

## SONIA K. KANG

Assistant Professor, Organizational Behaviour and Human Resource Management  
Department of Management, Institute for Management & Innovation,  
University of Toronto Mississauga &  
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### ACADEMIC POSITIONS

<b>Assistant Professor</b> Organizational Behaviour and Human Resource Management Department of Management, Institute for Management and Innovation, University of Toronto Mississauga & Joseph L. Rotman School of Management, University of Toronto	<b>2011 -</b>
<b>Chief Scientist, Organization Stream</b> Behavioural Economics in Action at Rotman (BEAR) Centre	<b>2017 - 2018</b>
<b>Fellow</b> Behavioural Economics in Action at Rotman (BEAR)	<b>2016 -</b>
<b>Faculty Research Fellow</b> Rotman Institute for Gender & the Economy	<b>2016 -</b>
<b>Acting PhD Coordinator, July-December</b> Graduate Department of Management, University of Toronto	<b>2016</b>
<b>Post-Doctoral Fellow</b> Department of Psychology, Northwestern University	<b>2010 - 2011</b>
<b>EDUCATION</b>  University of Toronto, Toronto, ON <b>Ph.D. in Psychology</b> Dissertation: Beyond the double jeopardy hypothesis: Target age as a moderator of perceived emotion on Black and White faces.	<b>2010</b>
University of Toronto, Toronto, ON <b>M.A. in Psychology</b> Thesis: Stigma sensitivity and stereotype threat among older adults.	<b>2006</b>
University of Alberta, Edmonton, AB <b>B.Sc. (Hons.) in Psychology with First Class Honors</b> Thesis: An indirect examination of age stereotypes using the base rate paradigm.	<b>2004</b>

**SELECTED GRANTS, HONORS, AND AWARDS**

Saroj Parasuraman Award (Outstanding Publication on Gender and Diversity in Organizations Award from the Gender and Diversity in Organizations Division of the Academy of Management for “Whitened Resumes: Race and Self-Presentation in the Labor Market” ( <i>Administrative Science Quarterly</i> ).	2017
W. Richard Scott Article Award (Best Paper Award from the Organizations, Occupations, and Work Section of the American Sociological Association) for “Whitened Resumes: Race and Self-Presentation in the Labor Market” ( <i>Administrative Science Quarterly</i> ).	2017
IMI Research Award	2017
SSHRC Partnership Grant (PI: Toni Schmader, UBC) – “ <i>Engendering Success in STEM</i> ”, \$2,500,000	2017
Institute for Gender and the Economy Research Grant – “ <i>Shifting Stereotypes to Improve Leadership Aspiration and Self-Efficacy among Female Leaders</i> ”, \$6500	2017
Connaught New Researcher Award – “ <i>Mental Health Stigma in the Workplace</i> ”, \$21,800	2015
SSHRC Institutional Grant – “ <i>Mental Health Stigma in the Workplace</i> ”	2015
SSHRC Insight Development Grant – “ <i>Eliminating barriers to universal prosperity in the Canadian workforce</i> ”, \$74,446	2013-2016
SSHRC Institutional Grant – “ <i>Comparing young and older adults’ perceptions of multiply-categorizable individuals</i> ”	2013
SSHRC Institutional Grant – “ <i>Stereotypes, identity, and entrepreneurial decisions</i> ” (with Nicola Lacetera)	2012
SSHRC Postdoctoral Fellowship, \$81,000	2010 - 2012
Ken Dion Most Outstanding Social/Personality Graduate Student Award	2010
Lougheed Award of Distinction, Alberta Scholarship Programs, \$20,000	2009 - 2010
SSHRC Doctoral Fellowship, \$80 000	2006 - 2010
Ontario Graduate Scholarship, Government of Ontario, \$15 000 (declined)	2006 - 2007
SSHRC Master’s Fellowship, \$17,500	2005 - 2006

**ACADEMIC PUBLICATIONS**

- Apfelbaum, E.P., Grunberg, R., Halevy, N., & **Kang, S.K.** (2017). From ignorance to intolerance: Perceived intentionality of racial discrimination shapes preferences for colorblindness versus multiculturalism. *Journal of Experimental Social Psychology, 69*, 86-101.
- Hirsh, J.B., & **Kang, S.K.** (2016). Mechanisms of identity conflict: Uncertainty, anxiety, and the behavioral inhibition system. *Personality and Social Psychology Review, 20*, 223-244.
- Kang, S.K.**, DeCelles, K.A., Tilcsik, A., & Jun, S. (2016). Whitened resumes: Race and self-presentation in the labor market. *Administrative Science Quarterly, 61*, 469-502.  
\* Awarded 2 best paper awards - Saroj Parasuraman Award from the GDO Division of the Academy of Management and the W. Richard Scott Article Award from the OOW Section of the American Sociological Association.
- Kang, K.K., & **Kang, S.K.** (2016). Interpreting equality rights under Sections 7 and 15 in new and old ways: An empirical analysis of the concurrent claims approach. *National Journal of Constitutional Law, 35*, 235-268.
- Kang, S.K.**, Galinsky, A.D., Kray, L.J., & Shirako, A. (2015). Power affects performance when the pressure is on: Evidence for low-power threat and high-power lift. *Personality and Social Psychology Bulletin, 41*, 726-735.
- Kang, S.K.**, Plaks, J.E., & Remedios, J.D. (2015). Folk beliefs about genetic variation predict avoidance of biracial individuals. *Frontiers in Psychology: Personality and Social Psychology, 6*, 357.
- Kang, S.K.**, & Bodenhausen, G.V.B. (2015). Multiple identities in social perception and interaction: Challenges and opportunities. *Annual Review of Psychology, 66*, 547-574.
- Kang, S.K.**, Chasteen, A.L., Cadieux, J., Cary, L.A., & Syeda, M. (2014). Comparing young and older adults' perceptions of conflicting stereotypes and multiply-categorizable individuals. *Psychology and Aging, 29*, 469-481.
- Kang, S.K.**, & Inzlicht, M. (2014). Stereotype threat spillover: Why stereotype threat is more useful for organizations than it seems. *Industrial Organizational Psychology: Perspectives on Science and Practice, 7*, 452-456.
- Bodenhausen, G.V., **Kang, S.K.**, & Peery, D. (2012). Social categorization and perceptions of social groups. In S.T. Fiske & C.N. Macrae (Eds.), *The Sage Handbook of Social Cognition* (pp. 318-336). Thousand Oaks, CA: Sage.
- Hirsh, J.B., **Kang, S.K.**, & Bodenhausen, G.V. (2012). Personalized persuasion: Tailoring persuasive appeals to recipient personality traits. *Psychological Science, 23*, 578-581.

- Kang, S.K.**, & Inzlicht, M. (2012). Stigma building blocks: How instruction and experience teach children about rejection by out-groups. *Personality and Social Psychology Bulletin*, *38*, 357-369.
- Chasteen, A.L., **Kang, S.K.**, & Remedios, J.D. (2011). Aging and stereotype threat: Development, process, and interventions. In M. Inzlicht & T. Schmader (Eds.), *Stereotype Threat: Theory, Process, and Application* (pp. 202-216). Oxford, UK: Oxford University Press.
- Inzlicht, M., Tullet, A.M., Legault, L., & **Kang, S.K.** (2011). Lingering effects: Stereotype threat hurts more than you think. *Social Issues and Policy Review*, *5*, 227-256.
- Packer, D. J., Chasteen, A. L., & **Kang, S.K.** (2011). Facing social identity change: Interactive effects of current and projected collective identification on expectations regarding future self-esteem and psychological well-being. *British Journal of Social Psychology*, *50*, 414-430.
- Inzlicht, M., & **Kang, S.K.** (2010). Stereotype threat spillover: How threats to social identity affect eating, decision-making, and aggression. *Journal of Personality and Social Psychology*, *99*, 467-481.
- Kang, S.K.**, Inzlicht, M., & Derks, B. (2010). Social neuroscience and public policy on intergroup relations: A Hegelian analysis. *Journal of Social Issues*, *66*, 585-601.
- Kang, S.K.**, Hirsh, J.B., & Chasteen, A.L. (2010). Your mistakes are mine: Self-other overlap predicts neural response to observed errors. *Journal of Experimental Social Psychology*, *46*, 229-232.
- Kang, S.K.**, & Chasteen, A.L. (2009). Beyond the double-jeopardy hypothesis: Assessing emotion on the faces of multiply categorizable targets of prejudice. *Journal of Experimental Social Psychology*, *45*, 1281-1285.
- Kang, S.K.**, & Chasteen, A.L. (2009). The moderating role of age-group identification and perceived threat on stereotype threat among older adults. *International Journal of Aging and Human Development*, *69*, 201-220.
- Kang, S.K.**, & Chasteen, A.L. (2009). The development and validation of the age-based rejection sensitivity questionnaire (RSQ-Age). *The Gerontologist*, *49*, 303-316.
- Derks, B., Inzlicht, M., & **Kang, S.K.** (2008). The neuroscience of stigma and stereotype threat. *Group Processes and Intergroup Relations*, *11*, 163-181.

**OTHER PUBLICATIONS**

- Kang, S.K.**, DeCelles, K.A., Tilcsik, A., & Jun, S. (2016). The unintended consequences of diversity statements. *Harvard Business Review*. <http://tinyurl.com/hbrkang>
- Kang, S.K.**, & Apfelbaum, E.P. (2012). Research-based advice on teaching children not to be racist. *The Atlantic*, Available at *The Atlantic Online* April 12, 2012: <http://tinyurl.com/kangatlantic>.

**SELECTED CONFERENCE PRESENTATIONS AND SEMINARS**

- Kang, S.K.**, Tilcsik, A., DeCelles, K.A., & Jun, S. (June, 2017). *Diversity Statements and Self-Presentation in the Labor Market*. Canadian Psychological Association, Toronto.
- Kang, S.K.** (March, 2017). *Going Beyond Diversity Statements*. University of Toronto Factor-Inwentash School of Social Work.
- Kang, S.K.** (March, 2017). *Diversity Statements: From Words to Action*. UTM Strategic Planning Task Force Consultation Session.
- Kang, S.K.** (February, 2017). *Diversity and Inclusion: From Words to Action*. UTM Connections and Conversations Affinity Group.
- Kang, S.K.** (November, 2016). *Going Beyond Diversity Statements*. University of Toronto Provost's Office Faculty Diversity Symposium.
- Kang, S.K.**, Tilcsik, A., DeCelles, K.A., & Jun, S. (October, 2016). *Whitened Résumés: Race and Self-Presentation in the Labor Market*. Reunite at Rotman, University of Toronto.
- Kang, S.K.** (October, 2016). *Going Beyond Diversity Statements*. University of Toronto Student Success Groups Speaker Series (Inaugural Speaker).
- Kang, S.K.** & Hirsh, J.B. (September, 2016). *Identity Conflict and the Behavioral Inhibition System*. Society for Experimental and Social Psychology, Santa Monica, CA.
- Apfelbaum, E.P., Grunberg, R., Halevy, N., & **Kang, S.K.** (August, 2016). *Intentionality of Racial Discrimination Shapes the Merits of Colorblindness vs. Multiculturalism*. Academy of Management, Anaheim, CA.
- Kang, S.K.**, Tilcsik, A., DeCelles, K.A., & Jun, S. (August, 2016). *Whitened Résumés: Race and Self-Presentation in the Labor Market*. Academy of Management, Anaheim, CA.
- Kang, S.K.** (June, 2016). *Going Beyond Diversity Statements*. Peel Halton Workforce Group Annual General Meeting, Mississauga.

- Hirsh, J.B., & **Kang, S.K.** (June, 2016). *Mechanisms of identity conflict*. Canadian Psychological Association, Victoria, BC.
- Kang, S.K.** (May, 2016). *Going Beyond Diversity Statements*. IMI in the Headlines Speaker Series, UTM (Inaugural Speaker).
- Kang, S.K.** (May, 2016). *Going Beyond Diversity Statements*. Intergovernmental Affairs Cabinet Office, Toronto.
- Kang, S.K.** (May, 2016). *Going Beyond Diversity Statements*. University of Toronto HR & Equity.
- Kang, S.K.** (April, 2016). *Going Beyond Diversity Statements*. Ontario Universities Career Centre Directors Meeting, Toronto.
- Kang, K., & **Kang, S.K.** (February, 2015). *Interpreting Equality Rights under Sections 7 and 15 in New and Old Ways: An Empirical Analysis of the Concurrent Claims Approach*. David Asper Centre for Constitution Rights Symposium: Life, Liberty, & Equality—Canadian Style: The interplay between sections 7 and 15 of the Charter, Toronto, ON.
- Kang, S.K.**, Tse, K., & Toh, S.M. (February, 2015). *Developing and Applying a Taxonomy of Occupational Stereotypes to Predict Race and Gender Segregation in the Workplace*. Society for Personality and Social Psychology, Long Beach, CA.
- Plaks, J.E., **Kang, S.K.**, Remedios, J.D., & Chasteen, A.L. (February, 2015). *Folk beliefs about genetic variation predict avoidance of biracial individuals*. Society for Personality and Social Psychology, Long Beach, CA.
- Kang, S.K.**, Tilcsik, A., DeCelles, K.A., & Jun, S. (July, 2014). *Whitened Résumés: Racial Covering and Passing in the Labor Market*. European Group for Organizational Studies, Rotterdam, The Netherlands.
- Kang, S.K.**, Chasteen, A.L., & Tse, C. (May, 2014). *Coping with Ageism at Work*. Society for Industrial and Organizational Psychology, Honolulu, HI.
- Kang, S.K.**, Plaks, J.E., Remedios, J., & Chasteen, A.L. (February, 2014). *Mixed Essences: Folk Beliefs about Genetic Overlap Predict Avoidance of Biracial Individuals*. Society for Personality and Social Psychology, Austin, TX.
- Kang, S.K.**, DeCelles, K.A., & Jun, S. (February, 2013). *Diversity values and the racially transparent resume: Differentially motivating whites and minorities to reveal or conceal racial cues*. Department of Psychology, York University, Toronto, ON.

- Kang, S.K.**, DeCelles, K.A., & Jun, S. (February, 2013). *Diversity values and racial transparency of resumes*. Diversity Group, Department of Psychology & Rotman School of Management, University of Toronto, Toronto, ON.
- Bagheri, L., Yanovski, Y., & **Kang, S.K.** (January, 2013). *Leadership style predicts interpersonal sensitivity*. Society for Personality and Social Psychology, New Orleans, LA.
- Kapoor, A., Tse, K., Bagheri, L., **Kang, S.K.**, Lacetera, N., Macis, M., & Slonim, R. (January, 2013). *Divergent effects of social identity threat on risk-taking behavior among men and women*. Society for Personality and Social Psychology, New Orleans, LA.
- Remedios, J.D., Chasteen, A.L., **Kang, S.K.**, Rule, N.O., & Plaks, J.E. (January, 2013). *Derailing the link between "Black" and "Dangerous": Ambiguous categories influence automatic and controlled responses to obvious categories*. Society for Personality and Social Psychology, New Orleans, LA.
- Kang, S.K.**, Hirsh, J.B., & Chasteen, A.L. (May, 2012). *Your mistakes are mine: The shared experience of errors among close individuals*. Association for Psychological Science, Chicago, IL.
- Kang, S.K.**, Plaks, J.E., Remedios, J., Malahy, L.W., Sedins, M., Chasteen, A.L., & Shoda, Y. (May, 2012). *Effects of folk beliefs about genetic variation on racial categorization: Behavioral and neurophysiological evidence*. Association for Psychological Science, Chicago, IL.
- Kang, S.K.**, Hirsh, J.B., & Chasteen, A.L. (January, 2012). *Your mistakes are mine: The shared experience of errors among close individuals*. Society for Personality and Social Psychology, San Diego, CA.
- Chasteen, A. L., & **Kang, S. K.** (2011, November). *How images of aging influence reactions to multiply-categorizable individuals*. Gerontological Society of America, Boston, MA.
- Kang, S.K.**, & Inzlicht, M. (July, 2011). *Stereotype threat spillover: How social identity threat extends further than previously thought*. European Association for Social Psychology, Stockholm, Sweden.
- Kang, S.K.**, & Chasteen, A.L. (January, 2011). *Beyond the double jeopardy hypothesis: the interaction between age- and race-based stereotypes across the lifespan*. Society for Personality and Social Psychology, San Antonio, TX.
- Kang, S.K.**, & Inzlicht, M. (January, 2010). *Stereotype threat spillover: How threats to social identity affect aggression, eating, decision-making, and attentional control*. Society for Personality and Social Psychology, Las Vegas, NV.
- Hirsh, J.B., **Kang, S.K.**, & Chasteen, A.L. (January, 2010). *Self-other overlap predicts neural response to observed errors*. Society for Personality and Social Psychology, Las Vegas, NV.

- Tse, C., **Kang, S.K.**, Chasteen, A.L., & Remedios, J.D. (January, 2010). *Current perspectives on ageism, racism, and sexism: Attitudes about discrimination and those who claim to have experienced it*. Society for Personality and Social Psychology, Las Vegas, NV.
- Kang, S.K.**, & Chasteen, A.L. (May, 2009). *Target age moderates perceived anger and happiness on Black and White faces*. Association for Psychological Science, San Francisco, CA.
- Kang, S.K.**, & Chasteen, A.L. (February, 2009). *Beyond the double jeopardy hypothesis: Assessing threat on the faces of multiply categorizable targets of prejudice*. Society for Personality and Social Psychology, Tampa, FL.
- Chasteen, A.L., Remedios, J., **Kang, S.K.**, & Packer, D.J. (February, 2009). *What does it mean to identify with your age group: Distinguishing between cohort and youth identification*. Society for Personality and Social Psychology, Tampa, FL.
- Kang, S.K.**, & Inzlicht, M. (June, 2008). *The Development of Stigma Consciousness: Dissociating Top-down and Bottom-up Influences*. Society for the Psychological Study of Social Issues, Chicago, IL.
- Kang, S.K.**, Chasteen, A. L., & Tse, C. (June, 2008). *Differential Reactions to Claims of Ethnic, Age, and Gender Discrimination*. Canadian Psychological Association, Halifax, NS.
- Chasteen, A.L., **Kang, S.K.**, & Fortune, K. (April, 2008). *Consequences of attributions to age discrimination*. Cognitive Aging Conference, Atlanta, GA.
- Kwong-See, S.T., & **Kang, S.K.** (April, 2008). *Perceptions of communicative competence in aging: An examination of age stereotyping using a base rate paradigm*. Cognitive Aging Conference, Atlanta, GA.
- Kang, S.K.**, & Inzlicht, M. (February, 2008). *The development of stigma consciousness among children*. Society for Personality and Social Psychology, Albuquerque, NM.
- Chasteen, A.L., & **Kang, S.K.** (February, 2008). *Do attributions to age discrimination protect targets of ageism?* Society for Personality and Social Psychology, Albuquerque, NM.
- Inzlicht, M. & **Kang, S.K.** (October, 2007). *Why women leave science: Using a neurophysiological approach to understand and plug the leaky pipeline*. Society for Psychophysiological Research, Savannah, Georgia.
- Kang, S.K.**, & Inzlicht, M. (June, 2007). *Why women leave science: Neural underpinnings of the leaky pipeline*. Small Group Meeting on Stigma and Social Disadvantage, Leiden, Netherlands.
- Kang, S.K.**, Chasteen, A. L., & Fortune, K. (June, 2007). *Are the self-protective properties of stigma effective for age discrimination?* Canadian Psychological Association, Ottawa, ON.



**Kang, S.K.**, Packer, D. J., & Chasteen, A. L. (January, 2007). *Anticipating future stigma: Extending the rejection-identification model to future group memberships*. Society for Personality and Social Psychology, Memphis, TN.

Inzlicht, M., Gutsell, J. N., & **Kang, S.K.** (January, 2007). *Running out of steam: Neural signals for ego depletion and stereotype threat*. Society for Personality and Social Psychology, Memphis, TN.

**Kang, S.K.**, & Chasteen, A. L. (June, 2006). *How stigma sensitivity moderates stereotype threat effects in older adults*. Canadian Psychological Association, Calgary, AB.

### SYMPOSIUM CHAIRS

**Kang, S.K.** (June, 2008). *Developmental Perspectives on Prejudice and Intergroup Relations*. Symposium presented at the 7th Biennial Convention of the Society for the Psychological Study of Social Issues, Chicago, IL.

**Kang, S.K.** (June, 2007). *Contemporary topics in social and personality psychology*. Symposium presented at the 68th Annual Convention of the Canadian Psychological Association, Ottawa, ON.

**Kang, S.K.** (June, 2007). *Developmental perspectives in social psychology*. Symposium presented at the 68th Annual Convention of the Canadian Psychological Association, Ottawa, ON.

**Kang, S.K.** (June, 2007). *Our world then and now: political, environmental, and interpersonal orientations*. Symposium presented at the 68th Annual Convention of the Canadian Psychological Association, Ottawa, ON.

### COURSE INSTRUCTORSHIPS

MGT480 Management and Commerce Internship, UTM Management, 2016-

RSM3091 Rotman PhD Seminar: OBHR Workshop, Fall/Winter 2013-2014

MMI1050 Negotiations, UTM Master of Management of Innovation Program, 2013-

MGT460 Human Resources Management, UTM Management, 2013-

MGT262 Individual and Group Behaviour in Organizations, UTM Management, 2011-

PSY220 Introduction to Social Psychology, Dept. of Psychology, University of Toronto, 2009

PSY332 Organizational Behaviour, Dept. of Psychology, University of Toronto, 2008, 2009

**STUDENT SUPERVISION**

Rotman OB/HRM PhD Program, Joyce He, 2016-  
Rotman OB/HRM PhD Program, Hadiya Roderique, 2013-  
MMI Capstone Project, Yasmine Abubakr, 2014  
MMI Capstone Project, Oleh Marianchuk, 2014  
BSc Hons, Psychology Honors Thesis Project, Arunima Kapoor, 2013-2014  
MMI Capstone Project, Adam Erwood, 2013  
MGT299 Research Opportunity Program, Qiayao Zhang, 2012-2013

**SERVICE**

UTM OBHRM Teaching-Stream Faculty Selection Committee, 2017  
Facilitator, University of Toronto HR & Equity Anti-Bias Training Workshop for at Retreat for New Academic Administrators, 2016, 2017  
SPSP Convention Review Panel, 2016  
UTM OBHRM Teaching-Stream Tenure-Track Faculty Selection Committee, 2016  
OBHRM Acting PhD Coordinator, July-December, 2016  
Delegated Ethics Review Committee; Social Sciences, Humanities, and Education Research Ethics Board (SSHE REB); University of Toronto Office of Research Ethics, 2014-2017  
SSHRC Insight Development Grants Adjudication Committee, 2014  
IMI Graduate Department Academic Appeals Committee (GDAAC), 2013-2014  
UTM Dept of Management SL 3 Advancement Committee, 2013-2014  
Coordinator, Rotman OBHR Area Brownbag and Speaker Series, 2013-2014  
Planning and Development Committee, UTM Management HRMIR Program, 2012-  
Rotman OBHR PhD Program, PhD Student Admission Committee, 2012, 2013, 2014  
Rotman OBHR PhD Program, Comprehensive Examiner, 2012  
Member-at-Large, Graduate Student Committee, Society for Personality and Social Psychology, 2008-2009  
Co-Chair, Social/Personality/Abnormal Psychology Area Meeting, University of Toronto, 2007-2008  
Vice-President, Psychology Graduate Student's Association, University of Toronto, 2007-2008  
Member-at-Large, Graduate Student Committee, Society for Personality and Social Psychology, 2007-2008  
Graduate Student Orientation Committee, Department of Psychology, University of Toronto, 2007  
Graduate Program Committee, Department of Psychology, University of Toronto, 2006-2008  
Graduate Student Representative, Canadian Psychological Association, 2006-2007

**SELECTED MEDIA COVERAGE AND OUTREACH**

Advertisement Journal	Business News Daily	Businessweek
CTV.ca	Financial Times	Futurity
Harvard Business Review	Montreal Gazette	Psychology Today
Smart Planet	The Atlantic	The Conversation
The Globe and Mail	The Guardian	The Times of India
Toronto Star	WAMC Radio	YourMississaugaBiz.com
The Huffington Post	Radio Canada International	CBC Radio
The Nation	Maclean's	Forbes
TVO		

**REVIEWER ACTIVITIES**

Biological Psychology; Canadian Journal of Behavioural Science; European Journal of Social Psychology; Group Processes and Intergroup Relations; International Journal of Aging and Human Development; International Journal of Psychology; International Review of Social Psychology; Journal of Experimental Social Psychology; Journal of Personality and Social Psychology; Journal of Social Issues; Organizational Behavior and Human Decision Processes; Personality and Social Psychology Bulletin; Personality and Social Psychology Review; Psychological Bulletin; Psychological Science; Psychophysiology; Psycho-Oncology; Research on Aging; Sex Roles; Social Cognition; Social Neuroscience; Social Psychological and Personality Science