

# JORDAN R. AXT

## CONTACT INFORMATION

Frank Batten School of Leadership and Public Policy  
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## POSITIONS

Project Implicit, 2017-Seattle, WA  
Research Associate

University of Virginia, 2017-Charlottesville, VA  
Post-Doctoral Scholar at Center for Leadership Simulation and Gaming, Frank Batten  
School of Leadership and Public Policy

## EDUCATION

University of VirginiaCharlottesville, VA  
Ph.D., Social Psychology, May 2017  
Faculty Advisor: Brian Nosek  
*Dissertation:* The impact of awareness on reducing social bias in behavior

University of VirginiaCharlottesville, VA  
M.A in Psychology, May 2014  
Faculty Advisor: Sophie Trawalter  
*Thesis* What's blur got to do with it? How blur reverses the Cross-Race Effect

University of ChicagoChicago, IL  
M.A in Social Sciences, August 2010  
Advisor: Bernd Wittenbrink  
*Thesis:* The role of emotional context in attention to race

Duke UniversityDurham, NC  
B.A., Psychology and English, December 2008

## AWARDS AND HONORS

- 2017. SPSP Graduate Student Travel Award
- 2016. Presidential Fellowship in Data Science for project "Predicting community-level criminal behaviors by estimating human attitudes from social media"
- 2015. Summer Institute in Social and Personality Psychology at Northeastern University.
- 2012. Third Place Poster, Robert J. Huskey Research Exhibition, University of Virginia.
- 2009. Duke University Karl E. Zener Award for Outstanding Performance of an Undergraduate Major in Psychology.

## PUBLICATIONS

- Axt, J.R.**, Nguyen, H., & Nosek, B.A. (in press). The Judgment Bias Task: A reliable, flexible method for assessing individual differences in social judgment biases. *Journal of Experimental Social Psychology*.
- Axt, J.R.** (in press). The best way to measure explicit racial attitudes is to ask about them. *Social Psychological and Personality Science*.
- Axt, J.R.** (2017). An unintentional pro-Black bias in judgment among educators. *British Journal of Educational Psychology*, 87, 408-421.
- Axt, J.R.** & Trawalter, S. (2017). Whites demonstrate anti-Black associations but do not reinforce them. *Journal of Experimental Social Psychology*, 70, 8-18.
- Schmidt, K\*. & **Axt, J.R.\*** (2016). Implicit and explicit attitudes towards African Americans and Barack Obama did not substantively change during Obama's presidency. *Social Cognition*, 34(6), 559-588.  
\* Equal contribution
- 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(8), 1001-1016.
- Ebersole, C.R., **Axt, J.R.**, Nosek, B.A. (2016). Scientists' reputations are based less on being right than on getting it right. *PLoS Biology*, 14(5): e1002460.
- Hoffman, K.M., Trawalter, S., **Axt, J.R.** & Oliver, M.N. (2016) Racial bias in pain assessment and treatment: The influence of magical beliefs about the Black body. *Proceedings of the National Academy of Sciences*, 113(16), 4296-4301.
- Axt, J.R.**, & Oishi, S. (2016). When unfair treatment helps performance. *Motivation and Emotion*, 40(2), 243-257.
- Axt, J.R.**, Ebersole, C.R. & Nosek, B.A. (2016). An unintentional, robust, and replicable pro-Black bias in social judgment. *Social Cognition*, 34(1), 1-39.
- Oishi, S., Saeki, M. & **Axt, J.R.** (2015). Are people living in walkable areas happier and healthier? *Applied Psychology: Health and Well-Being*, 7(3), 365-386.
- Oishi, S., Schug, J., Yuki, M. & **Axt, J.R.** (2015). The psychology of residential and relational mobilities. In M. Gelfrand, C.Y. Chiu & Y.Hong (Eds.), *Advances in Culture and Psychology* (pp. 221-272). Oxford, UK: Oxford University Press.

Nosek, B.A., Bar-Anan, Y., Sriram, N. **Axt, J.R.** & Greenwald, A.G. (2014). Understanding and using the Brief Implicit Association Test: Recommended scoring procedures. *PLoS ONE*, 9(12):e110938.

**Axt, J.R.**, Ebersole, C.R. & Nosek, B.A. (2014). The rules of implicit evaluation by race, religion and age. *Psychological Science*, 25(9), 1804-1815.

## MANUSCRIPTS UNDER REVIEW

Forscher, P.S., Lai, C.K., **Axt, J.R.**, Ebersole, C.R., Herman, M., Devine, P.G. & Nosek, B.A. (invited revision, *Journal of Personality and Social Psychology*). A meta-analysis of change in implicit bias.

Kurdi, B., Seitchik, A.E., **Axt, J.R.**, Carroll, T.J., Karapetyan, A., Kaushik, N., Tomezsko, D., Greenwald, A.G., & Banaji, M.R. (invited revision, *American Psychologist*). Predicting intergroup discrimination using the Implicit Association Test: Systematic review, meta-analysis, and recommendations for future research.

**Axt, J.R.**, Moran, T., & Bar-Anan, Y. (under review). Simultaneous ingroup and outgroup favoritism in implicit social cognition.

**Axt, J.R.**, Casola, G.M. & Nosek, B.A (under review). Reducing social judgment biases may require identifying the potential source of bias.

**Axt, J.R.**, & Nosek, B.A. (under review). Awareness may be the mechanism for multiple interventions that reduce social judgment biases.

Thai, M., Lee, A.J., **Axt, J.R.**, Hornsey, M.J. & Barlow, F.K. (under review). Race-colored glasses: Discrepancies in racial minorities' perceived actual and ideal phenotypic facial features.

Conway, M., **Axt, J.R.**, Westgate, E.C. (under review). Developing and validating an Implicit Association Test for attitudes towards transgender people.

Stern, C.D., & **Axt, J.R.** (under review). Do the disadvantaged stigmatize lower status groups? Group status modulates the predictive strength of status quo supporting beliefs on negative attitudes toward lower status groups.

## PRESENTATIONS

Axt, J.R. (2018, February). Playing favorites: Measuring and mitigating social biases in judgment. Talk presented at the University of North Carolina. Chapel Hill, NC.

Axt, J.R. (2017, December). Playing favorites: Measuring and mitigating social biases in judgment. Talk presented at the University of Georgia. Athens, GA.

Axt, J.R. (2017, May). Measuring and reducing bias in social judgment. Talk presented at the Center for Creative Leadership. Greensboro, NC.

Axt, J.R. (2016, December). Measuring and reducing bias in social judgment. Talk presented at the Yale School of Management. New Haven, CT.

Axt, J.R. & Nosek, B.A. (2016, January). The shortest distance between explicit and implicit attitudes is a straight line. Data blitz presentation at the annual Attitudes Preconference, San Diego, CA.

Axt, J.R. (2016, January). So you've decided to do more open science. In K. Corker (chair), Translating open science into daily practice. Society for Personality and Social Psychology, San Diego, CA.

Axt, J.R. & Trawalter, S. (2013, March). What can blurry faces tell us about cross-race memory? Talk presented at the Duke, Virginia, Carolina Social Psychology Conference.

## **SELECTED INVITED PRESENTATIONS**

Topics: Implicit bias racial and gender inequality, hiring and discrimination, psychology and law, decision-making

- 2018.02 Art Libraries Society of North America. New York, NY.
- 2018.01 Environmental Protection Agency. Durham, NC.
- 2017.11 United States Forest Service. Sacramento, CA.
- 2017.09 North Carolina A&T University. Greensboro, NC.
- 2017.05 MGH Institute of Health Professions. Charlestown, MA.
- 2017.02 University of Virginia Student Health Services. Charlottesville, VA.
- 2016.11 Canadian Department of Agriculture. Ottawa, ON.
- 2016.11 Virginia Bar Association Death Penalty Training Program. Richmond, VA.
- 2016.09 Harrison Street Real Estate. Chicago, IL.
- 2016.05 University of Virginia Leadership 2K program. Charlottesville, VA.
- 2016.05 Center for Legal Inclusiveness. Denver, CO.
- 2016.04 2U Online Education. Landover, MD.
- 2016.03 University of Virginia Madison House. Charlottesville, VA.
- 2016.01 Lansing Community College. Lansing, MI.
- 2015.12 Riverdale Country School. Bronx, NY.
- 2015.06 American Cancer Society Cancer Action Network. Salt Lake City, UT.
- 2015.03 Suffolk University Law School conference on fair housing. Boston, MA.
- 2014.10 Grinnell College. Grinnell, IA.
- 2014.07. University of Virginia College Advising Corps program. Charlottesville, VA.
- 2014.01. University of Virginia Tour Guide Service. Charlottesville, VA.

## **SELECTED MEDIA COVERAGE**

- 2017.01 Scientific American- How to Overcome Unconscious Bias
- 2016.04 National Public Radio- Study Links Disparities In Pain Management To Racial Bias
- 2016.04 Los Angeles Times- Does a White Doctor Understand a Black Patients' Pain?

- 2016.04 CBS News- Racial Bias May Lead to Mismatched Pain in Black Patients  
2016.04 ABC News- 'False Beliefs' of Med Students May Lead to Racial Bias in Pain Management, Study Says  
2014.08 Charlottesville Newsplex – New UVA Study Takes a Look at How Americans Favor Race, Religion and Age  
2014.08 Daily Progress – UVA Study: Implicit Bias Difficult to Overcome  
2014.08 Pacific Standard – The Idea of Racial Hierarchy Remains Entrenched in Americans' Psyches  
2014.07 Huffington Post – The Hidden Rules of Bigotry

## **TEACHING EXPERIENCE**

Instructor, Psychology for Leadership, Fall 2016  
Teaching Assistant, Social Psychology, Spring 2012, Fall 2015  
Teaching Assistant, Research Methods and Data Analysis I, Fall 2011, Fall 2012  
Teaching Assistant, Research Methods and Data Analysis II, Spring 2013  
Head Teaching Assistant, Research Methods and Data Analysis II, Fall 2014

## **SERVICE**

2013-2017 Participant Pool Coordinator, Department of Psychology.  
2012-2016 Social Area Representative, Department of Psychology

## **ADVISING**

2016-2017 Advisor, Grace Casola, Undergraduate Honor's Thesis, University of Virginia  
2014-2015 Advisor, Helen Nguyen, Undergraduate Honor's Thesis, University of Virginia

## **PROFESSIONAL SERVICE**

Ad-hoc reviewer: *American Educational Research Journal*, *American Journal of Psychology*, *British Journal of Social Psychology*, *Cognition & Emotion*, *Current Psychology*, *Comprehensive Psychology*, *European Journal of Social Psychology*, *Group Processes and Intergroup Relations*, *In-Mind Magazine*, *Journal of Experimental Psychology: General*, *PLoS ONE*, *Psychonomic Bulletin & Review*, *Psychological Science*, *Social Cognition*, *Social Psychological and Personality Science*

## **TECHNICAL SKILLS**

Web Programming: Proficiency with programming web studies with HTML, XML, JSP.  
Inquisit, Psyscope: Proficiency with programming reaction time measures and surveys.  
Data Analysis: Proficiency with SPSS, SAS, Microsoft Excel.

## **PROFESSIONAL AFFILIATIONS**

American Psychological Association  
Society of Personality and Social Psychology