

**Emily Chan**  
**Curriculum Vitae**

**Work:**

Colorado College  
14 E Cache la Poudre Street  
Colorado Springs, CO 80903  
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**Home:**

1924 N Nevada Ave  
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**
- 2022- Dean of the Faculty
- 2021 Chair of the Faculty Executive Committee
- 2014-21 Director of the Bridge Scholars Program
- 2017-21 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** **Dean of the Faculty**

Collaboratively lead with vision and represent faculty perspectives on a range of college-wide issues and in strategic and long-range planning such as the new science building initiative. Facilitates and supports professional excellence, integrity, diversity, and a thriving faculty community. Has primary responsibility for faculty and academic affairs such as faculty hiring and personnel matters, compensation and staffing models, review the shape and growth of the faculty, supporting faculty research and professional development; departmental affairs and academic initiatives; curriculum and scheduling; student learning assessment and curricular mapping; accreditation; strategic budget and planning; strategic planning with the board and faculty, development and donor relations;

**Director of the Bridge Scholars Program (2014 - 2021)**

Directed the college's student success program for first year students who are among the first in their families to attend college and from minoritized racial and ethnic backgrounds. Evidence-driven program included interdisciplinary courses, peer mentoring, and other high impact experiences, such as outdoor leadership training, financial literacy program, and research opportunities.

**Chair of the Faculty Executive Committee (2021)**

Led the Faculty Executive Committee to create priorities and direction. Supported shared governance, personnel policies and review, and planning. Activities included budget planning; salary recommendations; Covid-19 policies; anti-racism; board-faculty relationship; Title IX procedure review.

**Director and Associate Director of the Race, Ethnicity, and Migrations Studies Program (2017- 2021)**

Oversaw 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.

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

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. Highlights include:

- **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 Faculty Student Collaborative Research Program. Improved student support for applying to internal and external opportunities, co-curricular and professional development programming, student fellowship support.
- **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. Winner of the 2016 Models of Excellence award from University Business.
- **Enrollment management**
  - 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 for first year first semester students. Strategic planning for summer programming for improved revenue and budget control. Oversaw the Summer Pre-College Program
- **Faculty and Departmental Affairs**
  - A revision of the faculty hiring process, new faculty onboarding program, beginning with post-offer pre-arrival communication, website revision, and collaboration on orientation with the Crown Faculty Center. Directed and hosted the 2016 annual national conference for the Consortium for Faculty Diversity (CFD).

**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.

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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, Neuendettssau, 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.

<b>AWARDS AND GRANTS</b>	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
<b>REVIEWER</b>	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
<b>TEACHING</b>	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 Senior Associate Dean of Students, Senior 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