

Michael W. Kraus

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POSITIONS HELD AND EDUCATION

Yale University

Associate professor of organizational behavior, July 2020-present
and psychology (by courtesy), 2020-present
Assistant professor of organizational behavior, 2015-2020

University of Illinois, Urbana-Champaign

Assistant professor of psychology, 2012-2015

University of California, San Francisco

Psychology and medicine post-doctoral scholar, 2010-2012

University of California, Berkeley

Ph.D. in psychology, 2010
M.A. in psychology, 2006
B.A. in psychology and sociology, 2003

RESEARCH INTERESTS

Societal inequality (social class, race, power, dominance)
Emotion (empathy, pro-social emotions, psychophysiology)
Self (authenticity, culture, dissonance)

HONORS AND AWARDS

Fellow: Association for Psychological Science, 2020
Fellow: Society of Personality and Social Psychology, 2020
Graduate Mentor Award in the Social Sciences: Yale University, 2020
Sage Young Scholars Award: Society of Personality and Social Psychology, 2018
Emerging Leadership Award: American Psychological Association, Committee on Socioeconomic Status, 2017
Fellow: Society of Experimental Social Psychology, 2016
Small-Scale Events Advancing SPSSI Grant: Society for the Psychological Study of Social Issues, 2015
Rising Star: Association for Psychological Science, 2013
List of Teachers Rated Excellent by Their Students: University of Illinois, Fall 2012/2015, Spring 2013/2014
Robert E. Harris Memorial Award for Health Psychology Research: UC San Francisco, 2011
Robert Wood Johnson Health and Society Scholars Program Grant: UC San Francisco, 2010
Dissertation Research Award: American Psychological Association, 2009
Outstanding Graduate Student Instructor: UC Berkeley, 2009
Outstanding Graduate Student Research Award: Society for Personality and Social Psychology, 2009
Student Travel Award: Society for Personality and Social Psychology, 2009
Kirschstein-NRSA Pre-Doctoral Fellowship: National Institute of Health, 2008
Graduate Student Dissertation Research Grant: UC Berkeley, 2008
Block Grant: UC Berkeley, 2008
Summer Training in Aging Research Topics-Mental Health Grant: National Institute of Health, 2003
Warner Brown Memorial Prize: UC Berkeley, 2003

High Distinction in General Scholarship: UC Berkeley, 2003

Highest Honors in Psychology: UC Berkeley, 2003

Phi Beta Kappa: UC Berkeley, 2003

Katherine Craig Swan Endowment in Psychology: UC Berkeley, 2002

PUBLICATIONS

⁺Indicates student mentee, *Indicates equal contribution

1. ⁺Park, J. W., Vani, P., ⁺Saint-Hilaire, S., Kraus, M. W. (2022). Disadvantaged group activists' attitudes toward advantaged group allies in social movements. *Journal of Experimental Social Psychology*, 98, 104226. [Download](#)
2. Kraus, M. W., Hudson, S. T. J., & Richeson, J. A. (2022). Framing, context, and the misperception of racial economic inequality. *Social Psychological and Personality Science*, 13(1), 4-13. [Download](#)
3. Kraus, M. W., ⁺Torrez, B., & ⁺Hollie, L. (2022). How narratives of racial progress create barriers to diversity, equity, and inclusion in organizations. *Current Opinion in Psychology*, 43, 108-113.
4. ⁺Torrez, B., Dupree, C. H., & Kraus, M. W. (Forthcoming). Examining the racialized consequences of objectivity in management scholarship. In E. King, Q. Robertson, & M. Hebl (Eds.), *Research on Social Issues in Management (V. 3): The Future of Diversity & Inclusion*. [Download](#)
5. ⁺Callaghan, B., ⁺Harouni, L., Dupree, C. H., Kraus, M. W., & Richeson, J. A. (2021). Testing the efficacy of three informational interventions for reducing misperceptions of the Black-White wealth gap. *Proceedings of the National Academy of Sciences*, 118(38), e2108875118. [Download](#)
6. Dupree, C. H., & Kraus, M. W. (2021). Psychological science is not race neutral. *Perspectives on Psychological Science*. Published online: [Download](#)
7. Onyeador, I. N., ⁺Daumeyer, N. M., ⁺Rucker, J. M., ⁺Duker, A., Kraus, M. W., & Richeson, J. A. (2021). Reminders of persistent racism alter perceptions of past, but not current, racial economic equality. *Personality and Social Psychology Bulletin*, 47(5), 753-765. [Download](#)
8. Tan, J. J. X., Kraus, M. W., Carpenter, N. & Adler, N. (2020). The association between objective and subjective economic standing and subjective well-being: A meta-analytic review. *Psychological Bulletin* 146(11), 970-1020. [Download](#)
9. ⁺Kuo, E. E., Kraus, M. W., & Richeson, J. A. (2020). High-status exemplars and the misperception of the Asian-White wealth gap. *Social Psychological and Personality Science*, 11(3), 397-405.
10. Tan, J. J. X., Kraus, M. W., Impett, E. A., & Keltner, D. (2020). Partner commitment in close relationships mitigates social class differences in subjective well-being. *Social Psychological and Personality Science*, 11(1), 16-25.
11. Kraus, M. W., & ⁺Torrez, B. (2020). A psychology of power that is embedded in societal structures. *Current Opinion in Psychology*, 33, 86-90.
12. Kraus, M. W., Onyeador, I. N., ⁺Daumeyer, N. M., ⁺Rucker, J. M., & Richeson, J. A. (2019). The misperception of racial economic inequality. *Perspectives on Psychological Science*, 14(6), 899-921.

13. Kraus, M. W., ⁺Torrez, B., ⁺Park, J. W., & ⁺Ghayebi, F. (2019). Evidence for the reproduction of social class in brief speech. *Proceedings of the National Academy of Sciences*, 116 (46), 22998-23003.
14. Kraus, M. W., ⁺Brown, X., & ⁺Swoboda, H. (2019). Dog whistle mascots: Stereotypic Native American mascots as normative expressions of prejudice. *Journal of Experimental Social Psychology*, 84, 103810.
15. Kraus, M. W., ⁺Callaghan, B., & ⁺Ondish, P. (2019). Social class as culture. In S. Kitayama & D. Cohen (eds.) *Handbook of Cultural Psychology* (Vol. 2, pp. 721-747). NY: Guilford.
16. ^{*}Piff, P. K., ^{*}Kraus, M. W., & Keltner, D. (2018). Unpacking the inequality paradox: The psychological roots of inequality and social class. In J. Olson (Ed.), *Advances in Experimental Social Psychology*, 57, 53-124.
17. Tan, J. J. X., & Kraus, M. W. (2018). Judgments of interpersonal warmth predict class differences in political candidate support. *Social Cognition*, 36, *Special Issue: The Status of Status: Vistas from Social Cognition*, 106-133.
18. Kraus, M. W. (2018). Beggars do not envy millionaires: Social comparison, socioeconomic status, and subjective well-being. In E. Diener, S. Oishi, & L. Tay (eds.), *Handbook of Well-Being*. Salt Lake City, UT: DEF Publishers. DOI: nobascholar.com.
19. Kraus, M. W. (2018). What is a meaningful improvement in emotion detection? Reply to Rossiter (2018). *American Psychologist*, 73, 691-692.
20. Kraus, M. W., ⁺Rucker, J. M., & Richeson, J. A. (2017). Americans misperceive racial economic equality. *Proceedings of the National Academy of Sciences*, 114(39), 10324-10331.
21. Kraus, M. W., ⁺Park, J. W., & ⁺Tan, J. J. X. (2017). Signs of social class: The experience of economic inequality in everyday life. *Perspectives on Psychological Science*, 12(3), 422-435.
22. Côté, S., Kraus, M. W., Carpenter, N., Piff, P. K., Beermann, U., & Keltner, D. (2017). Social affiliation in same-class and cross-class interactions. *Journal of Experimental Psychology: General*, 146, 269-285.
23. Kraus, M. W. (2017). Voice-only communication enhances empathic accuracy. *American Psychologist*, 72(7), 644-654.
24. Kraus, M. W., & ⁺Park, J. W. (2017). The structural dynamics of social class. *Current Opinion in Psychology*, 18, 55-60.
25. Cohen, D., ⁺Shin, F., ⁺Liu, X., ⁺Ondish, P., & Kraus, M. W. (2017). Defining social class across time and between groups. *Personality and Social Psychology Bulletin*. 43(11), 1530-1545.
26. Becker, J. C., Kraus, M. W., & Rheinschmidt-Same, M. (2017). Cultural expressions of social class and their implications for ingroup-related beliefs and behaviors. *Journal of Social Issues*, 73, 158-174.
27. Kraus, M. W. & ⁺Callaghan, B. (2016). Social class and pro-social behavior: The moderating role of public versus private contexts. *Social Psychological and Personality Science*, 7, 769-777.
28. Kraus, M. W., & ⁺Tan, J. J. X. (2015). Americans overestimate social class mobility. *Journal of Experimental Social Psychology*, 58, 101-111.

29. Kraus, M. W. (2015). Americans still overestimate social class mobility: A pre-registered self-replication. *Frontiers in Psychology*, 6, 1709.
30. +Tan, J. J. X., & Kraus, M. W. (2015). Lay theories of social class buffer lower-class individuals against poor self-rated health and negative affect. *Personality and Social Psychology Bulletin*, 41, 446-461.
31. Kraus, M. W., & Mendes, W. B. (2014). Sartorial symbols of social class elicit class-consistent behavioral and physiological responses: A dyadic approach. *Journal of Experimental Psychology: General*, 143(6), 2330-2340.
32. Kraus, M. W., & +Callaghan, B. (2014). Noblesse oblige? Social status and economic inequality maintenance among politicians. *PLoS ONE*, 9(1), e85293.
33. Kraus, M. W., Oveis, C., Logli-Allison, M., Young, R., Tauer, J., & Keltner, D. (2014). Teasing, taunting, and the politics of politeness: High sociometric status is associated with expectation-consistent behavior. *PLoS ONE*, 9(8), e104737.
34. Kraus, M. W., & +Park, J. W. (2014). The undervalued self: Social class and self-evaluation. *Frontiers in Psychology*, 5, 1404.
35. Kraus, M. W. & Chen, S. (2014). Relational self-verification through self-presentation: Implications for perceptions of one's honesty and authenticity, *Self & Identity*, 13, 45-57.
36. Kraus, M. W., & Keltner, D. (2013). Social class rank, essentialism, and punitive judgment, *Journal of Personality and Social Psychology*, 105, 247-261.
37. Kraus, M. W., +Tan, J. J. X., & +Tannenbaum, M. B. (2013). The social ladder: A rank-based perspective on social class, *Psychological Inquiry*, 24, 81-96.
→Target Article
38. Kraus, M. W., +Tan, J. J. X., & +Tannenbaum, M. B. (2013). Locating the social ladder across cultures and identities, *Psychological Inquiry*, 24, 131-134.
→Commentary
39. Horberg, E. J., Kraus, M. W., & Keltner, D. (2013). Pride displays communicate self-interest and support for meritocracy, *Journal of Personality and Social Psychology*, 105, 24-37.
40. Kraus, M. W., & +Chen, T. D. (2013). A winning smile? Smile intensity, physical dominance, and fighter performance, *Emotion*, 13, 270-290.
41. Kraus, M. W., Adler, N., & +Chen, T. D. (2013). Is the association of subjective SES and self-rated health confounded by negative mood? An experimental approach, *Health Psychology*, 32, 138-145.
→Winner of the Robert E. Harris Memorial Award for Health Psychology Research
42. Kraus, M. W., Piff, P. K., Mendoza-Denton, R., Rheinschmidt, M. L., & Keltner, D. (2012). Social class, solipsism, and contextualism: How the rich are different from the poor, *Psychological Review*, 119, 546-572.

43. *Kraus, M. W. & *Stephens, N. M. (2012). A road map for an emerging psychology of social class, *Social and Personality Psychology Compass*, 6, 642-656.
44. Anderson, C., Kraus, M. W., Galinsky, A. D., & Keltner, D. (2012). The local ladder effect: Sociometric status and subjective well-being, *Psychological Science*, 23, 764-771.
45. Piff, P. K., *Stancato, D. M., Martinez, A. G., Kraus, M. W., & Keltner, D. (2012). Class, chaos, and the construction of community, *Journal of Personality and Social Psychology*, 103, 949-962.
46. Stellar, J., *Manzo, V., Kraus, M. W., & Keltner, D. (2012). Class and compassion: Socioeconomic factors predict responses to suffering, *Emotion*, 12, 449-459.
47. Kraus, M. W., Rheinschmidt, M. L., & Piff, P. K. (2012). The intersection of rank and resources: Signaling social class in face-to-face encounters. In S. T. Fiske & H. R. Markus (Eds.), *Facing Social Class* (pp. 152-172). New York: Russell Sage.
48. Kraus, M. W., Horberg, E. J., Goetz, J. L., & Keltner, D. (2011). Social class rank, threat vigilance, and hostile reactivity, *Personality and Social Psychology Bulletin*, 37, 1376-1388.
49. *Kraus, M. W., *Piff, P. K., & Keltner, D. (2011). Social class as culture: The convergence of resources and rank in the social realm, *Current Directions in Psychological Science*, 20, 246-250.
50. Côté, S., Kraus, M. W., Cheng, B., Oveis, C., van der Lowe, I., Lian, H., & Keltner, D. (2011). Social power facilitates the effect of prosocial orientation on empathic accuracy, *Journal of Personality and Social Psychology*, 101, 217-232.
51. Kraus, M. W., Chen, S., & Keltner, D. (2011). The power to be me: Power elevates self-concept consistency and authenticity, *Journal of Experimental Social Psychology*, 47, 974-980.
52. Chen, S., Boucher, H., & Kraus, M. W. (2011). The relational self: Emerging theory and evidence. In S. J. Schwartz, K. Luyckx, & V. L. Vignoles (Eds.), *Handbook of Identity Theory and Research* (pp. 149-175). New York: Springer.
53. Kraus, M. W., Côté, S., & Keltner, D. (2010). Social class, contextualism, and empathic accuracy, *Psychological Science*, 21, 1716-1723.
54. Kraus, M. W., *Huang, C., & Keltner, D. (2010). Tactile communication, cooperation, and performance: An ethological study of the NBA, *Emotion*, 10, 745-749.
55. *Piff, P. K., *Kraus, M. W., Côté, S., Cheng, B., & Keltner, D. (2010). Having less, giving more: The influence of social class on prosocial behavior, *Journal of Personality and Social Psychology*, 99, 771-784.
56. Kraus, M. W., Chen, S., *Lee, V. A., & *Straus, L. D. (2010). Transference occurs across group boundaries, *Journal of Experimental Social Psychology*, 46, 1067-1073.
57. Kraus, M. W. & Chen, S. (2010). Facial feature resemblance elicits the transference effect, *Psychological Science*, 21, 518-522.

58. Keltner, D., Gruenfeld, D., Galinsky, A. D., & Kraus, M. W. (2010). Paradoxes of power: Dynamics of the acquisition, experience, and social regulation of social power. In A. Guinote & T. K. Vescio (Eds.), *The Social Psychology of Power* (pp. 177-208). New York: Guilford Press.
59. Kraus, M. W., Piff, P. K., & Keltner, D. (2009). Social class, sense of control, and social explanation, *Journal of Personality and Social Psychology*, 97, 992-1004.
60. Kraus, M. W. & Chen, S. (2009). Striving to be known by significant others: Automatic activation of self-verification goals in relationship contexts, *Journal of Personality and Social Psychology*, 97, 58-73.
→Winner of the SPSP Outstanding Graduate Student Research Award
61. Kraus, M. W. & Keltner, D. (2009). Signs of socioeconomic status: A thin-slicing approach, *Psychological Science*, 20, 99-106.
62. Keltner, D., Van Kleef, G. A., Chen, S., & Kraus, M. W. (2008). A reciprocal influence model of social power: Emerging principles and lines of inquiry. In M. A. Zanna (Ed.), *Advances in Experimental Social Psychology*, 40, 151-192.
63. Kraus, M., Hamilton, J. M., Peavy, G. M., Salmon, D. P. (2003). Cognitive, motor, and behavioral contributions to functional decline in dementia with Lewy bodies and Alzheimer's disease. *Journal of the International Neuropsychological Society*. Abstract.

MANUSCRIPTS UNDER REVIEW/REVISION

1. ⁺Torrez, B., Dupree, C. H., & Kraus, M. W. *Who tells your story? How race influences perceptions of objectivity in journalism.* (under review).
2. ⁺Callaghan, B., Kraus, M. W., & Dovidio, J. F. *Social class predicts preference for competent politicians.* (revision under review, *Journal of Experimental Social Psychology*). [Download](#)
3. ⁺Callaghan, B., ⁺Delgadillo, Q., & Kraus, M. W. *The influence of signs of social class on compassionate responses to suffering: A field experiment.* (under review). [Download](#)
4. Tan, J. J. X., Tan, C. H., & Kraus, M. W. *Vagal tone modulates subjective socioeconomic status differences in pain response.* (under review).

MANUSCRIPTS IN PREPARATION

1. Kraus, M. W., & ⁺Park, J. W. *Microaggressions as part of the historical context of stigma and prejudice.* (manuscript in preparation). [Download](#)
2. Kraus, M. W., Anderson, C., & ⁺Callaghan, B. *The inequality of politics: Social class rank and political participation.* (manuscript in preparation). [Download](#)
3. Kraus, M. W., & Richeson, J. A. *A reference group effect in the misperception of the Black-White income gap.* (manuscript in preparation). [Download](#)

GRANTS (PAST AND IN PROGRESS)

Russell Sage Foundation (under revision) *The psychology of estimates of a living wage.*

National Science Foundation (under revision) REU Site: Social Psychology Undergraduate Research Program (SPUR). (PI with co-PI Jessica Good, Davidson College)

National Science Foundation (under review) *The cyclical social stigma stress model*. (consultant with PIs Janet Tomiyama, UCLA and Jeff Hunger, University of Miami (OH))

Russell Sage Foundation (2020-2021) *Socio-structural and psychological factors supporting the misperception of racial economic equality* (with Jennifer A. Richeson) <https://www.russellsage.org/awarded-project/socio-structural-and-psychological-factors-supporting-misperception-racial-economic>

US Department of Defense (2015-2018) *Psychobiological assessment and enhancement of team cohesion and psychological resilience using a virtual team cohesion test*. (consultant with PI Joshua Woolley, UC San Francisco)

MENTORED STUDENTS AND POSTDOCTORAL SCHOLARS

Dates	Name	Role	Current Position
2020-	Entung (Enya) Kuo	PhD Advisor	Yale University, Psychology, PhD Student
2020-	Eunice Eun	PhD Advisor	Yale University, Organizations, PhD Student
2019-	Sa-kiera Hudson	Postdoc Advisor	Assistant Professor, UC Berkeley, Haas Business School
2018-	Xanni Brown	PhD Advisor	Yale University, Psychology, PhD Student
2018-2021	Natalie Daumeyer	PhD Advisor	Everlywell Clinical Scientist
2018-2021	Yuna Cho	PhD Advisor	Assistant Professor, Hong Kong University
2018-	Brittany Torrez	Thesis Advisor	Yale University, Organizations, PhD Student
2017-2020	Julian Rucker	PhD Advisor	Assistant Professor, UNC Chapel Hill
2016-2021	Jun Won Park	Thesis Advisor	Postdoctoral scholar, Princeton
2014-2019	Peter Ondish	PhD Advisor	University of Illinois, PhD Student
2013-2020	Bennett Callaghan	Thesis Advisor	Postdoctoral scholar, CUNY Stone Center
2015-2017	Jordon Swain	PhD Advisor	Assistant Professor, West Point
2017-2018	Kathleen Oltman	PhD Advisor	Data Scientist, FBI
2014-2016	Erika Salomon	Thesis Advisor	Data Scientist, Medic Mobile
2013-2016	Noam Segal	PhD Advisor	Data Scientist, Wealthfront
2012-2016	Jacinth Tan	Thesis Advisor	Assistant Professor, Singapore Management University

MENTORED SUMMER INTERNSHIP STUDENTS

Dates	Name	Role	Current Position
2021	Anita Ding	Undergrad	University of Toronto
2020	LaStarr Hollie	PhD Student	UMass Amherst, Organizational Behavior
2020	Jennifer Barajas	PhD Student	UC Irvine, Social Psych
2020	Annalisa Myer	PhD Student	CUNY, Social Psych
2019	Natasha Pierre	MA Student	Missouri State University, Organizational Psych
2019	Pamela Campos-Ordonez	PhD Student	University of Manitoba
2019	Cynthia Garcia	PhD Student	Ohio State University, Psych and Policy
2018	Entung (Enya) Kuo	PhD Student	Yale, Psych
2018	Breana Rucker	Law Student	Indiana University
2018	Quinton Delgadillo	PhD Student	Columbia University, Organizational Behavior
2017	Nate Marino	PhD Student	Experimental Philosophy, University of Houston
2017	Fariba Ghayebi		
2017	Monique Baca	Health Coordinator	University of Denver, Health Center

MENTORED MBA INDEPENDENT STUDY PROJECTS

Dates	Name	Project
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2021	Jordon Rose	Qualitative study of DEI best practices in academia and organizations
2021	Fanta Traore	Creation of a diversity/equity metric for economics departments
2020	Wale Williams	Study aiming to increase US URM admissions at Yale SOM
2019	Anna Collura, Miya Sharpe	Study aiming to increase US URM admissions at Yale SOM
2019	Phil Ross	Development of a job advice podcast

MENTORED UNDERGRADUATE STUDENTS

Dates	Name	Role	Current Position
2019-2020	Sidney Saint-Hilaire	Thesis Advisor	Columbia, Medical Student
2019-2020	Brittany Clarke	Thesis Advisor	Yale College Graduate, 2020
2018-2019	Levi Truong	Thesis Advisor	Yale College Graduate, 2019
2015-2016	Hannah Swoboda	Thesis Advisor	University of Illinois Graduate, 2016
2014-2016	Jun Won Park	Research Advisor	Princeton University, Postdoctoral Scholar
2012-2014	Dan Relihan	Research Advisor	UC Irvine, PhD Student
2010-2012	Dan Stancato	Research Advisor	UC Berkeley, PhD Student
2011	Jia Wei Zhang	Research Advisor	Assistant Professor, University of Memphis
2009-2011	Vida Manzo	Research Advisor	Research Analyst, College of the Canyons
2010	Gabriella Harari	Research Advisor	Assistant Professor, Stanford University
2006-2008	Laura Straus	Thesis Advisor	Adjunct Assistant Professor, UCSF

INVITED TALKS and COLLOQUIA

The Narrative of Racial Progress: Realistic Perceptions and Progress Toward DEI

Princeton University, School of Public and International Affairs (2022).

Cornell University, Department of Psychology (2022).

University of California, Berkeley, Haas School of Business (2022).

University of California, Berkeley, Institute of Personality and Social Research (2022).

New York University, Stern School of Business (2022).

An Informational Intervention for Reducing Misperceptions of the Black-White Wealth Gap

University of Massachusetts, Amherst, Social Psychology, Virtual (2021).

University of California, San Diego, Rady School of Management, Virtual (2021).

Claremont University, Psychology, Virtual (2021).

American Narratives of Racial Progress

Asian Americans in Business Academia (AABA), Virtual (2021).

Association for Psychological Science, Newswise Anti-Racism Panel, Virtual (2021).

US COVID-19 Health Equity Task Force, Virtual (2021).

The Misperception of Racial Economic Inequality

Rutgers University, Social Psychology, Virtual (2020).

University of North Carolina, Kenan-Flagler Business School, Organizational Behavior, Virtual (2020).

University of Massachusetts, Amherst, Social Psychology, Virtual (2020).

University of California, Los Angeles, Organizational Behavior, Virtual (2020).

Miami University, Ohio, Social Psychology, Virtual (2020).

Northwestern University, Social Psychology, Virtual (2020).

Trinity College, Social Psychology (2019).

Northwestern University, Psychology, Marketing, and Organizations Joint Colloquium (2019).

Clark University, Psychology (2019).

Princeton University, Joint Degree Program in Social Science and Social Policy (2018).

New York University, Social Psychology (2018).

University of Southern California, Marshall School of Business (2017).
University of Toronto, Rotman School of Management (2017).
Yale University, Clinical Consultation Center (2017).

The Social Psychology of Inequality

City University of New York, Stone Center of Inequality Studies, Virtual (2020).
American Psychological Association, Division 8 (SPSP), Virtual (2020).

Four Myths About Race and Class in America

Yale University, Yale College Reunions (2018).
Cornell University, Behavioral Economics and Decision Research Group (2018).
Yale University, School of Management Communities (2018).

Signs of Social Class: The Experience of Economic Inequality in Everyday Life

Yale University, Social Psychology (2017).
University of Connecticut, Social Psychology (2016).
Stony Brook University, Management Group (2016).
Yale University, School of Management, Human Capital Club (2016).
New York University, Interpersonal Perception Group (2016).

Signaling Social Class and Crossing Class Boundaries

Yale University, School of Management (2015).
University of Colorado, Boulder, Social Psychology (2015).
Columbia University, Social Psychology (2014).
University of North Carolina, Chapel Hill, Social Psychology (2014).
Illinois State University, Social Psychology (2014).
Washington University, St. Louis, Social-Personality Psychology (2014).
Stanford University, Social Psychology (2014).

How the Rich are Different from the Poor

University of Illinois, Urbana-Champaign, Clinical Psychology (2013).
University of Illinois, Urbana-Champaign, Developmental Psychology (2012).
Northwestern University, Psychology Department, Social Psychology (2012).
University of Illinois, Urbana-Champaign, Social-Personality (2012).
University of Illinois, Urbana-Champaign, Visual Cognition and Human Performance (2012).
Plymouth State University, Sidore Lecture Series, NH (2012).
San Francisco State University, Psychology Department (2012).
UC Berkeley, Institute of Personality and Social Research (2012).

Social Class, Compassion, and Empathy

Stanford University, Center for Compassion and Altruism Research and Education (2011).

The Psychology of Social Class

UC San Diego, Rady School of Management (2011).
University of Illinois, Urbana-Champaign, Psychology Department (2010).
University of Rochester, Social and Clinical Sciences Program (2010).
New York University, Psychology Department (2010).
Russell Sage Foundation, New York, NY (2010).
University of Chicago, Booth School of Business (2009).
Stanford University, Graduate School of Business (2009).

Social Class, Sense of Control, and Social Explanation

UC Berkeley, Institute of Personality and Social Research (2008).

CHAired SYMPOSIA, CONFERENCES, and WORKSHOPS

Antiracist research methods conference: Publication and communication subcommittee (June, 2021). *Princeton, New Jersey*. Co-chair: Johanna Vollhardt

The psychology of inequality. (February, 2020). *Pre-Conference at the Society of Personality and Social Psychology Annual Conference, New Orleans, LA*. Co-chair: Paul K. Piff

Developing behavioral methods in affective science (April, 2019). *Professional Development Workshop at the Society for Affective Science Annual Meeting, Boston, MA*.

Developing organizational research on financial precarity, inequality, and socio-economic status (Facilitator). (August, 2018). *Professional Development Workshop at the Academy of Management Annual Meeting, Chicago, IL*. Organizers: Carrie R. Leana, Evan Gilbertson, & Jirs Meuris

The psychology of social class and inequality. (March, 2018). *Pre-Conference at the Society of Personality and Social Psychology Annual Conference, Atlanta, Ga*. Co-chairs: Paul K. Piff and Jennifer Sheehy-Skeffington

Inequality as a barrier to finding meaning (Discussant). (2016, August). *Academy of Management, Los Angeles, CA*. Chairs: Peter Belmi and Juliana Schroeder

The increasing importance of inequality and mobility. (2016, May). *Association for Psychological Science Annual Convention, Chicago, IL*.

The emerging psychology of social class. (2016, January). *Pre-Conference at the Society of Personality and Social Psychology Annual Conference, San Diego, CA*. Co-chair: Nicole Stephens

"The better angels of our nature:" Emerging trends in empathy research. (2014, May). *Association for Psychological Science Annual Convention, San Francisco, CA*.

Facing social class in psychological science. (2013, May). *Association for Psychological Science Annual Convention, Washington, DC*.

Hierarchy, judgmental accuracy, and the person-in-context. (2011, May). *Association for Psychological Science, Washington, DC*.

The social class divide: Exploring a new frontier of cultural psychology. (2011, January). *Society of Personality and Social Psychology Annual Conference, San Antonio, Texas*. Co-chair: Paul K. Piff

"Gimme five!" Tactile communication and its prosocial consequences. (2010, January). *Society of Personality and Social Psychology Annual Conference, Las Vegas, Nevada*. Co-chair: Christopher Oveis

Socioeconomic status and the social context: Psychological consequence of social inequality. (2009, May). *Association for Psychological Science Annual Convention, San Francisco, California*. Co-chair: Dacher Keltner

CONFERENCE TALKS

▪ **A list of poster presentations is available upon request**

⁺Torrez, B., ⁺Hollie, L., & Kraus, M.W. (2021, August). The misperception of progress toward diversity, equity, and inclusion in organizations. *Academy of Management, Annual Convention, Online*.

Kraus, M. W., ⁺Hollie, L., & ⁺Torrez, B. (2020, August). The misperception of progress toward diversity, equity, and inclusion. *Academy of Management, Annual Convention, Online*.

⁺Callaghan, B., Kraus, M. W., Richeson, J. A., & Dovidio, J. F. (2020, February). White Americans oppose racial equality when it threatens their racial group status. *Society of Personality and Social Psychology, Annual Convention, New Orleans, LA*.

Kraus, M. W., ⁺Callaghan, B., & Richeson, J. A. (2020, February). Improving accuracy in estimates of racial inequality. *Society of Personality and Social Psychology, Annual Convention, New Orleans, LA*.

Kraus, M. W., ⁺Rucker, J. & Richeson, J. A. (2019, October). The motivational, cognitive, and structural underpinnings of misperceptions of racial economic inequality. *Society of Experimental Social Psychology Annual Convention, Toronto, ON*.

Kraus, M. W., Brown, X., & Swoboda, H. (2019, October). Dog whistle mascots: Stereotypic Native American mascots as normative expressions of prejudice. *Group Processes and Intergroup Relations Preconference, Society of Experimental Social Psychology Annual Convention, Toronto, ON*.

Kraus, M. W., ⁺Torrez, B., ⁺Park, J. W., & ⁺Ghayebi, F. (2019, September). The reproduction of social class in brief speech. *Reverberations of Inequality Conference, University of Pennsylvania, Philadelphia, PA*.

Kraus, M. W., ⁺Torrez, B., ⁺Park, J. W., & ⁺Ghayebi, F. (2019, March). The reproduction of social class in brief speech. *Society for Affective Science, Annual Convention, Boston, MA*.

⁺Park, J. W., ⁺Srinivasan, P., ⁺Saint-Hilaire, S., & Kraus, M. W. (2019, June). Attitudes toward Allies in Social Movements. *Society for the Psychological Study of Social Issues, Annual Convention, San Diego, CA*.

⁺Kuo, E., Kraus, M. W., & Richeson, J. A. (2019, June). High-status exemplars and the misperception of the Asian-White wealth gap. *Society for the Psychological Study of Social Issues Annual Conference, San Diego, CA*.

⁺Callaghan, B., Kraus, M. W., & Dovidio, J. F. (2019, March). Social class predicts support for competent politicians. *Society of Personality and Social Psychology, Annual Convention, Portland, OR*.

Kraus, M. W., ⁺Torrez, B., ⁺Park, J. W., & ⁺Ghayebi, F. (2018, October). The reproduction of social class in brief speech. *Society of Experimental Social Psychology Annual Convention, Seattle, WA*.

Kraus, M. W., ⁺Rucker, J. & Richeson, J. A. (2018, March). Americans misperceive racial economic equality. *Society of Personality and Social Psychology, Annual Convention, Atlanta, GA*.

Kraus, M. W., ⁺Rucker, J. & Richeson, J. A. (2017, October). The misperception of racial economic inequality. *Society of Experimental Social Psychology Annual Convention, Boston, MA*.

⁺Callaghan, B., & Kraus, M. W. (2017, May). The influence of symbols of social class on treatment of the poor. *Association for Psychological Science Annual Convention, Boston, MA*.

- Kraus, M. W., Richeson, J. A., & ⁺Rucker, J. (2017, May). Americans overestimate progress toward racial equality. *Association for Psychological Science Annual Convention, Boston, MA.*
- Kraus, M. W. (2016, September). Empathic accuracy without visual cues. *Organizations and Management Faculty Retreat, Yale University, New Haven, CT.*
- Kraus, M. W., & ⁺Tan, J. J. X. (2016, May). American Dream or Mirage? How and why Americans overestimate social class mobility. *Association for Psychological Science Annual Convention, Chicago, IL.*
- Kraus, M. W. (2016, May). Proximity, touch, and cooperation in newly formed teams. *Association for Psychological Science Annual Convention, Chicago, IL.*
- Kraus, M. W., & ⁺Callaghan, B. (2016, May). Signs of social status divide the rich from the poor. *Association for Psychological Science Annual Convention, Chicago, IL.*
- ⁺Ondish, P., & Kraus, M.W. (2016, May). How Social Class Identities Undermine Social Mobility. *Midwestern Psychological Association, Chicago, IL.*
- Kraus, M. W., & ⁺Tan, J. J. X. (2016, January). Perceiving status: How and why Americans overestimate social class mobility. *Society for Personality and Social Psychology Annual Convention, San Diego, CA.*
- ⁺Salomon, E., & Kraus, M. W. (2015, May). Priming effects rely on strong concept associations. *Association for Psychological Science Annual Convention, New York, NY.*
- ⁺Tan, J. J. X., & Kraus, M. W. (2015, May). Lay theories of social class buffer lower-class individuals from poor self-rated health and negative affect. *Association for Psychological Science Annual Convention, New York, NY.*
- ⁺Ondish, P., & Kraus, M. W. (2015, April). Social class as rank or category: Effects on identity, affect, and motivation. *Midwestern Psychological Association Annual Convention, Chicago, IL.*
- ⁺Salomon, E., & Kraus, M. W. (2015, April). Priming effects rely on strong concept associations. *Midwestern Psychological Association Annual Convention, Chicago, IL.*
- ⁺Callaghan, B., & Kraus, M. W. (2015, April). Bridging the charitable giving divide: Income, anonymity, and pro-social behavior. *Midwestern Psychological Association Annual Convention, Chicago, IL.*
- Kraus, M. W., Anderson, C., ⁺Howland, L., & ⁺Callaghan, B. (2015, February). The undervalued self: Social class rank and political action. *Society of Personality and Social Psychology Annual Convention, Long Beach, CA.*
- Kraus, M. W. (2014, September). Signaling social class and crossing class boundaries. *The Great Recession and Social Class Divides Conference, Princeton, NJ.*
- ⁺Callaghan, B., & Kraus, M. W. (2014, August). Bridging the charitable giving divide: Income, anonymity, and pro-social behavior. *Academy of Management Annual Convention, Philadelphia, PA.*
- Kraus, M. W., & ⁺Segal, N. (2014, May). Empathic accuracy without visual cues. *Association for Psychological Science Annual Convention, San Francisco, CA.*

Keltner, D., Oveis, C., Horberg, E. J., & Kraus, M. W. (2013, August). Emotions as moral intuitions. *International Society for Research on Emotion, Berkeley, CA.*

⁺Tan, J. J. X., & Kraus, M. W. (2013, June). Essentialist beliefs moderate the association between social class and self-rated health. *International Association for Cross-Cultural Psychology, Los Angeles, CA.*

⁺Tan, J. J. X., & Kraus, M. W. (2013, May). Essentialist beliefs moderate the association between social class and self-rated health. *Association for Psychological Science Annual Convention, Washington, DC.*

⁺Tannenbaum, M. B., & Kraus, M. W. (2013, May). Social class, emotion, and responses to injustice. *Association for Psychological Science Annual Convention, Washington, DC.*

Anderson, C., Kraus, M. W., Galinsky, A. D., & Keltner, D. (2013, January). The local ladder effect: Sociometric status and subjective well-being. *Society of Personality and Social Psychology, New Orleans, Louisiana*

Kraus, M. W. (2012, August). Cultural and behavioral signals of social class. *Insights Conference, Yale School of Management, New Haven, Connecticut*

Kraus, M. W., & Mendes, W. B. (2012, August). Signs of social class. *Academy of Management Annual Meeting, Boston, Massachusetts*

Kraus, M. W., & Keltner, D. (2011, June). Hierarchy and hegemony: The psychology of class domination. *Association for Research in Personality, Riverside, California*

Kraus, M. W., Côté, S., & Keltner, D. (2011, May). Hierarchy, prosocial orientation, and empathic accuracy. *Association for Psychological Science, Baltimore, Maryland*

Kraus, M. W. & Horberg, E. J. (2011, January). Extending cultural differences in social class to emotion perception, moral judgment, and social categorization. *Society of Personality and Social Psychology, San Antonio, Texas*

Piff, P. K., Kraus, M. W., & Keltner, D. (2011, January). Social class, culture, and the convergence of resources and rank. *Society of Personality and Social Psychology, San Antonio, Texas*

Kraus, M. W., ⁺Huang, C., & Keltner, D. (2010, January). Tactile communication, trust, and performance in group competition: An ethological study of the NBA. *Society of Personality and Social Psychology, Las Vegas, Nevada*

Piff, P. K., Kraus, M. W., & Keltner, D. (2010, January). To have and have-not: Socioeconomic status, contextualism, and the giving gap. *Society of Personality and Social Psychology, Las Vegas, Nevada*

Kraus, M. W. & Keltner, D. (2009, May). Socioeconomic status, the sense of control, and contextual explanations. *Association for Psychological Science Annual Convention, San Francisco, California*

Kraus, M. W. & Chen, S. (2009, February). The automatic activation of self-verification goals in relationship contexts. *Society of Personality and Social Psychology, Tampa, Florida*

Kraus, M. W. (2007, May). Relational self-verification in transference. *Annual Berkeley-Stanford Psychology Conference, Berkeley, California.*

EDITORIAL BOARD MEMBERSHIP

Associate Editor: *Personality and Social Psychology Bulletin*, January 2021-

Associate Editor: *Affective Science*, August 2020-

Associate Editor: *Journal of Experimental Social Psychology*, January 2019-January 2022

Associate Editor: *Frontiers in Psychology*, June 2014-June 2016

Guest Action Editor: *Proceedings of the National Academy of Sciences*, April 2016, July 2018

Guest Action Editor: *Social Psychological and Personality Science*, August 2015, September 2021

Guest Action Editor: *Journal of Personality and Social Psychology*, October 2021

Consulting Editor: *Perspectives on Psychological Science*, February 2016-2018

Consulting Editor: *Journal of Personality and Social Psychology: Intergroup Relations and Group Processes*, January 2015-

Consulting Editor: *Personality and Social Psychology Bulletin*, January 2017-2020

Editorial Board: *Social Psychological and Personality Science*, August 2015-2018

Editorial Board: *Self and Identity*, January 2016-2018

AD HOC REVIEWER

Nature

Nature Communications

Nature Human Behavior

Science Advances

Psychological Review

Proceedings of the National Academy of Sciences

Journal of Experimental Psychology: General

Psychological Science

Administrative Science Quarterly

Emotion

Personality and Social Psychology Bulletin

Health Psychology

Biological Psychology

Social Cognition

European Journal of Social Psychology

Basic and Applied Social Psychology

Political Psychology

Cognitive Science

Journal of Consumer Research

Organizational Behavior and Human Decision Processes

PLoS ONE

Social Behavior and Personality

Educational Review

Archives of Scientific Psychology

British Journal of Sociology

The Sociology Quarterly

International Journal of Psychology

Psychology and Aging

Royal Society of Open Science

National Science Foundation: Social and Economic Sciences

Russell Sage Foundation

ACADEMIC SERVICE

Public Service

Research advisor: Beyond Conflict, a nonprofit organization dedicated to reducing racial inequality in Boston, MA 2017-2019

Research advisor: Congresswoman Beatty and Congresswoman Waters on hearings about HR40, a commission to study and develop reparations proposals for African Americans 2019

Research advisor: United Nations brief (via APA) on sustainable development for reducing inequality within and among countries 2020

Research advisor: President Biden's COVID-19 Health Equity Task Force 2021

Justice, Diversity, Equity, and Inclusion Work

Co-Organizer: Asian, Pacific Islander, and Desi Scholars in Social/Personality Psychology Working Collectively Towards Ending all Harmful Identity-Based Violence (ASCEND), 2021-

Director: Social-Personality Undergraduate Research Program <https://www.spsp.org/events/summer-opportunities-for-students/SPUR>, Society for Personality and Social Psychology, 2021-

Director: Summer Internship in Organizational Behavior www.yaleobinternship.com, summer 2017-present

Diversity and Climate Committee: Society for Personality and Social Psychology, 2019-present

Anti-Racism Task Force: Society for Personality and Social Psychology, 2020

Climate Change Task Force (Equity Focus): Society for Personality and Social Psychology, 2019

Diversity Travel Grant Review Committee: Society for Personality and Social Psychology Annual Meeting, 2019

Hiring and Admissions

Faculty Search Committee Chair (Organizational Behavior, Junior): Yale University, 2018-2019, 2019-2020, 2020-2021

Faculty Search Committee (Organizational Behavior, Junior): Yale University, 2015-2016; 2016-2017

Faculty Search Committee (Social Area): University of Illinois, 2013-2014, 2014-2015

Graduate Admissions Committee: University of Illinois, 2013-2014

Graduate Admissions Committee: UC Berkeley, 2007

Conference Organizing

Symposium Review Committee: Society of Personality and Social Psychology Annual Meeting, 2018-present

Symposium Review Committee: Academy of Management Annual Meeting, 2018

Organizations and Management Faculty Retreat Committee, 2016

Poster Review Committee: SPSP Annual Convention 2010, 2013

Other Service

Member: Yale University, School of Management, Behavioral Lab [creation of a community sample], 2016-present

Psychophysiology Training Seminar: University of Illinois, 2013

Summer Research Grant Committee: University of Illinois 2013-present

Human Subjects Review Committee: University of Illinois 2012-present

Social Psychology Lab Renovation Committee: UC Berkeley, Fall 2009

Facilities Committee: UC Berkeley IPSR, 2007 – 2010

Gordon Allport Society President: UC Berkeley, 2006-2007

Research Fellow: UCSD Alzheimer's Disease Research Center, 2003 – 2004

QUANTITATIVE TRAINING

Structural Equation Modeling Workshop, Professor Amiram Vinokur: Topics included path analysis, confirmatory factor analysis, structural equation modeling. Spring 2006

Hierarchical and Longitudinal Modeling, Professor Sophia Rabe-Hesketh: Topics included hierarchical linear modeling. Fall 2005

Data Analysis, Professor Thomas Wickens: Topics included analysis of variance, regression, non-parametric analyses. 2004-2005

Measurement Issues in Psychological Research, Professor Oliver John: Topics included reliability, validity, exploratory and confirmatory factor analysis. Fall 2005

TEACHING EXPERIENCE

Courses Taught

Inside Organizations, Yale University, Spring 2018, Spring 2020

Power and Politics for Executives, Yale University, Fall 2016-2021

Power and Politics, Yale University, Spring 2016, Fall 2016-2019, Spring 2021-2022

Global Virtual Teams, Yale University, Spring 2016-Spring 2021

Managing Groups and Teams, Yale University, Fall 2015

Human Emotion, University of Illinois, Spring 2015

Power, Status, and Influence, University of Illinois, Fall 2012-Spring 2013, Spring 2014-Fall 2014

Social Psychology Journal Club, University of Illinois, Spring 2013, Spring 2014-present

Personality Psychology, California State University East Bay, Fall 2011-Spring 2012

Graduate Student Instructor

Summer Research Opportunities Program Student Coordinator, UC Berkeley, Summer 2010

Cultural Psychology, Fall 2006

Social Psychology, Spring 2004/2005, Fall 2007/2008

Statistical Methods, Summer 2005/2006

Personality Psychology, Spring 2007

Introductory Psychology, Fall 2004

NOTABLE REJECTIONS AND FAILURES

Rejected by doctoral training program (x8)

National Science Foundation graduate research fellowship not awarded (x2)

Tenured faculty position application rejection (x50)

Research grants not awarded (x8)

Seed funds not awarded (x4)

Conference symposia not accepted (x8)

Published journal articles accepted on first submission (0)

Articles rejected by two or more journals before publication (x20)

Most number of rejecting journals before publication (5)

Most rounds of revisions prior to publication (4)

Most rounds of revision prior to rejection (4)

PROFESSIONAL AFFILIATIONS

Society for the Improvement of Psychological Science 2017-2019

Society of Experimental Social Psychology 2016-

Academy of Management 2012-

Power, Status, and Influence Network 2007-

Society for Affective Science 2014-

Society for the Psychological Study of Social Issues 2013-

American Psychological Association 2004-2016
 Association for Psychological Science 2007-
 Society for Personality and Social Psychology 2004-
 Association for Research in Personality 2011-2012

PUBLIC WRITING AND OPEDS

How American mythologies fuel anti-Asian violence. (2021). *Yale Insights*.
 How White managers can respond to anti-Black violence. (2020). *Yale Insights*.
 Anti-Asian racism exposes the model minority myth. (2020). *Yale Insights*.
 How speech patterns lead to hiring bias. (2020). *Harvard Business Review*.
 What happens when the mascot is racist? (2019). *Character & Context*.
 The moral case for building a lab. (2018). *Medium*.
 The power pod [podcast]. (2018). www.poweratyale.com
 A modest proposal to decentralize academic conferences. (2018). *Medium*.
 Our segregated lives: Connecticut's racial, economic inequality. (2017). *Hartford Courant*.
 Expanding psychology: One lab at a time. (2017). *Medium*.
 Psychology suggests that power doesn't make people bad—it just reveals their true natures. (2016). *Quartz*.
 Science is changing, can I change too? (2016). *Medium*.
 American dream? Or mirage? (2015). *The New York Times*.
 The emerging psychology of social class. (2015). *Emerging Trends in the Social and Behavioral Sciences* (eds.) Robert Scott and Stephen Kosslyn, Hoboken, NJ: John Wiley and Sons.
 It turns out clothes really do make the man. (2015). *The Conversation*.
 →Republished by the *Houston Chronicle* and *Fortune.com*
 Crossing class lines. (2014). *The New York Times*.
 The psychology of economic inequality. (2014). *New Left Project*.
 How the rich are different from the poor. (2014). *Annual Psychology Newsletter*, University of Illinois, 1, 9.
 Why the wealthiest one percent are so much richer than you. (2014). *Livescience*.
 How to elect a good leader. (2011). *New Scientist*, 211, 36-37.
 The difficulties of scientific writing. (2009). *Observer*, 22, 38-39.

SELECTED MEDIA MENTIONS

Why many Americans can't see the wealth gap between White and Black Americans, *FiveThirtyEight*
<https://fivethirtyeight.com/features/why-many-americans-dont-see-the-racial-wealth-gap/>
 There's no such thing as Noblesse Oblige, *The Atlantic*
<https://www.theatlantic.com/ideas/archive/2021/04/does-wealth-rob-brain-compassion/618496/>
 White riot, *New York Times*
<https://www.nytimes.com/2021/01/13/opinion/capitol-riot-white-grievance.html>
 Americans are determined to believe in Black Progress, *The Atlantic*
<https://www.theatlantic.com/magazine/archive/2020/09/the-mythology-of-racial-progress/614173/>
 What is owed, *New York Times*
<https://www.nytimes.com/interactive/2020/06/24/magazine/reparations-slavery.html>
 Inside the minds of the mega-rich, *IA Podcast*
<https://theia.org/segments/2019-03-28-inside-the-minds-of-the-rich/>
 I have class anxiety, *Marketplace*
<https://www.marketplace.org/shows/this-is-uncomfortable-reema-khrais/i-have-class-anxiety/>
 Whites have huge wealth edge over Blacks (but don't know it), *New York Times*
<https://www.nytimes.com/interactive/2017/09/18/upshot/black-white-wealth-gap-perceptions.html>
 Why don't America's rich give more to charity? *The Atlantic*
<https://www.theatlantic.com/business/archive/2017/12/why-dont-rich-give-more-charity/548537/>
 Power suits: How dressing for success at work can pay off, *National Public Radio*

<https://www.npr.org/2016/03/18/469669877/power-suits-how-dressing-for-success-at-work-can-pay-off>

How do we increase empathy? *New York Times*

<https://www.nytimes.com/2015/01/29/opinion/nicholas-kristof-how-do-we-increase-empathy.html>

As for empathy, the haves have not, *New York Times*

<https://www.nytimes.com/2011/01/02/fashion/02studied.html>

The charitable giving divide, *New York Times*

<https://www.nytimes.com/2010/08/22/magazine/22FOB-wwln-t.html>

Class and emotion, *National Public Radio*

<https://www.kqed.org/forum/201012301000/class-emotion>

Evidence that little touches do mean so much, *New York Times*

<https://www.nytimes.com/2010/02/23/health/23mind.html>