

JAMES R. RAE

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EDUCATION

- 2016 **University of Washington**
Ph.D., Social and Personality Psychology
- 2014 **University of Washington**
M.S., Social and Personality Psychology
- 2012 **Central Washington University**
B.A., *summa cum laude*, Political Science

POSITIONS

- 2018 – **Project Implicit**
Research Team Member
- 2018 – **University of Massachusetts Amherst**
Postdoctoral Research Associate
- 2017 – 2018 **University of Oxford**
Postdoctoral Research Associate

PUBLICATIONS

† winner of the 2016 SPSP Student Publication Award

* mentored undergraduate student

Peer-Reviewed Publications

Rae, J.R., Gülgöz, S. Durwood, L., DeMeules, M., Lindquist, G. & Olson, K.R. (accepted).
Predicting early childhood gender transitions. *Psychological Science*.

Rae, J.R. & Olson, K.R. (2018). Test-retest reliability and predictive validity of the Implicit
Association Test in children. *Developmental Psychology*, 54, 308-330.

Skinner, A.L., & **Rae, J.R.** (2018). A robust bias against interracial couples among White and
Black respondents, relative to Multiracial respondents. *Social Psychological and Per-
sonality Science*.

- Laurence, J., Schmid, K., **Rae, J.R.** & Hewstone, M. (2018). The conditions of conflict: Community ethnic composition, prejudice, and the role of segregation for the contact and threat hypotheses. *Social Forces*.
- Rae, J.R.** & Greenwald, A.G. (2017). Persons or situations? Individual differences explain variance in aggregated implicit race attitudes. *Psychological Inquiry*, 28, 297-300.
- Santos, M.M., **Rae, J.R.**, Nagy, G.A., Dieguez Hurtado, G., West, P., Santiago-Rivera, A. & Kanter, J.W. (2017). A client-level session-by-session evaluation of Behavioral Activation's mechanism of action. *Journal of Behavior Therapy and Experimental Psychiatry*, 54, 93-100.
- †**Rae, J.R.**, Newheiser, A. & Olson, K.R. (2015). Exposure to racial outgroups and implicit race bias in the United States. *Social Psychological and Personality Science*, 6, 535-543.
- Rae, J.R.** & Lonborg, S.D. (2015). Do motivations for using Facebook moderate the association between Facebook use and psychological well-being? *Frontiers in Psychology*, 6, 771.
- Haworth, K.A., Kanter, J.W., Tsai, M., Kuczynski, A.M., **Rae, J.R.**, & Kohlenberg, R.J. (2015). Reinforcement matters: A laboratory-based component-process analysis of Functional Analytic Psychotherapy's model of social connection. *Journal of Contextual Behavioral Science*, 4, 281-291.
- Kohlenberg, R.J., Tsai, M., Kuczynski, A.M., **Rae, J.R.**, *Lagbas, E., *Lo, J., & Kanter, J.W. (2015). A brief, interpersonally oriented mindfulness intervention incorporating Functional Analytic Psychotherapy's model of awareness, courage, and love. *Journal of Contextual Behavioral Science*, 4, 107-111.

Manuscripts in Revision, Under Review, or in Preparation

- Rae, J.R.**, Newheiser, A., Rivers, A.M., & Hewstone, M. (invited revision). Effects of the Brexit vote on UK respondents' implicit and explicit UK attitudes. *Group Processes & Intergroup Relations*.
- Vezzali, L., Lolliot, S., Trifetti, E., Capozza, D., **Rae, J.R.** & Hewstone, M. (invited revision). Effects of intergroup contact on explicit and implicit outgroup attitudes: A longitudinal field study with majority and minority group members. *European Journal of Social Psychology*.
- Rae, J.R.** (in preparation). A meta-analytic test of intergroup contact theory on implicit bias measures.
- Rae, J.R.**, Skinner, A.L., Newheiser, A., Schmid, K., & Hewstone, M. (in preparation). Interactive effects of outgroup proportions and intergroup contact on implicit and explicit racial bias.
- Rae, J.R.**, Wölfer, R., Laurence, J., Schmid, K., Dasgupta, N., & Hewstone, M. (in preparation). Effects of segregation and outgroup size on intergroup contact: Implications for implicit and explicit racial bias.

Rae, J.R., *Ning, E., Lai, C., & Garcia, R. (in preparation). Contact reducing prejudice? Cognitive processes behind implicit Hispanic attitudes.

Rae, J.R., Reimer, N. K., Rivers, A. M., Lai, C., Calanchini, J., Schmid, K., & Hewstone, M. (in preparation). Intergroup contact and processes underlying performance on implicit measures.

Rae, J.R., Cvencek, D., Abrams, R.L., & Greenwald, A.G. (in preparation). Unlike conscious reading, unconscious processing of letters ignores letter order.

Greenwald, A.G., Brendl, M., Cvencek, D., Friese, M., Lai, C., Lang, J., Meissner, F., Mitchell, G., **Rae, J.R.**, Wiers, R., Verchuere, B., & Wentura, D. (in preparation). The Implicit Association Test at age 20: What is known and not known about implicit bias.

GRANT FUNDING

- 2018 – 2021 **Leverhulme Trust (\$196,000)**
Title: Antagonistic secondary transfer effects of intergroup contact
Role: Senior Key Personnel
- 2017 – 2022 **National Institute of Child Health and Human Development (\$1,603,832)**
Title: Views of Gender in Early Childhood
Role: Statistical Consultant
- Dec. 2018 **National Institute of Child Health and Human Development (under review)**
Title: Diversity Supplement to Views of Gender in Early Childhood
Role: Statistical Mentor for Applicant
- Nov. 2018 **Russell Sage Foundation (under review)**
Title: Increasing interracial marriage in the U.S.: Implications for racial attitudes, openness to interracial romance, and race identity
Role: Co-PI

HONORS & AWARDS

- 2016 **Society for Personality and Social Psychology (\$400)**
Student Publication Award
- 2015 **Society for Personality and Social Psychology (\$500)**
Travel Award
- 2015 **University of Washington, Department of Psychology**
Psychology Department Scholar
Included: Tuition waver, health insurance, and salary support for 3 months
- 2015 **University of Washington, Graduate & Professional Student Senate (\$300 – declined)**
Travel Award

- 2013 **American Legacy Foundation (\$500)**
Career Development Award
- 2012 **Central Washington University, Symposium for Undergraduate Research**
Best Oral Presentation Award
- 2012 **Central Washington University, Department of Psychology**
Award for Excellence in Undergraduate Research
- 2008 – 2012 **Central Washington University**
Presidential Scholar
4 year full-tuition scholarship

CHAired SYMPOSIA

Rae, J.R., & Skinner, A.L. (March, 2018). *Racial/ethnic diversification in the U.S.: Emerging social psychological issues*. (Speakers: James R. Rae, Allison L. Skinner, Linda X. Zou, Danielle M. Young). Symposium organized for the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

CONFERENCE TALKS

* mentored undergraduate student

† winner of the Best Oral Presentation Award

Rae, J.R., Rivers, A.M., Calanchini, J., Reimer, N., Lai, C., Schmid, K., & Hewstone, M. (October, 2018). *Intergroup Contact and Reduced Implicit Race Bias: The Role of Association Activation Among White and Black American*. Informal paper presented at the annual meeting of the Society for Experimental Social Psychology, Seattle, WA.

Olson, K. R. & **Rae, J.R.**. (October, 2018). *Predicting childhood social transitions*. Paper presented at the annual meeting of the Society for Experimental Social Psychology, Seattle, WA.

Rae, J.R., Skinner, A.L., Newheiser, A., Schmid, K., & Hewstone, M. (October, 2018). *Interactive effects of outgroup exposure and intergroup contact on implicit and explicit racial bias*. Informal paper presented at the Person Memory Interest Group (PMIG) Preconference, Seattle, WA.

Rae, J.R., Skinner, A.L., Newheiser, A., Schmid, K., & Hewstone, M. (March, 2018). *Interactive effects of outgroup exposure and intergroup contact on implicit and explicit racial bias*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Skinner, A.L. & **Rae, J.R.**. (March, 2018). *A robust implicit (but not explicit) bias against interracial couples: Evidence from Whites, Blacks, and Multiracials*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Rae, J.R. & Olson, K.O. (September, 2016). *Test-retest reliability and predictive validity of the Implicit Association Test in children*. Informal paper presented at the Person Memory Interest Group (PMIG) Preconference, Santa Monica, CA.

Kohlenberg, R. J., Lo, J., Derecktor, M., *Lagbas, E., Kanter, J. W., & **Rae, J.R.** (June, 2014). *Awareness, courage, love and social connection: A brief mindfulness intervention*". In G. Holman (Chair), *A new contextual behavioral model of social connection for functional analytic psychotherapy*. Presentation at the Association for Contextual Behavioral Science 12th Annual World Conference, Minneapolis, MN.

†**Rae, J.R.** (May, 2012). *The well-being and health promoting behaviors of undergraduate Facebook users*. Presentation at the Central Washington University Undergraduate Research Symposium, Ellensburg, WA.

POSTER PRESENTATIONS (SELECTED)

* mentored undergraduate student

*Ning, E. & **Rae, J.R.**, & Garcia, R. (February, 2019). *Contact reducing prejudice? Cognitive processes behind implicit Hispanic attitudes*. Poster accepted for presentation at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.

*Friedlander, A. & **Rae, J.R.** (November, 2018). *Measuring implicit attitudes towards Hispanic people: The Hispanic Implicit Association Test*. Poster accepted for presentation at the annual meeting of the Northeast Conference for Teachers of Psychology/New England Psychological Association, Worcester, MA.

INVITED WORKSHOPS

2018 **Valley Opportunity Council, Chicopee, MA**
Implicit bias workshop

2017 **St. Anne's College, Oxford, UK**
Implicit bias workshop

2016 **University of Washington, Foster School of Business, Seattle, WA**
Statistical power workshop

2016 **University of Washington, Developmental Area Seminar, Seattle, WA**
Statistical power workshop

2016 **University of Washington, KCOF Lab Meeting, Seattle, WA**
Statistical power workshop

PROFESSIONAL AND DEPARTMENTAL SERVICE

Editorial Reviewer (Ad Hoc)

Personality and Social Psychology Bulletin
Developmental Psychology
Social Psychological and Personality Science
British Journal of Social Psychology
European Review of Social Psychology
Psychiatry Research

Other Service

2017 – 2018 **University of Oxford, Athena SWAN Committee**
Committee Member

2017 **American Psychological Association**
Dissertation Research Award Reviewer

2016 **University of Washington, Graduate Psychology Action Committee**
Committee Member

2016 **University of Washington, Graduate Recruitment Co-organizer**
Social and Personality Area Representative

PROFESSIONAL AFFILIATIONS

Association for Psychological Science
Society for Personality and Social Psychology
Society for the Improvement of Psychological Science

MENTORING EXPERIENCE

Smith College

2018 – Yujia (Emma) Ning
2018 Ava Friedlander

University of Oxford

2018 – Chloe Bracegirdle (graduate student)
2017 – 2018 Jane Hahn
2017 – 2018 Benjamin Young

University of Washington

2016 Josephine Tat
2015 – 2016 Stephen Kim

2015 – 2016 Tammie Zhao
 2015 – 2016 Michelle Chiou
 2014 – 2015 Allycen Kurup
 2014 Ariana Rivera
 2012 – 2013 Elizabeth Lagbas
 2012 – 2013 Jianne Sinyan Lo

TEACHING

Instructor or Co-Instructor

2018 **Social Psychology**
 Regent's Park College, University of Oxford

2017 (×2) **Social Psychology Laboratory**
 University of Oxford

Teaching Assistant

2017 (×2) **Developmental Psychology Laboratory**
 University of Oxford

2017 **Introduction to Psychology**
 University of Oxford

2016 **Introduction to Psychology**
 University of Washington

2015 **Social Psychology**
 University of Washington

2014 **Introduction to Statistics and Data Analysis (graduate course)**
 University of Washington

2013, 2014 **Developmental Psychology**
 University of Washington

2013, 2014 **Statistical Inference in Psychological Research**
 University of Washington

2012, 2013 **Introduction to Probability and Statistics for Psychology**
 University of Washington

2011, 2012 **Introductory Statistics**
 Central Washington University

Guest Lecturer

- 2019 **Research Design and Analysis**
Smith College
- 2018 **Psychology of Women and Gender**
Smith College
- 2016 **Implicit and Unconscious Cognition**
University of Washington

TRAINING

Quantitative

Structural Equation Modeling
Confirmatory Factor Analysis
Applied Regression
Advanced Multivariate Methods
Design and Analysis for Applied Research

Teaching

Tutorial and Small Group Teaching
Lecturing and Large Class Teaching
Mentoring workshop developed by the National Research Mentoring Network
UMass Amherst Mobile Summer Institute on Scientific Teaching

SOFTWARE/LANGUAGES

- 2017 – *Stan* Programming Language (Intermediate)
Mplus Software
- 2016 – *Python* Programming Language (Intermediate)
- 2014 – *Inquisit* Programming Language (Advanced)
- 2013 – \LaTeX Typesetting Language
- 2012 – *R* Programming Language (Advanced)
- 2011 – *SPSS* Software