

Oliver, April 2026

Andre Oliver

Post-Doctoral Associate

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EDUCATION

- 2019-2025 **Ph.D.** in Psychology, Graduate Center at the City University of New York (CUNY), New York, NY
Program: Basic and Applied Social Psychology (BASP)
Quantitative Concentration
Dissertation: *Moralists or Moral Hypocrites: Leveraging Social Identity Theory and Moral Psychology to Increase Support for Reparations Among White Americans*
Advisor: Daryl A. Wout
- 2019-2024 **M.Phil.** in Psychology, Graduate Center CUNY, New York, NY
Program: BASP
- 2012-2015 **M.A.** in Psychological Research, San Francisco State University (SF State), San Francisco, CA
Thesis: *Racial Colorblindness: Attention Bias to Race during Person Perception*
- 2007-2011 **B.A.** in Psychology, SF State, San Francisco, CA
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POST-DOCTORAL EXPERIENCE

- 2025-2028 **Teacher Scholar Post-Doctoral Associate**—Rutgers Center for Cognitive Science (RuCCS), Rutgers University, New Brunswick, NJ
Duties include performing research and teaching three cognitive science courses per academic year. As part of this position, I conduct research in social identity, person perception, social inequality, and human/AI interactions under Dr. Gandalf Nicolas' mentorship.
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RESEARCH INTERESTS

Social identity threat/safety, social inequality, stereotyping, prejudice, discrimination, intergroup interactions, social cognition, person perception, and cognitive science

TEACHING EXPERIENCE

Instructor on Record:

- 2026-present **Teacher-Scholar Post-Doctoral Associate**—Rutgers University, RuCCS, New Brunswick, NJ
Courses: Cognitive Science: A Multidisciplinary Introduction, Person Perception and Social Cognition
- 2022-2024 **Full-Time Lecturer**—Lehman College CUNY, Department of Psychology, Bronx, NY
Courses: Experimental Psychology, Critical Thinking in Psychology
- 2020-2025 **Adjunct Lecturer**—Lehman College CUNY, Department of Psychology, Bronx, NY
Courses: Critical Thinking in Psychology
- 2017-2019 **Adjunct Lecturer**—SF State, Department of Psychology, San Francisco, CA
Courses: Introduction to Psychological Research Methods, Intermediate Psychological Statistics

Teaching Assistant:

- 2025-2026 **Teacher-Scholar Post-Doctoral Associate**—Rutgers University, RuCCS, New Brunswick, NJ
Courses: Cognitive Science: A Multidisciplinary Introduction, Undergraduate Seminar in Cognitive Science
- 2013-2015 **Graduate Teaching Assistant**—SF State, Department of Psychology, San Francisco, CA
Courses: Introduction to Psychological Statistics
- 2009-2012 **Undergraduate Teaching Assistant (course credit)**—SF State, Department of Psychology, San Francisco, CA
Courses: General Psychology, Cognitive Psychology, Introduction to Psychological Research Methods, Introduction to Psychological Statistics

PUBLICATIONS

Peer-Reviewed Articles:

- Oliver, A.,** Wout, A. D., & Nicolas, G. (*revision under review*). How “They” See “Us”: Social Identity Threat and Safety Cues Influence Meta-Representations of Race. *Social Psychological and Personality Science*.

- Aikawa, S. M., **Oliver, A.**, & Wout, A. D. (2026). When using the “n-word” Goes Wrong: African Americans’ Affective Perceptions of Those Who Use the “n-word”. *Journal of Language and Social Psychology*.
- Wout, D.A., **Oliver, A.**, & Milless, K. (2026). Membership Has Its Privileges: Whether Black People Afford Black-White Biracial People the Benefit of the Doubt. *Cultural Diversity and Ethnic Minority Psychology*.
- Wout, D.A., **Oliver, A.**, Smith, R.E., Barnett, S. (2025). Safety at the Boundaries of Race: Black People Derive Identity Safety from Black-White Biracial People. *Cultural Diversity and Ethnic Minority Psychology*.
- Oliver, A.**, Tracy, R. E., Young, S. G., & Wout, D. A. (2023). Black + White = Prototypically Black: Visualizing Black and White People’s Mental Representations of Black–White Biracial People. *Personality and Social Psychology Bulletin*, 0(0).
<https://doi.org/10.1177/01461672231164026>
- Oliver, A.**, Ghilamichael, A., King, C. R., Wallace, L., McDougal, S., Monteiro, K., & Ben-Zeev, A. (2017). ‘I’m Black and I’m Proud’: A Majority Ecological Context Protects Affective Aspects of Black Identity Under Stereotype Threat. *Race and Social Problems*. 9: 313. <https://doi.org/10.1007/s12552-017-9216-y>

Book Chapters:

- Oliver, A.**, Gomez, B. N., Milless, K. L., Godbole, M., Good, C. (2023) Stereotype threat: Overview, current trends in research, and interventions to bolster achievement and learning. In P. W. St J. Watson, C. M. Rubie-Davies, & B. Ertl (Eds.) *The Routledge International Handbook of Gender Beliefs, Stereotype Threat, and Teacher Expectations* (Ch. 7). Routledge.

Manuscripts in Preparation:

- Flores-Robles, G., **Oliver, A.**, Wout, A. D. (*in preparation, writing*). Hispanic Enough? Hispanic People Perceive Hispanic-White Biracial People as Racial Ingroup Members. *Group Processes and Intergroup Relations*.
- Oliver, A.**, Wout, A.D. (*in preparation, writing*). “Ain’t I a Woman?”: Visualizing Mental Representations of Black and Biracial Women. *Social Cognition*.
- Wout, A. D., **Oliver, A.**, Green, J. D. (*in preparation, writing*) Black and Latinx Women’s Interaction Concerns with White men are Reduced by a Learning Goals Intervention. *Group Processes and Intergroup Relations*.

Oliver, A., Nicolas, G. (*in preparation, data collection*). Taxonomy of Mental Health and Non-Heterosexual Individuals' Artificial Intelligence Meta-Stereotype Concerns. *Social Psychological and Personality Science*.

Oliver, A., King, J., Wout, A. D. (*in preparation, data collection*). Looking Suspicious: People's Meta-Representations of Police Officers and Their Anticipated Interactions. *Personality and Social Psychology Bulletin*.

Flores-Robles, G., **Oliver, A.,** Wout, A. D. (*in preparation, data collection*). Female STEM Students' Mental Representations of STEM Professors and Their Belonging in STEM. *Social Cognition*.

SELECTED TALKS

Oliver, A. (2026, January 27). Social Identity and Mental/Meta Representations of Faces. [Invited Talk] Hive Mind, Rutgers Center for Cognitive Science (RuCCS), Piscataway, NJ, United States.

Oliver, A., Tracy, E. R., Young, G. S., Wout, D. A. (2022, February 15-18). Black + White = Prototypically Black: Visualizing Black and White People's Mental Representations of Black-White Biracial People. In Tracy E. R. (Chair) and **Oliver A. (Co-Chair)**, *Bias in the Mind's Eye: Visualizing Mental Representations of Faces* [Symposium]. The Society for Personality and Social Psychology (SPSP) San Francisco, CA, United States.

Oliver, A., (2021, May 7). Black + White = Stereotypically Black: Visualizing Mental Representations of Black-White Biracial People [Research Talk] Six College Conference (6CC), Columbia University, New York, NY, United States (online).

CONFERENCE PRESENTATIONS

Oliver, A., King, J., Wout, A. D. (2026, June 26-28). *Being the Usual Suspects: Black and White Men's Meta-Perceptions of the Typical Police Officer* [Poster presentation]. Society for the Psychological Study of Social Issues Annual Conference, New Orleans, LA, United States.

Oliver, A., Belthur, T., Garg, P., Nicolas, G., Wout, D. A. (2026, February 26-28). *How "They" See "Us": Visualizing Social Identity Threats' Impact on Meta-Representations of Racial Outgroup Members* [Poster presentation]. The Society for Personality and Social Psychology Annual Convention, Chicago, IL, United States.

- Mesa, D., Rosenkilde, D., **Oliver, A.**, Good, C. (2022, May 13). *Contingencies of Belonging: Protective Factors for Women's Underrepresentation in STEM* [Poster presentation]. The annual Baruch College Creative Inquiry Expo, New York, NY, United States.
- Aikawa, S. M., **Oliver, A.**, Wout, D. (2022, April 21-23). *So, you think you can say the “n-word”?* *The role of perceived ingroup status* [Research talk]. The 94th Annual Meeting of the Midwestern Psychological Association, Chicago, IL, United States.
- Floyd, N., **Oliver, A.**, & Wout, D.A. (2022, April 21-23). *The Malleability of Racial Perceptions as a Function of Hairstyle* [Research talk]. The 94th Annual Midwestern Psychological Association, Chicago, IL, United States.
- Oliver, A.**, Nickel, M., Good, C. (2022, February 15-18). *Stereotype Threat and White Fragility: Removing White Privilege Improves Abstract Reasoning* [Research talk]. The Society for Personality and Social Psychology Annual Convention, San Francisco, CA, United States.
- Aikawa, S. M., **Oliver, A.**, Wout, D. (2022, February 15-18). *We can say it, but can you? If and when Biracials can use the “n-word”* [Poster presentation]. The Society for Personality and Social Psychology Annual Convention, San Francisco, CA, United States.
- Mesa, D., Rosenkilde, D., **Oliver, A.**, Good, C. (2022, February 15-18). *Contingencies of Belonging: Protective Factors for Women's Underrepresentation in STEM* [Poster presentation]. The annual Society for Personality and Social Psychology Convention, San Francisco, CA, United States.
- Floyd, N., **Oliver, A.**, & Wout, D. (2021, June 23). *Are you your hair? The Malleability of Racial Perceptions* [Poster presentation]. The 25th Annual NYU MA Research Conference, NY, NY, United States.
- Heredia, A., Baltazar, J., **Oliver, A.**, Ben-Zeev, A., & Geisler, M. W. (2019, May 15). *The Irony of Racial Colorblindness: Faster Behavioral and Physiological Responses to Racial Stimuli* [Poster presentation]. The San Francisco State Graduate Showcase, San Francisco, CA, United States.
- Heredia, A., Baltazar, J., **Oliver, A.**, Ben-Zeev, A., & Geisler, M. W. (2019, March 23-26). *The Irony of Racial Colorblindness: Behavioral and Physiological Effects* [Poster presentation]. The Annual Convention of the Cognitive Neuroscience Society (CNS), San Francisco, CA, United States.
- Andemeskel, G., **Oliver, A.**, & Ben-Zeev, A. (2017, May 25-28). *The Irony of Racial Colorblindness: Increased Attention to Racial Stimuli* [Poster presentation]. The Annual Convention of the Association for Psychological Science (APS), Boston, MA, United States.

Oliver, A., Ben-Zeev, A., & Geisler, M. W. (2017, March 15-28). *Racial Colorblindness: Ironic Attentional Processing of Racial Stimuli* [Poster presentation]. The Annual Convention of the Cognitive Neuroscience Society (CNS), San Francisco, CA, United States.

Andemeskel, G., **Oliver, A.,** & Ben-Zeev, A. (2017, January 19-21). *Black Identity under Stereotype Threat: Communal Engagement Preserves Private Regard* [Poster presentation]. The Annual Convention of the Society of Personality and Social Psychology (SPSP), San Antonio, TX, United States.

Oliver, A., Ben-Zeev, A. (2017, January 19-21). *On the Ironic Effects of Racial Colorblindness: Attentional Bias to Racial Stimuli on the Dot-Probe Task* [Poster presentation]. The Annual Convention of the Society of Personality and Social Psychology (SPSP), San Antonio, TX, United States.

Oliver, A., Ben-Zeev, A. (2016, May 26-29) *Tho doth protest too much: on the Ironic Effects of Colorblindness* [Poster presentation]. The Annual Convention of the Association for Psychological Science (APS), Chicago, IL, United States.

Carter, A., Vu, A., **Oliver, A.,** Andemeskel, G., Ben-Zeev, A. (2016, May 26-29) *Black Identity under Stereotype Threat: a Cost to Private Regard* [Poster presentation]. The Annual Association for Psychological Science (APS), Chicago, IL, United States.

GRANTS

“Meta-Representations of Police Officers”. Forensic Psychology Research Institute Grant (awarded 3/28/25). Co-Principal Investigator. \$5,000.00 awarded funds.

“Female STEM Students' Mental Representations of STEM Professors”. Futures Initiative’s Equity and Social Justice Grant (awarded 3/10/25). Principal Investigator. \$500.00 awarded funds.

“Increasing Support for Reparations and Determining Who's Perceived as Eligible”. PSC-CUNY Research Award TRADA-54-330 (awarded 4/15/2024). Principal Investigator. \$3,500.00 awarded funds.

“Mental Representations of Black and Black-White Biracial Women”. PSC-CUNY Research Award TRADB-53-330 (awarded 4/1/2022). Co-Principal Investigator. \$4,810.04 awarded funds.

“Stereotype Threat and White Fragility”. PSC-CUNY Research Award TRADB-52-330 (awarded 4/15/2021). Co-Principal Investigator. \$6,000 in funds awarded.

FELLOWSHIPS and AWARDS

2026	Teacher and Scholar Stipend for SPSP Registration (\$279)
2024-2025	Provost University Fellowship, CUNY Graduate Center (Award: \$14,000)
2019-2024	Provost Enhancement Fellowship, CUNY Graduate Center (Award: \$10,000 annually)
2019-2024	Graduate Center Fellowship, CUNY Graduate Center (Award: \$12,000 annually)
2019-2024	Tuition Fellowship, CUNY Graduate Center
2021	Doctoral Student Research Grant (DSRG), CUNY Graduate Center (Awarded: \$700)
2008-2011	Competitive Education Grant, San Francisco State University
2008-2011	Dean's Honor Roll, San Francisco State University

PROFESSIONAL SERVICE

Reviewed for Journals:

Journal of Experimental Social Psychology (JESP)
Social Cognition
Group Processes and Intergroup Relations (GPIR)
Cultural Diversity and Ethnic Minority Psychology (CDEMP)
Frontiers

Panel Talks:

August 13th, 2020. Invited panelist, "Stigma vs. Prejudice". Diversity in Science Initiative (DSI) at John Jay College of Criminal Justice. (New York, NY).

RELATED EXPERIENCE

2015-2019	Data Manager: Cognition and Social Equity Lab (CaSE), Coordinator: Dr. Avi Ben-Zeev, Psychology Department, SF State, San Francisco, CA
2013-2019	Principal Investigator: Cognition and Social Equity Lab (CaSE), Coordinator: Dr. Avi Ben-Zeev, Psychology Department, SF State, San Francisco, CA
2013-2019	Principal Investigator: Cognitive Psychophysiology Lab (CPL), Coordinator: Dr. Mark Geisler, Psychology Department, SF State, San Francisco, CA
2010-2013	Research Assistant: Cognition and Social Equity Lab (CaSE), Coordinator: Dr. Avi Ben-Zeev, Psychology Department, SF State, San Francisco, CA
2010	Tutor/Peer Advising: Introductory Psychology (Psy 200), Instructor: Dr. Margret Lynch, Psychology Department, SF State, San Francisco, CA

PROFESSIONAL AFFILIATIONS

The Society for Personality and Social Psychology (SPSP)
Society for the Psychological Study of Social Issues (SPSSI)
Association for Psychological Science (APS)
Cognitive Neuroscience Society (CNS)
The National Honor Society in Psychology (Psi Chi)
San Francisco State University Alumni
Diversity in Science Initiative (DSI)

REFERENCES

Dr. Daryl Wout
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Department of Psychology
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Dr. Gandalf Nicolas
Rutgers University—New Brunswick
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Relationship: Post-Doc mentor
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Dr. Mimi Phan
Rutgers University—New Brunswick
Rutgers Center for Cognitive Science
Associate Professor/Cognitive Science
Undergraduate Program Director
Relationship: RuCCS supervisor
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