

# Arnold K. Ho

University of Michigan  
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## ACADEMIC APPOINTMENTS

- 2014- Assistant Professor, Department of Psychology and Interdisciplinary Program in Organizational Studies, University of Michigan
- 2014- Faculty Associate, Research Center for Group Dynamics, Institute for Social Research, University of Michigan
- 2015- Faculty Affiliate, Joint Program in Social Work and Psychology, School of Social Work and Department of Psychology, University of Michigan
- 2013-14 Research Fellow and Visiting Scholar, National Center for Institutional Diversity, University of Michigan
- 2012-14 Assistant Professor, Department of Psychology, Colgate University

## EDUCATION

- 2012 Postdoctoral Fellow, Social Psychology, Harvard University
- 2011 Ph.D., Social Psychology, Harvard University
- 2008 M.A., Social Psychology, Harvard University
- 2005 M.A., Psychology, University of California, Los Angeles
- 2002 B.A., with Highest Honors, Psychology, University of California, Davis

## RESEARCH INTERESTS

Intergroup Relations; Prejudice, Stereotyping, and Discrimination; Social Perception and Categorization; Psychology of Legitimacy; Social Policy Attitudes; Social Dominance Theory

## PEER-REVIEWED JOURNAL ARTICLES

Roberts, S. O., Ho, A. K., & Gelman, S. A. (in press). Group presence, category labels, and generic statements influence children to treat descriptive group regularities as prescriptive. *Journal of Experimental Child Psychology*.

Roberts, S. O., Leonard, K. C., Ho, A. K., & Gelman, S. A. (in press). Does this smile make me look White? Exploring the effects of emotional expressions on the categorization of multiracial children. *Journal of Cognition and Culture*.

- Roberts, S. O., Gelman, S., & **Ho, A. K.** (in press). So it is, so it shall be: Group regularities license children's prescriptive judgments. *Cognitive Science*.
- Kteily, N., Sheehy-Skeffington, J., & **Ho, A. K.** (2017). Hierarchy in the eye of the beholder: Social dominance orientation shapes the perception of inequality between groups. *Journal of Personality and Social Psychology*.
- Ho, A. K.\***, Sidanius, J.\*, Kteily, N.<sup>†</sup>, Sheehy-Skeffington, J.<sup>†</sup>, Pratto, F., Henkel, K. E., Foels, R., & Stewart, A. L. (2015). The nature of social dominance orientation: Theorizing and measuring preferences for intergroup inequality using the new SDO<sub>7</sub> scale. *Journal of Personality and Social Psychology*, 109(6), 1003-1028.
- Ho, A. K.\***, Roberts, S. O.\*, & Gelman, S (2015). Essentialism and racial bias jointly contribute to the categorization of multiracial individuals. *Psychological Science*, 26(10), 1639-1645.
- Hansen, B. C., Rakhshan, P. J., **Ho, A. K.**, & Pannasch, S. (2015). Looking at others through implicitly or explicitly prejudiced eyes. *Visual Cognition*, 23(5), 612-642.
- 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.
- Ho, A. K.**, Sidanius, J., Cuddy, A. J. C., & Banaji, M. R. (2013). Status-boundary enforcement and the categorization of Black-White biracials. *Journal of Experimental Social Psychology*, 49(5), 940-943.
- Sidanius, J., Kteily, N., Sheehy-Skeffington, J., & **Ho, A. K.**, Sibley, C. G., & Duriez, B. (2013). You're inferior and not worth our concern: The interface between empathy and social dominance orientation. *Journal of Personality*, 81(3), 313-323.
- Ho, A. K.**, Sidanius, J., Pratto, F., Levin, S., Thomsen, L., Kteily, N., & Sheehy-Skeffington, J. (2012). Social dominance orientation: Revisiting the structure and function of a variable predicting social and political attitudes. *Personality and Social Psychology Bulletin*, 38(5), 583-606.
- Kteily, N., **Ho, A. K.**, & Sidanius, J. (2012). Hierarchy in the mind: The predictive power of Social Dominance Orientation across social contexts and domains. *Journal of Experimental Social Psychology*, 48, 543-549.
- Ho, A. K.**, Sidanius, J., Levin, D. T., & Banaji, M. R. (2011). Evidence for hypodescent and racial hierarchy in the categorization and perception of biracial individuals. *Journal of Personality and Social Psychology*, 100(3), 492-506.

- Thomsen, L., Green, E., **Ho, A. K.**, Levin, S., van Laar, C., Sinclair, S., & Sidanius, J. (2010). Wolves in sheep's clothing: SDO asymmetrically predicts perceived ethnic victimization among White and Latino students across three years. *Personality and Social Psychology Bulletin*, 36(2), 225-238.
- Ho, A. K.**, & Sidanius, J. (2010). Preserving positive identities: Public and private regard for one's ingroup and susceptibility to stereotype threat. *Group Processes and Intergroup Relations*, 13(1), 55-67.
- Kahn, K. B., **Ho, A. K.**, Sidanius, J., & Pratto, F. (2009). The space between us and them: Perceptions of status differences. *Group Processes and Intergroup Relations*, 12, 591-604.
- Critcher, C. R., Huber, M., **Ho, A. K.**, & Koleva, S. P. (2009). Political orientation and ideological inconsistencies: (Dis)comfort with value tradeoffs. *Social Justice Research*, 22, 181-205.
- Ho, A. K.**, Thomsen, L., & Sidanius, J. (2009). Perceived academic competence and overall job evaluations: The case of African and European American students' evaluations of African and European American professors. *Journal of Applied Social Psychology*, 39, 389-406.
- Navarrete, C.D., Olsson, A., **Ho, A.K.**, Mendes, W.B., Thomsen, L., Sidanius, J. (2009). Fear extinction to an outgroup face: The role of target gender. *Psychological Science*, 20, 155-158.

## OTHER PUBLICATIONS

- Roberts, S. O., & **Ho, A. K.** (2017). Discrimination. Article to appear in Fathali Moghaddam (Ed.), *SAGE Encyclopedia of Political Behavior*. Los Angeles, CA: SAGE Publications Inc.
- Ho, A. K.** (2016). Multiracial Americans: Categories and perceptions. In P. B. Jackson, M. Adem, & P. X. Ruf (Eds.), *People of color in the United States: Contemporary issues in education, work, communities, health, and immigration* (Vol. 2, pp. 234-238). Santa Barbara, CA: Greenwood.

Underline denotes student author

\* Equal contributions as first author

† Equal contributions as second author

## GRANTS

2013-16 National Science Foundation: *Major Research Instrumentation: Acquisition of*

*an Electroencephalography (EEG) System for Integrated Cognitive, Perceptual, and Social Neuroscience Research at Colgate University (Co-PI; \$199,307.00; PI: Bruce C. Hansen)*

## HONORS, FELLOWSHIPS, AND AWARDS

- 2016 Department of Psychology Faculty Diversity Research Award, University of Michigan
- 2012 National Center for Institutional Diversity Postdoctoral Fellowship, University of Michigan
- 2012 George W. Goethals Award for Excellence in Teaching, Harvard University
- 2011-12 Certificate of Distinction in Teaching (awarded twice), Harvard University
- 2011 Mind, Brain, and Behavior Interfaculty Initiative Graduate Student Award, Harvard University
- 2010-11 Graduate Society Dissertation Completion Fellowship, Harvard University
- 2010 Society for Personality and Social Psychology Diversity Fund Travel Award
- 2009 McMasters Fund Research Grant, Harvard University
- 2008 Anderson Fund Research Grant, Harvard University
- 2008-11 Knox Fund, McMasters Fund, and Stimson Fund Travel Grants (awarded 4 times), Harvard University
- 2007 Stimson Fund Research Grant, Harvard University
- 2006-07 Harvard University Graduate Fellowship
- 2005 NSF Graduate Research Fellowship, Honorable Mention
- 2005 APA Minority Fellowship, Honorable Mention
- 2004-05 Political Psychology Fellowship, Department of Psychology, UCLA

## PAPER PRESENTATIONS

Roberts, S. O., Gelman, S. A., Williams, Ho., A. K., Strauss, R. (2017, April). *Multiracial children as targets and participants*. In S. O. Roberts (Chair). Children's reasoning about social norms. Paper presented at the Society for Research in Child Development (SRCD), Austin, TX.

Roberts, S. O., Gelman, S. A., Ho, A. K., Guo, C. (2017, April). *So it is, so it shall be. Group regularities license children's prescriptive judgments*. In S. O. Roberts (Chair). Children's reasoning about social norms. Paper presented at the Society for Research in Child Development (SRCD), Austin, TX.

Ho, A. K., Sidanius, J., Kteily, N., Sheehy-Skeffington, J, Pratto, F., Henkel, K. E., Foels, R., & Stewart, A. L. (2016, August). The nature of social dominance orientation: Theorizing and measuring preferences for intergroup inequality. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

Ho, A. K., Sidanius, J., Kteily, N., Sheehy-Skeffington, J, Pratto, F., Henkel, K. E., Foels,

- R., & Stewart, A. L. (2016, January). The nature of social dominance orientation: Theorizing and measuring preferences for intergroup inequality. Paper presented at the 17<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Roberts, S. O., Gelman, S. A., Ho, A. K. (2015, October). Coalitional concepts promote children's biases. Paper presentation for the Life Institute at the University of Zurich, Switzerland.
- Ho, A. K., Kteily, N., & Chen, J. (2014, October). *Why political majorities and minorities categorize multiracials as ethnic minorities: Toward a differential motives hypothesis*. Paper presented at the 50<sup>th</sup> Annual Meeting of the Society for Experimental Social Psychology, Columbus, OH.
- Ho, A. K., Sidanius, J., Cuddy, A. J. C., & Banaji, M. R. (2013, January). *Status boundary enforcement and the categorization of Black-White biracials*. Paper presented at the 14<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Ho, A. K., Sidanius, J., Levin, D. T., & Banaji, M. R. (2012, January). *Evidence for hypodescent and racial hierarchy in the categorization and perception of biracial individuals*. Paper presented at the Political Psychology Pre-conference of the 13<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Ho, A. K., Sidanius, J., Levin, D. T., & Banaji, M. R. (2011, July). *Evidence for hypodescent and racial hierarchy in the categorization and perception of biracial individuals*. Paper presented at the annual meeting of the International Society of Political Psychology, Istanbul, Turkey.
- Ho, A. K., Sidanius, J., Levin, S., Pratto, F., & Thomsen, L. (2011, July). *Social dominance orientation: Revisiting the structure and function of a variable predicting social and political attitudes*. Paper presented at the annual meeting of the International Society of Political Psychology, Istanbul, Turkey.
- Thomsen, L., Sidanius, J., Green, E. G. T., Ho, A. K., Levin, S., Van Laar, C., & Sinclair, S. (2010, July). *Wolves in sheep's clothing: SDO asymmetrically predicts perceived ethnic victimization among White and Latino students across three years*. Paper presented at the annual meeting of the International Society of Political Psychology, San Francisco, CA.
- Ho, A. K., & Sidanius, J. (2009, July). *Essentialism and the perception of mixed-race individuals*. Paper presented at the annual meeting of the International Society of Political Psychology, Dublin, Ireland.
- Ho, A. K., & Sidanius, J. (2009, June). *Implications of group-based dominance and group based anti-egalitarianism for intergroup attitudes*. Paper presented at the Social Dominance Theory Development Conference, Cambridge, MA.

- Critcher, C. R., Huber, M., Ho, A. K., & Koleva, S. P. (2009, May). *Political orientation and ideological inconsistencies: (Dis)comfort with value tradeoffs*. Paper presented at the 80<sup>th</sup> annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Ho, A. K., & Sidanius, J. (2008, July). *Implications of hypodescent for the assimilation of Asian Americans and "Black exceptionalism."* Paper presented at the annual meeting of the International Society of Political Psychology, Paris, France.
- Navarrete, C.D., Olsson, A., Ho, A.K., Mendes, W., Thomsen, L., & Sidanius, J. (2007, April). The role of race and gender in the persistence of learned fear. Paper presented at the 1<sup>st</sup> annual meeting of the Northeastern Evolutionary Psychology Society, New Paltz, NY.
- Sidanius, J., & Ho, A. K. (2005, July). *Social dominance orientation and the political psychology of gender: Further tests of social roles and social context*. Paper presented at the annual meeting of the International Society of Political Psychology, Toronto, Canada
- Ho, A. K. (2002, May). *Correlates of support for social policies directed toward blacks and whites*. Paper presented at the annual research conference of the Department of Psychology at the University of California, Davis
- Ho, A. K. (2002, May). *Correlates of support for social policies directed toward blacks and whites*. Colloquium presentation at the National Research Center on Asian American Mental Health, Davis, CA.
- Matthews, H. R., Sommer, B., Maher, M., Acredolo, C., Ho, A., & Falk, R. (2000, October). *Evaluation of scalable applications of information technology to on-campus learning*. Paper presented at the annual conference of EDUCAUSE, Nashville, TN.

## POSTER PRESENTATIONS

- Guo, C., Roberts, S. O., Ho, A. K., & Gelman, S. A. (2017, April). *Children use group regularities (what is) to generate prescriptive judgments (what should be): Evidence from China*. Poster session presented at the Society for Research in Child Development (SRCD), Austin, TX.
- Roberts, S. O., Ho, A. K., Kteily, N., & Gelman, S. A. (2017, January). *Beyond Black and White: Conceptualizations and trait attributions of black-white identities*. Poster session presented at the Society for Personality and Social Psychology (SPSP), San Antonio TX.
- Lin, Y., Ho, A. K., Kteily, N., & Chen, J. M. (2016, May). *Hypodescent among minority-group perceivers: The role of social dominance orientation, perceived discrimination, and linked fate*. Poster session presented at the 28<sup>th</sup> Association for Psychological Science Annual Convention, Chicago, IL.
- Roberts, S. O., Ho, A. K., & Gelman, S. (2015, May). *Racial essentialism and negativity bias predict hypodescent*. Poster session presented at the 27<sup>th</sup> Association for Psychological

Science Annual Convention, New York, NY.

- Ho, A. K., Caruso, H. M., & Banaji, M. R. (2011, January). *The motivational basis of statistical discrimination*. Poster session presented at the 12<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Ho, A. K., Levin, D. T., Sidanius, J., & Banaji, M. R. (2010, January). *Evidence for hypodescent and racial hierarchy in the perception of biracial individuals*. Poster session presented at the 11<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Ho, A. K., Levin, D. T., Sidanius, J., & Banaji, M. R. (2010, January). *Evidence for hypodescent and racial hierarchy in the perception of biracial individuals*. Poster session presented at the 1st Annual Society for Personality and Social Psychology Political Psychology Pre-Conference, Las Vegas, NV.
- Ho, A. K., & Sidanius, J. (2009, February). *Implications of group-based dominance and group-based anti-egalitarianism for intergroup attitudes and behavior*. Poster session presented at the 10<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Tampa, FL.
- Ho, A. K. (2008, February). *African Americans, Asian Americans, and the One-Drop Rule*. Poster session presented at the 9<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Ho, A. K., Sidanius, J., Gross, S., & Sawlit, S. (2007, January). *Implicit race bias and gender: The subordinate male target hypothesis revisited*. Poster session presented at the 8<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Memphis, TN
- Navarrete, C. D., Olsson, A., Ho, A. K., Berry-Mendes, W., Sidanius, J., & Thomsen, L. (2007, January). *The roles of race and gender in the persistence of learned fear*. Poster session presented at the 8<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology Evolutionary Psychology Pre-conference, Memphis, TN
- Sidanius, J., & Ho, A. K. (2006, January). *Gender differences in social dominance orientation: Explorations of a social role interpretation*. Poster session presented at the annual meeting of the Society for Personality and Social Psychology Evolutionary Psychology Pre-conference, Palm Springs, CA
- Sidanius, J., Navarrete, C., & Ho, A. K. (2004, September). *Three research proposals: Race and the police*. Poster session presented at the initial conference of the Policing Racial Bias Project, Stanford, CA.
- Lee, J., Ho, A. K., Zane, N., & Sue, S. (2002, August). *Cultural competency in children's mental health services*. Poster session presented at the annual meeting of the Asian American Psychological Association, Chicago, IL.

**INVITED TALKS**

- 2015, November Michigan State University, Social Psychology Speaker Series, East Lansing, MI  
 2015, September University of Michigan, Annual Meeting of the Organizational Studies Leadership Committee, Ann Arbor, MI  
 2015, March University of Michigan, Decision Consortium Seminar, Ann Arbor, MI  
 2015, January University of Michigan, Social Psychology Colloquium, Ann Arbor, MI  
 2014, October University of Michigan, Organizational Studies Program Faculty Seminar, Ann Arbor, MI  
 2013, November University of Michigan, Interdisciplinary Program in Organizational Studies, Ann Arbor, MI  
 2013, October University of Michigan, Social Psychology Colloquium, Ann Arbor, MI  
 2011, December University of Florida, Department of Psychology, Gainesville, FL  
 2011, November Haverford College, Department of Psychology, Haverford, PA  
 2011, November Colgate University, Department of Psychology, Hamilton, NY  
 2011, October Harvard University, Political Psychology Workshop, Cambridge, MA  
 2011, March Harvard University, Third Annual Conference on Multiracial Identity, Cambridge, MA  
 2011, March Stanford University, Graduate School of Business, Stanford, CA  
 2011, February Harvard Law School, Law and Mind Sciences Conference, Cambridge, MA  
 2011, January University of Massachusetts, Department of Psychology, Amherst, MA  
 2010, November California State University, Department of Psychology, Northridge, CA  
 2010, October Harvard University, Social Psychology Workshop, Cambridge, MA

**TEACHING EXPERIENCE**Primary Instructor

## Undergraduate:

Organizational Studies 305: Inside Organizations (Social Psychology of Organizations),  
 University of Michigan

Organizational Studies 495: The Psychology of Inequality and Prejudice: Theoretical  
 Foundations and Implications for Organizations, University of Michigan

Psychology 487: Psychology of Inequality and Prejudice, University of Michigan

Psychology 368: Prejudice and Racism, Department of Psychology, Colgate University

Psychology 263: Social Psychology, Department of Psychology, Colgate University

Psychology 971: Contemporary Issues in Psychology: Intensive Cross-Level Analyses,  
 Department of Psychology, Harvard University

## Graduate:

Psychology 785: The Psychology of Inequality and Prejudice, University of Michigan

Psychology 808/Communication Studies 840: Intergroup Relations, University of Michigan

Guest Lectures



Winter 2017	Stereotyping and Implicit Bias, University of Michigan
Fall 2015	Social Work and Psychology, University of Michigan
Spring 2014	Undergraduate Research Opportunity Program Seminar, University of Michigan
Spring 2012 and Spring 2011	African and African American Studies 302: Graduate Proseminar, Department of African and African American Studies, Harvard University

#### Ph.D. Students

Rachel Fine, University of Michigan (primary advisor)  
Babe Kawaii-Bogue, University of Michigan (dissertation committee member)  
Steven O. Roberts, University of Michigan (co-advisor)  
Emily Vargas, University of Michigan (supervised research)

#### Honors Thesis Students

2016-17	Rebecca Strauss
2012-13	Laura Jaffee (Berrien Memorial Fund Award in Social Psychology in recognition of exceptional scholarship in social psychology) Rebekah Ward
2007-08	Sarah Gross

#### Workshops and Events

October 2015	Vanzetti Hamilton Bar Association, Washtenaw County, Michigan, Workshop on Implicit Bias
March 2015	University of Michigan Barger Leadership Institute, Leadership Fellows Program Workshop on Institutional Diversity and Discrimination
Nov. 2014	University of Michigan Organizational Studies Program Diversity Initiative Fireside Chat on the Implications of Mixed-Race for Racial Equality

#### **ADDITIONAL TRAINING**

2012	Teaching Certificate Program, Derek Bok Center for Teaching and Learning, Harvard University
2009	Hierarchical Linear Modeling, Data Analysis Training Institute of Connecticut
2008	Structural Equation Modeling, Data Analysis Training Institute of Connecticut
2007	Political Ideology Research Workshop, Summer Institute in Social Psychology
2006	Workshop in Psychophysiology, Harvard University

#### **PROFESSIONAL SERVICE**

Ad Hoc Reviewer (Peer-Reviewed Journals)

*Archives of General Psychiatry; British Journal of Social Psychology, Cultural Diversity and Ethnic Minority Psychology; Ethnic and Racial Studies; European Journal of Social Psychology; Group Processes and Intergroup Relations; International Journal of Intercultural Relations; Journal of Applied Social Psychology; Journal of Experimental Social Psychology; Journal of Personality and Social Psychology; Personality and Social Psychology Bulletin; Personality and Social Psychology Review; Perspectives on Psychological Science; Political Psychology; Psychological Science; PLoS ONE; Race and Social Problems; Self and Identity; Social Psychological and Personality Science, Social Justice Research*

Ad Hoc Reviewer (Academic Presses)

*Oxford University Press*

Ad Hoc Reviewer (Granting Agencies)

*National Science Foundation*

*Marsden Fund – Royal Society of New Zealand*

*Social Sciences and Humanities Research Council of Canada*

University Service

Research Center for Group Dynamics Seminar Series Organizer – Fall 2016

Department of Psychology Annual Review Committee – 2016

Chair, Brickman Prize Committee for Best Graduate Student Paper in Social Psychology - 2015

Social Psychology Graduate Admissions Committee, University of Michigan – 2014-15; 15-16; 16-17

Organizational Studies Faculty Search Committee, University of Michigan - 2015-16

Organizational Studies and Residential College Joint Faculty Search Committee, University of Michigan – 2015-16

Organizational Studies Program Undergraduate Admissions Committee, University of Michigan - 2014-15; 15-16; 16-17

Social Psychology Faculty Search Committee, Colgate University – 2012-13

Social Psychology Visiting Faculty Search Committee, Colgate University – 2013

Outreach Activities: Multicultural Luncheon (event for recruiting ethnic minority students);  
Family Weekend (Division of Natural Science event for Colgate parents) – 2012-13

Other Service

Invited Panelist, Panel on “The Experiences of Diversity Scholars in Academia,” Diversity Scholars Network Conference, National Center for Institutional Diversity, University of Michigan, May 2016

Invited Panelist, Panel on Postdoctoral Fellowships, Institute for Social Research, University of Michigan, June 2014

Invited Panelist, Panel on Academic Interviewing, Harvard University, October 2013

**PROFESSIONAL ASSOCIATIONS**

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

## **MEDIA AND PUBLIC OUTREACH**

Selected Media Coverage:

*Agence France-Presse (AFP); Boston Globe; Harvard Crimson; Harvard Gazette; Journal and Courier; Psychology Today; Time; Times Higher Education; United Press International*

Radio and Podcast Interviews:

*Mixed Chicks Chat*, January 12, 2011

Research Consultant:

*More Than a Month*, PBS documentary on Black History Month