

**EFRÉN O. PÉREZ** | Email: [perezeo@ucla.edu](mailto:perezeo@ucla.edu)  
University of California, Los Angeles | Website: <https://eoperez.com>  
4289 Bunche Hall  
Los Angeles, CA 90095 | Last updated: **January 17, 2019**

## EDUCATION

Duke University, Ph.D. in Political Science 5/2008  
Duke University, M.A. in Political Science 5/2006  
University of San Diego, B.A. in Political Science and Spanish 5/1999  
*Magna Cum Laude*

## APPOINTMENTS

University of California, Los Angeles:

Full Professor (with tenure), Department of Political Science 7/2018 – present  
Full Professor (by courtesy), Department of Psychology 7/2018 – present  
Director, Race, Ethnicity, Politics & Society (REPS) Lab 7/2018 – present  
Director, Center for American Politics & Public Policy (CAPPP) 7/2018 – present

Vanderbilt University:

Associate Professor (with tenure), Department of Political Science 1/2016 – 6/2018  
Associate Professor (by courtesy), Department of Sociology 1/2016 – 6/2018  
Co-Director, Research on Individuals, Politics, & Society (RIPS) Lab 8/2015 – 6/2018  
Assistant Professor (tenure-track), Department of Political Science 8/2008 – 12/2015  
Assistant Professor (by courtesy), Department of Sociology 8/2013 – 12/2015  
Affiliate, Research on Individuals, Politics, & Society (RIPS) Lab 8/2010 – 7/2015

## RESEARCH AND TEACHING INTERESTS

Political Psychology; Public Opinion; Race, Ethnicity, and Politics; Language and Political Cognition; Experimental Design; Measurement and Scaling; Survey Design and Analysis

## PEER-REVIEWED BOOK

[1] Pérez, Efrén O. 2016. *Unspoken Politics: Implicit Attitudes and Political Thinking*. New York: Cambridge University Press.

-Winner of the 2017 *Best Book Award* from the Race, Ethnicity, and Politics Section of the American Political Science Association.

-Winner of the 2017 *Best Book on Latino Politics* from the Latino Caucus of the American Political Science Association.

-Reviewed in *Choice*, *Journal of Politics*, *Journal of Race, Ethnicity, and Politics*, *Perspectives on Politics*, *Public Opinion Quarterly*.

-Subject of *Author Meets Critics* panel at the 2016 meeting of the Midwest Political Science Association (panelists: Lisa García Bedolla, Vincent Hutchings, Paul Sniderman, and Nicholas Valentino).

## PEER-REVIEWED ARTICLES

[16] Pérez, Efrén O., Andrew M. Engelhardt, and Maggie Deichert. Forthcoming. “E Pluribus Unum? How Ethnic and National Identity Motivate Reactions to a Political Ideal.” *The Journal of Politics*.

[15] Hopkins, Daniel J., Cheryl R. Kaiser, Efrén O. Pérez, Sara Hagá, Corin Ramos, and Michael Zárate. Forthcoming. “Does Perceiving Discrimination Influence Partisanship among Immigrant Minorities? Evidence from Five Experiments.” *Journal of Experimental Political Science*.

[14] Pérez, Efrén O., and Margit Tavits. Forthcoming. “Language Heightens the Political Salience of Ethnic Divisions.” *Journal of Experimental Political Science*.

[13] Pérez, Efrén O., and Margit Tavits. 2019. “Language Influences Public Attitudes Toward Gender Equality.” *The Journal of Politics* 81(1): 81-93.

[12] Pérez, Efrén O., and Margit Tavits. 2017. “Language Shapes People’s Time Perspective and Support for Future-Oriented Policies.” *American Journal of Political Science* 61(3): 715-727.

[11] Pérez, Efrén O. 2016. “Rolling off the Tongue into the Top-of-the-Head: Explaining Language Effects on Public Opinion.” *Political Behavior* 38(3): 603-634.

[10] Carter, Niambi M., and Efrén O. Pérez. 2016. “Race and Nation: How Racial Hierarchy Shapes National Attachments.” *Political Psychology* 37(4): 497-513.

[9] Pérez, Efrén O. 2015. “Mind the Gap: Why Large Group Deficits in Political Knowledge Emerge—And What To Do About Them.” *Political Behavior* 37(4): 933-954.

-Featured in the London School of Economics USAPP Blog (December 2015).

[8] Pérez, Efrén O. 2015. “Xenophobic Rhetoric and Its Political Effects on Immigrants and Their Co-Ethnics.” *American Journal of Political Science* 59(3): 549-564.

-Featured in the London School of Economics USAPP Blog (September 2015).

[7] Pérez, Efrén O. 2015. “Ricochet: How Elite Discourse Politicizes Racial and Ethnic Identities.” *Political Behavior* 37(1): 155-180.

-Awarded Springer’s Change the World, One Article at a Time: Must-Read Articles from 2015.

- [6] Pérez, Efrén O., and Marc J. Hetherington. 2014. "Authoritarianism in Black and White: Testing the Cross-Racial Validity of the Child Rearing Scale." *Political Analysis* 22(3): 398-412.
- [5] Lee, Taeku, and Efrén O. Pérez. 2014. "The Persistent Connection Between Language-of-Interview and Latino Political Opinion." *Political Behavior* 36(2): 401-425.
- [4] Pérez, Efrén O. 2013. "Implicit Attitudes: Meaning, Measurement, and Synergy with Political Science." *Politics, Groups, and Identities* 1(2): 275-297.
- [3] Pérez, Efrén O. 2011. "The Origins and Implications of Language Effects in Multilingual Surveys: A MIMIC Approach with Application to Latino Political Attitudes." *Political Analysis* 19(4): 434-454.
- [2] Pérez, Efrén O. 2010. "Explicit Evidence on the Import of Implicit Attitudes: The IAT and Immigration Policy Judgments." *Political Behavior* 32(4): 517-545.
- [1] Pérez, Efrén O. 2009. "Lost in Translation? Item Validity in Bilingual Political Surveys." *The Journal of Politics* 71(4): 1530-1548.

## BOOK CHAPTERS

- [4] Pérez, Efrén O. 2017. "Implicit Attitudes in Public Opinion." In L. Sandy Maisel (editor). *Oxford Bibliographies in Political Science*. New York: Oxford University Press.
- [3] Pérez, Efrén O. 2015. "The Language-Opinion Connection." In *The Oxford Handbook on Polling and Polling Methods*. R. Michael Alvarez and Lonna Atkeson (editors). New York: Oxford University Press.
- [2] McClain, Paula D., Gerald F. Lackey, Efrén O. Pérez, Niambi M. Carter, Jessica Johnson Carew, Eugene Walton, Jr., Candis S. Watts, Monique L. Lyle and Shayla C. Nunnally. 2011. "Intergroup Relations in Three Southern Cities: Black and White Americans' and Latino Immigrants' Attitudes." In *Just Neighbors? Research on African Americans and Latino Relations in the United States*. Edward Telles, Gaspar Rivera-Salgado and Sylvia Zamora (editors). New York: Russell Sage Foundation.
- [1] McClain, Paula D., Michael C. Brady, Niambi M. Carter, Efrén O. Pérez, and Victoria DeFrancesco. 2005. "Rebuilding Black Voting Rights Before the Voting Rights Act." In *The Voting Rights Act: Securing the Ballot*. Richard M. Valelly (editor). Washington: Congressional Quarterly Press.

## BOOK REVIEWS AND BLOG ENTRIES

- [6] Pérez, Efrén O. Forthcoming. Review of *Historic Firsts: How Symbolic Empowerment Changes U.S. Politics* by Evelyn M. Simien. *Journal of Race, Ethnicity, and Politics*.
- [5] Pérez, Efrén O. 2016. Review of *Anger and Racial Politics: The Emotional Foundation of Racial Attitudes in America* by Antoine J. Banks. *International Review of Modern Sociology* 42(1): 68-71.

- [4] Pérez, Efrén O. 2015. “Self-Fulfilled Prophecy: How Elite Rhetoric Politicizes Immigrants and Their Co-Ethnics.” *Migration and Citizenship: Newsletter of the American Political Science Association Organized Section on Migration and Citizenship*. 4(1): 12-17.
- [3] Pérez, Efrén O. 2015. “How the Questions We Ask Can Influence Our Judgments of People’s Political Knowledge.” *USAPP – American Politics and Policy – The London School of Economics and Politics* (December 18).
- [2] Pérez, Efrén O. 2015. “Politicians’ Trash-Talk About Immigration Means That Latinos Become Less Politically Trusting and More Ethnocentric.” *USAPP-American Politics and Policy – The London School of Economics and Politics* (September 17).
- [1] Pérez, Efrén O. 2015. Review of *American Identity and the Politics of Multiculturalism* by Jack Citrin and David O. Sears. *Public Opinion Quarterly* 79(3): 820-823.

## **AWARDS, FELLOWSHIPS, GRANTS, & HONORS**

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|---|------|
| <i>American Journal of Political Science</i> , One of the Top 20 Articles Downloaded in 2017, “Language Shapes People’s Time-Perspective and Support for Future-Oriented Policies”  | 2018 |
| <i>Political Research Quarterly</i> , Outstanding Reviewer Award  | 2017 |
| The Race, Ethnicity, and Politics Section of the American Political Science Association Best Book Award for <i>Unspoken Politics: Implicit Attitudes and Political Thinking</i>     | 2017 |
| The Latino Caucus of the American Political Science Association Best Book on Latino Politics for <i>Unspoken Politics: Implicit Attitudes and Political Thinking</i>                | 2017 |
| Vanderbilt University, Chancellor Faculty Fellow  | 2017 |
| Latino Center for Leadership Development Grant, “Speaking in Tongues: Explaining Language Effects on Survey Response”   | 2017 |
| Russell Sage Foundation Grant, “Assessing the Impact of the 2016 Campaign on on Asian Americans’ and Latinos’ Political Attitudes and Behavior (with Dan Hopkins and Cheryl Kaiser) | 2016 |
| The Latino Caucus of the Midwest Political Science Association, Early Career Award  | 2016 |
| <i>Political Behavior</i> , Change the World, One Article at a Time: Must-Read Articles from 2015, “Ricochet: How Elite Discourse Politicizes Racial and Ethnic Identities”         | 2016 |
| Russell Sage Foundation Grant, “Perceptions of Discrimination and the Acquisition of Partisan Identity in Immigrant Communities” (with Dan Hopkins and Cheryl Kaiser)               | 2014 |

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| Midwest Political Science Association, Lucius Barker Award for the Best Paper on Race/Ethnicity and Politics at the 2011 Annual Meeting, “Black Ice? Race and the Political Psychology of Implicit Bias” | 2012 |
| Time-Sharing Experiments for the Social Sciences Grant, “Xenophobic Rhetoric and Its Political Effects on Latinos”   | 2011 |
| Vanderbilt Warrant Center Fellowship on Immigration and the American Experience  | 2009 |
| Nominated for the APSA <i>Best Dissertation Award in Race, Ethnicity, and Politics</i>   | 2008 |
| National Science Foundation Dissertation Improvement Grant   | 2007 |
| Duke American Politics Research Group – Summer Research Award  | 2007 |
| Duke Interdisciplinary Initiative in Social Psychology – Subject Payment Grant   | 2007 |
| Duke American Politics Research Group – Summer Research Award  | 2006 |
| National Science Foundation Graduate Fellowship  | 2005 |
| James B. Duke Graduate Fellowship  | 2003 |

## **WORK IN PROGRESS**

### Articles:

“People of Color? The Political Origins and Consequences of a New Identity”  
*Under review*

“Words That Matter: How Language Shapes Mass Opinion Toward Gender Equality”  
(with Margit Tavits) *Under review*

“Automaticity in Political Judgment” (with Isaac Riddle)  
*Under review*

### Books:

“Diversity’s Child: The Political Origins and Consequences of Identifying as a Person of Color”  
*In development*

“Voicing Politics: How Language Shapes Public Opinion” (with Margit Tavits)  
*In development*

## INVITED PRESENTATIONS AND WORKSHOPS

“People of Color? The Political Origins and Consequences of a New Identity.” Harvard University, October 2018 (scheduled); UC Berkeley, November 2018 (scheduled); Stanford University, November 2018 (scheduled); U.C. Merced, December 2018 (scheduled).

“E Pluribus Unum: Clarifying When and How Elites (Dis-)Incline Immigrants Toward a Political Ideal.” (with Andrew M. Engelhardt and Maggie Deichert). University of Michigan, September 2017. Stanford University, October 2017. University of Washington, April 2017.

“Language Shapes Public Attitudes Toward Gender Equality.” (with Margit Tavits). UCLA – Race, Ethnicity, and Politics Workshop, January 2017. Princeton Conference on Identity and Inequality, October 2016. Cornell University - Politics, Sandwiches, and Comments Workshop, September 2016.

“Item Scaling in Experimental Settings: Why, When, and How.” Princeton University – Politics Research in Experimental Social Science Workshop, April 2016.

“His and Hers: How Language Shapes Public Attitudes Toward Gender Equality.” Princeton University – Politics Research in Experimental Social Science Workshop, April 2016. University of Maryland American Politics Workshop, March 2016.

“Peeking into our Repertoires: Bolstering the Claim that Latino Identity Matters Politically” (with Maggie Deichert and Andrew M. Engelhardt). University of Houston Conference on the Politics of Latino Identity, December 2015.

“Rolling Off the Tongue into the Top-of-the-Head: Explaining Language Effects on Public Opinion.” U.C. San Diego, November 2015; Ohio State University Workshop in American Politics, October 2015; Duke University Political Science, October 2015.

“His and Hers: How Language Shapes Public Attitudes Toward Gender Equality.” Columbia University American Politics Workshop, September 2015; UNC-Chapel Hill American Politics Research Group, August 2015; UNC-Chapel Hill Comparative Approaches to the Study of Immigration, Ethnicity, and Religion Workshop, April 2015; U.C. San Diego - Race, Ethnicity, Immigration, and Identity Group, May 2015.

“Accented Politics: How Language Shapes Public Opinion.” University of Pennsylvania Symposium on the Politics of Immigration, Race, and Ethnicity, September 2014.

“Lingua Franca: How Language Shapes the Cultural Direction of Public Opinion.” Stanford University Comparative Approaches to the Study of Immigration, Ethnicity, and Religion Workshop, May 2014.

“Unspoken: Implicit Attitudes and Political Thinking.” Society of Southeastern Social Psychologists, November 2013.

“Boomerang: How Elite Discourse Politicizes Racial and Ethnic Identities.” UC-Berkeley PRIEC Meeting, January 2013; Washington University – Saint Louis, March 2013.

“Collateral Damage? Xenophobic Rhetoric and its Political Effects on Latinos.” University of Michigan, March 2012; Princeton University, May 2012.

“Implicit Bias and U.S. Immigration Policy Judgments.” Princeton University, March 2011.

“In the Blink of an Eye: How Implicit Bias Subconsciously Affects Immigration Policy Judgments.” University of Southern California, January 2011.

“Who’s Implicitly Biased and When? An Inquiry into Motivation and Opportunity in the Immigration Debate.” Russell Sage Foundation, July 2010.

“Immigrant = Latino: How Automaticity Shapes Immigration Policy Judgments.” Harvard University, February 2010; Lipscomb University, September 2009; Duke University, June 2009.

“On the Group-Specific Nature of U.S. Opposition to Immigration.” Political Psychology and Immigration Conference. University of Texas – Austin, April 2009.

“*Juan* for All: Implicit Attitudes and the Nature of Opposition to Immigration.” Princeton University; Stanford University; University of Michigan; University of California at Berkeley; University of California at Merced; Vanderbilt University, Fall 2007.

## CONFERENCE PRESENTATIONS

“To Stay Neutral or Not When Teaching the 2016 Election: Ethical and Pedagogical Challenges.” Invited Roundtable at the 2016 Annual Meeting of the American Political Science Association.

“Hyphenating Rhetoric: Explaining When, Why, and How Immigrant Minorities Wish to Integrate Politically” (with Maggie Deichert and Andrew M. Engelhardt). Paper presented at the 2016 Annual Meeting of the American Political Science Association.

“Rolling off the Tongue into the Top-of-the-Head: Explaining Language Effects on Opinion.” Paper presented at the 2016 Annual Meeting of the American Political Science Association.

“Perceptions of Discrimination and Partisanship Among Asian Americans and Latinos.” (with Dan Hopkins and Cheryl Kaiser). Paper presented at the 2016 Annual Meeting of the American Political Science Association.

*Unspoken Politics: Implicit Attitudes and Political Thinking*. “Author Meets Critics” Book Roundtable at the 2016 Annual Meeting of the Midwest Political Science Association.

“His and Hers: How Language Shapes Public Attitudes Toward Gender Equality” (with Margit Tavits). Paper presented at the 2015 Annual Meeting of the Midwest Political Science Association.

“Boomerang: How Elite Discourse Politicizes Racial and Ethnic Identities.” Paper presented at the 2013 Annual Meeting of the Midwest Political Science Association; and the Western Political Science Association.

“Collateral Damage? Xenophobic Rhetoric and its Political Effects on Latinos.” Paper presented at the 2012 Annual Meeting of the Midwest Political Science Association; and the Western Political Science Association.

“Black Ice? Race and the Political Psychology of Implicit Bias.” Paper presented at the 2011 Annual Meeting of the Midwest Political Science Association; and the Western Political Science Association.

-Winner of the MPSA Lucius Barker Award for best paper on race/ethnicity and politics.

“Race and Nation: African Americans, White Americans, and Hostility to Immigrants” (with Niambi Carter). Paper presented at the 2011 Annual Meeting of the Southern Political Science Association; the Midwest Political Science Association; and the Western Political Science Association.

“The Color of Authoritarianism: Race, Threat, and Punitiveness in American Politics.” (with Marc Hetherington). Paper presented at the 2010 Annual Meeting of the Midwest Political Science Association.

“Race, Stereotypes, and Immigration: Intergroup Perceptions in a Set of Southern Cities.” (with Paula D. McClain et al.). Paper presented at the 2010 Annual Meeting of the Midwest Political Science Association.

“Black and White Americans and Latino Immigrants: A Preliminary Look at Attitudes in Three Southern Cities.” (with Paula D. McClain et al.). Paper presented at the 2009 Annual Meeting of the American Political Science Association; and the Southern Political Science Association.

“If It’s White, Is It Right? National Attachments, African Americans, and Hostility to Immigrants” (with Niambi M. Carter). Paper presented at the 2008 Annual Meeting of the American Political Science Association.

“*Juan* for All: Implicit Attitudes and the Group-Specific Nature of Anti-Immigrant Opinion.” Paper presented at the 2008 Annual Meeting of the Midwest Political Science Association; and the 2008 Annual Meeting of the Western Political Science Association.

“Lost in Translation? Validity and Reliability in Bilingual Political Surveys.” Paper presented at the 2007 Annual Meeting of the Midwest Political Science Association.

“Aliens Through Space and Time: U.S. Anti-Immigrant Opinion in Longitudinal Perspective.” Paper presented at the 2006 Annual Meeting of the Western Political Science Association.

“Framing Effects and Attitudes Toward Immigrant Assimilation.” (with Victoria DeFrancesco Soto). Paper presented at the 2006 Annual Meeting of the Western Political Science Association.

“Don’t Hate the Player, Hate the Game: The Link Between Anti-Immigrant Opinion and Attitudes Toward Latinos.” (with Victoria DeFrancesco). Paper presented at the 2005 Annual Meeting of the Western Political Science Association.

“No Way José: Latino Stereotypes, Social Categorization & the Politics of Immigration.” Paper presented at the 2004 Annual Meeting of the American Political Science Association.



## **COURSES TAUGHT**

University of California, Los Angeles:

Research Methods in Race-Ethnicity Politics Scholarship (graduate seminar)  
Political Attitudes and Behavior Among Racial and Ethnic Minorities (graduate independent study)

Vanderbilt University:

American Public Opinion (undergraduate seminar)  
Group Conflict and Cooperation in U.S. Politics (undergraduate seminar)  
Political Psychology (undergraduate seminar)  
Race and Politics in the U.S. (undergraduate seminar)

Attitudes and Measurement (graduate seminar)  
Experimental Methods in Political Science (graduate seminar)  
Political Psychology (graduate seminar)

## **LANGUAGE AND PROGRAMMING SKILLS**

Native Spanish (verbal and written)  
Mplus®  
Stata™

## **PROFESSIONAL MEMBERSHIPS**

Member: *American Political Science Association (APSA)*; *International Society of Political Psychology (ISPP)*; *Midwest Political Science Association (MPSA)*; *Southern Political Science Association (SPSA)*; *Western Political Science Association (WPSA)*.

## **PROFESSIONAL SERVICE**

Associate Principal Investigator, *Time-Sharing Experiments for the Social Sciences (TESS)*, 2016 – present.

Board Member: American National Election Studies (ANES) Advisory Board, 2019 – present

Chair: Emotional Politics: Mobilizing Racial Resentment, 2016 APSA; Race and Ethnicity: Experimental Investigations, 2015 APSA; Anti-Migrant and Far Right Support, 2015 MPSA; Committee on the Status of Latinos in the South, 2011 SPSA; 2009 Economic Shocks, Social Welfare, and Democratic Sustainability in the Americas - Vanderbilt University.

Conference Organizer: Symposium on Bio-Politics Research, June 2016 (with Matt Hibbing); Symposium on the Politics of Immigration, Race, and Ethnicity, May 2015 (with Sophia Wallace).

Discussant: To Stay Neutral or Not When Teaching the 2016 Election: Ethical and Pedagogical Challenges, 2016 APSA; Emotional Politics: Mobilizing Racial Resentment, 2016 APSA; Political Psychology and International Relations, 2016 MPSA; Methodological Issues in Opinion Research, 2015 APSA; Campaign Advertising and Racial/Ethnic Cues, 2013 MPSA; Immigration, Ingroup, and Outgroup Attitudes, 2013 MPSA; The Psychology of Mass Mobilization, 2013 WPSA; The Psychological Underpinnings of Racial Stereotypes, 2011 MPSA; 2009 Economic Shocks, Social Welfare, and Democratic Sustainability in the Americas - Vanderbilt University.

Editorial Board Member: *Journal of Politics*, 2019 – present; *Political Behavior*, 2017 – present; *Politics, Groups, and Identities*, 2017 – present.

Referee: *American Journal of Political Science*; *American Political Science Review*; *American Sociological Review*; *Basic and Applied Social Psychology*; *Cambridge University Press*; *Field Methods*; *The Journal of Politics*; *Journal of Race, Ethnicity, and Politics*; *National Science Foundation*; *Political Analysis*; *Political Behavior*; *Political Psychology*; *Political Science Quarterly*; *Public Opinion Quarterly*; *Social Science Quarterly*; *Social Science Research*; *Time-Sharing Experiments for the Social Sciences*; *Russell Sage Foundation*; *University of Florida Press*.

Section Head: Political Psychology, Midwest Political Science Association, 2016; Public Opinion and Political Psychology Section, Western Political Science Association, 2012.

## **DEPARTMENTAL AND UNIVERSITY SERVICE**

University of California, Los Angeles:

Member, Department Executive Committee, 2018

Member, Graduate Admissions Committee, 2018

Vanderbilt University:

Participant, Panel on Conducting a Successful and Inclusive Faculty Search, 2017

Chair, Political Science Hiring Priorities Committee, 2017

Member, Search Committee for Vice Provost for Equity, Diversity, and Inclusion, 2016 -

Member, Land Use Faculty Advisory Committee, 2016 -

Member, Selection Committee for Cornelius Vanderbilt Scholars, 2016

Chair, American Politics Junior Search Committee 2015-2016

Member, American Politics Senior Search Committee, 2015 – 2016

Organizer, Experimental Speaker Series, 2015, 2016

Member, Speakers Committee, 2014-2015

Member, Undergraduate Committee, 2014-2015

Field Convener, American Politics, 2013-2014

Member, Graduate Committee, 2013-2014, 2011-2012

Participant, VU-EDGE Director's Conference, 2011

Member, Undergraduate Committee, 2010-2011

Member, Junior Faculty Speakers Committee, 2010-2011

Member, Technology Committee, 2009-2010

Member, Undergraduate Studies Committee, 2008-2009

Member, Speakers Committee, 2008-2009

Member, Formal Theory Search Committee, 2008-2009

## **DISSERTATION COMMITTEE SERVICE**

Committee Member, Camille Burge – Vanderbilt University, 2014

Committee Member, Maggie Deichert – Vanderbilt University, *in progress*

Committee Member, Andrew M. Engelhardt – Vanderbilt University, *in progress*

Committee Member, Jason Husser – Vanderbilt University, 2012

Committee Member, Tyler Reny, - UCLA, *in progress*

## **CONSULTING EXPERIENCE**

“Finding and Attracting Top Talent: Best Practices in Faculty Searches”

Vanderbilt Faculty Trainings for Departmental Hiring Committees, Fall 2017 (4 workshops)

“Our Minds as Icebergs: Understanding the Effects of Implicit Biases in Everyday Decisions”

Vanderbilt Faculty Trainings for Departmental Hiring Committees, Fall 2016 (2 workshops)

## **POLITICAL WORK EXPERIENCE**

Project Manager, Government Relations  
Dakota Communications

07/2000 – 07/2003

Public Policy Fellow  
Congressional Hispanic Caucus Institute

08/1999 – 05/2000

## **REFERENCES**

Available upon request.