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Education

- Ph.D. 2000, Social and Personality Psychology, Yale University
Dissertation: *Personal and social motivation to respond without prejudice: Implications for implicit and explicit attitude and behavior.*
- M.Phil. 1998, Social and Personality Psychology, Yale University
Theme Essay: *A review of associations and dissociations between indirect and direct stereotyping and prejudice.*
- M.S. 1997, Social and Personality Psychology, Yale University
Thesis: *Relationships among implicit gender stereotyping, gender identity, and attitudes toward gender.*
- B.A. 1993, Psychology, Summa cum Laude, Honors in Psychology
Columbia University

Honors and Awards

- 2019 Whatcom Community Foundation "Project Neighborly" Grant
2018 BFR Summer Teaching Grant, Western Washington University
2016 Peter J. Elich Excellence in Teaching Award, Western Washington University
2006 BFR Summer Research Grant, Western Washington University
2003 BFR Summer Research Grant, Western Washington University
2002 Faculty Development Grant, Western Washington University
2000-2011 Bureau of Faculty Research Mini Grants, Western Washington University
1999-2000 University Dissertation Fellowship, Yale University
1999 Robert M. Leylan Dissertation Award for the Social Sciences, Yale University
1999 John F. Enders Research Grant, Yale University
1999 Research Award, Fund for Lesbian and Gay Studies, Yale University
1996-1999 National Science Foundation Graduate Research Fellowship
1993 Phi Beta Kappa, New York Delta
1992-1993 Bruce Eben and Mary Ellen Pindyck Scholarship, Columbia University
1989-1993 General Telephone and Electric Undergraduate Scholarship

Academic Positions

- Professor of Psychology, Western Washington University (2016-present)
- Visiting Associate Professor, Yale-NUS College, Singapore (2016-2017)
- Associate Professor of Psychology, Western Washington University (2006-2016)
- Assistant Professor of Psychology, Western Washington University (2000-2006)

Refereed Publications

- Severson, R. L., & Lemm, K. M. (2016). Kids see human too: Adapting an individual differences measure of anthropomorphism for a child sample. *Journal of Cognition and Development, 17*, 122-141.
- Open Science Collaboration¹. (2015). Estimating the reproducibility of psychological science. *Science, 349*(6251).
- Manago, A. M., Ward, L. M., Lemm, K. M., Reed, L., & Seabrook, R. (2015). Facebook involvement, objectified body consciousness, body shame, and sexual assertiveness in college women and men. *Sex Roles, 72*, 1-14.
- Open Science Collaboration¹. (2014). The reproducibility project: A model of large-scale collaboration for empirical research on reproducibility. In V. Stodden, F. Leisch, & R. Peng (Eds.), *Implementing Reproducible Computational Research (A Volume in the R Series)* (pp. 299-323). New York: Taylor & Francis.
- Lemm, K. M., & Wirtz, D. W. (2013). Exploring "rosy" bias and goal achievement in marathon runners. *Journal of Sport Behavior, 36*, 66-81.
- Open Science Collaboration¹. (2012). An open, large-scale, collaborative effort to estimate the reproducibility of psychological science. *Perspectives on Psychological Science, 7*, 652-655.
- Lemm, K. M., Lane, K. A., Sattler, D. N., Khan, S. R., & Nosek, B. A. (2008). Assessing Implicit Cognitions with a Paper-Format Implicit Association Test. In M. A. Morrison & T. G. Morrison (Eds.), *The psychology of modern prejudice* (pp. 123-146). Hauppauge, NY: Nova Science Publishers.
- Lemm, K. M. (2006). Positive associations among interpersonal contact, motivation, and implicit and explicit attitude toward gay men. *Journal of Homosexuality, 51*, 79-99.
- Lemm, K. M., Dabady, M., & Banaji, M. R. (2005). Gender picture priming: It works with denotative and connotative primes. *Social Cognition, 23*, 218-241.
- Harmon, M. G., Lemm, K. M., & Lippman, L. G. (2003). Public opinion of teen, classroom, and formal court styles. *Juvenile and Family Court Journal, 54*, 51-58.
- Banaji, M. R., Lemm, K. M., & Carpenter, S. J. (2001). The social unconscious. In M. Hewstone & M. Brewer (Series Eds.) & A. Tesser & N. Schwartz (Vol. Eds.), *Blackwell handbook of social psychology: Vol. 1. Intraindividual processes* (pp. 134-158). Oxford, U.K.: Blackwell.
- Lemm, K. & Banaji, M. R. (1999). Unconscious attitudes and beliefs about men and women. In U. Paseor & F. Braun (Eds.), *Wahrnehmung und herstellung von Geschlecht (Perceiving and performing gender)*, pp. 215-235. Opladen: Westdutscher Verlag.
- Brendl, C. M., Higgins, E. T., & Lemm, K. (1995). Sensitivity to varying gains and losses: The role of self-discrepancies and event framing. *Journal of Personality and Social Psychology, 69*, 1028-1051.
- Lemm, K., Shoda, Y., & Mischel, W. (1995). Can teleological behaviorism account for the effects of instructions on self-control without invoking cognition? *Behavioral and Brain Sciences, 18*, 135.

¹ OSC is an international consortium of researchers

Lemm, K., Patterson, J., Thomas, G., & Skillman, D. R. (1993). Superhumps in cataclysmic variables. I. T Leonis. *Publications of the Astronomical Society of the Pacific*, 105, 1120-1126.

Non-Refereed Publication

Lemm, K. M. (2010). Stratified Sampling. In N. J. Salkind (Ed.), *Encyclopedia of research design* (pp. 1451-1454). Thousand Oaks, CA: Sage Publications.

Invited Presentations

Lemm, K. M. (October, 2019). Front Porch Factor: Building designs that promote neighborliness. Invited talk at Housing Week Celebration, Bellingham, WA.

Lemm, K. M. (February, 2018). *Student experiences with diversity at Yale-NUS College*. Presentation to Center for Cross-Cultural Research, Western Washington University.

Lemm, K. M. (April, 2017). *Student experiences with diversity at Yale-NUS College*. Presentation to Social Science Division, Yale-NUS College, Singapore.

Lemm, K. M. (February, 2012). *Biases in Predicting, experiencing, and recalling a marathon*. Presentation to Dunn Lab Group, University of British Columbia.

Lemm, K. M. (February, 2010). *This feels awful – I want to do it again! Predicting, experiencing, and recalling a marathon*. Graduate Proseminar Presentation, Western Washington University.

Lemm, K. M. (November, 2007). *Exploring the effects of caffeine and mood on stereotyping*. RSP Faculty Research Presentation, Western Washington University.

Lemm, K. M. (May, 2005). *Do you really know how you feel? Implicit bias in social perception*. Invited presentation at "Be the Change" conference on social justice, Vancouver, WA.

Lemm, K. M. (March, 2005). *How well do you know how you feel? Measuring attitudes outside conscious awareness*. Invited presentation for the Turning Points lecture series, Western Washington University.

Lemm, K. M. (April, 2003). *Why am I driving like my Grandma? Effects of self-focus on automatic stereotype priming*. BFR Faculty Research Presentation, Western Washington University.

Lemm, K. M. (March, 2003). *Why am I driving like my Grandma? Effects of self-focus on subliminal stereotype priming*. Invited presentation for the Social Personality Workshop at University of British Columbia, Vancouver, BC, Canada.

Selected Conference Presentations as faculty member at WWU

Means, K. & Lemm, K. (February, 2022). *"Not like other girls: Implicit and explicit dimensions of internalized sexism and behavioral outcomes*. Poster presented at the annual convention of the Society for Personality and Social Psychology, San Francisco, CA.

Means, K. & Lemm, K. (February, 2021). *Evaluating the Internalized Misogyny scale 15 years later*. Poster presented at the annual convention of the Society for Personality and Social Psychology, Virtual.

- Yin, Y. & Lemm, K. (February, 2021). *Blind, deaf, and mobility-impaired Implicit Association Tests: Do people view individuals with different types of disabilities differently?* Poster presented at the annual convention of the Society for Personality and Social Psychology, Virtual.
- Means, K. & Lemm, K. (October, 2020). *Student opinions on the Internalized Misogyny scale.* Poster presented at the annual convention of the Western Psychological Association, Virtual.
- Yin, Y. & Lemm, K. (October, 2020). *Cultural differences in implicit attitudes toward individuals with different types of disabilities.* Poster presented at the annual convention of the Western Psychological Association, Virtual.
- Lemm, K., Johanson, L., & Dye, C. (February, 2020). *The front porch factor: Building designs that promote neighborliness and well-being.* Poster presented at the annual convention of the Society for Personality and Social Psychology, New Orleans, LA.
- Christiani, K., Miska, J., Sparks, P., & Lemm, K. (February, 2019). *Spicing things up: Sensory input and evaluation.* Poster presented at the annual convention of the Society for Personality and Social Psychology, Portland, OR.
- Lemm, K., Lee, Joanna S., & Penprase, B. (March, 2018). *Student experiences with cultural diversity at Yale-NUS College.* Poster presented at the annual convention of the Society for Personality and Social Psychology, Atlanta, GA.
- Skarsgard, N., Lemm, K., Czopp, A., & Blomberg, K. (February, 2016). *Cisgender people's understanding of the word transgender.* Poster presented at the annual convention of the Society for Personality and Social Psychology, San Diego, CA.
- Macaulay, A., & Lemm, K. M. (February, 2015). *Pressure, stress, and academically dishonest behavior.* Poster presented at the annual convention of the Society for Personality and Social Psychology, Long Beach, CA.
- Lemm, K. M., Manago, A. M., Ward, L. M., Reed, L., & Seabrook, R. (February, 2015). *Facebook involvement, objectified body consciousness, and sexual health outcomes: A model of gender differences.* Poster presented at the annual convention of the Society for Personality and Social Psychology, Long Beach, CA.
- Macaulay, A., & Lemm, K. M. (April, 2014). *Socioeconomic status and academically dishonest behavior.* Poster presented at the annual convention of the Western Psychological Association, Portland OR.
- Lemm, K. M., Woodzicka, J., Dashtestani, S., Fay, S., Glass, A., Wear, J., & Hyman, I. (February, 2014). *Self-serving bias in the 2012 presidential election.* Poster presented at the annual convention of the Society for Personality and Social Psychology, Austin, TX.
- Lemm, K. M. & Wirtz, D. (January, 2013). *Impact bias in recreational marathon runners.* Poster presented at the annual convention of the Society for Personality and Social Psychology, New Orleans, LA.
- Silks, J., & Lemm, K. M. (January, 2012). *Differences between students and healthcare practitioners in obesity bias reduction outcomes.* Poster presented at the annual convention of the Society for Personality and Social Psychology, San Diego, CA.
- Lemm, K. M. & Silks, J. (January, 2011). *Perceived causes of healthy weight and obesity.* Poster presented at the annual convention of the Society for Personality and Social Psychology, San Antonio, TX.

- Braunlich, K. & Lemm, K. M. (May, 2010). *Thought in the absence of attention*. Paper presented at the annual Northwest Cognition and Memory conference, Bellingham, WA.
- Huffman, R. T., Hyman, I. E., Lemm, K. M., & Woodzicka, J. A. (May, 2010). *Egocentric biases in explaining election outcomes*. Poster presented at the annual Northwest Cognition and Memory conference, Bellingham, WA.
- Lemm, K. M. & Wirtz, D. (January, 2010). *This feels awful – I want to do it again! Predicting, experiencing, and recalling a marathon*. Poster presented at the annual convention of the Society for Personality and Social Psychology, Las Vegas, NV.
- Puhl, K.M., & Lemm, K. M. (January, 2010). *Hot or Not? Attractive gay men, but not lesbians, get a boost*. Poster presented at the annual convention of the Society for Personality and Social Psychology, Las Vegas, NV.
- Lemm, K. M. & LeDuc, J. (January, 2009). *Testing the limits of the unit bias: How much is too much?* Poster presented at the annual convention of the Society for Personality and Social Psychology, Tampa, FL.
- Tehee, M., & Lemm, K. M. (January, 2008). *Motivation and contact predict attitudes toward American Indians*. Poster presented at the annual convention of the Society for Personality and Social Psychology, Albuquerque, NM.
- Van Reenen, A., & Lemm, K. M. (January, 2007). *Effects of ongoing and short-term interaction with gay men*. Poster presented at the annual convention of the Society for Personality and Social Psychology, Memphis, TN.
- Lemm, K. M. (January, 2006). *Automatic gender stereotyping across verbal and visual modalities*. Poster presented at the annual convention of the Society for Personality and Social Psychology, Palm Springs, CA.
- Emlen, O. E., & Lemm, K. M. (May, 2005). *The interaction of implicit and explicit attitudes in predicting behavior*. Paper presented at the annual conference of Northwest Cognition and Memory, Bellingham, WA.
- Lemm, K. M., Causey, J., Kalvels, S., Parks, T., & Wolf, D. (February, 2005). *Impact of Media Images of Gay Men and Lesbians*. Poster presented at the annual convention of the Society for Personality and Social Psychology, New Orleans, LA.
- Rosman, H. E. & Lemm, K. M. (May, 2004). *Implications of the fast food lawsuits: Implicit and Explicit Attitudes*. Poster presented at the annual convention of the American Psychological Society, Chicago, IL.
- Lemm, K. M. (February, 2004). *Interpersonal contact and motivation moderate implicit and explicit attitudes toward gay men*. Poster presented at the annual convention of the Society for Personality and Social Psychology, Austin, TX.
- Emlen, O. E., & Lemm, K. M. (May, 2003). *Unconscious self-focus augments automatic stereotype priming*. Paper presented at the annual convention of the Western Psychological Association, Vancouver, BC, Canada.
- Sandbo, R., & Lemm, K. (May, 2003). *Mutation of upward and downward counterfactuals*. Poster presented at the annual convention of the Western Psychological Association, Vancouver, BC, Canada.
- Harmon, M. G., Lemm, K., & Lippman, L. G. (April, 2002). *Public Opinions of Teen, Classroom, and Formal Court Styles*. Paper presented at the annual convention of the Pacific Sociology Association, Vancouver, BC, Canada.
- Lemm, K., & Sattler, D.N., Khan, S., Mitchell, R. A. & Dahl, J. (February, 2002). *Reliability and validity of a paper-based Implicit Association Test*. Poster presented at the annual convention of the Society for Personality and Social Psychology, Savannah, GA.

Teaching Experience

Courses taught at Western Washington University

- Psyc 240 *Social Psychology*
- Psyc 302 *Research Methods and Statistical Analysis: Correlational Approaches*
- Psych 305 *Scientific Thinking and Writing*
- Psyc 342 *Social Cognition*
- Psyc 465/442 *Seminar in Social Psychology*
- Psyc 481 *History and Systems of Psychology*
- Psyc 509 *Psychology Proseminar* (graduate level)
- Psyc 512 *Correlational Methods and Analyses* (graduate level)
- Psyc 516 *Structural Equation Modeling* (graduate level)
- Psyc 546 *Seminar in Social Psychology* (graduate level)
- Psyc 585 *Scholarship & Communication 1: Presenting*
- Psyc 586 *Scholarship & Communication 2: Writing*

Courses taught at Yale-NUS College

- YSS2216 *Research Methods and Statistics for Psychology*
- YSS4212 *Social Cognition*

Service to Psychology Department

- Interim Director, MS program in Experimental Psychology (2021-present)
- MS Experimental program admissions committee (Member, 2003-2010, 2014-2015, 2018-present)
- Psychology Graduate Programs Advisor/TA coordinator (2008-2021)
- Psychfest Planning Committee (2005-2009; 2018-present)
- Advisor for Sports Psychology Minor (2004-present)
- Center for Cross-Cultural Research Advisory Board (2018-2020)
- Chair pro-tem, Academic Honesty case (2018)
- Chair's Advisory Committee (2015-2016)
- Program Director, M.S. Experimental Program (2006-2008)
- Search for tenure-track position in developmental psychology (2 positions; Member, 2017)
- Search for tenure-track position in social psychology (Chair, 2007)
- Search for tenure-track position in developmental psychology (Member, 2006)
- Search for tenure-track position in quantitative psychology (Member, 2004-2005)
- Search for tenure-track position in social psychology (Member, 2002-2003)
- Search for tenure-track position in cognitive psychology (Member, 2001-2002)
- Faculty mentor to Antonya Gonzalez (2018-present)
- Faculty mentor to Catherine Riordan (2013-2014)
- Faculty mentor to Alex Czopp (2007-2008)
- Faculty mentor to Kate McLean (2006-2007)
- Personnel committee (2005-2016)
- Majors Fair representative (2014)
- Psychology Department Research Discussion Group (Organizer, 2000-2003)
- Psychology Curriculum Committee (Member, 2001-2003)
- Scholarship Committee (Member, 2001-02; Chair, 2002-2004)
- Library Committee (Member, 2001-2002)

Service to College and University

- Graduate School Curriculum Committee (Chair, 2020-present)
- United Faculty of Western Washington Bargaining Committee (Member, 2010-present)
- Graduate Faculty Governance Council (Chair, 2013-2016, Member, 2012-2013, 2019-present)
- Graduate Faculty Governance Council bylaws revision committee (2019-2020)
- Promotion and Tenure outside committee member, Huxley College (2019)
- President's Task Force on Gender and Equity (2017-2018)
- Award Committee for Peter J. Elich award for Excellence in Teaching (2018)
- United Faculty of Western Washington (Chief Steward, 2009-2010)
- United Faculty of Western Washington (Vice President, 2007-2009)
- Western Libraries Task Force (2015-2016)
- CHSS Professional Leave Committee (Member, 2013-2014, Co-Chair, 2014-2015)
- Research Misconduct Panel/Task Force (2013)
- Committee to distribute Compression and Equity raises (Member, 2012-2013)
- Western Scholars Invitational Presenter (2011, 2012, 2013, 2014, 2015)
- LGBT Advocacy Council (Member, 2008-10)
- Western Reads Panelist (2008)
- Search for Vice Provost for Faculty Relations (Member, 2006)
- Second Search for Vice Provost for Faculty Relations (Member, 2007)
- Search for Assistant Director of Student Services (Member, 2005)
- Academic Instruction Center Steering Committee (2004-2009)
- Faculty Senate (Member, 2003-2005)
- Human Subjects Review Committee (Member, 2001-2006)
- College of Arts and Sciences Curriculum Committee (Member, 2001-2004)
- Summerstart advisor (2002-2008)
- Western Preview (2002, 2003, 2005)
- Discovery Days (2002, 2003, 2004, 2005, 2006, 2007)
- Fall Family Open House Presenter (2003)

Service to Profession

- Outside PsyD Dissertation committee member, Antioch University Seattle (2022-present)
- Outside PhD Dissertation committee member, University of Montana (2020-2021)
- Outside MS Thesis committee member, University of Montana (2018-2019)
- Facilitated discussion about recruiting participants from challenging populations at Pacific Conference on Prejudice and Culture (August, 2013)
- Facilitated discussion about applying for academic jobs at Pacific Conference on Prejudice and Culture (August, 2012)
- Editorial Board, Canadian Journal of Behavioural Science (2013)
- Ad-hoc journal reviewer
 - Journal of Personality and Social Psychology
 - Journal of Experimental Social Psychology
 - Experimental Psychology
 - International Journal of Psychological Research
 - Journal of Men's Studies
 - Social Behavior and Personality
 - Personality and Social Psychology Bulletin
 - Review of General Psychology
 - Social Cognition
 - Sex Roles

- Basic and Applied Social Psychology
- British Journal of Social Psychology
- Social Behavior and Personality

Service to Community

- Collaborated with RMC Architects and Straightup Communication to study building design and neighborly behaviors among low-income senior citizens in Bellingham
- Gave presentation at Housing Week Celebration, sponsored by Sustainable Connections
- Helped develop survey and analyze data for initiative to increase diversity of voices on the *Gastropod* podcast (2019-2020)
- Gave lecture and led a discussion about implicit prejudice at Whatcom Opportunity Council (May, 2012)
- Gave lectures on Social Cognition to two psychology classes at Sehome High School (December, 2011)
- Gave presentation on implicit attitudes to journalists at the Bellingham Herald (April, 2005)
- Presented at "Be the Change, " a community conference on social justice (May, 2005)

Professional Affiliation

- Society for Personality and Social Psychology