

ERIC HEHMAN

CURRICULUM VITAE

Department of Psychology, McGill University

ACADEMIC APPOINTMENTS

Assistant Professor, McGill University	2018 - Present
Assistant Professor, Ryerson University	2015 - 2018

TRAINING

New York University, Post-doctoral scholar, Mentor: Jon Freeman	2014 - 2015
Dartmouth College, Post-doctoral scholar, Mentor: Jon Freeman	2012 - 2014
University of Delaware, Mentor: Sam Gaertner	PhD 2012
University of Massachusetts, Dartmouth	BA 2005

RESEARCH SUPPORT

Ryerson Health Research Fund: Like Mother Like Child: Exploring Links Between Infant Health and Community-level Prejudice; Role: PI; \$7,729	2017
SSHRC Insight Development Grant 430-2016-00094: Dimensional Fluidity: A New Model for Person Perception Across Group Boundaries; Role: PI; \$60,747	2016
SSHRC Institutional Grant: Dimensional Fluidity: A First Step Toward a New Model of Person Perception; Role: PI; \$6,500	2016
NSF BCS-1423708: Linking Real-Time Categorization Dynamics to Real-World Social Dynamics Role: Co-I; PI: Jon Freeman; \$525, 536	2014
Ellin Bloch and Pierre Ritchie Honorary Scholarship, APA	2011
Grant-In-Aid, SPSSI	2011
Superlab Research Grant, Psi Chi	2010
Grant-In-Aid, AP-LS	2010

FELLOWSHIPS, AWARDS, AND HONORS

Dean's Scholarly, Research and Creative Activity Award, Ryerson University	2017
Rising Star Award, APS	2016
Research Training Fellowship, SISSA	2014
Summer School in Social Cognitive Neuroscience, Fellowship, SISSA	2014
Regional Research Award, Psi Chi	2011
Basic Psychological Research Grant, Honorable Mention, APA	2011
Albert Bandura Graduate Research Award, APS/Psi Chi	2011
Competitive University Graduate Fellowship, University of Delaware	2011
Basic Psychological Research Grant, Honorable Mention, APA	2011
Conference Poster Award, Runner Up, SPSP	2011
Basic Psychological Research Grant, Honorable Mention, APA	2010
Edwin B. Newman Graduate Research Award, APS/Psi Chi	2010
Competitive University Graduate Fellowship, University of Delaware	2010
Outstanding Research Award, SPSP	2010
Summer School in Social Psychology, Fellowship, SPSP/SASP	2009
Graduate Travel Award, SPSP	2009
Faculty Development Grant, STP	2009

PUBLICATIONS

[mentees]

- Xie, S.Y., Flake, J.K., & **Hehman, E.** (in press). Perceiver and target characteristics contribute to impression formation differently across race and gender. *Journal of Personality and Social Psychology*.
- Stolier, R.M., **Hehman, E.**, Keller, M.D., Walker, M., & Freeman, J.B. (in press). The conceptual structure of face impressions. *Proceedings of the National Academy of Sciences*.
- Hehman, E.**, & Flake, J.K., & Calanchini, J. (2018). Disproportionate use of lethal force in policing is associated with regional racial biases of residents. *Social Psychological and Personality Science*, *9*, 393-401.
- Hehman, E.**, Flake, J.K., & Freeman, J.B. (2018). The faces of group members share physical resemblance. *Personality and Social Psychology Bulletin*, *44*, 3-15.
- Stolier, R.M., **Hehman, E.**, & Freeman, J.B. (2018). A dynamic structure of social trait space. *Trends in Cognitive Sciences*, *3*, 197-200.
- Leitner, J.B., **Hehman, E.**, & Snowden, L.R. (2018). States higher in racial bias spend less on disabled Medicaid enrollees. *Social Science & Medicine*, *208*, 150-157.
- Hehman, E.**, Sutherland, C.A.M., Flake, J.K., & Slepian, M.L. (2017). The unique contributions of perceiver and target characteristics in person perception. *Journal of Personality and Social Psychology*, *113*, 513-529.
- Flake, J.K., Pek, J., & **Hehman, E.** (2017). Construct validation in social and personality research: Current practice and recommendations. *Social Psychological and Personality Science*, *8*, 370-378.
- Leitner, J.B., **Hehman, E.**, Ayduk, O., & Mendoza-Denton, R. (2016). Racial bias is associated with ingroup death rate for Blacks and Whites: Insights from Project Implicit. *Social Science & Medicine*, *170*, 220-227.
- Leitner, J.B., **Hehman, E.**, Ayduk, O., & Mendoza-Denton, R. (2016). Blacks' death rate due to circulatory diseases is positively related to Whites' explicit racial bias: A nation-wide investigation using Project Implicit. *Psychological Science*, *27*, 1299-1311.
- Carpinella, C.M., **Hehman, E.**, Freeman, J.B., & Johnson, K.L. (2016). The gendered face of partisan politics: Consequences of facial sex-typicality for vote choice. *Political Communication*, *33*, 21-38.
- Gaertner, S.L., Guerra, R., Rebelo, M., Dovidio, J.F., **Hehman, E.**, & Deegan, M.P. (2016). The Common Ingroup Identity Model and the development of a functional perspective: A cross-national collaboration. In Vala, J., Calheiros, M., & Waldzus, S. (Eds.), *The Social Developmental Construction of Violence and Intergroup Conflict*. New York: Cambridge Scholars Press.
- Hehman, E.**, Flake, J.K., & Freeman, J.B. (2015). Static and dynamic facial cues differentially impact the consistency of social evaluations. *Personality and Social Psychology Bulletin*, *41*, 1123-1134.
- Hehman, E.**, Stolier, R.M., & Freeman, J.B. (2015). Advanced mouse-tracking analytic techniques for enhancing psychological science. *Group Processes and Intergroup Relations*, *18*, 384-401.
- Hehman, E.**, Leitner, J.B., Deegan, M.P., & Gaertner, S.L. (2015). Picking teams: When dominant facial structure is preferred. *Journal of Experimental Social Psychology*, *59*, 51-59.

- Deegan, M.P., **Hehman, E.**, Gaertner, S.L., & Dovidio, J.F. (2015). Positive expectations encourage generalization from an intergroup interaction to attitudes towards the group as a whole. *Personality and Social Psychology Bulletin*, *41*, 52-65.
- Gaertner, S.L., Dovidio, J.F., Guerra, R., **Hehman, E.**, & Saguy, T. (2015). A common ingroup identity: Categorization, identity, and intergroup relations. In Nelson, T. (Ed.), *Handbook of Prejudice, Stereotyping, and Discrimination (2nd Edition)*. Thousand Oaks, CA: Sage.
- Hehman, E.**, Leitner, J.B., & Freeman, J.B. (2014). The face-time continuum: Lifespan changes in facial width-to-height ratio determine aging-associated perceptions. *Personality and Social Psychology Bulletin*, *40*, 1624-1636.
- Hehman, E.**, Ingbreetsen, Z.A., & Freeman, J.B. (2014). The neural basis of stereotypic impact on multiple social categorization. *NeuroImage*, *101*, 704-711.
- Hehman, E.**, Carpinella, C.M., Johnson, K.L., Leitner, J.B., & Freeman, J.B. (2014). Early processing of gendered facial cues predicts the electoral success of female politicians. *Social Psychological and Personality Science*, *7*, 815-824.
- Hehman, E.**, Volpert, H.I., & Simons, R.F. (2014). The N400 as an index of racial stereotype accessibility. *Social Cognitive and Affective Neuroscience*, *9*, 544-552.
- ψThe first two authors contributed equally to this work.
- Leitner, J.B., **Hehman, E.**, Jones, J.M., & Forbes, C.E. (2014). Self-enhancement influences medial frontal cortex alpha power to social rejection feedback. *Journal of Cognitive Neuroscience*, *26*, 2330-2341.
- Leitner, J.B., **Hehman, E.**, Deegan, M.P., & Jones, J.M. (2014). Adaptive disengagement buffers self-esteem from negative social feedback. *Personality and Social Psychology Bulletin*, *40*, 1435-1450.
- Freeman, J.B., Stolier, R.F., Ingbreetsen, Z.A., & **Hehman, E.** (2014). Amygdala responsivity to high-level social information from unseen faces. *Journal of Neuroscience*, *34*, 10573-10581.
- Hehman, E.**, Leitner, J.B., & Gaertner, S.L. (2013). Enhancing static facial features increases intimidation. *Journal of Experimental Social Psychology*, *49*, 747-754.
- Hehman, E.**, Leitner, J.B., Deegan, M.P., & Gaertner, S.L. (2013). Facial structure is indicative of explicit support for prejudicial beliefs. *Psychological Science*, *24*, 289-296.
- Leitner, J.B., Jones, J.M., & **Hehman, E.** (2013). Succeeding in the face of threat: The adaptive role of engagement regulation. *Personality and Social Psychology Bulletin*, *39*, 16-26.
- Hehman, E.**, Gaertner, S.L., Dovidio, J.F., Mania, E.W., Guerra, R., Wilson, D.C., & Friel, B.M. (2012). Group status drives majority and minority integration preferences. *Psychological Science*, *23*, 46-52.
- Hehman, E.**, Graber, E.C., Hoffman, L.H., & Gaertner, S.L. (2012). Warmth and competence: A content analysis of photographs depicting American presidents. *Psychology of Popular Media Culture*, *1*, 46-52.
- Hehman, E.**, Stanley, E.M., Gaertner, S.L., & Simons, R.F. (2011). Multiple group membership influences face-recognition: Recall and neurological evidence. *Journal of Experimental Social Psychology*, *47*, 1262-1268.

Hehman, E., Gaertner, S.L., & Dovidio, J.F. (2011). Evaluations of presidential performance: Race, prejudice, and perceptions of Americanism. *Journal of Experimental Social Psychology*, *47*, 430-435.
 ψAlbert Bandura Graduate Research Award

Dovidio, J.F., Gaertner, S.L., Saguy, T., & **Hehman, E.** (2011). Obama's potential to transform the racial attitudes of White Americans. In G.S., Parks, & M., Hughey (Eds.), *The Obamas and a Post-Racial America*. New York: Oxford University Press.

Hehman, E., Mania, E.W., & Gaertner, S.L. (2010). Where the division lies: Common ingroup identity moderates the cross-race effect. *Journal of Experimental Social Psychology*, *46*, 445-448.

ψEdwin B. Newman Graduate Research Award

ψOutstanding Research Award

UNDER REVIEW

Hehman, E., *Stolier, R.M.*, Freeman, J.B., Flake, J.K., & *Xie, S.Y.* (under review). Toward a comprehensive model of impression formation: What we know, what we don't, and paths forward.

Hehman, E., Calanchini, J., Flake, J.K., & Leitner, J.B. (under review). Establishing construct validity evidence for region-level measures of explicit and implicit racial bias.

Oforu, E.K. & **Hehman, E.** (under review). Gay-marriage legalization reduced implicit and explicit anti-gay bias.

Sutherland, J.E., *Cojocariu, A.M.*, Day, D.M., & **Hehman, E.** (under review). Youth-offending groups cohere around dominant looking leaders.

Stolier, R.M., **Hehman, E.**, & Freeman, J.B. (under review). A common trait space across social cognition.

Jones, B., DeBruine, L., Flake, J.K.,...**Hehman, E.**, *Xie, S.Y.*,...Chartier, C. (under review). Social perception of faces around the world: How well does the valence-dominance model generalize across world regions?

INVITED PRESENTATIONS

Arizona State University, School of Social and Behavioral Sciences, <i>Departmental Colloquium</i>	2018
Ontario Psychology Undergraduate Thesis Annual Conference, <i>Keynote</i>	2018
University of California, Irvine, Dept of Psychology and Social Behavior, <i>Departmental Colloquium</i>	2018
University of Kentucky, Dept of Psychology, <i>Departmental Colloquium</i>	2017
McGill University, Dept of Psychology, <i>Departmental Colloquium</i>	2017
Ryerson University, Psychology Graduate Student Association Symposium, <i>Keynote</i>	2017
University of Toronto, Dept of Psychology, <i>Social-Personality Research Interest Group</i>	2016
York University, Dept of Psychology, <i>Departmental Colloquium</i>	2016
University of Colorado, Boulder, Dept of Psychology, <i>Departmental Colloquium</i>	2015
San Diego State University, Dept of Psychology, <i>Departmental Colloquium</i>	2015
Ryerson University, Dept of Psychology, <i>Departmental Colloquium</i>	2015
University of Illinois, Chicago, Dept of Psychology, <i>Departmental Colloquium</i>	2014
New York University, Dept of Psychology, <i>West Interpersonal Perception Lab</i>	2014
California State, San Bernardino, Dept of Psychology, <i>Departmental Colloquium</i>	2014
University of Nebraska-Lincoln, Dept of Psychology, <i>Departmental Colloquium</i>	2013
Harvard University, Dept of Psychology, <i>Nakayama Vision Sciences Lab</i>	2013
Quinsigamond Community College, Dept of Psychology, <i>Psychology Speaker Series</i>	2013
Dartmouth College, Dept of Psychological and Brain Sciences, <i>Social Brain Science Series</i>	2012

University of Delaware, Dept of Psychology, <i>Cognitive Brown Bag Seminar</i>	2012
University of Pittsburgh, Dept of Psychology, <i>Departmental Colloquium</i>	2012
New York University, Dept of Psychology, <i>Van Bavel & Amodio Social Neuroscience Labs</i>	2011
University of Warsaw, Tajfelian Seminar, <i>Keynote</i>	2011

CONFERENCE PRESENTATIONS

- Hehman, E.** (2019, Feb). *Intergroup Cognition*. Social Cognition preconference at the Society for Personality and Social Psychology Annual Meeting, Portland, OR.
- Hehman, E.** (2018, Oct). *Regional evidence that gay-marriage legalization caused reductions in implicit and explicit anti-gay bias*. Society for Experimental Social Psychology Annual Meeting, Seattle, WA.
- Hehman, E.** (2018, Oct). *Links between regional bias and outcomes of consequence*. Groups preconference at the Society for Experimental Social Psychology Annual Meeting, Seattle, WA.
- Hehman, E.** (2018, May). *Regional bias: Correlates and consequences*. Duck Conference on Social Cognition, Duck, NC.
- Hehman, E.** (2017, October). *Focusing on groups: Between- and within-group variance in facial appearance*. Society for Experimental Social Psychology Annual Meeting, Boston, MA.
- Hehman, E.** (2017, January). *Group members look alike: Social-cognitive mechanisms and consequences*. Social Cognition preconference at the Society for Personality and Social Psychology Annual Meeting, San Antonio, TX.
- Hehman, E.** (2017, January). *Disproportionate police homicides are associated with the racial biases of geographic areas*. Society for Personality and Social Psychology Annual Meeting, San Antonio, TX.
- Hehman, E.** (2015, September). *People in groups look more alike*. Groups preconference at the Society for Experimental Social Psychology Annual Meeting, Denver, CO.
- Hehman, E., & Freeman, J.B.** (2015, April). *Country-level gender disparity shapes perceivers' early responses to gendered cues*. Hendricks Symposium on "Psychology, Biology, and Political Attitudes", Lincoln, NE.
- Hehman, E., & Freeman, J.B.** (2014, February). *Motivated to disconfirm: Resolving stereotype conflict to perceive others accurately*. Society for Personality and Social Psychology Annual Meeting, Austin, TX.
- Hehman, E., & Leitner, J.B.** (2014, February). *It's not all bad: Positive associations with dominant facial structure*. Society for Personality and Social Psychology Annual Meeting, Austin, TX.
- Hehman, E., Leitner, J.B., Olechowski, M., & Deegan, M.P.** (2011, May). *Experiencing discrimination as a lack of control*. Graduate Student Forum. Newark, DE.
- Hehman, E., Stanley, E.M., Leitner, J.B., & Gaertner, S.L.** (2011, April). *Improved recognition for threatening targets*. Sociology and Criminology Conference. Newark, DE.
- Hehman, E., Stanley, E.M., Leitner, J.B., Mania, E.W., Gaertner, S.L., & Simons, R.F.** (2011, March). *Threatening group membership reverses the ingroup face-recognition advantage*. Symposium co-chair. Eastern Psychological Association Meeting, Boston, MA.

ψRegional Research Award

TEACHING

Social Psychology, McGill University	2019-Present
Social Psychology, Ryerson University	2017-2018
Statistics and Research Design II, Graduate-level, Ryerson University	2016-2018
Statistics and Research Design I, Graduate-level, Ryerson University	2015-2018
Research Methods, University of Delaware	2011-2012

Three of my teaching techniques included in:

Morling, B. (2012). *Instructors manual to accompany Psychology Research Methods*. New York: W.W. Norton.

GRANT REVIEWER

Israel Science Foundation
Social Sciences and Humanities Research Council

JOURNAL REVIEWER

Current Directions in Psychological Science
Emotion
European Journal of Social Psychology
Group Processes and Intergroup Relations
Journal of Experimental Psychology: General
Journal of Experimental Psychology: Learning, Memory, and Cognition
Journal of Experimental Social Psychology
Journal of Personality and Social Psychology: Attitudes and Social Cognition
Journal of Personality and Social Psychology: Interpersonal Relations and Group Processes
Nature Human Behavior
Neuropsychologia
Personality and Social Psychology Bulletin
Personality and Social Psychology Review
Perspectives on Psychological Science
PLoS ONE
Political Psychology
Psychological Science
Psychophysiology
SAGE Open
Social Cognition
Social Issues and Policy Review
Social Neuroscience
Social Psychological and Personality Science
Social and Personality Psychology Compass
Trends in Cognitive Sciences