

Testimony of

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Before the

Committee on Science, Space, and Technology
U.S. House of Representatives

November 13, 2019

“Strengthening Transparency or Silencing Science? The Future of Science in EPA Rulemaking”

Chairwoman Johnson, Ranking Member Lucas, and Members of the Committee, on behalf of myself and the Center for Open Science, thank you for the opportunity to discuss the role of promoting transparency and reproducibility for maximizing the return on research investments, and responsible management of research transparency with competing interests of privacy protections for sensitive data.

The bottom line summary of my remarks is:

1. **Making open the default** for research plans, data, materials, code, and outcomes will reduce friction in discovery and maximize return on research investments
2. **Extending existing policy frameworks about transparency and openness** across federal agencies will help improve research efficiency. These frameworks can help decision-makers navigate situations in which principles of security and privacy are in conflict with principles of transparency and openness.
3. **Rulemaking should be informed by the best available evidence.** Sometimes the best available evidence is based on data that cannot be transparent, has high uncertainty, or has unknown reproducibility. Developing tools that clarify uncertainty will improve policymaking and shape research priorities.

I joined the faculty at the University of Virginia in the Department of Psychology in 2002. My substantive areas of expertise are research methodology, implicit bias, and the gap between values and practices. In 2013, Jeff Spies and I launched the Center for Open Science (COS) out of my lab as a non-profit technology and culture change organization. COS has a mission to increase transparency, integrity, and reproducibility of research. To advance that mission, COS

maintains the free and open source Open Science Framework (<http://osf.io/>), a cloud-based collaborative management service used by more than 180,000 researchers to improve the rigor and transparency of their research plans, data, materials, code, and outcomes. COS is working to change the incentives landscape in academic science to prioritize accuracy and rigor. COS works with publishers, funders, institutions, and scientific societies to nudge incentives with a policy framework that promotes transparency and reproducibility called the TOP Guidelines (<http://cos.io/top/>), and initiatives that promote visibility of open practices (<http://cos.io/badges/>) and shift publication criteria toward rewarding asking important questions and using rigorous methodologies to investigate them (<http://cos.io/rr/>). Finally, COS conducts metascience--research on the research process--to identify inefficiencies in the process of discovery and to evaluate whether interventions to reduce those inefficiencies are effective.

Lack of transparency creates friction in the pace of discovery and reduces the return on investment of research dollars. For example, in a large-scale replication project of cancer biology research, we initiated replications of 197 experiments and found that the original papers had enough information to design a complete replication protocol for none of them. Moreover, we were able to access the raw data for just 3 of the 197 experiments in public repositories without engaging the original authors. Return on research investments could increase dramatically by promoting greater transparency of a variety of research outputs:

- Transparency and Openness of Materials -- the protocols, materials, and code that generated my research findings -- will make it easier for others to replicate my findings, and build on my research.
- Transparency and Openness of Data will make it easier for others to test the robustness of my findings and to reuse my data for new questions or combine it with related data for more precise assessments of the totality of evidence.
- Transparency and Openness of Research Plans -- registration of the study design, hypotheses, and analysis plans before the results are known -- will make it easier to discover findings that are never published, particularly negative results that are often ignored, and make clear the difference between confirmatory investigations in which hypotheses are being tested and exploratory investigations in which hypotheses are being generated. Mistaking exploratory analyses as confirmatory tests increases bias and is a threat to the credibility of research claims.
- Transparency and Openness of Research Outcomes will make it easier to find all relevant evidence about a research question, and make it easier for researchers, policymakers, and the tax paying public to examine and use the scientific evidence that we all paid to produce.

There is a mature infrastructure of tools and services, like the Open Science Framework and many other repositories, that make it possible for researchers to do these behaviors. There is also growing awareness within the research community about the importance and value for these transparency promoting behaviors. For example, the TOP Guidelines policy framework has been adopted by more than 1,000 scientific journals for authors, and some funders are likewise adapting their policies for grantees. Following the Holdren memo during the Obama

administration, and with continuing interest in promoting rigor and transparency from OSTP in the present administration, many federal agencies have taken steps toward improving policies supporting transparency and reproducibility of research. There is more work to do, but your continuing support for those efforts could have salutary effects on the research culture. Ultimately, COS believes that the biggest opportunity for reducing friction in research progress is **setting the default to open** -- open plans, open materials, open data, and open outcomes.

Flipping the default from closed to open will foster regulatory framework for the exceptions--when other interests outweigh the goal of transparency. Two common occasions in which competing principles can outweigh the principles of openness and transparency are protecting intellectual property and protecting participant confidentiality for sensitive human subjects research. Sensible policies for managing these competing interests will facilitate the culture shift that is already underway in the private sector and with proactive steps by federal agencies such as NIH and NSF.

Also, federal investment in the services and repositories that support research transparency will ensure persistence and accessibility of that content for researchers, policymakers, and the public. Publicly funded research is a public good, and the infrastructure storing and preserving it should be a public good as well.

Finally, there are a variety of technological and methodological innovations that could address goals of transparency and security simultaneously. For example, data enclaves can provide secure storage of sensitive data and workflows for ethical management of reanalysis and reuse without sacrificing that security. Also, there are emerging methodologies that improve privacy by perturbing the characteristics of the underlying data just enough to make it effectively impossible to identify individual data points but still preserve the overall structure of the data for accurate analysis and inference. Supporting such technologies will make it easier to address the otherwise competing principles of transparency and security.

There are important considerations for how best to use scientific evidence in policy making. The EPA rule that prompted this hearing had the positive qualities of identifying the importance of transparency and reproducibility of research, but had the negative quality of suggesting that evidence failing to meet these principles should not be used in policymaking. This approach would degrade the quality of policymaking.

In policymaking, it is important to use the **best available evidence** for rulemaking. There will always be occasions in which the best available evidence is not fully transparent or has unknown reproducibility. Using the best available evidence does not mean using it blindly or overconfidently. There are many factors that affect the quality of research, the certainty of its conclusions, and its generalizability to the policy context. Explicitly representing the uncertainty of evidence will help policymakers make better decisions. When the evidence is more uncertain, policymakers could ensure that implementation of the policy includes mechanisms to evaluate its success. And, by knowing the uncertainty of evidence, policymakers could direct

resources to supporting research to address those certainty gaps and improve the overall evidence base. For example, DARPA's SCORE program is investigating whether machine algorithms could automatically assess the credibility of research claims. If successful, this could provide an initial filter to inform the translation of research evidence into practice, and prioritization of research funding to topics of national and research interest. Your continuing support for programs like DARPA's is a worthwhile for the long-term objective of having evidence-based social and economic policymaking. [Disclosure: COS is funded by DARPA as part of the SCORE program.]

Public investment in science leads to solutions, cures, and unexpected advancements that benefit the national interest. Making open the default for research process, data, materials, and outcomes would transform science, dramatically increase the return on investment from publicly funded research, and accelerate progress. Thank you for your continuing support of science and for the opportunity to speak with you today.

Brian Nosek is co-Founder and Executive Director of the Center for Open Science (<http://cos.io/>) that operates the OSF (<http://osf.io/>)--a collaborative management service for registering studies and archiving and sharing research materials and data. COS is enabling open and reproducible research practices worldwide. Brian is also a Professor in the Department of Psychology at the University of Virginia. He received his Ph.D. from Yale University in 2002. He co-founded Project Implicit (<http://projectimplicit.net/>), a multi-university collaboration for research and education investigating implicit cognition--thoughts and feelings that occur outside of awareness or control. Brian investigates the gap between values and practices, such as when behavior is influenced by factors other than one's intentions and goals. Research applications of this interest include implicit bias, decision-making, attitudes, ideology, morality, innovation, barriers to change, open science, and reproducibility. In 2015, he was named one of Nature's 10 and to the Chronicle for Higher Education Influence list.

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Positions

2014-	Professor	University of Virginia
2013-	Executive Director	Center for Open Science
2008-2014	Associate Professor	University of Virginia
2003-2013	Executive Director	Project Implicit
2011-2012	Visiting Scholar	CASBS, Stanford University
2008-2011	Director of Graduate Studies	University of Virginia
2002-2008	Assistant Professor	University of Virginia
2005	Visiting Scholar	Stanford University
2001-2002	Exchange Scholar	Harvard University

Education

Ph.D.	2002, Yale University, Psychology Thesis: Moderators of the relationship between implicit and explicit attitudes Advisor: Mahzarin R. Banaji
M.Phil.	1999, Yale University, Psychology Thesis: Uses of response latency in social psychology
M.S.	1998, Yale University, Psychology Thesis: Gender differences in implicit attitudes toward mathematics
B.S.	1995, California Polytechnic State University, San Luis Obispo, Psychology Minors: Computer Science and Women's Studies

Center for Open Science: co-Founder, Executive Director

Web site: <http://cos.io/>

Primary infrastructure: <http://osf.io/>

A non-profit organization that aims to increase openness, integrity, and reproducibility of research. Building tools to facilitate scientists' workflow, project management, transparency, and sharing. Community-building for open science practices. Supporting metascience research.

Project Implicit: co-Founder

Information Site: <http://projectimplicit.net/>

Research and Education Portal: <https://implicit.harvard.edu/>

Project Implicit is a multidisciplinary collaboration and non-profit for research and education in the social and behavioral sciences, especially for research in implicit social cognition. With a staff of research scientists, developers, and technicians, Project Implicit is working toward (a) methodological innovation to increase the viability of psychological research on the Internet, (b) building software to

make web-based research more accessible to scientists, (c) providing impetus for methodological and theoretical innovation in implicit social cognition, and (d) disseminating basic psychological research worldwide through description and interactive demonstration.

Society for the Improvement of Psychological Science (SIPS): co-Founder

<http://improvingpsych.org/>

SIPS is a non-profit society dedicated to an inclusive community of researchers generating, implementing, and studying opportunities to improve research practices in psychological science.

Research Interests

Values and practices; Open science; Metascience; Implicit cognition; Automaticity; Ideology; Attitudes, beliefs, and identity; Morality; Stereotyping and prejudice; Social cognition; Political psychology; Research methodology; Quantitative methods; Technology and Innovation

Professional Memberships

Society for the Improvement of Psychological Science Association for Psychological Science, Fellow
 Society of Experimental Social Psychology, Fellow LIFE Research School, Faculty
 Society for Psychological Study of Social Issues Society for Personality and Social Psychology, Fellow
 American Association for the Advancement of Science, Fellow

Honors and Awards

2019 Honorary Doctorate, University of Ghent
 2018 Fellow, American Association for the Advancement of Science (AAAS)
 2018 Golden Goose Award
 2014-2019 Highly Cited Researchers, Thomson Reuters, 6 times
 2015 [Nature's 10: 10 people who mattered this year](#)
 2015 [Chronicle of Higher Education Influence List](#)
 2015 co-author of Reproducibility Project: Psychology that was [#8 of Top 100 Stories of 2015 by Discover Magazine](#), [#6 by Science News](#), [#5 in Altmetric100](#), [Nature Magazine's Top Science Stories of 2015](#), [Wired Magazine's Most Winningest Science 2015](#), [New Yorker's 6 Most Interesting Psychology Papers](#) and [Most Notable Medical Findings](#), and a [runner-up for Breakthrough of the Year by Science Magazine](#)
 2014 SPSP Award for Distinguished Service on Behalf of Social and Personality Psychology
 2013 Nina Strohinger Birthday Wall Post contest, 2nd place
 2010 All-University Teaching Award, University of Virginia
 2008- Faculty for the International Max Planck Research School on the Life Course (LIFE)
 2008 SPN Action Teaching Award, Honorable Mention for Project Implicit web site
 2007 International Social Cognition Network (ISCON) Early Career Award
 2007 Michele Alexander Early Career Award for Scholarship and Service, Society for the Psychological Study of Social Issues (SPSSI)
 2007 Second most cited assistant professor in top U.S. Social Psychology programs, SPSP Dialogue
 2006 University of Virginia Department of Psychology Outstanding Professor Award
 2006 Division of Experimental Psychology Young Investigator Award in Experimental Psychology: General
 2005-2008 Max Planck International Research Network on Aging (MaxnetAging), Junior Fellow

2000	Dissertation Fellowship, Yale University	
1999	Jane Olejarczyk Award for contribution to graduate student quality of life	
1997	Jacob Javits National Fellowship (Alternate)	
1996-2000	Yale Graduate School Fellowship	

Grants, Contracts and Gifts

Arnold Ventures (PI)		2020-2021
Center for Open Science		\$2,000,000
The Flu Lab		2019-2020
Opening Influenza Research		
Fetzer Franklin Trust		2019-2020
Advancing the Field of Metascience		
John Templeton Foundation (PI; Project Lead = Charlie Ebersole)		2019-2021
Are planned analyses more reliable than discoveries? A test of the efficacy of preregistration		\$169,909
DARPA (PI)		2019-2021
An Enriched Dataset of Social-Behavioral Papers, Claims, Replications, and Reproductions		\$7,672,188
Alfred P. Sloan Foundation (PI)		2018-2020
Transparency of Trust in Open Scholarly Communication		\$499,431
Templeton World Charity Foundation (PI)		2018-2021
Openness, integrity, and reproducibility: Aligning scientific practices with scientific values to accelerate discovery		\$1,500,000
Templeton Religion Trust (PI)		2018-2021
Openness, integrity, and reproducibility: Aligning scientific practices with scientific values to accelerate discovery		\$1,500,000
Laura and John Arnold Foundation (PI)		2018-2019
Center for Open Science		\$5,250,000
John Templeton Foundation (PI)		2018-2021
Openness, integrity, and reproducibility: Aligning scientific practices with scientific values to accelerate discovery		\$1,500,000
James S. McDonnell Foundation (PI)		2017-2018
Evaluating Registered Reports		\$165,591
DARPA (PI)		2016-2019
A comprehensive research content and workflow pipeline to increase openness, reproducibility, and prediction in social science research		\$2,116,485
Laura and John Arnold Foundation (PI)		2016-2018

Center for Open Science	\$7,500,000
National Science Foundation (co-PI) Institutional transformation: Institutional re-engineering ethical discourse in STEM	2015-2018 \$399,984
Hewlett Foundation (PI) Planning grant for supporting transparent and reproducible practices in Africa	2015-2016 \$100,000
Laura and John Arnold Foundation (PI) Preregistration Prize	2014-2018 \$1,225,000
<i>Anonymous</i> (PI) Incubator for Open Tools	2014-2015 \$310,000
National Institute of Aging and Office of Behavioral and Social Science Research (PI) Developing and supporting practices to increase replicability of scientific research	2014-2019 \$1,165,811
United States-Israel Binational Science Foundation (co-PI) How evaluative associations influence evaluation: From formation to judgment	2014-2018 \$184,800
Laura and John Arnold Foundation (PI) Reproducibility and Statistical Consulting for Researchers	2014-2016 \$528,500
Fetzer Franklin Fund (PI) Deciphering the Decline Effect: A Prospective Multi-Laboratory Replication Study	2014-2017 \$290,723
John Templeton Foundation (PI) Increasing Scientific Openness and Integrity	2014-2017 \$2,109,856
Alfred P. Sloan Foundation (PI) Open Science Framework	2013-2014 \$500,000
<i>Anonymous</i> (PI) Center for Open Science: Open Science Framework	2013-2014 \$400,000
Laura and John Arnold Foundation (PI) Center for Open Science	2013-2016 \$7,031,479
Project Implicit (PI) Research Awards	2008 - 2013 \$920,081
U.S. Department of Education Jacob K. Javits Fellowship Program for Rebecca Frazier, B. A.	8/16/10 – 6/30/12 \$39,428
National Institutes of Health (PI: F31 AG034796) National Research Service Award for Nicole Lindner, M. A.	12/2009 – 11/2011 \$54,040

National Institutes of Health (co-PI: R21 AG033862) Effect of implicit racial bias on patient recommendation for TKR	7/2009 – 6/2011 \$153,091
National Science Foundation (PI: REC-0634041) Implicit Cognition in STEM Education	12/2006 – 11/2009 \$826,554
Max Planck International Network on Aging (co-PI) Anti-age-discrimination rules and their effects on stereotyping	6/2007 – 5/2008 20,000 €
National Institutes of Health (PI: R01 MH68447) A Virtual Laboratory for the Social and Behavioral Sciences	08/2003 – 06/2008 \$2,529,548
University of Virginia Interim Lab Grant	05/2007 – 04/2008 \$40,000
Indiana University (Subcontract: NIH DA013555) Implicit Smoking Cognitions, subcontract	09/2003 – 08/2007 \$26,830
Darden School of Business (Dr. Greg Fairchild) Measuring Implicit Associations, contract	09/2005 – 12/2005 \$5,000
Harvard University (Dr. Wendy Mendes) Measuring Implicit Cognitions, contract	06/2005 – 05/2006 \$3,100
UT-Memphis (Dr. Shelley White-Means) Investigation of Implicit Cognitions, contract	07/2005 – 12/2005 \$4,300
Harvard University Measuring Hidden Bias	2004 - 2005 \$80,000
UCSF (Fetzer Institute) Implicit Mental Health Cognitions, contract	06/2005 – 07/2005 \$3,300
Rudd Institute/Yale University Implicit Weight Bias, contract	3/2004 – 3/2005 \$5,350
Southern Poverty Law Center Measuring Hidden Bias, co-PI	08/2002 – 09/2003 \$36,500
Rudd Institute Implicit Weight Bias, contract	12/2001 – 12/2003 \$36,020

Publications*h* = 84, total times cited = 50,076http://scholar.google.com/citations?user=ztt_j28AAAAJ&hl=en*Peer-reviewed journals*

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[Reprinted in Spanish as: Jost, J. T., Hawkins, C. B., Nosek, B. A., Hennes, E. P., Stern, C., Gosling, S. D. & Graham, J. (2013). Creencia en un dios justo: La Religión como una forma de justificación del sistema. *Psicología Política, 47*, 55-89.]
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Editorial Experience

Editorial boards

- 2015- Nature: Scientific Data
2012- Journal of Open Psychology Data
2013-2015 Social Psychological and Personality Science

2009-2011 Social Psychological and Personality Science
 2004-2006 Journal of Personality and Social Psychology

Ad hoc reviewer (selection)

American Political Science Review	American Psychological Association
American Psychologist	Annals of Internal Medicine
Asian Journal of Social Psychology	Basic and Applied Social Psychology
Behavior Research Methods	British Journal of Social Psychology
Cognition	Cognition and Emotion
Current Directions in Psychological Science	European Journal of Personality Assessment
European Journal of Social Psychology	European Psychologist
European Review of Social Psychology	Experimental Psychology
Frontiers in Cognition	Group Dynamics
Group Processes and Intergroup Relations	Journal of Abnormal Psychology
Journal of Economic Psychology	Journal of Experimental Psychology: General
Journal of Experimental Social Psychology	Journal of Occupational Health Psychology
Journal of Personality and Social Psychology	National Science Foundation
Nature	Nature Human Behaviour
Nature Scientific Data	Personality and Social Psychology Bulletin
Personality and Social Psychology Review	Perspectives on Psychological Science
Political Psychology	Psychological Bulletin
Psychological Methods	Psychological Review
Psychological Science	Psychology and Aging
Psychology, Public Policy, and Law	Psychonomic Bulletin and Review
PLOS Biology	PLOS ONE
Science	Sex Roles
Social Cognition	Social Psychological and Personality Science
Social Psychology	Social and Personality Psychology Compass
Social Science Research	The Psychologist
TESS	

Lectures, addresses, presentations and workshops

Lecture topics: The gap between values and practices, reproducibility, transparency, crowdsourcing science, Implicit bias, diversity and inclusion, innovation, biases in decision-making, politics, ideology, morality, social biases, sex differences in STEM engagement, implicit social cognition, leadership and organizational practices, policy implications of implicit social cognition, intuitions and reasoning, the future of science, metascience, open science, Center for Open Science, research methodology

Corporate, commercial, legal, health, government audiences

2019.10 CFA Institute. Charlottesville, VA.
 2019.08 International Society for Managing and Technical Editors. Durham, NC.
 2019.06 Quora. Mountain View, CA.
 2019.01 DARPA SCORE PI Meeting. Arlington, VA.
 2018.10 Concordium, Academy Health. Washington, DC.
 2018.09 City of Charlottesville, Schools Lecture. Charlottesville, VA.

2018.08 TMA 2018 Inclusion Summit. Atlanta, GA.
 2018.06 City of Charlottesville Community Lecture. Charlottesville, VA.
 2018.05 City of Charlottesville Business Community. Charlottesville, VA.
 2018.03 City of Charlottesville Staff. Paramount Theater, Charlottesville, VA.
 2018.03 National Academy of Sciences, Journal Summit. Washington, DC.
 2018.03 Organisation for Economic Co-operation and Development (OECD), Committee for Scientific and Technological Policy. Paris, France (remote participation).
 2017.12 IQT. Washington DC.
 2017.10 Office of Administration, US Courts, Department of Justice. Washington DC.
 2017.10 Senate Committee on Homeland Security and Governmental Affairs
 Federal Spending Oversight Subcommittee
 2017.09 National Science Foundation, Implicit Bias Conference. Washington DC.
 2017.09 Circle of Service and Health Research Alliance, Big Data meeting. Chicago, IL.
 2017.09 National Academy of Science Committee toward an Open Science. Washington, DC.
 2017.08 The LAB @DC. Washington, DC.
 2017.06 YCombinator Research. San Francisco, CA.
 2017.05 Elsevier. Amsterdam, The Netherlands.
 2017.04 NGS2 Program, DARPA. Arlington, VA.
 2017.03 DARPA. Arlington, VA.
 2017.02 Visa Executive Team. San Francisco, CA.
 2017.01 U.S. Department of Agriculture Rigor and Reproducibility teleconference.
 2016.11 President's Council of Advisors for Science and Technology. Washington DC.
 2016.10 STM Association. Frankfurt, Germany.
 2016.09 Silverchair Annual Meeting. Charlottesville, VA.
 2016.07 Office of Administration, US Courts, Department of Justice. Washington DC.
 2016.07 American Health Association. San Antonio, TX.
 2016.06 Andrews University. Berrien Springs, MI.
 2016.06 Wiley Executive Seminar. Washington DC.
 2015.11 National Academics Committee on Women in Science, Engineering, and Medicine. Washington DC.
 2015.11 Central Intelligence Agency, Leadership Meeting. Virginia.
 2015.10 Training to Enhance Reproducibility, NIGMS. Bethesda, MD.
 2015.10 Technical Executive Forum, Grace Hopper Conference. Houston, TX.
 2015.10 Grace Hopper Conference. Houston, TX.
 2015.09 National Science Foundation Director's symposium. Arlington, VA.
 2015.07 Parexel. Waltham, MA.
 2015.06 National Science Foundation Distinguished Lecture. Arlington, VA.
 2015.04 National Institute of Dental and Craniofacial Research. Bethesda, MD.
 2015.04 McMaster-Carr. Robbinsville, NJ.
 2015.03 Association of periOperative Registered Nurses (AORN), Cardinal Health Event. Denver, CO
 2014.11 National Science Foundation, Education and HR Directorate. Washington, DC.
 2014.07 Cardinal Health. Washington, DC.
 2014.04 National Science Foundation, Engineering Directorate. Washington, DC.
 2014.03 Cardinal Health, Leadership meeting. Columbus, OH.
 2014.01 National Institute for Child and Human Development, Intramural Principal Investigators. Bethesda, MD.
 2014.01 Journal of Neurosurgery Editor and Staff Meeting. Charlottesville, VA.

2013.11 National Institutes of Health, Institute Directors Meeting. Bethesda, MD.
 2013.10 Cardinal Health. Dublin, OH.
 2013.10 NASA – Jet Propulsion Laboratories. Pasadena, CA.
 2013.10 Elsevier Labs Webinar Series.
 2013.06 Cardinal Health. Dublin, OH.
 2013.05 Elsevier Data Practices Conference. Charlottesville, VA.
 2012.10 Cardinal Health, Information Technology Directors Meeting. Columbus, OH.
 2012.08 NAVAIR. Patuxnet River, MD.
 2012.07 Microsoft Research. Cambridge, UK.
 2012.06 Cardinal Health. Dublin, OH.
 2012.05 iwin Corporate Roundtable, University of Kentucky. Lexington, KY
 2012.05 John Deere. Moline, IL.
 2012.04 Kilpatrick Townsend. Hammock Beach, FL.
 2012.04 Johnson & Johnson. New Brunswick, NJ.
 2012.03 Center for Work and Family International Corporate Meeting. Sao Paulo, Brazil.
 2011.11 Center for Work and Family Corporate Meeting. Boston, MA.
 2011.10 Federal Reserve Information Technology (FRIT). Richmond, VA.
 2011.05 Intel Corporation. Barriers to Innovation. IAG Technologists’ Day. Portland, OR.
 2011 BP Group Leader Development Program, regular sessions. Houston and London.
 2010.12 Microsoft Research. Seattle, WA.
 2010.10 DARPA. Arlington, VA.
 2010.09 BP. Houston, TX.
 2010.08 Naval War College. Newport, RI.
 2010.07 Intel Corporation. Albuquerque, NM; Chandler, AZ; Folsom, CA.
 2010.05 Intel Corporation. Santa Clara, CA.
 2010.03 Intel Corporation. Portland, OR.
 2010.03 Cisco Corporation. San Jose, CA.
 2009.12 MasterCard Corporation. O’Fallon, MO.
 2009.11 Kaiser Permanente National Diversity Conference. San Francisco, CA.
 2009.10 Lowe’s Executive Speaker Series. Charlotte, NC.
 2009.10 Sodexo Management Meeting. Dallas, TX.
 2009.09 National Institute of Standards and Technology. Gaithersburg, MD.
 2009.08 MasterCard Corporation. O’Fallon, MO.
 2009.04 MasterCard Corporation. Purchase, NY.
 2009.04 Intel Corporation. Chandler, AZ.
 2009.03 Sodexo Diversity Business and Leadership Summit. Leesburg, VA.
 2008.12 Association of Business Trial Lawyers. San Francisco, CA.
 2008.10 Executive Leadership Council CEO Diversity Summit. New York, NY.
 2008.10 Kaiser Permanente National Diversity Conference. Universal City, CA.
 2008.08 Cracker Barrel Regional Vice President’s Meeting. Nashville, TN.
 2008.08 MFHA Multicultural Talent Summit. Chicago, IL.
 2008.04 Equal Employment Opportunity Commission E-Race: CEO Executive Leadership Summit. Memphis, TN.
 2007.12 Brookings Institution Executive Education Program. Charlottesville, VA.
 2007.10 World Forum for Social and Environmental Responsibility. Lille, France.
 2007.10 Brookings Institution Executive Education Program. Charlottesville, VA.

- 2007.10 National Judges' Science School, ASTAR neuroscience training program. Johns Hopkins University, Baltimore, MD.
- 2006.06 McDermott, Will, & Emery Associates Retreat. Chantilly, VA.

Education, academic, non-profit audiences

- 2019.10 Southern Management Association. Norfolk, VA.
- 2019.10 University of Arkansas. Rigor and Reproducibility Committee. Remote Presentation
- 2019.10 Indiana University. IU Network Institute. Bloomington, IN.
- 2019.10 Indiana University. Improving Rigor, Reproducibility, and Transparency. Bloomington, IN.
- 2019.09 Enhancing Reproducibility through Transparent Reporting. National Academies of Science, Engineering, and Medicine. Washington, DC.
- 2019.09 Reproducibility and Replicability in Science, Next Steps. National Academies of Science, Engineering, and Medicine. Washington, DC.
- 2019.08 American Political Science Association, Political Psychology Preconference. Georgetown, DC.
- 2019.07 Psychology Postgraduate Affairs Group. UK (remote participation).
- 2019.06 Public Library of Science. San Francisco, CA.
- 2019.06 Bill and Melinda Gates Foundation, Global Health Division. Seattle, WA.
- 2019.04 Kavli Conversations on Science Communication. NYU Journalism. New York, NY.
- 2019.04 University of New South Wales. Brisbane. Australia.
- 2019.04 University of Queensland. Brisbane, Australia.
- 2019.04 Queensland University of Technology. Brisbane, Australia.
- 2019.04 Ethics, Evidence, and Scientific Reform. University of Melbourne, Australia.
- 2019.04 SHAPS Walls Lecture Series. University of Melbourne. Melbourne, Australia.
- 2019.04 University of Western Australia. Perth, Australia.
- 2019.03 Rutgers University-Newark colloquium. Newark, NJ.
- 2019.03 University of Virginia, Research Administrators' Meeting. Charlottesville, VA.
- 2019.02 National Academy of Sciences, Open Science Incentives Roundtable.
- 2018.12 Preregistration Webinar, Center for Open Science.
- 2018.12 Federations of Associations in Behavioral and Brain Sciences. Washington, DC.
- 2018.11 Cornell University University-wide lecture. Ithaca, NY.
- 2018.11 University of Alabama colloquium. Tuscaloosa, AL.
- 2018.10 Council of Government Relations. Washington, DC.
- 2018.10 Credibility Symposium. Consortium of Philadelphia Institutions. Philadelphia, PA.
- 2018.09 MedHacks. John's Hopkins University. Baltimore, MD.
- 2018.09 School of Public Health. John's Hopkins University. Baltimore, MD.
- 2018.09 DARPA D60. Alexandria, VA.
- 2018.08 Academy of Management Annual Meeting. Chicago, IL.
- 2018.06 Templeton Foundations Annual Meeting. Banff, Alberta.
- 2018.04 COSSA Policy Conference. Washington DC.
- 2018.04 Geisel Library, UC San Diego. La Jolla, CA
- 2018.04 Signals of Trust, Banbury Center. Cold Spring Harbor, NY.
- 2018.04 Darden Business School Colloquium. Charlottesville, VA.
- 2018.03 American Institute of Physics Assembly of Society Officers. American Center for Physics. College Park, MD.
- 2018.02 Council of Engineering and Scientific Society Executives (CESSE). Cape Coral, FL.

- 2018.02 National Academies of Science, Engineering, and Medicine Replication and Reproducibility Review Panel. Washington, DC.
- 2018.01 American Chemical Society Editors' Meeting. Cancun, Mexico.
- 2017.11 American Evaluation Association TIG Business Meeting. Washington, DC.
- 2017.10 John Templeton Foundation. Philadelphia, PA.
- 2017.10 American Psychological Association Distinguished Lecture Series. Washington, DC.
- 2017.10 Electrochemical Society, OpenCon. Washington, DC.
- 2017.07 ASAPbio Stakeholder Meeting. Cambridge, MA.
- 2017.06 UC Davis, Department of Athletics. Davis, CA.
- 2017.05 World Congress on Research Integrity. Amsterdam, The Netherlands.
- 2017.04 BD2K, National Institutes of Health. Webinar Series
- 2017.04 American Association of Medical Colleges. New Orleans, LA.
- 2017.03 Public lecture series. Washington University, St. Louis, MO.
- 2017.03 Sackler Colloquium. National Academy of Sciences. Washington DC.
- 2017.03 American Society for Engineering Education. Arlington, VA.
- 2017.02 American Association for the Advancement of Science Annual Meeting. Boston, MA.
- 2017.01 European University Association teleconference
- 2016.12 Yale University, Day of Data. New Haven, CT.
- 2016.11 Departments of Pharmacology, Cell Biology, and Molecular Physiology, School of Medicine. Charlottesville, VA.
- 2016.11 Unforgettable Lectures, University of Virginia. Charlottesville, VA.
- 2016.11 Library Assessment Conference. Arlington, VA.
- 2016.10 DARPA NGS2 Performer's Meeting. Arlington, VA.
- 2016.09 University Charette. University of Virginia. Charlottesville, VA.
- 2016.09 FWF Austrian Science Fund. Vienna, Austria.
- 2016.09 Jefferson Society Distinguished Lecture, University of Virginia. Charlottesville, VA.
- 2016.08 National Academy of Sciences, Social Behavioral Sciences. Washington DC.
- 2016.08 Effective Altruism. Berkeley, CA.
- 2016.07 SHARE Community Meeting. Charlottesville, VA.
- 2016.06 Andrews University Leadership Meeting. Berrien Springs, MI.
- 2016.05 Open Access Symposium, University of North Texas. Denton, TX.
- 2016.05 New York Open Science meet-up. New York, NY.
- 2016.05 Alfred P. Sloan Foundation Retreat. Greenwich, CT.
- 2016.05 Association of Southeastern Research Libraries. Richmond, VA.
- 2016.04 American Association for the Advancement of Science, Implicit bias in peer review. Washington DC.
- 2016.04 University Colloquium. University of Minnesota. Minneapolis, MN.
- 2016.04 Implicit Bias Symposium, Law School, University of Oregon. Eugene, OR.
- 2016.03 Center for Open Science Stakeholder Meeting. Charlottesville, VA.
- 2016.03 National Academy of Sciences Journal Summit. Washington, DC.
- 2016.03 Senior Research Officers meeting of the American Association of Universities. Laguna Beach, CA.
- 2016.03 Sanger Lecture, Virginia Commonwealth University. Richmond, VA.
- 2016.02 American Association for the Advancement of Science, Annual Meeting. Washington DC.
- 2016.02 Department of Chemistry, University of Virginia. Charlottesville, VA.
- 2016.01 Women in Technology interest group. Charlottesville, VA.
- 2015.11 METRICS, Stanford University. Palo Alto, CA.

- 2015.11 Department of Biomedical Engineering, University of Virginia. Charlottesville, VA.
- 2015.11 Improving Inference in Ecology and Evolutionary Biology Conference. Charlottesville, VA.
- 2015.10 Laura and John Arnold Foundation. Houston, TX.
- 2015.10 Health Research Alliance. Cleveland, OH.
- 2015.05 Dryad Community Meeting. AGU Headquarters, Washington, DC.
- 2015.05 Reproducibility in the Field Sciences. Amer. Assoc. for the Adv. of Science, Washington DC.
- 2015.04 Association of Research Libraries. San Francisco, CA.
- 2014.11 School of Information, University of Michigan. Ann Arbor, MI.
- 2014.11 Toward an Open Science Framework symposium. University of Michigan. Ann Arbor, MI.
- 2014.11 Emerging Research Series. University of Michigan Library. Ann Arbor, MI.
- 2014.10 Open Access Week keynote. Virginia Tech. Blacksburg, VA.
- 2014.10 Data sharing standards workshop: American Geophysical Union. Washington, DC.
- 2014.09 RiboClub. Sherbrooke, Quebec.
- 2014.07 American Associations of Colleges and Universities. Washington, DC.
- 2014.06 Reproducibility Workshop: Nature Publishing Group, Science/AAAS, NIH. Washington, DC.
- 2014.05 Society for Clinical Trials. Philadelphia, PA.
- 2014.05 AAAS Policy Forum. Washington, DC.
- 2014.04 Clinical Research Forum. Washington, DC.
- 2014.03 Curry School of Education, University of Virginia. Charlottesville, VA.
- 2013.12 Open lecture. California Polytechnic University, San Luis Obispo.
- 2013.12 Fall commencement. California Polytechnic University, San Luis Obispo.
- 2013.12 Berkeley Initiative for Transparency in the Social Science. Berkeley, CA.
- 2013.12 American Geophysical Union. San Francisco, CA.
- 2013.11 Gender Summit. Washington, DC.
- 2013.10 Widen the Circle. Ohio State University, Columbus, OH.
- 2013.10 Dean and Chairs' Meeting. Ohio State University. Columbus, OH.
- 2013.10 The Philanthropists' Roundtable. Rancho Palos Verdes, CA.
- 2013.09 Science Technology Conference. University of Southern California. Los Angeles, CA.
- 2013.06 Conference on History of African Americans in the Medical Professions. National Academy of Sciences. Washington, DC.
- 2013.05 Reproducibility Tools Conference. New York University.
- 2013.05 Law Faculty Retreat. University of Virginia Law School.
- 2013.03 Huskey Research Competition Keynote Address. University of Virginia.
- 2013.02 Beyond Questionable Research Practices. Royal Society, Brussels, Belgium.
- 2012.12 Pediatrics Grand Rounds. University of Virginia.
- 2012.12 CEGA pre-registration meeting. UC Berkeley.
- 2012.11 Scholarly Communication Lecture Series. University of Virginia.
- 2012.10 Decline Effect conference. UC Santa Barbara.
- 2012.10 Washington State University, Leadership Development Program. Pullman, WA.
- 2012.10 Washington State University, Deans and Chairs. Pullman, WA.
- 2012.09 EMBO Meeting. Nice, France.
- 2012.07 Implicit Bias and Philosophy. Sheffield, UK.
- 2012.04 Department Chairs Committee, Stanford University.
- 2011.03 Executive committee for the School of Medicine, Stanford University.
- 2011.03 Stanford University, School of Medicine. Stanford, CA.
- 2010.11 University of California at Davis Medical Center. Sacramento, CA.
- 2010.10 American College of Surgeons Annual Meeting. Washington, DC.

- 2010.08 Undergraduate Orientation. John Paul Jones Arena, University of Virginia.
- 2010.06 RNA Society. Seattle, WA.
- 2010.05 NCWIT. Portland, OR.
- 2010.05 Rutgers' NSF ADVANCE program. New Brunswick, NJ.
- 2010.03 Walter N. Ridley Distinguished Lecture. University of Virginia.
- 2010.02 University of Virginia LAM meeting. Charlottesville, VA.
- 2009.11 National Public Radio's Annual Weekend in Washington Trustee Meeting. Washington DC.
- 2009.10 University of Virginia LAM and leadership meeting. Charlottesville, VA.
- 2009.04 Workshop on Workplace Discrimination. University of Virginia Law School, Charlottesville, VA.
- 2009.04 Diversity Council. University of Virginia, Charlottesville, VA.
- 2009.04 Asian Americans in Politics Symposium. University of Virginia, Charlottesville, VA.
- 2009.03 Leadership in Academic Matters (LAM). University of Virginia, Charlottesville, VA.
- 2009.02 Science, Society, and the Arts conference. Washington and Lee University, Lexington, VA.
- 2008.11 Department of Materials Science and Engineering. Carnegie Mellon University, Pittsburgh, PA.
- 2008.11 Institute for Leadership Excellence in Academic Departments. University of Virginia, Charlottesville, VA.
- 2008.09 Department of Materials Science and Engineering. University of Virginia.
- 2008.05 University Materials Council Workshop on Gender Equity in Materials Science and Engineering. University of Maryland, MD.
- 2008.03 Ideology, Psychology and Law: Conference on the Mind Sciences. Harvard Law School, Cambridge, MA.
- 2008.01 ILR School, Cornell University. New York, NY.
- 2007.10 Faculty equity and diversity retreat for University of California science department Chairs of five UC campuses. Lake Arrowhead, CA.
- 2007.09 Excellence Empowered by a Diverse Academic Workforce: Achieving Racial & Ethnic Equity in Chemistry. NSF/NIH/DOE-sponsored workshop for Chairs of 40 U.S. Chemistry Departments. Washington, DC.
- 2007.07 American Constitution Society Annual Meeting. Washington, DC.
- 2007.07 Universitas 21: Leadership in a Global Society. University of Virginia, Charlottesville, VA.
- 2007.05 European Molecular Biology Organization (EMBO), Set-Routes: Women in Science. Heidelberg, Germany.
- 2007.04 Poynter Institute. St. Petersburg, FL.
- 2007.03 Black Alumni Weekend. University of Virginia, Charlottesville, VA.
- 2006.11 Teachers for a New Era. University of Virginia, Charlottesville, VA.
- 2006.06 American Psychoanalytic Association. Washington, DC.
- 2006.06 Southern Poverty Law Center, AACTE. Washington, DC.
- 2006.05 Department of Chemical Engineering. University of Virginia, Charlottesville, VA.
- 2006.02 University of Chicago Law School. Chicago, IL.
- 2006.01 California Teachers Association. Davis, CA.
- 2005.12 Ethics and Values in Organizations: The Role of Implicit Bias. Project Implicit Workshop. Harvard University, Cambridge, MA.
- 2005.10 Level Playing Field Institute. San Francisco, CA.
- 2005.09 Office of Administration. University of California, Davis.
- 2005.09 Equal Justice Society. Chicago, IL.
- 2005.04 Richmond Times-Dispatch. Richmond, VA.

2004.06 National Institute of Justice, U.S. Department of Justice. The Nature and Influence of Intuition in Law Enforcement: Integration of Theory and Practice (Participant). Washington, DC.

Psychology, social and behavioral science, neuroscience audiences

2019.10 Department of Psychology, Western University. London, ON.
 2019.04 Department of Psychology. University of Queensland. Brisbane, Australia.
 2019.04 Department of Psychology. University of Melbourne. Melbourne, Australia.
 2019.04 Department of Psychology. University of Western Australia. Perth, Australia.
 2019.03 Open Science Symposium, University of Ghent. Ghent, Belgium.
 2019.03 Department of Psychology, Rutgers University-Newark. Newark, NJ.
 2019.03 Department of Psychology, University of British Columbia. Vancouver, BC.
 2018.11 Social Science Departments. Cornell University. Ithaca, NY.
 2018.11 Harold Basowitz Lecture. University of Alabama. Tuscaloosa, AL.
 2018.10 LIFE Academy. Charlottesville, VA.
 2018.10 DEVSEC. Society for Research in Child Development. Phoenix, AZ.
 2018.06 BeOpen Psychology Conference. Serbia (Remote Presentation).
 2018.05 British Psychological Society Annual Meeting. Nottingham, UK.
 2018.04 Department of Psychology, UC San Diego. La Jolla, CA.
 2018.02 Social Science Foo Camp. Facebook, Menlo Park, CA.
 2018.02 Department of Psychology, Social Area, University of Virginia. Charlottesville, VA.
 2017.05 Department of Psychology, University of Amsterdam. Amsterdam, The Netherlands.
 2017.03 Department of Psychology, Washington University, St. Louis.
 2016.12 Department of Psychology, Yale University. New Haven, CT.
 2016.10 Boston College. Newtown, MA.
 2016.10 Bates College. Lewiston, ME.
 2016.09 Replication Debate, New York University. New York, NY.
 2016.09 German Society for Psychology. Leipzig, Germany.
 2016.06 Society for the Improvement of Psychological Science. Charlottesville, VA.
 2016.05 Invited address, Association for Psychological Science. Chicago, IL.
 2016.05 Open Science Framework workshop, Association for Psychological Science. Chicago, IL.
 2016.04 Colloquium, Department of Psychology, University of Minnesota. Minneapolis, MN.
 2016.04 Colloquium, Department of Psychology, University of Oregon. Eugene, OR.
 2016.02 Council of Graduate Departments of Psychology. Tucson, AZ.
 2016.02 Department of Psychology. University of Maryland. College Park, MD.
 2016.01 The New Era in Personality-Social Psychology. SPSP pre-conference. San Diego, CA.
 2015.06 Research Best Practices Conference. CASBS, Stanford, Palo Alto, CA.
 2015.05 Western Psychology Association Address. Las Vegas, NV.
 2015.05 Western Psychology Association Symposium. Las Vegas, NV.
 2015.04 Midwestern Psychology Association. Chicago, IL.
 2015.04 Rocky Mountain Psychology Association. Boise, ID.
 2015.01 Allied Social Science Association (American Economic Association). Boston, MA.
 2014.12 Berkeley Initiative for Transparency in the Social Sciences. Berkeley, CA.
 2014.11 Standards for Reproducibility in Social-Behavioral Sciences. Charlottesville, VA.
 2014.10 Colloquium, Center for Brains, Minds, and Machines. MIT. Cambridge, MA.
 2014.10 Colloquium, GradQuant, University of California, Riverside.

- 2014.10 Colloquium, Department of Psychology, University of California, Riverside.
- 2014.10 Colloquium, Department of Psychology, University of Southern California.
- 2014.09 Workshop on Data Access and Research Transparency in Political Science. Ann Arbor, MI.
- 2014.08 Plenary Address, American Psychological Association. Washington, DC.
- 2014.08 Research Ethics Symposium, American Psychological Association. Washington, DC.
- 2014.07 Keynote Lecture, European Conference on Personality. Lausanne, Switzerland.
- 2014.07 Reproducibility Project: Psychology Symposium, European Conference on Personality. Lausanne, Switzerland.
- 2014.05 Revolution one year on symposium, Assoc. for Psychological Science. San Francisco, CA
- 2014.05 Reproducibility Project: Psychology, Assoc. for Psychological Science. San Francisco, CA
- 2014.05 Workshop: Open Science Framework, Assoc. for Psychological Science. San Francisco, CA
- 2014.04 Virginia Commonwealth University, School of Business. Richmond, VA.
- 2014.04 Replication and Replicability Symposium, Princeton University. Princeton, NJ.
- 2014.03 Eastern Psychological Association. Boston, MA.
- 2014.03 Department of Psychology, Harvard University. Cambridge, MA.
- 2014.03 Rotman Business School, Marketing. University of Toronto.
- 2014.02 Robust Research in the Social, Behavioral, and Economic Sciences. National Science Foundation. Washington, DC
- 2014.02 Society for Personality and Social Psychology Annual Meeting. Austin, TX.
- 2014.02 Colloquium, Department of Psychology. University of Wisconsin-Madison.
- 2013.11 Society for Southeastern Social Psychologists. Augusta, GA.
- 2013.10 Edwards Lecture, University of Washington. Seattle, WA.
- 2013.10 Social Lunch Series, University of Washington. Seattle, WA.
- 2013.08 European Society for Cognitive Psychology. Budapest, Hungary.
- 2013.06 Department of Psychology, University of Amsterdam. Amsterdam, Netherlands.
- 2013.05 Association for Psychological Science, Issues in Replicability. Washington, DC.
- 2013.05 Association for Psychological Science, Psi Chi Symposium. Washington, DC.
- 2013.04 Western Psychological Association, Psi Chi Distinguished Speaker. Reno, NV.
- 2013.04 Department of Psychology, University of Virginia. Charlottesville, VA.
- 2013.03 Department of Psychology, Purdue University. West Lafayette, IN.
- 2013.01 "Having a successful career." Graduate Student Committee symposium. New Orleans, LA.
- 2013.01 Open science symposium. Society for Personality and Social Psychology. New Orleans, LA.
- 2013.01 Political Psychology, SPSP pre-conference. New Orleans, LA.
- 2013.01 Department of Psychology, University of Belgrade. Belgrade, Serbia.
- 2012.07 EAPP Replicability Workshop. Trieste, Italy.
- 2012.06 APS, NIH, OBSSR meeting for replicability. Washington, DC.
- 2012.04 Center for Health and Community, UCSF.
- 2012.04 Haas School of Business, UC Berkeley.
- 2012.03 Department of Psychology, UC Santa Barbara.
- 2012.02 Graduate School of Business, Stanford University.
- 2011.11 Department of Psychology, Stanford University.
- 2011.11 Department of Psychology, University of California, Davis.
- 2011.10 Leadership in Academic Matters. University of Virginia.
- 2011.10 IPSR, University of California, Berkeley.
- 2011.04 LASE, University of Virginia.
- 2010.02 Department of Politics. University of Virginia.
- 2009.12 Department of Psychology. The Ohio State University, Columbus, OH.

- 2009.02 Society for Personality and Social Psychology Annual Meeting. Tampa, FL.
- 2009.02 Social Cognition Preconference. Tampa, FL.
- 2008.10 Society for Experimental Social Psychology Annual Meeting. Sacramento, CA.
- 2008.08 American Psychological Association Annual Meeting. Boston, MA.
- 2008.03 Department of Psychology. University of Colorado, Boulder.
- 2008.01 Department of Psychology. New York University, New York, NY.
- 2007.09 Department of Psychology. University of Maryland, College Park, MD.
- 2007.01 Society for Personality and Social Psychology Annual Meeting. Memphis, TN. Special symposium "A Virtual Laboratory for the Social and Behavioral Sciences" with Jeff Hansen, N. Sriram, Ethan Sutin, Lili Wu, and Fred Smyth.
- 2006.11 Max Planck International Research Network on Aging. Naples, Italy.
- 2006.10 Meeting for the American National Election Study (ANES). Durham, NC.
- 2006.10 Society of Experimental Social Psychology. Philadelphia, PA.
- 2006.07 Caregiver Bias Working Group. Wellfleet, MA.
- 2006.06 Duck conference on Social Cognition. Outer Banks, NC.
- 2006.03 Department of Psychology. University of Virginia, Charlottesville, VA "Project Implicit" with Jeff Hansen, N. Sriram, Ethan Sutin, Lili Wu, and Fred Smyth.
- 2006.02 Department of Psychology. Duke University, Durham, NC.
- 2006.01 Society for Personality and Social Psychology Annual Meeting. Palm Springs, CA. with Eric Thompson and Mahzarin Banaji.
- 2005.11 Department of Psychology, Institute for Social and Personality Research. University of California, Berkeley.
- 2005.11 Department of Psychology. University of California, Davis.
- 2005.11 Department of Psychology. University of California, Santa Barbara.
- 2005.11 Department of Psychology and Human Development. California Polytechnic State University, San Luis Obispo.
- 2005.11 Max Planck International Research Network on Aging. Marbella, Spain.
- 2005.10 Department of Psychology. Stanford University, Stanford, CA.
- 2005.08 EPP EPOP KLI Conference on Implicit Cognition in Psychopathology. Maastricht, Netherlands.
- 2005.07 Max Planck International Research Network on Aging. Berlin, Germany.
- 2005.06 Duck conference on Social Cognition. Outer Banks, NC.
- 2005.04 Department of Psychology. University of Kentucky, Lexington, KY.
- 2005.01 Society for Personality and Social Psychology Annual Meeting. New Orleans, LA.
- 2004.08 American Psychological Association Annual Meeting. Honolulu, HI.
- 2004.04 Institute for Social Research. University of Michigan, Ann Arbor, MI.
- 2004.01 Society for Personality and Social Psychology Annual Meeting. Austin, TX.
- 2004.01 Social Cognition Preconference. Austin, TX.
- 2003.10 Person Memory Interest Group. Kingston, RI.
- 2003.07 SPSP Summer Institute in Social Psychology. "Methods of assessing implicit social cognition" with Mahzarin Banaji and Irene Blair. University of Colorado, Boulder.
- 2003.04 Center for Basic Research in the Social Sciences, Experimental Social Science Conference. Harvard University, Cambridge, MA.
- 2003.02 Conference of Implicit Diagnostics. University of Bonn, Germany.
- 2002.11 Department of Psychology. University of Virginia, Charlottesville, VA.
- 2002.04 Department of Psychology. University of Virginia, Charlottesville, VA.
- 2001.12 Department of Psychology. Harvard University, Cambridge, MA.

2001.12 Department of Psychology. Yale University, New Haven, CT.
 2001.04 Department of Psychology. University of Wisconsin, Madison.
 2000.11 Department of Psychology. Harvard University, Cambridge, MA.
 1998.01 Department of Psychology. Yale University, New Haven, CT.

Founder

Co-founder Project Implicit, 2002
 Co-founder Center for Open Science, 2013
 Co-founder Society for the Improvement of Psychological Science, 2015

Board Memberships

2019- AcademyHealth Paradigm Project, Steering Council
 2017- Repeat Initiative, Brigham Women's Hospital, Scientific Advisory Board
 2017- Vivli Advisory Board
 2017- FABBS Board
 2016- ScienceMatters Advisory Board
 2016-2019 PeerJ Preprints Advisory Board
 2014- METRICS Advisory Board
 2014- Databrary Advisory Board
 2013- Center for Open Science
 2013-2018 Reproducibility Initiative, Science Exchange, Advisory Board

National or International Service

2019-2020 National Academies of Science, Engineering, and Medicine Committee for Advanced Research Workflow Systems
 2019 Reward2020 Conference Planning Committee
 2017-2019 American Geophysical Union. Enabling FAIR Data Steering Committee
 2017 Association of Research Libraries: Assessment Program Visioning Task Force
 2016 Interim Executive Committee, Society for the Improvement of Psychological Science
 2016 Association for Psychological Science Journal Selection Committee
 2016-2017 NIH-Wellcome Trust Open Science Prize advisory committee
 2016 Science Matters advisory committee
 2014 Data Reproducibility Task Force, American Society for Cell Biology
 2012-2013 APS *ad hoc* working group for improving replicability in psychological science
 2011-2012 SPSP.org advisory committee
 2010 Association for Psychological Science, ad hoc committee for APS Wikipedia Initiative
 2009 Search advisory committee for SPSP web editor
 2006-2008 Working group for SPSP web presence
 2005 Task force for funding international web resources for SPSP

University and Department Service

2012-2013 Institutional Review Board, member
 2012-2013 Psychology Department Participant Pool Committee, chair
 2012-2013 Department Steering Committee, member
 2010-2011 Graduate Programs Advisory Committee to the Dean
 2010-2011 Department well-being committee, ex officio
 2008-2011 Director of Graduate Studies

2008-2011 Department Graduate Committee, chair
 2008-2011 Department Colloquium Committee, ex officio
 2008-2011 Department Steering Committee, ex officio
 2009-2010 Arts and Sciences *ad hoc* Director of Graduate Studies committee to review graduate funding
 2009-2010 Vice Provost's Working Group for NSF ADVANCE Proposal
 2009-2010 Department Quantitative Search Committee, member
 2008-2009 Graduate quantitative training committee, member
 2003-2009 Undergraduate advising (15-30 students per year)
 2006-2008 Psychology Department Participant Pool Committee, chair
 2006-2007 Department Chair Search Committee, member
 2006-2007 Department Steering Committee, member
 2006 Department Computing Committee, member
 2006 Department Statistics and Methodology Training Committee, member
 2006 Department Undergraduate Committee, member
 2003-2005 Psychology Department Participant Pool Committee, chair
 2003-2004 Social Search Committee, member
 2002-2003 Social Search Committee, member

Dissertation Committees

2019 Charles Ebersole, Social, *chair*
 2018 Anup Gampa, Social, *chair*
 2017 Jordan Axt, Social, *chair*
 2016 Kelly Hoffman, Social
 2015 Daniel Martin, Quantitative
 2015 Calvin Lai, Social, *chair*
 2015 Emily Sydnor, Department of Politics
 2014 Rebecca Frazier, Social, *chair*
 2014 Kathleen Schmidt, Social, *chair*
 2014 Matt Motyl, Social, *chair*
 2013 Carlee Beth Hawkins, Social, *chair*
 2013 Jeffrey Spies, Quantitative, *chair*
 2013 Rachel Riskind, Developmental/Community
 2012 Ljiljana Lazarevic, Social, Belgrade University, Serbia
 2012 Hillary Schaefer, Clinical, *chair*
 2012 Jeffrey Pink, Cognitive
 2011 Jennifer Joy-Gaba, Cognitive, *chair*
 2011 Nicole Lindner, Social, *chair*
 2010 Jesse Graham, Social
 2009 Gar Culbert, Department of Politics
 2009 Colin Tucker Smith, Social, *chair*
 2009 Kate Ratliff (aka Kate Ranganath), Social, *chair*
 2009 Yoav Bar-Anan, Social
 2008 Sameer Bawa, Cognitive
 2008 Amanda Hege, Cognitive
 2007 Justin Storbeck, Social
 2007 Jeff Huntsinger, Social

2004 Frederick Smyth, Quantitative
 2003 David Centerbar, Social

Comprehensive Exam Committees

2016 Charles Ebersole, Social, *chair*
 2015 Anup Gampa, Social, *chair*
 2014 Jordan Axt, Social, *chair*
 2013 Calvin Lai, Social, *chair*
 2013 Kelly Marie Hoffman, Social
 2012 Kathleen Schmidt, Social, *chair*
 2012 Rebecca Frazier, Social, *chair*
 2011 Rachel Riskind, Developmental/Community
 2011 Jeffrey Pink, Cognitive
 2011 Jeffrey Spies, Quantitative
 2011 Carlee Beth Hawkins, Social, *chair*
 2010 Nicole Lindner, Social, *chair*
 2010 Jennifer Joy-Gaba, Cognitive, *chair*
 2009 Jesse Graham, Social
 2008 Yoav Bar-Anan, Social
 2008 Colin Tucker Smith, Social, *chair*
 2008 Kate Ratliff (aka Kate Ranganath), Social, *chair*

Master's Thesis Committees

2015 Charles Ebersole, Social, *chair*
 2014 Anup Gampa, Social, *chair*
 2013 Jordan Axt, Social
 2012 Calvin Lai, Social, *chair*
 2012 Rebecca Frazier, Social, *chair*
 2010 Kathleen Schmidt, Social
 2010 Jennifer Green, Clinical
 2010 Jason Kisling, Social
 2010 Carlee Beth Hawkins, Social, *chair*
 2007 Jennifer Joy-Gaba, Cognitive, *chair*
 2007 Nicole Lindner, Social, *chair*
 2007 Jesse Graham, Social
 2006 Jena Saporito, Clinical
 2006 Kate Ratliff (aka Kate Ranganath), Social, *chair*
 2006 Colin Smith, Social, *chair*
 2003 Amanda Hege, Cognitive

Undergraduate Honors Theses

2017-2018 Natalie Buchen, with Charlie Ebersole
 2016-2017 Grace Casola, with Jordan Axt
 2014-2015 Helen Nguyen, with Jordan Axt
 2013-2014 Nicholas Howald, with Kathleen Schmidt and Charles Ebersole
 2013-2014 Cailey Fitzgerald, with Daniel Martin
 2013-2014 Michelle Herman, with Calvin Lai

2012-2013 Mariah Sinden, with Carlee Beth Hawkins
 2009-2010 Alison Nagel, with Jennifer Joy-Gaba
 2008-2009 Oth Tran, with Nicole Lindner
 2006-2007 Paul Kim, with Kate Ratliff
 2003-2004 Elizabeth Adams
 2003-2004 Rebeca Sanchez-Burr

Graduate students, post-doctoral associates and research scientists

2019- Charles Ebersole, Post-Doctoral Associate
 2014- Nick Buttrick, Social
 2013-2019 Charles Ebersole, Social, *primary*
 2012-2018 Erin Westgate, Social
 2012-2018 Anup Gampa, Social, *primary*
 2011-2017 Jordan Axt, Social, *primary*
 2010-2016 Kelly Hoffman, Social
 2011-2015 Daniel Martin, Quantitative
 2010-2015 Calvin Lai, Social, *primary*
 2008-2015 Emily Sydnor, Department of Politics
 2009-2014 Rebecca Frazier, Social, *primary*
 2008-2014 Kathleen Schmidt, Social, *primary*
 2009-2014 Matt Motyl, Social, *primary*
 2005-2013 N. Sriram, Senior Research Scientist
 2007-2013 Carlee Beth Hawkins, Social, *primary*
 2007-2013 Jeffrey Spies, Quantitative, *primary*
 2007-2013 Rachel Riskind, Community and Developmental
 2006-2012 Hillary Schaefer, Clinical, *primary*
 2005-2011 Jennifer Joy-Gaba, Cognitive, *primary*
 2004-2011 Nicole Lindner, Social, *primary*
 2005-2010 Jesse Graham, Social
 2004-2009 Yoav Bar-Anan, Social
 2004-2006 Fred Smyth, Post-Doctoral Associate
 2003-2009 Colin Tucker Smith, Social, *primary*
 2003-2009 Kate Ratliff (aka Kate Ranganath), Social, *primary*

Visiting Scholars

2010-2011 Maddalena Marini
 2007-2008 Bogdan Tulbure
 2004 Michelangelo Vianello

Teaching Experience

Introduction to Psychology	Spring 03, Fall 03, Fall 04, Spring 07, Fall 07, Fall 08, Fall 10
Graduate Research Methods	Spring 04, Spring 06, Spring 08, Spring 10, Spring 13
Implicit Social Cognition	Fall 02
Implicit Cognition	Spring 05
Ideology and Automaticity	Fall 06
Improving (Our) Science	Fall 12