

## LAURIE O'BRIEN

### CONTACT INFORMATION

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Tulane University  
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website: <http://socialperceptionlab.tulane.edu/>

### EDUCATION

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- 2002                      Ph.D. in Social Psychology with Honors, Quantitative Minor  
Dissertation advisor: Christian S. Crandall  
University of Kansas, Lawrence, KS
- 1998                      M.A. in Social Psychology  
Thesis advisor: Christian S. Crandall  
University of Kansas, Lawrence, KS
- 1997                      B.A. in Psychology with Honors, Summa Cum Laude  
Thesis advisor: Richard Harvey  
Saint Louis University, St. Louis, MO

### PROFESSIONAL EXPERIENCE

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- July 2012 –                      *Associate Professor*, Department of Psychology, Tulane University
- July 2005 – June 2012        *Assistant Professor*, Department of Psychology, Tulane University
- Dec. 2002 – June 2005        *Post Doctoral Researcher*, Department of Psychology, University  
of California Santa Barbara. Postdoc advisor: Brenda Major

### RESEARCH INTERESTS

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Stigma, Prejudice, Stereotype Threat, Intergroup Relations, Ideology, Women in STEM

### EXTRAMURAL GRANTS

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Principal Investigator: *Collaborative research: A cultural-psychological analysis of gender discrimination (and privilege) in STEM fields*. National Science Foundation. Co- PIs: Glenn Adams, Donna Garcia, Elliott Hammer. (November 1, 2009 – October 31, 2013; \$492,032, total costs).

Principal Investigator: *Conceptualizing Racism: Understanding group and individual differences in the perception of racism*. Louisiana Board of Regents Support Fund. Research Competitiveness Subprogram. (June 1, 2007 - May 31, 2010; \$126,368, total costs).

## INTRAMURAL GRANTS

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*Gender Stereotypes and Women's Performance and Participation in STEM Fields.* Bridge Fund Award (April 1, 2012 – March 31, 2013; \$29,896, total costs)

*Effects of STEM stereotypes on women's motivation and performance.* Senate Committee on Research Summer Fellowship. Tulane University (June 1, 2008 – May 31, 2009; \$3,000, total costs).

*Understanding racism in post-Katrina New Orleans.* Phase II Research Enhancement Fund. Tulane University. (November 1, 2006 – June 6, 2008; \$9,000, total costs).

## PEER REVIEWED PUBLICATIONS

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O'Brien, L.T., Hitti, A., **Schaffer, E., Van Camp, A., Gilbert, P.,** & Henry, D. (In press). Improving girls' sense of fit in science: Increasing the impact of role models. *Social Psychology and Personality Science*.

**Blodorn, A.,** O'Brien, L.T., Cheryan, S., & Vick, S.B. (2016). Perceptions of racism in Katrina-related events: Understanding racial differences in perceptions of racism. *Social Justice Research, 29,* 139-158.

O'Brien, L.T., Garcia, D.M., Adams, G., Villalobos, J.G., Hammer, E., & **Gilbert, P.** (2015). The threat of sexism in a STEM educational setting: Moderating impacts of ethnicity and legitimacy beliefs. *Social Psychology of Education, 18,* 667-684.

**Simon, S.** & O'Brien, L.T. (2015). Confronting sexism: Exploring the effect of nonsexist credentials on the costs of target confrontations. *Sex Roles, 73,* 245-257.

O'Brien, L.T., **Blodorn, A.,** Adams, G., Garcia, D. & Hammer, E. (2015). Ethnic variation in gender-STEM stereotypes and STEM participation: An intersectional approach. *Cultural Diversity and Ethnic Minority Psychology, 21,* 169-180.

**Gilbert, P.N.,** O'Brien, L.T., Garcia, D.M., & Marx, D. (2015). Not the sum of its parts: Decomposing implicit academic stereotypes to understand academic outcomes for men and women. *Sex Roles, 72,* 25 – 39.

**Simon, S.,** Kinias, Z. O'Brien, L.T., Major, B.N., & Bivolaru, E. (2013). Prototypes of discrimination: How status asymmetry and stereotype asymmetry affect judgments of racial discrimination. *Basic and Applied Social Psychology, 35,* 525-533.

**Blodorn, A.,** & O'Brien, L.T. (2013). Evaluations of White American versus Black American discrimination claimants' political views and prejudicial attitudes. *Journal of Experimental Social Psychology, 49,* 211-216.

**Blodorn, A.,** O'Brien, L.T., & **Kordys, J.** (2012). Responding to sex-based discrimination: Gender differences in perceived discrimination and implications for legal decision making. *Group Processes and Intergroup Relations, 15,* 409-424.

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\* **Bold** indicates Tulane graduate student author, **Bold Italics** indicates Tulane undergraduate author.

## PEER REVIEWED PUBLICATIONS (CONT.)

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- O'Brien, L.T., Major, B.N., & **Gilbert, P.N.** (2012). Gender differences in entitlement: The roles of system justifying beliefs. *Basic and Applied Social Psychology*, *34*, 136-145.
- O'Brien, L.T., Major, B., & **Simon, S.** (2012). Why did you choose him over me? Outgroup favoritism and attributions to discrimination. *Journal of Experimental Social Psychology*, *48*, 1225-1233.
- O'Brien, L.T., **Mars, D.**, & Eccleston, C.P. (2011). System justifying ideologies and academic outcomes among first-year Latino college students. *Cultural Diversity and Ethnic Minority Psychology*, *17*, 406-414.
- Blodorn, A.**, & O'Brien, L.T. (2011). Perceptions of racism in Hurricane Katrina-related events: Implications for collective guilt and mental health among White Americans. *Analysis of Social Issues and Public Policy*, *11*, 127-140.
- O'Brien, L.T., Crandall, C.S., Horstman-Reser, A., Warner, R., **Alsbrooks, A.**, & **Blodorn, A.** (2010). But I'm no bigot: How prejudiced Americans maintain unprejudiced self-images. *Journal of Applied Social Psychology*, *40*, 917-946.
- O'Brien, L.T., Garcia, D.G., Crandall, C.S., & **Kordys, J.** (2010). White Americans' opposition to affirmative action: Group interest and the harm to beneficiaries objection. *British Journal of Social Psychology*, *49*, 895-903.
- Kaiser, C.R., Drury, B., Spalding, K.E., Cheryan, S., & O'Brien, L. T. (2009). The ironic consequences of Obama's election on support for remedying racial injustice. *Journal of Experimental Social Psychology*, *45*, 556-559.
- O'Brien, L.T., **Blodorn, A.**, **Alsbrooks, A.**, **Dube, R.**, Adams, G., & Nelson, J.C. (2009). Understanding White Americans' perceptions of racism in the aftermath of Hurricane Katrina. *Group Processes and Intergroup Relations*, *12*, 431-444.
- O'Brien, L.T., Kinias, Z., & Major, B.N. (2008). How status and stereotypes impact attributions to discrimination: The stereotype-asymmetry hypothesis. *Journal of Experimental Social Psychology*, *44*, 405-412.
- Major, B.N., Kaiser, C.K., O'Brien, L.T., & McCoy, S.K. (2007). Fairing well in an unfair world: How worldviews moderate the impact of perceived discrimination on self-esteem. *Journal of Personality and Social Psychology*, *1068-1086*.
- Adams, G., Thomas, T.E.R., & O'Brien, L.T. (2006). The effect of self-affirmation on attributions of racism. *Journal of Experimental Social Psychology*, *42*, 616-626.
- O'Brien, L.T., & Hummert, M.L. (2006). Self-stereotyping, stereotype threat, and memory performance in middle-aged adults. *Social Cognition*, *24*, 338-358.
- Adams, G., O'Brien, L.T., & Nelson, J.C. (2006). Perceptions of racism in Hurricane Katrina: A liberation psychology analysis. *Analysis of Social Issues and Public Policy*, *6*, 215-235.
- Major, B.N., & O'Brien, L.T. (2005). The social psychology of stigma. *Annual Review of Psychology*, *56*, 393-421.

## PEER REVIEWED PUBLICATIONS (CONT.)

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- O'Brien, L.T., & Major, B.N. (2005). System justifying beliefs and psychological well-being: The roles of group status and identity. *Personality and Social Psychology Bulletin*, 31, 1718-1729.
- O'Brien, L.T., & Crandall, C.S. (2005). Perceiving self-interest: Power, ideology, and maintenance of the status quo. *Social Justice Research*, 18, 1-24.
- O'Brien, L.T., & Crandall, C.S. (2003). Stereotype threat and arousal: Effects on women's math performance. *Personality and Social Psychology Bulletin*, 29, 782-789.
- Hummert, M.L., Garstka, T.A., O'Brien, L.T., Greenwald, A.G., & Mellot, D.S. (2002). Age differences in implicit social perceptions: Analysis and interpretation of response latencies. *Psychology and Aging*, 17, 482-495.
- Crandall, C.S., Eshleman, A., & O'Brien, L.T. (2002). Social norms and the expression of prejudice: The struggle for internalization. *Journal of Personality and Social Psychology*, 82, 359-378.

## BOOK CHAPTERS

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- O'Brien, L.T., Simon, S., & Tipler, C. (in press). Social Psychology. In K. Korgen (Ed.) *The Cambridge Handbook of Sociology*. New York, NY: Cambridge University Press.
- O'Brien, L.T., & **Gilbert, P.N.** (2013). Ideology: An Invisible, Yet Potent Dimension of Diversity. In Q. Roberson (Ed.) *The Oxford Handbook of Diversity and Work*. (pp 132 – 153). New York, NY: Oxford University Press
- O'Brien, L.T., & Major, B.N. (2009). The impact of group status and status-legitimizing beliefs on feelings of personal entitlement. In J.T. Jost, A. Kay, & H. Thorosdottir (Eds.) *Social and Psychological Bases of Ideology and System Justification*. (pp 427-443). New York, NY: Cambridge University Press.
- Crandall, C.S., O'Brien, L.T., Eshleman, A. (2002). Adapting the self to local group norms: Internalizing the suppression of prejudice. In J.P. Forgas & K. Williams (Eds.) *The social self: cognitive, interpersonal and intergroup perspectives*. Philadelphia, PA: Psychology Press.

## OTHER SCHOLARLY CONTRIBUTIONS

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- O'Brien, L.T. (2008) Guest Co-Editor for a special section of *Analysis of Social Issues and Public Policy* on Hurricane Katrina.
- O'Brien, L.T. (2007). Belief in a just world. In R. Baumeister and K. Vohs (Eds.), *Encyclopedia of social psychology*. (pp. 120-122). Thousand Oaks, CA: Sage.

## MANUSCRIPTS UNDER REVIEW AND IN PREPARATION

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**Moss, A., Blodorn, A., Van Camp, A., & O'Brien, L.T.** (Manuscript under review). *Gender Equality, Value Violations, and Prejudice Toward Muslims*

**Simon, S., Moss, A., Molix, L. & O'Brien, L.T.** (Manuscript under review). *The effect of confronting gender prejudice on women's appraisals and performance.*

**Simon, S., Moss, A., & O'Brien, L.T.** (Manuscript under review). *Judgments of Intent and Harm in Cases of Racial Discrimination*

## INVITED TALKS

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O'Brien, L. (2016, May). *Understanding Judgments of Discrimination: The role of intent and harm.* Invited talk at California State University San Bernardino.

O'Brien, L. (2016, January). *Interventions to improve women's outcomes in STEM: One size might not fit all.* Invited talk at the Gender Preconference of the Society for Personality and Social Psychology, San Diego, CA.

O'Brien, L. (2015, May). *The Underrepresentation Problem in STEM Fields: Understanding Causes and Identifying Solutions.* Invited talk at Frontiers in Aging and Regeneration Research Workshop. Marine Biological Laboratory, Woods Hole, MA.

O'Brien, L. (2015, May). *Gender-related social identity threat among women from different ethnic backgrounds: Unexpected findings.* Invited talk at the NSF ADVANCE/GSE Program Workshop, Baltimore, MD.

O'Brien, L., Simon, S., & Moss, A. (2015, February). *Understanding Judgments of Discrimination: The role of intent and harm.* Invited talk at the Group Processes and Intergroup Relations Preconference at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.

O'Brien, L., Simon, S., & Moss, A. (2014, May). *Understanding Group Differences in Perceptions of Prejudice and Discrimination.* Invited talk at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

O'Brien, L.T. (2013, April). *Increasing Diversity in STEM: Understanding How Stereotypes Create Barriers to Participation and Performance.* Invited talk at the Louisiana Alliance for Simulation Guided Materials Applications (LA-SiGMA) All Hands Meeting.

O'Brien, L.T. (2012, October). *Ethnic variation in the STEM gender gap.* Invited talk at Tufts University, Boston, MA

O'Brien, L.T. (2012, October). *Ethnic variation in the STEM gender gap.* Invited talk at the Group Preconference at the annual meeting of the Society of Experimental Social Psychology, Austin, TX.

O'Brien, L.T., & **Blodorn, A.** (2011, September). *Social psychology and responses to hate crimes.* Invited talk at the Royal Society of Edinburgh Seminar on Defining Racism in Criminal Law. Edinburgh, Scotland.

O'Brien, L.T. (2011, July). *The suggestion of sexism in an academic context.* Invited talk at the European Association of Social Psychology Medium Size Meeting on Challenging Stereotypes: When and how targets of negative stereotypes resist. Lisbon, Portugal.

## **INVITED TALKS (CONT.)**

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O'Brien, L.T. (2010, December). *Stigma and system justifying ideologies*. Invited talk at the National Institute of Health--National Human Genome Research Institute. Bethesda, MD.

O'Brien, L.T. (2009, January). *Understanding perceptions of racism: Implications for social justice and public policy*. Invited talk at the National Multicultural Conference and Summit. New Orleans, LA.

## **HONORS AND AWARDS**

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2007 Fellow of the Society for Experimental Social Psychology (SESP)

2006 The Morton Deutsch Award for Best Paper Published in Social Justice Research

2006 Grants-in-Aid Award, Society for the Psychological Study of Social Issues, \$2000

2004 Grants-in-Aid Award, Society for the Psychological Study of Social Issues, \$2000

## **DISSERTATIONS AND THESIS COMMITTEES**

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### Chair:

Ph.D. Dissertations: Alison Blodorn (2013), Patricia Gilbert (2014), Stefanie Simon (2015)

M.S. Theses: Alison Blodorn (2009), Dustin Mars (2012), Stefanie Simon (2012), Chris Burchett (2012), Alexandra Roselli (2013), Justin Kordys (2014), Aaron Moss (2015), Sarah Podesta (2016)

Honors Theses: Jessica Siegel (2007), Reesa Dube (2007), Nichole Kanopoulos (2008), Justin Kordys (2008), Mara Mudd (2008), William Benson (2010), Andrew Bingman (2010), Kelly Caravella (2010), Melanie Soilleux (2012), Yelena Johnson (2013), Thea Heiman (2013), Jessica Feigen (2014), Melanie Moulder (2015), Nicole Lentini (2015), Julia Birt (2015), Maryann Thompson (2015), Caroline Dickens (2016), James Fitzpatrick (2016), Meagan Magaldi (2016)

## **PROFESSIONAL MEMBERSHIPS**

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Society of Experimental Social Psychology (SESP), Society for Personality and Social Psychology (SPSP), Society for the Psychological Study of Social Issues (SPSSI), Association for Psychological Science (APS)

## **SERVICE**

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### Editorial Experience:

Consulting Editor, *Journal of Personality and Social Psychology: Interpersonal Relations and Group Processes* (2014 to present); Guest Co-Editor for a special section of *Analysis of Social Issues and Public Policy* on Hurricane Katrina (2008)

### Ad Hoc Reviewer/Journals:

*Journal of Personality and Social Psychology, Personality and Social Psychology Bulletin, Journal of Experimental Social Psychology, Social Psychology and Personality Science, Psychological Science, British Journal of Social Psychology, Group Processes and Intergroup Relations, Social Justice Research, Social Psychology Quarterly, Journal of Language and Social Psychology, European Journal of Social Psychology, Psychology and Aging, Basic and Applied Social Psychology, Journal of Applied Social Psychology, Sex Roles, Child Development, Organizational Behavior and Human Decision Processes, Social Psychology of Education, Emotion, Psychology of Women Quarterly, Cultural Diversity and Ethnic Minority Psychology, Political Psychology, Journal of Experimental Psychology General, Social Psychology and Personality Compass*

### Ad Hoc Reviewer/Books:

*Psychology of Disasters, The Social and Psychological Bases of Ideology, Coping with Minority Status*

### Grant Reviewer:

National Science Foundation Social Psychology Grant Review Panel, Canadian Social Sciences and Humanities Research Council (ad hoc reviewer)

### Co-chair, Local Planning Committee

Bi-annual meeting of the Society for the Psychological Study of Social Issues (2010)

### University and College:

University Senate (2015 – present), Institutional Review Board member (2006 – present), Center for Public Service Executive Committee (2011 – 2014), Newcomb College Institute Professor of Women’s Leadership Search Committee (2011 – 2012)

### Department:

Undergraduate Studies Committee Chair (2014 – present), Subject Pool Director (2008 – present), Social Psychology Search Committee (2006 – 2007; 2014 – 2015), Flowerree Committee member (2006 – 2007), Graduate Student Training Committee member (2007), Colloquium Committee Chair (2007 – 2011), Ph.D. Admissions Committee (2011 – 2012)