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Indiana University  
Bloomington, IN 47405  
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## EMPLOYMENT

Associate Professor, Department of Sociology, Indiana University-Bloomington, 2014-present

Director, Schuessler Institute for Social Research, Indiana University-Bloomington, 2014-2017

Assistant Professor, Department of Sociology, Indiana University-Bloomington, 2008-2014

Research and Teaching Interests: Intergroup relations, social psychology, conflict and cooperation, organizational behavior, inequality/stratification

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## EDUCATION

Cornell University  
Ph.D. Sociology, 2008  
Dissertation: Intergroup Conflict and Intragroup Dynamics: How Conflict Creates Norms and Hierarchies

Cornell University  
M.A. Sociology, 2004

University of Rochester  
B.A. Sociological Studies, Magna Cum Laude 2001

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## ARTICLES & CHAPTERS

Benard, Stephen, and Pat Barclay. 2020. "The effects of democratic competition on cooperation and threat manipulation in groups." *Social Science Quarterly*.

Benard, Stephen, and Long Doan. 2020. "When is retaliation respected? Vengefulness in intergroup and interpersonal contexts." *Socius*, 6, p.2378023120967199.

Pat Barclay and Benard, Stephen. 2020. "The effects of social versus asocial threats on group cooperation and manipulation of perceived threats." *Evolutionary Human Sciences* 2, E54. doi:10.1017/ehs.2020.48

Benard, Stephen, Mark T. Berg, and Trenton D. Mize. 2017. "Does Aggression Deter or Invite Reciprocal Behavior? Considering Coercive Capacity." *Social Psychology Quarterly* 80:310-319.

Benard, Stephen, and Trenton D. Mize. 2016. "Small Groups: Reflections of and Building Blocks for Social Structure." In Seth Abrutyn, ed. *Handbook of Sociological Theory*. New York: Springer.

Benard, Stephen. 2015. "The Value of Vengefulness: Reputational Incentives for Initiating Versus Reciprocating Aggression." *Rationality & Society* 27:129-160.

- Barclay, Pat, and Stephen Benard. 2013. "Who Cries Wolf, and When? Manipulation of Perceived Threats to Preserve Rank in Cooperative Groups." *PLOS ONE* 8: e73863- e73863.
- Benard, Stephen. 2013. "Reputation Systems, Aggression, and Deterrence in Social Interaction." *Social Science Research* 42:230-245.
- Benard, Stephen. 2013. "Intergroup Conflict, Cohesion, and Interpersonal Rewards: An Experimental Study." In Pirani, Bianca Maria, and Thomas S. Smith, eds. *Body and Time*. Newcastle upon Tyne: Cambridge Scholars Publishing.
- Macy, Michael W., Stephen Benard, and Andreas Flache. 2013. "Learning and Evolution." In Bruce Edmonds and Scott Moss, eds. *Simulating Social Complexity: A Handbook*. New York: Springer.
- Benard, Stephen. 2012. "Cohesion From Conflict: Does Intergroup Conflict Motivate Intragroup Norm Enforcement and Support for Centralized Leadership?" *Social Psychology Quarterly* 75:107-130.
- Benard, Stephen, and Long Doan. 2011. "The Conflict-Cohesion Hypothesis: Past, Present, and Possible Futures." In Shane R. Thye and Edward J Lawler, eds. *Advances in Group Process* 28:189-224.
- Castilla, Emilio J., and Stephen Benard. 2010. "The Paradox of Meritocracy in Organizations." *Administrative Science Quarterly* 55:543-576.
- Academy of Management Organizational Behavior Division Outstanding Publication Award, 2011.
- Benard, Stephen, and Shelley J. Correll. 2010. "Normative Discrimination and the Motherhood Penalty." *Gender & Society* 25:616-646.
- Benard, Stephen, In Paik, and Shelley J. Correll. 2008. "Cognitive Bias and the Motherhood Penalty." *Hastings Law Journal* 59:101-129.
- Benard, Stephen and Robb Willer. 2007. "A Wealth and Status-Based Model of Residential Segregation." *Journal of Mathematical Sociology* 31: 149-174.
- ASA Mathematical Sociology Section Graduate Student Paper Award, 2006.
- Correll, Shelley J., Stephen Benard, and In Paik. 2007. "Getting a Job: Is There a Motherhood Penalty?" *American Journal of Sociology* 112: 1297-1338.
- Abridged version reprinted (2008) in David B. Grusky, ed., *Social Stratification, Third Edition*. Boulder, Colorado: Westview Press.
  - Roger V. Gould Memorial Prize for Outstanding Article in the American Journal of Sociology, 2009.
  - Rosabeth Moss Kanter International Award for Research Excellence in Work and Family, 2008.
  - ASA Sex and Gender Section Outstanding Article Award, 2008.
- Correll, Shelley J., Sarah Thébaud, and Stephen Benard. 2007. "An Introduction to the Social Psychology of Gender." Pp. 1-18 in Shelley J. Correll, ed., *Social Psychology of Gender (Advances in Group Process Volume 24)*. New York: Elsevier.
- Correll, Shelley J. and Stephen Benard. 2006. "Biased Estimators? Comparing Status and Statistical Theories of Gender Discrimination." Pp. 89-116 in Shane R. Thye and Edward J. Lawler, eds., *Social Psychology of the Workplace (Advances in Group Process Volume 23)*. New York: Elsevier.
- Macy, Michael, James Kitts, Andreas Flache, and Steve Benard. 2003. "Polarization in Dynamic Networks: A Hopfield Model of Emergent Structure." Pp. 162-73 in Ronald Breiger, Kathleen Carley, and Philippa

Pattison, eds., *Dynamic Social Network Modeling and Analysis*. Washington, D.C.: National Academies Press.

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## OTHER PUBLICATIONS

Benard, Stephen. 2012. "Why His Merit Raise is Bigger than Hers." *Harvard Business Review*, April 2012:704.

Benard, Stephen. 2008. "Norms." *International Encyclopedia of the Social Sciences*.

Macy, Michael, and Stephen Benard. 2006. "Collective Action." P. 75 in Bryan Turner, ed. *The Cambridge Dictionary of Sociology*. Cambridge, UK: Cambridge University Press.

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## WORKS IN PROGRESS

Benard, Stephen, Long Doan, D. Adam Nicholson, Emily Meanwell, Eric Wright, and Peter Lista. "To forgive is divine? Morality and the status value of intergroup revenge and forgiveness." *Under Review*.

Benard, Stephen, Bianca Manago, Annie Russian, and Youngjoo Cha. "Mapping the Content of Asian-American Stereotypes: Intersections with ethnicity, gender, income, and birthplace". *Under Review*.

Benard, Stephen, Long Doan, and Kristin Kelley. "Forgiveness, Revenge, and Social Status in Groups." *Draft available*.

Benard, Stephen, Long Doan, Edward J. Lawler, and Jennifer Jiwon Lee. "The Role of Affect in Third Party Intervention." *Draft available*.

Benard, Stephen, Long Doan, and D. Adam Nicholson. "Americans' attitudes towards forgiveness and revenge." *In Progress*. service

Benard, Stephen, and Pat Barclay. "How Do Groups Assess Potential Threats? The Effects of Information on Skepticism and Behaviour in Collective Action." *In Progress*.

Benard, Stephen, Youngjoo Cha, Bianca Manago, and Annie Russian. "Labor Market Outcomes for Asian Men and Women in the United States." *In progress*.

Cha, Youngjoo, Dongeun Shin, Kiho Sung, and Stephen Benard. "Competent but Less Dominant and Less Socially Skilled? Asian Stereotypes and the Wage Penalty for Asian Men and Women in the U.S. Labor Market." *In progress*.

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## GRANTS

National Science Foundation. 2017. "Forgiveness, Revenge, and Social Status in Groups." (With Long Doan). \$104,898 (IU component)/163,468 (total) direct costs.

National Science Foundation. 2017. "Labor Market Outcomes for Asian Men and Women in the United States." (With Youngjoo Cha and Bianca Manago). \$221,439 initial direct costs; \$277,839 total with subsequent supplements.

National Science Foundation Doctoral Dissertation Improvement Grant. "The Role of Mental Health Labels in Stigma and Status Processes." (Bianca Manago, co-PI). \$11,981.

National Science Foundation Doctoral Dissertation Improvement Grant. "Sex, Gender, and Sexual Orientation in the Labor Market." (Trent Mize, co-PI). \$11,747.

National Science Foundation Doctoral Dissertation Improvement Grant. "How Do Stereotypes Affect Emotion Norms and Attributions." (Long Doan, co-PI). \$11,747.

Indiana University Faculty Research Support Program. 2015. "Labor Market Outcomes for Asian Men and Women in the United States." (With Youngjoo Cha and Bianca Manago). \$12,819 direct costs.

Center for Research on Race and Ethnicity in Society Faculty Seed Grant. 2014. "Labor Market Outcomes for Asian Men and Women in the United States." (With Youngjoo Cha and Bianca Manago). \$5,000 direct costs.

Indiana University Faculty Research Support Program. 2013. "Does Social Pressure Motivate Vengeful Behavior?" \$39,224 direct costs.

National Science Foundation Research Grant. 2009-2011. "Status, Manipulating Group Threats, and Conflict Within and Between Groups." (With Pat Barclay). \$62,140 (IU component)/99,843 (total) direct costs.

Institute for the Social Sciences Small Grant (Cornell University), 2007-2008. "Threats to Group Survival, Status, and 'Upping the Threat Level'" (With Pat Barclay and H. Kerne Reeve). \$4,877 direct costs.

National Science Foundation Research Grant, 2006-2007. "Motherhood and Labor Market Outcomes" (with Shelley Correll). \$56,276 direct costs.

National Science Foundation Dissertation Improvement Grant, 2005-2006. "Intergroup Conflict and Emerging Social Structure." (with Michael Macy). \$7,450 direct costs.

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#### **INVITED PRESENTATIONS (LAST 10 YEARS)**

"Group Motivated Revenge".

- Department of Sociology, Pennsylvania State University, October 2017
- Department of Sociology, Yonsei University, Seoul, South Korea, June 2017.
- Social Interaction Lab, Department of Sociology, Stanford University, March 2017.
- Department of Sociology, University of Texas-Austin, September, 2015.

Panelist, "What's next for inclusion research?". Towards Inclusive Tech Conference, UC Berkeley School of Information, Berkeley, CA, September 2017.

"Implicit Bias: Does it Matter for Philanthropy?" CASE/WPI Conference, Indianapolis, IN, May 2015.

"Implicit Bias." Microsoft Research, Redmond, Washington, January, 2015.

"Understanding Pregnancy and Caregiver Discrimination in Today's Workplace." Meeting of the Equal Employment Opportunity Commission, Washington, DC, February 2012.

"The Paradox of Meritocracy in Organizations." Department of Psychology, University of Guelph, Guelph, ON, March 2011.

"Laboratory Experiments in the Social Sciences." Indiana University Workshop in Methods, Bloomington, IN, November 2010.

"The Downside of Reputation: Image Concerns Can Drive Spiteful Aggression." Invited Session on "The Sociology of Good and Evil." Meeting of the American Sociological Association, Atlanta, GA. August 2010.

"Implicit Bias and Diversity in Higher Education." University of California Leading Through Diversity Chairs Retreat, Lake Arrowhead, California. September 2009.

“Cognitive Bias and the Motherhood Penalty.” Symposium on Family Responsibilities Discrimination. University of California, Hastings College of Law, San Francisco, CA, February 2008.

“Does Conflict Between Groups Create Norms and Hierarchies Within Groups?”

- Workshop in Political Theory and Policy Analysis, Indiana University, October 2008.
- Graduate School of Business, University of Chicago, Chicago, IL, December 2007.
- School of Social Sciences, Humanities, and Arts, University of California-Merced, December 2007.
- Department of Sociology, Stanford University, December 2007.
- Department of Sociology, University of Iowa, November 2007.
- Department of Sociology, Indiana University, November 2007.

“The Role of Intragroup Rewards in Intergroup Conflict.” Group Process Conference, New York, NY, August 2007.

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### CONFERENCE PRESENTATIONS (LAST 10 YEARS)

Benard, Stephen, Long Doan, D. Adam Nicholson, Emily Meanwell, Eric Wright, and Peter Lista. “An ‘eye for an eye’ versus ‘turning the other cheek’? Americans' attitudes towards forgiveness and revenge in everyday intergroup conflicts.” Russell Sage Foundation, Virtual, September 2021.

Benard, Stephen, Long Doan, D. Adam Nicholson, Emily Meanwell, Eric Wright, and Peter Lista. “An ‘eye for an eye’ versus ‘turning the other cheek’? Americans' attitudes towards forgiveness and revenge in everyday intergroup conflicts.” Meeting of the American Sociological Association, Virtual, August 2021.

Benard, Stephen, and Long Doan. “Group Motivated Revenge”. Group Process Conference, Chicago, IL, 2015.

Benard, Stephen. “Democratic Competition Increases both Cooperation and Deception in Small Groups.” Meeting of the American Sociological Association, San Francisco, CA. August 2014.

Benard, Stephen. “Reputation Systems, Aggression, and Deterrence in Social Interaction.” Meeting of the American Sociological Association, Denver, CO. August 2012.

Barclay, Pat, and Stephen Benard. “Humans Manipulate Threats to Preserve Dominance in Cooperative Groups.” Meeting of the American Sociological Association, Atlanta, GA. August 2010.

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### TEACHING EXPERIENCE

#### Indiana University

- Sociology 110: “Charts, Graphs, and Tables.”
- Sociology 230: “Society and the Individual.”
- Sociology 410: “Intergroup Conflict.”
- Sociology 494: “Internship in Sociology.”
- Sociology 530: “Introduction to Social Psychology”
- Sociology 558: “Advanced Research Techniques”
- Sociology 655: “Experimental Methods.”
- Individualized Major Program 460: “Independent Study.”

#### Cornell University

- Sociology 100: “From Vendettas to Arms Races: Intergroup Conflict and Resolution.”
- Sociology 270 (Teaching Assistant): “Gender: Meaning and Practice.”
- Sociology 311 (Teaching Assistant): “Group Solidarity.”
- Sociology 491: “Independent Study.”

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**DISSERTATIONS CHAIRED**

Elizabeth Zack	2019. "The Effect Of American Dream Ideology On Americans' Political And Racial Attitudes And Policy Preferences" Research Manager, P3 Lab, Johns Hopkins University.
Bianca Manago	2018. "The Role of Mental Health Labels in Stigma and Status Processes" Assistant Professor, Vanderbilt University.
Trenton Mize	2017. "Sex, Gender, and Sexual Orientation in the Labor Market" Assistant Professor, Purdue University
Long Doan (co-chair)	2016. "How Do Racial and Gender Beliefs Affect Emotions?" Assistant Professor, University of Maryland.

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**DISSERTATION COMMITTEES**

Kaitlin L. Johnson, Sociology	In Progress. "Availability, Expectation, and Preference: Work-Family Resources in the Gender-Segregated Labor Market"
Annie Russian, Sociology	In Progress. "The Meaning and Consequences of Gender and Sexuality Socialization across Context and Time: Former Student-Athlete Transitions from College to Adulthood"
Kristin Kelley, Sociology	2021. "The Role of Economic Resources and Parental Status in Challenging Gender Norms: The Case of Marital Name Choice" Postdoctoral Research Fellow, WZB Berlin Social Science Center.
Shu-Yi Wang, Counseling Psychology	2018. "Seeing the Good and Bad in Culture: An exploration of the construct of cultural complexity." Counselor, University at Buffalo.
Elizabeth Martinez, Sociology	2018. "The Racialization of Asians and Latino/as: Evidence from Undergraduate Course Enrollments." Deputy Director of Research and Data for the State of Oregon Higher Education Coordinating Commission.
Yousueng Han, SPEA	2018. "The Impact of Accountability on Job Performance in Public Organization: Application of Felt Accountability" Research Professor, Institute of Governmental Studies, Korea University.
Matt Fowler, Political Science	2017. White Group Consciousness and Dwindling Dominance: The Meaning of Linked Fate Among White Americans in a Changing Demographic Landscape. Postdoctoral Scholar, University of Chicago.
Kevin Doran, Sociology	2015. "Global Trends in Horizontal Inequality." Assistant Professor, Saint Anselm College
Hubert Izienicki, Sociology	2015. "The Role of Immigration in Gay Polish Men's Identity

Salience and Gay Community Attachment: A Comparative Study.  
Assistant Professor, Purdue University-Northwest.

Jacob Bower-Bir, Political Science

2014. "What We Deserve: The Moral Origins of Economic Inequality and Our Policy Responses to It".  
Lecturer, Massachusetts Institute of Technology.

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## HONORS AND AWARDS

Trustees Teaching Award. Indiana University, Bloomington. 2018.

Outstanding Faculty Mentor Award. Indiana University, Department of Sociology Graduate Student Association, 2012-2013.

Trustees Teaching Award. Indiana University, Bloomington. 2013.

Academy of Management Organizational Behavior Division Outstanding Publication Award  
For "The Paradox of Meritocracy in Organizations." 2011.

Roger V. Gould Memorial Prize for Outstanding Article in the American Journal of Sociology.  
For "Getting a Job: Is there a Motherhood Penalty?" 2009.

Rosabeth Moss Kanter International Award for Research Excellence in Work and Family  
For "Getting a Job: Is there a Motherhood Penalty?" 2008.

ASA Sex and Gender Section Outstanding Article Award  
For "Getting a Job: Is there a Motherhood Penalty?" 2008.

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## PROFESSIONAL SERVICE

### Field

Consulting Editor, *Sociological Science*, 2020-present

Editorial Board, *Social Psychology Quarterly*, 2012-2014, 2018-2020.

National Science Foundation Panelist, 2017-2018

Consulting Editor, *American Journal of Sociology*, 2014-2016.

Editorial Board, *Advances in Group Process*, 2014-present.

ASA Altruism, Morality, and Social Solidarity Paper Competition Chair, 2021-22

ASA Social Psychology Section

- Council Member, 2015-2017
- Chair, Outstanding publication committee, 2016-2017
- Member, outstanding publication committee, 2015-2016
- Membership Committee, 2012-2013

ASA Rationality and Society Section

- Past Chair, 2021-2022
- Section Chair, 2020-2021
- Chair-Elect, 2019-2020
- Council Member, 2011-2013.
- Member, Nominations Committee, 2012-2013.
- Chair, Nominations Committee, 2011-2012, 2019-2020

Organizations, Occupations, and Work Section Graduate Student Paper Award Committee, 2011.

Mathematical Sociology Section Graduate Student Paper Award Committee, 2010.

Indiana University

College General Education Social and Historical Sciences Subcommittee

Graduate Affairs Committee, Department of Sociology, 2021-2022  
Chair, Undergraduate Affairs Committee, 2017-2018, 2019-2020  
Department of Sociology Executive Board, 2011-2013, 2021  
Faculty Review Committee, 2015-2017, 2019-2022  
Graduate Fellowships Committee, 2017-2018  
Tenure Review Committee, 2017-2018.  
College Academic Fairness Committee, 2015-present.  
Advisory Board, Social Science Research Commons, 2015-present  
Chair, IT Committee, 2016-2017  
Junior Faculty Review Representative, 2016-2017, 2017-2018  
CRRES Research Grant Competition Committee, 2016  
Chair, Research Infrastructure Committee, 2014-2017  
Graduate Evaluation Committee, 2013-2014  
Director, Social Psychology, Health, and the Life Course Workshop, 2013-2014  
Personnel Committee, 2012-2013.  
Graduate Affairs Committee, 2012-2013.  
Workshop in Methods Advisory Board, 2009-2013.  
Colloquia Planning Committee, 2011-2012.  
Library Committee, 2010.  
Terminal Degree in Methods Committee, 2009-2010.  
Schuessler Graduate Student Paper Award Committee, 2009.

#### National

Panelist, National Science Foundation, Fall 2017.  
Associate Principal Investigator, Time-Sharing Experiments in the Social Sciences.  
Reviewer: Administrative Science Quarterly, Advances in Group Process, American Journal of Sociology, American Sociological Review, Basic and Applied Social Psychology, CogSci, Gender & Society, Journal of Health and Social Behavior, Journal of Marriage and the Family, Journal of Mathematical Sociology, Journal of Social Issues, Management Science, National Science Foundation, Organizational Behavior and Human Decision Processes, Psychological Science, Rationality & Society, Sex Roles, Social Forces, Social Science Research, Sociological Theory, The Sociological Quarterly.

#### Cornell University

Inter-Ivy Sociology Symposium, Organizer, 2005 – 2006.  
Faculty Search Committee, Graduate Student Representative, 2005 – 2006.  
Group Process Conference Committee, Co-organizer, 2004 – 2005.  
Sociology Graduate Student Association, Founding Co-Chair, 2003 – 2004.

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#### MEMBERSHIPS

##### American Sociological Association

Sections: Inequality, Poverty, and Mobility, Organizations, Occupations, and Work, Rationality & Society, Social Psychology