

**KATE A. RATLIFF**

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**PROFESSIONAL POSITIONS**

May 2025- Associate Professor (Incoming), Department of Psychology, University of Waterloo, Canada  
2018-2024 Associate Professor, Department of Psychology, University of Florida, USA  
2014-2024 Affiliate, Center for Gender, Sexualities, and Women’s Studies, University of Florida, USA  
2015-2020 Executive Director, Project Implicit  
2013-2015 Director of Research and Education, Project Implicit  
2012-2018 Assistant Professor, Department of Psychology, University of Florida USA  
2009-2012 Assistant Professor, Department of Social Psychology, Tilburg University, The Netherlands

**EDUCATION**

2009 Ph.D., Social Psychology, University of Virginia, Charlottesville, VA  
2006 M.A., Social Psychology, University of Virginia, Charlottesville, VA  
2003 B.S., Psychology, Belmont University, Nashville, TN

**RESEARCH INTERESTS**

Social cognition, implicit bias, stereotype formation, anti-bias education, regional bias, public policy

**PROJECT IMPLICIT**

I am past Executive Director and current member of the Board of Directors with [Project Implicit](#), a non-profit, international collaboration between researchers who are interested in implicit social cognition. The goal of the organization is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the Internet. Since establishment in 2003, Project Implicit has educated more than 40 million visitors about implicit biases concerning race, gender, sexual orientation, and other topics.

**PEER-REVIEWED PUBLICATIONS**

Total citations: 16,555; H-Index: 31; i10-Index = 42; \*graduate student; \*\*undergraduate student

1. Ratliff, K. A., Chen, J. [co-first-author] & \*Lofaro, N. (2024). Institutional change affects perceived and personal intergroup bias. In press at *Personality and Social Psychology Bulletin*. doi: <https://doi.org/10.1177/01461672241257373>
2. \*Lofaro, N., \*Irving, L., & **Ratliff, K. A.** (2023). Defensiveness toward IAT feedback predicts willingness to engage in anti-bias behaviors. In press at *Personality and Social Psychology Bulletin*. doi: <https://doi.org/10.1177/01461672231219948>
3. Howell, J. L., \*Lofaro, N., & **Ratliff, K. A.** (2024). Responding to feedback about implicit bias. *Social Psychology and Personality Compass*, 18, e12926. doi: <https://doi.org/10.1111/spc3.12926>
4. \*Campbell, J., Hudson, S. T. J., & **Ratliff, K. A.** (2023). The Influence of perceiver and target race in hostile and benevolent sexist attitudes. *Sex Roles*, 89, 644-657. doi: <https://doi.org/10.1007/s11199-023-014216>
5. **Ratliff, K. A.**, & Smith, C. T. (2024). The Implicit Association Test. *Dædalus, Journal of the American Academy of Arts & Sciences*, 153, 51-64.

6. Hawkins, C. B., \*Lofaro, N., Umansky, E., & **Ratliff, K. A.** (2023). Understanding Implicit Bias (UIB): Experimental evaluation of an online bias education program. *Journal of Experimental Psychology: Applied*, 29, 887-902. doi: 10.1037/xap0000469
7. \*Campbell, J. T., \*Lofaro, N., \*Vitiello, C., \*Jiang, C., & **Ratliff, K. A.** (2022). Fat identity and weight-related beliefs among Black, Black/White Biracial, East Asian, Hispanic/Latino, Native American, South Asian, and White U.S. Americans. *Body Image*, 42, 205-212. doi: 10.1016/j.bodyim.2022.06.006
8. **Ratliff, K. A.**, & Smith, C. T. (2022). Implicit bias as automatic behavior. *Psychological Inquiry*, 33, 213-218. doi: 10.1080/1047840X.2022.2106764
9. Klein, R. A., Cook, C. L., Ebersole, C. R., Vitiello, C., Nosek, B. A., Hilgard, J., Ahn, P. H., Brady, A. J., Chartier, C. R., Christopherson, C. D., Clay, S., Collisson, B., Crawford, J. T., Cromar, R., Gardiner, G., Gosnell, C., Grahe, J., Hall, C., Howard, I., Joy-Gaba, J., Kolb, M., Legg, A. M., Levitan, C. A., Mancini, A. D., Manfredi, D., Miller, J., Nave, G., Redford, L., Schlitz, I., Schmidt, K., Skorinko, J. L. M., Storage, D., Swanson, T., Van Swol, L. M., Vaughn, L. A., Vidamuerte, D., Wiggins, B., & **Ratliff, K. A.** (2022). Many Labs 4: Failure to replicate mortality salience effects with and without original author involvement. *Collabra: Psychology*, 8(1), 35271. doi: <https://doi.org/10.1525/collabra.35271>
10. Greenwald, A. G., Brendl, M., Cai, H., Cvencek, D., Dovidio, J., Frieze, M., Hahn, A., Hehman, E., Hofmann, W., Hughes, S., Hussey, I., Jordan, C., Kirby, T. A., Lai, C. K., Lang, J. W., Lindgren, K. P., Mason, D., Ostafin, B. D., Rae, J. R., **Ratliff, K. A.**, Spruyt, A., Wiers, R. W. (2022). Best research practices for using the Implicit Association Test. In press at *Behavior Research Methods*, 54(3), 1161-1180. doi: 10.3758/s13428-021-01624
11. Van Dessel, P., **Ratliff, K. A.**, De Houwer, J., Gawronski, B., & \*Brannon, S. (2021). Illusory-correlation effects on implicit and explicit evaluation. *Personality and Social Psychology Bulletin*, 47, 1480-1494. doi: 10.1177/0146167220977706
12. \*\*Wang, J. J., \*Redford, L., & **Ratliff, K. A.** (2021). Do special education recommendations differ for Asian American and White American students? *Social Psychology of Education*, 24, 1065-1083. doi: 10.1007/s11218-021-09645-8
13. \*Jiang, C., \*Vitiello, C., Axt, J., \*Campbell, J., & **Ratliff, K. A.** (2021). An examination of ingroup preferences among people with multiply socially stigmatized identities. *Self and Identity*, 4, 569-586. doi: 10.1080/15298868.2019.1657937
14. Murphy, M., +27 additional authors. (2021). Open science, communal culture, and women's participation in the movement to improve science. *Proceedings of the National Academy of Sciences*, 117, 24154-24164. doi: 10.1073/pnas.1921320117
15. Kurdi, B., **Ratliff, K. A.**, & Cunningham, W. A. (2021). Can the Implicit Association Test serve as a valid measure of automatic cognition? A response to Schimmack (2019). *Perspectives on Psychological Science*, 16, 422-434. doi: 10.1177/1745691620904080
16. \*Conway, M. A., O'Shea, B., \*Redford, L., \*Pogge, G., Klein, R. A., & **Ratliff, K. A.** (2019). Can carelessness be captured? Assessing careless responding in attitudes toward novel stimuli. *Social Cognition*, 37, 468-498. doi: 10.1521/soco.2019.37.5.468
17. Smith, C. T., **Ratliff, K. A.**, \*Redford, L., & Graham, J. (2019). Political ideology predicts attitudes toward moral transgressors. *Journal of Research in Personality*, 80, 23-29. doi: 10.1016/j.jrp.2019.04.002
18. **Ratliff, K. A.**, \*Redford, L., \*Conway, M. A., & Smith, C. T. (2019). Engendering support: Hostile sexism predicts voting for Donald Trump over Hillary Clinton in the 2016 U.S. presidential election. *Group Processes and Intergroup Relations*, 24, 578-593. doi: 10.1177/1368430217741203
19. \*Meijs, M. M., **Ratliff, K. A.**, & Lammers, J., & (2019). Perceptions of feminist beliefs influence ratings of warmth and competence. *Group Processes and Intergroup Relations*, 22, 253-270. doi: 10.1177/1368430217733115
20. Chen, J., & **Ratliff, K. A.** (2018). Psychological essentialism predicts intergroup bias. *Social Cognition*, 36, 301-323. doi: 10.1521/soco.2018.36.3.301

21. \*Weis, A., \*Redford, L., Zucker, A., & **Ratliff, K. A.** (2018). Attitudes toward feminist prototypes, feminist identity, and willingness to intervene when confronted with everyday sexist events. *Psychology of Women Quarterly*, *42*, 279-290. doi: 10.1177/0361684318764694
22. \*Redford, L., & **Ratliff, K. A.** (2018). Empathy and humanitarianism predict preferential moral responsiveness to in-groups and out-groups. *Journal of Social Psychology*, *158*, 144-156. doi: 10.1080/00224545.2017.1412933
23. \*Redford, L., & **Ratliff, K. A.** (2018). Pride and punishment: Entitled people's self-promoting values motivate hierarchy-restoring retribution. *European Journal of Social Psychology*, *48*, 303-319. doi: 10.1002/ejsp.2328
24. \*Redford, L., Howell, J. L., Meijs, M. M., & **Ratliff, K. A.** (2018). Implicit and explicit evaluations of feminist prototypes predict feminist identity and behavior. *Group Processes and Intergroup Relations*, *21*, 3-18. doi: 10.1177/1368430216630193
25. \*Redford, L., & **Ratliff, K. A.**, (2018). Retribution as hierarchy regulation: Hierarchy preferences moderate the effect of offender socioeconomic status on support for retribution. *British Journal of Social Psychology*, *57*, 75-94. doi: 10.1111/bjso.12219
26. \*Conway, J., \*Lipsey, N. P., \*Pogge, G., & **Ratliff, K. A.** (2017). Racial prejudice predicts less desire to learn about White privilege. *Social Psychology*, *48*, 310-319. doi: 10.1027/1864-9335/a000314
27. Howell, J. L., \*Redford, L., \*Pogge, G., & **Ratliff, K. A.** (2017). Defensive responding to IAT feedback. *Social Cognition*, *35*, 520-562. doi: 10.1521/soco.2017.35.5.520 [2018 *frank* Prize for Research in Public Interest Communication first-round finalist]
28. \*Meijs, M. M., **Ratliff, K. A.** & Lammers, J. (2017). The discrepancy between how women see themselves and feminists predicts identification with feminism. *Sex Roles*, *77*, 293-308.
29. **Ratliff, K. A.**, Howell, J. L., & \*Redford, L. (2017). Attitudes toward the prototypical environmentalist predict environmentally friendly behavior. *Journal of Environmental Psychology*, *51*, 132-140. doi: 10.1016/j.jenvp.2017.03.009
30. Howell, J. L., & **Ratliff, K. A.** (2017). Investigating the role of implicit prototypes in the Prototype Willingness Model. *Journal of Behavioral Medicine*, *40*, 468-482. doi: 10.1007/s10865-016-9814-y
31. Howell, J. L., & **Ratliff, K. A.** (2017). Not your average bigot: The better-than-average effect and defensive responding to IAT feedback. *British Journal of Social Psychology*, *56*, 125-145. doi: 10.1111/bjso.12168
32. \*Howell, J. L., **Ratliff, K. A.**, & Shepperd, J. (2016). Automatic attitudes and health information avoidance. *Health Psychology*, *35*, 813-823. doi: 10.1037/hea0000330
33. \*Redford, L., & **Ratliff, K. A.** (2016). Perceived moral responsibility for attitude-based discrimination. *British Journal of Social Psychology*, *55*, 279-296. doi: 10.1111/bjso.12123
34. \*Redford, L., & **Ratliff, K. A.** (2016). Hierarchy-legitimizing ideologies reduce behavioral obligations and blame for implicit attitudes and resulting discrimination. *Social Justice Research*, *29*, 159-185.
35. Open Science Collaboration (2015). Estimating the reproducibility of psychological science. *Science*, *349*, 943-944. doi: 10.1126/science.aac4716
36. Chandler, J. Pe'er, E., Paolacci, G., Mueller, P., & **Ratliff, K. A.** (2015). Non-naïve participants can reduce effect sizes. *Psychological Science*, *26*, 1131-1139. doi: 10.1177/0956797615585115
37. \*Meijs, M.M., Lammers, J., & **Ratliff, K. A.** (2015). Gender stereotype-inconsistent acts are seen as more acceptable than stereotype-consistent acts, if they are clever. *Social Psychology*, *46*, 291-305. doi: 10.1027/1864-9335/a000244
38. Chen, J., & **Ratliff, K. A.** (2015). Implicit attitude generalization from Black to Black-White biracial group members. *Social Psychological and Personality Science*, *6*, 544-550. doi: 0.1177/1948550614567686
39. \*Howell, J. L., & Gaither, S., & **Ratliff, K. A.** (2015). Caught in the middle: Defensive responses to IAT feedback among Blacks, Whites, and Biracial Black/Whites. *Social Psychological and Personality Science*, *6*, 373-381. doi: 0.1177/1948550614561127

40. Hawkins, C. B., & Ratliff, K. A. (2015). Trying but failing: Implicit attitude transfer is not eliminated by objectivity manipulations. *Basic and Applied Social Psychology*, *37*, 31-43. doi: 10.1080/01973533.2014.995378
41. Ratliff, K. A., & \*Howell, J. L. (2015). Implicit prototypes predict risky sun behavior. *Health Psychology*, *34*, 231-242. doi: 10.1037/hea0000117
42. \*Klein, R. A., Ratliff, K. A., Vianello, M., ... (+ N = 47 authors), & Nosek, B. A. (2014). Investigating variation in replicability: A “many labs” replication project. *Social Psychology*, *45*, 142-152. doi: 10.1027/1864-9335/a000178
43. \*Klein, R. A., Ratliff, K. A., Vianello, M., ... (+ N = 47 additional authors), & Nosek, B. A. (2014). Theory building through replication: Response to commentaries on the “many labs” replication project. *Social Psychology*, *45*, 307-310. doi: 10.1027/1864-9335/a000178
44. \*Klein, R. A., Ratliff, K. A., Vianello, M., ... (+ N = 47 additional authors), & Nosek, B. A. (2014). Data from investigating variation in replicability: A “many labs” replication project. *Journal of Open Psychology Data*, *2*, e4
45. Ratliff, K. A., & Oishi, S. (2013). Gender differences in implicit self-esteem following a romantic partner’s success or failure. *Journal of Personality and Social Psychology*, *105*, 688–702. doi: 10.1037/a0033769
46. LeBel, E. T., Borsboom, D., Giner-Sorolla, R., Hasselman, F., Peters, K. R., Ratliff, K. A., & Smith, C. T. (2013). PsychDisclosure.org: Grassroots support for reforming reporting standards in psychology. *Perspectives on Psychological Science*, *8*, 424-432. DOI: 10.1177/1745691613491437
47. Open Science Collaboration. (2012). An open, large-scale, collaborative effort to estimate the reproducibility of psychological science. *Perspectives on Psychological Science*, *7*, 657-660. doi: 10.1177/1745691612462588
48. Smith, C. T., Ratliff, K. A., & Nosek, B. A. (2012). Rapid assimilation: Automatically integrating new information with existing beliefs. *Social Cognition*, *30*, 199-219. doi: 10.1521/soco.2012.30.2.199
49. Oishi S., Miao, F. F., Koo, M., Kissing, J., & Ratliff, K. A. (2012). Residential mobility breeds familiarity-seeking. *Journal of Personality and Social Psychology*, *102*, 149-162. doi: 10.1037/a0024949
50. Ratliff, K. A., \*\*Swinkels, B. A. P., \*\*Klerx, K., & Nosek, B. A. (2012). Does one bad apple(juice) spoil the bunch? Implicit attitudes toward one product transfer to other products by the same brand. *Psychology & Marketing*, *29*, 531-540. doi: 10.1002/mar.20540
51. Ratliff, K. A., & Nosek, B. A. (2011). Negativity and outgroup biases in attitude formation and transfer. *Personality and Social Psychology Bulletin*, *37*, 1692-1703. doi: 10.1177/0146167211420168
52. Ratliff, K. A., & Nosek, B. A. (2010). Creating distinct implicit and explicit attitudes with an illusory correlation paradigm. *Journal of Experimental Social Psychology*, *46*, 721-728. doi:10.1016/j.jesp.2010.04.011
53. Ratliff (Ranganath), K. A., Spellman, B. A., & Joy, J. A. (2010). Cognitive “category induction” research and social “persuasion” research are each about what makes arguments believable: A tale of two literatures. *Perspectives on Psychological Science*, *5*, 115-122. doi: 0.1177/1745691610361604
54. Ratliff (Ranganath), K. A., & Nosek, B. A. (2008). Implicit attitude generalization occurs immediately, explicit attitude generalization takes time. *Psychological Science*, *19*, 249-254. doi: 10.1111/j.1467-9280.2008.02076.x
55. Ratliff (Ranganath), K. A., Smith, C. T., & Nosek, B. A. (2008) Distinguishing automatic and controlled components of attitudes from direct and indirect measurement methods. *Journal of Experimental Social Psychology*, *44*, 386-396. doi: 10.1016/j.jesp.2006.12.008
56. Nosek, B. A., Smyth, F. L., Hansen, J. J., Devos, T., Lindner, N. M., Ratliff (Ranganath), K. A., Smith, C. T., Olson, K. R., Chugh, D., Greenwald, A. G., & Banaji, M. R. (2007). Pervasiveness and correlates of implicit attitudes and stereotypes. *European Review of Social Psychology*, *18*, 36-88. doi: 10.1080/10463280701489053

**PAPERS UNDER REVIEW**

\*graduate student; \*\*undergraduate student

1. Jin, C., Calanchini, J., & **Ratliff, K. A.** (2024). County-to-county migration is associated with count-level racial bias in the United States. R & R at *Scientific Reports*.
2. Bellamy, P., Mosley, D. V., Bridges, B., Lewis, A., Ateyah, W., Prieto, C., Malone, N., McNeil-Young, V. A., Jean, J., Roundtree, C., Trochez, M. A., Burdine, K., Bayne, H. B., Gravina, N. E., Scott, L., **Ratliff, K. A.**, Singh, A. (2024). Academics for Black Survival and Wellness: A grassroots intervention for Black liberation and anti-racism inside and outside of academia. Under Review at *Journal of Diversity in Higher Education*.
3. Selvanathan, H. P., Straka, B., Howard, S., Johnson, C., **Ratliff, K. A.**, Remedios, J., Biernat, M., Boykin, M., Maddox, K., Starck, J., Mendoza-Denton, R. (2024). Racism in social and personality psychology: A historical and epistemological perspective. Under Review at *Personality and Social Psychology Review*.

**REFEREED BOOK CHAPTERS**

1. Ratliff, K. A., & Smith, C. T. (2024, in press). Lessons from two decades of Project Implicit. In Krosnick, J. A., Stark, T. H., & Scott, A. L. (Eds.). *The Cambridge handbook of implicit bias and racism*. Cambridge, England: Cambridge University Press.
2. Ratliff, K. A. (2023). Understanding guilt-by-association: A review of the psychological literature on attitude transfer and generalization. In Balcetis, E. & Moskowitz, G. (Eds.). *The handbook of impression formation: A social psychological approach*. London, England: Routledge. Pp. 273-300.
3. Smith, C. T., & Ratliff, K. A. (2015). Implicit measures of attitudes. In T. Ortner & F. van den Vijver (Eds.), *Behavior Based Assessment in Psychology: Going Beyond Self-Report in the Personality, Affective, Motivation, and Social Domains* (pp. 113-132). Boston, MA: Hogrefe.
4. Open Science Collaboration. (2014). The Reproducibility Project: A model of large-scale collaboration for research on reproducibility. In V. Stodden, F. Leisch, & R. Peng (Eds.), *Implementing Reproducible Computational Research (A Volume in The R Series)* (pp. 299-323). New York: Taylor & Francis.

**NON-REFERRED PUBLICATIONS**

\*graduate student; \*\*undergraduate student

1. \*\*Olshan, S., Vitiello, C., & **Ratliff, K. A.** (2021). Need for cognition and women's implicit associations: Breaking stereotypes? *Psi Chi Journal of Undergraduate Research*, 26, 336-346.
2. Howell, J. L., & **Ratliff, K. A.** (2019). The social cognition approach to health: Introduction to the special issue. *Social Cognition*, 37, 197-205.
3. **Ratliff (Ranganath), K. A.**, & Nosek, B. A. (2007). Implicit attitudes. In R. Baumeister & K. Vohs (Eds.), *Encyclopedia of Social Psychology* (pp. 464-466). Thousand Oaks, CA: SAGE.

**OP-EDS, BLOG POSTS, AND PUBLIC SCHOLARSHIP**

1. **Ratliff, K.A.**, & Lai, C. K. (June 9, 2020). What teachers should know about implicit bias right now. Education Week.
2. Chen, J., & **Ratliff, K. A.** (2019, October 17). Having essentialist beliefs predicts people's attitudes about social groups. Character & Context by the Society for Personality and Social Psychology.
3. **Ratliff, K. A.**, & Smith, C. T. (2017, July 14). Measuring the implicit biases we may not even be aware we have. The Conversation. [Reprinted in the Los Angeles Times and Chicago Tribune]
4. **Ratliff, K. A.** (2017, July 14). Taking measure of implicit bias in Gainesville. The Gainesville Sun.

**GRANTS, CONTRACTS, AND OTHER FUNDING**

- 2023 Agency: Center for Public Interest Communications; Title: Communicating the Value of the Charitable Sector. Total Contract Amount: \$10,000
- 2022-2023 Agency: National Science Foundation; Title: Institutional Change and Intergroup Attitudes (RAPID; BCS-2211865/2211866; Co-PI: Jaqueline Chen (University of Connecticut)  
Total Award Amount: \$99,372
- 2020-2021 Agency: Bluenotes Group; Title: Investigating the Influence of Instructions and Question Wording on Student Evaluations of Teaching. Total Award Amount: \$10,000.
- 2013-2020 Agency: Project Implicit; Title: Project Implicit Lab at the University of Florida  
Total Award Amount: \$169,226

*Other*

- 2023-2027 Advisor to Colleen Gutman; K23 Award; Agency: National Institutes of Health; Title: Implicit racial bias in pediatric emergency medicine: A foundational investigation of physician behaviors

**EDITORIAL AND REVIEWING ACTIVITIES**

*Editing Responsibilities*

- 2025- Associate Editor, *Personality and Social Psychology Bulletin*  
2022-2024 Senior Editor, *Psychological Science*
- 2020- Associate Editor, *Comprehensive Results in Social Psychology*  
2020-2022 Associate Editor, *Psychological Science*
- 2015-2019 Associate Editor, *Social Psychological and Personality Science*  
2014-2015 Associate Editor, *British Journal of Social Psychology*

*Editorial Boards Guest Editing, and Other Editing Activities*

- 2024- Recommender (Action Editor), *PCI Registered Reports*  
2019 Guest Editor, special issue *Social Cognition* on Social Cognition and Health
- 2016-2022 Editorial Board, *Perspectives on Psychological Science*  
2013- Editorial Board, *Social Cognition*  
2022- Member, Post-Publication Review Committee, *Journal of Social Psychology*

*Grant Panels*

- 2022 National Science Foundation, Social and Behavioral Sciences, Panelist  
2025-2027 Flanders Research Foundation (FWO); Panel Scientific Chair, Belgium  
2021-2025 Flanders Research Foundation (FWO), Panelist, Belgium  
2021 National Science Foundation, Social and Behavioral Sciences, Panelist  
2019 National Science Foundation, Social and Behavioral Sciences, Panelist

*Ad-hoc Grant Reviewing*

National Science Foundation (NSF), Flanders (Belgium) Research Foundation (FWO), Israeli Science Foundation (ISF), Templeton Foundation

**SERVICE AND LEADERSHIP**

*Service to the Field of Social Psychology*

2025-2028	Society for Experimental Social Psychology Executive Committee
2023-2024	International Social Cognition Network SPSP Pre-Conference Organizer
2022-	Society for Personality and Social Psychology Eliminating Racism in Workplace Task Force
2022	Society for Personality and Social Psychology SAGE Award Selection Committee
2020-2021	Society for Personality and Social Psychology Equity and Anti-Racism Task Force
2016-2018	Attitudes and Social Influence Interest Group Awards Committee Member
2016-2018	Attitudes and Social Influence Interest Group SPSP Pre-Conference Organizer
2014	SPSP Conference Mentoring Lunch Faculty Participant, Austin, TX
2012	Poster Judge, Society for Southeastern Social Psychologists, Gainesville, FL
2008	Poster Judge, Society for Personality and Social Psychology, Albuquerque, NM

*Service to the University of Florida*

2020-2021	African American Studies Faculty Search Steering Committee
2019-2021	Implicit Bias and Micro-messaging Faculty Learning Community
2019-	Student Evaluation of Teaching Research and Advisory Board
2019-2020	University Multicultural Mentor Program
2018	Liberal Arts and Sciences Teacher of the Year Selection Committee
2016-2020	Sustainability Studies Major Oversight Board

*Service to the University of Florida Department of Psychology*

2023	Counseling Psychology Faculty Search Committee (Equity Advisor)
2022-	DEIA Committee Member
2022	Open Area Cluster Hire Faculty Search Committee
2021-2022	DEIA Coordinator & DEI Committee Chair
2018	Social Area Faculty Search Committee (Chair)
2018-2021	Director, Social Psychology Program
2018	Department Chair Search Committee
2013-2019	Participant Pool Committee Chair
2013-2017	Psychology Club/Psi Chi Faculty Co-Advisor
2012-2013	Merit Committee
2012-2013	Social Area Admissions Committee Chair

*Other Service*

2022-2024	Center for Anti-Racist Research, Racial Data Tracker Advisory Committee
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**HONORS AND AWARDS (POST-PHD)**

2024	Exemplary Course Award, Center for Online Innovation and Production, University of Florida
2022	Elected Fellow, Society for Personality and Social Psychology
2020	Society for Personality and Social Psychology Service to the Field Award (to Project Implicit)
2019	College of Liberal Arts and Sciences International Educator of the Year, University of Florida
2019	Outstanding Faculty Award for Inclusive Excellence, University of Florida

- 2018-2021 University of Florida Term Professor
- 2018 College of Liberal Arts and Sciences Teaching Award, University of Florida
- 2018 2018 *frank* Prize for Research in Public Interest Communication first-round finalist
- 2016 Selected as University of Florida's Andrew Carnegie Fellows Nominee
- 2014 Elected Fellow, Society for Experimental Social Psychology (SESP)
- 2014 University of Florida Center for Race Relations Course Development Award
- 2010 School of Social & Behavioral Sciences Best Teacher, Tilburg University

**INVITED ACADEMIC/RESEARCH PRESENTATIONS**

- 2023 University of Waterloo, Department of Psychology
- 2022 University of Texas at San Antonio, Department of Psychology
- 2021 National Academies of Sciences, Engineering, and Medicine, Science of Implicit Bias Workshop
- 2021 The Graduate Center, CUNY, Basic and Applied Social Psychology
- 2018 Harvard University, Departments of Psychology/Government
- 2018 University of Delaware, Department of Psychology
- 2018 University of Florida, Levin College of Law
- 2018 University of Florida, Department of Psychology, Developmental Area
- 2016 Georgia Southern University, Annual Psychology Research Conference
- 2016 Harvard Law School, Project on Law and Mind Sciences
- 2016 Tilburg University, Department of Social Psychology
- 2013 University of Florida, Psychology Graduate Student Organization
- 2013 University of Florida, Psychology Club/Psi Chi
- 2012 University of Florida, Department of Psychology
- 2012 Belmont University, Science Undergraduate Research Symposium
- 2010 Ghent University, Department of Experimental Clinical and Health Psychology
- 2010 Tilburg University, Department of Social Psychology
- 2010 University of Groningen, Department of Psychology
- 2009 University of Virginia, Department of Psychology
- 2009 Tilburg University, Department of Social Psychology

**INVITED PRESENTATIONS ON BIAS, DIVERSITY, EQUITY, & INCLUSION**

*National and International Presentations*

- 2024 Young Presidents Organization, Southern Leadership Conference, Atlanta, GA
- 2022 Orsted Wind Power, LLC, Webinar
- 2021 Cerberus Capital Management, Webinar
- 2021 National Mortgage Insurance, Webinar
- 2021 Putnam Investments, Webinar (X 3)
- 2021 National Oceanic and Atmospheric Administration, Webinar
- 2021 Venerable Annuity, Webinar (X 3)
- 2021 University of Virginia, Facilities Management, Webinar
- 2020 Venerable Annuity, Webinar
- 2020 Georgia Technology Authority, Webinar (X 2)
- 2020 Hines Interests Limited Partnership, Webinar (X 2)
- 2020 Companions and Animals for Equity and Reform, Webinar
- 2020 Cerberus Capital Management, Webinar
- 2020 Howard Hughes Medical Institute Ambassador Community, Webinar



- 2020 Substance Abuse and Mental Health Services Administration, Webinar
- 2020 Young Presidents Organization, San Francisco, CA
- 2019 Geller & Company, New York, NY
- 2019 American Insurance Group Annual Broker's Meeting, Stowe, VT
- 2019 Administrative Office of the U.S. Courts, Court Interpreter Training, San Antonio, TX
- 2019 National Oceanic and Atmospheric Administration, Silver Spring, MD
- 2018 Harvard Business School Student Association, Cambridge, MA
- 2018 American Bar Association, Employment Benefits Committee, Clearwater, FL
- 2018 World Bank, Independent Evaluation Group, Washington DC
- 2017 Federal Bar Association, Jacksonville Chapter, Jacksonville, FL
- 2017 National Association of Drug Court Professionals, Alexandria, VA
- 2017 Leadership Pittsburgh, Inc., Pittsburgh, PA
- 2016 Massachusetts Institute of Technology, Sloan School of Management, Cambridge, MA
- 2016 Texas A & M University, University Libraries, College Station, TX
- 2016 Yale University, Department of Physics, New Haven, CT
- 2016 Bank for International Settlements Managers Retreat, Basel, Switzerland
- 2016 World Bank, Latin America and the Caribbean Managers Retreat, Washington DC
- 2016 Massachusetts Institute of Technology, Media Arts and Sciences, Cambridge, MA
- 2015 Dartmouth University Office of the Provost, Hanover, NH
- 2013 Royal Philips Executive Committee on Leadership, Talent, and Learning. Orlando, FL
- 2013 Texas Center for the Judiciary Conference on Implicit Bias. San Antonio, TX
- 2013 Bank of America/Merrill Lynch Managing Director Promotion Conference, New York, NY
- 2012 Tennessee Human Rights Commission Employment Law Seminar, Nashville, TN
- 2008 Ohio Employment Lawyers Association Annual Seminar, Columbus, OH
- 2007 Canadian Human Resources Development Conference on Leadership, Vancouver, Canada
- 2007 Diversity Best Practices Leadership Summit, Washington D.C.
- 2007 Canadian Human Resources Development Conference on Diversity, Vancouver, Canada

*Presentations in Gainesville and Surrounding Communities*

- 2022 Marion County Bar Association
- 2022 Alachua County Property Appraisers Office
- 2021 Alachua County Council of Parent-Teacher Associations
- 2020 Alachua County Rotary Club
- 2020 Florida Bar, Labor and Employment Section
- 2020 City of Gainesville Racial Equity and Inclusion Kickoff
- 2019 Santa Fe College, Student Affairs Leadership
- 2018 Florida Fifth Circuit Judicial Professionalism Conference
- 2017 Gainesville Sun Newsroom
- 2017 Florida Institute for Academic Leadership, Department Chairs Workshop
- 2019 Max Planck Florida Institute for Neuroscience
- 2014 Seminole County Children's Cabinet

*Presentations at the University of Florida*

- 2021 Department of Chemistry
- 2021 College of Health and Human Performance
- 2020 College of Medicine Neurology Grand Rounds
- 2020 General Education Committee

- 2020 Postdoctoral Advisory Committee
- 2020 Housing and Residence Life
- 2019 Office of Admissions
- 2019 Institute of Food and Agricultural Sciences
- 2019 College of Veterinary Medicine Orientation
- 2019 Community of Communicators
- 2018 College of Veterinary Medicine
- 2018 UF Advancement
- 2018 College of Medicine Pediatrics Grand Rounds
- 2017 College of the Arts Opening of the College
- 2017 Levin College of Law Orientation
- 2017 College of Medicine Orientation
- 2017 Institute of Food and Agricultural Sciences
- 2017 College of Medicine Grand Rounds
- 2017 Leadership Network
- 2017 Annual Provost's Symposium
- 2016 Human Resources Conference on Equity and Diversity

**CHAired CONFERENCE SYMPOSIUMS**

1. Is our research trustworthy? Building reproducibility, replicability, and rigor into research. (2020). Annual University of Florida Provost Gathering, Gainesville, FL. Other Participants: Melissa Rethlefsen, T. Franklin Waddel, Benjamin Johnson.
2. A practical guide to navigating our changing science. (2015). Meeting of the Society for Personality and Social Psychology, Long Beach, CA. Other Participants: Alison Ledgerwood, Tiffany Ito, Jon Maner.
3. What is implicit about implicit attitudes? (2009). Meeting of the Society for Personality and Social Psychology, Tampa, FL. Other Participants: Colin Smith, Keith Payne, Bertram Gawronski, Laurie Rudman.
4. Moral head, moral heart: Dual process approaches to moral judgment. (2008). Meeting of the Society for Personality and Social Psychology, Albuquerque, NM. Other Participants: Jesse Graham, Peter Ditto, Joshua Greene, John Darley.
5. Implicit cognition and social justice. (2007). Meeting of the Association for Psychological Science, Washington D.C. Other Participants: Jesse Graham, Linda Skitka, Nilanjana Dasgupta, Tom Tyler.

**CONFERENCE PRESENTATIONS**

\*indicates graduate student co-author; \*\*indicates undergraduate co-author

1. Jin, R., Calanchini, J., & Ratliff, K. A. (2025, planned). County-to-county migration is associated with county-level racial bias in the United States. Meeting of the Society for Personality and Social Psychology, Denver, CO.
2. Boykin, Malik, Ratliff, K. A., & Toosi, N. (2024). Professional development tools for eliminating racism in workplaces & communities. Meeting of the Society for Personality and Social Psychology, San Diego, CA.
3. Ratliff, K. A. (2023). Institutional change and intergroup attitudes. European Association of Social Psychology Small Group Meeting on Attitudes, Bath, United Kingdom.
4. Ratliff, K. A., & \*Lofaro, N. (2023). Defensive responding to feedback about bias. Meeting of the Society for Personality and Social Psychology, Atlanta, GA.
5. \*Lofaro, N., Hawkins, C. B., & Ratliff, K. A. (2023). Development and evaluation of an online bias education course. Meeting of the Society for Personality and Social Psychology, Atlanta, GA.
6. Ratliff, K. A. (2022). Institutional change and intergroup attitudes. Meeting of the Person Memory Interest Group, Macungie, PA.

7. Ratliff, K. A. (2022). Institutional change and intergroup attitudes. Meeting of the Duck Conference on Social Cognition, Corolla, NC.
8. Ratliff, K. A. (2022). Understanding guilt-by-association: When, why, and how attitudes generalize from one group member to another. Attitudes and Social Influence preconference at the meeting of the Society for Social and Personality Psychology.
9. Ratliff, K. A. (2022). Evaluating an online bias-education program. Social Cognition preconference at the meeting of the Society for Social and Personality Psychology.
10. \*Douglas, S., \*Campbell, J., Smith, C. T., & Ratliff, K. A. (2020). Ambivalent sexism predicts less warmth towards female characters: Tales from the Tiger King series. Virtual meeting of the Society for Southeastern Social Psychologists.
11. Ratliff, K. A., Jordi, J., Miller, D., Moradi, B., Phalin, A., \*Lofaro, N., & \*Vitiello, C. (2020). Improving student evaluation of teaching through instructions and item-wording. Bluenotes Global 2020 Virtual Conference.
12. Ratliff, K. A., (2020). What makes attitudes strong? Extremity, confidence, durability, and resistance to change in the formation of novel attitudes. 62<sup>nd</sup> Conference of Experimental Psychologists, Jena, Germany. [Canceled due to COVID-19]
13. \*Lofaro, N., Ratliff, K. A., & Howell, J. L. (2020). Documenting bias across millions of people. Meeting of the Society of Personality and Social Psychology, New Orleans, LA.
14. Ratliff, K. A. (2018). Implicit (and explicit) measures of prototype-favorability predict identity and behavior. Expert Meeting on Improving the Utility of Indirect Measures. Ghent, Belgium.
15. \*Redford, L., & Ratliff, K. A. (2018). Distinct social status motives uniquely predict distinct forms of retributive justice. Biennial Meeting of the International Society for Justice Research. Atlanta, GA.
16. \*Conway, J. G., Axt., J., Westgate, E. C., & Ratliff, K. A. (2017). A measure of implicit attitudes toward transgender people. Meeting of the Society of Southeastern Social Psychologists, Atlantic Beach, FL.
17. \*Jiang, C., & Ratliff, K. A. (2018). Goal conflict and facilitation: Attitude transfer from individual to group. Meeting of the Society of Southeastern Social Psychologists, Atlantic Beach, FL.
18. Ratliff, K. A., & \*Klein, R. A. (2017). Many Labs 4: Investigating effects of researcher expertise on replication outcomes. Cologne Social Cognition Meeting, Cologne, Germany.
19. \*Redford, L., \*Weis, A., Zucker, A., & Ratliff, K. A. (2017). Attitudes toward feminists, feminist identity, and willingness to confront sexism. Meeting of the Society for the Psychological Study of Social Issues, Albuquerque, NM.
20. \*Redford, L., & Ratliff, K.A. (2017). *Local and global prosociality: Empathy predicts group-based moral favoritism.* Meeting of the Society for the Psychological Study of Social Issues, Albuquerque, NM.
21. \*Conway, J. G., Ratliff, K. A., \*Redford, L., \*Klein, R. A., \*Pogge, G., & O'Shea, S. (2017). Participant quality and attitude formation. Meeting of the Midwestern Psychological Association, Chicago, IL.
22. \*\*Wang, J. J., \*Redford, L., & Ratliff, K. A. (2017). Learning disability recommendations differ for Asian and White students. Florida Society of the Social Sciences Conference on the Social Sciences: From Social Problems to Social Promise, Gainesville, FL.
23. \*\*Wang, J. J., Redford, L., & Ratliff, K. A. (2017). Learning disability recommendations differ for Asian and White students. Harvard Student Research Conference, Cambridge, MA.
24. Howell, J. L., & Ratliff, K. A. (2017). Responding to IAT feedback: Evidence for defensive self-processes. Meeting of the Association for Psychological Science, Boston, MA.
25. Howell, J. L., & Ratliff, K. A. (2017). Not your average bigot: The better-than-average effect and defensive responding to implicit bias feedback. Meeting of the Society for Personality and Social Psychology, San Antonio, TX.
26. \*Pogge, G., Howell, J. L., \*Conway, J., G., \*Redford, L., \*Lipsey, N. P., & Ratliff, K. A. (2016). Surprising effects of negative affect on behavior. Meeting of the Society of Southeastern Social Psychologists, Asheville, NC.

27. \*Conway, J. G., \*Lipsey, N. P., \*Pogge, G., & Ratliff, K. A. (2016). More negative attitudes toward African Americans predict lower desire to learn about White privilege. Meeting of the Society of Southeastern Social Psychologists, Asheville, NC.
28. \*Howell, J. L., & Ratliff, K. A. (2016). Responding defensively to IAT feedback: Predictors and moderators. Meeting of the Society of Experimental Social Psychology, Santa Monica, CA.
29. \*Redford, L., & Ratliff, K. A. (2016). Pride and punishment: Entitled people's self-promoting values motivate hierarchy-restoring retribution. Meeting of the International Society for Justice Research, Canterbury, United Kingdom.
30. \*Redford, L., & Ratliff, K. A. (2016). Inequality via retribution: Hierarchy preferences moderate the effect of offender socioeconomic status on support for retribution. Meeting of the International Society for Justice Research, Canterbury, United Kingdom.
31. Ratliff, K. A. (2016). Defensive responding to feedback about implicit attitudes. Meeting of the Duck Conference on Social Cognition, Corolla, NC.
32. \*Redford, L., & Ratliff, K. A. (2016). Hierarchy preferences and hierarchy-reinforcing beliefs about crime and punishment. Meeting of the Society for Personality and Social Psychology, San Diego, CA.
33. \*Howell, J. L., Shepperd, J. A. & Ratliff, K. A. (2015). Automatic attitudes and health information avoidance. Meeting of the Society of Southeastern Social Psychologists, Winston-Salem, NC.
34. \*Conway, J., Ratliff, K. A., & Webster, G. D. (2015). Political identification moderates attitudes toward a transgender target. Meeting of the Southeastern Society of Social Psychologists, Winston-Salem, NC.
35. Ratliff, K. A. (2015). The Vast Middle Ground: Underrepresented perspectives on current challenges in social psychology. Meeting of the Society for Personality and Social Psychology, Long Beach, CA.
36. \*Redford, L. & Ratliff, K.A. (2015) Obligations and moral responsibility for discrimination based on implicit attitudes. Justice and Morality preconference at the meeting of the Society for Social and Personality Psychology, Long Beach, CA.
37. \*Redford, L. & Ratliff, K.A. (2015) Entitlement and values motivate beliefs about justice. Psychology and Law preconference at the meeting of the Society for Social and Personality Psychology, Long Beach, CA.
38. \*Redford, L., & Ratliff, K. A. (2014). Awareness and obligation in moral responsibility for attitude-based discrimination. Meeting of the Society of Southeastern Social Psychologists, Athens, GA.
39. Chen, J., & Ratliff, K. A. (2014). One bad apple spoils the bunch: Implicit attitudes generalize from Black to Black-White individuals. Meeting of the Society of Experimental Social Psychology, Columbus, OH.
40. Ratliff, K. A. (2014). Implicit prototypes predict behavior. Meeting of the Duck Conference on Social Cognition, Corolla, NC.
41. \*Howell, J. L., Ratliff, K. A., & Shepperd, J. A. (2014). Automatic attitudes and health behavior. Meeting of the Society of Behavioral Medicine, Philadelphia, PA.
42. Ratliff, K. A., \*Howell, J. L., & Redford, L. (2014). Implicit prototypes predict behavior. Attitudes and Social Influence preconference at the meeting of the Society for Social and Personality Psychology, Austin, TX.
43. \*Howell, J. L., & Ratliff, K. A. (2014). Implicit prototypes predict risky sun behavior. Social Personality and Health Network preconference at the meeting of the Society for Social and Personality Psychology, Austin, TX.
44. Ratliff, K. A., \*Howell, J. L., & \*Redford, L. (2014). Implicit prototypes predict behavior. Fred Rhodewalt Social Psychology Winter Conference, Park City, UT.
45. Smith, C. T., Ratliff, K. A., & Nosek, B. A. (2013). Rapid assimilation: Does political identity change the meaning of political information. Meeting of the Society for Personality and Social Psychology, New Orleans, LA.
46. Ratliff, K. A. (2012). Preventing biased information processing: The case of attitude transfer. Meeting of the Society for Experimental Social Psychology, Austin, TX.
47. Ratliff, K. A. (2012). Understanding the influence of state and trait motivation on the prevention of guilt-by-association. Meeting of the Person Memory Interest Group, New Braunfels, TX.

48. Ratliff, K. A., & Smith, C. T. (2012). Distinguishing automatic and controlled components of attitudes toward gay People. Meeting of the Society of Southeastern Social Psychologists, Gainesville, FL.
49. Ratliff, K. A. (2012). Preventing biased information processing: The case of attitude transfer. European Association of Social Psychology Fourth Meeting on Attitudes, Ghent, Belgium.
50. Ratliff, K. A. (2011). Guilt-by-association: Implicit and explicit attitude transfer. Meeting of the Belgian Association of Psychological Science, Ghent, Belgium.
51. Ratliff, K. A. (2010). Guilt-by-association: Implicit and explicit attitude generalization. Meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
52. Ratliff, K. A. (2009). Guilt-by-association: Processes of implicit and explicit attitude generalization. Meeting of the Person Memory Interest Group, Boothbay, ME.
53. Ratliff, K. A. (2008). Covariation detection and attitude formation. Meeting of the International Congress of Psychology, Berlin, Germany.
54. Ratliff, K. A., & Nosek, B. A. (2008). Moral transgression and dual-process attitude formation. Meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
55. Ratliff, K. A. (2007). Guilt-by-association: Implicit and explicit attitude generalization. Meeting of the Association for Psychological Science, Washington D.C.
56. Ratliff, K. A. (2006). Covariation and attitude formation. University of Virginia Sixth Annual Robert J. Huskey Graduate Research Exhibition, Charlottesville, VA.
57. Ratliff, K. A. (2002). The relationship between implicit prejudice and support for capital punishment. Meeting of the Middle Tennessee Psychological Association, Nashville, TN.
58. Ratliff, K. A., & Roberts S. D. (2002). Effect of gender stereotypes on attitudes toward capital punishment. Meeting of the Middle Tennessee Psychological Association, Nashville, TN.

#### **CONFERENCE POSTERS**

\*indicates graduate student co-author; \*\*indicates undergraduate co-author

1. \*\*Dhanani, M., & Ratliff, K. A. (2024). Do healthcare workers accept implicit biases? University of Florida Psychology Undergraduate Research Forum, Gainesville, FL.
2. \*Jin, R. & Ratliff, K. A. (2024). Residential mobility predicts changes in implicit racial bias. Meeting of the Society of Personality and Social Psychology, San Diego, CA.
3. \*Lofaro, N., & Ratliff, K. A. (2022). Bias awareness: Indirect effects of defensiveness towards IAT feedback on anti-bias behaviors. Meeting of the Society of Personality and Social Psychology, San Francisco, CA.
4. \*\*Huang, J., \*Campbell, J., & Ratliff, K. A. (2021). Parents and their children: Understanding attitudes across generations. Virtual meeting of the University of Florida Psychology Undergraduate Research Forum.
5. \*\*Huang, J., \*Campbell, J., & Ratliff, K. A. (2021). Parents of millennials: Understanding attitudes between generations. Virtual meeting of the Florida Undergraduate Research Conference.
6. \*Vitiello, C., & Ratliff, K.A., (2021). Guilty by association: (In)voluntary group membership moderates attitude transfer. Virtual Meeting of the Society of Personality and Social Psychology.
7. \*Douglas, S., \*Campbell, J., Smith, C. T., & Ratliff, K. A. (2021). Ambivalent sexism predicts less warmth towards female characters: Tales from the Tiger King series. Virtual Meeting of the Society of Personality and Social Psychology.
8. \*Lofaro, N., & Ratliff, K. A. (2021). Learning about bias: Reactance moderates defensiveness toward racial bias feedback. Virtual Meeting of the Society of Personality and Social Psychology.
9. \*Campbell, J., & Ratliff, K. A. (2021). Ambivalent sexism toward transgender and cisgender women. Virtual Meeting of the Society of Personality and Social Psychology.
10. \*Jiang, C., Smith, C. T., & Ratliff, K. A. (2020). Preference for cognitive-based options in self-other decision making. Virtual Meeting of the Society for Judgement and Decision-Making.

11. Hawkins, C. B., Ratliff, K. A., & Umansky, E. (2020). Experimental evaluation of an online implicit bias education program. Meeting of the Society of Personality and Social Psychology, New Orleans, LA.
12. \*\*Olshan, S., \*Vitiello, C., & Ratliff, K. A. (2020). Need for Cognition and Women's Implicit Associations: Breaking Stereotypes? Meeting of the Society of Personality and Social Psychology, New Orleans, LA.
13. \*\*Peeling, S., \*Jiang, C., & Ratliff, K. A. (2020). Effect of identification with women on associations of agency and communality. Meeting of the Society of Personality and Social Psychology, New Orleans, LA.
14. \*Vitiello, C., & Ratliff, K. A. (2020). Evaluating job applicants with requested accommodations. Meeting of the Society of Personality and Social Psychology, New Orleans, LA.
15. \*Jiang, C., Vitiello, C., Axt, J. \*Campbell, J., & Ratliff, K. A. (2020). Ingroup preferences among people with multiple socially stigmatized identities. Meeting of the Society of Personality and Social Psychology, New Orleans, LA.
16. \*Campbell, J., & Ratliff, K. A. (2020). Intersectionality in race and gender attitudes. Meeting of the Society of Personality and Social Psychology, New Orleans, LA.
17. \*Jiang, C., Smith, C. T., Ratliff, K. A. (2020). Making choices for others enhances preferences for cognitive-based options. Judgement and Decision-Making Preconference at the Meeting of the Society of Personality and Social Psychology, New Orleans, LA.
18. \*Jiang, C., & Ratliff, K. A. (2019). Women's suicide rate is associated with explicit gender-career association in the U.S. Summer Psychology Forum: Big Data in Personality and Social Psychology, St. Louis, MO.
19. \*\*Wasilewski, I., \*\*Mansour, L. \*\*Elie, K., \*\*Douglas, G., \*\*Guan, H., \*\*Rutledge, J., \*Jiang, C., & Ratliff, K. A. (2019). Does practice make perfect? An analysis of repeated exposure to IAT measures. University of Florida Psychology Undergraduate Research Forum, Gainesville, FL. [First-prize winner]
20. \*Jiang, C., & Ratliff, K. A. (2019). Female suicide rate is associated with gender-career bias in the United States. Meeting of the Society of Personality and Social Psychology, Portland, OR.
21. \*Vitiello, C., & Ratliff, K. A. (2019). Implicit and explicit attitudes toward infant feeling methods. Meeting of the Society of Personality and Social Psychology, Portland, OR.
22. \*Redford, L., & Ratliff, K. A. (2019). Gendered language in letters of recommendation differentially impacts male and female applicants. Meeting of the Society of Personality and Social Psychology, Portland, OR.
23. \*Douglas, S. B., \*Vitiello, C., Ratliff, K. A., & Smith, C. T. (2018). Investigating gender differences in the Gender-Career IAT. Meeting of the Society of Southeastern Social Psychologists, Raleigh, NC.
24. \*Jiang, C., & Ratliff, K. A. (2018). Gender differences in attitude transfer effects in the context of goals. Meeting of the Association for Psychological Science, San Francisco, CA.
25. Hawkins, C. B., Ratliff, K. A., & Umansky, E. (2018). Experimental evaluation of an online implicit bias education program. Illinois Summit on Diversity in Psychological Science. Champaign, IL.
26. \*Redford, L., & Ratliff, K. A. (2018). Prestige and dominance motivation predict divergent approaches to retributive justice. Justice and Morality Preconference at the Meeting of the Society of Personality and Social Psychology, Atlanta, GA.
27. \*Jiang, C., & Ratliff, K. A. (2018). Goal conflict and facilitation: Attitude transfer from individual to group. Meeting of the Society of Personality and Social Psychology, Atlanta, GA.
28. \*Vitiello, C. & Ratliff, K. A. (2018). Implicit and explicit attitude transfer: Threatening and negative behaviors. Meeting of the Society of Personality and Social Psychology, Atlanta, GA.
29. \*\*Burrigher, H., \*\*Campanella, N., \*\*Chaffin, J., \*\*Douglas, G., \*\*Garibaldi, A., \*\*Jaber, H., \*\*Rabeaux, V., \*Conway, J. G., & Ratliff, K. A. (2017). Differences between older and younger populations in defensive responding to bias. University of Florida Undergraduate Research Forum, Gainesville, FL.
30. \*\*Wang, J. J., \*Redford, L., & Ratliff, K. A. (2017). Learning disability recommendations differ for Asian and White students. University of Florida Undergraduate Research Symposium, Gainesville, FL.
31. \*\*Wang, J. J., \*Redford, L., & Ratliff, K. A. (2017). Learning disability recommendations differ for Asian and White students. University of Florida Diversity Graduate Research Symposium, Gainesville, FL.

32. \*\*Wang, J. J., \*Redford, L., & Ratliff, K. A. (2017). Learning disability recommendations differ for Asian and White students. Florida Undergraduate Research Conference, Boca Raton, FL.
33. \*Conway, J., \*Lipsey, N., \*Pogge, G., & Ratliff, K. A. (2017). Information avoidance and White privilege. Meeting of the Society for Personality and Social Psychology, San Antonio, TX.
34. \*Redford, L., & Ratliff, K.A. (2017). Dispositional empathy and non-affective moral principles
35. differentially predict group-based moral favoritism. Justice and Morality preconference at the meeting of the Society for Personality and Social Psychology, San Antonio, TX.
36. \*Redford, L., Ratliff, K. A., & Agnosto, C. (2016). Hierarchy preferences moderate the effect of offender socioeconomic status on support for retribution. Justice and morality preconference at the meeting of the Society for Social and Personality Psychology, San Diego, CA.
37. \*Redford, L., \*\*Rogaliner, J., & Ratliff, K. A. (2016). Implicit and explicit evaluations of feminist prototypes predict feminist identity and behavior. Attitudes and Social Influence preconference at the meeting of the Society for Social and Personality Psychology, San Diego, CA.
38. \*Conway, J., Ratliff, K. A., & Webster, G. D. (2016). Political identification moderates attitudes toward a transgender target. Meeting of the Society for Personality and Social Psychology, San Diego, CA.
39. \*Klein, R. A., Vianello, M., & Ratliff, K. A. (2015). Attention Checking the “Many Labs” Participants: Did participant attention moderate the 13 included effects? Meeting of the Society for Personality and Social Psychology, Long Beach, CA.
40. \*Redford., L., & Ratliff, K. A. (2014). Moral responsibility for discrimination based on implicit bias. Meeting of the Society for Personality and Social Psychology, Long Beach, CA.
41. \*Conway, J., & Ratliff, K. A. (2015). Evaluations of a counter-stereotypical target based on age and gender: the moderating effect of implicit attitudes. Meeting of the Society for Personality and Social Psychology, Long Beach, CA. [Graduate Student Poster Award Runner-up.]
42. \*Conway, J., & Ratliff, K. A. (2015). Political orientation moderates evaluations of transgender people. Attitudes and Social Influence preconference at the meeting of the Society for Social and Personality Psychology, Long Beach, CA.
43. \*Newell, S., Ratliff, K. A., & Cook, C. (2014). Moral disgust and heterosexism. Meeting of the Society for the Psychological Study of Social Issues, Portland, OR.
44. \*Meijs, M., Ratliff, K. A., & Lammers, J. (2014). Discrepancy between self-concept and stereotype of feminists predicts identification with feminism. Meeting of the European Association of Social Psychology, Amsterdam, The Netherlands.
45. \*Klein, R. A., & Ratliff, K. A. (2014). Context effects in implicit and explicit evaluation. Meeting of the Society for Personality and Social Psychology, Austin, TX.
46. \*Conway, J., & Ratliff, K. A. (2014). Using implicit cognition to examine the intersection between age and gender stereotypes. Attitudes and Social Influence preconference at the meeting of the Society for Social and Personality Psychology, Austin, TX.
47. \*Redford., L., & Ratliff, K. A. (2014). Moral responsibility for discrimination based on implicit bias. Attitudes and Social Influence preconference at the meeting of the Society for Social and Personality Psychology, Austin, TX.
48. \*Howell, J., Ratliff, K. A., & Shepperd, J. (2014). Automatic attitudes predict health decision-making and behavior. Meeting of the Society for Personality and Social Psychology, Austin, TX.
49. \*Meijs, M. M., Lammers, J., & Ratliff, K. A. (2013). About charming men and tough women: Stereotype inconsistent immoralities can have positive consequences. Meeting of the Society for Personality and Social Psychology, New Orleans, LA.
50. \*\*Seuntjens, T., & Ratliff, K. A. (2012). Negativity bias in (implicit) attitude formation. Meeting of the Society for Personality and Social Psychology, San Diego, CA.
51. Ratliff, K. A. & Oishi, S. (2011). Gender differences in self-esteem following a romantic partner’s success or failure. Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

52. Smith, C. T, Ratliff, K. A., & Nosek, B. A. (2010). Consequences of discrepant implicit and explicit attitudes. Meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
53. Smith, C. T, Ratliff, K. A., & Nosek, B. A. (2008). Instant assimilation: Automatically integrating new information with existing beliefs. Meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
54. Ratliff, K. A., & Nosek, B. A. (2007). Distinct implicit and explicit attitudes from a single learning episode. Meeting of the Society for Personality and Social Psychology, Memphis, TN.
55. Ratliff, K. A., & Nosek, B. A. (2006). Covariation detection and attitude formation. Meeting of the Society for Personality and Social Psychology, Palm Springs, CA.
56. Ratliff, K. A., & Nosek, B. A. (2005). Distinguishing automatic and controlled components of attitudes. Meeting of the Society for Personality and Social Psychology, New Orleans, LA.
57. Sullivan, M., Bearden, R., Harrison, R., Osborne, S., & Ratliff, K. A. (2003). An examination of group dynamics theory in the Tennessee State Legislature. Meeting of the Association for Psychological Science, Atlanta, GA.

### **STUDENT THESIS COMMITTEES**

#### *Doctoral Committees*

- 2024 Nicole Lofaro (Chair)
- 2024 Lynsey Saunders
- 2024 Angela Van Arsdale
- 2023 Elizabeth Kerner, Garrett Ross
- 2022 Femke Cathelyn (Ghent University, Belgium)
- 2021 Congjiao Jiang (Chair), Christine Vitiello (Chair), Jessica Campbell (Chair), Val Wongsomboon, Dylan Larson-Konar, Mioko Sudo, Staci Ouch
- 2020 Jamie Cummins (Ghent University, Belgium)
- 2019 Liz Redford (Chair), Nikolette Lipsey, Sarah Conlin,
- 2018 Morgan Conway (Chair), Kelsey Autin
- 2017 Richard Klein (Chair), Alex Lenzen, Jonathan Fernand
- 2016 Maartje Meijs (Chair; Tilburg University, The Netherlands), Engin Ege, Nicki Karimipour, Hannah Suh, Shraddha Sundaram
- 2015 Megan Mallicoat, Irma Campos, Kathleen Connelly
- 2014 Benjamin Crosier, Lana Tolaymat

#### *Master's Committees*

- 2024 Ileri Akinnola (Chair)
- 2024 Rui Jin (Chair)
- 2021 Nicole Lofaro (Chair), Brittany Bridges
- 2020 Elizabeth Kerner, Garrett Ross
- 2019 Samantha Douglas, Dylan Larson-Konar
- 2018 Jaxenne Daniels, Sarah Conlin
- 2017 Melissa Gluck
- 2016 Jonathan Fernand, Nikolette Lipsey, Gabrielle Pogge
- 2015 Morgan Conway (Chair)
- 2014 Richard Klein (Chair), Kelsey Autin, Hannah Suh
- 2013 Kirsten Nielsen



*Undergraduate Thesis Committees*

2025 Jomelys Gonzalez-Molina (Chair)  
2024 Mariyah Dhanani (Chair)  
2024 Alyssa Holmquist (Co-Chair)  
2023 Aisha Yusuf (Chair)  
2023 Andrea Schiro  
2020 Hanxiong Guan (Chair), Sarah Peeling (Chair), Prit Patel  
2018 John Chaffin (Chair)  
2017 Jiaxin Wang (Chair)  
2015 Donovan Ellis (Chair)  
2014 Chelsea Kronengold (Chair), Mageda Abdulhadi, Lauren Knight  
2013 Rachel Greenspan, Jonathan Hirschauer  
2009 Paul Kim (University of Virginia)