

**Robert Outten**  
*Curriculum Vitae*  
**Trinity College**  
**203 Life Sciences Center**  
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<https://scholar.google.com/citations?user=7p1618UNwQkC&hl=en>



[https://www.researchgate.net/profile/Robert\\_Outten](https://www.researchgate.net/profile/Robert_Outten)

### RESEARCH INTERESTS

\* Group processes \* Intergroup relations \* Social identity \* Coping with discrimination  
 \* Diversity \* Social inequality \* Intergroup emotions

### ACADEMIC POSITIONS

**July 2021 – present** Associate Professor of Psychology, Trinity College

**July 2015 – June 2021** Assistant Professor of Psychology, Trinity College

**July 2013 – June 2015** Postdoctoral Fellow, Institute of Social Sciences, University of Lisbon

### EDUCATION

**February 2013: Ph.D. Social Psychology** **Simon Fraser University**

Dissertation: *To engage or disengage? How group-based coping options explain the relationship between group identification and well-being for disadvantaged groups.*

Senior Supervisor: Dr. Michael T. Schmitt, Supervisors: Dr. Stephen C. Wright and Dr. Kim Bartholomew

**May 2008: M.A. Social Psychology** **Simon Fraser University**

Thesis: *Coping options: Missing links between minority group identification and psychological well-being.*

Senior Supervisor: Dr. Michael T. Schmitt, Supervisor: Dr. Stephen C. Wright

**June 2005: Honors B.A. Psychology & History (Double Major)** **York University**

Thesis: *Race does matter: The role of race, racial salience & racial identity in perceiving possible instances of discrimination.*

Supervisor: Dr. Richard N. Lalonde

## MAJOR RESEARCH GRANTS & FELLOWSHIPS

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- 2013 - 2015** *Fundação para a Ciência e Tecnologia Postdoctoral Grant*, Examining the socio-psychological and contextual factors that affect majority group members' responses to anticipated ethnic demographic changes, \$35,880 €
- 2009 - 2012** *Social Sciences and Humanities Research Council-Joseph Armand Bombardier Doctoral Fellowship*, More than an individual effort: Examining the importance of intergroup coping options in alleviating the harm associated with perceived discrimination, \$105,000 CDN

## OTHER FELLOWSHIPS, AWARDS & HONORS

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- 2021** *Psi Chi Diversity Article Award*, \$600 USD (awarded to Trinity student co-author Timothy Lee)
- 2016** *Society for Personality and Social Psychology Teacher/Scholar Travel Award*—for faculty who work exclusively with undergraduate students, \$500 USD
- 2012** *Simon Fraser University President's PhD Research Stipend*, \$6250 CDN
- 2012** *Simon Fraser University Graduate Travel and Minor Research Award*, \$625 CDN
- 2011** *Canadian Psychological Association Student Travel Award*, \$130 CDN
- 2011** *Simon Fraser University Graduate Travel and Minor Research Award*, \$500 CDN
- 2010** *Simon Fraser University Graduate Travel and Minor Research Award*, \$400 CDN
- 2009** *Simon Fraser University Graduate Fellowship-Doctoral*, \$6250 CDN
- 2009** *Society of Personality and Social Psychology, Summer Institute in Social Psychology, Scholarship*, \$750 USD
- 2008** *Simon Fraser University Graduate Fellowship-Masters*, \$6250 CDN
- 2008** *Society for the Psychological Study of Social Issues Graduate Travel Award*, \$500 USD
- 2007** *Simon Fraser University Graduate Fellowship-Masters*, \$6000 CDN
- 2007** *Society for Personality and Social Psychology Travel Award*, \$500 USD
- 2006** *Simon Fraser University Special Graduate Entrance Scholarship*, \$4000 CDN

**PEER-REVIEWED PUBLICATIONS** (\*indicates Trinity student co-author)

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Bourguignon, D., Teixeira, C. P., Koc, Y., **Outten, H. R.**, Faniko, K., & Schmitt, M. T. (2020). On the protective role of identification with a stigmatized identity: Promoting engagement and discouraging disengagement coping strategies. *European Journal of Social Psychology, 50*, 1125-1142.

**Outten, H. R.**, & \*Lawrence, M. E. (2020). Intergroup threat and heterosexual cisgender women's support for policies regarding the admittance of trans women at a women's college. *Social Sciences, 9*(11), 208.

\*Lee, T., & **Outten, H. R.** (2020). The effect of model minority myth salience on White Americans' perceptions of Black Americans and their support for affirmative action. *Psi Chi Journal of Psychological Research, 25*, 2-13.

- **Winner of the 2020-2021 Psi Chi Diversity Article Award**

**Outten, H. R.**, \*Lee, T., & \*Lawrence, M. E. (2019). Heterosexual women's support for trans-inclusive bathroom legislation depends on the degree to which they perceive trans women as a threat. *Group Processes and Intergroup Relations, 22*, 1094-1108.

**Outten, H. R.**, \*Lee, T., Costa-Lopes, R., Schmitt, M. T., & Vala, J. (2018). Majority group members' negative reactions to future demographic shifts depend on the perceived legitimacy of their status: Findings from the United States and Portugal. *Frontiers in Psychology, 9*:79, 1-12.

**Outten, H. R.**, & Schmitt, M. T. (2015). The more "intergroup" the merrier? The relationship between ethnic identification, coping options, and life satisfaction among South Asian Canadians. *Canadian Journal of Behavioural Science/Revue Canadienne Des Sciences du Comportement, 47*, 12-20.

Giamo, L. S., Schmitt, M. T., & **Outten, H. R.** (2012). Perceived discrimination, group identification, and life satisfaction among multiracial people: A test of the rejection-identification model. *Cultural Diversity and Ethnic Minority Psychology, 18*, 319-328.

**Outten, H. R.**, Schmitt, M. T., Miller, D. A., & Garcia, A. L. (2012). Feeling threatened about the future: Whites' emotional reactions to anticipated ethnic demographic changes. *Personality and Social Psychology Bulletin, 38*, 14-25.

**Outten, H. R.**, Giguère, B., Schmitt, M. T., & Lalonde, R. N. (2010). Racial identity, racial context and ingroup status: Implications for attributions to discrimination among Black Canadians. *Journal of Black Psychology, 36*, 172-196.

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**Outten, H. R.**, Schmitt, M. T., Garcia, D. M., & Branscombe, N. R. (2009). Coping options: Missing links between minority group identification and psychological well-being. *Applied Psychology*, 58, 146-170.

**MANUSCRIPTS IN PREPARATION** (\*indicates Trinity student co-author)

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\*Birk, G., & **Outten, H. R.** (2021). *Political ideology and personality as predictors of COVID-19 related attitudes and behaviors*. Manuscript in preparation.

**Outten, H. R.**, & \*Dorsey II, P. B. (2021). *A single mother's marital status shapes evaluations of her character*. Manuscript in preparation.

\*Ren, E., & **Outten, H. R.** (2021). *Political ideology, Covid-19 threat and evaluations of different nationalities*. Manuscript in preparation.

**INVITED TALKS**

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**Outten, H. R.** (2019, April). *A cross-cultural examination of majority group members' reactions to impending demographic shifts*. Invited talk at the Department of Psychology, Clark University, Worcester, Massachusetts, United States.

**Outten, H. R.** (2018, April). *Majority group members' psychological responses to future demographic changes: Findings from the United States, Canada and Portugal*. Invited talk at the Department of Psychology, Connecticut College, New London, Connecticut, United States.

**Outten, H. R.** (2013, July). *How can we all just along? The psychology of diversity and intergroup contact*. Invited talk at the ISCTE Business School, Lisbon, Portugal.

**Outten, H. R.** (2012, January). *More than an individual effort: Group-based options for coping with discrimination affect well-being among historically disadvantaged groups*. Invited talk at the Department of Psychology, University of Massachusetts-Boston, Boston, Massachusetts, United States.

**CONFERENCE SYMPOSIA & TALKS** (\*indicates Trinity student co-author)

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**Outten, H. R.**, \*Lawrence, M. E., & \*Lee, T. (2020, July). *Heterosexual cisgender women's support for trans women accessing women-only spaces depends on the degree to which they perceive trans women as a threat*. Paper accepted to 18th Biennial Conference of the International Society for Justice Research, Lisbon, Portugal. **[Cancelled due to covid-19 pandemic]**

**Outten, H. R.**, \*Lawrence, M. E., & \*Lee, T. (2020, June). *Intergroup threat and support for*

*trans women accessing women-only spaces*. Paper accepted to the 2020 Conference for the Society for the Psychological Study of Social Issues, Denver, Colorado, United States. **[Cancelled due to covid-19 pandemic]**

- Outten, H. R.,** Costa-Lopes, R., Schmitt, M. T., & Vala, J. (2016, July). *The psychological consequences of thinking about increased racial/ethnic diversity in the future: A cross-national investigation*. Paper presented at the 23<sup>rd</sup> Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.
- Outten, H. R.,** & Schmitt, M. T. (2016, June). *Identification as a coping resource for gay men and lesbians*. Paper presented at the 2016 Conference for the Society for the Psychological Study of Social Issues, Minneapolis, Minnesota, United States.
- Outten, H. R.,** Costa-Lopes, R., & Schmitt, M. T. (2015, March). *The interplay between group identification and perceived inferiority: Implications for women's appraisals of options for coping with discrimination and well-being*. Paper presented at the 10th International Conference Woman in Culture: "Gender, Culture & Migration", Gdansk, Poland.
- Outten, H. R.,** & Schmitt, M. T. (2014, July). *Different coping for different folks? How group identification protects well-being among racial and sexual minorities*. Paper presented at the 17th General Meeting of the European Association of Social Psychology, Amsterdam, Netherlands.
- Outten, H. R.,** Schmitt, M. T., & Pinegar, S. (2014, July). *Glorifying the past or preferring current social hierarchies? Examining the link between traditionalism and prejudice*. Paper presented at the Annual Meeting of the International Society of Political Psychology, Rome, Italy.
- Giamo, L. S., Schmitt, M. T., & **Outten, H. R.** (2010, January). The influence of perceptions of discrimination and parental ethnicity on multiracial identity. In T. L. Pittinsky (Chair), *Check All That Apply: The Psychological Costs and Benefits of Adopting a Multiracial Identity*. Symposium conducted at the 11<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Las Vegas, Nevada, United States.
- Outten, H. R.,** Schmitt, M. T., Garcia, D. M., & Branscombe, N. R. (2009, August). When coping, don't believe in yourself, believe in your group! In S. A. Haslam and J. M. Jones (Chairs), *The Social Cure: How Group Memberships Benefit Health and Well-Being*. Symposium conducted at the 117<sup>th</sup> annual American Psychological Association conference in Toronto, Ontario, Canada.
- Outten, H. R.,** Schmitt, M. T., Garcia, D. M., & Branscombe, N. R. (2009, April). More than an individual effort: Examining the importance of intergroup coping options in alleviating the psychological harm associated with membership in a disadvantaged group.

In C. Blatz (Chair), *Power Relations in the Cultural Mosaic: Majority and Minority Perspectives on the Intergroup Power Hierarchy*. Symposium conducted at the Western Psychological Association's 89<sup>th</sup> annual convention in Portland, Oregon, United States.

**Outten, H. R.**, Schmitt, M. T., Garcia, D. M., & Branscombe, N. R. (2008, June). Linking identification and psychological well-being: Assessing group level appraisals. In D. Bleeker, C. van Laar and N. Ellemers (Chairs), *Disadvantaged Ingroups as a Resource for Ingroup Members*. Symposium conducted at the 7<sup>th</sup> Biennial Society for the Psychological Study of Social Issues conference in Chicago, Illinois, United States.

#### CONFERENCE POSTERS (\*indicates Trinity student co-author)

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**Outten, H. R.**, & \*Ferguson, Z. (2019, February). *Americans' attributions about a mass shooting and its perpetrator: The role of the perpetrator's cultural background*. Poster presented at the 20<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Portland, Oregon, United States.

\*Lee, T., & **Outten H. R.** (2019, February). *Model minority myth salience heightens White Americans' negative perceptions of Black Americans and reduces their support for affirmative action policies*. Poster presented at the 20<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Portland, Oregon, United States.

**Outten, H. R.**, & \*Dorsey II, P. B. (2018, March). *A single mother's marital status shapes impressions of her character*. Poster presented at the 19<sup>th</sup> annual meeting of the Society for Personality and Social Psychology of the Society for Personality and Social Psychology, Atlanta, Georgia, United States.

\*Lawrence, M. E., **Outten, H. R.**, & \*Lee, T. (2017, January). *The interplay between cisgender women's gender identification and gender ideology in predicting distinctiveness threat and transphobia*. Poster presented at the 18<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Antonio, Texas, United States.

**Outten, H. R.**, \*Lawrence, M. E., & \*Lee, T. (2017, January). *The role of gender ideology in cisgender women's psychological responses to bathroom bills*. Poster presented at the 18<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Antonio, Texas, United States.

**Outten, H. R.**, & Schmitt, M. T. (2013, May). *Appraisals of group-based coping options as mediators of lesbian identity and well-being*. Poster presented at the 25<sup>th</sup> annual meeting of the Association for Psychological Science, Washington, D.C., United States.

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- Outten, H. R., & Schmitt, M. T.** (2012, January). *Coping collectively: Clarifying the relationship between perceived illegitimacy of discrimination and self-esteem among members of disadvantaged social groups*. Poster presented at the 13<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Diego, California, United States
- Outten, H. R., Giamo, L. S., & Schmitt, M. T.** (2011, June). *An inventory of group-based options for coping with discrimination: A preliminary investigation of factor structure*. Poster presented at the Canadian Psychological Association's 72<sup>nd</sup> annual convention in Toronto, Ontario, Canada.
- Giamo, L. S., Outten, H. R., & Schmitt, M. T.** (2011, January). *Developing a multidimensional measure of options for coping with discrimination*. Poster presented at the 12<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Antonio, Texas, United States.
- Outten, H. R., Schmitt, M. T., & Miller, D. A.** (2011, January). *Can growing diversity shift intergroup emotions and group identification? The role of intergroup threat appraisals*. Poster presented at the 12<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Antonio, Texas, United States.
- Outten, H. R., & Schmitt, M. T.** (2010, April). *Coping options and life satisfaction: The role of group status*. Poster presented at the Western Psychological Association's 90<sup>th</sup> annual convention in Cancun, Mexico.
- Outten, H. R., Schmitt, M. T., Miller, D.A., & Garcia, A. L.** (2010, January). *The effects of perceived demographic changes on intergroup emotions and racial identification among Whites in North America*. Poster presented at the 11<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Las Vegas, Nevada, United States.
- Outten, H. R., Schmitt, M. T., Garcia, D. M., & Branscombe, N. R.** (2008, February). *Linking identification and psychological well-being among African Americans: Assessing the role of coping appraisals*. Poster presented at the 9<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Albuquerque, New Mexico, United States.
- Outten, H. R., Pinegar, S., & Schmitt, M. T.** (2007, May). *History shaping present beliefs? Perceptions of U.S. history and social dominance orientation as predictors of hierarchy-legitimizing beliefs*. Poster presented at the annual meeting of Northwest Cognition and Memory (NOWCAM), Burnaby, British Columbia, Canada.
- Outten, H. R., Lalonde, R. N., & Giguère, B.** (2006, January). *Race does matter: The*

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*role of racial salience, race and racial identity in perceiving possible instances of discrimination.* Poster presented at the 7<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Palm Springs, California, United States.

**Outten, H. R.,** Lalonde, R. N., & Giguère, B. (2005, April). *The role of racial salience, race and racial identity in perceiving possible instances of discrimination.* Poster presented at the 35<sup>th</sup> Ontario Psychology Undergraduate Thesis Conference, Peterborough, Ontario, Canada.

### **TEACHING EXPERIENCE @ TRINITY COLLEGE** (# = number of times taught)

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FYSM 103 – *Peculiar Beliefs & Behaviors* (1)  
 PSYC 101 – *Introduction to Psychology* (9)  
 PSYC 206 – *Environmental Psychology & Sustainability* (3)  
 PSYC 226 – *Social Psychology* (4)  
 PSYC 226-20 – *Social Psychology Lab* (4)  
 PSYC 346 – *Intergroup Relations* (3)  
 PSYC 384 – *Cultural Psychology* (5)

### **TEACHING CERTIFICATIONS**

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- 2011** Certificate in University Teaching and Learning program (CUTL)—senate approved course, September 6 – December 6, Simon Fraser University, Burnaby, British Columbia, Canada.
- 2011** Completed an Instructional Skills Workshop (ISW) on lecturing in university (received certificate of completion), August 24 – August 26, Simon Fraser University, Burnaby, British Columbia, Canada.

### **RESEARCH SUPERVISION & ADVISING @ TRINITY COLLEGE**

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#### **Undergraduate Thesis Supervision**

Elaine Ren (2020 – 2021). Title: *American identity and the symbolic threat of COVID-19 as determinants of attitudes toward the U.S., China and Chinese people.*

Gillian Birk (2020 – 2021). Title: *Political ideology and personality as predictors of COVID-19 related attitudes and behaviors.*

Samuel Muse (2017 – 2018). Title: *Do Trinity students involved in Greek life appraise themselves, others, Trinity College and society differently than non-Greeks do?*



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Timothy Lee (2017 – 2018). Title: *Why can't you guys be like them? Model minority myth salience heightens White Americans' negative perceptions of Black Americans and reduces support for affirmative action.*

Zoe Ferguson (2017 – 2018). Title: *Americans' attributions about a mass shooting and its perpetrator: The role of the perpetrator's cultural background.*

Marcella Lawrence (2016 – 2017). Title: *The interplay between gender ideology, gender identity and distinctiveness threat in cisgender women's emotional responses toward trans women's acceptance into women's colleges.*

P.J. Dorsey (2016 – 2017). Title: *The effect of single mothers' marital status on sympathy, character evaluations, and maternity leave support.*

### **Independent Study Supervision**

Timothy Lee (Spring 2018). Title: *At least they love us: Effects of the model minority myth and perpetual foreigner stereotype on collective action.*

### **Supervision of Research Assistants**

Gillian Birk (Spring 2020)  
Marcella Lawrence (Spring 2016, Summer 2016)  
Timothy Lee (Spring 2016, Fall 2016)

### **Advising** (2016 – present)

54 advisees including undeclared first and second-year students and psychology majors

### **COLLEGE & DEPARTMENTAL SERVICE @ TRINITY COLLEGE**

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Member, Faculty Research Committee (July 2019 – June 2021)  
Member, Jury Pool (July 2018 – June 2021)  
Member, Trinity College Super Committee—LITC Representative (July 2020 – December 2020)  
Member, Library and Information Technology Committee (July 2020 – December 2020)  
Faculty Advisor, Psychology Club (Fall 2017 – Spring 2018, Fall 2019 – Spring 2020)  
Faculty Mentor, Minty Nest—Bantam Network (Summer 2016 – Spring 2018)  
Psychology Department Representative, Research Education and Advisory Group (Spring 2016 – Spring 2017)

### **SERVICE TO THE FIELD**

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Member, Communications Advisory Board, *Society for Personality and Social Psychology* (2019 – 2020)

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Reviewer, symposia submissions to the 2020 *Society for the Psychological Study of Social Issues Conference* (2020)

Reviewer, single presenter submissions to the 2019 *Society for Personality and Social Psychology Conference* (2018)

## **REVIEWER DUTIES**

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**Consulting Editor**, *Cultural Diversity & Ethnic Minority Psychology* (2019 – present)

**Ad Hoc Journal Reviewer** (# = number of times as an ad hoc reviewer)

*British Journal of Social Psychology* (1)

*Cultural Diversity & Ethnic Minority Psychology* (1)

*Environment & Behavior* (1)

*European Journal of Social Psychology* (1)

*Group Processes and Intergroup Relations* (2)

*Journal of Applied Social Psychology* (3)

*Journal of Black Psychology* (2)

*Journal of Ethnic and Migration Studies* (1)

*Journal of Experimental Social Psychology* (1)

*Journal of Happiness Studies* (1)

*Personality and Social Psychology Bulletin* (1)

*Social Psychological and Personality Science* (1)

*Social Science Quarterly* (1)

*Social Sciences* (1)

**Ad Hoc Research Grant Reviewer**

*National Science Foundation* grant proposals (2018)

*ISCTE—Instituto Universitário de Lisboa* PhD research fellowship applications (2015)

## **PROFESSIONAL AFFILIATIONS**

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*Psi Chi* (2018 – present)

*International Association for Cross-Cultural Psychology* (2016 – present)

*Association for Psychological Science* (2012 – present)

*Society for the Psychological Study of Social Issues* (2007 – present)

*Society for Personality and Social Psychology* (2005 – present)

## **PROFESSIONAL TRAINING**

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- 2009** The Summer Institute for Social and Personality Psychology (SISPP) class on *Emotions in Group and Intergroup Contexts* led by Dr. Ernestine Gordijn and Dr. Eliot Smith. Hosted by the *Society for Personality and Social Psychology* from July 12 –July 25 at Northwestern University, Evanston, Illinois, United States.

## MEDIA COVERAGE

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**Vox.** (2017, January 28). White fear of demographic change is a powerful psychological force: Increasing diversity could make America a more hostile place. <https://www.vox.com/science-and-health/2017/1/26/14340542/white-fear-trump-psychology-minority-majority>

## REFERENCES

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**Dr. Jorge Vala**, Professor,  
Institute of Social Sciences,  
University of Lisbon, Av. Professor Aníbal de  
Bettencourt, 9 1600-189 Lisbon, Portugal  
Phone: (+351) 217-804-820;  
E-mail: jorge.vala@ics.ul.pt

**Dr. Stephen C. Wright**, Professor,  
Department of Psychology  
Simon Fraser University, 8888 University  
Drive, Burnaby BC, Canada V5A 1S6  
Phone: (+1) 778-782-4342;  
E-mail: scwright@sfu.ca

**Dr. Michael T. Schmitt**, Professor,  
Department of Psychology  
Simon Fraser University, 8888 University  
Drive, Burnaby BC, Canada V5A 1S6  
Phone: (+1) 778-782-6864;  
E-mail: mschmitt@sfu.ca

**Dr. Richard N. Lalonde**, Professor,  
Department of Psychology  
York University, 258 Behavioural Sciences  
Building, 4700 Keele Street Toronto,  
ON, Canada M3J 1P3  
Phone: (+1) 416-736-2100 ext.66281;  
E-mail: lalonde@yorku.ca