

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

**Work:**  
Colorado College  
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<b>EDUCATION</b>	2003	Ph.D., Social Psychology, University of Michigan, Ann Arbor
	1999	M.A., Social Psychology, University of Michigan, Ann Arbor
	1997	A.B., Psychology, summa cum laude, Princeton University
<b>PROFESSIONAL DEVELOPMENT</b>	2019	American Psychological Association Leadership Institute for Women Psychologists
	2017	Design Thinking: Leading for Creativity, and Design Thinking Facilitation from IDEO U.
	2017	HERS Executive Leadership Institute A comprehensive higher education leadership program that included strategic planning, finance, change management, legal issues, advancement, and inclusion.
	2014-2019	Colorado College Excel@CC series on inclusive excellence, supervisor development, management, budget and finance.
<b>PROFESSIONAL EXPERIENCE</b>		<b><u>Colorado College</u></b>
	2019-present	Director of the Bridge Scholars Program
	2017-present	Director of Race, Ethnicity, and Migration Studies
	2014 spring – 2018 fall	Associate Dean of Academic Programs & Strategic Initiatives
	2010-present	Associate Professor, Psychology
	2004-2010	Assistant Professor, Psychology
		<b><u>Consortium for Faculty Diversity</u></b>
	2015- 2020	Steering Committee
	<b><u>University of Michigan, Ann Arbor</u></b>	
2003-2004	Lecturer, Psychology Research Associate, Research Center for Group Dynamics	

**PUBLICATIONS**  
(\* CC 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: American Psychological Association.

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  
(\* CC student  
co-author)

\*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, Pittsburgh, PA.

\*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, Neuendetsau, 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.

ACM Faculty Career Enhancement Grant Campus Participant Awardee: Silicon Valley, Innovation, and the Liberal Arts. 2016.

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

Colorado College Natural Science Research Grants 2007-2014, 2020

Gaylord Grant in Asian Studies, 2013, 2019, 2020

Colorado College Curricular Development Grant, 2006, 2010, 2012, 2019

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

Colorado College Faculty Advisor of the Year Award, 2009

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

Mrachek Fellowship, 2005-2006

Rackham Discretionary Grant, 2002

Hough Fellowship in Psychology and Ethics, 2001

Distinguished Graduate Student Instructor Award in Psychology, 2001

Rackham Barbour Scholarship, 2001

**REVIEWER**

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

Rocky Mountain Psychological Association 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, Creative Problem Solving in the Age of COVID-19, Industrial and Organizational Psychology

**SERVICE**

Colorado College President Search Committee, 2020-present  
Search Committee for Mathematics and Computer Science, 2019-present  
Co-director and Director, Race, Ethnicity and Migration Studies, 2017-present  
Ad hoc Task Group for Preregistration Process Revision 2020-present  
Campus Housing Exemption (Covid-19) Review Committee, 2020-present  
Bridge Scholars Program Director, 2014-present  
Psychology Department BIPOC Student Club faculty liaison, 2020-present  
Task Force for Academic Continuity (Covid-19 onset phase), Chair, 2020  
Acting co-chair for the Department of Psychology, 2020 Spring  
Psychology Department Major Redesign Task Force, 2019-2020  
Psychology Dept Coordinator for CC-SPaN Student Meetings, 2019-2020  
General Education New Courses Review Committees for *Society and Human Behavior* and *Equity and Power* requirements 2019-2020  
CC Chief Technology Officer Search Committee, 2013  
Assessment Committee, Chair, 2012-2013  
Strategic Planning: A Distinctive Place of Learning Committee, Co-Chair, 2012-13  
Speaker at the Global Peace conference at the United World College of the Atlantic, Wales, UK, 2011  
Colorado College Faculty Executive Committee—Personnel Subcommittee for reviewing tenure and promotion files, 2011-12  
Colorado College President Search Committee, 2010 -11  
Committee on Admissions and Financial Aid, 2009-11, Chair 2010-11  
Editor of the Department of Psychology Newsletter, 2007-11  
Rastall Cafeteria Renovation Committee, College Foodservices Selection Committee 2008-10  
Speaker at the 7th Homeless Conference, Colorado Springs, 2009  
Women Faculty Caucus, Chair, 2008-2009  
Finance Office Advisory Committee, Chair, 2008- 2009  
Panel speaker at the Conference of Women in Science in Liberal Arts held by the Associated Colleges of the Midwest, 2006  
Women's Concerns Committee, 2005- 2008  
Health Professions Advising Review Committee, 2006-2007

**PROFESSIONAL ADMINISTRATIVE RESPONSIBILITIES** **Colorado College 2014 Spring – 2018 Fall**  
**Associate Dean of Academic Programs and Strategic Initiatives**  
***Primary duties:***

Led Office of the Dean and college-wide endeavors that further the objectives of Colorado College's Strategic Plan. 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. Engage in the liberal arts life with the college community through performance arts, community building and advocacy, and partaking richly in the life of the mind.

***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 Masters of Arts in Teaching program curriculum, enrollment management, staffing, and financial model.
  - Oversaw the Collaborative for Civic Engagement and its strategic planning.
  - Oversaw the reorganization of the State of the Rockies Program that integrates community engagement and public scholarship.
  - Supported the Quantitative Reasoning Center in creating a strategy on developmental mathematics education and coordination across the curriculum.
  
- **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 lead to a re-visioning and restructuring of the Office of Minority and International Services, the now Butler Center, which now serves also staff and faculty, 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 community building for CFD senior faculty and administrators.

- Convened and collaborated in an Inclusive Computing and Technology task force to address issues of affordability, access, and success in student technology needs.
- Facilitated professional development workshops on microaggression, stereotype threat, and multiple and network mentoring.
- Conducted a study on how demographic characteristics affected faculty hiring, review, promotion, and recognition over the past 20 tenure cohort reviews.
- Chaired the search of the inaugural assistant vice president of inclusion.
- Oversaw the Riley Fellowship program for pre-doctoral and post-doctoral fellows from historically under-represented populations, diversifying the pipeline 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 18 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 online course evaluation system that to be executed by an external consultant to examine 5 years of data for effectiveness, gaps, and equity and diversity concerns.
  - Led and collaborated on a revision of the new faculty onboarding program, beginning with post-offer pre-arrival communication, website overhaul, to collaboration with 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 co-director and director of Race, Ethnicity, and Migration Studies, oversaw and managed departmental affairs such as course scheduling, departmental 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 the innovation educational opportunities and needs. As a member of the planning committee and steering committee, worked with all constituencies—students, alumni, faculty, trustees, parents, community members, institutional partners—on the strategic directions and implementation plan for the innovation program.
  - Participation in the early fundraising team for Innovation.
  - Co-facilitated with IDEO U a semester long staff-director professional development series on creativity, leadership, and design thinking.
  
- **Student Research Program**
  - Oversaw and advanced the Faculty Student Collaborative Research Program. Improving faculty support, student support for applying to internal and external opportunities, co-curricular and professional development programming, 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. This includes an online application portal, workflow, budget management, and disbursement process.
  
- **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, synergistic partnerships, enhanced outreach, and administrative effectiveness.
  - Oversaw the development of the Summer Session Pre-College Program to provide new academic and growth opportunities for high school students. New recruitment strategy and collaboration with Admissions, leading to strong performance in application and yield in admissions.
  - Revised the summer faculty salary model for equity and fiscal sustainability.

- **International and Off-Campus Program, Field Study**
  - Managed the administrative reorganization of two off-campus study programs into a merged Office of Global Education and Field Study.
  - Updated and oversaw risk management and emergency response protocols, alcohol policy. Updated financial management guidelines for fiscal sustainability for international and domestic field study.
  - Established a new revenue generating Global Scholars Program-- a summer transition program for international students.
  - Oversaw the budget, curricular, and staffing development and implementation of the new off-campus Teaching and Research in Environmental Education (TREE) semester program.
  - Oversaw faculty professional development opportunities and grant for international teaching.
  - Oversaw the review of proposals and program development for new partner programs.
  - 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.