

Arnold K. Ho

University of Michigan
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[Faculty Profile](#)

ACADEMIC APPOINTMENTS

2021- Associate Professor, Department of Psychology, University of Michigan
2014- Faculty Associate, Research Center for Group Dynamics, Institute for Social Research, University of Michigan
2021-23 Associate Professor, Program in Organizational Studies, University of Michigan
2014-21 Assistant Professor, Department of Psychology, University of Michigan
2014-21 Assistant Professor, Program in Organizational Studies, University of Michigan
2018-19 Visiting Scholar, Russell Sage Foundation
2013-14 Postdoctoral Fellow, National Center for Institutional Diversity, University of Michigan
2012-14 Assistant Professor, Department of Psychology, Colgate University
2011-12 Postdoctoral Fellow, Social Psychology, Harvard University

EDUCATION

2011 Ph.D., Social Psychology, Harvard University
2008 M.A., Social Psychology, Harvard University
2005 M.A., Psychology, University of California, Los Angeles
2002 B.A., with Highest Honors, Psychology, University of California, Davis

RESEARCH INTERESTS

I investigate the psychological and sociopolitical factors that contribute to group-based discrimination and inequality.

PUBLICATIONS

Underline denotes student author I supervised when project began

^ Equal contributions

† Co-corresponding author

Journal Articles

1. **Ho, A. K.**[^], Kteily, N.[^], Sheehy-Skeffington, J.[^], & Thomsen, L.[^]. (in press). Social

dominance orientation: The motivational basis of intergroup inequality. *Advances in Experimental Social Psychology*.

2. Kachanoff, F., Sheehy-Skeffington, J., **Ho, A. K.**, Richeson, J., & Kteily, N. (in press). Beliefs about what disadvantaged groups would do with power shape advantaged groups' (un)willingness to relinquish it. *Journal of Personality and Social Psychology*.
3. Merrell, W.†, Vossoughi, N., Kteily, N. & **Ho, A. K.**† (in press). Looking White but feeling Asian: The role of perceived membership permeability and perceived discrimination in multiracial-monoracial alliances. *Personality and Social Psychology Bulletin*.

Awarded the Society for the Psychological Study of Social Issues' Otto Klineberg Intercultural and International Relations Award
4. **Ho, A. K.**, & Kteily, N. K. (2025). Using the Sociopolitical Motive × Intergroup Threat Model of Intergroup Relations to understand opposition to policies that promote social equality. *Social Issues and Policy Review*, 19, e12109.
5. Vossoughi, N.†, Fine, R. D., Roberts, S. O., Kteily, N., & **Ho, A. K.**† (2024). The role of racial group solidarity in intergroup relations between Black-White multiracial and Black monoracial people. *Scientific Reports*, 14, 28523.
6. Kay, A. C., Ponce de Leon, R., **Ho, A. K.**, & Kteily, N. S. (2023). Motivated egalitarianism. *Current Directions in Psychological Science*, 32, 293-299.
7. Fine, R. D., Gelman, S. A., & **Ho, A. K.** (2023). Changing beliefs about gender: The relation between contact with gender nonconforming individuals and gender essentialism. *Psychology and Sexuality*, 14, 542-558.
8. Fine, R. D.†, Kteily, N. S., Chen, J. M., Roberts, S. O., & **Ho, A. K.**† (2023). United we stand?: Perceived loyalty of dual nationals, multiracial people, and dual state residents. *Group Processes and Intergroup Relations*, 26, 913-933.
9. **Ho, A. K.**, & Kteily, N. S. (2022). Monoracial perceivers' sociopolitical motives and their inclusion versus exclusion of multiracial people. *European Review of Social Psychology*, 33, 1-44.
10. Roberts, S. O., **Ho, A. K.**, Kteily, N. & Gelman, S. A. (2022). Beyond Black and White: Conceptualizing and essentializing Black-White identity. *Cultural Diversity and Ethnic Minority Psychology*, 28, 13-28.
11. Waldfogel, H., Sheehy-Skeffington, J., Hauser, O., **Ho, A. K.**, & Kteily, N. (2021). Ideology selectively shapes attention to inequality. *Proceedings of the National Academy of Sciences*, 118, e2023985118.
12. Roberts, S. O., **Ho, A. K.**, & Gelman, S. A. (2021). Should individuals think like the group?

- Descriptive-to-prescriptive reasoning in the context of group-based beliefs. *Child Development*, 92, e201-e220.
13. **Ho, A. K.**, & Kteily, N. S. (2020). The role of group-based egalitarianism in collective action. *Current Opinion in Psychology*, 35, 108-113.
 14. **Ho, A. K.**, Kteily, N., & Chen, J. M. (2020). Introducing the Sociopolitical Motive × Intergroup Threat Model to understand how monoracial perceivers' sociopolitical motives influence their categorization of multiracial people. *Personality and Social Psychology Review*, 24, 260-286.
 15. Roberts, S. O., **Ho, A. K.**, Gulgoz, S., Leeka, J., & Gelman, S. A. (2020). The role of group status and group membership in the practice of hypodescent. *Child Development*, 91, e721-e732.
 16. McClanahan, K., **Ho, A. K.**, & Kteily, N. (2019). Which group to credit (and blame)? Whites make attributions about White-Minority Biracials' successes and failures based on their own (anti-)egalitarianism and ethnic identification. *Group Processes and Intergroup Relations*, 22, 631-654.
 17. Chen, J. M., Kteily, N., & **Ho, A. K.** (2019). Whose side are you on? Asian Americans' mistrust of Asian-White biracials predicts more exclusion from the ingroup. *Personality and Social Psychology Bulletin*, 45, 827-841.
 18. Kteily, N., Rocklage, M., McClanahan, K., & **Ho, A. K.** (2019). Political ideology shapes the amplification of the accomplishments of disadvantaged vs. advantaged group members. *Proceedings of the National Academy of Sciences*, 116, 1559-1568.
 19. Roberts, S. O., **Ho, A. K.**, & Gelman, S. A. (2019). The role of group norms in evaluating uncommon and negative behaviors. *Journal of Experimental Psychology: General*, 148, 374-387.
 20. Kteily, N., Hodson, G., Dhont, K., & **Ho, A. K.** (2019). Predisposed to prejudice but responsive to intergroup contact? Testing the unique benefits of intergroup contact across different types of individual differences. *Group Processes and Intergroup Relations*, 22, 3-25.
 21. Roberts, S. O., Guo, C., **Ho, A. K.**, & Gelman, S. A. (2018). Children's descriptive-to-prescriptive tendency replicates (and varies) cross-culturally: Evidence from China. *Journal of Experimental Child Psychology*, 165, 148-160.
 22. **Ho, A. K.**, Kteily, N., & Chen, J. M. (2017). "You're one of us": Black Americans' use of hypodescent and its association with egalitarianism. *Journal of Personality and Social Psychology*, 113, 753-768.

Awarded the International Society of Political Psychology's Roberta Sigel Early Career Scholar Paper Award

23. Roberts, S. O., **Ho, A. K.**, Rhodes, M. & Gelman, S. A. (2017). Making boundaries great again: Essentialism and support for boundary-enhancing initiatives. *Personality and Social Psychology Bulletin*, *43*, 1643-1658.
24. Roberts, S. O., Leonard, K. C., **Ho, A. K.**, & Gelman, S. A. (2017). Does this smile make me look White? Exploring the effects of emotional expressions on the categorization of multiracial children. *Journal of Cognition and Culture*, *17*, 218-231.
25. Roberts, S. O., **Ho, A. K.**, & Gelman, S. A. (2017). Group presence, category labels, and generic statements influence children to treat descriptive group regularities as prescriptive. *Journal of Experimental Child Psychology*, *158*, 19-31.
26. Roberts, S. O., Gelman, S., & **Ho, A. K.** (2017). So it is, so it shall be: Group regularities license children's prescriptive judgments. *Cognitive Science*, *41*, 576-600.
27. Kteily, N., Sheehy-Skeffington, J., & **Ho, A. K.** (2017). Hierarchy in the eye of the beholder: Social dominance orientation shapes the perception of inequality between groups. *Journal of Personality and Social Psychology*, *112*, 136-159.
28. **Ho, A. K.**, Sidanius, J., Kteily, N., Sheehy-Skeffington, J., Pratto, F., Henkel, K. E., Foels, R., & Stewart, A. L. (2015). The nature of social dominance orientation: Theorizing and measuring preferences for intergroup inequality using the new SDO₇ scale. *Journal of Personality and Social Psychology*, *109*, 1003-1028.

Awarded the University of Michigan's Department of Psychology Faculty Diversity Research Award

29. **Ho, A. K.**, Roberts, S. O., & Gelman, S (2015). Essentialism and racial bias jointly contribute to the categorization of multiracial individuals. *Psychological Science*, *26*, 1639-1645.
30. Hansen, B. C., Rakhshan, P. J., **Ho, A. K.**, & Pannasch, S. (2015). Looking at others through implicitly or explicitly prejudiced eyes. *Visual Cognition*, *23*, 612-642.
31. Lai, C. K., Marini, M., Lehr, S. A., Cerruti, C., Shin, J. L., Joy-Gaba, J. A., **Ho, A. K.**, Teachman, B. A., Wojcik, S. P., Koleva, S. P., Frazier, R. S., Heiphetz, L., Chen, E., Turner, R. N., Haidt, J., Kesebir, S., Hawkins, C. B., Schaefer, H. S., Rubichi, S., Sartori, G., Dial, C. M., Sriram, N., Banaji, M. R., & Nosek, B. A. (2014). Reducing implicit racial preferences: I. A comparative investigation of 17 interventions. *Journal of Experimental Psychology: General*, *143*, 1765-1785.
32. **Ho, A. K.**, Sidanius, J., Cuddy, A. J. C., & Banaji, M. R. (2013). Status-boundary

- enforcement and the categorization of Black-White biracials. *Journal of Experimental Social Psychology*, 49, 940-943.
33. Sidanius, J., Kteily, N., Sheehy-Skeffington, J., & **Ho, A. K.**, Sibley, C. G., & Duriez, B. (2013). You're inferior and not worth our concern: The interface between empathy and social dominance orientation. *Journal of Personality*, 81, 313-323.
 34. **Ho, A. K.**, Sidanius, J., Pratto, F., Levin, S., Thomsen, L., Kteily, N., & Sheehy-Skeffington, J. (2012). Social dominance orientation: Revisiting the structure and function of a variable predicting social and political attitudes. *Personality and Social Psychology Bulletin*, 38, 583-606.
 35. Kteily, N., **Ho, A. K.**, & Sidanius, J. (2012). Hierarchy in the mind: The predictive power of Social Dominance Orientation across social contexts and domains. *Journal of Experimental Social Psychology*, 48, 543-549.
 36. **Ho, A. K.**, Sidanius, J., Levin, D. T., & Banaji, M. R. (2011). Evidence for hypodescent and racial hierarchy in the categorization and perception of biracial individuals. *Journal of Personality and Social Psychology*, 100, 492-506.
 37. Thomsen, L., Green, E., **Ho, A. K.**, Levin, S., van Laar, C., Sinclair, S., & Sidanius, J. (2010). Wolves in sheep's clothing: SDO asymmetrically predicts perceived ethnic victimization among White and Latino students across three years. *Personality and Social Psychology Bulletin*, 36, 225-238.
 38. **Ho, A. K.**, & Sidanius, J. (2010). Preserving positive identities: Public and private regard for one's ingroup and susceptibility to stereotype threat. *Group Processes and Intergroup Relations*, 13, 55-67.
 39. Kahn, K. B., **Ho, A. K.**, Sidanius, J., & Pratto, F. (2009). The space between us and them: Perceptions of status differences. *Group Processes and Intergroup Relations*, 12, 591-604.
 40. Critcher, C. R., Huber, M., **Ho, A. K.**, & Koleva, S. P. (2009). Political orientation and ideological inconsistencies: (Dis)comfort with value tradeoffs. *Social Justice Research*, 22, 181-205.
 41. **Ho, A. K.**, Thomsen, L., & Sidanius, J. (2009). Perceived academic competence and overall job evaluations: The case of African and European American students' evaluations of African and European American professors. *Journal of Applied Social Psychology*, 39, 389-406.
 42. Navarrete, C. D., Olsson, A., **Ho, A. K.**, Mendes, W. B., Thomsen, L., & Sidanius, J. (2009). Fear extinction to an outgroup face: The role of target gender. *Psychological Science*, 20, 155-158.

Other Publications

43. Sheehy-Skeffington, J. ^, Kteily, N. S. ^, **Ho, A. K. ^**, & Thomsen, L. ^ (2022). [Obituary] James H. (Jim) Sidanius (1945-2021). *American Psychologist*, 77, 868-869.

Authors are listed in order of when they graduated from Jim Sidanius' lab at Harvard University, with most recent first.

44. Roberts, S. O., & **Ho, A. K.** (2017). Discrimination. In Fathali Moghaddam (Ed.), *SAGE Encyclopedia of Political Behavior* (pp. 196-197). Los Angeles, CA: SAGE Publications Inc.
45. **Ho, A. K.** (2016). Multiracial Americans: Categories and perceptions. In P. B. Jackson, M. Adem, & P. X. Ruf (Eds.), *People of color in the United States: Contemporary issues in education, work, communities, health, and immigration* (Vol. 2, pp. 234-238). Santa Barbara, CA: Greenwood.

GRANTS

- 2013-16 National Science Foundation: *Major Research Instrumentation: Acquisition of an Electroencephalography (EEG) System for Integrated Cognitive, Perceptual, and Social Neuroscience Research at Colgate University* (Co-PI; \$199,307.00; PI: Bruce C. Hansen)

HONORS, FELLOWSHIPS, AND AWARDS

- 2024 Otto Klineberg Intercultural and International Relations Award, Society for the Psychological Study of Social Issues
- 2022 Fellow, Society for Personality and Social Psychology
- 2019 Roberta Sigel Early Career Scholar Paper Award, International Society of Political Psychology
- 2018-19 Visiting Scholar, Russell Sage Foundation
- 2017 Fellow, Society of Experimental Social Psychology
- 2016 Department of Psychology Faculty Diversity Research Award, University of Michigan
- 2012 National Center for Institutional Diversity Postdoctoral Fellowship, University of Michigan
- 2012 George W. Goethals Award for Excellence in Teaching, Harvard University
- 2011-12 Certificate of Distinction in Teaching (awarded twice), Harvard University
- 2011 Mind, Brain, and Behavior Interfaculty Initiative Graduate Student Award, Harvard University
- 2010-11 Graduate Society Dissertation Completion Fellowship, Harvard University
- 2010 Society for Personality and Social Psychology Diversity Fund Travel Award
- 2009 McMasters Fund Research Grant, Harvard University

- 2008 Anderson Fund Research Grant, Harvard University
 2008-11 Knox Fund, McMasters Fund, and Stimson Fund Travel Grants (awarded 4 times), Harvard University
 2007 Stimson Fund Research Grant, Harvard University
 2006-07 Harvard University Graduate Fellowship
 2005 NSF Graduate Research Fellowship, Honorable Mention
 2005 APA Minority Fellowship, Honorable Mention
 2004-05 Political Psychology Fellowship, Department of Psychology, UCLA

INVITED TALKS

- 2025, March University of Maryland, Social, Decision, and Organizational Sciences Colloquium, Virtual Talk
 2025, February Plenary Talk, Society for Personality and Social Psychology, Origins of the Social Mind Preconference, Virtual Talk
 2023, November Keynote Talk, United Arab Emirates University/New York University Abu Dhabi/London School of Economics Joint Research Symposium on Identity and Tolerance in the Face of Global Challenges, Al Ain, United Arab Emirates
 2023, April Midwestern Psychological Association Annual Meeting, Chicago, IL
 2023, March Ann Arbor Public Library, Exploring the Mind Series, Ann Arbor, MI
 2023, March Yale University, Social Psychology Seminar Series, Virtual Talk
 2023, February Plenary Talk, Society for Personality and Social Psychology, Origins of the Social Mind Preconference, Atlanta, GA (withdrew due to illness)
 2022, July Int'l Society for Political Psychology Annual Conference, Athens, Greece
 2022, April Harvard University, Working Group in Political Psychology and Behavior
 2022, April UC Berkeley, Institute of Personality and Social Research, Virtual Talk
 2022, March City University of New York, Basic and Applied Social Psychology Colloquium Series, Virtual Talk
 2022, January Northwestern University, Social Psychology Speaker Series, Virtual Talk
 2021, September University of Michigan, Interdisciplinary Committee on Organizational Studies, Ann Arbor, MI
 2021, March Indiana University, Social Psychology Seminar Series, Bloomington, IN
 2020, February University of California, Irvine, Department of Psychology
 2019, February Society for Personality and Social Psychology, Political Psychology Preconference, Portland, OR
 2018, November Rutgers University, Social Psychology Colloquium Series, New Brunswick, NJ
 2018, November Russell Sage Foundation Seminar Series, New York, NY
 2018, November Princeton University, Social Psychology Research Seminar, Princeton, NJ
 2018, October New York University, Social Psychology Speaker Series, New York, NY
 2018, July Int'l Society for Political Psychology Annual Conference, San Antonio, TX
 2018, March University of Michigan, Ross School of Business, Management and Organizations Colloquium, Ann Arbor, MI
 2017, October Northwestern University, Social Psychology Speaker Series, Evanston, IL
 2017, September Purdue University, Social Psychology Speaker Series, West Lafayette, IN
 2015, November Michigan State University, Social Psychology Speaker Series, East Lansing, MI

- 2015, September University of Michigan, Annual Meeting of the Organizational Studies Leadership Committee, Ann Arbor, MI
- 2015, March University of Michigan, Decision Consortium Seminar, Ann Arbor, MI
- 2015, January University of Michigan, Social Psychology Colloquium, Ann Arbor, MI
- 2014, October University of Michigan, Organizational Studies Program Faculty Seminar, Ann Arbor, MI
- 2013, November University of Michigan, Interdisciplinary Program in Organizational Studies, Ann Arbor, MI
- 2013, October University of Michigan, Social Psychology Colloquium, Ann Arbor, MI
- 2011, December University of Florida, Department of Psychology, Gainesville, FL
- 2011, November Haverford College, Department of Psychology, Haverford, PA
- 2011, November Colgate University, Department of Psychology, Hamilton, NY
- 2011, October Harvard University, Political Psychology Workshop, Cambridge, MA
- 2011, March Harvard University, Third Annual Conference on Multiracial Identity, Cambridge, MA
- 2011, March Stanford University, Graduate School of Business, Stanford, CA
- 2011, February Harvard Law School, Law and Mind Sciences Conference, Cambridge, MA
- 2011, January University of Massachusetts, Department of Psychology, Amherst, MA
- 2010, November California State University, Department of Psychology, Northridge, CA

SYMPOSIUMS CHAIRED

- 2023 The Evolution of Egalitarianism. Invited symposium at 2023 Annual Meeting of the Association for Psychological Science, Washington, D.C.
- 2022 Emerging research on the psychology of egalitarianism (with Nadia Vossoughi). 23rd Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA.
- 2018 Implications of multiracialism for the American racial hierarchy. Invited symposium at 41st Annual Meeting of the International Society of Political Psychology.
- 2018 Challenges to and opportunities for increased intergroup equality and inclusion (with Nour Kteily). 19th Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

PAPER PRESENTATIONS

Underline denotes student author I supervised when project began

Merrell, W., Vossoughi, N., Kteily, N. & Ho, A. K. (2024, February). *Asian-White multiracial people's racial identity and Asian monoracial people's inclusion of Asian-White multiracial people*. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.

Vossoughi, N., Fine, R. D., Roberts, S. O., Kteily, N., & Ho, A. K. (2024, February). *Black-*

White multiracial people's racial identity and political alliances with Black monoracial people. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.

Vossoughi, N., Merrell, W., Kteily, N., & Ho, A. K. (2022, February). *Egalitarian ideology: A predictor of collective action that transcends group interests.* Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA.

Kteily, N., & Ho, A. K. (2022, February). *Explorations in the unique psychology of social egalitarians.* Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA.

Waldfoegel, H., Kteily, N., Sheehy-Skeffington, J, Ho, A. K., & Hauser, O. (2022, February). *Ideology selectively shapes attention to inequality.* Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA.

Waldfoegel, H., Kteily, N., Sheehy-Skeffington, J, Ho, A. K., & Hauser, O. (2020, August). *Motivated attention to inequality: The relationship between (anti-)egalitarianism and attention to inequality depends on the target of that inequality.* Paper presented at the 80th Annual Meeting of the Academy of Management, Vancouver, Canada.

Waldfoegel, H., Kteily, N., Sheehy-Skeffington, J, Ho, A. K., & Hauser, O. (2020, August). *(Anti-)egalitarianism predicts attention to inequality.* Paper presented at the 80th Annual Meeting of the Academy of Management, Vancouver, Canada.

Chen, J. M., Kteily, N. K., Ho, A. K., & Meyers, C (2020, February). *Are you with us or against us: Monoracial minorities' perceptions of the racial loyalties of biracial people.* Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Roberts, S. O., Ho, A. K., & Gelman, S. A. (2019, March). *Using group norms to modify what is socially and morally acceptable.* Paper presented at the Biennial Meeting of the Society for Research in Child Development, Baltimore, MD.

Ho, A. K., Kteily, N., & Chen, J. (2018, October). *The implications of multiracialism for racial equality in the U.S.* Paper presented at the Annual Meeting of the Society for Experimental Social Psychology, Seattle, WA.

Ho, A. K., Kteily, N., & Chen, J. M. (2018, July). *"You're one of us": Black Americans' use of hypodescent and its association with egalitarianism.* Paper presented at the 41st Annual Meeting of the International Society of Political Psychology, San Antonio, TX.

Roberts, S. O., Rhodes, M., Ho, A. K., & Gelman, S. A. (2018, July). *Making boundaries great again: Essentialism and support for boundary-enhancing initiatives.* Paper presented at

the Annual Meeting of the International Society of Political Psychology, San Antonio, TX.

Roberts, S. O., Ho., A.K., Kteily, N., & Gelman, S. A. (2018, May). *Beyond Black and White: Conceptualizing, essentializing, and stereotyping Black-White identity*. Paper presented at the Annual Meeting of the Association for Psychological Science, San Francisco, CA.

Ho, A. K., Kteily, N., & Chen, J. M. (2018, March). "You're one of us": *Black Americans' use of hypodescent and its association with egalitarianism*. Paper presented at the 19th Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Roberts, S. O., Rhodes, M., Ho, A. K., & Gelman, S. A. (2018, March). *Making boundaries great again: Essentialism and support for boundary-enhancing initiatives*. Paper presented at the 19th Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Roberts, S. O., Gelman, S. A., Williams, Ho., A. K., & Strauss, R. (2017, April). *Multiracial children as targets and participants*. Paper presented at the Society for Research in Child Development, Austin, TX.

Roberts, S. O., Gelman, S. A., Ho, A. K., & Guo, C. (2017, April). *So it is, so it shall be. Group regularities license children's prescriptive judgments*. Paper presented at the Society for Research in Child Development, Austin, TX.

Ho, A. K., Sidanius, J., Kteily, N., Sheehy-Skeffington, J, Pratto, F., Henkel, K. E., Foels, R., & Stewart, A. L. (2016, August). *The nature of social dominance orientation: Theorizing and measuring preferences for intergroup inequality*. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

Ho, A. K., Sidanius, J., Kteily, N., Sheehy-Skeffington, J, Pratto, F., Henkel, K. E., Foels, R., & Stewart, A. L. (2016, January). *The nature of social dominance orientation: Theorizing and measuring preferences for intergroup inequality*. Paper presented at the 17th Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.

Roberts, S. O., Gelman, S. A., Ho, A. K. (2015, October). *Coalitional concepts promote children's biases*. Paper presentation for the Life Institute at the University of Zurich, Switzerland.

Ho, A. K., Kteily, N., & Chen, J. (2014, October). *Why political majorities and minorities categorize multiracials as ethnic minorities: Toward a differential motives hypothesis*. Paper presented at the 50th Annual Meeting of the Society for Experimental Social Psychology, Columbus, OH.

Ho, A. K., Sidanius, J., Cuddy, A. J. C., & Banaji, M. R. (2013, January). *Status boundary*

- enforcement and the categorization of Black-White biracials*. Paper presented at the 14th Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Ho, A. K., Sidanius, J., Levin, D. T., & Banaji, M. R. (2012, January). *Evidence for hypodescent and racial hierarchy in the categorization and perception of biracial individuals*. Paper presented at the Political Psychology Pre-conference of the 13th Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Ho, A. K., Sidanius, J., Levin, D. T., & Banaji, M. R. (2011, July). *Evidence for hypodescent and racial hierarchy in the categorization and perception of biracial individuals*. Paper presented at the annual meeting of the International Society of Political Psychology, Istanbul, Turkey.
- Ho, A. K., Sidanius, J., Levin, S., Pratto, F., & Thomsen, L. (2011, July). *Social dominance orientation: Revisiting the structure and function of a variable predicting social and political attitudes*. Paper presented at the annual meeting of the International Society of Political Psychology, Istanbul, Turkey.
- Thomsen, L., Sidanius, J., Green, E. G. T., Ho, A. K., Levin, S., Van Laar, C., & Sinclair, S. (2010, July). *Wolves in sheep's clothing: SDO asymmetrically predicts perceived ethnic victimization among White and Latino students across three years*. Paper presented at the annual meeting of the International Society of Political Psychology, San Francisco, CA.
- Ho, A. K., & Sidanius, J. (2009, July). *Essentialism and the perception of mixed-race individuals*. Paper presented at the annual meeting of the International Society of Political Psychology, Dublin, Ireland.
- Ho, A. K., & Sidanius, J. (2009, June). *Implications of group-based dominance and group based anti-egalitarianism for intergroup attitudes*. Paper presented at the Social Dominance Theory Development Conference, Cambridge, MA.
- Critcher, C. R., Huber, M., Ho, A. K., & Koleva, S. P. (2009, May). *Political orientation and ideological inconsistencies: (Dis)comfort with value tradeoffs*. Paper presented at the 80th annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Ho, A. K., & Sidanius, J. (2008, July). *Implications of hypodescent for the assimilation of Asian Americans and "Black exceptionalism."* Paper presented at the annual meeting of the International Society of Political Psychology, Paris, France.
- Navarrete, C. D., Olsson, A., Ho, A. K., Mendes, W., Thomsen, L., & Sidanius, J. (2007, April). *The role of race and gender in the persistence of learned fear*. Paper presented at the 1st annual meeting of the Northeastern Evolutionary Psychology Society, New Paltz, NY.
- Sidanius, J., & Ho, A. K. (2005, July). *Social dominance orientation and the political psychology of gender: Further tests of social roles and social context*. Paper presented at the annual meeting of the International Society of Political Psychology, Toronto, Canada.

Ho, A. K. (2002, May). *Correlates of support for social policies directed toward Blacks and Whites*. Paper presented at the annual research conference of the Department of Psychology at the University of California, Davis

Ho, A. K. (2002, May). *Correlates of support for social policies directed toward Blacks and Whites*. Colloquium presentation at the National Research Center on Asian American Mental Health, Davis, CA.

Matthews, H. R., Sommer, B., Maher, M., Acredolo, C., Ho, A., & Falk, R. (2000, October). *Evaluation of scalable applications of information technology to on-campus learning*. Paper presented at the annual conference of EDUCAUSE, Nashville, TN.

POSTER PRESENTATIONS

Underline denotes student author I supervised when project began

Vossoughi, N., Merrell, W., Ho, A. K., & Kteily, N. (2021, February). *Incorporating egalitarian ideology in models of collective action*. Poster session presented at the Society for Personality and Social Psychology Virtual Annual Convention.

Fine, R. D., Gelman, S. A., & Ho, A. K. (2020, February). *Contact with gender nonconforming individuals reduces gender essentialism*. Poster session presented at the Society for Personality and Social Psychology, New Orleans, LA.

Vossoughi, N., Kteily, N., Roberts, S. O., Fine, R. D., & Ho, A. K. (2020, February). *Intergroup relations between Blacks, Whites, and Black-White multiracials*. Poster session presented at the Society for Personality and Social Psychology, New Orleans, LA.

Fine, R. D., Roberts, S. O., Gelman, S. A., & Ho, A. K. (March 2018). *Thinking about race: How contact with multiracial people reduces racial essentialism among people with higher levels of racism*. Poster presented at the Society for Personality and Social Psychology Annual Convention, Atlanta, GA.

Fine, R. D., Roberts, S. O., Ho, A. K. & Gelman, S. A. (October 2017). *Intersectional categories: Measuring the effect of racial non-discreteness on children's essentialist thinking about gender*. Poster presented at the 10th Biennial Meeting of the Cognitive Development Society, Portland, OR.

Guo, C., Roberts, S. O., Ho, A. K., & Gelman, S. A. (2017, April). *Children use group regularities (what is) to generate prescriptive judgments (what should be): Evidence from China*. Poster session presented at the Society for Research in Child Development, Austin, TX.

Roberts, S. O., Ho, A. K., Kteily, N., & Gelman, S. A. (2017, January). *Beyond Black and White:*

Conceptualizations and trait attributions of black-white identities. Poster session presented at the Society for Personality and Social Psychology, San Antonio, TX.

Lin, Y., Ho, A. K., Kteily, N., & Chen, J. M (2016, May). *Hypodescent among minority-group perceivers: The role of social dominance orientation, perceived discrimination, and linked fate.* Poster session presented at the 28th Association for Psychological Science Annual Convention, Chicago, IL.

Roberts, S. O., Ho, A. K., & Gelman, S. (2015, May). *Racial essentialism and negativity bias predict hypodescent.* Poster session presented at the 27th Association for Psychological Science Annual Convention, New York, NY.

Ho, A. K., Caruso, H. M., & Banaji, M. R. (2011, January). *The motivational basis of statistical discrimination.* Poster session presented at the 12th Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Ho, A. K., Levin, D. T., Sidanius, J., & Banaji, M. R. (2010, January). *Evidence for hypodescent and racial hierarchy in the perception of biracial individuals.* Poster session presented at the 11th Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

Ho, A. K., Levin, D. T., Sidanius, J., & Banaji, M. R. (2010, January). *Evidence for hypodescent and racial hierarchy in the perception of biracial individuals.* Poster session presented at the 1st Annual Society for Personality and Social Psychology Political Psychology Pre-Conference, Las Vegas, NV.

Ho, A. K., & Sidanius, J. (2009, February). *Implications of group-based dominance and group-based anti-egalitarianism for intergroup attitudes and behavior.* Poster session presented at the 10th Annual Meeting of the Society for Personality and Social Psychology, Tampa, FL.

Ho, A. K. (2008, February). *African Americans, Asian Americans, and the One-Drop Rule.* Poster session presented at the 9th Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM.

Ho, A. K., Sidanius, J., Gross, S., & Sawlit, S. (2007, January). *Implicit race bias and gender: The subordinate male target hypothesis revisited.* Poster session presented at the 8th Annual Meeting of the Society for Personality and Social Psychology, Memphis, TN.

Navarrete, C. D., Olsson, A., Ho, A. K., Berry-Mendes, W., Sidanius, J., & Thomsen, L. (2007, January). *The roles of race and gender in the persistence of learned fear.* Poster session presented at the 8th Annual Meeting of the Society for Personality and Social Psychology Evolutionary Psychology Pre-conference, Memphis, TN.

Sidanius, J., & Ho, A. K. (2006, January). *Gender differences in social dominance orientation:*

Explorations of a social role interpretation. Poster session presented at the annual meeting of the Society for Personality and Social Psychology Evolutionary Psychology Pre-conference, Palm Springs, CA.

Sidanius, J., Navarrete, C., & Ho, A. K. (2004, September). *Three research proposals: Race and the police.* Poster session presented at the initial conference of the Policing Racial Bias Project, Stanford, CA.

Lee, J., Ho, A. K., Zane, N., & Sue, S. (2002, August). *Cultural competency in children's mental health services.* Poster session presented at the annual meeting of the Asian American Psychological Association, Chicago, IL.

TEACHING EXPERIENCE

Primary Instructor

University of Michigan

Undergraduate:

Organizational Studies 205: The Psychology of Intergroup Conflict and Inequality:
Understanding the Causes of Inequality and What Individuals, Organizations, and Society
Can Do About It

Organizational Studies 305: Inside Organizations (Organizational Psychology)

Organizational Studies 425/495: The Psychology of Inequality and Prejudice: Theoretical
Foundations and Implications for Organizations

Psychology 487: The Psychology of Inequality and Prejudice

Graduate:

Psychology 785: Group and Intergroup Processes

Psychology 808/Communication Studies 840: Intergroup Relations

Colgate University

Undergraduate:

Psychology 263: Social Psychology

Psychology 368: Prejudice and Racism

Harvard University

Undergraduate:

Psychology 971: Contemporary Issues in Psychology: Intensive Cross-Level Analyses

Guest Lectures

Winter 2023 Max Planck International Research School on Lifespan Development (LIFE),
University of Michigan

Winter 2020 Research Methods in Social Psychology, University of Michigan

Spring 2019 Social Cognition, Columbia University

Winter 2017 Stereotyping and Implicit Bias, University of Michigan
 Fall 2015 Social Work and Psychology, University of Michigan
 Winter 2014 Undergraduate Research Opportunity Program Seminar, University of Michigan
 Spring 2012; Graduate Proseminar, Department of African and African American Studies,
 Spring 2011 Harvard University

Ph.D. Students

Dissertation Committee Chair or Co-Chair:

Name	Ph.D.	Awards	Subsequent Position
Rachel Fine	2021	NSF Graduate Fellowship	Lecturer, UC San Diego
Steven O. Roberts	2017	NSF Graduate Fellowship*	Asst. Prof., Stanford University
Nadia Vossoughi	2022	NSF Honorable Mention	Asst. Prof., Grinnell College

*Awarded prior to my joining the University of Michigan faculty, to follow-up on Ho et al., 2011, *JPSP*

Additional Dissertation Committees:

Todd Chan, Psychology, Ph.D. '20

Michael Frisby, Education, Ph.D. '22

Babe Kawaii-Bogue, Psychology and Social Work, Ph.D. '16

Irene Melani, Psychology, current student

Wilson Merrell, Psychology, Ph.D. '24 (Merrell, Vossoughi, Kteily, & Ho, in press, *PSPB*,
 received the 2024 Otto Klineberg Intercultural and International Relations Award from
 the Society for the Psychological Study of Social Issues, for “best paper or article of the
 year on intercultural and international relations”)

Nicholas Michalak, Psychology, Ph.D. '20

James Newburg, Political Science

William Rothwell, Sociology, Ph.D. '20

Julia Smith, Psychology, Ph.D. '24

Richard Smith, Psychology, Ph.D. '23

Secondary Advisees:

Kaelyn Sabree, Psychology, 2024-current

Hasan Sharifian, Psychology, 2024-current

Honors Thesis Students

2018-19 Keegan Giffels
 Shannon Jajko
 Sally Kafelghazal
 2016-17 Rebecca Strauss
 2015-16 Kerrie Leonard
 2012-13 Laura Jaffee (Berrien Memorial Fund Award in Social Psychology in
 recognition of exceptional scholarship in social psychology)
 Rebekah Ward
 2007-08 Sarah Gross

Workshops and Events

- October 2015 Vanzetti Hamilton Bar Association, Washtenaw County, Michigan, Workshop on Implicit Bias
- March 2015 University of Michigan Barger Leadership Institute, Leadership Fellows Program Workshop on Institutional Diversity and Discrimination
- November 2014 University of Michigan Organizational Studies Program Diversity Initiative Fireside Chat on the Implications of Mixed-Race for Racial Equality

ADDITIONAL TRAINING

- 2015 Faculty Dialogue Institute (on inclusive pedagogy), Center for Research on Learning and Teaching and the Program on Intergroup Relations, University of Michigan
- 2012 Teaching Certificate Program, Derek Bok Center for Teaching and Learning, Harvard University
- 2009 Hierarchical Linear Modeling, Data Analysis Training Institute of Connecticut
- 2008 Structural Equation Modeling, Data Analysis Training Institute of Connecticut
- 2007 Political Ideology Research Workshop, Summer Institute in Social Psychology
- 2006 Workshop in Psychophysiology, Harvard University

PROFESSIONAL SERVICE

Associate Editor

Journal of Personality and Social Psychology: ASC – 2021-2023

Editorial Board

Personality and Social Psychology Bulletin – 2020-present

Political Psychology – 2025-present

Journal of Personality and Social Psychology: IRGP – 2018-2023

Guest Editor

Proceedings of the National Academy of Sciences – 2020-present

Ad Hoc Reviewer (Peer-Reviewed Journals)

Archives of General Psychiatry; British Journal of Social Psychology; Child Development; Cultural Diversity and Ethnic Minority Psychology; Ethnic and Racial Studies; European Journal of Social Psychology; Group Processes and Intergroup Relations; International Journal of Intercultural Relations; Journal of Applied Social Psychology; Journal of Experimental Psychology; Journal of Experimental Social Psychology; Journal of Personality and Social Psychology; Nature Communications; Organizational Behavior and Human Decision Processes; Personality and Social Psychology Bulletin; Personality and Social Psychology Review; Perspectives on Psychological Science; Political Psychology; Proceedings of the National Academy of Sciences; Psychological Science; PLoS ONE; Race and Social Problems; Self and Identity; Social Justice Research; Social Psychological and Personality Science

Ad Hoc Reviewer (Academic Presses)

Oxford University Press

Ad Hoc Reviewer (Granting Agencies)

National Science Foundation

Russell Sage Foundation

Marsden Fund – Royal Society of New Zealand

Social Sciences and Humanities Research Council of Canada

Time-sharing Experiments for the Social Sciences

Award Committees

Member, Roberta Sigel Early Career Scholar Paper Award Committee, International Society of Political Psychology, 2020

University Service

Department of Psychology, University of Michigan

Chair, Brickman Prize Committee for Best Graduate Student Paper in Social Psychology, Fall 2015; Winter 2017

Chair, Junior Faculty Mentoring Committee, 2024-

Chair, Social Psychology Ph.D. Program Admissions Committee, 2022-23; 2023-24; 2024-25

Member, Brickman Prize Committee for Best Graduate Student Paper in Social Psychology, Winter 2020; Fall 2024

Member, Collegiate Fellows Faculty Search Committee, 2023-24

Member, Departmental Annual Review Committee, Winter 2016; Winter 2018; Winter 2020

Member, Departmental Executive Committee, 2022-24

Member, Katz-Newcomb Colloquium Committee, Winter 2024; 2024-25

Member, Lecturer Review Committee, 2022-23

Member, Junior Faculty Mentoring (“Launch”) Committee, 2023-24

Member, Social Psychology Ph.D. Program Admissions Committee, 2014-15; 2015-16; 2016-17; 2017-18

Member, Social Psychology Strategic Faculty Hiring Committee, 2020-21

Member, Student Academic Affairs Committee, Winter 2021; Fall 2021

Member, Targeted Faculty Recruitment and Tenure Committee, 2021-22; 2022-23

Organizer, Social Psychology Area Brownbag Speaker Series, Winter 2018

Social Area Representative, Diversity Recruitment Weekend, Fall 2019

Program in Organizational Studies, University of Michigan

Chair, Lecturer Review Committee, 2022

Member, Ad-hoc Grade Grievance Review Committee, 2019-20

Member, Advisory Committee, 2021-2024

Member, Curriculum Committee, 2019-20; 2022-23

Member, Faculty Search Committee, 2015-16; 2017-18; 2019-20

Member, Internship Award Committee, 2017-18

Member, Junior Faculty Mentoring Committee, 2021-24
Member, Organizational Studies and Psychology Joint Faculty Search Committee, 2021-22
Member, Organizational Studies and Residential College Joint Faculty Search Committee,
2015-16
Member, Undergraduate Admissions Committee, 2014-15; 2015-16; 2016-17; 2020-21

Institute for Social Research, University of Michigan

Member, Research Center for Group Dynamics Executive Committee, 2017-18; 2019-20
Organizer, Research Center for Group Dynamics Seminar Series, Fall 2016

National Center for Institutional Diversity, University of Michigan

Member, Diversity Scholars Network Advisory Committee, 2020-21

Colgate University

Social Psychology Faculty Search Committee, Colgate University, 2012-13
Social Psychology Visiting Faculty Search Committee, Colgate University, Spring 2013

Other Service

Invited Panelist, Panel on “The Impact of Racism and Inequality in Our World,” Institute for
Social Research, University of Michigan, March 2021
Discussion with National Center for Institutional Diversity Postdoctoral Research Fellows on
“Academic Publishing as a Diversity Scholar,” University of Michigan, November 2020
Invited Panelist, Panel on “The Experiences of Diversity Scholars in Academia,” Diversity
Scholars Network Conference, National Center for Institutional Diversity, University of
Michigan, May 2016
Invited Panelist, Panel on Postdoctoral Fellowships, Program for Research on Black Americans,
Institute for Social Research, University of Michigan, June 2014
Invited Panelist, Panel on Academic Interviewing, Harvard University, October 2013

PROFESSIONAL ASSOCIATIONS

International Society for Political Psychology
Society of Experimental Social Psychology
Society for Personality and Social Psychology

MEDIA AND PUBLIC OUTREACH

Selected Media Coverage:

[*Boston Globe*](#); [*The Guardian*](#); [*New York Times*](#); [*Time*](#); [*University of Michigan LSA Magazine*](#)

Research Consultant:

More Than a Month, PBS documentary on Black History Month