

Gandalf Nicolas

September 2020

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EMPLOYMENT

Rutgers University – New Brunswick

Assistant Professor of Psychology; September 2020-Present

Princeton University

Post-doctoral Scholar; July-August 2020

EDUCATION

Princeton University

Master of Arts, Psychology; 2018

Doctor of Philosophy, Psychology; 2020

The College of William and Mary

Master of Arts, Experimental Psychology; 2015

Pontificia Universidad Católica Madre y Maestra

Bachelor of Arts, General Psychology (Licenciatura en Psicología General); 2012

University of Southern Indiana

Academic Year Exchange Student, Psychology; 2010-2011

PUBLICATIONS

Peer-Reviewed

Koch, A., Imhoff, R., Unkelbach, C., **Nicolas, G.**, Fiske, S. T., Terache, J., Carrier, A., & Yzerbyt, V. (2020). Groups' Warmth is a Personal Matter: Understanding Consensus on Stereotype Dimensions Reconciles Adversarial Models of Social Evaluation. *Journal of Experimental Social Psychology*. doi: 10.1016/j.jesp.2020.103995

- Nicolas, G., Bai, X., & Fiske, S. T.** (2019). Exploring research-methods blogs in Psychology: Who posts what about whom, and with what effect? *Perspectives on Psychological Science*. doi: 10.1177/1745691619835216
- Nicolas, G., Skinner, A. L., & Dickter, C. L.** (2019). Other than the sum: Hispanic and Middle Eastern categorizations of Black-White mixed-race faces. *Social and Personality Psychological Science*. doi: 10.1177/1948550618769591
- Nicolas, G., de la Fuente, M., & Fiske, S. T.** (2017). Mind the overlap in multiple categorization: A review of crossed categorization, intersectionality, and multiracial perception. *Group Processes and Intergroup Relations*, 20(5), 621-631. doi: 10.1177/1368430217708862
- Fiske, S. T., Dupree, C. H., **Nicolas, G.**, & Swencionis, J. K. (2016). Status, power, and intergroup relations: The personal is the societal. *Current Opinion in Psychology*, 11, 44-48. doi: 10.1016/j.copsyc.2016.05.012
- Open Science Collaboration (2015). Estimating the reproducibility of psychological science. *Science*, 349(6251). doi: 10.1126/science.aac4716
- Skinner, A. L., & **Nicolas, G.** (2015). Looking Black or looking back? Using phenotype and ancestry to make racial categorizations. *Journal of Experimental Social Psychology*, 57, 55-63. doi: 10.1016/j.jesp.2014.11.011
- Nicolas, G., & Martínez, G.** (2015). Evaluation of clinical psychological practices in the Dominican Republic / Evaluación de prácticas en la psicología clínica dominicana. *Psiencia*, 7, 41-53. doi: 10.5872/psiencia/7.1.131
- Nicolas, G., & Skinner, A. L.** (2012). "That's so gay!" Priming the general negative usage of the word *gay* increases implicit anti-gay bias. *The Journal of Social Psychology* 152(5), 654-8. doi: 10.1080/00224545.2012.661803

Other Publications

- Bai, X*, **Nicolas, G.***, Fiske, S. T. (in press). Social Stereotypes: Content and Process. In D. Carlston, K. Johnson, & K. Hugenberg (eds.). *The Oxford Handbook of Social Cognition* (2nd ed).
 *equal contribution

Fiske, S. T., **Nicolas, G.**, & Bai, X. (in press). Stereotype content model: How we make sense of individuals and groups. In P. A. M. Van Lange, E. T. Higgins, & A. W. Kruglanski (eds.). *Social psychology: Handbook of basic principles* (2nd ed). New York: Guilford.

Nicolas, G., & Skinner, A. L. (2017). Constructing race: How people categorize others and themselves in racial terms. In H. Cohen, & C. Lefebvre (Eds.), *Handbook of categorization in cognitive science* (2nd ed., pp. 607–635). California: Elsevier Science. doi: 10.1016/B978-0-08-101107-2.00025-7

Nicolas, G. (2014). Global students for a global psychology. *APS Observer*, 27(4).

Manuscripts Under Review and in Preparation

Nicolas, G., Fiske, S. T., Terache, J., Carrier, A., & Yzerbyt, V., Koch, A., Imhoff, R., & Unkelbach, C. (under review). Relational versus structural goals moderate social information-gathering priorities.

Nicolas, G., Bai, X., & Fiske, S. T. (under review). Development and Validation of Comprehensive Stereotype Content Dictionaries through an Automated Method.

Nicolas, G., Bai, X., & Fiske, S. T. (under review). A Spontaneous Stereotype Content Model: Taxonomy, Properties, Processes, and Prediction.

Nicolas, G., & Fiske, S. T. (in prep.). Emergence in the spontaneous stereotypes of multiply-categorizable targets.

Nicolas, G., Uddenberg, S. D., Peterson, J. C., Todorov, A. (in prep.). A comprehensive space for describing and evaluating faces.

Kurosu, A., **Nicolas, G.**, & Todorov, A. (in prep.). The structure of spontaneous impressions of novel objects.

Kashima, E. S., ..., **Nicolas, G.**, & Fiske, S. T. (under review). Social Motives of University Students in Seven Countries: Measurement Development and Validation.

Kashima, E. S., ..., **Nicolas, G.**, & Fiske, S. T. (under review). Social Motives of University Students in Seven Countries II: The Role of Social Motives in Adaptation to Societal Threats.

RESEARCH GRANTS

Nicolas, G. (Fall, 2016). *Measuring the content of stereotypes through free response*. Program in Cognitive Science Graduate Student Research Funding, Princeton University, \$4,000.

Nicolas, G. (Spring, 2014). *Whose race is it anyway? The effect of mixed-race targets' racial identity on discrimination by majority and minority monoracials*. Clara Mayo Grant, Society for the Psychological Study of Social Issues, \$500.

Nicolas, G. (Spring, 2014). *Meaning maintenance and racial ambiguity: The multiracial option*. Spring 2014 Arts & Sciences Graduate Research Grant, College of William and Mary, \$300.

Nicolas, G. (Fall, 2010). *How implicit and explicit attitudes toward homosexuality relate to the use of the word gay as a negative term, perceived as unrelated to sexual orientation*. Endeavor! Undergraduate Project Award, University of Southern Indiana, \$900.

AWARDS AND HONORS

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| 2018-2019 | Fellowship of Woodrow Wilson Scholars, Princeton University (\$88,250) |
| 2018-2019 | Program in Cognitive Science Graduate Student Fellowship, Princeton University (\$1,000) |
| 2018 | Diversity Fund Graduate Travel Award, Society for Personality and Social Psychology (\$500) |
| 2017 | Arthur M. Sackler Colloquia Travel Award, National Academy of Sciences (\$400) |
| 2016-2017 | Anna and G. Mason Morfit '97 Fellowship, Princeton University (\$38,700) |
| 2016 | Social Sciences, Business, and Education Master's Thesis Awards, Conference of Southern Graduate Schools, ProQuest (\$1,000) |
| 2016 | Professional Development Travel Award, Princeton University (\$400) |
| 2015 | Distinguished Master's Thesis Award in the Social Sciences, College of William and Mary (\$500) |
| 2015 | S. Laurie Sanderson Award for Excellence in Undergraduate Mentoring in the Humanities and Social Sciences, College of William and Mary (\$250) |
| 2015 | Student Leadership Development Conference Funding, College of William and Mary (\$300) |
| 2015 | Spring Arts & Sciences Graduate Student Association Travel Award, College of William and Mary (\$300) |
| 2014 | Spring Arts & Sciences Graduate Student Association Travel Award, College of William and Mary (\$300) |

- 2013 Fulbright Foreign Student Program Scholarship, US Department of State (declined)
- 2012 Freddy Paniagua Student Merit Award, for obtaining the highest psychology GPA in 2011, Pontificia Universidad Católica Madre y Maestra, FUNDEPSIC
- 2010 Global Undergraduate Exchange Program Scholarship, US Department of State
- 2009 Outstanding Student Award, Pontificia Universidad Católica Madre y Maestra
- 2009 Selected participant, South American Business Forum 2009, Argentina

CHAired SYMPOSIA

Nicolas, G. (2020, February). Spontaneous Perception: Discovery and refinement through open-ended and indirect methods. 2020 Annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

INVITED TALKS

Nicolas, G. (2020, February). *Spontaneous social cognition: The content of our categories & stereotypes*. The George Washington University Computer Science Department Colloquium, Washington, DC.

Nicolas, G. (2019, September). *A spontaneous stereotype content model: Taxonomy, properties, processes, and prediction*. Social Cognitive and Neural Sciences Lab, New York University, New York.

Nicolas, G., & Bai, X. (2019, July). *Natural language processing for spontaneous text: Methods and applications to group perception and moral reasoning*. The World Bank Summer University, The World Bank, Washington, DC.

Nicolas, G. (2019, March). *Revisiting stereotype content: Consensus, level, spontaneity, and accessibility*. West Interpersonal Perception Lab, New York University, New York.

Nicolas, G. (2017, June). *Groups in the neighborhood or the nation: What do we want to know about strangers?* Social Cognition Center Cologne – Unkelbach group, University of Cologne, Cologne, Germany.

Nicolas, G., & Martínez, G. (2015, July). *Evaluation of clinical psychological practices in the Dominican Republic / Evaluación de prácticas en la psicología clínica dominicana*. Current Topics in Psychology Symposium / Simposio Temas Actuales en Psicología, FUNDEPSIC, Santo Domingo, Dominican Republic.

CONFERENCE TALKS

Nicolas, G. (2020, February). Spontaneous Perception: Discovery and refinement through open-ended and indirect methods. 2020 Annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Nicolas, G., Bai, X., & Fiske, S. T. (2019, April). *Automated Dictionary Creation for Analyzing Text*. Annual Five College Conference, New York.

Fiske, S. T., **Nicolas, G., & Bai, X.** (2018, October). *Natural language analysis of information seeking and stereotype content*. Society of Experimental Social Psychology Conference, Seattle, WA.

Nicolas, G., Bai, X., & Fiske, S. T. (2018, May). *Measuring the content of stereotypes through free response*. Annual Five College Conference, Princeton, NJ.

Fiske, S. T., **Nicolas, G., & Bai, X.** (2017, March). *Psychology's research methods blogs: Who posts what about whom, with what effect*. Replication and Reproducibility event II: Moving Psychological Science Forward – the British Psychological Society, London, UK.

Nicolas, G., & Fiske, S. T. (2017, July). *Groups in the neighborhood or the nation: What do we want to know about strangers?* 18th General Meeting of the European Association of Social Psychology, Granada, Spain.

Fiske, S. T., & **Nicolas, G.** (2017, March). *Agents of cultural behavior change*. Reproducibility of Research: Issues and Proposed Remedies – Arthur M. Sackler Colloquia of the National Academy of Sciences, Washington, DC.

Nicolas, G., Alt, N. P., & Dickter, C. L. (2015, March). *Powerful schemas: Feelings of power bias social categorizations towards traditional and majority racial and sexual identities*. College of William & Mary's 14th Annual Graduate Research Symposium, Williamsburg, VA.

Nicolas, G., Alt, N. P., & Dickter, C. L. (2014, October). *Monochrome power: Feeling powerful predicts avoidance of multiracial categorizations*. 36th annual meeting of the Society of Southeastern Social Psychologists, Athens, GA.

Nicolas, G., & Dickter, C. L. (2014, March). *Race is not black or white: Racial categorizations and the mixed-race option*. College of William & Mary's 13th Annual Graduate Research Symposium, Williamsburg, VA.

Nicolas, G., & Skinner, A. L. (2011, April). *That's so gay! Relationship between the use of the word gay as a negative term unrelated to sexual orientation and negative attitudes towards homosexuality*. Mid-America Psychology Undergraduate Research Conference, Richmond, IN.

POSTER PRESENTATIONS

Nicolas, G., & Fiske, S. T. (2017, January). *Grolar bears & other mash-ups: Targets who belong to multiple groups, judged by their constituent groups' stereotypes*. 18th Annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Nicolas, G., & Fiske, S. T. (2016, May). *Disturbing hybrids? Stereotype incongruence penalizes warmth and competence attributions for targets who belong to multiple groups*. 28th Annual Convention of the Association for Psychological Science, Chicago, IL.

Nguyen, J., **Nicolas, G., & Dickter, C. L.** (2016, February). *Clarifying racial ambiguity: Differences in neural processing of multiracial faces*. 17th Annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Nicolas, G., & Dickter, C. L. (2015, February). *Confronting... racism? Target racial ambiguity decreases the perceived appropriateness of confronting prejudicial comments*. 16th Annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.

Nicolas, G., Alt, N., Dickter, C. L. (2015, February). *Powerful schemas: Feelings of power bias social categorization towards traditional and majority racial and sexual identities*. 16th Annual meeting of the Society for Personality and Social Psychology, Group Processes and Intergroup Relations Preconference, Long Beach, CA.

Nicolas, G., & Skinner, A. L. (2014, February). *Black enough? Racial ancestry and phenotypic features differentially predict racial categorizations and stereotyping of black-white Biracials*. 15th Annual meeting of the Society for Personality and Social Psychology, Group Processes and Intergroup Relations Preconference, Austin, TX.

PROFESSIONAL EXPERIENCE

Academic Research

The College of William and Mary; May 2014 - May 2015

Social Cognition Lab – Lab manager

- Tracking progress for ongoing projects
- Supervising and mentoring students' research and senior thesis projects

Universidad Iberoamericana; November 2011- April 2012

Research Assistant for Dr. Yesilernis Peña

Project: Pigmentocracy and Patriotism in Latin America.

University of Southern Indiana; Spring 2011

Research Assistant for Dr. Aimee Mark

Project: Confrontation and its Effect on Prejudice Reduction.

University of Southern Indiana; Fall 2010

Research Assistant for Dr. Bascom Raulerson

Project: Repetition Priming and Working Memory Capacity.

Industry Research

Newlink Research; July 2012 – August 2013.

Analyst

- Developed public opinion polls and market research questionnaires.
- Programmed surveys and questionnaires in various digital platforms.
- Supervised data collection; analyzed data and presented results.

Investigación y Consultoría en Ciencias Sociales (ICCS); June 2011 – July 2013

Data Analyst (Part-time)

- Supervised and analyzed data for independent and academic research projects.

Data Vimenca; December 2008 – May 2010

Quality Analyst

- Kept quality standards statistical records; created quality assessments.

Teaching

Spring 2020

Lab Instructor for PSYC 252, Social Psychology, Princeton University

Spring 2018 Lab Instructor for PSYC 255, Cognitive Psychology; Princeton University
Fall 2017 Lab Instructor for PSYC 101, Introduction to Psychology; Princeton University
Spring 2015 Lab Instructor for PSYC 302, Research Methods; College of William & Mary

ACADEMIC SERVICE

Ad-hoc Reviewer

Applied Psychology: An International Review
European Journal of Social Psychology
Journal of Empirical Legal Studies
Journal of Experimental Social Psychology
Journal of Language and Social Psychology
Personality and Social Psychology Bulletin
Social Psychological and Personality Science
Proceedings of the National Academy of Sciences
The Journal of Social Psychology

Software

2019 *Semi-Automated Dictionary Creation for the Analysis of Text*, R package.
Available at: <https://github.com/gandalfnicolas/SADCAT>

Other

2018-2019 Senior Thesis Statistics Tutor, Princeton University Psychology Department
2015-2016 Graduate Students Statistics Committee, Princeton University Psychology Department
2013-2015 SONA Systems Student Coordinator, College of William & Mary Psychology Department
2009-2010 President of the Psychology Students Committee, Pontificia Universidad Católica Madre y Maestra

PROFESSIONAL AFFILIATIONS

Association for Psychological Science
Society for Personality and Social Psychology