

VIRGINIA SAU YEE KWAN
Curriculum Vitae

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Department of Psychology
Princeton University
Princeton, NJ 08544-1010

Education

University of California, Berkeley
Ph.D. in Social / Personality Psychology, 2002

Chinese University of Hong Kong
M.A. in Social / Cultural Psychology, 1997

Bemidji State University
B.S. in Psychology, 1995

Employment

Princeton University, New Jersey
Assistant Professor, Department of Psychology, 2002 - Present

Selected Awards and Honors

- Sage Young Scholars Award, Foundation of Social and Personality Psychology, 2008
- Identified as a Psychological Science's Rising Star, American Psychological Society, 2007 (Featured in *Observer*, October, 2007)
- Elected Member, Society of Experimental Social Psychology, 2007-present
- Old Dominion Fellow, Princeton University, 2005-2007
- Fellow, Center for Advanced Study in the Behavioral Sciences, Stanford University, 2004 – 2005
- Theoretical Innovation Prize, Society for Personality and Social Psychology, 2002
- The best article published in the Journal of Research in Personality, 2002
- UC Dissertation Year Fellowship, 2001 - 2002
- Departmental Fellowship, University of California, Berkeley, Spring, 2001
- Graduate Opportunity Fellowship, University of California, Berkeley, 1997 - 1999
- Magna cum Laude, Bemidji State University, 1995
- Award of Excellence in the Minnesota State Undergraduate Statistics Contest, 1994

External Research Funding

- National Science Foundation NSF 0541896: A Componential Approach to Self-Perception. July 2006 - June 2009. \$275,001

Research Interests

- Social-Perception Processes
 - Self-Perception

- Intergroup Perception
- Perceptions of Nonhuman Agents
- Cultural Psychology
 - Diversity and Multicultural Identity Dynamics
 - Cultural Priming
 - Judgment and Decision Making
- Methodology
 - Multi-level Analysis
 - Social Relations Model

Teaching Experience

Instructor:

Graduate Seminar in Cultural Psychology, Princeton University

Cultural Psychology, Princeton University

Introduction to Personality, Princeton University

Graduate Seminar in Social Psychology, University of Pennsylvania (Spring, 2008; with J. Cooper, J. Darley, S. Fiske, D. Prentice, E. Pronin, and A. Todorov)

Graduate Student Instructor (Teaching Assistant):

Social Cognition, University of California, Berkeley with Dr. John Kihlstrom, Spring, 2000.

Introduction to Personality, University of California, Berkeley with Dr. Oliver John, Fall, 1999.

Cross-cultural Psychology, Chinese University of Hong Kong with Dr. Michael Bond, Spring, 1997

Social Psychology, Chinese University of Hong Kong with Dr. Michael Bond, Fall, 1995 and Fall, 1996

Advanced Social Psychology, Chinese University of Hong Kong with Dr. Sik Hung Ng, Spring 1996

Introduction to Statistics, University of California, Berkeley, with Dr. Laura Sands, Spring, 1998.

Specialized Training

a. Cultural Research

Social Psychology across Cultures – Dr. Michael Bond, Fall, 1995.

b. Statistics and Measurement

- *Multivariate Statistics and Research Methods* – Dr. Wai Chan, 1995 - 1996
- *Social Relations Model Analysis Workshop* – Dr. David Kenny, December 1996
- *Linear Modeling* – Dr. Charles Judd, Spring 1998
- *Psychometrics* – Dr. Oliver John, Spring, 1999
- *Meta-analysis Workshop* – Dr. Robert Rosenthal, March 2000
- *Modeling the Dynamics of Growth and Decline Workshop* – Dr. Jack McArdle, May 2001
- *Item Response Theory Workshop* – Department of Education, Chinese University of Hong Kong, June 1996

c. Languages

Bilingual in English and Chinese

Professional Service

Guest Editor: A special issue entitled "Two sides to every self-process: The pros and cons" for *Self and Identity*, in progress.

Guest Editor: A special issue entitled "Missing links in social cognition: The continuum from nonhuman agents to dehumanized humans" for *Social Cognition*, in press.

Editorial Board: *Journal of Experimental Social Psychology*, 2006 - Present

Member of the inaugural selection committee for Diener Award, Foundation for Personality and Social Psychology, in progress

Member of the scientific subcommittee for *The Chinese Psychologist Conference* (CPC; to be held in Hong Kong, China, 2008)

Treasurer and Secretary, International Society for Self and Identity (ISSI), 2003 - 2006

Ad-hoc Reviewer:

- Psychological Science
- Perspectives on Psychological Science
- National Science Foundation
- Journal of Experimental Social Psychology
- Journal of Personality and Social Psychology
 - Attitudes and Social Cognition
 - Interpersonal Relations and Group Processes
 - Personality Processes and Individual Differences
- Personality and Social Psychology Bulletin
- Group Processes and Intergroup Relations

- European Journal of Social Psychology
- Journal of Cross-Cultural Psychology
- Asian Journal of Social Psychology
- Psychology and Aging
- Journal of Personality
- Social Sciences and Humanities Research Council, Canada
- Time-sharing Experiments for the Social Sciences (TESS)
- Research Grants Council of Hong Kong

Publications

Kwan, V. S. Y., John, O. P., Robins, R. W., & Kuang, L. L. (in press). Conceptualizing and assessing Self-Enhancement Bias: A Componential Approach. *Journal of Personality and Social Psychology*.

Kwan, V. S. Y., & Fiske, S. T. (in press). Missing links in social cognition: The continuum from nonhuman agents to dehumanized humans. *Social Cognition*.

Kwan, V. S. Y., Gosling, S. D., & John, O. P. (in press). Anthropomorphism as a special case of social perception: A cross-species comparative approach and a new empirical paradigm. *Social Cognition*.

Kwan, V. S. Y., Kuang, L. L., & Zhao, B. (in press). In search for optimal ego: When self-enhancement bias helps and hurts adjustment. H. Wayment & J. Bauer (Eds.). *Quieting the ego: Psychological benefits of transcending ego*. American Psychological Association.

Kwan, V. S. Y., & McGee, J. A. (in press). Individuation. In Harry T. Reis & Susan Sprecher (Eds.), *Encyclopedia of Human Relationships*. Thousand Oaks, CA: Sage.

Barrios, V., **Kwan, V. S. Y.**, Gorman, J., Weir, L., Sip, K., Ganis, G., Romanowsk, J., & Keenan, J. P. (in press). Elucidating the neural correlates of egoistic and moralistic self-enhancement. *Consciousness and Cognition*.

Cuddy, A. J. C., Fiske, S. T., & **Kwan, V. S. Y.**, Glick, P., Demoulin, S., Levens, J. P. and others. (in press). Is the Stereotype Content Model culture-bound? A cross-cultural comparison reveals systematic similarities and differences. *British Journal of Social Psychology*.

Kwan, V. S. Y., & Mandisodza, A. N. (in press). Self-Esteem: On the relation between conceptualization and measurement. In C. Sedikides & S. Spencer (Eds.). *Frontiers in social psychology: The Self*. Philadelphia, PA: Psychology Press.

Kwan, V. S. Y., Barrios, V., Ganis, G., Gorman, J., Lange, C., Kumar, M., Shepard, A., & Keenan, J. P. (2007). Assessing the neural correlates of self-enhancement bias: A Transcranial Magnetic Stimulation study. *Experimental Brain Research*, 182, 379-385.

Kwan, V. S. Y., John, O. P., & Thein, S. M. (2007). Broadening the research on self-esteem: A new scale for longitudinal studies. *Self and Identity*, 6, 20-40.

Chu, T., & **Kwan**, V. S. Y. (2007). Effect of collectivistic cultural imperatives on Asian American meta-stereotypes. *Asian Journal of Social Psychology*, *10*, 270-276.

Lin, M., **Kwan**, V. S. Y., Cheung, A., Fiske, S. T. (2005). Stereotype content model explains prejudice for an envied outgroup: Anti-Asian-Americans Prejudice Scale. *Personality and Social Psychology Bulletin*, *31*, 34-47.

Kwan, V.S.Y. (2004). Our beastly selves: Exorcising the ghosts of anthropomorphism. *The APS Observer*, *17*, 12.

Kwan, V. S. Y., John, O. P., Kenny, D. A., Bond, M. H., & Robins, R. W. (2004). Reconceptualizing individual differences in self-enhancement bias: An interpersonal approach. *Psychological Review*, *111*, 94-111. Awarded the Theoretical Innovation Prize, Society for Personality and Social Psychology.

Vescio, T. K., Judd, C. M., & **Kwan**, V. S. Y. (2004). Categorization and intergroup bias in crossed contexts: Examining the benefits of crossed categories. *Journal of Experimental Social Psychology*, *40*, 478-496.

Robins, R. W., Mendelsohn, G. A., Connell, J. B., & **Kwan**, V. S. Y. (2004). Do people agree about the causes of behavior? A Social Relations Analysis of behavior ratings and causal attributions. *Journal of Personality and Social Psychology*, *86*, 334-344.

Gosling, S. D., **Kwan**, V. S. Y., & John, O. P. (2003). A dog's got personality: A cross-species comparative approach to personality judgments in dogs and humans. *Journal of Personality and Social Psychology*, *85*, 1161-1169.

Swann, W. B. Jr., **Kwan**, V. S. Y., Polzer, J. T., & Milton, L. P. (2003). Capturing the elusive "value in diversity" effect: Individuation, self-verification and performance in small groups. *Personality and Social Psychological Bulletin*, *29*, 1396-1406.

Swann, W. B. Jr., **Kwan**, V. S. Y., Polzer, J. T., & Milton, L. P. (2003). Waning of stereotypic perceptions in small groups: Identity negotiation and erosion of gender expectations of women. *Social Cognition*, *21*, 194-212.

Kwan, V. S. Y., Bond, M. H., Boucher, H. C., Maslach, C., & Gan, Y. Q. (2002). The construct of individuation: More complex in collectivist than in individualist cultures? *Personality and Social Psychological Bulletin*, *28*, 300-310.

Helson, R., **Kwan**, V. S. Y., John, O. P., & Jones, C. (2002). The growing evidence for personality change in adulthood: Findings from research with personality inventories. *Journal of Research in Personality*, *36*, 287-306.

Helson, R., Jones, C., & **Kwan**, V. S. Y. (2002). Personality change in adulthood: Hierarchical Linear Modeling analyses of two longitudinal samples. *Journal of Personality and Social Psychology*, *83*, 752-766.

Helson, R., & **Kwan**, V. S. Y. (2000). Personality change in adulthood: The broad picture and processes in one longitudinal sample. In S. E. Hampson (Ed.), *Advances in Personality Psychology* (Vol. 1, pp.77-106). Philadelphia, PA.: Psychology Press/Taylor & Francis.

Bond, M. H., **Kwan**, V. S. Y., & Li, C. (2000). Decomposing a sense of superiority: The differential social impact of self-regard and regard for others. *Journal of Research in Personality*, 34, 537-553.

Li, C., **Kwan**, V. S. Y., & Bond, M. H. (1999). Nomological network of relationship harmony for Chinese. In W. J. Lonner & D. L. Dinnel (Eds.), *Merging past, present, and future in cross-cultural psychology: Selected papers from the Fourteenth International Congress of the International Association for Cross-Cultural Psychology* (pp. 398-405). Lisse, Netherlands: Swets & Zeitlinger.

Kwan, V. S. Y., Bond, M. H., & Singelis, T. S. (1997). Pancultural explanations for life satisfaction: Adding relationship harmony to self-esteem. *Journal of Personality and Social Psychology*, 73, 1038-1051.

Invited Colloquia/Talks

- The Self and Identity Preconference (2008) at the Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, New Mexico.
- Psychology Department, University of Southern California, 2008
- Psychology Department, Clark University, 2008
- Psychology Department, Jacob Bremen University, Germany, 2007
- Psychology Department, Harvard University, 2007
- Psychology Department, University of Illinois, Chicago, 2007
- Psychology Department, Chinese University of Hong Kong, 2007
- Psychology Department, Colby College, 2007
- Culture Preconference (2007) at the Annual Meeting of the Society for Personality and Social Psychology, Memphis, TN.
- Psychology Department, Yale University, 2006
- The Quiet Ego Conference, Flagstaff, Arizona, 2005
- Institut für Psychologie, Humboldt-Universität zu Berlin, Germany, 2005
- Psychology Department, Martin-Luther-Universität Halle-Wittenberg, Germany, 2005
- Institute of Personality and Social Research, University of California, Berkeley, 2005
- Center for Advanced Study in Behavioral Sciences, Palo Alto, 2005
- Psychology Department, Stanford University, 2005
- The Social Psychology Program (2004) at the Annual Meeting of the American Psychological Society, Chicago, Illinois.
- The Self and Identity Preconference (2004) at the Annual Meeting of the Society for Personality and Social Psychology, Austin, Texas.
- Psychology Department, Tuft University, 2004
- Psychology Department, Columbia University, 2004
- Psychology Department, University of Connecticut, 2003; 2008
- Psychology Department, University of Delaware, 2003
- Psychology Department, Ohio State University, 2002
- Psychology Department, University of California, Santa Barbara, 2002

Selected Conference Presentations

Kwan, V. S. Y. (Chair; 2007). *The power of cultural and ideological symbols*. Symposium presented at the Annual Meeting of the Society of Experimental Social Psychology, Chicago.

Kwan, V. S. Y., & Alter, A. L. (2007). *Culturally-laden symbols affect everyday decision-making*. Talk presented at the Annual Meeting of the Society of Experimental Social Psychology, Chicago.

Kwan, V. S. Y., & Kuang, L. L. (2007). When does self-enhancement affect social adjustment? Talk presented at the Annual Meeting of the American Psychological Association, San Francisco, CA.

Kwan, V. S. Y. (Chair; 2007). *Perceived human and nonhuman agents*. Symposium presented at the Annual Meeting of the American Psychological Society, Washington, D. C.

Kuang, L. L., **Kwan, V. S. Y.** & Hui, N. (2007). Conceptualizing and assessing self-esteem: A componential approach and a cross-cultural comparison. Poster presented at the meeting of the Society for Personality and Social Psychology, Memphis, TN.

Gosling, S. D., Hilliard, S. J., Schapiro, S. J., Vazire, S., **Kwan, V. S. Y.**, & John, O. P. (2007, November). Assessing Personality and Temperament in Animals. Paper presented at the 5th International Working Dog Breeding Conference, San Antonio, TX.

Kwan, V. S. Y. (Chair; 2006). *On the relation between cultural information processing and multicultural identity dynamic*. Symposium presented at the XVIII Congress of the International Association for Cross-Cultural Psychology, July, 2006, Isle of Spetses, Greece.

Lee, T., & **Kwan, V. S. Y.** (2006). *Synthesizing the multicultural and colorblind models of diversity: Acknowledging differences without essentializing*. Symposium presented to the XVIII Congress of the International Association for Cross-Cultural Psychology, July, 2006, Isle of Spetses, Greece.

Kuang, L. L., & **Kwan, V. S. Y.** (2006). *The value of self-enhancement bias*. Poster presented to the XVIII Congress of the International Association for Cross-Cultural Psychology, July, 2006, Isle of Spetses, Greece.

Kuang, L. L., & **Kwan, V. S. Y.** (2006). *The value of self-enhancement bias on social adjustment*. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Palm Spring, California.

Kwan, V. S. Y. (2005). *A new conceptualization and paradigm for studying self-enhancement bias and adjustment*. Symposium presented at the Annual Meeting of the American Psychological Association, Washington D. C.

Kwan, V. S. Y., Gosling, S. D., & John, O. P. (2005). *Anthropomorphism as social perception*. Symposium presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, Louisiana.

Chong, J., & **Kwan**, V. S. Y. (2005). *Collectivistic cultural imperatives and the perpetuation of Asian stereotypes*. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, Louisiana.

Hui, N. H. H., **Kwan**, V. S. Y., & Pun, L. Y. K. (2004). *Heterogeneity of self-esteem: secure and defensive self-esteem among Chinese college students*. Paper presented at the International Congress of Psychology, Beijing, China.

Cuddy A. J. C., & **Kwan**, V. S. Y. (Co-Chair; 2004). *Culture and prejudice: Bringing together new theoretical approaches*. Symposium presented at the Annual Meeting of the Society for Personality and Social Psychology, Austin, Texas.

Cheung, A., & **Kwan**, V. S. Y. (2004). *Are envious stereotypes a mixed blessing?* Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Austin, Texas.

Poretzky, L., & **Kwan**, V. S. Y. (2004). *Capitalizing on cultural diversity: The effect of situational constraint on social identification*. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Austin, Texas.

Swann, W. B., **Kwan**, V. S. Y., Polzer, J., & Milton, L. (2003). *Vanquishing gender-stereotypic perceptions in groups: The interplay of individuation and self-verification*. Symposium: Causes and consequences of changes in stereotypic beliefs. Society for Personality and Social Psychology, Los Angeles, California.

Kahn K., Thein, S., Glaser, J., **Kwan**, V. S. Y. (2003). *Implicit learning of group membership*. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Los Angeles, California.

Kwan, V. S. Y, Gosling, S. D., & John, O. P. (2002). *Perceiving personality in animals*. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Savannah, Georgia.

Boucher, H. C., **Kwan**, V. S. Y., Bond, M. H., & Maslach, C. (2002). *Does the construct of individuation change meaning in a collectivist culture?* Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Savannah, Georgia.

Gosling, S. D., **Kwan**, V. S. Y, & John, O. P. (2001). *A Social Relations Model analysis of anthropomorphic projections*. Symposium paper presented at the Annual Meeting of the Society of Experimental Social Psychology, Spokane, Washington.

Kwan V. S. Y., & Klohnen, E. C. (2001). *Individual differences in personality change across 25 years of adulthood*. In D. Mroczek (Chair), Personality development over the lifespan. Symposium paper presented at the Annual Meeting of the Society for Personality and Social Psychology, San Antonio, Texas.

Kwan, V. S. Y., John, O. P., & Robins, R., Bond, M. H., & Kenny, D. A. (2000). *Conceptualization and measurement of individual differences in self-enhancement*. Symposium paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Nashville, Tennessee.

Helson, R., Jones, C., & **Kwan**, V. S. Y. (1999). *Is there normative personality change?* Symposium paper presented at the Annual Meeting of the Gerontological Society of America, San Francisco, California.

Kwan, V. S. Y., Urland, G., & John, O. P. (1999). *Big Five personality and racial prejudice affect social perception*. Poster presented at the Annual Meeting of the American Psychological Association, Boston, Massachusetts.

McConnel, C. E., **Kwan**, V. S. Y., & John, O. P. (1999). *Continuity and change in mate preferences over 40 years*. Poster presented at the Annual Meeting of the American Psychological Association, Boston, Massachusetts.

Kwan, V. S. Y., Bond, M. H., & Kenny, D. A. (1998). *Conceptualization of self-enhancement*. Poster presented at the Annual Meeting of the American Psychological Association, San Francisco, California.

Singelis, T. M., & **Kwan**, V. S. Y. (1998). *The cultural construction of self and well-being*. Symposium paper presented at the Stanford-IPSR culture conference, California.

Judd, C. M., Vescio, T. K., & **Kwan**, V. S. Y. (1998). *Searching for the benefits of crossed categorizations*. Symposium paper presented at the Meeting on Social Cognition European Association of Experimental Social Psychology, Venice, Italy.

Li, C. J., **Kwan**, V. S. Y., & Bond, M. H. (1998). *Nomological network of relationship harmony in Chinese*. Poster presented at the XIVth Congress of the International Association for Cross-Cultural Psychology, August, 1998, Bellingham, Washington.

Kwan, V. S. Y., Bond, M. H., & Singelis, T. S. (1996). *Pancultural explanations for life satisfaction: Adding relationship harmony to self-esteem*. Poster presented at the XIIIth Congress of the International Association for Cross-Cultural Psychology, August, 1996, Montreal, Canada.

Kwan, V. S. Y., Gan, Y. Q., Bond, M. H. (1996). *Looking within and beyond individuation in a collectivist culture*. Poster presented at the XIIIth Congress of the International Association for Cross-Cultural Psychology, August, 1996, Montreal, Canada.