

## Calvin K. Lai, Ph.D.

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### PROFILE

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I am a social psychologist studying how to change the unconscious mind. I am also the Director of Research at the non-profit Project Implicit, an international collaboration for education and research on implicit bias. My publications include 11 articles at journals such as *Science*, *Journal of Experimental Psychology: General*, and *Perspectives on Psychological Science*, with 5 of these publications as first-author. I have led many workshops on diversity education for public audiences and can teach courses in psychology, research methods and statistics, and diversity science.

### POSITIONS

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- 2017- **Washington University in St. Louis**, Assistant Professor, Department of Psychological & Brain Sciences
- 2015- **Project Implicit**, Director of Research
- 2016-17 **Harvard University**, Postdoctoral Fellow, Department of Psychology
- 2015-16 **Harvard University**, Postdoctoral Fellow-In-Residence, Edmond J. Safra Center for Ethics & Department of Psychology.

### EDUCATION

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- 2015 **Ph.D. in Social Psychology**, University of Virginia, Charlottesville, VA  
Thesis: Truth or Truthiness? How Desires Influence Truth Associations  
Faculty Advisor: Brian Nosek
- 2012 **M.A. in Social Psychology**, University of Virginia, Charlottesville, VA  
Thesis: A Comparative Investigation of Interventions to Reduce Implicit Racial Preferences  
Faculty Advisor: Brian Nosek
- 2010 **B.A. in Psychology and Sociology**, Rutgers University, New Brunswick, NJ  
*summa cum laude*

## PUBLICATIONS

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### Scientific Articles

1. **Lai, C. K.**, & Banaji, M. R. (under review). The psychology of implicit intergroup bias and the prospect of change. In D. Allen & R. Somanathan (Eds.), *Diversity, Justice, and Democracy*.
2. Forscher, P. S.\*, **Lai, C. K.\***, Axt, J. R., Ebersole, C. R., Herman, M., Devine, P. G., & Nosek, B. A. (under review). A meta-analysis of change in implicit bias.  
\* Co-lead author.
3. **Lai, C. K.**, Skinner, A. L., Cooley, E., Murrar, S., Brauer, M., Devos, T., Calanchini, J., Xiao, Y. J., Pedram, C., Marshburn, C. K., Simon, S., Blanchar, J. C., Joy-Gaba, J. A., Conway, J., Redford, L., Klein, R. A., Roussos, G., Schellhaas, F. M. H., Burns, M., Hu, X., McLean, M. C., Axt, J. R., Asgari, S., Schmidt, K., Rubinstein, R., Marini, M., Rubichi, S., Shin, J. L., & Nosek, B. A. (2016). Reducing implicit racial preferences: II. Intervention effectiveness across time. *Journal of Experimental Psychology: General*, *145*, 1001-1016.
4. Anderson, C. J., Bahník, Š., Barnett-Cowan, M., Bosco, F. A., Chandler, J., Chartier, C. R., Cheung, F., Christopherson, C. D., Cordes, A., Cremata, E. J., Della Penna, N., Estel, V., Fedor, A., Fitneva, S. A., Frank, M. C., Grange, J. A., Hartshorne, J. K., Hasselman, F., Henninger, F., Jonas, K. J., **Lai, C. K.**, Levitan, C. A., Miller, J. K., Moore, K. S., Meixner, J. M., Munafò, M. R., Neijenhuijs, K. I., Nilsonne, G., Nosek, B. A., Plessow, F., Prenoveau, J. M., Ricker, A. A., Schmidt, K., Spies, J. R., Stieger, S., Strohminger, N., Sullivan, G. B., van Aert, R. C. M., van Assen, M. A. L. M., van der Hulst, M., Vanpaemel, W., Vianello, M., Voracek, M., & Zuni, K. (2016). Response to a comment on "Estimating the reproducibility of psychological science". *Science*, *351* (6277), 1037.
5. Open Science Collaboration. (2015). Estimating the reproducibility of psychological science. *Science*, *349* (6251).
6. Eggleston, C. M., **Lai, C. K.**, & Gilbert, E. A. (2014). Contribution to Alogna et al. (2014). Registered replication report: Schooler & Englster-Schooler (1990). *Perspectives on Psychological Science*, *9*, 556-578.
7. Calanchini, J., Sherman, J. W., Klauer, K. C., & **Lai, C. K.** (2014). Attitudinal and non-attitudinal components of IAT performance. *Personality and Social Psychology Bulletin*, *40*, 1285-1296.
8. **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.

9. **Lai, C. K.**, Haidt, J., & Nosek, B. A. (2014). Moral elevation reduces prejudice against gay men. *Cognition and Emotion*, 28, 781-794.
10. Open Science Collaboration. (2014). The Reproducibility Project: A model of large-scale collaboration for empirical research on reproducibility. In V. Stodden, F. Leisch, & R. Peng (Eds.), *Implementing Reproducible Computational Research (A Volume in The R Series)*. New York, NY: Taylor & Francis.
11. **Lai, C. K.**, Hoffman, K. M., & Nosek, B. A. (2013). Reducing implicit prejudice. *Social and Personality Psychology Compass*, 7, 315-330.
12. Open Science Collaboration. (2012). An open, large-scale, collaborative effort to estimate the reproducibility of psychological science. *Perspectives on Psychological Science*, 7, 657-660.

### Popular Science Writing

Lai, C. K. (May 18, 2015). [A research contest for reducing implicit racial biases](#). *Society for Personality and Social Psychology Blog*.

Interviewer (2014). The champions of psychological science. *Association for Psychological Science Observer*.

## PRESENTATIONS

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### Symposia

- 2015 Co-Chair (with Brian Nosek) of symposium presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA. What Makes for Effective Intergroup Bias Reduction? How to Create Change That Matters. (February).

### Presentations

- 2017 **Lai, C. K.**, & Banaji, M. R. *Motivations to use counter-attitudinal information amplify the impact of interventions to reduce implicit prejudice*. Paper to be presented at Society of Experimental Social Psychology, Boston, CA.
- 2017 Calanchini, J., **Lai, C. K.**, & Klauer, K. C. *A process-level meta-analysis of implicit bias-reduction interventions*. Paper to be presented at the European Social Cognition Network Conference, Gdańsk, Poland.
- 2017 **Lai, C. K.** *Changing implicit bias*. Paper presented at the Boston Area Moral Cognition Group, Cambridge, MA.

- 2017 **Lai, C. K.** *What is implicit bias, and what does it predict?* Paper presented at Harvard Law School, Cambridge, MA.
- 2017 **Lai, C. K.** *Increasing diversity and inclusiveness.* Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- 2016 **Lai, C. K.** *Comparative approaches for reducing implicit bias.* Paper presented at the annual meeting of the Society for Judgment and Decision Making, Boston, MA.
- 2016 **Lai, C. K.** *Changing implicit bias.* Paper presented at the Tufts University Social Psychology Brownbag Series, Medford, MA.
- 2016 **Lai, C. K.** *Truth or truthiness? How desires shape truth associations.* Paper presented at Society of Experimental Social Psychology, Santa Monica, CA.
- 2016 **Lai, C. K.** *Changing implicit bias.* Paper presented at the Harvard University Social Psychology Brownbag Series, Cambridge, MA.
- 2015 **Lai, C. K.** *Reducing implicit racial preferences.* Paper presented at the Edmond J. Safra Center for Ethics Fellows-in-Residence Seminar, Cambridge, MA.
- 2015 **Lai, C. K.** *A research contest for reducing implicit prejudice.* Paper presented at the annual meeting of the Society for the Psychological Study of Social Issues, Washington, DC.
- 2015 **Lai, C. K.** *A research contest for reducing implicit prejudice.* Paper presented at the annual meeting of the Society for Philosophy and Psychology, Durham, NC.
- 2015 **Lai, C. K.** *The four horsemen of implicit bias reduction.* Paper presented at the University of Virginia Social Lunch Series, Charlottesville, VA.
- 2015 **Lai, C. K.** *A meta-analysis of change in implicit social cognition.* Paper presented at the University of Virginia Arts and Sciences Huskey Exhibition, Charlottesville, VA.
- 2015 **Lai, C. K., Smith, C. T., & Nosek, B. A.** *Truth or truthiness? How desires shape truth associations.* Paper presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- 2015 **Lai, C. K. & Nosek, B. A.** *A research contest for reducing implicit prejudice.* Paper presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- 2015 **Lai, C. K.** *A research contest for reducing implicit prejudice.* Paper presented at the University of Virginia Psychology Department Colloquium, Charlottesville, VA.
- 2014 **Lai, C. K.** *The Reproducibility Project: Background and motivation.* Paper presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.
- 2013 **Lai, C. K., Nosek, B. A., & Haidt, J.** *Moral elevation reduces implicit prejudice toward gay individuals.* Paper presented at the University of Virginia Arts and Sciences Huskey Exhibition, Charlottesville, VA.
- 2013 **Lai, C. K., Nosek, B. A., & Haidt, J.** *Moral elevation reduces implicit prejudice toward gay people.* Paper presented at the Social Psychology at the University of North Carolina and Duke University conference, Durham, NC.
- 2012 **Lai, C. K., & Nosek, B. A.** *A comparative investigation of interventions to reduce implicit racial preferences.* Paper presented at the University of Virginia Social Lunch Series, Charlottesville, VA.

- 2012 **Lai, C. K.,** & Nosek, B. A. *A contest for reducing implicit racial biases.* Paper presented at the Social Psychology at the University of North Carolina and Duke University conference, Durham, NC.
- 2011 **Lai, C. K.,** & Nosek, B. A. *A contest for reducing implicit racial bias.* Paper presented at the annual meeting of the Society of Southeastern Social Psychologists, Johnson City, TN.
- 2011 **Lai, C. K.,** & Nosek, B. A. *A comparative investigation for reducing racial bias.* Paper presented at the University of Virginia Social Lunch Series, Charlottesville, VA.

### Posters

- 2017 **Lai, C. K.,** Smith, C. T., & Nosek, B. A. *Truth or truthiness? How desires influence truth associations.* Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- 2016 **Lai, C. K.,** Smith, C. T., & Nosek, B. A. *Truth or truthiness? How desires influence truth associations.* Poster presented at the Social Cognition preconference of the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- 2013 **Lai, C. K.,** Haidt, J., & Nosek, B. A. *Moral elevation reduces implicit prejudice toward gay people.* Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- 2012 **Lai, C. K.,** & Nosek, B. A. *A contest for shifting racial attitudes.* Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- 2011 **Lai, C. K.,** & Nosek, B. A. *A contest for reducing implicit racial bias.* Poster presented at the Association for Psychological Science annual conference, Washington, DC
- 2011 **Lai, C. K.,** & Nosek, B. A. *A contest for reducing implicit racial bias.* Poster presented at the University of Virginia Arts and Sciences Huskey Expo, Charlottesville, VA.
- 2010 **Lai, C. K.,** Phelan, J. E., & Rudman, L. A. *The impact of priming self-relevant female scientists on women's implicit science beliefs, aspirations, and test performance.* Poster presented at the Aresty Undergraduate Research Symposium, New Brunswick, NJ.
- 2008 **Lai, C. K.,** & Friedman, J. *Race relations in a small town.* Poster presented at the Aresty Undergraduate Research Symposium, New Brunswick, NJ.

## TEACHING, MENTORSHIP, and DIVERSITY EDUCATION

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### Teaching

2010-12 Teaching Assistant, University of Virginia

Research Methods and Data Analysis I (2010 & 2012). 23 students. Taught two sections a week. Gave lectures, led discussions, graded papers, conducted hands-on activities.

Social Psychology (2011). 18 students. Taught one section a week. Gave lectures, led discussions, graded papers.

Introduction to Cognition (2010). ~150 students. Held review sessions, graded exams, created multiple-choice tests.

### **Diversity Education Presentations and Workshops**

Topics: Implicit bias, diversity and inclusion, leadership, racial inequality, gender and disability issues in science, hiring discrimination, law and psychology, decision-making biases

- 2017 National Association of Independent Schools. Alexandria, VA.
- 2017 North Carolina State University. Raleigh, NC.
- 2017 Harvard Business School. Boston, MA.
- 2017 University of Michigan College of Engineering. Ann Arbor, MA.
- 2016 Harvard Business School. Boston, MA.
- 2016 Massachusetts Institute of Technology Teaching & Learning Lab. Cambridge, MA.
- 2016 Northeast Ohio Medical University. Rootstown, OH.
- 2016 Massachusetts Institute of Technology Investment Company. Cambridge, MA.
- 2016 Environmental Defense Fund. Cambridge, MD.
- 2016 Massachusetts Institute of Technology. Cambridge, MA.
- 2016 Association of Corporate Counsel. McLean, VA.
- 2015 University of Tennessee. Knoxville, TN.
- 2015 Association of Research Libraries. Washington, DC.
- 2015 Northeast Ohio Medical University. Rootstown, OH.
- 2015 White House Forum on Excellence and Innovation through Diversity in the STEM Workforce. Washington, DC.
- 2015 APA Boards & Committees Meeting. Washington, DC.
- 2015 APA Council of Representatives Meeting. Washington, DC.
- 2014 Northeast Ohio Medical University. Rootstown, OH.
- 2014 Northeast Ohio Medical University. Rootstown, OH.
- 2013 Northeast Ohio Medical University. Rootstown, OH.
- 2013 Department of Housing and Urban Development. Washington, DC.
- 2013 Social Justice in Action Leadership Summit. Farmville, VA.
- 2012 Women with Disabilities in STEM Education Research Agenda Development Project. Washington, DC.
- 2012 Leadership on the Lawn Program. Charlottesville, VA.
- 2011 Leadership on the Lawn Program. Charlottesville, VA.

### **Training**

2010-13 Participant, Graduate Teaching Training Program, University of Virginia

### **Advising**

2013-14 Advisor, Michelle Herman's Undergraduate Honor's Thesis, University of Virginia

### **Guest Lectures**

2016 Groups and Networks: How Others Shape Our Behaviors, Beliefs, and Motivations

## **HONORS & AWARDS**

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### **Travel Awards**

2014 Society for Personality and Social Psychology Diversity Travel Award

### **Paper/Poster Awards**

2017 Intervention Science SPSSI Poster Award (Best poster at meeting)

2010 Charles F. Flaherty Award (Most outstanding psychology honors thesis)

2009 Alice M. and Walter F. Phillips Award (Most outstanding psychology honors thesis proposal)

### **Other Honors and Awards**

2017 Association for Psychological Science Rising Star Award (Early-career innovative work and great potential for continued contributions to psychological science)

2013 Summer Institute in Social and Personality Psychology at the University of California, Davis Course: Automaticity and Control (with Bertram Gawronski and Jeffrey Sherman)

2013 Huskey Research Exhibition Oral Presentation Prize – Social and Behavioral Sciences

2010 Ford Foundation Fellowship Honorable Mention

2009 Jerome and Lorraine Aresty Undergraduate Research Scholarship

## **RESEARCH SUPPORT**

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### **Fellowships**

2011 NSF Graduate Research Fellowship (\$90,000)

### **Research Grants**

2014 Political Psychology Working Group Grant (\$1,000)

2014 Center for Open Science Grant. Project title: Replication of “Contextual effects on reading aloud: Evidence for pathway control.” (\$500)

2013 Center for Open Science Grant. Project title: Replication of “The threat of appearing prejudiced and race-based attentional biases.” (\$500)

## **SELECTED MEDIA COVERAGE & RECOGNITION**

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### **Media Recognition**

2015 Open Science Collaboration. Estimating the reproducibility of psychological science. *Science*, 349 (6251).

[Runner-up for Breakthrough of the Year by Science Magazine](#), [Nature Magazine’s Top Science Stories of 2015](#), [#8 of Top 100 Stories of 2015 by Discover Magazine](#), [#6 by Science News](#), and [#5 in Altmetric100](#).

### **Selected Media Coverage**

- 2016 *New York Times*: Who, Me? Biased? (Dec. 18)
- 2016 *Nautilus*: Can Training Help People Un-Learn A Lifetime of Racial Bias? (Nov. 4)
- 2016 *Le Temps*: Le grand méchant Blanc contre le racism (Sep. 23)
- 2016 *FiveThirtyEight*: Failure is Moving Science Forward. (Mar. 24)
- 2016 *Wired*: Psychology is in Crisis Over Whether It's in Crisis (Mar. 3)
- 2015 *Toronto Star*: Trust Your Instincts? Maybe You Shouldn't (Nov. 4)
- 2015 *National Public Radio (Science Friday)*: Putting Scientific Research to the Test (Aug. 28)
- 2015 *The Atlantic*: How Reliable are Psychology Studies? (Aug. 27)
- 2015 *New York Times*: Many Psychology Findings Not as Strong as Claimed, Study Says (Aug. 27)
- 2015 *Washington Post*: Many Scientific Studies Can't Be Replicated. That's a Problem. (Aug. 27)
- 2015 *National Public Radio (The Sound of Ideas)*: Implicit Bias (May 12)
- 2015 *New York Times (Nicholas Kristof)*: Our Biased Brains (May 7)
- 2014 *WINA News Radio*: Interview (Dec. 11)
- 2014 *NBC (WVIR)*: UVA Researchers Test Racial Bias (Dec. 10)
- 2014 *Mother Jones*: The Science of Why Cops Shoot Young Black Men (Dec. 1)
- 2014 *Revista Galileu*: Engano o Preconceito (Fool Prejudice) (Nov. 1)
- 2014 *Boston Globe*: The Bias Fighters (Sept. 21)
- 2014 *Forbes*: Can You Overcome Inbuilt Bias? (Aug. 14)
- 2013 *KPFK Pacifica Radio*: Implicit Racism and the Killing of Trayvon Martin (Jul. 22)
- 2013 *National Public Radio (Hidden Brain)*: How to Fight Racial Bias When It's Silent and Subtle (Jul. 19)
- 2013 *Jezebel*: If You're Biased and You Know It, Clap Your Hands (and Then Do Something About It) (Jun. 3)
- 2013 *Andrew Sullivan's The Dish*: Fighting Stereotypes with Stereotypes (Mar. 3)

## **PROFESSIONAL SERVICE AND ACTIVITIES**

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### **Director of Research, Project Implicit**

Information Site: <http://projectimplicit.net>

Research and education portal: <https://implicit.harvard.edu>

Project Implicit is an international collaboration and non-profit for research and education about implicit bias. At Project Implicit we (a) provide impetus for methodological and theoretical innovation in implicit social cognition, (b) disseminate psychological research worldwide through description and interactive demonstration, and (c) increase the viability of psychological research on the Internet.

As Director of Research, I manage the conduct of scientific research at our website, which has had over 25 million visitors. To better fulfill our education mission, I am also leading initiatives to improve user experience and retention.

### **Consulting & Policy Evaluation**



- 2016-2017 Member, Blue Ribbon Commission on Rethinking Liberal Arts Education for a Changing Student Population. Amherst College.
- 2015-2016 Advisor, Open Your Mind Exhibit. National Underground Railroad Freedom Center.

**Ad hoc Reviewer**

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|---|---|
| American Political Science Review           | British Journal of Social Psychology          |
| Cognition and Emotion                       | Child Development                             |
| Journal of Experimental Psychology: General | Journal of Experimental Social Psychology     |
| Nature Human Behaviour                      | Perspectives on Psychological Science         |
| Personality and Social Psychology Bulletin  | Psychological Methods                         |
| Psychological Reports                       | Review of General Psychology                  |
| Social and Personality Psychology Compass   | Social Psychological and Personality Science  |
| Social Psychology                           | Society for Philosophy and Psychology         |
| U.S.-Israel Binational Science Foundation   | Translational Issues in Psychological Science |

**Departmental Committees**

- 2011-15 Gender Issues Committee, Department of Psychology, University of Virginia
- 2010-11 Diversity Committee, Department of Psychology, University of Virginia

**Professional Affiliations**

- Association for Psychological Science
- Society of Personality and Social Psychology
- Society for the Psychological Study of Social Issues