**Erica L. (Granz) Nack**

**Curriculum Vitae**

**Email:** [granz2@illinois.edu](mailto:granz2@illinois.edu)

**EDUCATION**

**PhD, Experimental Social Psychology**, University of Illinois August 2022 – Present

Advisor: Dr. Kimberly Rios

**M.S., Psychology**, University of Indianapolis August 2019 – May 2021

Thesis: *Implications of Labels for Lower Income Groups on Perceptions and Policy Support*

Advisor: Dr. Mason D. Burns

**B.S., Psychology**, University of Indianapolis August 2016– May 2019

Advisor: Dr. Mason D. Burns

**RESEARCH INTERESTS**

My research interests surround the nature and reduction of interpersonal biases and prejudice, as well as how diversity initiatives impact both target group perceptions and group inclusion. My work has investigated various forms of bias reduction (e.g., confrontation, increasing group-based sympathy), minorities’ perceptions of allies and ally efforts, differing perceptions of marginalized groups based on how they are labeled, and the impact of holiday messaging specificity.

**MANUSCRIPTS IN PREPARATION/ UNDER REVIEW**

**Granz, E.L.** &Rios, K.M. (in prep). Messages of Organization Diversity Importance on Inclusion: The Role of Holiday Greeting Specificity.

**Granz, E.L.,** & Burns, M.D. (Under Review). Impact of Group Labels on Dehumanization of Lower Income Groups.

**PEER-REVIEWED PUBLICATIONS**

Burns, M. D., **Granz, E. L.**, & Williams, K. D. (2024). Beyond “pride or prejudice”: Opposition to political correctness and support for Confederate statues. *Group Processes and Intergroup Relations.*

Burns, M. D., **Granz, E. L.**, & Williams, K. (2022). Support for Native-Themed Mascots and Opposition to Political Correctness. *Group Processes and Intergroup Relations.* https://doi.org/10.1177/13684302221106924

Burns, M. D. & **Granz, E. L.** (2022). “Sincere White People, Work in Conjunction with Us”: Racial Minorities’ Perceptions of White Ally Sincerity and Perceptions of Ally Efforts. *Group Processes and Intergroup Relations.*

Burns, M. D. & **Granz, E. L.** (2021). “Past injustice and present prejudice”: Political ideology, group-based sympathy, and perceptions of past and present discrimination. *Group Processes and Intergroup Relations.* https://doi.org/10.1177/13684302211005852

Burns, M. D.& **Granz, E. L.** (2020). Confronting sexism: Promoting confrontation acceptance and reducing stereotyping through stereotype framing. *Sex Roles,* 1-19*.* https://doi.org/10.1007/s11199-020-01183-5

**RESEARCH TALKS**

**Granz, E.L.** (2024, May) *Impact of Holiday Greeting Messaging Specificity on Inclusion & Diversity Initiative Perceptions*. Invited talk presented at Elmhurst College Colloquium Series: Virtual.

**Granz, E.L.** (2024, April) *The More the Merrier? Impact of Holiday Greeting Specificity on Inclusion & Diversity Perceptions*. Presented at University of Illinois SPO Brownbag.

**Granz, E. L.**, Burns, M. D., & Rios, K. (2023, April). *Dehumanization of Lower-Income Groups Based on Group Label.* Presented at Midwestern Psychological Association: Chicago, IL.

Burns, M. D. & **Granz, E. L.** (2021, August). *Framing past injustice as recent reduces contemporary prejudice.* Presented at the summer conference for the Society for the Psychological Studies of Social Issues: Virtual.

**Granz, E. L.** & Burns, M. D. (2021, April). *Targets’ suspicion of nontarget allies and perceptions of ally efforts.* Presented at the annual conference for the Midwestern Psychological Association: Virtual.

Burns, M. D. & **Granz, E. L.**, Green, K. D., Gunthorp, C. L., & Gorman, A. (2021, April). *Temporal distancing of past prejudice and perceptions of contemporary prejudice.* Presented at the annual conference for the Midwestern Psychological Association: Virtual.

Burns, M. D., **Granz, E. L**., Williams, K., Hamilton, A., & Gilley, A. (2021, April). *Political ideology, political correctness, and attitudes toward Native American mascots*. Presentation accepted at the annual conference for the Midwestern Psychological Association: Virtual.

**Granz, E. L.** & Burns, M. D. (2020, April). *Targets’ suspicion of nontarget allies and perceptions of ally efforts.* Presentation accepted at the annual conference for the Midwestern Psychological Association: Chicago, IL. CANCELLED.

Burns, M. D. & **Granz, E. L.** (2020, April). *Temporal distancing of past prejudice and perceptions of contemporary prejudice.* Presentation accepted at the annual conference for the Midwestern Psychological Association: Chicago, IL. CANCELLED.

**Granz, E. L.** & Burns, M. D. (2020, March). *Targets’ suspicion of nontarget allies and perceptions of ally efforts.* Presentation at University of Indianapolis Brownbag.

**CONFERENCE POSTER PRESENTATIONS**

**Nack, E. L.**, Reise, L. & Rios, K. M. (2025, February). *Impact of Office Holiday Decorations on Perceived Physician Trust and Diversity Importance.* Submitted to the annual conference for the Society for Personality and Social Psychology: Denver, CO.

**Granz, E. L.** & Rios, K. M. (2024, February). *Impact of Holiday Greeting Messaging on Inclusion & Diversity Perceptions.* Presented at the annual conference for the Society for Personality and Social Psychology: San Diego, CA.

**Granz, E.L.** & Burns, M.D., (2023, March). *Dehumanization of Lower Income People Based on Group Label.* Presented at the annual Ohio University Graduate Student Convention.

**Granz, E. L.** & Burns, M. D. (2023, February). *Implications of Label on Perceptions of Lower Income Groups.* Presented at the annual conference for the Society for Personality and Social Psychology: Atlanta, GA.

Burns, M. D. & **Granz, E. L.** (2022, February). *Ideology, opposition to political correctness, and defense of Confederate monuments.* Presented at the annual conference for the Society for Personality and Social Psychology: Virtual.

**Granz, E. L.** & Burns, M. D. (2021, August). *The effect of lower income group labels on dehumanization.* Presented at the summer conference for the Society for the Psychological Studies of Social Issues: Virtual.

**Granz, E. L.** & Burns, M. D.(2021, February). *Suspicion of Whites’ motives negatively impacts minorities’ perceptions of Whites’ ally efforts.* Presented at the annual conference for the Society for Personality and Social Psychology: Virtual.

Burns, M. D.& **Granz, E. L.** (2021, February). *Ideological differences in temporal perceptions of past racism predicts perceptions of contemporary racism.* Presented at the annual conference for the Society for Personality and Social Psychology: Virtual.

**Granz, E. L.** & Burns, M. D.(2020, February). *The role of suspicion of Whites’ motives on Blacks’ perceptions of allies against racism.* Presented at the annual conference for the Society for Personality and Social Psychology: New Orleans, LA.

Burns, M. D.& **Granz, E. L.** (2020, February). *Reconnecting the past and the present: Increasing belief in present day inequality through framing historical inequality.* Presented at the annual conference for the Society for Personality and Social Psychology: New Orleans, LA.

**GRANTS & AWARDS**

Grant-In-Aid (2024, January)

Society for the Psychological Study of Social Issues ($1,000)

**Granz, E. L.**, & Rios, K. M. *Implications of Holiday Environment for Religious Minorities’ Comfort and Perceived Level of Anticipated Care.* Awarded.

Student Research Awards (2022, October)

American Psychological Association Division 36 ($2,000)

**Granz, E. L.** & Rios, K. M. *Perceptions of Holiday Greeting Inclusivity*. Awarded.

Graduate Student Research Award (2021, May)

University of Indianapolis College of Applied Behavioral Sciences

SPSP Small Research Grant (2021, Summer)

            Society for Personality and Social Psychology ($1,500)

Burns, M. D.& **Granz, E. L.** *Preserving Controversial Traditions: Ideological Predictors of Support for Confederate Symbols*. Awarded.

Grant-In-Aid (2019, Summer)

Society for the Psychological Study of Social Issues ($2,000)

Burns, M. D., **Granz, E. L.**, & Green, K. D. *Increasing Receptivity to Bias Feedback and Bias Regulation: The Role of Construal Level.* Awarded.

**PROFESSIONAL POSITIONS**

**Graduate Intern**, University of Illinois May 2024 – Present

College of Liberal Arts & Sciences: Inclusion Excellence Office

Supervisor: Aurors Cruz Torres, Senior Assistant Director for Inclusive Excellence

Cultural Holiday Recognition Initiative

LAS Climate Survey Qualitative Data Analyst Team

**Graduate Assistant**, University of Illinois August 2022 – Present

Department of Psychological Sciences

**Registered Behavioral Technician**, Hopebridge June 2021 – July 2022

Supervisor: Kaitlin Ragan, BCBA

**Graduate Assistant**, University of Indianapolis August 2019 – May 2021

Department of Psychological Sciences

Supervisor: Dr. Erin Fekete

Administrator for the SONA student subject pool

Undergraduate Statistics Teaching Assistant

**Peer Writing Tutor**, University of Indianapolis August 2017 – May 2019

University of Indianapolis Writing Lab

Supervisors: Dr. Richard Marshall & Mrs. Dawn Hershberger

Conversation Circle Facilitator

**RESEARCH EXPERIENCE**

Social Cognition Lab August 2024 – Present

Principal Investigators: Drs. Benekek Kurdi, Chadly Stern, & Brenda Straka

Conformity, Attitudes, Threat, and Stereotypes (CATS) Lab August 2022 – Present

Principal Investigator: Dr. Kimberly Rios

Burns Lab; Lab Manger June 2019 – May 2021

Principal Investigator: Dr. Mason D. Burns

Stigma in Health (SIH) Lab; Lab Manager August 2019 – May 2021

Principal Investigator: Dr. Erin M. Fekete

**PEER REVIEWING**

Personality and Social Psychology Bulletin (2024)

Group Processes and Intergroup Relations Manuscript Review (2024)

Society for Personality and Social Psychology 2024 Conference Graduate Poster Awards

Society for Personality and Social Psychology 2024 Conference Undergraduate Submission

Society for Personality and Social Psychology 2023 Conference Undergraduate Submissions

Group Processes and Intergroup Relations Manuscript Review (2019)

Society for Personality and Social Psychology 2021 Conference Graduate Student Poster Awards

Society for the Psychological Studies of Social Issues (SPSSI) 2021 Conference Submissions

**PROFESSIONAL MEMBERSHIPS**

Society for Personality and Social Psychology (SPSP)

Midwestern Psychological Association (MPA)

Society for the Psychological Study of Social Issues (SPSSI)

American Psychological Association (APA)

**REFERENCES**

**Dr. Kimberly Rios** | PhD Advisor

Email: kmrios@illinois.edu

**Dr. Mason Burns** | Master of Science Thesis Advisor

Email: burnsmd@uindy.edu

**Aurora Cruz Torres** | LAS Inclusion Excellence Office Supervisor

Email: tacruz@illinois.edu