

Vita
Oscar Ybarra

Gies College of Business
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(revised 01/31/24)

Positions

Professor, Gies College of Business, University of Illinois (2021-)
Director, Center for Professional Responsibility in Business and Society, Gies College of Business (2022 -)
Associate Director, Center for Professional Responsibility in Business and Society, Gies College of Business (2022 - 2023)
Professor Emeritus of Psychology and Management & Organizations, University of Michigan (2021-)
Emeritus Faculty Associate, Research Center for Group Dynamics, Institute for Social Research (2021-)
Professor, Psychology, University of Michigan (2009-2021)
Professor, Management & Organizations, University of Michigan (2016-)
Director, Innovate Blue (U-M Campus-wide Innovation & Entrepreneurship) (2014-2017)
Associate Professor, Psychology, University of Michigan (2001-2009)
Assistant Professor, Psychology, University of Michigan (1996-2001)
Faculty Associate, Research Center for Group Dynamics, Institute for Social Research (1996-2021)
Faculty Affiliate, Organizational Studies, University of Michigan (2010-)
Visiting Professor, Southwest University, Beibei, Chongqing, China (2011-2014)

Education

Ph.D., Experimental Social Psychology, Aug., 1996
New Mexico State University
M.A., Social Psychology, May, 1993
New Mexico State University
M.A., Public Administration, Aug., 1990
Sul Ross State University
B.A., Psychology, Dec., 1988
Sul Ross State University

General Research Interests

Social Cognition; Interpersonal Processes & Relationships; Self & Other Leadership; Cognitive Functioning & Decision Making; Innovation & Entrepreneurship; Intergroup Processes; Negotiation & Conflict Management

Honors

Fellow, American Psychological Society, 2010
Fellow, Society of Experimental Social Psychology, 2002

Research Honors

Swets Research Collaboration Award, University of Michigan, Department of Psychology, 2019

Best Empirical Paper, International Association of Conflict Management, 2007

Gordon Allport Intergroup Relations Prize, 2002

Publications

Ybarra, O., & Chan, T. (In press). What happens at home stays at home: The Vegas rule for work depends on working memory. *Community, Work, & Family*.

Ybarra, O. & Chan, T. (2023). The s(quad) model, a pattern approach for understanding the individual and their social network relations: application to loneliness. *Frontiers in Social Psychology*. doi.org/10.3389/frsps.2023.1278671

Ybarra, O. (2023). The skills that help employees adapt: Empirical validation of a four-category framework. *PLOS One*. doi.org/10.1371/journal.pone.0282074

Yang, Q., Van den Bos, K., Xiaoying, Z., Adams, S., & Ybarra, O. (2022). Identity lost and found: Self-concept clarity in social network site contexts. *Self & Identity*, 21, 406-429.

Ybarra, O., Rios, K., Keller, M.C., Michalak, N., Wang, I., Chan, T. (2022). On predicting and being predicted: Navigating life in a competitive landscape full of mind readers. In S.M. Garcia & A. Tor, & A. Elliot (Eds.), *The oxford handbook of the psychology of competition*: Oxford University Press.

Chan, T., Reese, Z.A., & Ybarra, O. (2021) Better to brag: Underestimating the risks of avoiding positive self-disclosures in close relationships. *Journal of Personality*, 89 (5), 1044-1061.

Chan, T., Wang, I., & Ybarra, O. (2021). Leading and managing the workplace: The role of executive functions. *Academy of Management Perspectives*, 35(1), 142-164.

Kross, E., Verduyn, P., Sheppes, G., Costello, C., Jonides, J., & Ybarra, O. (2021). Social media and wellbeing: Pitfalls, progress, and next steps. *Trends in Cognitive Sciences*, 25(1), 55-66.

Yang, Q., Ybarra, O., Van den Bos, K., Zhao, Y., Guan, L., & Huang, X. (2020). Temporal reappraisal in a Chinese context. Distancing autobiographical memory following self-uncertainty salience. *Social Behavior and Personality*, 48(2), 1-9.

Yang, Q., Ybarra, O., Zhao, Y., & Huang, X. (2020). Restoring meaning: Self-uncertainty increases subjective distance between the past and the present self. *Social Behavior and Personality*, 48(7), 1-9.

Chen, Y., Li, L., Ybarra, O., & Zhao, Y. (2020). Symbolic threat affects negative self-conscious emotions. *Journal of Pacific Rim Psychology*, 14, online publication.

Kross, E., Verduyn, P., Boyer, M., Drake, B., Gainsburg, I., Vickers, B., Ybarra, O., & Jonides, J. (2019). Does counting emotion words on online social networks provide a window into people's subjective experience of emotion? A case study on Facebook. *Emotion*, 19, 97-107.

Lee, D., Orvell, A., Briskin, J., Shrapnell, T., Gelman, S.A., Ayduk, O., Ybarra, O., & Kross, E. (2019). When chatting about negative experiences helps—and when it hurts: Distinguishing adaptive from maladaptive social support in computer-mediated communication. *Emotion*, 1-8.

Yang, Q., Ybarra, O., Van den Bos, K., Zhao, Y., Guan, L., Cao, Y., Li, F., & Huang, X. (2019). Neurophysiological and behavioral evidence that self-uncertainty salience increases self-esteem striving. *Biological Psychology*, 143, 62-73.

Mengfei, H., Ybarra, O., Chongzeng, B. (2019). Electrophysiological evidence for differences in the semantic processing of communal and agentic words. *Psychology: Techniques and Applications*, 7, 9-16.

Chan, T., Michalak, N. M., & Ybarra, O. (2019). When God is your only friend: Religious beliefs compensate for purpose in life in the socially disconnected. *Journal of Personality*, 87, 455-471.

Lee, D.S., Ybarra, O., Gonzales, R., & Ellsworth, P. (2017). I-Through-We: How supportive social relationships facilitate personal growth. *Personality and Social Psychology Bulletin*, 44, 37-48.

Verduyn, P., Ybarra, O., Résibois, M., Jonides, J., & Kross, E. (2017). Social media and happiness: The case of Facebook. *La Revue Québécoise de Psychologie*, 38, 167-182.

Verduyn, P., Ybarra, O., Résibois, M., Jonides, J., & Kross, E. (2017). Do social network sites enhance or undermine subjective wellbeing? A critical review. *Social Issues and Policy Review*, 11, 274-302.

Lee, D.S., & Ybarra, O. (2017). Cultivating effective support through abstraction: Reframing social support promotes goal pursuit. *Personality and Social Psychology Bulletin*, 43, 453-464.

Park, J., Lee, D.S., Shabrack, H., Verduyn, P., Deldin, P., Ybarra, O., Jonides, J., & Kross, E. (2016). When perceptions defy reality: the relationships between depression and actual and perceived Facebook social support. *Journal of Affective Disorders*, 200, 37-44.

Unger, A., Chongzeng, B., Xiao, Y., & Ybarra, O. (2016). The revising of the Tangney self-control scale for Chinese students. *PsyCh Journal*, 5, 101-116.

Mengfei, H., Chongzeng, B., Ybarra, O. (2016). Common and distinct neural mechanisms of the fundamental dimensions of social cognition. *Social Neuroscience*, 11, 395-408.

Zhu, Y., Zhao, Y., Ybarra, O., Stephan, W.G., & Yang, Q. (2015). Enhanced memory for both threat and neutral Information under conditions of intergroup threat. *Frontiers in Psychology*, 6, 1759.

Dodge H.H., Mattek, N., Gregor, M., Bowman, M., Seelye, A., Ybarra, O., Asgari, M., & Kaye J.A. (2015). Social markers of mild cognitive impairment: Proportion of word counts in free conversational speech. *Current Alzheimer Research*, 12(6), 513-9.

Lee, D.S., Moeller, S.J., Kopelman, S., & Ybarra, O. (2015). Biased perceptions of knowledge in negotiation: Implications for negotiators' rapport and egocentrism. *Negotiation and Conflict Management Research*, 8, 85-99.

Dodge, H.H., Zhu, J., Mattiek, N., Bowman, M., Ybarra, O., Wild, K., Loewenstein, D., & Kaye, J.A. (2015). Web-enabled conversational interactions as a method to improve cognitive functions: Results of a 6-week randomized controlled trial. *Alzheimer's & Dementia: Translational Research & Clinical Interventions*, 1, 1-12

Verduyn, P., Lee, D.S., Park, J., Shabrack, H., Orvell, A., Ybarra, O., Jonides, J., & Kross, E. (2015). Passive Facebook usage undermines affective well-being: Experimental and longitudinal evidence. *Journal of Experimental Psychology: General*, 144, 480-488.

Ybarra, O., Kross, E., & Sanchez-Burks, J. (2014). The “Big Idea” that is yet to be: Towards a more motivated, contextual, and dynamic model of emotional intelligence. *Academy of Management Perspectives*, 28, 93-107.

- Dodge, H.H., Ybarra, O., & Kaye, J.A. (2014). Tools for advancing research into social networks and cognitive function in older adults. *International Psychogeriatrics*, 26, 533-539.
- Kervyn, N., Chan, E., Malone, C., Korpusik, A., & Ybarra, O. (2014). Not all disasters are equal in the public eye: The negativity effect of warmth in brand perception. *Social Cognition*, 32, 256-275.
- Kross, E., Verduyn, P., Demiralp, E., Park, J., Lee, D.S., Lin, N., Shabrack, H., Jonides, J., & Ybarra, O. (2013). Facebook use predicts declines in subjective well-being in young adult. *PLoS ONE*, 8(8): e69841.
- Rios, K., Ybarra, O., & Sanchez-Burks, J. (2013). Outgroup primes induce unpredictability tendencies in people. *Journal of Experimental Social Psychology*, 49, 372-377.
- Chongzeng, B., Ybarra, O., & Zhao, Y. (2013). Accentuating your masculine side: Agentic traits generally dominate self-evaluation, even in China. *Social Psychology*, 44, 103-108.
- Ybarra, O., Lee, S., & Gonzalez, R. (2012). Supportive social connections attenuate the paradox of choice. *Psychological Science*, 23, 1186-1192.
- Ybarra, O., & Winkielman, P. (2012). On-line social interactions and executive functions. *Frontiers in Human Neuroscience*, 6, 1-6.
- Ybarra, O., Park, H., Stanik, C., & Lee, D.S. (2012). Self-judgment and reputation monitoring as a function of the fundamental dimensions, temporal appraisal, and culture. *European Journal of Social Psychology*, 42, 200-209.
- Wang, Y., Zhao, Y., Qiu, J., Ybarra, O., Liu, L., & Huang, Y. (2012). Neural correlates of aggression among individuals from low and high socioeconomic status: An ERP study. *International Journal of Psychological Studies*, 4, 37-45.
- Zhao, Y., Tu, S., Lei, M., Qiu, J., Ybarra, O., & Zhang, Q. (2011). The neural basis of breaking mental set: an event-related potential study. *Experimental Brain Research*, 208, 181-187.
- Ybarra, O., Winkielman, P., Yeh, I., Burnstein, E., & Kavanagh, L. (2011). Friends (and sometimes enemies) with cognitive benefits: Which types of social interactions boost executive functioning? *Social Psychological and Personality Science*, 2, 253-261.
- Rios Morrison, K., Plaut, V.C., & Ybarra, O. (2010). Predicting whether multiculturalism positively or negatively influences White Americans' intergroup attitudes: The role of ethnic identification. *Personality and Social Psychology Bulletin*, 36, 1648-1661.

- Ybarra, O., Keller, M.C., Chan, E., Garcia, S.M., Sanchez-Burks, J., Rios Morrison, K., & Baron, A.S. (2010). Being unpredictable: Friend or foe matters. *Social Psychological and Personality Science*, 1, 259-267.
- Rios Morrison, K., & Ybarra, O. (2009). Symbolic threat and social dominance among liberals and conservatives: SDO reflects conformity to political values. *European Journal of Social Psychology*, 39, 1039-1052.
- Rios Morrison, K., Fast, N., & Ybarra, O. (2009). Group status, perceptions of threat, and support for social inequality. *Journal of Experimental Social Psychology*, 45, 201-210.
- Ybarra, O., Chan, E., Park, H., Burnstein, E., Monin, B., & Stanik, C. (2008). Life's recurring challenges and the fundamental dimensions: An integration and its implications for cultural differences and similarities. *European Journal of Social Psychology*, 38, 1083-1092.
- Song, H., & Ybarra, O. (2008). But are you really happy? A negativity effect in the inference of others' happiness and unhappiness. *Basic and Applied Social Psychology*, 30, 56-65.
- Ybarra, O. Burnstein, E., Winkielman, P., Keller, M.C., Manis, M., Chan, E., & Rodriguez, J. (2008). Mental exercising through simple socializing: Social interaction promotes general cognitive functioning. *Personality and Social Psychology Bulletin*, 34, 248-259.
- Sanchez-Burks, J., Neuman, E.J., Ybarra, O., Kopelman, S., Park, H., & Goh, K. (2008). American optimism about the consequences of workgroup conflict. *Negotiation and Conflict Management Research*, 1, 53-76.
- Rios Morrison, K., & Ybarra, O. (2008). The effects of realistic threats and group identification on social dominance orientation. *Journal of Experimental Social Psychology*, 44, 156-163.
- Garcia, S.M., & Ybarra, O. (2007). People accounting: Numerical imbalances and social-based choice. *Journal of Experimental Social Psychology*, 43, 802-809.
- Sanchez-Burks, J., Nisbett, R., Lee, F., & Ybarra, O. Cultural training based on a theory of relational ideology. (2007). *Basic and Applied Social Psychology*, 29, 257-268.
- Kiefer, A.K., Sanchez, D.T., Kalinka, C.J., & Ybarra, O. (2006). How women's nonconscious association of sex with submission relates to their ability to orgasm. *Sex Roles*, 55, 83-94.
- Sanchez, D.T., Kiefer, A.K., & Ybarra, O. (2006). Sexual submissiveness in women: Costs for autonomy and sexual arousal. *Personality and Social Psychology Bulletin*, 32, 512-524.

- Chan, E., Ybarra, O., & Schwarz, N. (2006). Reversing the affective congruity effect: The role of target accessibility. *Journal of Experimental Social Psychology*, 32, 365-372.
- Jayaratne, E.T., Ybarra, O., Sheldon, J.P., Brown, T.N., Feldbaum, M., Pfeffer, C.A., & Petty, E.M. (2006). White Americans' genetic lay theories of race differences and sexual orientation: Their relationship with prejudice toward blacks and gay men and lesbians. *Group Processes and Intergroup Relations*, 9, 77-94.
- Keller, M.C., Fredrickson, B.L., Ybarra, O., Mikels, J., Johnson, K., & Wager, T. (2005). A warm heart and a clear head: Effects of weather on mood and cognition. *Psychological Science*, 17, 724-731.
- Ybarra, O., & Ramón, A. (2004). Diagnosing the difficulty of conflict resolution between individuals from the same and different social groups. *Journal of Experimental Social Psychology*, 40, 815-822.
- Chen, S., Ybarra, O., & Kiefer, A.K. (2004). Power and impression formation: The effects of power on the desire for morality and competence information. *Social Cognition*, 22, 391-421.
- Ybarra, O., Stephan, W.G., Schaberg, L., & Lawrence, J. (2003). Beliefs about the disconfirmability of stereotypes: The stereotype disconfirmability effect. *Journal of Applied Social Psychology*, 33, 2630-2646.
- Ybarra, O., & Park, D.C. (2002). The disconfirmation of positive person expectations by older and younger Adults: Implications for social vigilance. *Journal of Gerontology: Psychological Sciences*, 57, 435-443.
- Chan, E., & Ybarra, O. (2002). Interaction goals and social information processing: Underestimating one's partners but overestimating one's opponents. *Social Cognition*, 20, 409-439.
- Stephan, W.G., Boniecki, K.A., Ybarra, O., Bettencourt, A., Ervin, K.S., Jackson, L.A., McNatt, P., and Renfro, L. (2002). The role of threats in the racial attitudes of Blacks and Whites. *Personality and Social Psychology Bulletin*, 28, 1242-1254.
- Ybarra, O. (2002). Naive causal understanding of valenced behaviors and its implications for social information processing. *Psychological Bulletin*, 128, 421-441.
- Ybarra, O. (2001). When first impressions don't last: The role of isolation and adaptation processes in impression revision. *Social Cognition*, 19, 491-520.
- Ybarra, O., Chan, E., & Park, D.C. (2001). Young and old adults' concerns with morality and competence. *Motivation and Emotion*, 25, 85-100.

- Ybarra, O., Stephan, W.G., & Schaberg, L.A. (2000). Misanthropic memory for the behavior of group members. *Personality and Social Psychology Bulletin, 26*, 1515-1525.
- Sanchez-Burks, J., Nisbett, R.E., & Ybarra, O. (2000). Relational schemas, cultural styles and prejudice against outgroups. *Journal of Personality and Social Psychology, 79*, 174-189.
- Ybarra, O., Schaberg, L.A., & Keiper, S.N. (1999). Favorable and unfavorable target expectancies and social information processing. *Journal of Personality and Social Psychology, 77*, 698-709.
- Ybarra, O., & Stephan, W.G. (1999). Attributional orientations and the prediction of behavior: The attribution-prediction bias. *Journal of Personality and Social Psychology, 76*, 718-727.
- #Ybarra, O. (1999). Misanthropic person memory when the need to self-enhance is absent. *Personality and Social Psychology Bulletin, 25*, 261-269.
- Stephan, W.G., & Ybarra, O., & Bachman, G. (1999). Prejudice toward immigrants. *Journal of Applied Social Psychology, 29*, 2221-2237.
- Ybarra, O., & Trafimow, D. (1998). How priming the private self or collective self affects the relative weights of attitudes and subjective norms. *Personality and Social Psychology Bulletin, 24*, 362-370.
- Stephan, W.G., Ybarra, O., Martinez, C.M., Schwarzwald, J., & Tur-Kaspa, M. (1998). Prejudice toward immigrants to Spain and Israel: An integrated threat theory analysis. *Journal of Cross-Cultural Psychology, 29*, 559-576.
- Gabrielides, C., Stephan, W.G., Ybarra, O., Pearson, V.M.S., & Villareal, L. (1997). Cultural variables and preferred styles of conflict resolution: Mexico and the United States. *Journal of Cross-Cultural Psychology, 28*, 661-677.
- Ybarra, O. & Stephan, W.G. (1996). Misanthropic person memory. *Journal of Personality and Social Psychology, 70*, 691-700.
- Ybarra, O. & Stephan, W.G. (1994). Perceived threat as a predictor of prejudice and stereotypes: Americans' reactions to Mexican immigrants. *Boletin de Psicologia, 42*, 39-54.
- Chapters in Edited Volumes*
- Ybarra, O., Rios, K., & Keller, M.C., Michalak, N., Wang, I., & Chan, T. (In press). On Predicting and Being Predicted: Navigating life in a competitive landscape full of mind readers. In A. Tor & S.M. Garcia (Eds.), *Oxford Handbook of Psychology and Competition*, Oxford University Press: New York.

- Chan, T., Wang, I., & Ybarra, O. (2019). Connect and strive to survive and thrive: The evolutionary meaning of communion and agency. In B. Wojciszke & A. Abele-Brehm (Eds.), *Agency and Communion in Social Psychology* (pp. 13-24). Routledge: London.
- Stephan, W.G., Ybarra, O., & Rios, K. (2016). Intergroup threat theory. In T.D. Nelson (Ed.), *Handbook of Prejudice, stereotyping, and discrimination* (pp. 255-273). Psychology Press (Taylor & Francis): New York.
- Ybarra, O., Kross, E., Lee, D.S., Zhao, Y., & Sanchez-Burks, J. (2013). The context, psychology, and flexibility of social-emotional intelligence. In A. Bakker (Ed.), *Advances in Positive Organizational Psychology* (pp. 167-187). Emerald Press: Bingley, UK.
- Ybarra, O., Rees, L., Kross, E. & Sanchez-Burks, J. (2011). Social context and the psychology of emotional intelligence: Key to creating positive organizations. In K. Cameron & G. Spreitzer (Eds.), *Handbook of Positive Organizational Scholarship* (pp. 201-214), . Oxford University Press: New York.
- Ybarra, O., Keller, M.C., Chan, E., Baron, A.S., Hutsler, J., Garcia, S.M., Sanchez-Burks, J., & Rios Morrison, K. (2007). The social prediction dynamic: A legacy of cognition and mixed-motives. In J.P. Forgas, M.G. Haselton, & B. von Hippel (Eds.), *Evolution and the Social Mind: Evolutionary Psychology and Social Cognition* (pp. 263-277). Psychology Press: New York.
- Stephan, W.G., Ybarra, O., & Rios Morrison, K. (2009). Intergroup threat theory. In T.D. Nelson (Ed.), *Handbook of Prejudice, Stereotyping, and Discrimination* (pp. 43-60). Lawrence Erlbaum Associates: Mahwah, New Jersey.
- Chan, E., Ybarra, O., Park, D.C., Rodriguez, J., & Garcia, J.A. (2007). Trusting medical authorities: Some cognitive aging and social vigilance considerations. In D.C. Park and L. L. Liu (Eds.), *Social and Cognitive Perspectives on Medical Adherence* (pp. 147-165). American Psychological Association: Washington, D.C.

Other Publications

- Rios Morrison, K., & Ybarra, O. (2007). Social dominance orientation. In R. F. Baumeister & K. D. Vohs (Eds.), *Encyclopedia of Social Psychology*. Sage: Thousand Oaks, CA.
- Ybarra, O. (2008). Misanthropy. *International Encyclopedia of the Social Sciences* (2nd. Ed.). Macmillan: USA.

Under Revision

Under Review

Li, C., Ybarra, O., Lee, D.S., Adams, S., Bi, Chongzeng. Worse than a braggart: Interpersonal costs of humblebragging in China. *European Journal of Personality and Social Psychology*.

Yang, Q., Wang, Y., & Ybarra, O. Intolerance of uncertainty modulates changes in materialism before and during the COVID-19 pandemic. *Personality and Social Psychology Bulletin*.

Manuscripts in preparation

Ybarra, O., & Adams, S. Some moral categories are stickier than others: Stronger social inferences for fairness and property related behaviors. Target Journal: *Psychological Science*.

Ybarra, O. Belonging isn't everything: A SQUAD pattern approach to personal social networks and wellbeing across time. Target Journal: *Science*.

Ybarra, O. How effective leaders help create meaning for others day to day. Target Journal: *Academy of Management Perspectives*.

Research in Progress

Ybarra, O. Should we lump all work resources into one pile? A SQUAD analysis of communion and agency related resources and their interactive effects on work outcomes.

Lee, D.S., & Ybarra, O. Inequality at work gets under the skin: Unequal opportunities for job advancement predict resting cortisol levels. Target Journal:

Ybarra, O., & Sanchez, C. My company is better than yours: Calibration and miscalibration in executives' judgments of market prowess.

Ybarra, O., & Adams, S. Distinctions in CEO immoral behavior and people's willingness to patronize their companies.

Ybarra, O., & Cohen, D. Can money buy you better memory and attention?

Ybarra, O., & Lee, D.S. Bearing or blaring personal bad news: The courage to be vulnerable activates social support in others.

Kross, E., Ybarra, O., Verduyn, P. et al. Discrepancies between parents' and children's views of social media use.

Ybarra, O. Self-leadership is missing something critical.

Professional Presentations

Ybarra, O. Bragging as social capitalization: The social perils to not communicating one's achievements.

University of North Carolina Chapel Hill, Department of Psychology, March, 2022.

Ybarra, O. Am I bragging? The social perils to not communicating one's achievements.

University of Illinois, Department of Business Administration, January, 2021.

Ybarra, O. I and me through we: Personal benefits of being interpersonal.

University of Illinois, Department of Psychology, November, 2020.

Ybarra, O. I and me through we: Personal benefits of being interpersonal.

- Ross School of Business (Management & Organizations), November, 2019.
- Ohio State University, November, 2019.

Ybarra, O. Institutional types: Some psychological considerations.

The Choice II Symposium, University of Michigan, December, 2019.

Ybarra, O., Kerrecman, K., Olney, J., & Nguyen, C. Big entrepreneurship: How to unite a large university around entrepreneurship and avoid pitfalls.

Venturewell, Washington, D.C., March 2017.

Ybarra, O., SHAPE: Developing the promise of ideas in the midst of uncertainty.

- University of Waterloo, May 2014.

Ybarra, O. Should entrepreneurs be less selfish.

- University of Waterloo, May 2014
- Ohio University, April 2015
- Invited presentation, University of Michigan, Organizational Studies, April 2015.

Ybarra, O. Assessment methodologies for entrepreneurship education.

National Collegiate and Inventors Alliance, San Jose, CA, March, 2014.

Price, P.H., Vanek, C., Freund, J. & Ybarra, O. Measuring the quality of innovative ideas to strengthen the scientific base for entrepreneurship teaching and research.

National Collegiate and Inventors Alliance, San Jose, CA, March, 2014.

Ybarra, O. The perceiver and target in intergroup perception.

Group Processes and Intergroup Relations pre-conference, San Diego, January, 2012.

Ybarra, O. Being effective by being social.

Southwest University, Chongqing, China, June, 2011.

Ybarra, O. Mental exercising though socializing: What types of social interaction boost cognitive functioning?

Aging and Cognition, Dortmund, Germany, Fall, 2010.

Chan, E., Ybarra, O., & Park, H. Managing impressions: Some mistaken reputations are more troubling than others.

Expert Meeting on the Fundamental Dimensions, Neuendettelsau, Germany, Fall, 2010.

Ybarra, O. Unintended consequences of socializing for executive function, emotionality, and decision-making.

- Organizational Studies, University of Michigan, March, 2010
- Michigan State University, February, 2010.

Ybarra, O. Leveraging your social connections to stay mentally sharp.

- ICOS, University of Michigan, October, 2008
- University of California at San Diego, February, 2009
- University of Indiana, Bloomington, April, 2009.

Ybarra, O. Fundamental dimensions of social judgment, cultural variation, and the nature of social cognition.

European Association of Experimental Social Psychology, Opatja, Croatia, June, 2008.

Ybarra, O. Life's recurring challenges, the fundamental dimensions, and self-judgment.

Society of Experimental Social Psychology, Sacramento, CA, October, 2008.

Hutsler, J. & Ybarra, O. Social input and the evolution of primate intelligence.

Cognitive Neuroscience Society Conference, San Francisco, April, 2008.

Ybarra, O. The social underpinnings of intelligence: Being smart and social at the same time.

Research Center for Group Dynamics speaker series on Intelligence, November, 2007.

Ybarra, O. Fundamental dimensions of social judgment, cultural variation, and the nature of social cognition.

- Small Group Meeting of the European Association of Experimental Social Psychology, Namur, Belgium, scheduled for June, 2007
- POS group, Ross School of Business, U of Michigan, October, 2007.

Ybarra, O. Barriers to positive relationships: Distrust and the awakening of the inauthentic self.

POS group, Ross School of Business, U of Michigan, February, 2007.

Ybarra, O. The social prediction dynamic and the lament of the social scientist.
 The Sydney Symposium on Social Psychology, Sydney Australia, March, 2006.

Ybarra, O. The themes we live by: On finding cultural differences and similarities.

- Asian Association of Social Psychologists, April, 2005
- University of Texas, November, 2005
- Michigan State University, December, 2005
- Cultural Psychology Pre-conference, Palm Springs, January, 2006
- University of Melbourne, Melbourne, Australia, March, 2006
- University of Western Ontario, April, 2006.

Ybarra, O. Socializing is good for your wits.

- Beckman Institute for Advanced Science and Technology, University of Illinois, Fall, 2003
- Georgia Tech University, Spring, 2004.

Ybarra, O. The themes we live by: On finding cultural differences and similarities.

Workshop on Cross-Cultural Management and Organizational Behavior.
 University of Michigan Business School Education. May, 2003.

Ybarra, O. People's naïve theory of group relations: Implications for diagnosing the difficulty of conflict resolution.

Princeton University, April, 2002.

Ybarra, O. Trusting medical authorities: Some cognitive aging and social vigilance considerations.

CACHET, St. Petersburg, Florida, February, 2002.

Ybarra, O. Making sense of people and their behavior.

- Department of Management and Policy, University of Arizona, December, 2000
- Decision Consortium, University of Michigan, November, 2001.

Ramon, A., & Ybarra, O. Naive theories of intergroup and intragroup relations and their implications for diagnosing conflict.

American Psychological Society conference, Summer, 2000.

Chan, E., & Ybarra, O. Interaction goals and social information processing.

Midwestern Psychological Association, Spring, 2000.

Ybarra, O. Social vigilance in older and younger adults.

Royal Centers Conference, Fall, 2000.

Ybarra, O. The perception of the causes of positive and negative behaviors and its consequences for social information processing.

Symposium presented at the American Psychological Society conference,
Summer 2000.

Ybarra, O. The perception of the causes of positive and negative behaviors and its consequences for social information processing.

New Mexico State University, Fall, 1999.

Ybarra, O. Social understanding and social cognition.

Person Memory Interest Group, SESP, Lexington Kentucky, Fall 1997.

Ybarra, O. Social understanding and social cognition.

Research Center for Group Dynamics, University of Michigan, Fall 1997.

Ybarra, O. Communication goals, target entitativity, and social information processing.

Michigan State University, Fall 1996.

Grants (PI & Co-PI)

Dodge, H., & Ybarra, O. National Institute on Aging, \$1,569,066, active September 2010 - August 2013. Conversational engagement as a means to delay Alzheimer's disease onset: A randomized controlled trial.

Zhao, Y., & Ybarra, O. et al. National Natural Science Foundation of China, \$118,000, active September 2013 - August 2018. Emotion regulation of intergroup threat.

Price, R., & Ybarra, O. Center for Entrepreneurship, UM, \$10,400. What makes for great pitches? Active January 2013 - December 2015.

Ybarra, O. Barger Leadership Institute, University of Michigan, \$10,000. Squelching innovation: Social dynamics in organizations that limit idea generation and idea revelation, active July 2011 – August 2013.

Ybarra, O. Southwest University, Chongqing China, \$24,000. ERP and fMRI investigations of the fundamental dimensions in social and self-judgment, active July 2011 - August 2014.

Ybarra, O. Center for International Business Education, University of Michigan, \$3300. Indeterminate zone reasoning by Chinese entrepreneurs and its interaction with dynamic and stable business contexts. Summer, 2011.

Zhao, Y., & Ybarra, O. et al. National Natural Science Foundation of China, \$35,0000, active September 2010 - August 2011. Emotion regulation of threat in intergroup perception.

Ybarra, O., & Park, D. National Institute on Aging, \$139,100, active September 1999 - December 2001. Cognitive aging and social cognition.

Ybarra, O. Rackham Graduate School of Studies, University of Michigan, \$13,000, active January 2000 - December 2001, People's naive theories of intergroup relations and their implications for diagnosing and resolving group conflict.

Ybarra, O. Seed Grant Program of the Center for Applied Cognitive Research on Aging, \$3,000, April 2001. How the elderly and young adults process social/medical information.

Ybarra, O. Rackham Graduate School of Studies, University of Michigan, \$7,000, active June 2005 - August 2005, Primate intelligent behavior: A look beyond neocortex size to life-history factors.

Grants (Consultant)

Nisbett, R. (PI) Russell Sage Foundation, \$219,159, active November 1997 - October 1999. Culture and the pitfalls of intergroup contact.

Languages

English, Spanish, French (reading)

Professional Memberships

American Psychological Society
Society of Experimental Social Psychology
Society for Personality and Social Psychology

Classes Taught

Leadership of Self and Others
Leading Negotiations
The Psychology of Entrepreneurship
Intelligence, Foolishness, and Self-Control
Attitudes and Social Judgment
Intergroup Relations
Designing your Life with Purpose
Social Psychology

Undergraduate Student Research Projects Supervised

Supervised undergraduate research or have been second reader on approximately 20 theses

Doctoral Student Supervision

Dissertation Chair:

Susannah Chandhok (co-chair) (expected May 2021, Researcher at Google)
Todd Chan (2020, Researcher at Google)
David Lee (2016, Assistant Professor, University of Buffalo)
Joel Rodriguez (2004, Senior Manager, Amazon Corporate Security)
Emily Chan (2002, Associate Professor, Colorado College)

Dissertation Committee Member:

Zack Reese (2022)
 Iris Wang (2020)
 Darwin Guevara (2019)
 Megan Seymour (2019)
 Melissa Greene (2019, Systems Engineering)
 Walter Snowden (2015)
 Matthew Karlesky (2015, Business)
 Brent Russo (2012, Business)
 Amy Kiefer (2005)
 Matthew Keller (2004)

Service

Committee on capricious grading, UIUC, Gies
 Marketing area faculty search committee (2022)
 Department Augmented Executive Committee (1997, 2005-2006, 2009-2012, 2015-2016, 2020-)
 Department of Psychology Tenure & Promotion Panel (2009-2010, 2012-2013, 2018, 2020)
 Social Psychology Brickman Prize Committee (1997, 1999-2003, 2006-2007, 2011, 2018, 2020)
 Department of Psychology Mentoring Committee (2007-2008, 2018-)
 Department Executive Committee (2014-2015)
 Department Faculty Award Committee (2011-2013)
 Social Psychology Graduate Admissions Committee (1997, 1999, 2000-2005, 2007-2010, 2012)
 Department Faculty Information Technology Representative (2004, 2005)
 Social Psychology Prelim Committee (1998, 1999, 2000, 2002, 2003, 2005)
 Department Lab Space Committee (2001-2003)
 Social Psychology Brown bag seminar coordinator (1996-1998, 2001)
 Department Secretary Search Committee (1998)
 Department Graduate Committee (1997-1999)
 Department Internal Review, Evaluation of quality of Graduate Education (1997)
 Department Staff Support Coordinating Committee (1997)

Service

Provost PERO task force (2023 -), UIUC
 Steering Committee, Center for Social and Behavioral Science (2023 -)
 Sanger Leadership Institute, Faculty Champion (2019-)
 Advisory Board, The Center for Academic Innovation, (2020-)
 Director, Innovate Blue, U-M campus-wide entrepreneurship and innovation (2015-2017)
 Chair, Innovate Blue Curriculum Committee (2015-2017)
 Search Committee, UMOR, Director of Office of Technology Transfer (Summer, Fall, 2017)
 Innovate Brew coordinator for creating cross-campus faculty connections (2016-2017)
 External member, New Faculty Launch Committee, (2016-2017)

Faculty Co-Director of Innovate Blue (UM campus-wide minor in entrepreneurship) (Fall 2014-2015)
 ICOS (Interdisciplinary Committee on Organizational Studies) Executive Committee (2009-2013)
 Panel Judge for BLUElab student project competitions (Winter 2013)
 Guest Curator, ICOS speaker series, 2010
 Rackham pre-doctoral fellowship selection committee (2007)
 LS & A Information Technology Committee (2004-2005)
 Presentation to UM alumni/donors, Palo Alto, CA (2016)
 Presentation to UM alumni, Austin, Texas (2017)
 Presentation to office of University Development (2017)

Service/Outreach (Community/Region/National)

Contributor to Parent Toolkit, NBC News Education Nation (2014)
 Talk on the psychology of collaboration given to the Office of Technology Transfer, University of Michigan, Ann Arbor, MI, 2011.
 Talk on the benefits of socializing given to Learning and the Brain Org (2009)
 Faculty of color presentation to Western International High School, Detroit, MI (2003)
 Provided interviews to several news organizations, including Fortune, New York Times, Huffington Post, NBC News, and BBC News

Service (National & International)

NIH Subcommittee on Peer Review (2013-2016)
 Proposal Reviewing, Israel Science Foundation (2018)
 External Promotion Review (Keith Payne, 2014)
 External Promotion Review (Jennifer Richeson, 2010)

Reviewing

Proceedings of the National Academy of Sciences, American Psychologist, Psychological Review, Psychological Science, Psychological Bulletin, Journal of Personality and Social Psychology, Journal of Experimental Psychology, Journal of Experimental Social Psychology, Personality and Social Psychology Bulletin, Academy of Management Perspectives, Entrepreneurship, Theory, and Practice, Journal of Occupational and Organizational Psychology, Psychology and Aging, Social Cognition, European Journal of Social Psychology, Group Processes and Intergroup Relations, Social Psychology, Human Relations, Journal of Nonverbal Behavior, Aggressive Behavior, Asian Journal of Social Psychology, British Journal of Social Psychology, Cultural Diversity and Ethnic Minority Psychology, Cyberpsychology, Behavior, and Social Networking

Editorial Boards

Journal of Personality and Social Psychology: Interpersonal Relations and Group Processes (2020-)
Social Cognition (2010-)

Previous Editorial Boards

Social Psychological and Personality Science (2009-2011)

Consulting Editor

Personality and Social Psychology Bulletin (2013-2015)
Cultural Diversity and Ethnic Minority Psychology (2004-2006)

Scientific Committees

NIH Subcommittee on Diversity and Peer review (2013-2015)

Scientific Advisory Boards

Brainbaseline

Innovation and Commercialization Activities

Co-founder, CRED-ABLE, LLC

Media Coverage (selected)

News

BBC Crowdscience
 New York Times
 Los Angeles Times
 BBC News
 ABC News
 U.S. News and World Report
 Washington Post
 Chicago Tribune
 Boston Globe
 USA Today
 Reuters
 CBC News
 Discovery Channel
 Scripps News
 VOA News
 New York Newsday
 Dallas Morning News
 Atlanta Journal
 Constitution
 The Boston Channel
 The Week
 SecondAct.com
 Yahoo News
 Yahoo News Canada
 Yahoo News India
 Yahoo News Italy
 Yahoo News Argentina
 China Post
 China Daily
 Qatar Tribune
 Medical News Today
 Sciencedaily.com
 Healthcentral.com
 Health.com
 Health Scout
 Healthcare.com
 MSN Health
 WebMD
 eHealthconnection.com
 Fox News
 Science Daily
 Times of India
 MedIndia.com

Tehran Times

Iran Daily
 Health and Medicine News
 Heartmathreport.com
 Memory-Key.com
 Innovations-report.de
 Lifesciencesworld.com

Radio

NPR, BBC, BBC (Mundo)
 Voice of America

Magazines

The New York Times Magazine
 Health Magazine
 Consumer Reports Health
 Shape Magazine
 Men's Health
 Women's Health
 Fitness Magazine
 Woman's Day
 Reader's Digest
 Self Magazine
 Metro Times
 Natural Health Magazine
 Lifestyle Magazine
 Parenting
 Best Life Magazine
 Prevention
 Allure
 Delicious Living
 Muy Interesante (Spain)
 Psychology Today
 National Affairs

Newsletters/Journals

Sharp Brains
 Posit Science
 Neurodigest.com
 Brainfit for Life
 Bionicbrain.net
 Brain Rejuvenation
 Stress Institute
 Livestrong.com

Aging Newsletter

Heart Math Report
 Embody Health (Mayo Clinic)
 International Council on Active

Aging Newsletter

Senior Journal
 Social Work Today
 Bottom Line/Health
 Life Means Health
 eHarmony.com
 Preventdisease.com
 Mental Health Foundation
 Henry Ford Health

Business-Related

The Wall Street Journal
 Bloomberg Businessweek
 Forbes.com
 MIT Sloan Management Review
 R & D Magazine
 Crains Detroit