THOMAS H. COSTELLO

Curriculum Vitae March 18, 2025

thcostello1@gmail.com 0000-0002-5188-3881

PROFESSIONAL APPOINTMENTS

August 2025 –	Carnegie Mellon University, Pittsburgh, Pennsylvania Assistant Professor, Department of Social and Decision Sciences Affiliated Faculty, Human-Computer Interaction Institute
2024 – 2025	American University, Washington, DC Assistant Professor, Department of Psychology
2024 – Present	MIT, Cambridge, Massachusetts Research Affiliate, Sloan School of Management
2022 – 2024	MIT, Cambridge, Massachusetts Postdoctoral Fellow, Sloan School of Management Faculty Advisors: David Rand & Gordon Pennycook
EDUCATION	
2022	Ph.D., Psychology, Emory University , Atlanta, Georgia Faculty Advisors: Scott O. Lilienfeld (2016-2020) & Arber Tasimi (2021-22)

2018 M.A., Psychology, **Emory University**, Atlanta, Georgia

Faculty Advisor: Scott O. Lilienfeld

2016 B.A., Psychology & Philosophy, **Binghamton University**, Binghamton, NY

Honors Thesis Advisor: Steven Jay Lynn

FELLOWSHIPS, GRANTS, AND AWARDS

2025	Awarded		Association for Psychological Science, Rising Star
2024 – 2025	Awarded	\$40,000	Anti-Defamation League, Research Gift (PI)
2025 – 2027	Awarded	\$329,485	DARPA, Research Grant (co-PI)
2025 – 2027	Rejected	\$837,000	Google, Impact Challenge: Strengthening Democracy in Europe (co-PI)
2024 – 2025	Awarded	\$298,925	Schmidt Sciences, Al Safety Grant (co-PI)

2024 – 2025	Awarded	\$100,000	Reset, Research Grant (co-PI)
2024 – 2026	Awarded	\$115,000	Effective Ventures, Research Grant (PI)
2024 – 2027	Awarded but declined	\$270,000	Klarman Fellowship, Cornell University, College of Arts and Sciences
2023	Awarded		J.S. Tanaka Dissertation Award, Association for Research in Personality
2023	Awarded	\$10,000	Nau Lab on the History & Principles of Democracy, University of Virginia (co-PI)
2021 - 2022	Awarded	\$32,000	Quantitative Theory and Methods Fellowship, Emory University
2021	Awarded	\$2,000 + Award	Heritage Dissertation Research Award, Society for Personality and Social Psychology
2020	Awarded	\$3,000	Research Grant, Institute for Humane Studies
2015 - 2016	Awarded	\$3,000	Artists & Scholars Summer Fellowship, Binghamton University

PUBLISHED WORKS

CITATIONS: 1582 | H-INDEX: 19 | i10-INDEX: 28

SELECTED PUBLICATIONS

Costello, T.H., Pennycook, G., Rand, D. (2024). Durably reducing conspiracy beliefs through dialogues with AI. *Science*, 385, eadq1814.

Cover of Science Magazine, Vol. 385.

Print: New York Times | Financial Times | The Guardian | Wall Street Journal | The Economist | Los Angeles Times | MIT Technology Review | Science | Nature | Der Spiegel | Bloomberg | Forbes (and more)

Audio Interviews: CBC/Radio Canada | Scientific American | The Guardian | Term of Service (CNN)

Television Interviews: <u>NBC Nightly News</u> | <u>BBC World News</u>

Costello, T.H., Zmigrod, L., Tasimi, A. (2023). Thinking outside the ballot box. *Trends in Cognitive Sciences*, *27*, 605-615.

Costello, T.H., Bowes, S.M., Malka, A., Baldwin, M., Tasimi, A. (2023). Revisiting the rigidity-of-the-right hypothesis: A meta-analytic review. *Journal of Personality and Social Psychology*, 124, 1025-1052.

Costello, T.H., Bowes, S.M., Stevens, S.T., Waldman, I.W., Tasimi, A., & Lilienfeld, S.O. (2022). Clarifying the structure and nature of left-wing authoritarianism. *Journal of Personality and Social Psychology*, 122, 135-170. The Atlantic

^Most cited JPSP paper published in 2022

REFEREED JOURNAL PUBLICATIONS (all)

- 28. **Costello, T.H.,** Pennycook, G., Rand, D. (2024). Durably reducing conspiracy beliefs through dialogues with Al. *Science*, *385*, eadq1814.
- 27. Lilly, Kieren, **Costello, T.H.**, Sibley, C., Osborne, D. (2024). Identifying "types" of authoritarians: A latent profile analysis of Left- and Right-wing Authoritarianism and Social Dominance Orientation. *European Journal of Personality*.
- 26. Halford, D., Fasce, A., **Costello, T.H.**, Lewandowski, S. (2023). Psychological profiles of antivaccination argument endorsement. *Scientific Reports*, *13*, 11219.
- 25. Bowes, S.M., **Costello, T.H.**, Tasimi, A (2023). The conspiratorial mind: A meta-analytic review of motivational and personological correlates. *Psychological Bulletin*. 10.1037/bul0000392 [APA Press Release] [Scientific American] [The Conversation]
- 24. **Costello, T.H.**, Zmigrod, L., Tasimi, A. (2023). Thinking outside the ballot box. *Trends in Cognitive Sciences*, *27*, 605-615. 10.1016/j.tics.2023.03.012
- 23. Malka, A., **Costello, T.H.** (2023). Professed democracy support and openness to flagrant authoritarian actions in the American public. *American Politics Research*, 51, 327-342. 10.1177/1532673X221109532
- 22. **Costello, T.H.**, Bowes, S.M., Malka, A., Baldwin, M., Tasimi, A. (2023). Revisiting the rigidity-of-the-right hypothesis: A meta-analytic review. *Journal of Personality and Social Psychology*, *124*, 1025-1052. 10.1037/pspp0000446
- 21. Osborne, D., **Costello, T.H.**, Duckitt, J, Sibley, C. (2023). The causes and societal consequences of authoritarianism. *Nature Reviews Psychology*, *2*, 220-232. 10.1038/s44159-023-00161-4 [Washington Post]
- 20. **Costello, T.H.**, Bowes, S.M. (2023). Absolute certainty and political ideology: A systematic test of curvilinearity. *Social Psychological and Personality Science, 14,* 93-102. 10.1177/19485506211070410 [Psyche] [Markham Heid].
- 19. **Costello, T.H.,** Patrick, C.J. (2023). Development and initial validation of two brief measures of left-wing authoritarianism: A machine learning approach. *Journal of Personality Assessment,* 105, 187-202. 10.1080/00223891.2022.2081809
- 18. Lilienfeld, S.O., Bowes, S.M., Strother, A.N., Liu, C.J., **Costello, T.H.**, Norton, K.A., Latzman, R.D. (2022). On the association between grants and scholarly achievement among the world's most eminent psychologists. *Current Psychology, 42,* 29325-29336. 10.1007/s12144-022-03911-4
- 17. Murphy, B.A., Casto, K.V., Watts, A.L, **Costello, T.H.**, Tatum, J.A., Verona, E.V., Algoe, S.B. (2022). "Feeling powerful" versus "desiring power": A pervasive and problematic conflation in personality assessment? *Journal of Research in Personality, 101,* 104305. 10.1016/j.jrp.2022.104305
- 16. **Costello, T.H.**, Bowes, S.M., Stevens, S.T., Waldman, I.W., Tasimi, A., & Lilienfeld, S.O. (2022). Clarifying the structure and nature of left-wing authoritarianism. *Journal of Personality and Social Psychology*, 122, 135-170. 10.1037/pspp0000341 [The Atlantic]

- 15. Clark, C.J., **Costello, T.H.,** Mitchell, G., Tetlock, P. (2022). Keep your enemies close: Adversarial collaborations will improve the validity of social science. *Journal of Applied Research in Memory and Cognition* [target article], *11*, 1-18. 10.1037/mac0000004
- 14. Bowes, S.M., **Costello, T.H.**, Lee, C., Davis, D.E., McElroy-Heltzel, S., & Lilienfeld, S.O. (2021). Stepping outside the echo chamber: Is intellectual humility associated with reduced partisan bias? *Personality and Social Psychology Bulletin*, *48*, 150-164. 10.1177/0146167221997619
- 13. **Costello, T.H.**, & Lilienfeld, S.O. (2021). Social and economic political ideology consistently operate as mutual suppressors: Implications for personality, social, and political psychology. *Social Psychological and Personality Science*, *12*, 1425-1436. 10.1177/1948550620964679
- 12. Avendaño, D., Fasce, A., **Costello, T.H.**, Adrián-Ventura, J. (2021). Spanish adaptation of the Left-wing Authoritarianism Index. *Journal of Personality Assessment, 104,* 692-669. 10.1080/00223891.2021.1981345
- 11. Conway III, L. G., McFarland, J. D., **Costello, T. H.**, & Lilienfeld, S. O. (2021). The curious case of left-wing authoritarianism: When authoritarian persons meet anti-authoritarian norms. *Journal of Theoretical Social Psychology*, *5*, 423-442. 10.1002/jts5.108
- 10. **Costello, T.H.**, Bowes, S.M., Lilienfeld, S.O. (2020). "Escape from Freedom": Authoritarianism-related traits, political ideology, personality, and belief in free will/determinism. *Journal of Research in Personality*, 86, 1-16. 10.1016/j.jrp.2020.103957
- 9. **Costello, T.H.**, Watts, A.L., Murphy, B.A., Lilienfeld, S.O. (2020). Extending the nomological network of interpersonal sexual objectification to psychopathic and allied traits. *Personality Disorders: Theory, Research, and Treatment, 11*, 237-248. 10.1037/per0000377
- 8. Bowes, S.M., **Costello, T.H.**, Ma, W., Lilienfeld, S.O. (2020). Looking under the tinfoil hat: Clarifying the personological and psychopathological correlates of conspiracy beliefs. *Journal of Personality*, 89, 422-436. 10.1111/jopy.12588 [New York Times]
- 7. Bowes, S.M., Ammirati, R.J., **Costello, T.H.**, Basterfield, C., Lilienfeld, S.O. (2020). Cognitive biases, heuristics, and logical fallacies in clinical practice: A brief field guide for practicing clinicians and supervisors. *Professional Psychology: Research and Practice*, *51*, 435–445. 10.1037/pro0000309
- 6. **Costello, T.H.**, Smith, S.F., Bowes, S., Riley, S., Berns, G., Lilienfeld, S.O. (2019). Risky business: Psychopathy, framing effects, and financial outcomes. *Journal of Research in Personality, 78*, 125-132. 10.1016/j.jrp.2018.11.006
- 5. Lilienfeld, S.O., Watts, A.L., Murphy, B., **Costello, T.H.**, Bowes, S.M., Smith, S.F., Latzman, R.D., Haslam, N., Tabb, K. (2019). Personality disorders as Emergent Interpersonal Syndromes: Psychopathic personality as a case example. *Journal of Personality Disorders* [target article], *33*, 577-622. 10.1521/pedi.2019.33.5.577
- 4. **Costello, T.H.**, Unterberger, A., Watts, A.L., & Lilienfeld, S.O. (2018). Psychopathy and pride: Testing Lykken's hypothesis regarding the implications of fearlessness for prosocial and antisocial behavior. *Frontiers in Psychology*, *9*, 185. 10.3389/fpsyg.2018.00185

- 3. Murphy, B.A., **Costello, T.H.**, Watts, A.L., Berg, J.M., & Lilienfeld, S.O. (2018). Strengths and weaknesses of two empathy measures: A comparison of the measurement precision, construct validity, and incremental validity of two multidimensional indices. *Assessment*, *27*, 246-260. 10.1177/1073191118777636
- 2. Bowes, S., Watts, A.L., **Costello, T.H.**, Murphy, B.A., Lilienfeld, S.O. (2018). Psychopathy and entertainment preferences: Clarifying the role of abnormal and normal personality in music and movie interests. *Personality and Individual Differences*, 129, 33-37. 10.1016/j.paid.2018.03.009
- 1. Murphy, B.A., **Costello, T.H.**, Lilienfeld., S.O. (2018). Is empathic contagion helpful or harmful: Overlooked heterogeneity in the Empathy Index. *Psychological Assessment, 30*, 1703-1708. 10.1037/pas0000641

COMMENTARIES & REPLIES

- **Costello, T.H.**, Clark, C.J., Tetlock, P.E. (2022). Shoring up the shaky psychological foundations of a micro-economic model of ideology: Adversarial collaboration solutions. *Psychological Inquiry, 33*, 88-94. 10.1080/1047840X.2022.2065130
- Clark, C.J., **Costello, T.H.,** Mitchell, G., Tetlock, P. (2022). The road less travelled: Understanding adversaries is hard but smarter than ignoring them. *Journal of Applied Research in Memory and Cognition* [reply to commentaries], *11*, 50-53. 10.1037/mac0000020
- Lilienfeld, S.O., **Costello, T.H.**, Bowes, S.M., Strother, A. (2020). Has psychology found its conscience? *European Journal of Personality, 34*, 529–530.
- Lilienfeld, S.O., Watts, A.L., Murphy, B., **Costello, T.H.**, Bowes, S.M., Smith, S.F., Latzman, R.D., Haslam, N., Tabb, K. (2019). Psychopathy as an Emergent Interpersonal Syndrome: Further reflections and future directions. *Journal of Personality Disorders* [reply to commentaries], *33*, 645-652. 10.1521/pedi.2019.33.5.645
- Lilienfeld, S. O., & **Costello, T. H.** (2017). From crisis to salvation. *Psyccritiques*, *62*, 30- 34. 10.1037/a0041020

CHAPTERS IN EDITED VOLUMES

- Costello, T.H. (2023). *The Conundrum of Measuring Authoritarianism*. In Cobb, C., Lynn, S.J., & W. O'Donohue (Eds.), Clinical psychological science: The seminal work of Scott Lilienfeld. Springer: New York, NY. 10.1007/978-3-031-14332-8_20
- Lilienfeld, S.O., Basterfield, C., Bowes, S.M. & **Costello, T.H.** (2020). *Nobelists Gone Wild: Case Studies in the Domain-specificity of Critical Thinking*. In B. Sternberg & D. Halpern (Eds.), Critical thinking in psychology (2nd Edition). Cambridge, United Kingdom: Cambridge University Press. 10.1017/9781108684354.003

SELECTED WORKING PAPERS

- **Costello, T.H.**, Waldman, I.W., Pennycook, G. Mapping the heterogeneity of political beliefs and rigidity. Preprint.
- **Costello, T.H.**, Newton, C., Lin, H. Pennycook, G. A metacognitive blind spot in intellectual humility measures. Preprint.

POPULAR PRESS

- **Costello, T.H.** (2023). Curated summary: "Current research overstates American support for political violence" by Westwood, Grimmer, Tyler, and Nall (2022). Library of Partisan Animosity. [Article]
- **Costello, T.H.**, Bowes, S.M. (2022, August). *Popper was right about the link between certainty and extremism.* Psyche. [Article]
- Lilienfeld, S.O., Bowes, S.M., **Costello, T.H.**, Strother, A. (2020, March/April). *Intellectual Humility:* A Guiding Principle for the Skeptical Movement. Skeptical Inquirer.
- Basterfield, C., Lilienfeld, S.O., Bowes, S & **Costello, T.H.** (2020, May/June). *The Nobel Disease*: When Intelligence Fails to Protect Against Irrationality. Skeptical Inquirer.

SCHOLARLY COMMUNICATION

INVITED TALKS

- SPSP symposium
- SPSP intervention science preconference
- The new behavioral science of belief change with AI? *University of Maryland, Department of Psycholgy Seminar Series.*
- The new behavioral science of belief change with AI? Brown University, Department of Cognitive and Psychological Sciences.
- The new behavioral science of belief change with AI? *Yale University, Department of Psychology.*
- The new behavioral science of belief change with AI? *Carnegie Mellon, Human-Computer Interaction Institute.*
- 2025 Digital Frontlines: Challenges and Solutions to Fighting Online Antisemitism. *USC Shoah Foundation The Institute for Visual History and Education.*
- 2024 Featured speaker. No Coast SciComm.
- The Digital Deception Landscape: Academic Insights on Misinformation and Deepfakes.

 Academic Alliance for AI Policy, MAX-Autonomous Systems Policy Institute, Syracuse
 University.
- 2024 Meeting on Science Communication, American Academy of Arts and Sciences

- 2024 Human <-> Al experimentation: The new frontier in behavioral science. *National Academies Workshop on Future Directions for Social and Behavioral Science Methodologies in the Next Decade, Methodology, Measurement, and Statistics (MMS) Program of the National Science Foundation.*
- Durably reducing conspiracy beliefs through dialogues with AI. Technology, Data, and Policy Conference at MIT.
- 2024 Durably reducing conspiracy beliefs through dialogues with AI. 8th Annual Center for Human-Compatible AI (CHAI) Workshop at UC Berkeley.
- 2024 Humility in Inquiry Workshop.
- 2024 Durably reducing conspiracy beliefs through dialogues with AI. *Behavioral and Social Science Work Group at the Center for Disease Control (CDC).*
- 2024 Durably reducing conspiracy beliefs through dialogues with AI. *Global Priorities Institute* at Oxford University.
- 2024 Durably reducing conspiracy beliefs through dialogues with AI. MIT Initiative for the Digital Economy Annual Conference.
- 2024 Durably reducing conspiracy beliefs through dialogues with AI. *MIT Behavioral Research Lab*.
- 2024 Durably reducing conspiracy beliefs through dialogues with AI. *Human Cooperation Laboratory, MIT Sloan*.
- The heterogeneity of political psychology. *Invited Speaker, Kent State University, Department of Psychological Science*.
- The metacognitive blind spot in intellectual humility measurement. *Choice Symposium, INSEAD,* Fontainebleau, France.
- 2023 The psychology of generalized authoritarianism. Speaker Series, More in Common.
- The psychology of generalized authoritarianism. *Primals Project, University of Pennsylvania*.
- 2023 Mapping the heterogeneity of (rigid) political cognition. *Individual Differences Laboratory, University of Barcelona.*
- 2023 Mapping the heterogeneity of (rigid) political cognition. *Human Cooperation Laboratory, MIT Sloan*.
- The divergent psychological roots of social and economic political ideology. *Human Cooperation Laboratory, MIT Sloan*.
- The divergent psychological roots of social and economic political ideology. *Butler Group, Northeastern University*.
- Development and initial validation of two brief measures of left-wing authoritarianism: A machine learning approach. *Patrick Laboratory, Florida State University*.

CONFERENCE TALKS

- Human <-> Al experimentation: The new frontier in behavioral science. *Intervention Science Preconference, SPSP.*
- Durably reducing conspiracy beliefs through dialogues with AI. Symposium talk, in "New Perspectives on Artificial Intelligence in Social Psychology: From Cross-Cultural Attitudes to Applications." Society for Experimental Social Psychology.
- The psychology of authoritarianism. Symposium talk, *International Society of Political Psychology*, Montreal, Canada.
- The psychology of authoritarianism. Workshop topic, *Polarization Research Lab Annual Meeting, Stanford University*. Palo Alto, CA.
- The cognitive topography of authoritarianism. Research spotlight, *Society for Personality and Social Psychology Annual Convention*. Atlanta, GA.
- Authoritarianism across the political spectrum. Society for Personality and Social Psychology Annual Convention, Political Psychology Preconference. Virtual.
- 2020 Clarifying the structure and nature of left-wing authoritarianism. Symposium presentation delivered at the 43rd *Annual Society of Southeastern Social Psychologists Conference*. Virtual.
- A meta-analytic review of ideological symmetries and asymmetries in need for certainty Single paper presentation delivered at the *Society for Personality and Social Psychology Annual Convention*. New Orleans, LA. [Slides]
- The phenomenological bunker. *Oneonta Annual Undergraduate Philosophy Conference*. Oneonta, NY.

POSTER PRESENTATIONS

- Newton, C, **Costello, T.H.**, & Pennycook, G. (2023). Analytic thinking is a better predictor of both knowledge and metacognitive calibration than intellectual humility. Poster presented at the *Society for Personality and Social Psychology Annual Convention*. Atlanta, GA.
- 2020 Bowes, S.M., **Costello, T.H.**, & Lilienfeld, S.O. Dogmatic but inaccurate: Examining the associations among intelligence, cognitive styles, and conspiracist ideation. Virtual poster presented at the *Association for Psychological Science Annual Convention*. New Orleans, LA
- 2020 **Costello, T.H.**, Lilienfeld, S.O. Development and preliminary validation of the Left-wing Authoritarianism Index. Poster presented at the *Society for Personality and Social Psychology Annual Convention, Political Psychology Preconference*. New Orleans, LA. [PDF]

- Bowes, S.M., Blanchard, M., **Costello, T.H.**, & Lilienfeld, S.O. Intellectual humility and between-party animus: Is intellectual humility associated with reduced affective polarization? Poster presented at the *Society for Personality and Social Psychology Annual Convention, Political Psychology Preconference*. New Orleans, LA.
- 2020 Bowes, S.M., Blanchard, M., **Costello, T.H.**, Lilienfeld, S.O. Stepping outside the echo chamber: Is intellectual humility associated with reduced political bias? Poster presented at the *Society for Personality and Social Psychology Annual Convention*. New Orleans, LA.
- 2019 **Costello, T.H.**, Lilienfeld, S.O. Development, evaluation, and validation of the Left- wing Authoritarianism Index. Poster presented at the *31st Association for Psychological Science Annual Conference*. Washington, D.C.
- 2018 Bowes, S. M., Watts, A. L., **Costello, T. H.**, Murphy, B. A., & Lilienfeld, S. O. Psychopathy and entertainment preferences: Clarifying the role of abnormal and normal personality in music and movie interests. Poster presented at the *30th Association for Psychological Science Annual Conference*. San Francisco, CA.
- 2018 **Costello, T.H.**, Watts, A.L., Lilienfeld, S.O. Sexual solipsists: Implications of psychopathic personality features for interpersonal sexual objectification perpetration. Poster presented at the *30th Association for Psychological Science Annual Conference*. San Francisco, CA.
- 2017 **Costello, T.H.**, Aghjayan, A.G., Watts, A.L., Lilienfeld, S.O. Examining the role of psychopathy-related traits in predicting sexual objectification perpetration. Poster presented at the *29th Association for Psychological Science Annual Conference*. Boston, MA.
- 2016 **Costello, T.H.**, & Lynn, S.J. Where there's a will: Encouraging belief in determinism fosters hopelessness. Poster presented at *Binghamton University Research Days*.

ACADEMIC EXPERIENCE

- 2024 Instructor of Record Research Methods (PSYCH 301), Department of Psychology, American University
- 2023 MIT Kaufman teaching certificate (eight workshops aimed at the development of teaching skills)
- 2021 Teaching Assistant, Introduction to Psychology
- 2019 Teaching Assistant, Psychology of Scientific and Unscientific Thinking
- 2018 Graduate Instructor, Research Methods
- 2018 Teaching Assistant, Psychobiology and Cognition
- 2017 Teaching Assistant, Introduction to Psychology
- 2016 Emory University Teaching Assistant Training Opportunity

PROFESSIONAL SERVICE

2025	Editorial Board, Political Psychology (with EiC's Mark Brandt & Elizabeth Suhay)
2024	American University, Department of Psychology, Hiring Committee
2024	American University, Department of Psychology, Undergraduate Curriculum Committee
2024	Association for Research in Personality, JS Tanaka Dissertation Award Committee

CLINICAL PSYCHOLOGY TRAINING

2018 - 2019	Grady Hospital, Adult Outpatient Clinical
2016 – 2019	Emory University Psychological Clinic

COLLOQUIA/TRAININGS/WORKSHOPS

2022	The Search for Tru Colloquium, Institu						•		
	University	,			3			,	
				- 11			 		

- The Life and Writings of Camus, Discussion Colloquium, *Institute for Humane Studies*
- 2021 International Society of Political Psychology Academy, *International Society of Political Psychology*
- 2020 International Workshop on Statistical Genetic Methods for Human Complex Traits, Institute for Statistical Genetics, CU Boulder
- 2019 Developing Noncognitive Scales: Research-Based Recommendations, *Association for Psychological Science*

REFERENCES

Dr. Gordon Pennycook
Cornell University
Associate Professor of
Psychology &
Himan Brown Faculty Fellow
grpennycook@gmail.com

Dr. David G. Rand MIT

Erwin H. Schell Professor and Professor of Management Science and Brain and Cognitive Sciences drand@mit.edu

Dr. Arber Tasimi Emory University

Assistant Professor of Psychology Arber.tasimi@emory.edu