



Research Assistant Positions in Identity and Status
The Sidanius Social Psychology and Intergroup Relations Laboratory
Summer 2015

THE LAB

Members of the Sidanius Social Psychology and Intergroup Relations Lab are a collection of scholars interested in social hierarchy, intergroup conflict, power, status, prejudice, ideology, and identity. The Sidanius Lab is seeking strongly motivated research assistants to support its research program over the summer months. The Sidanius Lab Summer Internship is unpaid and operates on a flexible schedule. The lab is based in William James Hall in Cambridge. Our website can be found [here](#).

WE WANT YOU

Research Assistants (RAs) are welcome on a volunteer basis. RAs are required to commit to a minimum number of hours per week depending on their enrollment and the lab's needs. Research Assistants are also invited to attend and participate in weekly lab meetings in which we discuss the lab's research. Lab meetings are optional for volunteers.

How to Apply: Contact Sa-kiera Hudson (shudson@g.harvard.edu) with your CV and the brief RA application. The application can be downloaded [here](#). RAs are assessed on a rolling basis so apply as soon as possible.

CURRENT RESEARCHERS IN THE LAB

- **Rachel Arnett:** Identity, Status, and Careers
- **Sarah Cotterill:** Status, Hierarchies, Perception *
- **Sa-kiera Hudson:** Power, Status, Intersectionality, Race, Gender
- **Gregory Davis:** Person Perception, Evaluation, Admissions, Law
- **Milan Obaidi:** Intergroup relations and Intergroup Violence*
- **Sasha Kimel:** Violent Ethnic Conflict and Cultural Psychology
- **Héctor Carvacho:** Social Class, Ideology, and Intergroup Relations.*

* not taking students

DESCRIPTION OF RESEARCH OPPORTUNITIES

Primary Investigator: Rachel Arnett

Research Topics: Identity, Status, and Careers

Research Overview: How do identity and status affect how we think about ourselves, how we interact in social contexts, and how we make professional decisions? These questions help guide Rachel's research on identity, status, and careers. In one experimental project, Rachel will be exploring the effects of status differences on interpersonal relationships. For example, when and why do the wealthy hide their background? What implications does this have for intergroup relations? In a separate field study, Rachel is exploring how individuals from low income communities perform in professional contexts, and how psychological interventions can boost performance. Finally, in a set of experimental and qualitative studies, Rachel is exploring how professional identities and decisions are influenced by different human motives, social influences, and gender norms.

Research Opportunities: Rachel is looking forward to getting Research Assistants involved with research design and idea development, background research and literature reviews, study creation and participant recruitment via online platforms, and data collection. Rachel may also be looking for RAs to play the role of Experimenter.

Expected Hours: 10-20 hours per week depending on total number of RAs.

Primary Investigator: Sa-kiera Hudson

Research Topics: Power, Status, Intersectionality, Race, Gender

Research Overview: What does it mean on a psychological level to have power and how do we determine who has it? Are race, gender, and sexual orientation identities examples of power hierarchies and what does this mean for intergroup relations? Kiera has several projects relating to this question. First, when do people start to recognize social power hierarchies? This question will be answered by examining hierarchy identification in children. Second, what are the experiences of discrimination at the nexus of race and gender, particularly for ethnic minority women? Third, how does biological individual differences of testosterone levels predict intergroup aggression and perceptions of threat? Finally, how do higher status groups maintain their privilege and status in society? Kiera is interested in these questions and any that have to do broadly with stereotyping, discrimination, and intergroup relations.

Research Assistant Opportunities: Kiera is looking for RAs that are extremely eager to learn about the research process and are flexible with their time. RAs could get involved with research design and idea development, background research and literature reviews, study creation and participant recruitment via online platforms, and data collection. Some RA may be able to be an experimenter and/or confederate. I am looking for RAs who are interested in multiple projects.

Expected Hours: Flexible, but around 8-10 hours a week.

Primary Investigator: Gregory Davis

Research Topics: Person Perception, Evaluation, Admissions, Law

Research Overview: I study the admissions process, specifically: the social psychological and sociological processes that underlie admissions decisions; the role that arbitrariness and bias may play in admissions decisions, and; how intergroup and intercultural dynamics play out in the application and admissions processes. I also do unrelated research in the areas of law, sexual orientation, sexuality and gender politics, media, and Blackness.

Research Assistant Opportunities: I will require two (2) RAs for the Spring 2015. This first RA should have a primary interest in social psychology, sociology, or higher education, as he or she will assist in my social psychology work on admissions. This will include research reviews, some data review and verification, and running experiments with participants in the lab. The second RA will have more varied responsibilities and will assist me in my non-psychology work. Any interest in law and/or critical theory will be a great asset, as I will need assistance in literature review and theory development with this work. This work should require 10 hours/week. Multiple opportunities for co-authorship available for those willing to do some writing with me as well (which will require more hours per week of work).

Expected Hours: The time commitment will be light as first (5-7 hours per week), but may increase (at most 10 hours per week) over the course of the semester.

Primary Investigator: Sasha Kimel, PhD

Research Topics: Violent Ethnic Conflict and Cultural Psychology

Research Overview: Main project focuses on issues of reducing violent conflict and promoting political compromises between Jews and Arabs.

Research Assistant Opportunities: I am looking for an RA who is well-connected within Jewish or Arab communities. Hebrew or Arabic fluency is a plus! As a research assistant, you will have the opportunity to learn about psychological research, inequality and intergroup conflict in a warm and friendly work environment while getting to work closely with myself, Dr. Sidanius and the rest of the Intergroup Relations Lab. Ideally, you should have an interest in psychological science and an interest in pursuing graduate studies in psychology or a related discipline. You should also be intellectually curious, diligent, and conscientious; be interested in conflict reduction, intergroup relations or cultural psychology; work well with others; and be able to make the requisite time commitment.

Expected Hours: 3-6 hours per week.

Primary Investigator: Lumumba Seegars, PhD Student

Research Topics: Institutional Fit; Organizational Psychology; Hierarchy; Identity

Research Overview: My research, broadly, explores how organizations change over time as a function of the types of people within the organization as well as how those individuals interact with each other. Currently, I am looking at this question in two different ways: (1) person-organization fit based on individuals' views concerning hierarchy and inequality, and (2) the negotiation and enactment of multiple identities within individuals and how this "identity work" affects collaboration, innovation, and other outcomes within organizations and broader environments.

Research Assistant Opportunities: Research assistants will participate in multiple projects and in multiple stages of the research process (e.g. IRB approval, recruitment, conducting literature reviews, programming studies, and managing & running experiments). I am looking for highly motivated and flexible students with strong academic interests.

Expected Hours: 5-10 hours per week

Primary Investigator: Milan Obaidi

Research Topics: Intergroup Relations and Intergroup Violence

Research Overview: Milan works on a project that explores social and psychological factors that contribute to the motivations behind the radicalization of some first, second and third generations of Muslim Europeans with migrant background. In particular, he investigates the extent to which individual psychological needs, feelings and motives pertaining to the management of deprivation, victimization, uncertainty, group threat, and injustice are related to Muslim Europeans' attitudes towards committing and supporting terrorism in the West. In addition to theoretical work, he currently addresses his topic using a combination of methods, including questionnaires, large-scale random-sample surveys, vignette and priming experiments, and qualitative interviews.

Research Assistant Opportunities: Research assistants will get to provide input to study design, to learn how to create online surveys, and to assist in data cleaning and analysis.

Expected Hours: TBA but around 6-10 hours per week.