

**KARINA SCHUMANN**

## Curriculum Vitae

**PROFESSIONAL INFORMATION**

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**Assistant Professor** 2015-present  
 University of Pittsburgh, Department of Psychology  
 3427 Sennott Square, 210 S Bouquet Street, Pittsburgh, PA  
 kschumann@pitt.edu | 412-624-4500

**EDUCATION**

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**Postdoctoral Fellowship** 2011-2015  
 Stanford University  
 Advisor: Carol Dweck

**Ph.D., Social Psychology** 2006-2011  
 University of Waterloo  
 Advisor: Michael Ross

**B.A. (Honors), Psychology** 2002-2006  
 University of Guelph  
 Advisor: Serge Desmarais

**AWARDS AND HONORS**

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Heterodox Academy Open Mind Award for Exceptional Scholarship 2018

SSHRC Post-Doctoral Fellowship 2011-2013

Alumni Gold Medal Award Nominee 2011

SSHRC Doctoral Canada Graduate Scholarship 2007-2010

University of Waterloo President's Graduate Scholarship 2007-2010

Ontario Graduate Scholarship (declined) 2007-2008

SSHRC Master's Canada Graduate Scholarship 2006-2007

University of Waterloo President's Graduate Scholarship 2006-2007

Ontario Graduate Scholarship (declined) 2006-2007

CPA Certificate of Academic Excellence for Honors Thesis 2006

Jim Mottin Award for Extracurricular/Academic Excellence 2006

Dean's Scholarship for Academic Excellence 2005

Wilma Hollywood Award for Highest Average in Psychology 2005

Dean's Honors List 2002-2006

Academic All-Canadian 2002-2004

**GRANTS**

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National Science Foundation (BCS division; Award #1917920) 2019-2022  
*Promoting Empathy between Groups by Increasing Empathic Effort, \$351,029*

Central Research Development Fund 2016-2019  
*Addressing the Intergroup Empathy Gap by Increasing Empathic Effort, \$15,745*

John Templeton Foundation Research Grant (IH-101) 2013-2015  
*Intellectual Humility and Beliefs about Intelligence, with PI Carol Dweck, \$234,080*

## RESEARCH INTERESTS

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Interpersonal Conflict Resolution; Political Conflict; Apologies; Forgiveness; Revenge; Empathy; Intellectual Humility; Dehumanization; Religion; Morality; Self-Affirmation; Implicit Theories; Close Relationships

## REFEREED JOURNAL ARTICLES

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**Schumann, K.,** & Dragotta, A. (née Vazeou-Nieuwenhuis). (In Press). Empathy as a predictor of high-quality apologies. *European Journal of Social Psychology*.

Leunissen, J., **Schumann, K.,** & Sedikides, C. (In Press). Self-protection predicts lower willingness to apologize. *Journal of Social Psychology*.

**Schumann, K.,** & Walton, G. (In Press). Rehumanizing the self after victimization: The roles of forgiveness versus revenge. *Journal of Personality and Social Psychology*.

Koetke, J., **Schumann, K.,** & Porter, T. J. (In Press). Trust in science increases conservative support for social distancing. *Group Processes and Intergroup Relations*.

Koetke, J., **Schumann, K.,** & Porter, T. J. (2021). Intellectual humility predicts scrutiny of COVID-19 misinformation. *Social Psychological and Personality Science*.

**Schumann, K.,** & Dragotta, A. (née Vazeou-Nieuwenhuis). (2020). Is moral redemption possible? The effectiveness of public apologies for sexual misconduct. *Journal of Experimental Social Psychology, 90*, 104002.

Porter, T. J., **Schumann, K.,** Selmeczy, D., Trzesniewski, K. (2020). Intellectual humility predicts mastery behaviors when learning. *Learning and Individual Differences, 80*.

**Schumann, K.** (2020). A force for good: When and why religion predicts prosocial behavior. *Journal of Moral Theology, 9*, 34-50.

**Schumann, K.** (2019). Apologies as signals for change? Implicit theories of personality and reactions to apologies during the #MeToo movement. *PLOS One, 14*.

**Schumann, K.** (2018). The psychology of offering an apology: Understanding the barriers to apologizing and how to overcome them. *Current Directions in Psychological Science, 27*, 74-78.

Vazeou-Nieuwenhuis, A., & **Schumann, K.** (2018). Self-compassionate and apologetic? How and why having compassion toward the self relates to a willingness to apologize. *Personality and Individual Differences, 124*, 71-76.

**Schumann, K.** & Orehek, E. (2017). Avoidant and defensive: Adult attachment and quality of apologies. *Journal of Social and Personal Relationships. (Top 10 most downloaded JSPR articles in 2019)*.

- Porter, T. J. & **Schumann, K.** (2017). Intellectual humility enhances openness to learning about the opposing view. *Self and Identity*, 1-24. **(Recipient of the 2018 Heterodox Academy Open Mind Award for Exceptional Scholarship).**
- Hornsey, M.J., **Schumann, K.**, Bain, P.G., Blumen, S., Chen, S., Gomes, A., Guan, Y., Kashima, E., Lebedeva, N., & Wohl, M.J.A. (2017). Conservatives are more reluctant to give and receive apologies than liberals. *Social Psychological and Personality Science*.
- Schumann, K.**, & Dweck, C. S. (2014). Who accepts responsibility for their transgressions? *Personality and Social Psychology Bulletin*, 40, 1598-1610.
- Schumann, K.**, Zaki, J., & Dweck, C. S. (2014). Addressing the empathy deficit: Beliefs about the malleability of empathy predict effortful responses when empathy is challenging. *Journal of Personality and Social Psychology*, 107, 475-493.
- Schumann, K.**, McGregor, I., Nash, K. A., & Ross, M. (2014). Religious magnanimity: Reminding people of their religious belief system reduces hostility after threat. *Journal of Personality and Social Psychology*, 107, 432-453.
- Schumann, K.** (2014). An affirmed self and a better apology: The effect of self-affirmation on transgressors' responses to victims. *Journal of Experimental Social Psychology*, 54, 89-96.
- Laurin, K., **Schumann, K.**, & Holmes, J. G. (2014). A relationship with God? Connecting with the divine to assuage fears of interpersonal rejection. *Social Psychological and Personality Science*, 5, 77-85.
- Schumann, K.** (2012). Does love mean never having to say you're sorry? Associations between relationship satisfaction, perceived apology sincerity, and forgiveness. *Journal of Social and Personal Relationships*, 29, 997-1010.
- Schumann, K.**, & Ross, M. (2010). Why women apologize more than men: Gender differences in thresholds for offensive behavior. *Psychological Science*, 21, 1649-1655.
- Schumann, K.**, & Ross, M. (2010). The benefits, consequences, and paradox of revenge. *Social and Personality Psychology Compass*, 4, 1193-1205.
- Blatz, C. W., **Schumann, K.**, & Ross, M. (2009). Government apologies for historical injustices. *Political Psychology*, 30, 219-241.

## **CHAPTERS IN EDITED VOLUMES**

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- Schumann, K.**, & Ross, M. (2010). The antecedents, nature and effectiveness of political apologies for historical injustices. In D.R. Bobocel, A.C. Kay, M.P. Zanna, & J.M. Olson (Eds.), *The Ontario Symposium: Vol. 11 The Psychology of Justice and Legitimacy* (pp. 299–324). New York, NY: Psychology Press.

## COMMENTARIES

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“Apologies versus denials in the #MeToo movement: did either work?” (2020). *SPSP Character & Context*. <https://spsp.org/news-center/blog/schumann-metoo-apologies-denials>

“Self-affirmation promotes better apologies” (2015). *SPSP Character & Context*. <https://www.spsp.org/news-center/blog/self-affirmation-promotes-better-apologies/>

## REFEREED CONFERENCE PRESENTATIONS

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**Schumann, K.**, & Walton, G. W. (2021, July). *Rehumanizing the self after harm: The roles of forgiveness versus revenge*. Talk to be presented at the International Society for Justice Research (ISJR) Conference, virtual.

**Schumann, K.** (2021, May). *Is moral redemption possible? The effectiveness of public apologies for sexual misconduct*. Talk presented at the Association for Psychological Science (APS) Conference, virtual.

Koetke, J., **Schumann, K.**, & Levine, J. (2021, May). *Fraternizing with the enemy: The impact of political intergroup contact on intragroup perceptions*. Poster to be presented at the Association for Psychological Science (APS) Conference, virtual.

Ludwig, J. & **Schumann, K.** (2021, May). *When and why intellectual humility promotes higher-quality apologies for interpersonal transgressions*. Poster to be presented at the Association for Psychological Science (APS) Conference, virtual.

Ludwig, J. & **Schumann, K.** (2021, April). *Apologies for actions vs. omissions: How and why the omission bias affects transgressors' willingness to apologize*. Poster presented at the Western Psychological Association (WPA) Conference, virtual.

**Schumann, K.**, \*\*Koetke, J., & Levine, J. (2021, February). *Fraternizing with the enemy: How partisans evaluate political ingroup members who reach across the aisle*. Data blitz presented at the SPSP Intragroup Processes Preconference, virtual.

Koetke, J., **Schumann, K.**, & Porter, T. (2021, February). *Intellectual humility predicts scrutiny of COVID-19 misinformation*. Talk presented at the Annual Conference of the Society for Personality and Social Psychology (SPSP) Conference, virtual.

Koetke, J., \*\*Conrique, B., & **Schumann, K.** (2021, February). *The effect of humanizing knowledge in the context of political partisanship*. Data blitz presented at the SPSP Conflict and Conflict Resolution Preconference, virtual.

**Schumann, K.**, & Walton, G. W. (2020, July; postponed due to COVID-19). *Rehumanizing the self after harm: The roles of forgiveness versus revenge*. Talk accepted to the International Society for Justice Research Conference (ISJR), Lisbon, Portugal.

- Koetke, J., Conrique B., **Schumann, K.** (2020, May; cancelled due to COVID-19). *The effect of humanizing knowledge in the context of political partisanship*. Poster accepted to the Association for Psychological Science (APS) Conference, Chicago, Illinois.
- Ritchie, E., **Schumann, K.**, & Forest, M. (2020, February). *Sorry again (and again!): The social consequences of frequent apologies*. Data blitz presented at the SPSP Conflict and Conflict Resolution Preconference, New Orleans, Louisiana.
- Koetke, J., Conrique, B., & **Schumann, K.** (2020, February). *The effect of humanizing knowledge in the context of political partisanship*. Poster presented at the SPSP Conflict and Conflict Resolution Preconference, New Orleans, Louisiana.
- Conrique, B., Koetke, J., & **Schumann, K.** (2020, February). *Politically different, morally inferior: How perceived moral gaps between conservatives and liberals promote apathy and dehumanization*. Poster presented at the SPSP Conflict and Conflict Resolution Preconference, New Orleans, Louisiana.
- Schumann, K.**, & Ross, M. (2018, June). *Political orientation and reactions to system-justifying government apologies*. Talk presented at the Society for the Psychological Study of Social Issues Conference (SPSSI), Pittsburgh, Pennsylvania.
- Schumann, K.**, & Vazeou-Nieuwenhuis, A. (2018, May). *The empathic apologizer*. Talk presented at the Association for Psychological Science Convention (APS), San Francisco, California.
- Schumann, K.**, Walton, G. M., & Dweck, C. W. (2017, May). *Recovering from being offended: Is forgiveness or revenge more effective at rehumanizing the self?* Talk presented at the Association for Psychological Science Convention, Boston, Massachusetts.
- Porter, T., **Schumann, K.** (2017, April). *Intellectual character development in adolescents: Promoting learning and success*. Talk presented at the Annual Meeting of the American Educational Research Association (AERA), San Antonio, Texas.
- Schumann, K.** & Orehek, E. (2016, September). *Avoidant and defensive: Adult attachment styles influence the quality of transgressors' apologies*. Talk presented at the Society of Experimental Social Psychology (SESP), Santa Monica, California.
- Schumann, K.** (2016, May). *An affirmed self and a better apology: The effect of values affirmations on transgressors' responses to victims*. Talk presented at the 9<sup>th</sup> Annual Meeting of the Society for the Study of Motivation (SSM), Chicago, Illinois.
- Porter, T., **Schumann, K.**, Dweck, C., Damon, W. (2016, January). *Intellectual Humility as Character*. Talk presented at the Jubilee Centre for Character and Virtues Annual Conference, Oxford, England.
- Porter, T., **Schumann, K.**, Trzesniweski, K., Dweck, C. (2015, May). *Intellectual humility: Importance for learning in school and from opposing views*. Talk presented at the Association for Psychological Science Convention (APS), New York City, New York.

- Schumann, K., Zaki, J., & Dweck, C. S. (2014, May).** *Beliefs about the malleability of empathy predict empathic effort when empathy is challenging.* Talk presented at the Association for Psychological Science Convention (APS), San Francisco, California.
- Porter, T., **Schumann, K.,** Dweck, C. (2014, May). *Intellectual humility and mindset.* Talk presented at the Association for Psychological Science Convention (APS), San Francisco, California.
- Porter, T., **Schumann, K.,** Dweck, C. (2014, March). *Intellectual humility and learning-relevant outcomes among adolescents and young adults.* Poster presented at the American Educational Research Association Conference (AERA), Philadelphia, Pennsylvania.
- Schumann, K.,** & Dweck, C. S. (2013, January). *Apologize or justify? Transgressors' theories of personality predict their responses to victims.* Poster presented at the Annual Conference of the Society for Personality and Social Psychology (SPSP), New Orleans, Louisiana.
- Schumann, K.,** & Ross, M. (2012, January). *Does love mean never having to say you're sorry? The influence of relationship satisfaction on responses to apologies.* Poster presented at the Annual Conference of the Society for Personality and Social Psychology (SPSP), San Diego, California.
- Schumann, K.,** & Ross, M. (2011, June). *Why women apologize more than men.* Talk presented at the 72nd Annual Canadian Psychological Association (CPA) Convention, Toronto, Ontario.
- Schumann, K.,** & Ross, M. (2011, January). *Government apologies for historical injustices.* Poster presented at the Annual Conference of the Society for Personality and Social Psychology (SPSP), San Antonio, Texas.
- Schumann, K.,** Nash, K. A., McGregor, I., & Ross, M. (2010, August). *Benevolence after threat: Effects of a religious affiliation prime.* Talk presented at the Biennial Conference of the International Society for Justice Research (ISJR), Banff, Alberta.
- Schumann, K.,** Nash, K. A., McGregor, I., & Ross, M. (2010, January). *Retribution after threat: Effects of a religious affiliation prime.* Poster presented at the Annual Conference of the Society for Personality and Social Psychology (SPSP), Las Vegas, Nevada.
- Schumann, K.,** & Ross, M. (2009, February). *A diary investigation of apologies and forgiveness.* Poster presented at the Annual Conference of the Society for Personality and Social Psychology (SPSP), Tampa, Florida.
- Schumann, K.,** Nash, K. A., McGregor, I., & Ross, M. (2008, December). *Religion, threat, and decisions about retribution: Letting bygones be bygones.* Talk presented at the Waterloo Decision Research Conference, Waterloo, Ontario.
- Schumann, K.,** Nash, K. A., McGregor, I., & Ross, M. (2008, May). *How much is enough? The extent to which Christians, Jews, and Muslims endorse revenge.* Talk presented at the University of Waterloo-University of Western Ontario Social Psychology Conference, London, Ontario.

**Schumann, K., & Ross, M.** (2008, February). *Revenge: How much is enough?* Poster presented at the Annual Conference of the Society for Personality and Social Psychology (SPSP), Albuquerque, New Mexico.

Ross, M., Blatz, C. W., & **Schumann, K.** (2008, February). *Political apologies for historical injustices.* Talk presented at the Annual Conference of the Society for Personality and Social Psychology (SPSP), Albuquerque, New Mexico.

**Schumann, K., & Ross, M.** (2007, August). *How governments apologize for historical injustices.* Poster presented at the 11<sup>th</sup> Biennial Ontario Symposium: The Psychology of Justice and Legitimacy, Waterloo, Ontario.

### **INVITED AND LOCAL TALKS**

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Koetke J., **Schumann, K.**, \*\*Porter, T. (2021, July). *Intellectual Humility Predicts Scrutiny of COVID-19 Misinformation.* Invited talk to be presented at the Asian Association of Social Psychology (AASP) Conference, virtual.

**Schumann, K.** (2019, November). *Stronger Together...Healing the Divide: A Social and Psychological Response to the Tree of Life Shooting.* Invited panel speaker, Pittsburgh, Pennsylvania.

**Schumann, K.** (2019, April). *The art and science of apology: Gender differences and implications for navigating conflict in the workplace.* Invited talk presented at the meeting for Women in Neuroscience, University of Pittsburgh, Pittsburgh, Pennsylvania.

**Schumann, K.** (2019, March). *A force for good: When and why religion predicts prosocial behavior.* Invited Plenary speaker at Psyche, Soul, and Salvation: An Interdisciplinary Conference on the Intersection of Psychology and Christian Theology, Latrobe, Pennsylvania.

**Schumann, K.** (2018, November). *The art and science of apology: Gender differences and implications for navigating conflict in the workplace.* Invited talk presented at the Women in Medicine and Science Forum, University of Pittsburgh, Pittsburgh, Pennsylvania.

**Schumann, K., Zaki, J., & Dweck, C. S.** (2015, December). Addressing the Empathy Deficit: Overcoming Empathic Challenges with a Malleable Mindset. Invited talk presented at the Carnegie Mellon University Social Psychology Talk Series, Pittsburgh, Pennsylvania.

**Schumann, K., Nash, K. A., McGregor, I., & Ross, M.** (2011, January). *Religious magnanimity: Religion primes replace aggressive with more compassionate reactions to threat.* Invited talk presented at the Religion and Spirituality SPSP Preconference, San Antonio, Texas.

### **CHAired CONFERENCE SYMPOSIA**

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**Schumann, K., Chair** (2018, May). *The psychology of harming others: The role of concern for the victims in*

*motivating reconciliatory efforts*. Symposium conducted at the Association for Psychological Science Convention (APS), San Francisco, California.

**Schumann, K.**, Chair (2017, May). *Advances in forgiveness research*. Symposium conducted at the Association for Psychological Science Convention (APS), Boston, Massachusetts.

**Schumann, K.**, Chair (2016, October). *New discoveries in research on apologies*. Symposium conducted at the Society of Experimental Social Psychology (SESP) Conference, Santa Monica, California.

**Schumann, K.**, Chair (2016, May). *New directions and discoveries in affirmation research*. Symposium conducted at the Annual Meeting of the Society for the Study of Motivation (SSM), Chicago, Illinois.

**Schumann, K.**, Chair (2014, May). *The power of an incremental mindset: New directions in research on implicit theories*. Symposium conducted at the the Association for Psychological Science Convention (APS), San Francisco, California.

**Schumann, K.**, & Banfield, J. C., Co-Chairs (2010, June). *Factors affecting responses to injustice*. Symposium conducted at the Biennial Conference of the International Society for Justice Research (ISJR, Banff, Alberta).

## **LEADERSHIP IN THE FIELD**

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**Schumann, K.**, Preconference Founder/Coordinator (2021, February). *Conflict and Conflict Resolution*. Preconference conducted at the Annual Conference of the Society for Personality and Social Psychology (SPSP), virtual.

**Schumann, K.**, Preconference Founder/Coordinator (2020, February). *Conflict and Conflict Resolution*. Preconference conducted at the Annual Conference of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.

## **PROFESSIONAL SERVICE**

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### **Editorial Board:**

*Journal of Experimental Social Psychology*

2021-

### **Grant reviewing:**

*National Science Foundation*

*Israel Science Foundation*

### **Ad hoc reviewing:**

*Archive for the Psychology of Religion, Basic and Applied Social Psychology, Child Development, Comprehensive Results in Social Psychology, Emotion, European Journal of Social Psychology, Frontiers, Group Processes and Intergroup Relations, Health Psychology, Journal of Child and Family Studies, Journal of Experimental Psychology: Applied, Journal of Experimental Social Psychology, Journal of Marketing Research, Journal of*



Schumann

May 2021

*Personality, Journal of Personality and Social Psychology, Journal of Social and Personal Relationships, Journal of Social and Political Psychology, Motivation and Emotion, Personality and Social Psychology Bulletin, Personality and Social Psychology Review, Political Psychology, Psychological Science, Psychology of Popular Media Culture, Social Psychological and Personality Science, International Journal for the Psychology of Religion*

**Service to the field:**

Program Committee, Symposium Review Panel <i>Society for Personality and Social Psychology Conference</i>	2021
Heterodox Academy Open Inquiry Awards Committee	2021
Program Committee, Symposium Review Panel <i>Society for Personality and Social Psychology Conference</i>	2020
Review Board <i>European Association of Social Psychology</i>	2019
Program Committee, Poster Review Panel <i>Society for Personality and Social Psychology Conference</i>	2016
Program Committee, Poster Review Panel <i>Society for Personality and Social Psychology Conference</i>	2011

**Departmental and University service:**

Departmental Empathy Training Workshop	2021
Colloquium Committee	2020-
Program Chair	2019-
Ethics and Anti-Discrimination working committee	2019-
Provost's Student Success Researcher/Practitioner Collaborative	2019-2020
Pitt Momentum Funds Reviewer	2019
Social Division Graduate Student Recruitment Coordinator	2018-2019
Social Division Bulletin Board and Website Coordinator	2017-2019
Social Division Brownbag Coordinator	2017-2018
Keynote address presented at the Psi Chi induction ceremony	2017
Talk presented at the Psi Chi talk series	2017
Professional Development Brownbag speaker: Creating an Effective CV	2017
Summer Undergraduate Research Award Faculty Reviewer	2017
Directed Research Table at Psychology Information Fair	2017
Summer Undergraduate Research Award Faculty Reviewer	2016
Graduate School Table at Psychology Information Fair	2016
Social Division Graduate Student Recruitment Co-Coordinator	2015-2016
Professional Development Brownbag speaker: Preparing and Presenting a Job Talk <i>University of Pittsburgh Psychology Department</i>	2015
Board of Directors, Abstract Review Chair <i>Stanford Undergraduate Psychology Conference</i>	2013
Coordinator of Statistical Workshop in Stanford Psychology	2012
Stanford Psychology Panel, Foothill College	2012
Coordinator of Social Division Seminar Series	2008-2010
Coordinator of GSEF Guest Presentation	2009
Vice-President of Graduate Students Association	2008-2009

## TEACHING

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### Undergraduate courses:

Introduction to Social Psychology  
The Psychology of Conflict Resolution  
Social Research Methods  
Psychological Measurement Tutorial  
Advanced Data Analysis Tutorial  
Basic Data Analysis Tutorial

### Graduate courses:

The Psychology of Conflict Resolution

## PROFESSIONAL MEMBERSHIPS

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Association for Psychological Science  
Society for Personality and Social Psychology  
Society for the Study of Motivation  
Society for the Psychological Study of Social Issues

## IMPACT AND ENGAGEMENT BEYOND ACADEMIA

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### Advisory Boards:

Bridge Beyond

*A nonprofit organization focused on increasing accessibility of various resources for people who experience homelessness and housing instability.*

Glasshouse

*A virtual chat platform that makes contentious conversations easier and more productive by reviving the art of civil discourse and critical thinking.*

### Workshops:

**Schumann, K.** (2021, January). *Empathy training workshop*. Workshop presented to the University of Pittsburgh, Psychology Department, Pittsburgh, PA.

**Schumann, K.** (2020, September). *Constructive communication and listening skills for educators*. Workshop presented to Beaver Country Day School, Boston, MA.

**Schumann, K.** (2020, January). *Understanding empathy*. Workshop presented to Beaver Country Day School, Boston, MA.

**Schumann, K.** (2019, December). *Group Influence in the educational context*. Workshop presented to Beaver Country Day School, Boston, MA.

**Schumann, K.** (2019, September). *Preventing and managing conflict in the workplace*. Workshop presented to AgBiome, Triangle Park, NC.

**Schumann, K.** (2019, February). *Constructive communication and listening skills*. Workshop presented to Beaver Country Day School, Boston, MA.