

# Erica L. Granz

## Curriculum Vitae

Email: [eg766318@ohio.edu](mailto:eg766318@ohio.edu)

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### EDUCATION

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**PhD, Experimental Social Psychology**, Ohio University August 2022 – Present  
Advisor: Dr. Kimberly Rios

**M. S., Psychology**, University of Indianapolis August 2019 – May 2021  
Thesis: *Implications of Labels for Lower Income Groups on Perceptions and Policy Support*  
Advisor: Dr. Mason D. Burns

**B.S., Psychology**, University of Indianapolis August 2016– May 2019  
Advisor: Dr. Mason D. Burns

### RESEARCH INTERESTS

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My research interests surround the nature and reduction of interpersonal biases and prejudice. My work has investigated various forms of bias reduction (e.g., interpersonal confrontation, increasing group-based sympathy), minorities' perceptions of allies and ally efforts, and differing perceptions of marginalized groups based on how they are labeled (i.e., “broke” versus “in need”).

### MANUSCRIPTS IN PREPARATION/ UNDER REVIEW

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Burns, M. D., **Granz, E. L.**, Williams, K. D., & Hales, A. H. (under review). Beyond “pride or prejudice”: Opposition to political correctness and support for Confederate statues.

**Granz, E.L.**, Rios, K.M., (in prep). Messages of Organization Diversity Importance on Inclusion: The Role of Holiday Greeting Specificity.

**Granz, E.L.**, Burns, M.D., Rios, K.M. (in prep). Impact of Group Labels on Dehumanization of Lower Income Groups.

Burns, M.D., **Granz, E.L.**, (in prep). Support for Social Justice Movements Based on Goal Linearity Perceptions.

### PEER-REVIEWED PUBLICATIONS

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Burns, M. D., **Granz, E. L.**, & Williams, K. (2022). Support for Native-Themed Mascots and Opposition to Political Correctness. *Group Processes and Intergroup Relations*. <https://doi.org/10.1177/13684302221106924>

Burns, M. D. & **Granz, E. L.** (2022). “Sincere White People, Work in Conjunction with Us”: Racial Minorities’ Perceptions of White Ally Sincerity and Perceptions of Ally Efforts. *Group Processes and Intergroup Relations*.

Burns, M. D. & **Granz, E. L.** (2021). “Past injustice and present prejudice”: Political ideology, group-based sympathy, and perceptions of past and present discrimination. *Group Processes and Intergroup Relations*. <https://doi.org/10.1177/13684302211005852>

Burns, M. D. & **Granz, E. L.** (2020). Confronting sexism: Promoting confrontation acceptance and reducing stereotyping through stereotype framing. *Sex Roles*, 1-19. <https://doi.org/10.1007/s11199-020-01183-5>

### CONFERENCE TALKS

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**Granz, E. L.**, Burns, M. D., & Rios, K. (2023, April). Dehumanization of Lower-Income Groups Based on Group Label. Presented at Midwestern Psychological Association: Chicago, IL.

Burns, M. D. & **Granz, E. L.** (2021, August). *Framing past injustice as recent reduces contemporary prejudice*. Presented at the summer conference for the Society for the Psychological Studies of Social Issues: Virtual.

**Granz, E. L.** & Burns, M. D. (2021, April). *Targets’ suspicion of nontarget allies and perceptions of ally efforts*. Presented at the annual conference for the Midwestern Psychological Association: Virtual.

Burns, M. D. & **Granz, E. L.**, Green, K. D., Gunthorp, C. L., & Gorman, A. (2021, April). *Temporal distancing of past prejudice and perceptions of contemporary prejudice*. Presented at the annual conference for the Midwestern Psychological Association: Virtual.

Burns, M. D., **Granz, E. L.**, Williams, K., Hamilton, A., & Gilley, A. (2021, April). *Political ideology, political correctness, and attitudes toward Native American mascots*. Presentation accepted at the annual conference for the Midwestern Psychological Association: Virtual.

**Granz, E. L.** & Burns, M. D. (2020, April). *Targets’ suspicion of nontarget allies and perceptions of ally efforts*. Presentation accepted at the annual conference for the Midwestern Psychological Association: Chicago, IL. CANCELLED.

Burns, M. D. & **Granz, E. L.** (2020, April). *Temporal distancing of past prejudice and perceptions of contemporary prejudice*. Presentation accepted at the annual conference for the Midwestern Psychological Association: Chicago, IL. CANCELLED.

### CONFERENCE POSTER PRESENTATIONS

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**Granz, E.L.** & Burns, M.D., (2023, March). Dehumanization of Lower Income People Based on

Group Label. Presented at the annual Ohio University Graduate Student Convention.

**Granz, E. L. & Burns, M. D.** (2023, February). *Implications of Label on Perceptions of Lower Income Groups*. Presented at the annual conference for the Society for Personality and Social Psychology: Atlanta, GA.

Burns, M. D. & **Granz, E. L.** (2022, February). *Ideology, opposition to political correctness, and defense of Confederate monuments*. Presented at the annual conference for the Society for Personality and Social Psychology: Virtual.

**Granz, E. L. & Burns, M. D.** (2021, August). *The effect of lower income group labels on dehumanization*. Presented at the summer conference for the Society for the Psychological Studies of Social Issues: Virtual.

**Granz, E. L. & Burns, M. D.** (2021, February). *Suspicion of Whites' motives negatively impacts minorities' perceptions of Whites' ally efforts*. Presented at the annual conference for the Society for Personality and Social Psychology: Virtual.

Burns, M. D. & **Granz, E. L.** (2021, February). *Ideological differences in temporal perceptions of past racism predicts perceptions of contemporary racism*. Presented at the annual conference for the Society for Personality and Social Psychology: Virtual.

**Granz, E. L. & Burns, M. D.** (2020, February). *The role of suspicion of Whites' motives on Blacks' perceptions of allies against racism*. Presented at the annual conference for the Society for Personality and Social Psychology: New Orleans, LA.

Burns, M. D. & **Granz, E. L.** (2020, February). *Reconnecting the past and the present: Increasing belief in present day inequality through framing historical inequality*. Presented at the annual conference for the Society for Personality and Social Psychology: New Orleans, LA.

## **PROFESSIONAL POSITIONS**

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**Graduate Assistant**, Ohio University  
Department of Psychological Sciences August 2022 – Present

**Registered Behavioral Technician**, Hopebridge  
Supervisor: Kaitlin Ragan, BCBA June 2021 – July 2022

**Graduate Assistant**, University of Indianapolis  
Department of Psychological Sciences August 2019 – May 2021  
Supervisor: Dr. Erin Fekete  
Administrator for the SONA student subject pool  
Undergraduate Statistics Teaching Assistant

**Peer Writing Tutor**, University of Indianapolis August 2017 – May 2019

University of Indianapolis Writing Lab  
 Supervisors: Dr. Richard Marshall & Mrs. Dawn Hershberger  
Conversation Circle Facilitator

## **RESEARCH EXPERIENCE**

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Conformity, Attitudes, Threat, and Stereotypes (CATS) Lab Principal Investigator: Dr. Kimberly Rios	August 2022 – Present
Burns Lab; Lab Manger Principal Investigator: Dr. Mason D. Burns	June 2019 – May 2021
Stigma in Health (SIH) Lab; Lab Manager Principal Investigator: Dr. Erin M. Fekete	August 2019 – May 2021

## **GRANTS & AWARDS**

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Student Research Awards (2022, October)  
 American Psychological Association Division 36 (\$2,000)  
**Granz, E. L. & Rios, K.** *Perceptions of Holiday Greeting Inclusivity.* Awarded.

Graduate Student Research Award (2021, May)  
 University of Indianapolis College of Applied Behavioral Sciences

SPSP Small Research Grant (2021, Summer)  
 Society for Personality and Social Psychology (\$1,500)  
 Burns, M. D. & **Granz, E. L.** *Preserving Controversial Traditions: Ideological Predictors of Support for Confederate Symbols.* Awarded.

Grant-In-Aid (2019, Summer)  
 Society for the Psychological Study of Social Issues (\$2,000)  
 Burns, M. D., **Granz, E. L.**, & Green, K. D. *Increasing Receptivity to Bias Feedback and Bias Regulation: The Role of Construal Level.* Awarded.

## **PEER REVIEWING**

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Society for Personality and Social Psychology 2023 Conference Undergraduate Submissions  
 Group Processes and Intergroup Relations  
 Society for Personality and Social Psychology 2021 Conference Graduate Student Poster Awards  
 Society for the Psychological Studies of Social Issues (SPSSI) 2021 Conference Submissions

## **PROFESSIONAL MEMBERSHIPS**

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Society for Personality and Social Psychology (SPSP)  
 Midwestern Psychological Association (MPA)  
 Society for the Psychological Study of Social Issues (SPSSI)  
 American Psychological Association (APA)