

C U R R I C U L U M V I T A

A A R O N C . K A Y

C O N T A C T I N F O

Position:

Associate Professor of Management
Associate Professor of Psychology & Neuroscience
Duke University

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E D U C A T I O N

Ph.D. Psychology, Stanford University (2005)
Major Area: Social Psychology

B.A. (First-Class Honors) Psychology, McGill University (1999)

E M P L O Y M E N T H I S T O R Y

Associate Professor, Duke University, (2010-present)

Associate Professor, University of Waterloo, (2010-present; currently on leave)

Assistant Professor, University of Waterloo, (2005-2010)

P R O F E S S I O N A L A F F I L I A T I O N S

American Psychological Association
American Psychological Society
International Society of Social Justice Research
Society for Personality and Social Psychology
Society for the Psychological Study of Social Issues

RESEARCH

AWARDS AND HONORS

Sage Young Scholar Award, Foundation for Personality and Social Psychology, 2010

Early Career Contribution Award, International Society of Justice Research, 2010

Outstanding Performance Award, University of Waterloo, 2009

Early Researcher Award, Ontario Ministry of Research and Innovation, 2009

Dissertation Award, Society for the Psychological Study of Social Issues, 2006

Dissertation Award (runner-up), Society for Experimental Social Psychology, 2006

GRANTS AND FUNDING

Social Science and Humanities Research Council Research Grant (2009-2012). Title: From 'is' to 'ought': The Motivational Causes and Societal Consequences of Injunctification. \$113,720

Ontario Ministry of Research and Innovation Early Researcher Award (2009-2014). Title: The Stagnation of Social Inequality: Causes and Consequences of a Motivated Bias to Preserve the Status Quo. \$190,000

Social Science and Humanities Research Council Research Grant (2006-2009). Title: Consequences of System Justification. \$89,659

Social Science and Humanities Research Council Workshop Grant (2007). The Psychology of Justice and Legitimacy. \$17,952

PUBLICATIONS

JOURNAL ARTICLES

- (1) Kay, A. C., Shepherd, S., Blatz, C. W., Chua, S. N. (in press). For God (or) country: The hydraulic relation between government instability and belief in religious sources of control. *Journal of Personality and Social Psychology*
- (2) Laurin, K., Fitzsimons, & Kay, A. C. (in press). Social Disadvantage and the Self-Regulatory Function of Justice Beliefs. *Journal of Personality and Social Psychology*

- (3) Anderson, J.E., Kay, A. C., & Fitzsimons, G. M. (in press). In search of the silver lining: The justice motive fosters perceptions of benefits in the later lives of victims of tragedy. *Psychological Science*.
- (4) Kay, A. C., Laurin, K., & Shepherd, S. (in press). Compensatory stereotypes and self perception. *Social Cognition*.
- (5) Laurin, K., Shepherd, S., & Kay, A. C. (in press). System inescapability and defense of the status quo: System-justifying consequences of restricted exit opportunities. *Psychological Science*.
- (6) Callan, M. J., Kay, A. C., Olson, J. M., Brar, N., & Whitefield, N. (2010). The effects of priming legal concepts on perceived trust and competitiveness, self-interested attitudes, and competitive behavior. *Journal of Experimental Social Psychology*, 46, 325-335.
- (7) Kay, A. C., Gaucher, D., McGregor, I., & Nash, K. (2010). Religious conviction as compensatory control. *Personality and Social Psychology Review*, 14, 37-48.
- (8) Smeesters, D., Wheeler, S. C., & Kay, A. C. (2010). Indirect prime-to-behavior effects: The role of perceptions of the self, situations, and others in connecting primed constructs to social behaviour. *Advances in Experimental Social Psychology*, 42, 259-317.
- (9) Kay, A. C., Moscovitch, D. M., & Laurin, K. (2010). Randomness, Attributions of Arousal, and Belief in God. *Psychological Science*, 21, 216-218.
- (10) Gaucher, D., Hafer, C., Kay, A. C., & Davidenko, N. (2010). Compensatory rationalizations and the resolution of everyday underserved outcomes. *Personality and Social Psychology Bulletin*, 36, 109-118.
- (11) Kay, A. C., Whitson, J., Gaucher, D., & Galinsky, A. D. (2009). Compensatory control: In the mind, in our institutions, in the heavens. *Current Directions in Psychological Science*, 18, 264-268.
- (12) Callan, M.J., Kay, A. C., Davidenko, N., & Ellard, J. H. (2009). The effects of justice motivation on memory for self- and other-relevant events. *Journal of Experimental Social Psychology*, 45, 614-623
- (13) Kay, A. C. Gaucher, D., Peach, J. M., Friesen, J., Laurin, K., Zanna, M. P., & Spencer, S. J. (2009). Inequality, discrimination, and the power of the status quo: Direct evidence for a motivation to view what is as what should be. *Journal of Personality and Social Psychology*, 97, 421-434.
- (14) Bryan, C. J., Dweck, C.S., Ross, L., Kay, A.C, & Mislavsky, N. (2009). Ideology as mindset: Effects of personally-relevant priming on political assessments. *Journal of Experimental Social Psychology*, 45, 890-895.

- (15) Smeesters, D., Wheeler, S. C., Kay, A. C. (2009). The role of interpersonal perceptions in the prime-to-behavior pathway. *Journal of Personality and Social Psychology*, 96, 395-414.
- (16) Kay, A. C., Czaplinski, S., & Jost, J. T. (2009). System justifying effects of victim-enhancement and victim-derogation: The moderating role of political ideology. *European Journal of Social Psychology*, 39, 290-298.
- (17) Laurin, K., Kay, A. C., & Moscovitch, D. M. (2008). On the belief in God: Towards an understanding of the emotional substrates of compensatory control. *Journal of Experimental Social Psychology*, 44, 1559-1562.
- (18) Kay, A. C., Gaucher, D., Napier, J. L., Callan, M. J., & Laurin, K. (2008). God and the Government: Testing a compensatory control mechanism for the support of external systems. *Journal of Personality and Social Psychology*, 95, 18-35.
- (19) Kay, A. C., Wheeler, S. C., & Smeesters, D. (2008). The situated person: Effects of construct accessibility and situational construal on person perception. *Journal of Experimental Social Psychology*, 44, 275-291.
- (20) Lau, G. P., Kay, A. C., & Spencer, S. J. (2008). Loving those who justify inequality: The effects of system threat on attraction to women who embody benevolent sexist ideals. *Psychological Science*, 19, 20-21.
- (21) Kay, A. C., Jost, J. T., Mandisodza, A. N., Sherman, S. J., Petrocelli, J. V., & Johnson, A. L. (2007). Panglossian ideology in the service of system justification: How complementary stereotypes help us to rationalize inequality. *Advances in Experimental Social Psychology*, 38, 305-338.
- (22) Kay, A. C., Jost, J.T., & Young, S. (2005). Victim-derogation and victim-enhancement as alternate routes to system-justification. *Psychological Science*, 16, 240-246.
- (23) Jost, J. T., & Kay, A. C. (2005) Exposure to benevolent sexism and complementary gender stereotypes: Consequences for specific and diffuse forms of system justification. *Journal of Personality and Social Psychology*, 88, 498-509.
- (24) Fitzsimons, G. M., & Kay, A. C. (2004). Language and interpersonal cognition: Causal effects of variations in pronoun usage on perceptions of closeness. *Personality and Social Psychology Bulletin*, 30, 547-557.
- (25) Kay, A. C., Wheeler, S. C., Bargh, J. A., & Ross, L. (2004). Material priming: The influence of mundane physical objects on situational construal and competitive behavioral choice. *Organizational Behavior and Human Decision Processes*, 95, 83-96.

- (26) Kay, A. C., & Jost, J. T. (2003). Complementary justice: Effects of 'poor but happy' and 'poor but honest' stereotype exemplars on system justification and implicit activation of the justice motive. *Journal of Personality and Social Psychology*, 85, 823-837.
- (27) Kay, A. C., & Ross, L. (2003). The perceptual push: The interplay of implicit cues and explicit situational construal in the Prisoner's Dilemma. *Journal of Experimental Social Psychology*, 39, 634-643.
- (28) Baldwin, M. W., & Kay, A. C. (2003). Adult attachment and the inhibition of rejection expectations. *Journal of Social and Clinical Psychology*, 22, 275-293.
- (29) Mendelson, M. J., & Kay, A. C. (2003). Positive feeling in friendship: Does imbalance in the relationship matter? *Journal of Social and Personal Relationships*, 20, 101 - 116.
- (30) Kay, A. C., Jimenez, M. C., & Jost, J. T. (2002). Sour grapes, sweet lemons, and the anticipatory rationalization of the status quo. *Personality and Social Psychology Bulletin*, 28, 1300 - 1312.

B O O K S

- (1) *Social and Psychological Bases of Ideology and System Justification* (2009). J. T. Jost, A. C. Kay, & H. Thoristtodor (Eds.). New York: Oxford University Press.
- (2) *The Psychology of Justice and Legitimacy: The Ontario Symposium*. (2010). R. Bobocel, A. C. Kay, M. P. Zanna, & J. M. Olson (Eds.). Psychology Press: Philadelphia

B O O K C H A P T E R S

- (1) Callan, M. J. & Kay, A. C. (in press). Associations between law, competitiveness, and the pursuit of self-interest. In J. Hanson (editor), *Psychology, Ideology, and Law*. New York: Oxford University Press.
- (2) Kay, A. C., Banfield, J., Laurin, K. (2010). Ideology and power. In T. Vescio & A. Guinote (Eds.), *The Social Psychology of Power*. New York: Guilford Press.
- (3) Jost, J. T. & Kay, A. C. (2010). Social Justice: History, Theory, and Research. In S. Fiske, D. Gilbert, & G. Lindzey (Eds.), *Handbook of Social Psychology*. John Wiley & Sons, Inc.: Hoboken, New Jersey
- (4) Kay, A. C., & Zanna, M. P. (2009). A contextual analysis of the social and psychological consequences of system justification. In J. T. Jost, A. C. Kay, & H. Thoristtodor (Eds.), *Social & Psychological Bases of Ideology and System Justification*. New York: Oxford University Press.

- (5) Jost, J. T., Fitzsimons, G. M. & Kay, A.C. (2004). The Ideological Animal: On the Epistemic and Existential Bases of System Justification. In J. Greenberg, S.L. Koole, & T. Pyszczynski (Eds.), *Handbook of Experimental Existential Psychology*. New York: Guilford Press.

S E L E C T E D W O R K I N G P A P E R S

- (1) Friesen, J. P., Gaucher, D., & Kay, A. C. (in prep.). *Language and the maintenance of inequality: Gendered language in job ads affects job appeal.*
- (2) Day, M., Yoshida, E., & Kay, A. C. (in prep.) *Complementary Forms of Infrahumanization as a Justification for Inequality.*
- (3) Banfield, J. & Kay, A. C. (in prep.). *The Motivated Justification of Political Leaders.*
- (4) Kay, A. C., Chua, S. N., & Blatz, C. W. (in prep.) *The Substitutability of God and Government During Times of Political Instability: Experimental and Longitudinal Evidence*
- (5) Laurin, K., Fitzsimons, G. M., & Kay, A. C. (in prep.). *Justice Beliefs, Status, and Self-Regulation*
- (6) Laurin, K., Kay, A. C., & Fitzsimons, G. M. (in prep.) *The Motivational Consequences of Compensatory Control Phenomena: Goal Pursuit and Religious Belief*
- (7) Kay, A. C., Day, M., Nussbaum, D., & Zanna, M. P. (in prep.). *The Subversive Effects of Positive Stereotypes on Intergroup Cognition and Behavior.*

P R E S E N T A T I O N S

I N V I T E D T A L K S

- (1) Invited Speaker, International Society of Justice Research Biennial Conference, August, 2010
- (2) Northwestern University, Kellogg School of Management, April, 2010
- (3) Invited Speaker, Multiple Selves and Sustainable Development, Symposium by the Dutch Government, Amsterdam, April, 2010.
- (4) Invited Speaker, Social Justice and Morality SPSP Pre-conference, January, 2010
- (5) Invited Speaker, Psychology of Religion SPSP Pre-conference, January, 2010
- (6) Invited Speaker, Claremont Conference on Uncertainty and Extremism, Nov, 2009

- (7) University of California, Santa Barbara, Social Psychology Division, March, 2009
- (8) Duke University, Fuqua School of Business, February, 2009
- (9) University of Toronto, Social Psychology Division, September, 2008
- (10) Invited Speaker, Project on Law and Mind Sciences at Harvard Law School, March, 2008
- (11) University of Manitoba, Psychology Department Colloquium, March, 2008.
- (12) York University, Social Psychology Division, February, 2008.
- (13) University of Western Ontario, Social Psychology Division, April, 2006.
- (14) Wilfrid Laurier University, Social Psychology Division, December, 2006.
- (15) University of Wisconsin, Department of Psychology, January, 2005.
- (16) Simon Fraser University, Department of Psychology, January, 2005.
- (17) University of Waterloo, Department of Psychology, November, 2004.
- (18) Invited Speaker, Duck Conference on Social Cognition, July, 2004.
- (19) Princeton University, Department of Psychology and Woodrow Wilson School of Public Policy, January, 2004.
- (20) Northwestern University, Kellogg School of Management, March, 2004

C O N F E R E N C E T A L K S / P R E S E N T A T I O N S

- (1) Kay, A. C. & Gaucher, D. M. (2009). Inequality, discrimination, and the power of the status quo: Direct evidence for a motivation to view what is as what should be. Talk presented at the annual meeting of the Society for Experimental Social Psychology, Portland, Maine.
- (2) Kay, A. C. (2009). Compensatory control and the motivated defense of God and government. Talk presented at the annual meeting of the Society for Personality and Social Psychology, Tampa, Florida
- (3) Kay, A. C. (2008). Compensatory control and the motivated defense of God and government. Talk presented at the annual meeting of the Society for Experimental Social Psychology, Sacramento, California.
- (4) Kay, A. C. (2008). The role of inevitability in the production of system justification. Talk presented at the meeting of the International Society of Justice Research. Adelaide, Australia.

- (5) Banfield, J. C., & Kay, A. C. (2008). The justification of leaders. Poster presented at the 9th annual meeting of the Society for Personality and Social Psychology, Albuquerque, New Mexico
- (6) Gaucher, D., Kay, A. C., Peach, J., Zanna, M., & Spencer, S. J. (2008). The naturalistic fallacy: From is to ought as a means of system justification. Poster presented at the 9th annual meeting of the Society for Personality and Social Psychology, Albuquerque, New Mexico
- (7) Laurin, K., & Kay, A. C. (2008). Effects of system inevitability on the system justification motive. Poster presented at the 9th annual meeting of the Society for Personality and Social Psychology, Albuquerque, New Mexico.
- (8) Yoshida, E., Day, M. V., & Kay, A. C. (2007). The influence of emotional attribution on system justification. Poster presented at the 11th Ontario Symposium. University of Waterloo.
- (9) Banfield, J. C., Kay, A. C. (2007). Justifying the Powerful. Poster presented at the 11th Ontario Symposium: The Psychology of Justice and Legitimacy, University of Waterloo.
- (10) Banfield, J. C., Schumann, K., Kay, A. C., & Ross, M. A. (2007). Endorsement of the System and Redress for Historical Injustices. Poster presented at the 11th Ontario Symposium: The Psychology of Justice and Legitimacy, University of Waterloo.
- (11) Laurin K., & Kay, A. C. (2007). Effects of system mobility on the system justification motive. Poster presented at the 11th Ontario Symposium: The Psychology of Justice and Legitimacy, University of Waterloo.
- (12) Kay, A. C., Gaucher, D., & Laurin, K. (2007). System Justification and the maintenance of inequality. Paper given at the 11th Ontario Symposium: The Psychology of Justice and Legitimacy, Waterloo, Ontario.
- (13) Day, M. V., Kay, A. C., & Holmes, J. G. (2007). System justification of relationships: Defending the ideology of marriage and committed relationships. Poster presented at the 8th annual meeting of the Society for Personality and Social Psychology, Memphis, Tennessee.
- (14) Day, M. V., Yoshida, E., & Kay, A. C. (2007). Processes of dehumanization and system justification. Paper presented at the Psychology and Social Justice conference, New York University, New York, NY.
- (15) Bryan, J. C., Kay, A. C., Kay, Dweck, C., & Ross, L. (2007) The Effect of Personally Relevant Priming on Political Judgments. Poster presented at the annual meeting for the Society for Personality and Social Psychology, San Diego, California.

- (16) Gaucher, D., & Kay, A. C. (2007). Who's in control here? The endorsement of external sources of control as a substitute for personal control. Poster presented at the annual meeting for the Society for Personality and Social Psychology, Memphis, Tennessee.
- (17) Kay, A. C. (2006). Needs for Order and Control and the Palliative Function of Religion. Symposium presented at the annual meeting for the Society of Experimental Social Psychology, Philadelphia, PA.
- (18) Kay, A. C. (2006). Karmic and Compensatory Rationalizations. Symposium presented at the meeting for the International Society of Justice Research, Berlin, Germany.
- (19) Smeesters, D., & Kay, A. C. (2006) The role of perceptual mediators in behavioural priming. Symposium presented at the annual meeting for the Society for Personality and Social Psychology, Palm Springs, CA.
- (20) Kay, A. C., & Davidenko, N (2005) Karmic and Compensatory Rationalizations. Symposium presented at the annual meeting for the Society of Experimental Social Psychology, San Diego, CA.
- (21) Kay, A. C., & Jost, J. T. (2004). System-justifying consequences of victim-derogation and victim-enhancement: The moderating role of causally relevant vs. irrelevant trait ascriptions. Symposium presented at the annual meeting for the Society for Personality and Social Psychology, Austin, Texas.
- (22) Kay, A. C., & Ross, L. (2003). The Implicit Effects of Commonly Embedded Situational Cues on Perceptions of a Negotiation. Poster presented at the annual meeting for the Society for Personality and Social Psychology, Los Angeles, California.
- (23) Jost, J. T., & Kay, A. C. (2003). System justifying effects of "poor but happy" and "poor but honest" stereotype exemplars. Talk presented at the annual meeting of the Person Memory Interest Group (SESP preconference), Cambridge, Ohio.
- (24) Jost, J. T., & Kay, A. C. (2003). Exposure to Complementary stereotypes and benevolent sexism. Talk presented at the annual meeting of the Academy of Management, Seattle, Washington.
- (25) Kay, A. C., & Jost, J. T. (2002). System justifying effects of beliefs concerning men, women, the rich, and the poor. Talk presented at the IXth Annual Social Justice Conference, Skovde, Sweden.
- (26) Kay, A. C., & Jost, J. T. (2002). Beliefs as societal rationalizations: The system justifying function of views towards the rich and the poor. Poster presented at the annual meeting for the Society for Personality and Social Psychology, Savannah, Georgia.
- (27) Baldwin, M. W., & Kay, A. C. (2001). Adult attachment and the inhibition of rejection expectancies. Poster presented at the annual meeting of the American Psychological Society, Toronto, Ontario.

S E R V I C E

E D I T O R I A L S E R V I C E

Editorial Experience

Associate Editor, *Journal of Experimental Social Psychology*

Editorial Board, *Journal of Experimental Social Psychology*

Editorial Board, *Personality and Social Psychology Bulletin*

Editorial Board, *Group Processes and Intergroup Relations*

Associate Editor, *Social Justice Research*, 2006-2009

Ad-Hoc Reviewer

Academy of Management Review

Basic & Applied Social Psychology

British Journal of Social Psychology

European Journal of Social Psychology

Group Processes and Intergroup Relations

Journal of Experimental Social Psychology

Journal of Personality and Social Psychology: Attitudes and Social Cognition

Journal of Personality and Social Psychology: Personality Processes and Individual Differences

Journal of Personality and Social Psychology: Intergroup and Interpersonal Processes

Organizational Behavior and Human Decision Processes

Personality and Social Psychology Bulletin

Psychological Bulletin

Personality and Social Psychology Review

Psychological Science

Self and Identity

Sex Roles

Social Justice Research

Social Cognition