Gandalf Nicolas

January 2025

Department of Psychology, Rutgers University, New Brunswick, NJ 08854
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ACADEMIC APPOINTMENTS

Rutgers University – New Brunswick
Assistant Professor of Psychology; September 2020-Present
Faculty Affiliate of the Rutgers Center for Cognitive Science; September 2020-Present

Princeton University
Post-doctoral Scholar; July-August 2020

EDUCATION

Princeton University
Doctor of Philosophy, Psychology; 2020
Master of Arts, Psychology; 2018
Princeton Program in Cognitive Science Graduate Fellow; 2018-2020

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 Articles

Cortopassi, A. C., & **Nicolas, G.** (in press.). Social-environmental constraints on the development of a concealable stigmatized identity predict psychological distress. *Personality and Social Psychology Bulletin.*

Cipollina, R., & **Nicolas, G.** (in press.). Characterizing Stereotypes that Perpetuate Sexual Minorities' Anticipated Stigma in Healthcare Settings. *Psychology of Sexual Orientation and Gender Diversity.*

Nicolas, G., & Caliskan, A. (2024). Directionality and representativeness are differentiable components of stereotypes in large language models. *PNAS Nexus, 3*(11), pgae493. https://doi.org/10.1093/pnasnexus/pgae493

Cortopassi, A. C., Quinn, D. M., & **Nicolas, G.** (2024). The identity group as a source of social influence for individuals with concealable stigmatized identities. *PloS one, 19*(9), e0309687. https://doi.org/10.1371/journal.pone.0309687

Connor, P., **Nicolas, G.**, Antonoplis, S., & Koch, A. (2024). Unconstrained descriptions of Facebook profile pictures support high-dimensional models of impression formation. *Personality and Social Psychology Bulletin.* https://doi.org/10.1177/0146167224126665

Nicolas, G., & Fiske, S. T. (2023). Valence biases and emergence in the stereotype content of intersecting social categories. *Journal of Experimental Psychology: General, 152*(9), 2520–2543. https://doi.org/ 10.1037/xge0001416

Friehs, M. T., …, **Nicolas, G.,** …, & Yzerbyt, V. (2022). Warmth and competence perceptions of key protagonists are associated with containment measures during the COVID-19 pandemic: Evidence from 35 countries. *Scientific Reports, 12*(1), 21277. https://doi.org/10.1038/s41598-022-25228-9

Nicolas, G., Bai, X., & Fiske, S. T. (2022). A spontaneous stereotype content model: Taxonomy, properties, and prediction. *Journal of Personality and Social Psychology, 123*(6), 1243–1263. https://doi.org/10.1037/pspa0000312

Kashima, E. S., Plusnin, N., Ochoa, D. P., Du, H., Klackl, J., Ah Gang, G. C., Gan, S. W., Yaacob, S. N., Wu, S. L., Qumseya, T., **Nicolas, G.**, & Fiske, S. T. (2022). Social motives of university students in seven countries: Measurement development and validation. *Asian Journal of Social Psychology, 25*(2), 198-218. https://doi.org/10.1111/ajsp.12482

Kashima, E. S., Ochoa, D. P., **Nicolas, G.**, Ah Gang, G. C., Du, H., Klackl, J., Plusnin N., Miriyagalla, U. P., Kashima, Y., & Fiske, S. T. (2022). Exploring the adaptive role

of core social motives in anticipated societal threats. *Asian Journal of Social Psychology, 25*(2), 249-266. https://doi.org/10.1111/ajsp.12490

Nicolas, G., Fiske, S. T., Terache, J., Carrier, A., & Yzerbyt, V., Koch, A., Imhoff, R., & Unkelbach, C. (2022). Relational versus structural goals prioritize different social information. *Journal of Personality and Social Psychology, 122*(4), 659–682. https://doi.org/10.1037/pspi0000366

Nicolas, G., Bai, X., & Fiske, S. T. (2021). Comprehensive stereotype content dictionaries using a semi-automated method. *European Journal of Social Psychology, 51*(1), 178-196. https://doi.org/10.1002/ejsp.2724

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, 89*, 103995. https://doi.org/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, 14*(4), 691-704. https://doi.org/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, 10*(4), 532-541. https://doi.org/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. https://doi.org/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. https://doi.org/10.1016/j.copsyc.2016.05.012

Open Science Collaboration (2015). Estimating the reproducibility of psychological science. *Science, 349*(6251). https://doi.org/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. https://doi.org/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. https://doi.org/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. https://doi.org/10.1080/00224545.2012.661803

Book Chapters

Bai, X.*, **Nicolas, G.***, Fiske, S. T. (2024). 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. (2021). 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* (3rd 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. https://10.1016/B978-0-08-101107-2.00025-7

Other Publications

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

Manuscripts Under Review

Nicolas, G., & Caliskan, A. (under review). A Comprehensive Stereotype Content Taxonomy in Large Language Models.

Foy, E., & **Nicolas, G.** (under review). Perceptions of Economic Inequality at the Intersection of Race and Gender.

Nicolas, G., Uddenberg, S. D., Todorov, A. (under review). Spontaneous content of impressions of naturalistic face photographs.

Lim, T., …, **Nicolas, G**., …, Hehman, E. (under review). Improving a predictive model of prejudice.

Manuscripts In Preparation

Nicolas G. (in prep.). Negativity and extremity biases in large language models' intersectional stereotypes.

Nicolas, G. & Charlesworth, T. E. S. (in prep.). Emergence in large language models' intersectional stereotypes.

Nicolas G. (in prep.). Spontaneous perceptions of brands and organizations.

Grigoryan, L., …, **Nicolas, G.**, ..., & Kotzur, P. F. (in prep.). The role of key protagonists in a public health emergency: When do subjective evaluations matter most?

Alt, N.*, **Nicolas, G.***, & Foy, E. (in prep.). Spontaneous social categorizations from faces.
equal contribution

Foy, E., Ruskey, M., & **Nicolas, G.** (in prep.). Evaluating perceptions of intersectional identities across professional contexts.

Charlesworth, T. E. S., **Nicolas, G.**, & Banaji, M. R. (in prep.). Intersectional emergence: Prevalent and pervasive across history in natural language.

Cortopassi, A. C., & **Nicolas, G. (**in prep.). The stigmatization of concealable identities and population mental health.

Cortopassi, A. C., & **Nicolas, G. (**in prep.). Identity as outcome: How stigma changes the self.

Kurosu, A.*, **Nicolas, G.***, Foy, E., & Todorov, A. (in prep.). Spontaneous impressions of novel objects.
equal contribution

Cortopassi, A. C., **Nicolas, G.**, & Quinn, D. M. (in prep.). An appraisals approach to anticipated discrimination, stress, and physical health for people with concealable stigmatized identities.

RESEARCH GRANTS

Funded

Nicolas, G. (Spring, 2024). *(Mis)Perceptions of American Economic Inequality at the Intersection of Race and Gender*. Pipeline Grants, Russell Sage Foundation, $35,000.

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.

Under Review

Nicolas, G. (under review). *Intersectional Stereotypes in Artificial Intelligence Large Language Models*. National Science Foundation.

AWARDS AND HONORS

2024	Editorial Fellowship at the Journal of Personality & Social Psychology: Attitudes and Social Cognition ($1,000)
2023-2024	Early Career Faculty Fellow at the Institute for the Study of Global Racial Justice, Rutgers University – New Brunswick ($15,000)
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.* & Bai, X.* (2024, October). *Social Representations in Large Language Models: How LLMs Represent and (Perhaps) Misrepresent the Person and the Situation*. 2024 Annual meeting of the Society of Experimental Social Psychology, Santa Fe, NM. **Co-chairs*

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. (2025, February). *A taxonomy of stereotypes in large language models.* Keynote speaker at the 2025 Annual Meeting of the Society for Personality & Social Psychology, Computational Social Psychology Preconference, Denver, CO.

Nicolas, G. (2024, December). *Spontaneous Social Cognition in Humans & Artificial Intelligence Language Models.* Harvard University Social Psychology Brown Bag, Boston, MA.

Nicolas, G. (2024, April). *Stereotype content in large language models.* Publishing, Communicating, and Conducting Research in Social Psychology meeting at the University of Pennsylvania, Philadelphia, PA.

Nicolas, G. (2023, August). *Social categorization and stereotypes in humans and generative AI.* Adobe's Equitable Tech Talks.

Nicolas, G. (2023, August). *Intergroup bias at the intersection of social psychology and artificial intelligence language models.* American Psychological Association 2023 Convention (Division 8) invited address, Washington, DC.

Nicolas, G. (2023, July). *Free response and natural language models reveal the content diversity of social cognitions.* NSF REU meeting at Boston College, Boston, MA.

Nicolas, G. (2022, December). *Free response and natural language models reveal the content diversity of social cognitions.* American University Social Psychology Brown Bag, Washington, DC.

Nicolas, G. (2022, March). *Open-ended measures of social-cognitive dimensions.* Dimensions of the Social Mind Conference, Princeton, NJ.

Nicolas, G. (2020, December). *Spontaneous Social Cognition: The content of our categories & stereotypes.* New York University Social Psychology Brown Bag, New York.

Nicolas, G. (2020, November). *Race as a false dichotomy: What free responses reveal about the complexity of racial categorization and stereotyping.* California State University – Long Beach Psychology Department Colloquium, Long Beach, California.

Nicolas, G. (2020, February). *Natural language processing for spontaneous text: Methods and applications to group perception*. The George Washington University Computer Science Department Colloquium, Washington, DC.

Nicolas, G. (2020, January). *Spontaneous social cognition: The content of our categories & stereotypes*. University of Connecticut Social Psychology Brown Bag, Connecticut.

Nicolas, G. (2020, January). *Spontaneous social cognition: The content of our categories & stereotypes*. Rutgers University – New Brunswick Brown Bag, New Jersey.

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. (2025, February). *High-dimensional stereotype content in humans and AI.* 2025 Annual Meeting of the Society for Personality & Social Psychology, Denver, CO.

Loustau, T. & **Nicolas, G.** (2025, February). *How Does Social Identity Complexity Influence Stereotyping?* 2025 Annual Meeting of the Society for Personality & Social Psychology, Denver, CO.

Foy, E., & **Nicolas, G.** (2024, June). *Intersectional invisibility in inequality perceptions: Investigating perceived economic inequality for non-prototypical racial-gender identities.* 2024 Summer Conference for the Society for the Psychological Study of Social Issues.

Charlesworth, T. E. S., **Nicolas, G.**, & Banaji, M. R. (2024, August). *Intersectional Gender, Race, and Class Stereotyping: Tests in Contemporary and Historical Naturalistic Language.* 84th Annual Meeting of the Academy of Management, Chicago, IL.

Nicolas, G. (2024, May). *Stereotype content in large language models.* European Association of Social Psychology Small Meeting "The facets of social evaluation: Taking stock and shaping future research," Louvain-la-Neuve, Belgium.

Nicolas, G. (2024, April). *Stereotype content in large language models.* Publishing, Communicating, and Conducting Research in Social Psychology Meeting, University of Pennsylvania, Philadelphia, PA.

Kurosu, A., **Nicolas, G.**, & Todorov, A. (2023, July). *ShapeSpace: Multidimensional shared impressions of shapes,* 22nd International Congress of Aesthetics from International Association for Aesthetics, Belo Horizonte, Brazil.

Connor, P., Antonoplis, S., **Nicolas, G.**, & Koch, A. (2023, February). *Unconstrained descriptions of Facebook profile pictures support high-dimensional models of impression formation.* 19th General Meeting of the European Association of Social Psychology, Krakow, Poland.

Nicolas, G., Bai, X., & Fiske, S. (2023, February). *The spontaneous stereotype content model: Understanding stereotyping using free responses and natural language processing.* 2023 Annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Alt, N. P., **Nicolas, G.**, Foy, E. (2023, February). *What categories emerge from a face? A natural language analysis of open-ended social categorization responses.* 2023 Annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Nicolas, G. & Fiske, S. T. (2022, February). *Bias and emergence in the spontaneous stereotypes of intersectional targets.* Data-blitz at the 2022 Annual meeting of the Society for Personality and Social Psychology: Social Cognition Preconference, San Francisco, CA.

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

Foy, E. C., Ruskey, M., & **Nicolas, G**. (2024, February). *Evaluating perceptions of intersectional identities across professional contexts*. 2024 Annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Foy, E. C. & **Nicolas, G**. (2024, February). *Intersectional invisibility in inequality perceptions: Investigating perceived economic inequality for non-prototypical racial-gender identities*. 2024 Annual meeting of the Society for Personality and Social Psychology – Group Processes & Intergroup Relations Pre-conference, San Diego, CA.

Foy, E., & **Nicolas, G**. (2023, February). *Perceptions of Economic Inequality: At the Intersection of Race and Gender*. 2023 Annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Foy, E., & **Nicolas, G**. (2023, February). *Perceptions of Economic Inequality: At the Intersection of Race and Gender*. 2023 Annual meeting of the Society for Personality and Social Psychology, Group Processes & Intergroup Relations Preconference, Atlanta, GA.

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 predict 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

Rutgers University – New Brunswick; September 2020 – present
Nicolas Lab - Principal Investigator

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.

Data 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 Assurance Analyst
- Kept quality standards statistical records; created quality assessments.

Teaching

Spring 2025	Instructor for PSYC 01:830:200, Quantitative Methods in Psychology; Rutgers University – New Brunswick
Fall 2024	Instructor for PSYC 16:830:521, Research Design & Analysis I; Rutgers University – New Brunswick
Fall 2024	Instructor for PSYC 01:830:200, Quantitative Methods in Psychology; Rutgers University – New Brunswick
Spring 2023	Instructor for PSYC 01:830:200, Quantitative Methods in Psychology; Rutgers University – New Brunswick
Fall 2022	Instructor for PSYC 16:830:521, Research Design & Analysis I; Rutgers University – New Brunswick
Spring 2022	Instructor for PSYC 01:830:421, Advanced Topics in Social Psychology: Social Psychology, Technology, and Diversity; Rutgers University – New Brunswick
Spring 2022	Instructor for PSYC 01:830:200, Quantitative Methods in Psychology; Rutgers University – New Brunswick
Spring 2021	Instructor for PSYC 01:830:200, Quantitative Methods in Psychology; Rutgers University – New Brunswick
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

Guest lecturer

Spring 2024	Professional Development, *Getting into graduate school*, College of William & Mary
Fall 2023	Introduction to UX, *Bias in AI*, University of California - Berkeley
Spring 2023	Professional Development, *Getting into graduate school*, College of William & Mary
Spring 2022	Professional Development, *Getting into graduate school*, College of William & Mary

Mentoring

2022-	*Andrew Cortopassi*, Nicolas Lab postdoctoral scholar; Rutgers University – New Brunswick
2021-	*Erin Foy*, Nicolas Lab graduate student; Rutgers University – New Brunswick
Spring 2025	*JY Yang,* Honor's Thesis Committee Chair; Rutgers University – New Brunswick
2024-2025	*Pranjal Garg, JY Yang, Mehwish Hussain, Albert Lambertucci, Heena Aidoo, Maya Aggarwal, Vachagan Melikian*, Nicolas Lab undergraduate students; Rutgers University – New Brunswick
Summer 2024	*JY Yang,* Dorothy and David Cooper Scholarship supervisor, Rutgers University – New Brunswick
Spring 2024	*Sonia Yanovsky*, Master's Thesis Proposal Committee; Rutgers University – New Brunswick
Spring 2024	*Kyle Brennan*, Doctoral Dissertation Committee; Rutgers University – New Brunswick
Spring 2024	*Aleksandr Tikhonov*, Doctoral Dissertation Committee Chair; Rutgers University – New Brunswick
Spring 2024	*Megan Ruskey,* Honor's Thesis Committee Chair; Winner of the thesis Henry Rutgers Scholar Award and Research Promise Award; Rutgers University – New Brunswick
2023-2024	*Grace Grady*, Nicolas Lab graduate student; Rutgers University – New Brunswick
2023-2024	*Pranjal Garg, JY Yang, Mehwish Hussain, Brianna Ventura, Yuqin Hu, Albert Lambertucci, Shiven Sakunala, Vachagan Melikian, Rhea Chadha, Megan Ruskey*, Nicolas Lab undergraduate students; Rutgers University – New Brunswick
Summer 2023	*Megan Ruskey,* Dorothy and David Cooper Scholarship supervisor, Rutgers University – New Brunswick

Spring 2023	*Aleksandr Tikhonov*, Doctoral Qualifying Examination Committee Chair; Rutgers University – New Brunswick
Spring 2023	*Kyle Brennan*, Doctoral Qualifying Examination Committee; Rutgers University – New Brunswick
Spring 2023	*Vanessa Haton*, Doctoral Dissertation Committee; Rutgers University – New Brunswick
2022-2023	*Azar Tuerxuntuoheti*, Nicolas Lab graduate student; Rutgers University – New Brunswick
2022-2023	*Megan Ruskey, Meghana Chirra*, Nicolas Lab undergraduate students; Rutgers University – New Brunswick
Fall 2022	*Kyle Brennan*, Master's Thesis Committee; Rutgers University – New Brunswick
Spring 2022	*Rebecca Cipollina*, Doctoral Dissertation Committee; Rutgers University – New Brunswick
Spring 2022	*Mohammad Wiswall*, McNair scholar, Honor's Thesis Committee Chair; Winner of the thesis Henry Rutgers Scholar Award; Rutgers University – New Brunswick
2021-2022	*Samantha Lee, Aya Totanji, Christina Liu, Merin Issac, Sae Won Kim, Mohammad Wiswall*, Nicolas Lab undergraduate students; Rutgers University – New Brunswick
2021-2022	*Donald Vincent Brown*, Nicolas Lab visiting graduate student; Rutgers University – New Brunswick
Summer 2021	*Tara Soltani*, Rutgers RISE program
2020-2021	*Ashley Han, Priya Jain, Alexa Ferst, Abigail Kozlowski, Mohammad Wiswall,* Nicolas Lab undergraduate students; Rutgers University – New Brunswick
Fall 2020	*Serena De Stefani*, Doctoral Qualifying Examination Committee; Rutgers University – New Brunswick
2017-2019	*Xuechunzi Bai*, Fiske Lab research assistant; Princeton University
2016-2017	*Malena de la Fuente*, Fiske Lab undergraduate student; Princeton University

PROFESSIONAL AFFILIATIONS

Association for Psychological Science
Society for Personality and Social Psychology

ACADEMIC SERVICE

Editorial Fellow

2024-2025   Journal of Personality & Social Psychology: Attitudes and Social Cognition

Editorial Board Member

2025-   Journal of Personality & Social Psychology: Attitudes & Social Cognition

Ad-hoc Reviewer

American Psychologist
Applied Psychology: An International Review
British Journal of Social Psychology
Communications Psychology
European Journal of Social Psychology
Heliyon
International Review of Social Psychology
Journal of Empirical Legal Studies
Journal of Experimental Psychology: General
Journal of Experimental Social Psychology
Journal of Language and Social Psychology
Journal of Personality & Social Psychology: Attitudes & Social Cognition
Mass Communication and Society
npj Digital Medicine
Personality and Social Psychology Bulletin
Proceedings of the National Academy of Sciences
Scientific Reports
Self & Identity
Social Psychological and Personality Science
Social Cognition
Social Psychology
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

Interdisciplinary Service

2024   Reviewer & Panelist, NSF CREST program, EDU/EES Directorate/Division

University Service

2022   Reviewer for the Rutgers Global Grants Competition, Rutgers University

Departmental Service

2024-2025   Head, Psychology Graduate Student Admissions Committee, Rutgers
              University Psychology Department
2024-2025   Member, Honors Committee, Rutgers University Psychology Department
2024-2025   Member, Psychology Graduate Student Admissions Committee, Rutgers
              University Psychology Department
2023-2024   Member, Honors Committee, Rutgers University Psychology Department
2023-2024   Member, Psychology Graduate Student Admissions Committee, Rutgers
              University Psychology Department
2022-2023   Head, Psychology Graduate Student Admissions Committee, Rutgers
              University Psychology Department
2022-2023   Member, Psychology Assistant/Associate Professor Position Search
              Committee, Rutgers University Psychology Department
2022   Faculty participant, Rutgers Diversifying Psychology Day, Rutgers
              University Psychology Department
2021-2022   Member, Psychology Graduate Student Admissions Committee, Rutgers
              University Psychology Department
2018-2019   Senior Thesis Statistics Tutor, Princeton University Psychology
              Department
2015-2016   Member, Graduate Students Statistics Committee, Princeton University
              Psychology Department
2013-2015   Student Coordinator, SONA Systems, College of William & Mary
              Psychology Department
2009-2010   President, Psychology Students Committee, Pontificia
              Universidad Católica Madre y Maestra Psychology Department