

ERIC HEHMAN

ACADEMIC APPOINTMENTS

Associate Professor, Department of Psychology, McGill University	2021 - Present
Assistant Professor, Department of Psychology, McGill University	2018 - 2021
Assistant Professor, Department of Psychology, Ryerson University	2015 - 2018

TRAINING

New York University, Post-doctoral scholar, Mentor: Jon Freeman	2014 - 2015
Dartmouth College, Post-doctoral scholar, Mentor: Jon Freeman	2012 - 2014
University of Delaware, Mentor: Sam Gaertner	PhD 2012
University of Massachusetts, Dartmouth	BA 2005

RESEARCH SUPPORT

SSHRC Insight Grant: Understanding regional bias: A function of the individual or the context? Role: PI; \$99,898	2020
CSDC Seed Grant: Apprendre la Citoyennete Democratique dans une Societe Diversifiee; Role: PI; \$4,968	2020
SSHRC Institutional Grant: How does local context shape implicit and explicit bias? Role: PI; \$5,000	2020
FRQSC: Soutien à la Recherche pour la Relève Professorale: Establishing Construct Validity Evidence for Regional Measures of Racial Bias; Role: PI; \$54,591	2019
Ryerson Health Research Fund: Like Mother Like Child: Exploring Links Between Infant Health and Community-level Prejudice; Role: PI; \$7,729	2017
SSHRC Insight Development Grant 430-2016-00094: Dimensional Fluidity: A New Model for Person Perception Across Group Boundaries; Role: PI; \$60,747	2016
SSHRC Institutional Grant: Dimensional Fluidity: A First Step Toward a New Model of Person Perception; Role: PI; \$6,500	2016
NSF BCS-1423708: Linking Real-Time Categorization Dynamics to Real-World Social Dynamics; Role: Co-I (PI: Jon Freeman); \$525,536	2014
APA Ellin Bloch and Pierre Ritchie Honorary Scholarship	2011
SPSSI Grant-In-Aid	2011
Psi Chi Superlab Research Grant	2010
AP-LS Grant-In-Aid	2010

FELLOWSHIPS, AWARDS, AND HONORS

Gordon Allport Intergroup Relations Prize, SPSSI	2020
Vanier Canada Graduate Scholarship. Role: Sponsor (Fellow: Eugene Ofosu), SSHRC	2020
Elected Fellow, SESP	2019
William Dawson Chair, McGill University	2019 - 2024
Dean's Scholarly, Research and Creative Activity Award, Ryerson University	2017
Rising Star Award, APS	2016
Research Training Fellowship, SISSA	2014
Summer School in Social Cognitive Neuroscience, Fellowship, SISSA	2014
Regional Research Award, Psi Chi	2011
Basic Psychological Research Grant, Honorable Mention, APA	2011
Albert Bandura Graduate Research Award, APS/Psi Chi	2011

Competitive University Graduate Fellowship, University of Delaware	2011
Basic Psychological Research Grant, Honorable Mention, APA	2011
Conference Poster Award, Runner Up, SPSP	2011
Basic Psychological Research Grant, Honorable Mention, APA	2010
Edwin B. Newman Graduate Research Award, APS/Psi Chi	2010
Competitive University Graduate Fellowship, University of Delaware	2010
Outstanding Research Award, SPSP	2010
Summer School in Social Psychology, Fellowship, SPSP/SASP	2009
Graduate Travel Award, SPSP	2009
Faculty Development Grant, STP	2009

PUBLICATIONS

mentees also in **bold**

Bjornsdottir, R.T., **Hehman, E.**, & Human, L.J. (in press). Consensus enables accuracy in social judgments. *Social Psychological and Personality Science*.

Bell, S.B., Farr, R.H., **Hehman, E.**, **Oofosu, E.**, & DeWall, C.N. (in press). Implicit bias predicts less willingness and less frequent adoption of Black children more than explicit bias. *The Journal of Social Psychology*.

Hehman, E. & Xie, S.Y. (in press). Doing better data visualization. *Advances in Methods and Practices in Psychological Science*.

Xie, S.Y., Flake, J.K., Stolier, R.M., Freeman, J.B., & **Hehman, E.** (in press). Facial impressions are predicted by the structure of group stereotypes. *Psychological Science*.

Hester, N., Xie, S.Y., & Hehman, E. (in press). Little between-region and between-country variance when forming impressions of others. *Psychological Science*.

Lassetter, B., **Hehman, E.**, & Neel, R. (in press). The Relevance Appraisal Matrix: Evaluating others' relevance. *Journal of Personality and Social Psychology*.

Hester, N., Jones, B.C., & **Hehman, E.** (in press). Perceived masculinity and femininity contribute independently to facial impressions. *Journal of Experimental Psychology: General*.

Bjornsdottir, R.T., **Hehman, E.**, Agboh, D., & Rule, N.O. (in press). Parsing the mechanisms underlying ingroup facial resemblance. *Personality and Social Psychology Bulletin*.

Greenwald, A.G., ... **Hehman, E.**, ... & Wiers, R.W. (in press). The Implicit Association Test at age 20: What is known and what is not known about implicit bias. *Behavior Research Methods*.

Jones, B.C., DeBruine, L.M., Flake, J.K., ...**Hehman, E.**, **Xie, S.Y.**, ... Chartier, C.R., & Coles, N.A. (2021). To which world regions does the Valence-Dominance model of social perception apply? *Nature Human Behavior*, 5, 159-169.

Hehman, E., Oofosu, E.K., & Calanchini, J. (2021). Using environmental features to maximize prediction of regional intergroup bias. *Social Psychological and Personality Science*, 12, 156-164.

Stolier, R.M., **Hehman, E.**, & Freeman, J.B. (2020). Conceptual structure shapes a common trait space across social cognition. *Nature Human Behavior*, 4, 361-371.

- Sutherland, J.E., Cojocariu, A.M., Day, D.M., & Hehman, E.** (2020). Youths' facial appearance distinguishes leaders from followers in group-perpetrated criminal offences and is associated with sentencing outcomes. *Criminal Justice and Behavior, 47*, 187-207.
- Xie, S.Y., Flake, J.K., & Hehman, E.** (2019). Perceiver and target characteristics contribute to impression formation differently across race and gender. *Journal of Personality and Social Psychology, 117*, 364-385.
- Ofosu, E.K., Chambers, M.K., Chen, J.M., & Hehman, E.** (2019). Same-sex marriage legalization associated with reduced implicit and explicit anti-gay bias. *Proceedings of the National Academy of Sciences of the United States of America, 116*, 8846-8851.
 ψGordon Allport Intergroup Relations Prize
- Hehman, E., Calanchini, J., Flake, J.K., & Leitner, J.B.** (2019). Establishing construct validity evidence for regional measures of explicit and implicit racial bias. *Journal of Experimental Psychology: General, 148*, 1022-1040.
- Hehman, E., Stolier, R.M., Freeman, J.B., Flake, J.K., & Xie, S.Y.** (2019). Toward a comprehensive model of impression formation: What we know, what we do not, and paths forward. *Social and Personality Psychology Compass, e12431*.
- Hehman, E., Flake, J.K., & Calanchini, J.** (2018). Disproportionate use of lethal force in policing is associated with regional racial biases of residents. *Social Psychological and Personality Science, 9*, 393-401.
- Hehman, E., Flake, J.K., & Freeman, J.B.** (2018). The faces of group members share physical resemblance. *Personality and Social Psychology Bulletin, 44*, 3-15.
- Stolier, R.M., Hehman, E., Keller, M.D., Walker, M., & Freeman, J.B.** (2018). The conceptual structure of face impressions. *Proceedings of the National Academy of Sciences of the United States of America, 115*, 9210-9215.
- Stolier, R.M., Hehman, E., & Freeman, J.B.** (2018). A dynamic structure of social trait space. *Trends in Cognitive Sciences, 3*, 197-200.
- Leitner, J.B., **Hehman, E.**, & Snowden, L.R. (2018). States higher in racial bias spend less on disabled Medicaid enrollees. *Social Science & Medicine, 208*, 150-157.
- Hehman, E., Sutherland, C.A.M., Flake, J.K., & Slepian, M.L.** (2017). The unique contributions of perceiver and target characteristics in person perception. *Journal of Personality and Social Psychology, 113*, 513-529.
- Flake, J.K., Pek, J., & **Hehman, E.** (2017). Construct validation in social and personality research: Current practice and recommendations. *Social Psychological and Personality Science, 8*, 370-378.
- Leitner, J.B., **Hehman, E.**, Ayduk, O., & Mendoza-Denton, R. (2016). Racial bias is associated with ingroup death rate for Blacks and Whites: Insights from Project Implicit. *Social Science & Medicine, 170*, 220-227.
- Leitner, J.B., **Hehman, E.**, Ayduk, O., & Mendoza-Denton, R. (2016). Blacks' death rate due to circulatory diseases is positively related to Whites' explicit racial bias: A nation-wide investigation using Project Implicit. *Psychological Science, 27*, 1299-1311.

- Carpinella, C.M., **Hehman, E.**, Freeman, J.B., & Johnson, K.L. (2016). The gendered face of partisan politics: Consequences of facial sex-typicality for vote choice. *Political Communication*, *33*, 21-38.
- Gaertner, S.L., Guerra, R., Rebelo, M., Dovidio, J.F., **Hehman, E.**, & Deegan, M.P. (2016). The Common Ingroup Identity Model and the development of a functional perspective: A cross-national collaboration. In Vala, J., Calheiros, M., & Waldzus, S. (Eds.), *The Social Developmental Construction of Violence and Intergroup Conflict*. New York: Cambridge Scholars Press.
- Hehman, E.**, Flake, J.K., & Freeman, J.B. (2015). Static and dynamic facial cues differentially impact the consistency of social evaluations. *Personality and Social Psychology Bulletin*, *41*, 1123-1134.
- Hehman, E.**, **Stolier, R.M.**, & Freeman, J.B. (2015). Advanced mouse-tracking analytic techniques for enhancing psychological science. *Group Processes and Intergroup Relations*, *18*, 384-401.
- Hehman, E.**, Leitner, J.B., Deegan, M.P., & Gaertner, S.L. (2015). Picking teams: When dominant facial structure is preferred. *Journal of Experimental Social Psychology*, *59*, 51-59.
- Deegan, M.P., **Hehman, E.**, Gaertner, S.L., & Dovidio, J.F. (2015). Positive expectations encourage generalization from an intergroup interaction to attitudes towards the group as a whole. *Personality and Social Psychology Bulletin*, *41*, 52-65.
- Gaertner, S.L., Dovidio, J.F., Guerra, R., **Hehman, E.**, & Saguy, T. (2015). A common ingroup identity: Categorization, identity, and intergroup relations. In Nelson, T. (Ed.), *Handbook of Prejudice, Stereotyping, and Discrimination (2nd Edition)*. Thousand Oaks, CA: Sage.
- Hehman, E.**, Leitner, J.B., & Freeman, J.B. (2014). The face-time continuum: Lifespan changes in facial width-to-height ratio determine aging-associated perceptions. *Personality and Social Psychology Bulletin*, *40*, 1624-1636.
- Hehman, E.**, Ingbretnsen, Z.A., & Freeman, J.B. (2014). The neural basis of stereotypic impact on multiple social categorization. *NeuroImage*, *101*, 704-711.
- Hehman, E.**, Carpinella, C.M., Johnson, K.L., Leitner, J.B., & Freeman, J.B. (2014). Early processing of gendered facial cues predicts the electoral success of female politicians. *Social Psychological and Personality Science*, *7*, 815-824.
- Hehman, E.**, **Volpert, H.I.**, & Simons, R.F. (2014). The N400 as an index of racial stereotype accessibility. *Social Cognitive and Affective Neuroscience*, *9*, 544-552.
- ψThe first two authors contributed equally to this work.
- Leitner, J.B., **Hehman, E.**, Jones, J.M., & Forbes, C.E. (2014). Self-enhancement influences medial frontal cortex alpha power to social rejection feedback. *Journal of Cognitive Neuroscience*, *26*, 2330-2341.
- Leitner, J.B., **Hehman, E.**, Deegan, M.P., & Jones, J.M. (2014). Adaptive disengagement buffers self-esteem from negative social feedback. *Personality and Social Psychology Bulletin*, *40*, 1435-1450.
- Freeman, J.B., Stolier, R.F., Ingbretnsen, Z.A., & **Hehman, E.** (2014). Amygdala responsivity to high-level social information from unseen faces. *Journal of Neuroscience*, *34*, 10573-10581.
- Hehman, E.**, Leitner, J.B., & Gaertner, S.L. (2013). Enhancing static facial features increases intimidation. *Journal of Experimental Social Psychology*, *49*, 747-754.

- Hehman, E.,** Leitner, J.B., Deegan, M.P., & Gaertner, S.L. (2013). Facial structure is indicative of explicit support for prejudicial beliefs. *Psychological Science, 24*, 289-296.
- Leitner, J.B., Jones, J.M., & **Hehman, E.** (2013). Succeeding in the face of threat: The adaptive role of engagement regulation. *Personality and Social Psychology Bulletin, 39*, 16-26.
- Hehman, E.,** Gaertner, S.L., Dovidio, J.F., Mania, E.W., Guerra, R., Wilson, D.C., & Friel, B.M. (2012). Group status drives majority and minority integration preferences. *Psychological Science, 23*, 46-52.
- Hehman, E.,** Graber, E.C., Hoffman, L.H., & Gaertner, S.L. (2012). Warmth and competence: A content analysis of photographs depicting American presidents. *Psychology of Popular Media Culture, 1*, 46-52.
- Hehman, E.,** Stanley, E.M., Gaertner, S.L., & Simons, R.F. (2011). Multiple group membership influences face-recognition: Recall and neurological evidence. *Journal of Experimental Social Psychology, 47*, 1262-1268.
- Hehman, E.,** Gaertner, S.L., & Dovidio, J.F. (2011). Evaluations of presidential performance: Race, prejudice, and perceptions of Americanism. *Journal of Experimental Social Psychology, 47*, 430-435.
 ψAlbert Bandura Graduate Research Award
- Dovidio, J.F., Gaertner, S.L., Saguy, T., & **Hehman, E.** (2011). Obama's potential to transform the racial attitudes of White Americans. In G.S., Parks, & M., Hughey (Eds.), *The Obamas and a Post-Racial America*. New York: Oxford University Press.
- Hehman, E.,** Mania, E.W., & Gaertner, S.L. (2010). Where the division lies: Common ingroup identity moderates the cross-race effect. *Journal of Experimental Social Psychology, 46*, 445-448.
 ψEdwin B. Newman Graduate Research Award
 ψOutstanding Research Award
- UNDER REVIEW**
- Ofofu, E.K. & Hehman, E.** (under review). Three latent factors underlie regional intergroup prejudice.
 ψOutstanding Research Award (awarded to Eugene Ofofu)
- Hester, N., Xie, S.Y., Bertin, J.A., & Hehman, E.** (under review). Stereotypes shape response competition when forming impressions.
- Xie, S.Y., Thai, S., & Hehman, E.** (under review). Real-world contextual influences on impression formation: No evidence of consistent effects.
- Hester, N., Axt, J.R., Siemers, N., & Hehman, E.** (under review). Evaluating the validity properties of 25 race-related scales.
- Hester, N., & Hehman, E.** (under review). Using variance, skewness, and kurtosis to understand group disparities in categorical outcomes.
- Hehman, E. & Neel, R.** (under review). A formal model of prejudice.

WHITE PAPERS

Hehman, E. (2020). Report re Challenge to *An Act respecting the laicity of the State* (Bill 21). In which I served as an expert witness to the below legal challenges to *An Act respecting the laicity of the State* in Quebec, a ban on public sector employees wearing religious symbols. One perspective is that this ban was disproportionately discriminatory to religious minorities (e.g., Islam, Judaism, Sikhism).

C.S.M.: 500-17-109731-193: Lauzon v. Procureure générale du Québec

C.S.M.: 500-17-109983-190: Commission scolaire English-Montreal v. Procureure générale du Québec

C.S.M.: 500-17-107204-193: Fédération autonome de l'enseignement. v. Procureure générale du Québec

INVITED PRESENTATIONS

City University of New York, Basic and Applied Social Psychology, <i>Departmental Colloquium</i>	2021
University of Waterloo, Dept of Psychology, <i>Social Speaker Series</i>	2021
Bishops University, Social Change Hub, <i>Panel on Bill 21</i>	2021
University of Toronto, Dept of Psychology, <i>Departmental Colloquium, Cancelled due to COVID</i>	2020
McGill, Graduate Association of Students in Psychology, <i>Panel on Racial Bias in Policing</i>	2020
Centre for the Study of Democratic Citizenship, <i>Speaker Series</i>	2019
University of Glasgow, Institute of Neuroscience and Psychology, <i>Departmental Colloquium</i>	2019
Arizona State University, School of Social and Behavioral Sciences, <i>Invited Speaker Series</i>	2018
Ontario Psychology Undergraduate Thesis Annual Conference, <i>Keynote</i>	2018
University of California, Irvine, Dept of Psychology and Social Behavior, <i>Departmental Colloquium</i>	2018
University of Kentucky, Dept of Psychology, <i>Departmental Colloquium</i>	2017
McGill University, Dept of Psychology, <i>Departmental Colloquium</i>	2017
Ryerson University, Psychology Graduate Student Association Symposium, <i>Keynote</i>	2017
University of Toronto, Dept of Psychology, <i>Social-Personality Research Interest Group</i>	2016
York University, Dept of Psychology, <i>Departmental Colloquium</i>	2016
University of Colorado, Boulder, Dept of Psychology, <i>Departmental Colloquium</i>	2015
San Diego State University, Dept of Psychology, <i>Departmental Colloquium</i>	2015
Ryerson University, Dept of Psychology, <i>Departmental Colloquium</i>	2015
University of Illinois, Chicago, Dept of Psychology, <i>Departmental Colloquium</i>	2014
New York University, Dept of Psychology, <i>West Interpersonal Perception Lab</i>	2014
California State, San Bernardino, Dept of Psychology, <i>Departmental Colloquium</i>	2014
University of Nebraska-Lincoln, Dept of Psychology, <i>Departmental Colloquium</i>	2013
Harvard University, Dept of Psychology, <i>Nakayama Vision Sciences Lab</i>	2013
Quinsigamond Community College, Dept of Psychology, <i>Psychology Speaker Series</i>	2013
Dartmouth College, Dept of Psychological and Brain Sciences, <i>Social Brain Science Series</i>	2012
University of Delaware, Dept of Psychology, <i>Cognitive Brown Bag Seminar</i>	2012
University of Pittsburgh, Dept of Psychology, <i>Departmental Colloquium</i>	2012
New York University, Dept of Psychology, <i>Van Bavel & Amodio Social Neuroscience Labs</i>	2011
University of Warsaw, Tajfelian Seminar, <i>Keynote</i>	2011

CONFERENCE PRESENTATIONS

Hehman, E. (2021, Oct). *Top-down influence on impression formation*. Society for Experimental Social Psychology Annual Meeting, Santa Barbara, CA. *Cancelled due to COVID*.

Hehman, E. (2020, June). *A shifting face space across social categories*. 19th General Meeting of the European Association of Social Psychology, Krakow, Poland. *Cancelled due to COVID*.

Hehman, E. (2020, May). *Where are competence and warmth located?* Duck Conference on Social Cognition, Duck, NC. *Cancelled due to COVID*.

- Hehman, E.** (2020, April). *Predicting regional intergroup bias*. Association for Psychological Science Annual Meeting, Chicago, IL. *Cancelled due to COVID*.
- Stolier, R.M. & **Hehman, E.** (2020, Feb). *The new face of face-impressions: How social factors structure perceptions*. Chair. Society for Personality and Social Psychology Annual Meeting, New Orleans, LA.
- Hehman, E.** (2019, Oct). *The structure of regional intergroup bias*. Person Memory Interest Group, Severn Bridge, ON.
- Hehman, E.** (2019, May). *Perceiver variability in impressions*. Duck Conference on Social Cognition, Duck, NC.
- Hehman, E.** & Bjornsdottir, R.T. (2019, Feb). *Facial appearance shapes group formation*. Society for Personality and Social Psychology Annual Meeting, Portland, OR.
- Hehman, E.** (2019, Feb). *Citizens' biases influenced by government policy*. Social Cognition preconference at the Society for Personality and Social Psychology Annual Meeting, Portland, OR.
- Hehman, E.** (2018, Oct). *Regional evidence that gay-marriage legalization caused reductions in implicit and explicit anti-gay bias*. Society for Experimental Social Psychology Annual Meeting, Seattle, WA.
- Hehman, E.** (2018, Oct). *Links between intergroup regional bias and outcomes of consequence*. Groups preconference at the Society for Experimental Social Psychology Annual Meeting, Seattle, WA.
- Hehman, E.** (2018, May). *Regional bias: Correlates and consequences*. Duck Conference on Social Cognition, Duck, NC.
- Hehman, E.** (2017, October). *Focusing on groups: Between- and within-group variance in facial appearance*. Society for Experimental Social Psychology Annual Meeting, Boston, MA.
- Hehman, E.** (2017, January). *Group members look alike: Social-cognitive mechanisms and consequences*. Social Cognition preconference at the Society for Personality and Social Psychology Annual Meeting, San Antonio, TX.
- Hehman, E.** (2017, January). *Disproportionate police homicides are associated with the racial biases of geographic areas*. Society for Personality and Social Psychology Annual Meeting, San Antonio, TX.
- Hehman, E.** (2015, September). *People in groups look more alike*. Groups preconference at the Society for Experimental Social Psychology Annual Meeting, Denver, CO.
- Hehman, E., & Freeman, J.B.** (2015, April). *Country-level gender disparity shapes perceivers' early responses to gendered cues*. Hendricks Symposium on "Psychology, Biology, and Political Attitudes", Lincoln, NE.
- Hehman, E., & Freeman, J.B.** (2014, February). *Motivated to disconfirm: Resolving stereotype conflict to perceive others accurately*. Society for Personality and Social Psychology Annual Meeting, Austin, TX.
- Hehman, E., & Leitner, J.B.** (2014, February). *It's not all bad: Positive associations with dominant facial structure*. Society for Personality and Social Psychology Annual Meeting, Austin, TX.
- Hehman, E., Leitner, J.B., Olechowski, M., & Deegan, M.P.** (2011, May). *Experiencing discrimination as a lack of control*. Graduate Student Forum, Newark, DE.

Hehman, E., Stanley, E.M., Leitner, J.B., & Gaertner, S.L. (2011, April). *Improved recognition for threatening targets*. Sociology and Criminology Conference, Newark, DE.

Hehman, E., Stanley, E.M., Leitner, J.B., Mania, E.W., Gaertner, S.L., & Simons, R.F. (2011, March). *Threatening group membership reverses the ingroup face-recognition advantage*. Co-chair. Eastern Psychological Association Meeting, Boston, MA.

ψRegional Research Award

TEACHING

Social Cognition, Graduate, McGill University	2022-Present
Research Methods, McGill University	2019-Present
Social Psychology, McGill University	2019-Present
Social Psychology, Ryerson University	2017-2018
Statistics and Research Design II, Graduate, Ryerson University	2016-2018
Statistics and Research Design I, Graduate, Ryerson University	2015-2018
Research Methods, University of Delaware	2011-2012

Three of my teaching techniques included in:

Morling, B. (2012). *Instructors manual to accompany Psychology Research Methods*. New York: W.W. Norton.

GRANT REVIEWER

Israel Science Foundation

National Science Foundation

Social Sciences and Humanities Research Council