

Curriculum Vitae
CLAUDE MASON STEELE

Professor

Stanford University

Department of Psychology

450 Serra Mall, Bldg. 420; 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 Assoc.
- 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
- 2010 Honorary Doctorate, Northwestern University
- 2010 Elizabeth Hurlock Beckman Award for mentoring students whose work has had an
effect on society
- 2011 Honorary Doctorate, Claremont Graduate University
- 2011 Honorary Doctorate, DePaul University
- 2011 Elected to The National Science Board
- 2011 Alexander George Book Award, International Society of Political Psychology for
Whistling Vivaldi: And Other Clues to How Stereotypes Affect Us
- 2012 Service Award on Behalf of Personality and Social Psychology Award for serving in
roles that have benefitted the public face of these sciences
- 2016 Fellow, American Institutes for Research
- 2016 Scientific Impact Award, The Society of Experimental Social Psychology, Claude Steele
and Joshua Aronson for 1995, Journal of Personality and Social Psychology paper
entitled "Stereotype threat and the intellectual test performance of African Americans."
- 2017 Fellow, American Academy of Political and Social Science

PROFESSIONAL EXPERIENCE:

2017 - Present

Professor of Psychology, Stanford University

2016 - 2017

Professor of Psychology, UC Berkeley

2014-2016

Executive Vice Chancellor and Provost, UC Berkeley

2011-2014

I James Quillen Dean and Professor, Stanford University, School of Education

2009-2011

Provost of the University and Professor of Psychology, Columbia University

1991- 2009

Stanford University

Director, Center for Advanced Study in the Behavioral Sciences (2005-2009)

Professor of Psychology (1991-2009)

Chair, Department of Psychology (1997-2000)

Lucie Stern Professor in the Social Sciences (1997-2009)

Director, Center for Comparative Studies in Race and Ethnicity (2002-2005)

Board of Trustees Development Committee (2002-Present)

Faculty Diversity Council, Stanford University (2001-2002) Faculty

Senate Steering Committee (2001-2002)

Faculty Senate (2000-2002)

Co-Director, Research Institute for Comparative Studies in Race and Ethnicity (1999-2002)

Presidential Search Committee (1999-2000)

Planning and Policy Board, Faculty Senate (2002-2005)

Fellow, Center for Advanced Study in the Behavioral Sciences (1994-1995)

1987-1991

University of Michigan Professor of Psychology

Research Scientist, Institute for Social Research (1989-1991)

1973-1987

University of Washington

Professor of Psychology (1985-1987)

Assistant Professor to Professor of Psychology (1973-1985)

1971-1973

University of Utah

Assistant Professor of Psychology

Other Professional Activity

2010-Present Trustee, Russell Sage Foundation

2008-Present Trustee, The John D. and Catherine MacArthur Foundation

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- Periodic Reviewer: *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 and Dorothy Steele).

BOOKS:

Steele, C. M. *Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do*. W. W. Norton & Company, 2010.

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.
- 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.
- 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., & 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, *an unpublished manuscript*.
- 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, 10 879-885.
- 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.
- Cheryan, S., Plaut, V.C., Davies, P., & Steele, C.M. (2009) Ambient Belonging: How Stereotypical Cues Impact Gender Participation in Computer Science. *Journal of Personality and Social Psychology* (in prep).
- Carr, P. & Steele, C.M. (2010) Stereotype Threat Affects Financial Decision Making. *Psychological Science*.

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*.
- 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*.

Murphy, M., Steele, C.M., and Garcia, J. A. (2012). The fragility of fit: cues affect the concerns, belonging and performance of women in STEM settings. (Under review at the *Journal of Personality and Social Psychology*)