

Emily Chan
Curriculum Vitae

Work:

Colorado College
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Colorado Springs, CO 80903
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Home:

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Colorado Springs, CO 80907
719-685-6078 (cell)

- EDUCATION**
- 2003 University of Michigan, Ann Arbor
Ph.D., Social Psychology
Honors: Hough Fellowship in Psychology and Ethics
Distinguished Graduate Student Instructor Award in Psychology
Barbour Scholarship
Dissertation: The primacy of the social: The role of accessibility
and trait domain in automatic information processing.
(Chair: Oscar Ybarra)
- 1999 University of Michigan, Ann Arbor
M.A., Social Psychology
- 1997 Princeton University
A.B., summa cum laude, Psychology
Honors: Howard Crosby Warren Senior Prize in Psychology
Phi Beta Kappa
Senior Thesis: Changing and maintaining stereotype: Subtyping
reconsidered. (Chair: Daniel Kahneman)
- PROFESSIONAL DEVELOPMENT**
- American Council on Education Fellow (2021-22)
- American Psychological Association Leadership Institute for Women
Psychologists (2019)
- Design Thinking: Leading for Creativity, and Design Thinking Facilitation
from IDEO U (2017)
- HERS Executive Leadership Institute (2017)
- Colorado College Excel@CC series on inclusive excellence, supervisor
development, communication, management, budget and finance (2014 -)
- PROFESSIONAL EXPERIENCE**
- Colorado College
- 2021- Chair of the Faculty Executive Committee
- 2019- Director of the Bridge Scholars Program
- 2017- Director & Associate Director of Race Ethnicity & Migration Studies
- 2014-18 Associate Dean of Academic Programs and Strategic Initiatives

2021- Professor, Psychology

2010-21 Associate Professor, Psychology

2004-10 Assistant Professor, Psychology

2015-20 **Consortium for Faculty Diversity**
Steering Committee

2003-04 **University of Michigan, Ann Arbor**
Lecturer, Psychology

Research Associate, Research Center for Group Dynamics

PROFESSIONAL ADMINISTRATIVE RESPONSIBILITIES **Director of the Bridge Scholars Program (2019 -)**

Primary duties and accomplishments:

Direct the college's student success program for first year students who are among the first in their families to attend college, from minoritized racial and ethnic backgrounds, or from high school with limited advanced learning opportunities. Invited students who opt into this evidence-driven program take a short interdisciplinary course, participate in a peer mentoring program, and can choose from a selection of other high impact experiences, such as outdoor leadership training, financial literacy program, employment and research opportunities in the sciences, and a resiliency coaching program. As director, I oversee the recruitment of faculty and course offering, mentor training, budget management and donor engagement, and programming partnership with other CC offices.

Chair of the Faculty Executive Committee (2021-)

Primary duties and accomplishments:

Collaboratively lead the 16-person Faculty Executive Committee to create shared priorities and direction, and to create a strong culture of inclusive representation of all faculty perspectives. Support four subcommittee's work in shared governance, personnel policies and review, and big-picture planning. Sustaining effective communication and collaboration with college leadership, especially with the Dean of the Faculty and President. Ongoing initiatives include contributing to campus budget planning; salary pool recommendations; faculty research support; Covid-19 policies and practices; personnel policies review for equity, transparency, and anti-racism; inclusivity and effectiveness in governance processes; board-faculty relationship building; Nondiscrimination and Antiharassment and Title IX Sexual Harassment Grievance Procedures review.

Director and Associate Director of the Race, Ethnicity, and Migrations Studies Program (2017-)

Primary duties and accomplishments:

Oversee the growth and management of the program budget, curricular offerings, student progress to degree and thriving, and hiring of faculty. Growth and stabilization of program major and minor numbers. Led REMS self-study which led to the approval of two tenure-track hires in Asian-American Studies and Africana Studies.

Associate Dean of Academic Programs and Strategic Initiatives (2014-2018)

Primary duties:

Led Office of the Dean and college-wide endeavors that further the objectives of Colorado College's Strategic Plan "Building on the Block". Oversaw the operation, personnel, annual budgeting, design and implementation of the programmatic vision of Summer Session, Off-Campus Programs, Field Study, Student Research, Bridge Scholars Program, and Community Engagement to promote and increase academic excellence. Develop, collaborate, and support inclusion and diversity initiatives for students and faculty.

Accomplishments:

Office of the Dean and College-wide Strategic Plan Initiatives

- **Curriculum and Co-curriculum Development**
 - Oversaw the review and redesign of the Experienced Teacher Master of Arts in Teaching program curriculum, enrollment management, staffing, and financial model.
 - Oversaw the Collaborative for Civic Engagement and strategic plan.
 - Oversaw the reorganization of the State of the Rockies Program that integrates community engagement and public scholarship.
 - External review for Gustavus Adolphus College IEX J-Term, 2019.
- **Inclusion and Diversity**
 - Redesigned and implemented the Bridge Scholars Program, an evidence-driven student success program for first-generation and historically underrepresented minority and minoritized college students. Worked with advancement to fundraise new endowment for program support. The program won the 2016 Models of Excellence award from University Business magazine.
 - Authored the 2014 self-study on the State of Diversity and Inclusion Student Services, which led to a re-visioning and restructuring of the Office of Minority and International Services, the now Butler Center, and a revamped Office of International Programs.
 - Directed and hosted the 2016 annual national conference for the Consortium for Faculty Diversity (CFD), focusing on early career support for faculty of color and faculty from minoritized backgrounds.

- Convened and collaborated in an Inclusive Computing and Technology task force to address issues of affordability, access, and success in student technology needs.
- Conducted a continuing study on faculty hiring, review, promotion, and recognition over the past 25 tenure cohort reviews.
- Oversaw the Riley Fellowship program for pre-doctoral and post-doctoral fellows from minoritized populations, diversifying the pipeline of tenure-track candidates.

- **Enrollment management**
 - Dean's Office representative in enrollment management in study abroad, including implementation of the home-tuition policy for study abroad, revision of the study abroad financial aid process, semester enrollment caps, and exchange arrangements.
 - Established and institutionalized a new First Semester Abroad program where cohorts of matriculating first year students study abroad in their first semester at college, immersing student in the intense and engaging Colorado College field-based learning experiences, while also generating additional tuition revenue without impacting residential life infrastructure.
 - Participated in the predictive statistical modeling for student graduation, retention, and participation in high impact practices.

- **Faculty and Departmental Affairs**
 - Designed, initiated, and oversaw a study on the college's course evaluation system that was executed by an external consultant to examine data for effectiveness, gaps, and equity concerns.
 - Collaborated on a revision of the new faculty onboarding program, beginning with post-offer pre-arrival communication, website revision, and collaboration on orientation with the Crown Faculty Center.
 - Revised the faculty hiring manual and updated the process for hiring international tenure-track faculty and short-term faculty.
 - Coordinated emergency and urgent response for international or immigration situations for faculty, staff, and students.
 - As director of Race, Ethnicity, and Migration Studies, oversaw and managed departmental affairs such as course scheduling, budgets, student success, personnel review, self-study and external review, and faculty development and governance needs.

- **Early Development of the Innovation Program**
 - Early-stage planning during strategic planning on innovation program educational opportunities and needs. As a member of the planning and steering committee, worked with all constituencies—students, alumni, faculty, trustees, parents, community—on the strategic directions and implementation of the innovation program.

- Participation in the early fundraising team for Innovation; supported relationship building with major donor.
- Co-facilitated with IDEO U a semester long staff-director development series on creativity, leadership, and design thinking.
- **Student Research Program**
 - Oversaw and advanced the Faculty Student Collaborative Research Program. Improved student support for applying to internal and external opportunities, co-curricular and professional development programming, student fellowship support.
 - Created sustainable administrative structure and annual student research symposium.
 - Supported the expansion of faculty-student collaborative research to the humanities and humanistic social sciences.
 - Increased financial support for student independent research and creativity through the creation of a student funding gateway website.
 - Created and implemented a new internal student grants application and review program to enhance effectiveness, efficiency, and compliance for student grants across all offices, including an online application portal, dashboard, workflow, budget management, and disbursement.
- **Summer Session**
 - Strategic planning for summer programming, leading to improved revenue and budget control; collaboration across academic, admissions, advising, career, financial aid, finance and administration for program development, partnerships, outreach, and effectiveness.
 - Oversaw the development of the Summer Pre-College Program to provide new academic and growth opportunities for high school students. New recruitment strategy with Admissions, leading to strong performance in application and yield in admissions.
 - Revised the summer faculty salary model for equity and sustainability.
- **International and Off-Campus Program, Field Study**
 - Managed the administrative reorganization of two off-campus study offices into a merged Office of Global Education and Field Study.
 - Revised and oversaw risk-management and emergency response protocols and policy. Updated financial management guidelines for fiscal sustainability for abroad and domestic field study.
 - Established the new Global Scholars Program—a summer transition program for international students.
 - Reviewed proposals and program development for new study abroad partner programs.
 - Oversaw the budget, curricular, and staffing development and implementation of the new off-campus Teaching and Research in Environmental Education (TREE) semester.

- Invited speaker at NAFSA 2016 on new strategies in international student orientation.
- Led the development, grant writing, and running of the ACM funded Colorado College Summer Field Symposium
- **Communications**
 - Led the redesign of the Office of the Dean communication plan, including website, newsletters, print, and social media.
 - College web redesign leadership team. Worked with web redesign consultants on branding and accessibility compliance.
 - Participated in the City of Colorado Springs' PlanCOS master planning process, facilitating the involvement of CC students, faculty, and staff.

PUBLICATIONS
(*student co-author)

- Chan, E., Keegan, C.*, Ybarra, O. (in preparation). Warmth and Competence in a Legal Perception: Framing of Accusations affects Defense Efficacy.
- Yeung, V., Chan, C, Lun, V., & Chan, E. (2020). I own therefore I can: Efficacy-based mere ownership effect. *Journal of Experimental Social Psychology*, *90*, 104005. doi:10.1016/j.jesp.2020.104005
- Chan, E. (2019). Student research and publication: Strategic planning for inclusion using a systems mapping approach. *Frontiers in Psychology*, *10*. doi: 10.3389/fpsyg.2019.00006
- Ji, L. & Chan, E. (2017). Chinese Thinking Styles and Religion. In J. Barrett & R. Hornbeck (Eds.) *Religious Cognition in China*. Springer.
- Kervyn, N., Chan, E., Malone, C., *Korpusik, A., & Ybarra, O. (2014). Some reputations are more troubling than others—The fundamental dimensions in corporate reputations. *Social Cognition*, *32*, 256-275.
- Ybarra, O., Keller, M.C., Chan, E., Garcia, S. M., Sanchez-Burkes, J., Morrison, K. R., & Baron, A. S. (2010). Being unpredictable: Friend or foe matters. *Social Psychological and Personality Science*, *1*, 259-267.
- 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*, DOI: 10.1002/ejsp.559.
- 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.
- Ybarra, O., Keller, M.C., Chan, E., Hutsler, J., Garcia, S.M., & Sanchez-Burks. (2008). The social prediction dynamic: A legacy of cognition and mixed motives. In J.P. Forgas, M. Haselton, & B. von Hippel (Eds.), *The*

Evolution of the Social Mind: Evolutionary Psychology and Social Cognition. Psychology Press: New York.

Chan, E., Ybarra, O., Park, D. C., Rodriguez, J., & Garcia, J. (2007). Trusting medical authorities: some cognitive aging and social vigilance considerations. In D. C. Park & L. Liu (Eds.) *Medical Adherence and Aging: Social and Cognitive Perspectives*. Washington, DC: APA

Chan, E., Ybarra, O., & Schwarz, N. (2006). Reversing the affective congruency effect: The role of target word frequency of occurrence: *Journal of Experimental Social Psychology*, 42, 365-372.

Chan, E. and Ybarra, O. (2002.) Interaction goals and social information processing: Underestimating one's partners but overestimating one's opponents. *Social Cognition*, 20, 409-439.

Ybarra, O., Chan, E. & Park, D.C. (2001). Young and old adults' concerns with morality and competence. *Motivation and Emotion*, 25, 85-100.

**PRESENTATIONS
AND TALKS
(*student
co-author)**

Moderator. Pandemic Era Anti-Asian Racism: An Interdisciplinary Dialogue. April 7, 2021 Colorado College.

Moderator. Brainwashed: The Legacies and Perils of American Sinophobia. Oct 9, 2020 Webinar with the *Made in China Journal*.

*Moore, C. & Chan, E. (2020). The Effect of Men's Benevolent and Hostile Attitudes Towards Men on Professional Help-Seeking. Annual Convention of the American Psychological Association, Online.

Chan, E., Burke, J., and Crye, D. (2019). Academic and Student Life Synergy through Bridge Programs: Equitable HIP Engagement in the First Year. AAC&U Diversity, Equity, and Student Success Annual Meeting.

*Ramos, J., and Chan, E. (2019). Infrahumanization of Immigrant Family Separation in American News Media. Annual meeting of the Society of Personality and Social Psychology, Portland, OR.

Chan, E. (2016). International Students and the Liberal Arts Advantage: A Strengths-based Approach to International Student Orientation. Invited talk at NAFSA LAISR/Women's Colleges Luncheon.

*O'Donnell, S. C. & Chan, E. (2015). Building Bridges: A Mixed- Method Assessment of a College Bridge Program. Annual meeting of the Association for Psychological Science, New York.

*Sileci, A. & Chan, E. (2015). Dweck's Brainology Intervention can Work for low SES Brazilian Students. Annual meeting of the Association for Psychological Science, New York.

- *Barnes, M. & Chan, E. (2014). Rural Stereotype Threat: The Relationship with Prejudice Behavior within and Ingroup. Annual meeting of the Association for Psychology Science, San Francisco, CA.
- *O'Donnell, S. C. & Chan, E. (2014). The Social and Instrumental Consequences of Emotional Inconsistency in Negotiation: The Importance of Being Trusted and Liked. Annual meeting of the Association for Psychology Science, San Francisco, CA.
- *Berry, B. & Chan, E. (2013). Investigating the Role of Culture on Temporal Perception. Annual meeting of the Society of Personality and Social Psychology, New Orleans, LA. *O'Donnell, S. C. & Chan, E. (2013). Aversive Prejudice Against Veterans: Hireability, Mental Health Stereotype, Warmth, and Competence. Annual meeting of the Society of Personality and Social Psychology, New Orleans, LA.
- *Abeyta, A., Pyszczynski, T., & Chan, E. (2012). Clarifying the Role of Uncertainty in Terror Management Processes: The Impact of the Uncertain Aspects of Death on Ingroup Bias. Annual meeting of the Society of Personality and Social Psychology, San Diego, CA.
- Chan, E. & *Korpusik, A. (2012). Public Relations Disaster: Sewage, Oil Spill, and the Two Fundamental Dimensions of Social Perception. Annual meeting of the Society of Personality and Social Psychology, San Diego, CA.
- *Fleig, A. & Chan, E. (2012). The Effects of College Admission Policies on Perceived Institutional Theories of Intelligence: Is Flexible Always Better? Annual meeting of the Society of Personality and Social Psychology, San Diego, CA.
- *Ushijima, S. & Chan, E. (2011). Contingencies of self-worth subscale as a predictor of body shame. Annual meeting of the Society of Personality and Social Psychology, San Antonio, TX. *Received Undergraduate Poster Award.*
- Chan, E, Ybarra, O, and Park, H. (2010). The fundamental dimensions in reputation monitoring. European Social Cognition Network Experts Meeting, Neuendettsau, Germany.
- *Barry, J. & Chan, E. (2010). Identification with poverty as risk factor in health behavior and beliefs. Western Psychological Association Annual Conference, Cancun, Mexico.
- *Lenzen, D., & Chan, E. (2010). The role of collective responsibility in the inhumanization of outgroup victims. Society of Personality and Social Psychology Conference, Las Vegas, NV.
- *Abeyta, A., Chan, E., & *Bennett, J. (2009). Stereotype threat and social economic status: impact on parenting style. Annual meeting of the

Society of Personality and Social Psychology, Tampa, FL. *Received Undergraduate Poster Award.*

*Abeyta, A. & Chan, E. (2009). The positive relationship between racial attitudes and campus climate. Rocky Mountain Psychological Association Annual Conference, Albuquerque, NM.

Winterrowd, E., Raymond, K., Biasioli, A., Bennell, S., Chan, E., & Canetto, S. S. (2009). Gender and ethnicity lessons in elementary science book stories. National Multicultural Conference and Summit, New Orleans, LA.

*Bennett, J., & Chan, E. (2008). Stereotype threat and social economic status. Annual meeting of Society of Personality and Social Psychology, Albuquerque, NM.

AWARDS AND GRANTS

Associated Colleges of the Midwest Faculty Career Enhancement Grant: Symposium on Field Study: Establishing and Sharing Best-Practices at the Intersection of Place, Pedagogy, Innovation, and Technology, 2014. (\$32,500)

ACM Faculty Career Enhancement Grant Campus Participant Awardee: Silicon Valley, Innovation, and the Liberal Arts, 2016. (approx. \$7,000)

Models of Excellence Award for the Bridge Scholars Program from University Business magazine, 2016.

Colorado College Creativity and Innovation Curricular Grant, 2020

Colorado College Faculty-Student Collaboration Grants, 2007, 2008, 2009, 2012, 2013, 2015, 2019, 2020

CC Natural Science Research Grants, 2007-2014, 2020 (\$3,000-\$5,000)

CC Gaylord Grant in Asian Studies, 2013, 2019, 2020 (\$3,000-\$5,000)

CC Curricular Development Grant, 2006, 2010, 2012, 2019 (\$2,500-\$5,000)

Colorado College Mellon Foreign Language across the Curriculum, 2010, 2011

Colorado College Faculty Advisor of the Year Award, 2009

Colorado College John D. and Catherine T. MacArthur Assistant Professorship, 2007-2009

Colorado College Mrachek Fellowship, 2005-2006

REVIEWER

Frontiers in Psychology, Journal of Experimental Social Psychology, Journal of Applied Social Psychology, Journal of Cultural Psychology, Journal of Cross-Cultural Psychology

Rocky Mountain Psychological Association Annual Conference

Society for Personality and Social Psychology Annual Conference

International Science and Engineering Fair Behavioral Science Judge

External review for Gustavus Adolphus College IEX January Interim Experience, 2019

TEACHING

Social Psychology

Social Cognition

Cultural Psychology

Research Design and Statistics

Prejudice and Stereotyping

Psychology of Diversity Writing Seminar

Conflict Management and Negotiation

Asian American Psychology

Peer Mentoring for Student Success

Problem Solving in the Age of COVID-19

Using Quantitative Tools to Understand Gen Z

Industrial and Organizational Psychology

**OTHER SERVICE
HIGHLIGHTS**

Colorado College President Search Committees, 2020-21, 2010-11

Search Committees for Sr. Associate Dean of Students, Sr. Associate Dean for Equity, Inclusion, & Faculty Development; Chief Technology Officer

Task Force for Preregistration Process Revision 2020-21

Task Force for Academic Continuity (Covid-19 onset phase) Chair, 2020

Strategic Planning: A Distinctive Place of Learning Committee, Co-Chair

Assessment Committee, Chair

Colorado College Faculty Executive Committee—Chair; Personnel Subcommittee member; Faculty Handbook Review Task Force; Nondiscrimination and Title IX Review Committee Chair

Psychology Department Major Redesign Task Force