N.P., & Eberhardt, J.L., (2016). Surveys of Oakland community members about the police. In *Strategies for Change: Research initiatives and recommendations to improve police-community relations in Oakland, Calif.*

Voigt, R., **Camp, N. P.**, Prabhakaran, V., Hamilton, W. L., Hetey, R. C., Griffiths, C. M., ... & Eberhardt, J. L. (2016). Automated Analysis of Body-Worn Camera Footage . In *Strategies for Change: Research initiatives and recommendations to improve police-community relations in Oakland, Calif.*

Prabakaran, V., **Camp, N.P.**, Jurafsky, J., & Eberhardt, J.L. (2016). Expert and Automated Analysis of Officer Narratives. In *Strategies for Change: Research initiatives and recommendations to improve police-community relations in Oakland, Calif.*

Camp, N. P., Eberhardt, J.L., & Jones, J. (2013). Problems that arise when Stand Your Ground laws are applied in cross-racial situations: An annotated and analytical bibliography of relevant social psychological research. Annotated bibliography written for American Bar Association Task Force on Stand Your Ground.

Presentations

Blue words matter: Exploring police communications through the use of body camera footage. October 2023
Grand Rapids Community College Speaker Series

Body Camera Footage as Data. October 2020
Georgetown Law & City of Washington D.C. Workshop on Reimagining Police Stops

Racial Disparities in Legal Enforcement: The promises (and perils) of AI? September 2020
University of Michigan/Ann Arbor Public Library Friday Night AI Series

Blue words matter: Racial disparities in officer communication. May 2019
Stanford Postdoctoral Symposium. *Winner of Best Presentation Award*

From big data to direct service: Working across perspective, disciplines, and positions in the criminal justice system. January 2018
Stanford Community Engaged Scholarship Conference.

Implicit Bias: Consequences without consciousness.
University of San Francisco Department of Public Safety.

September 2016

Implicit Bias: Consequences without consciousness.
National Association of Civilian Oversight of Law Enforcement.

April 2016

Using Data to Build Police-Community Trust
Stanford Worldview Forum.

March 2016

Other Activity

Participant, Southeast Michigan (SMART) Traffic Stop Data Working Group
Member, Federal Monitors' Team for the New York City Police Department

Winter 2021
2020-

INVITED TALKS

Camp, N.P. (January 2025). *Blue Language: What body camera footage reveals about race and police-citizen interactions.* University of Toronto, Social / Personality Research Group Meeting.

Camp, N.P. (September 2022). *Blue Language: What body camera footage reveals about race and police-citizen interactions.* Princeton University, Department of Psychology Colloquium.

Camp, N.P. (September 2021). *Blue language: What police body camera footage can tell us about racial disparities in officer communication.* University of Michigan, Interdisciplinary Committee on Organizational Studies Invited Speaker Series.

Camp, N.P. (October 2020). *Black and White Meets Blue: How Institutional Interactions Erode Police-Community Trust Across Race.* University of California, Riverside Psychology Department Colloquium.

CHAired SYMPOSIA

Camp, N.P. (February 2025). *Psychological interventions in policing: Insights for institutional science and practice.* Annual meeting of the Society for Personality / Social Psychology, Denver, CO.

Camp, N.P. & Vuletich, H. (October 2023). *Google Streetview as a Tool to Capture the Psychology of Place.* Annual meeting of the Society for Experimental Social Psychology, Madison, WI.

Camp, N.P. (May 2020). *The Thin Blue Lens: The Psychology of Police Camera Footage.* Annual meeting of the Association for Psychological Science, Chicago, IL. (Cancelled)

Camp, N.P. & Eberhardt, J.L. (October 2019). *Institutional Interactions: Race and Police-Community Relations.* Annual meeting of the Society for Experimental Social Psychology, Toronto, ON.

Camp, N.P. (October 2019). *The Candid Body-Worn Camera? How officer body-worn cameras inform (and misinform) our understanding of police interactions.* Technology, Mind, and Society Conference, Washington, DC.

Camp, N.P. & Eberhardt, J.L. (February 2017). *Black and White meets Blue: Bias and threat in police-community interactions.* *Society for Personality and Social Psychology*, San Antonio, TX.

SELECTED CONFERENCE PRESENTATIONS

Camp, N.P. (February 2025). *Leveraging Body-Worn Camera Footage to Diagnose –and Treat– Police Disrespect.* Annual meeting of the Society for Personality / Social Psychology, Denver, CO.

Camp, N.P. (February 2025). *Lost in Translation? Institutional Interactions and the Theory, Method, and Practice of Policing Research.* Advancing Police-Community Research in Policing Preconference at the Annual meeting of the Society for Personality / Social Psychology, Denver, CO.

Camp, N.P. & Zhong, Y. (October 2023). *Perceptual Affordances Revisited: Cultural Differences in the Complexity of Streetscapes.* Annual meeting of the Society for Experimental Social Psychology, Madison, WI.

Camp, N.P. (July 2022). *The thin blue lens: Using police body camera footage to uncover (and address) cycles of mistrust.* Conflict & Conflict Resolution Preconference at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Camp, N.P. (July 2022). *Blue language: What police body camera footage can tell us about racial disparities in officer communication- and their consequences.* Annual meeting of the Law & Society Association, Lisbon, Portugal.

Camp, N.P. (May 2022). *What Body-Camera Footage Reveals About Race, Policing, and Institutional Mistrust.* Annual meeting of the Association for Psychological Science, Chicago, IL.

Camp, N.P., Voigt, R., Jurafsky, D., & Eberhardt, J.L. (February 2021). *The Thin Blue Waveform: Racial Disparities in Prosody Undermine Institutional Trust.* Justice & Morality Preconference at the Annual Meeting of the Society for Personality and Social Psychology.

Camp, N.P. & Eberhardt, J.L. (May 2020). *Body camera footage captures racial disparities in officer communication: replications and extensions.* Annual meeting of the Association for Psychological Science, Chicago, IL. (Cancelled)

TEACHING AND MENTORSHIP

Courses Taught

University of Michigan

Data: A Farm to Table Approach (Syllabus)	Winter 2023-
Inside Organizations (Syllabus)	Fall 2021-
Supervised Research: The Psychology of Racial Inequality (Syllabus)	Winter 2021-
Racial Disparities in Policing: Causes, Consequences, & Correctives (Syllabus)	Winter 2021-

Stanford University

The Psychology of Bias: Prejudice, Stereotyping, and Discrimination (Syllabus)	Summer 2017, 2018
Race and Crime Practicum (Syllabus)	Spring 2016, 2017

Workshops Led

Research Center for Group Dynamics Speaker Series: The Social Psychology of Systemic Racism	Fall 2024
Ford School Center for Racial Justice Reading Circle on Policing	Winter 2022
Stanford Community Police Academy, Community Engagement Module	Winter 2019

Ad-Hoc Reviewing

Journal of Personality and Social Psychology	Personality & Social Psychology Bulletin
Journal of Social Psychology	Proceedings of the National Academy of Sciences
Law & Human Behavior	Social Cognitive & Affective Neuroscience
Law & Society Review	Visual Cognition
Nature	Social Cognition

SOCIETY MEMBERSHIPS

The American Psychological Association (APA)
Association for Psychological Science (APS)
Society for Personality and Social Psychology (SPSP)
Society for Psychological Study of Social Issues (SPSSI)