

Table of Contents

Conference Sponsorship.....	3
Conference Committees and Acknowledgments.....	3
About the International Society for Justice Research.....	4
Program at a Glance.....	5
Maps and Floor Plans.....	11
Keynote Address	
Prof. Fathali M. Moghaddam.....	14
Prof. Kathleen E. Mahoney.....	15
Presidential Address: Prof. Carolyn Hafer.....	16
Awards Presentations	
Lifetime Achievement Award: Prof. Dr. Leo Montada.....	17
Early Career Contribution: Dr. Aaron Kay.....	18
Morton Deutsch Awards.....	19
Oral Presentation Abstracts: Sunday, August 22.....	20
Poster Presentation Abstracts.....	32
Oral Presentation Abstracts: Monday, August 23.....	39
Oral Presentation Abstracts: Tuesday, August 24.....	51
First Author Contact Information.....	63
Author Index.....	66

Conference Sponsorship

On behalf of the Organizing Committee, we would like to extend our gratitude to our sponsors for their support for the 13th Biennial Conference of the International Society for Justice Research:

- Social Sciences and Humanities Research Council of Canada
- Faculty of Social Sciences, Brock University
- Faculty of Graduate Studies, Brock University
- Faculty of Arts, University of Waterloo
- Faculty of Social Sciences, University of Calgary

Conference Committees and Acknowledgements

ISJR 2010 Organizing Committee

- Ramona Bobocel, University of Waterloo, Canada
- Mitch Callan, University of Essex, United Kingdom
- John Ellard, University of Calgary, Canada
- Leanne Gosse, Brock University, Canada
- Carolyn Hafer, Brock University, Canada

ISJR 2010 Program Committee

- Steve Blader, New York University, USA
- Karen Hegtvedt, Emory University, USA
- Dahlia Moore, College of Management, Israel
- Katherine Starzyck, University of Manitoba, Canada
- Kees van den Bos, Utrecht University, Netherlands

Program Book

- Becky Choma, Wilfrid Laurier University, Canada

The Organizing Committee would also like to thank the following individuals for their help in making ISJR, 2010 a reality: Prof. Dr. Leo Montada for his expert advice on the scientific program; Kameko Higa, Conference Services Manager at the Banff Centre; and Elizabeth Shantz for organizing the paper session chairs and for general administrative assistance. Finally, thanks to Michael Wenzel for answering all our questions about ISJR conference planning.

Thank you all for your dedication, patience, and hard work!

About the International Society for Justice Research

The International Society for Justice Research (ISJR) began in the early 1980s as a small network of justice scholars. In 1997, this group became a formal scientific society known as ISJR. Since 1997, ISJR has grown considerably, not only in numbers – from 10 founding members to a membership of over 150 – but also in its international and interdisciplinary nature. ISJR now includes scholars from more than 25 countries, in disciplines such as psychology, sociology, management, political science, education, and economics. ISJR boasts several of the most distinguished researchers in the field and is among the most important societies representing social justice scientists today. The goals of ISJR are to (1) foster productive discussions of new ideas, research, and theories relevant to social justice; (2) encourage international and interdisciplinary co-operation in justice research and theory; and, (3) provide biennial scientific meetings. The society also publishes its own journal, *Social Justice Research*.

Presidents

- 1998 – 2002 Leo Montada (University of Trier, Germany)
- 2002 – 2004 Faye Crosby (University of California, Santa Cruz, USA)
- 2004 – 2006 Claudia Dalbert (University of Halle, Germany)
- 2006 – 2008 Linda Skitka (University of Illinois at Chicago, USA)
- 2008 – 2010 Carolyn Hafer (Brock University, St. Catharines, Canada)
- President-elect is Clara Sabbagh (University of Haifa, Israel)

Conferences

- Leiden (Netherlands, 1986)
- Leiden (Netherlands, 1988)
- Utrecht (Netherlands, 1991)
- Trier (Germany, 1993)
- Reno (USA, 1995)
- Postdam (Germany, 1997)
- Denver (USA, 1998)
- Tel Aviv (Israel, 2000)
- Skövde (Sweden, 2002)
- Regina (Canada, 2004)
- Berlin (Germany, 2006)
- Adelaide (Australia, 2008)

More information is available from the ISJR website at www.isjr.org or email isjr@isjr.org

ISJR would like to thank the following ISJR members and one anonymous individual for their generous voluntary contributions to the society in 2009-2010:

- | | |
|-----------------|------------------|
| • Faye Crosby | William McCready |
| • Neil Drew | Joe Oppenheimer |
| • Carolyn Hafer | Susan Varni |

PROGRAM AT A GLANCE

Saturday, 21 August 2010

TIME	
12:00 - 8:00pm	Registration (4:00-8:00) MB Foyer
12:00 - 4:30pm	Tour options – (12:00-4:30) 1. Tour of Lake Louise and Moraine Lake 2. Guided hike up Johnston Canyon
5:00 - 8:00pm	Welcome Reception (5:00-8:00) MB Foyer and Lounge

Sunday, 22 August 2010

TIME	MB Auditorium		MB Room 150		MB Room 251		MB Room 252		MB Room 253	
7:00 - 9:00am	Breakfast (7:00-9:00) Vistas Dining Room Registration (8:00-10:00) MB Foyer									
9:00 - 9:20am	Opening and Welcome Address									
9:20 - 10:00am	Keynote Address #1 <i>Fathali Moghaddam</i>									
10:00 - 10:20am	Morning Coffee/Tea (10:00-10:20) MB Foyer									
10:20am	1.1 Authorities and Procedural Justice	The automaticity of leader behaviour: Does the activation of (un)fair leadership promote fair or unfair follower behaviour? (Zdaniuk)	1.2 Not Your Everyday Morality: Exploring the Nuances of Moral Perceptions, Motivations and Actions	Incidental morality: Exogenous factors influence perceptions of self-sacrifice and morality (Schaumberg)	1.3 Fighting Injustice in the World	Revisiting historical injustice (Opotow)	1.4 Intergroup Conflict and Reconciliation	Entitativity, anger, and collective blame (Lickel)	1.5 Political Philosophy and Global Justice	Acceptability and peremptory norms of general international law (Kim)
10:40am		Being fair, acting fair, and feeling fair: How managers do justice (Barker Caza)		Granting others a license to transgress (Effron)		Feelings of injustice (van Stekelenburg)		We were, we are, will we be? Collective angst and the desire to protect the ingroup from possible extinction (Wohl)		A geo-liberal theory of global justice (Tideman)
11:00am		Procedural justice and police legitimacy in a multi-cleavage society: The case of Israel (Castillo)		Punishing increases intentions to be deviant (Adams)		Fight injustice in the world: Promote disinhibited behavior (van den Bos)		Reconciliation or backlash? How redressing historical injustices affects the victim and perpetrator group (Blatz)		The house that Jack couldn't build: Why theory of justice cannot be global (Nili)
11:20am		He's got the power...but not the status: Observers' perceptions of procedurally unfair leaders (Wheeler-Smith)		Exploring moral motivations: Reactive, proactive or a combination of both? (Skitka)		Discussant (Lind)		When our group forgives: Justice and reconciliation in intergroup contexts (Wenzel)		
11:40 - 12:40pm	Lunch (11:40-12:40) Vistas Dining Room									<i>Outgoing Executive Lunch</i>

12:40pm	2.1 Power Processes and Fairness, Self-Serving Behavior and Trust	Fairness at the front line: Status and power as predictors of fairness (Blader)	2.2 Belief in a Just World	Believing in the just world and the just self (Crosby)	2.3 Justice and the Developing World	Justice, power and uncertainty in the Bangladesh Dairy Value Chain (Bell)	2.4 Justice and Economic Issues	An assumption of good: How nonprofit organizations are reinventing civil society in the US (Standerfer)	2.5 Discourses About Justice in the Political Arena	The justice of critique and the injustice of criticism (Loewen)
1:00pm		Myopia of power: Procedural justice systems, perspective-taking and leader self-serving behavior (Rus)		Perception and deservingness of status through the expression of personal belief in a just world (Alves)		The way forward: Looking for justice and raising the stakes in Sub-Saharan Africa (Boubeka)		Higher wages but stable inequality? A cross-sectional comparison of attitudes towards economic distribution (Castillo)		The use of intersectionality in theories of white privilege (Heller)
1:20pm		The role of power and self-construal in leader self-serving behaviors (Wisse)		Mustn't grumble: Those who say the world is a just place are rated favorably (regardless of what they think) (Sutton)		Re-examining the unfairness of international trading regime: In search of a just regime (Jahan Tania)		Can justice research learn from market research? Conjoint analysis applied to an integrative model of justice (Kritli)		The role of hermeneutics in social justice (Loewen)
1:40pm		When promises backfire and when they don't: The role of power in the believability of promises (De Cremer)		Public support for vigilantism and belief in a just world (Haas)		The origins and development of the human rights framework in global health (Inrig)		Fairness of individual's reward in market sector and state sector of urban China (Zhou)		
2:00 - 2:50pm	Early Career Contribution Award presentation <i>Aaron Kay</i> Followed by presentation of Morton Deutsch Awards									
2:50 - 3:20pm	Afternoon Coffee/Tea (2:50-3:20) MB Foyer									
3:20pm	3.1 Justice and Ethical Leadership	A moral self-regulation account of leader procedural justice enactment (Brebels)	3.2 Conceptualizations and Applications of Belief in a Just World	Justice beliefs for self and others: Links to well-being in African Americans (Lucas)	3.3 Domestic Violence and Violence Against Women	Perceptions of domestic violence. The impact of gender and type of abuse (Tyson)	3.4 Intergroup Relations	Equality as a value: Effects of prior value instantiation on egalitarian behavior (Maio)	3.5 Harm, Punishment, and Moral Attributions	Crime as insult (Bilz)
3:40pm		How followers' relational and control needs affect leader's enactment of fair procedures (Hoogervorst)		Coping with injustice from different perspectives: The meaning of the belief in a just world (Correia)		Rights and wrongs of wife-beating in peri-urban Tanzania (Jakobsen)		Bilingual Jewish-Arabic schools in Israel: Perceived stereotypes and implicit self perceptions (Kurman)		Punishing in the name of justice: People prefer retributive sanctions when group values are threatened (Gollwitzer)
4:00pm		King for a day, fool for a lifetime: The irony of ethical leadership (Stouten)		Mirroring in a just world: Feelings for the mimickee affecting personal just world beliefs (van den Bos)		Did she say "yes"?: Social activism through clarifying reasonable misunderstanding of consent (Berkland)		Perceptions of the Middle East conflict: Cognitions, emotions and hostility (Maes)		Innocent by association: When a close other's good deeds license one's transgressions (O'Connor)
4:20pm		Ethics hotlines: How can leaders manage employee discontent within the company? (Tyler)		"Did you see what I saw?" The role of belief in a just world in eyewitness accounts (Gosse)		Domestic violence among immigrant women in Canada (Aujla)				Moral character and blame (Nadler)
5:00 - 7:00pm	Poster Session (5:00-7:00) MB Room 252 and MB Foyer & Lounge Dinner to Follow in Kinnear Centre, Husky Great Hall 103/105 (7:00)									

Monday, 23 August 2010

TIME	MB Auditorium		MB Room 150		MB Room 251		MB Room 252		MB Room 253	
7:00 - 9:00am	Breakfast (7:00-9:00) Vistas Dining Room									
9:00am	4.1 The Judiciary and Justice Professionals	Formal features, pluralism and liberalism in Supreme Court decisions - longitudinal and quantitative analysis (Gross)	4.2 Thinking Outside the Just-World Box	Belief in a just world and well-being: What is cause, what is effect? (Schmitt)	4.3 Discrimination	Confronting prejudice: Responses to women who stand up to sexism (Choma)	4.4 Responses to Injustice and Inequity	Emotional reactions to over-reward (Clay-Warner)	4.5 Distributive Justice	Micro and macro models of the justice evaluation and the justice index (Jasso)
9:20am		Where linguistics, psychology, and law meet: Analyzing communication between lay and professional judges (Hotta)		The dark side of delayed-return societies: More negative reactions toward innocent victims when immediate-return needs are satisfied (Bal)		The costly consequences of silent reactions to ageism and sexism at work: What can be done? (Tougas)		Existential (in)justice: Coming to terms with one's physical attractiveness (Maes)		A cross-cultural typology of distributive justice judgement patterns: Classifying types of perceivers, and types of cultures (Powell)
9:40am		Criminal justice professionals' perspectives on persons with intellectual disabilities in Ontario (Robinson)		Suspensions of injustice to cope with just world threats: The sense-making function of belief in conspiracy theories (van Prooijen)		Ironic effects of attempts to increase women's representation in traditionally male-dominated domains (Friesen)		Personal relative deprivation, temporal discounting, and gambling (Callan)		Between subject matter and grading styles: The mediatory role of teachers' disciplinary culture (Biberman-Shalev)
10:00am				Experiential and rationalistic routes outside the just-world box (van den Bos)		"Don't ask, don't tell" here to stay or on the way out: The historic role of the U.S. military and social justice towards minority groups (Geiger)		An evolutionary perspective on responses to inequity (Brosnan)		Empirical approaches for estimating the just reward (Jasso)
10:20 - 10:40am	Morning Coffee/Tea (10:20-10:40) MB Foyer									
10:40am	5.1 Environmental Justice	The environment and its discontents: Emotional responses to injustice (Hegtvedt)	5.2 Why and When People Care About Justice	Who cares about justice in organizational mergers? (Lipponen)	5.3 The Implicit Justice Motive and Intuitive Justice-specific Reactions	The justice motive and unconscious decision-making (Donat)	5.4 Procedural Justice and the Law	Fairness or toughness: How should societies deal with terrorism? (Tyler)	5.5 Factors Affecting Responses to Injustice	Benevolence after threat: Effects of a religious affiliation prime (Schumann)
11:00am		Is it fair to be green? How perceptions of the environment and past behaviour influence the endorsement of microjustice and macrojustice principles (Conway)		The myth of "sacred values"? Are sacred values really sacred in a real-world trade-off situation? (Krütli)		Doing unto others: Just-world beliefs for the self discourage harm doing, but just-world beliefs for others may encourage it (Sutton)		Policing with procedural justice: Taking another look at legitimacy research (Murphy)		Third parties' reactions to justice failure in an organizational context (Zhu)
11:20am		Effects of communication between government officers and citizens on procedural fairness and social acceptance: A case study of waste management rule in Sapporo (Ohnuma)		Why does justice matter? (Fischer)		Experiences of injustice, feelings of social exclusion and bullying in adolescence (Umlauf)		Perceptions, sanctions, and "real" justice (Winship)		Conservatism and support for redress among majority and minority groups (Banfield)
11:40am				It's not just personal: Going beyond personal justice judgments (Blader)		When just world beliefs promote and when they inhibit forgiveness (Strelan)		Procedural justice among the terrorists (Darley)		An eye for an eye: Justice and the satisfying portrayal of revenge in popular film (Boon)

12:00 - 1:00pm	Lunch (12:00-1:00) Vistas Dining Room									
1:00pm	6.1 Justice Beliefs	Can the motivation to justify the system affect the defense of marriage? (Day)	6.2 Organizational Justice	Do effects of fairness last? The long-term effects of students' fairness perceptions on later alumni commitment (König)	6.3 The Role of Self-Identity in Justice Processes	Interdependent self-construal and responses to injustice (Okimoto)	6.4 Child and Youth Issues	The long arm of injustice: Marital injustice is related to social behavior of children (Reichle)	6.5 New Questions In Forgiveness	Forgiveness as a motivated process: Forgiving for self, other or the relationship (McKee)
1:20pm		Belief in a just world and social experience (Clayton)		Seeing the “forest” or the “trees” of organizational justice: Effects of temporal perspective on employee concerns about unfair treatment at work (Cojuharencu)		Coping with unfairness: The role of interdependent self construal (Bobocel)		Juvenile justice and children’s rights (Kiwalabye)		Re-established trust: An important ingredient for forgiveness (Strelan)
1:40pm		Procedural and distributive justice beliefs for self and others: Towards a four-factor individual differences model (Lucas)		Impact of perceived procedural justice on burn-out of works councils members (Ittner)		Towards an integrative self-definition model of procedural fairness effects on citizenship behaviour (Brebels)		Youth housing instability and social inclusion: Subjective views of community and social justice (Robinson)		How do we genuinely forgive ourselves? (Wenzel)
2:00pm		Social status and the self-regulatory function of justice beliefs (Laurin)		The role of corporate social responsibility in attracting high caliber talent: Third-party justice perspective (Shao)		Justice for all or just for me? Social value orientation predicts responses to own and other’s procedures (van Prooijen)		A multidisciplinary approach to juvenile justice (Enoch)		Is self-forgiveness associated with restoration of a transgressor? (Woodyatt)
2:20 - 3:00pm	Lifetime Achievement Award Address <i>Leo Montada</i>									
3:00 - 3:20pm	Afternoon Coffee/Tea (3:00-3:20) MB Foyer									
3:20 - 4:00pm	Keynote Address # 2 <i>Kathleen Mahoney</i>									
4:00 - 5:00pm	General Business Meeting <i>All are invited to attend, but only ISJR full members can vote</i>									
6:00 - 10:00pm	Banquet Dinner (6:00-10:00) Kinnear Centre, Husky Great Hall 103									

Tuesday, 24 August 2010

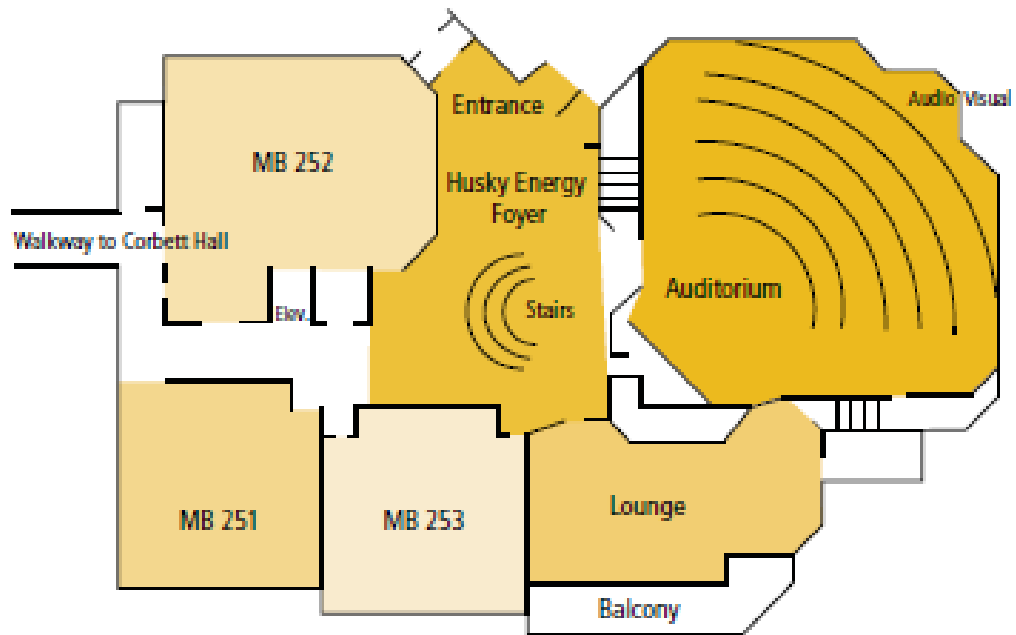
TIME	MB Auditorium		MB Room 150		MB Room 251		MB Room 252		MB Room 253	
7:00 - 9:00am	Breakfast (7:00-9:00) Vistas Dining Room									
9:00am	7.1 Punishment, Retribution, and Revenge: New Advances in Research on Responses to Injustice	Victim reactions to third-party punishment: Justice, group identification, and symbolic intragroup status (Okimoto)	7.2 International Justice and Law	The special court for Sierra Leone - on principles of international justice (Kaviya)	7.3 Conflict and Conflict Resolution	Tackling so far neglected “hot issues” in mediation to redefine a fuzzy concept (Ittner)	7.4 Justice Sensitivity I: Emotional and Behavioral Consequences	Construct validity of the justice sensitivity inventory (Schmitt)	7.5 Motivational Processes in the Service of System Justification	Naturalistic rationalizations of the status quo among the disadvantaged (Napier)
9:20am		Do victims punish to improve their mood? (Gollwitzer)		Conflicting norms?: Examining the UN’s simultaneous promotion of universal and exclusive rights (Blom)		Conceptualizing justice conflict (Törnblom)		Victim-awareness in altruistic intervention games – The effect of justice sensitivity on willingness to interfere (Lotz)		Institutional-level contributors to status quo maintenance: Gendered wording in job advertisements exists and perpetuates inequality (Gaucher)
9:40am		Compensating victims leads to more status conferral than punishing perpetrators (Adams)		Human rights: The "commons" and the collective (Westra)		Procedural and outcome justice in on-line divorce mediation (Laxminarayan)		Who gives and who takes? – The effect of justice sensitivity in public goods games (Schlösser)		Justice or justification? The effect of outcome dependence on the perceived legitimacy of authority (van der Toorn)
10:00am		Norm enforcement and cultural context: The varying exculpatory function of external attributions of responsibility (Self)		Rights, asset freezes and terror: Respectful resistance to the security council model approach to terrorist funding (Gallant)		Neoy Gai Geer: Respecting identity, creating justice, and building peace in Southeast Asia through Indigenous mediation process (Stobbe)		Justice sensitivity and civil courage: Mediating emotions (Halmburger)		Resisting anti-system thoughts: The cases of Marxism and inequality (Cheung)
10:20 - 10:40am	Morning Coffee/Tea (10:20-10:40) MB Foyer									
10:40am	8.1 The Meaning of Justice for Victims	The meaning of justice for crime victims (Wemmers)	8.2 Representations of Organizational Justice	The "personal" side of procedural justice: Who takes decisions and why this matters to organizations (Patient)	8.3 Religious Fundamentalism, Terrorism, and the Ideology of Jihad	Jihad ideologization and biased heuristics in the decision making of Jihadists: Data from the convicted Indonesian Bali bombing terrorists (Noor Milla)	8.4 Justice Sensitivity II: Cognitive and Developmental Aspects	Justice sensitivity and rumination (Thomas)	8.5 Limits of Procedural Justice	Interactional justice and work engagement: Uncertainty as a moderator during a major change process (Hakonen)
11:00am		Justice for crimes against humanity and war crimes: Victims' point of view (Raymond)		Forming overall justice judgments: A process-tracing approach (German)		Perception of injustice as the psychodynamic explanation of terrorist attack: A case study on the Bali Bombers (Noor Milla)		Training justice sensitive interpretations: Effects on reactions to unfairness (Baumert)		Importance of perceived justice to peripheral work group members: Ingroup prototypicality as a moderator in the relationship between perceived organizational justice and respect (Haapamäki)
11:20am		Does traumatic stress motivate victim participation in the criminal justice system: The case of the Dutch Victim Impact Statements (Pemberton)		Designing the fair human resource management model based on a fuzzy measurement of employee’s justice perception (Alipour Darvishi)		Ideological rigidity and the psychological needs of Abu Bakar Ba’asyir: A case study (Chusniyah)		Justice sensitivity, media violence and school bullying – A cross-lagged study with adolescents (Rothmund)		Examining variability in voice expectations: The role of status, group membership and ideology (Platow)
11:40am		Discussant (van den Bos)				Religious fundamentalism and its correlated socio-political attitudes (Muluk)		Discussant (Wenzel)		The limits of fairness (Desai)
						Discussant (Jost)				

BANFF CENTRE

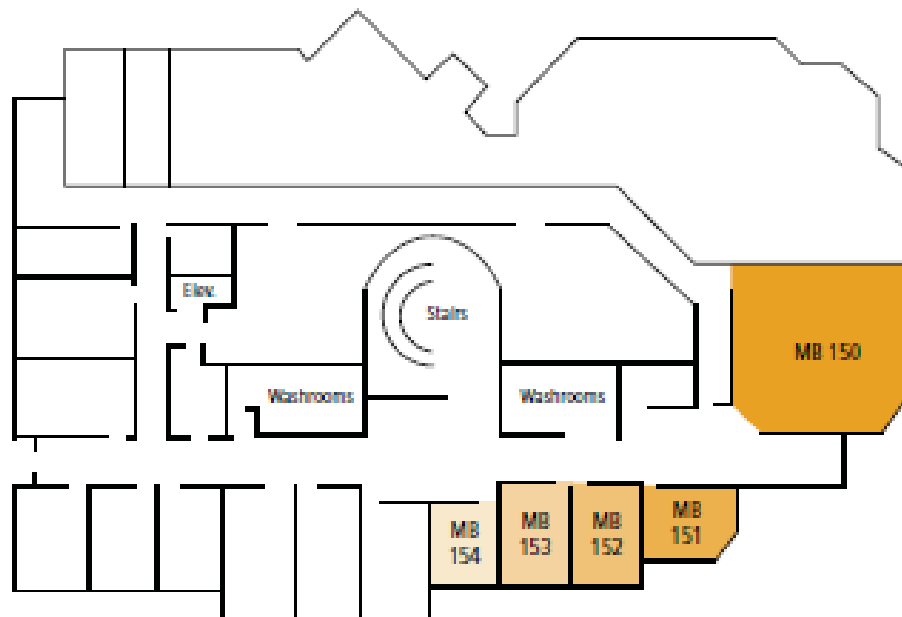


THE MAX BELL BUILDING

Max Bell Building Main Floor



Max Bell Building Lower Floor



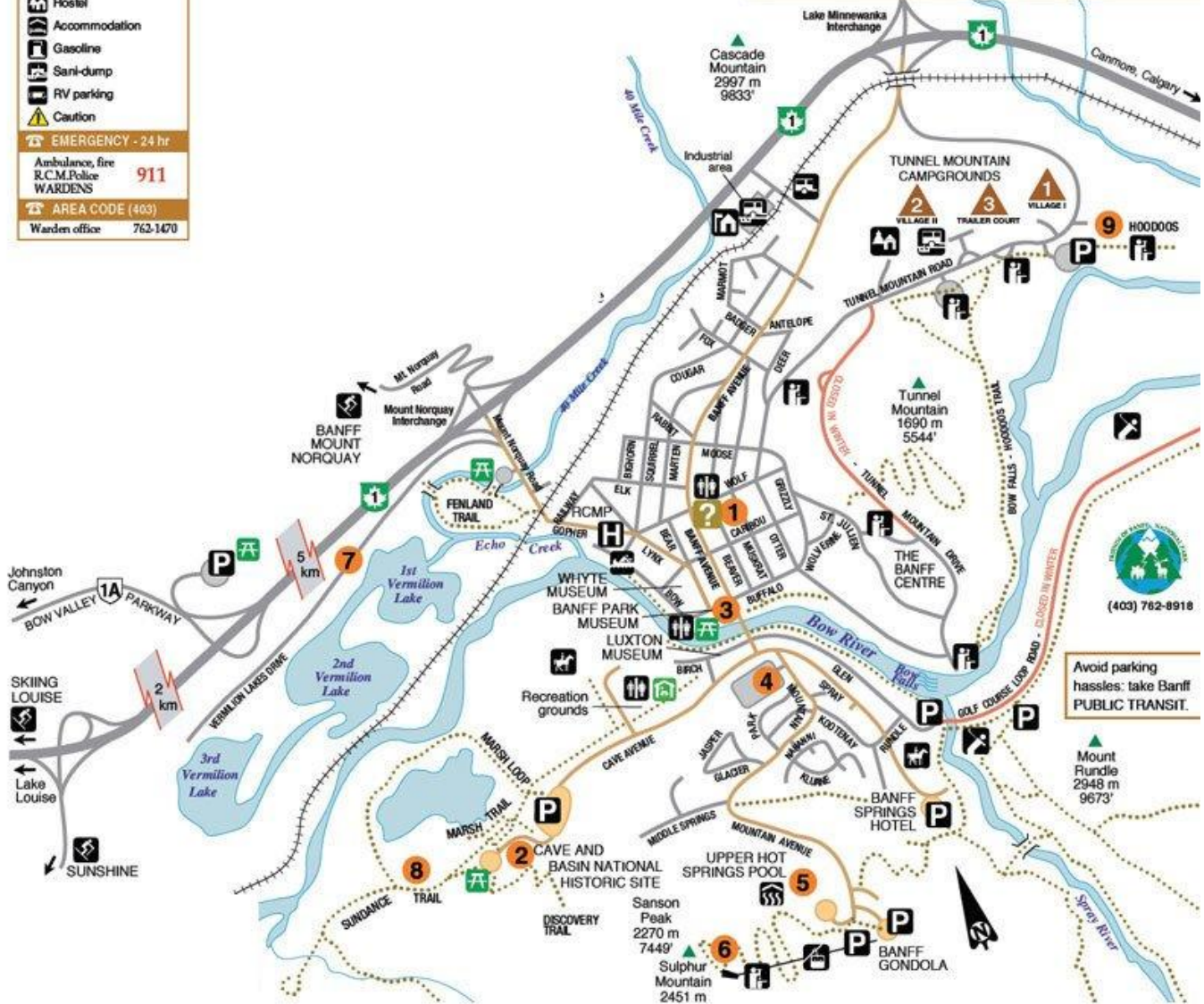
TOWN OF BANFF

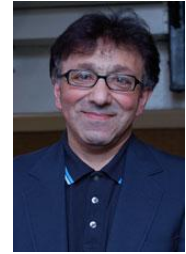
LEGEND

- Park information centre
- Point of interest
- Warden office
- Exhibit
- Disabled access
- Viewpoint
- Hot springs
- Hiking
- Biking
- Horse riding
- Canoeing
- Swimming
- Cross-country skiing
- Ski area
- Skating
- Campground
- Playground
- Picnic tables
- Picnic shelter
- Hostel
- Accommodation
- Gasoline
- Sanit-dump
- RV parking
- Caution

EMERGENCY - 24 hr
 Ambulance, fire 911
 R.C.M.P. Police
 WARDENS

AREA CODE (403)
 Warden office 762-1470



**OMNICULTURALISM: RETHINKING JUSTICE IN INTERGROUP RELATIONS**

Prof. Fathali M. Moghaddam

Professor, Department of Psychology, Georgetown University

Director, Conflict Resolution Program

Senior Fellow, Stanford Center on Policy, Education, and Research on Terrorism

Two different models of social justice underlie assimilation and multiculturalism, the dominant policies for managing diversity and intergroup relations domestically and globally. Assimilation policy strives toward a 'level playing field' for individual actors, with priority given to freedom of opportunity, personal responsibility, and individual rights. Assimilation is in line with ongoing trends toward globalization and open markets. Multiculturalism gives greater priority to collective justice, collective rights, and group-based equality particularly in terms of heritage group 'pride' and 'confidence'. A critical assessment reveals major shortcomings in models of justice underlying both assimilation and multiculturalism. It is argued that psychological science provides stronger support for the social justice model underlying the new policy of omniculturalism, which has two stages: the first involving universals in human duties and rights, and the second collective rights and duties related to group-based differences. Two recent findings are reported in support of omniculturalism. First, a survey (N=4,000) in the United States demonstrates robust support for omniculturalism, except among minorities who prefer multiculturalism. Second, empirical examples are cited for universal rights and duties, which serve as a 'commonality' in the first stage of omniculturalism.

Biography

Fathali M. Moghaddam is Director of the Conflict Resolution Program and Professor, in the Department of Psychology, Georgetown University, as well as Senior Fellow at the Stanford Center on Policy, Education, and Research on Terrorism. Dr. Moghaddam has conducted experimental and field research on intergroup relations in numerous cultural contexts and has received awards for his publications on conflict, justice, and culture. Recently, his book entitled, *Multiculturalism and Intergroup Relations: Psychological Implications for Democracy in Global Context* (2008, American Psychological Association Press), was selected by the Independent Book Publishers Association as a finalist for the 2009 Benjamin Franklin Award. His other recent books include *How Globalization Spurs Terrorism* (2008, Praeger), *Global Conflict Resolution through Positioning Analysis* (2008, Springer, with Rom Harré & Naomi Lee), *Words of Conflict, Words of War: How the Language We Use in Political Processes Sparks Fighting* (2010, Praeger, with Rom Harré), and *The New Global Insecurity* (2010, Praeger). He is currently working on a forthcoming book entitled "The Psychology of Dictatorship," and conducting research around themes of rights, duties, psychology and the developing world, and policies for managing diversity. In 2007, Dr. Moghaddam received the Lifetime Achievement Award from the Society for the Study of Peace, Conflict, and Violence (Division 48 of the APA).

KEYNOTE ADDRESS

Monday, August 23, 3:20-4:00pm, MB Auditorium

RESTORATIVE JUSTICE IN CANADA: THE INDIAN RESIDENTIAL SCHOOL SETTLEMENT AGREEMENT

Prof. Kathleen E. Mahoney

Professor of Law, Faculty of Law, University of Calgary

Fellow of the Royal Society of Canada



The Indian Residential School Settlement Agreement was the largest and most unique settlement in Canadian legal history. In addition to damages for personal injuries inflicted in the schools on Indian students by their caretakers, other remedies were awarded that heretofore have never been awarded in any other case, namely collective remedies such as healing funds, commemoration funding, an apology and a truth and reconciliation commission. These restorative justice remedies are also unique even within the restorative justice advances that have been made in recent years in the justice system. My presentation will discuss the dynamics of the negotiations leading up to the settlement agreement, the content of the settlement itself and in particular, the details of the Truth and Reconciliation Commission.

Biography

Kathleen E. Mahoney is Professor of Law in the Faculty of Law at the University of Calgary, and Fellow of the Royal Society of Canada. Dr. Mahoney has dedicated much of her research, practice, and activism to internationally critical issues in human rights. She has published extensively, and has appeared as counsel in leading cases in the Supreme Court of Canada. Dr. Mahoney has also organized and participated in collaborative human rights and judicial education projects in Geneva, Australia, New Zealand, South Africa, Tanzania, Namibia, Spain, Israel, China, Vietnam, the United States, and with the United Nations. She was a founder of the Women's Legal Education and Action Fund, and a pioneer of the judicial movement in Canada. Dr. Mahoney was recently named an expert advisor to the Interaction Council, an organization of former heads of state seeking to advance the cause of human rights in the world. In 2004, she spearheaded and authored a major research project and Report examining the Canadian government's response to the claims of Aboriginal residential school survivors. This led to Dr. Mahoney's appointment as the Chief Negotiator for the Assembly of First Nations and the subsequent historic settlement agreement with Canada for reparations and a Truth and Reconciliation Process that will be unique in the world.

PRESIDENTIAL ADDRESS

Tuesday, August 24, 2:40-3:20pm, MB Auditorium

WHAT CAN THE PSYCHOLOGY OF DESERVINGNESS TELL US ABOUT THE ACCEPTANCE OF HUMAN RIGHTS?

Prof. Carolyn Hafer

Professor, Department of Psychology, Brock University

ISJR President



Accumulating evidence suggests that humans possess a basic motive to see that they and others get what is deserved. The concept of deservingness necessitates differentiating people on the basis of specific criteria in order to determine who deserves what. On the contrary, differentiation is presumably irrelevant with respect to human rights, which are physical and psychological resources given to all individuals. I argue that any attempt to increase the acceptance of basic human rights must deal with the powerful deservingness motive. Either people must be persuaded that a core set of resources are deserved by all humans, or people must be convinced to forgo principles of deservingness for this subset of resources. Psychological research can shed light on the steps required for each of these two paths to acceptance of basic human rights, as well as the difficulties that will likely be encountered along the way.

Biography

Carolyn Hafer is Professor of Psychology at Brock University in St. Catharines, Canada. Dr. Hafer's research covers many aspects of the social psychology of justice including belief in a just world, distributive and procedural justice, and the concepts of scope of justice and moral community. She has developed a number of creative experimental paradigms for testing the more implicit and defensive manifestations of the justice motive. Dr. Hafer's work has been published in such outlets as *Journal of Personality and Social Psychology*, *Psychological Bulletin*, and *Personality and Social Psychology Bulletin*, as well as in the Ontario Symposium book series in social psychology. Her social justice lab is supported by several grants from the Social Sciences and Humanities Research Council of Canada. In 2004, Dr. Hafer received Brock University's Chancellor's Chair Award for Research Excellence. Aside from her position as President of the International Society for Justice Research, Dr. Hafer has been on the organizing and/or program committee for several previous ISJR conferences (including Banff). She has also served on the Executive Board for the Canadian Psychological Association's Social/Personality Section, and was Associate Editor of the journal *Social Justice Research*.

AWARDS PRESENTATIONS

Monday, August 23, 2:20-3:00pm, MB Auditorium

LIFE TIME ACHIEVEMENT AWARD RECIPIENT

Prof. Emeritus, Dr. Leo Montada
Universität Trier, Germany
2010 Recipient



The *International Society for Justice Research* presents this award bi-annually to an individual member of the society to honour distinguished lifetime contributions to the scientific study of justice and efforts to advance justice as a field of study. Recipient Leo Montada will address conference attendees following the award presentation. This year's award committee included Isabel Correia, John Ellard, Carolyn Hafer, Curtis Hardin, Larry Heuer, Clara Sabbagh and Manfred Schmitt.

The Normative Impact of Empirical Justice Research

Justice is a normative concept, and normative truths cannot be proven or even clarified empirically. Still, the normative impact of psychological justice research is crucial. I will support this statement by expanding on ten points: (1) The justice motive is an anthropological constant; (2) Everybody learns what is considered just and unjust; (3) Subjective convictions are diverging, so conflicts are epidemic; (4) As we cannot know objectively what is just and unjust, a search for the truth about justice is not productive; (5) Conflicts risk a broad spectrum of costs; (6) Reconciliation reduces these costs; (7) The ultimate goal of conflict reconciliation is peace; (8) Empirical research is a promising way to explore pathways to peace; (9) Only a just peace is sustainable; (10) What a just peace would be cannot be stated objectively. If parties have consented freely to an agreement, they will consider the agreement to be just.

Biography

Leo Montada is Professor Emeritus in the Psychology Department at University of Trier, where he has worked since 1972. Leo Montada started his career in Developmental Psychology. Together with Rolf Oerter, he has edited the standard textbook for this discipline in the German speaking countries – the 6th revised edition was published 2007. Working on moral development, he moved the focus of his research to topics of social justice, social responsibility, social and moral emotions and related fields of application such as coping with injustice, justice problems in public debates, and mediation in social conflicts. To these fields, he has contributed 12 books and more than 170 articles and chapters, mostly published in co-authorship with members of a group of leading justice researchers built up in Trier. Leo Montada was the founding president of the International Society for Justice Research (IJSR), and he has received prestigious appointments and awards for his scientific opus, including the Max Plank Award in 1993 together with Melvin Lerner for their collaborative research on justice.

AWARDS PRESENTATIONS

Sunday, August 22, 2:00–2:40pm, MB Auditorium

EARLY CAREER CONTRIBUTION

Dr. Aaron Kay
Duke University, USA
2010 Recipient



The *International Society for Justice Research* presents this award bi-annually to an individual member of the society. The goal of the award is to recognize excellent young justice scholars. Aaron Kay, the recipient for 2010, will present an address following the award presentation. This year's awards committee included Isabel Correia, David De Cremer (2008 winner), and Carolyn Hafer (ISJR President).

Causes and Consequences of System Justification

It has been suggested that people are motivated to defend and legitimize the systems in which they operate (Jost & Banaji, 1994): that is, the organizations and socio-political institutions within which people function. Why do people hold this motivation, when is it most pronounced, and what are its consequences? In this talk, I will present theoretically-driven empirical answers to these questions. I will show that the system justification motive (a) promotes social preferences that uphold the status quo, (b) encourages injunctification (i.e., the construal of what currently is as what should be), and (c) often serves to perpetuate and preserve inequality. Throughout, I will emphasize the boundary conditions surrounding these phenomena, and discuss the implications of the system justification motive for the preservation and support of social and political institutions. Finally, I will describe a model of compensatory control (Kay et al., 2008) that sheds light on why people are motivated to defend their socio-political systems, and provides fertile ground for connecting the system justification motive to our understanding of religious faith.

Biography

Aaron Kay's (PhD Stanford University, 2005) research applies principles of social cognition and social motivation to help understand broad social issues, including the justification of social inequality, processes of legitimacy and motivated rationalization, and the psychological underpinnings and consequences of religious belief and system justification. Kay's work has appeared in journals such as the *Journal of Personality and Social Psychology*, *Psychological Science*, *Personality and Social Psychology Review* and *Advances in Experimental Social Psychology*. He has edited two books, serves on the editorial boards of the *Journal of Experimental Social Psychology*, *Personality and Social Psychology Bulletin*, and *Group Processes and Intergroup Relations* and served as Associate Editor for *Social Justice Research*. In addition to this year's ISJR Early Career Award, Kay has been awarded the Society for the Psychological Study of Social Issues Dissertation Award (2006), the Society for Experimental Social Psychology Dissertation Prize (2006; runner up), the Foundation for Personality and Social Psychology SAGE Young Researcher Award and an Ontario Ministry of Research and Innovation Early Researcher Award. His research has been supported by the Social Sciences and Humanities Council of Canada and the Ontario Ministry of Research and Innovation. Currently, Aaron is an Associate Professor of Psychology & Neuroscience and an Associate Professor of Management at Duke University and an Associate Professor of Psychology at University of Waterloo (on leave).

AWARDS PRESENTATIONS

Sunday, August 22, 2:40–2:50pm, MB Auditorium

MORTON DEUTSCH AWARDS

The *International Society for Justice Research* presents this award annually for the best article published in *Social Justice Research* every year, with preference given to contributions from investigators who are early in their research careers. The award is named after one of the society's most prolific and influential contributors, Morton Deutsch. The winner is chosen by a committee of three scholars that includes the editor-in-chief of *Social Justice Research*. The 2008 committee included David De Cremer, Curtis Hardin, and John Jost (chair); the 2009 committee included Carolyn Hafer, Curtis Hardin (chair), and Brian Lowery.

These awards will be presented immediately following the Early Career Award Address.

2009 Recipient

Christopher M. Federico, Corrie V. Hunt, and Damla Ergun

Political Expertise, Social Worldviews, and Ideology: Translating 'Competitive Jungles' and 'Dangerous Worlds' into Ideological Reality'

(published in the September 2009 issue of SJR)

2008 Recipient

Felicia Pratto, Adam Pearson, I-Ching Lee, and Tamar Saguy

Power Dynamics in an Experimental Game

(published in the September 2008 issue of SJR)

SESSION 1.1

Sunday, August 22, 10:20-11:40am, MB Auditorium

Authorities and Procedural Justice (Individual Paper Session)

THE AUTOMATICITY OF LEADER BEHAVIOUR: DOES THE ACTIVATION OF (UN) FAIR LEADERSHIP PROMOTE FAIR OR UNFAIR FOLLOWER BEHAVIOUR? *Zdaniuk, Agnes (University of Guelph), Bobocel, D. Ramona (University of Waterloo)*

10:20am–10:40am

In recent research, we examined whether unfair leaders can perpetuate injustice in the workplace by unconsciously promoting unfair follower behaviour. To test this idea, we conducted an involving experimental laboratory study. In a first phase, participants completed an impression formation task, in which they read short descriptions about a fair and unfair leader. The descriptions also included photographs of each leader. In a second phase, we primed leader fairness by subliminally exposing participants either to the fair leader's face or to the unfair leader's face. Under the guise of an unrelated study, participants then assumed the role of a manager and wrote a letter communicating a dismissal decision to a subordinate. We predicted that participants' delivery of the dismissal decision should be more interpersonally insensitive in the unfair leader prime condition as compared to the fair leader prime condition. The results support the hypothesis. In the talk, we will discuss the results of our research, and highlight the implications for current theorizing on justice and leadership.

BEING FAIR, ACTING FAIR AND FEELING FAIR: HOW MANAGERS DO JUSTICE *Barker Caza, Brianna (Wake Forest University), Caza, Arran (Wake Forest University), Lind, E. Allan (Duke University)*

10:40am-11:00am

Organizational justice refers to individuals' moral and ethical evaluations of management action, of whether or not the organization is fair. Organizational justice has an extensive literature examining the antecedents and consequences of employees' perceptions of fairness, and one of the conclusions from this work is that many managers are perceived as unfair. Although the literature tells us how employees draw these conclusions, we know less about the cause of the problematic management behavior. Managers seem to understand the need to be fair, and many are motivated to be fair, and yet they are often perceived as unfair by employees. In this paper, we examine this issue, focusing on the disconnect between managers' intentions and employees' perceptions of fairness. In two studies, we observed the fairness disconnect and found that the problem arises from managers' excessive focus on distributive justice, whereas employee evaluations are largely based on procedural justice. Further, we found that managers entering difficult conversations with employees may show a tendency toward worry and self-concern, and that this tendency further leads them to be perceived as unfair. In the paper we discuss the theoretical and practical applications of these findings.

PROCEDURAL JUSTICE AND POLICE LEGITIMACY IN A MULTI-CLEAVAGE SOCIETY: THE CASE OF ISRAEL *Rattner, Arye (Haifa University), Castillo, Juan Carlos (Universidad Católica de Chile)*

11:00am-11:20am

Police represent one of the central institutions of social control in modern democratic societies. While dealing with law enforcement and legal compliance, legitimacy is one of the important components to ensure police functioning. Recent studies in this area have made the link between police legitimacy and procedural justice, particularly influenced by the works of Tom Tyler. Under this perspective, police legitimacy does not mainly depend on sanctions or risk perceptions, but rather on the evaluation of police procedures as just. Even though the procedural justice model of police legitimacy has been

supported empirically, still the attempts to apply this model to a nation wide scale are scarce. Besides, the influence of deep social and religious cleavages on police legitimacy has not yet been analyzed from the procedural justice perspective, leaving a series of open questions regarding the applicability of this model to contexts with particular social constraints. The state of Israel, where ethnic, national and religious cleavages play an important role, is a natural laboratory to test the applicability and generalizability of procedural justice models of legitimacy. Based on a study published by Sunshine & Tyler in 2003, a replication has been implemented in Israel guided by two main objectives: (i) to test the applicability of the procedural justice-based model of police legitimacy in Israel, and (ii) to analyse the influence of group adscription (i.e. Jews or Arabs) and of religiosity on police legitimacy. Analyses based on structural equation models give preliminary support for the applicability of the Sunshine & Tyler to the Israeli context. Nevertheless, group differences and the influence of religiosity reveal some challenges to the primacy of procedural justice as a central element of police legitimacy, calling for further specifications of the conceptual model.

HE'S GOT THE POWER ...BUT NOT THE STATUS: OBSERVERS' PERCEPTIONS OF PROCEDURALLY UNFAIR LEADERS *Wheeler-Smith, Sara (New York University), Wiesenfeld, Batia M. (New York University), Rothman, Naomi B. (University of Illinois-Urbana-Champaign)*

11:20am-11:40am

The fair process effect suggests that leaders who act in a procedurally unfair manner tend to be perceived negatively by both decision recipients and third parties. However, recent research suggests that procedural injustice may not always yield negative reactions (Brockner, Wiesenfeld & Diekmann, 2009). In this research, we examine the relationship between procedural injustice, status and power, and predict that third parties will perceive procedurally unfair leaders as higher in power but lower in status, relative to procedurally fair leaders. Across three studies varying research design (vignette, laboratory experiment, and recall study) and manipulations of procedural justice (decision-making procedures and interpersonal treatment) we found that procedurally unfair managers are less respected and admired (i.e., have low status), but are viewed as controlling more resources and being less dependent on others (i.e., have high power), relative to procedurally fair managers. Further, we find evidence that these effects of procedural (in)justice are mediated by perceptions of the leaders' concern for self (versus their other orientation).

SESSION 1.2

Sunday, August 22, 10:20-11:40am, MB Room 150

Not Your Everyday Morality: Exploring the Nuances of Moral Perceptions, Motivations, and Actions (Symposium)

Chairs: *Rebecca L. Schaumberg (Stanford University), Elizabeth Mullen (Stanford University)*

SYMPOSIUM SUMMARY: What does it mean to be moral, and how do moral people act? People typically think that being moral means acting in ways that are caring, helpful, and benevolent. Despite this straightforward conception, perceptions of morality, and responses to feeling moral, often deviate from this maxim. This symposium explores the unexpected antecedents of moral judgments and the unexpected consequences of feeling moral. The first two papers explore judgments of moral character. Schaumberg and Mullen discuss how perceptions of sacrifice from incidental factors—such as the weather—influence perceptions of morality. Effron and Monin investigate whether condemnation of transgressors depends on the domain of transgressors' prior moral acts and the ambiguity of their transgressions. The second two papers focus on how feeling moral, or

holding moral convictions, can result in less than moral actions. Adams and Monin find that by punishing those who behave immorally, punishers feel licensed to act immorally themselves. Skitka and colleagues show that holding moral convictions not only leads people to promote others who share their beliefs, but also to hinder those who possess opposing beliefs. As a whole, this symposium advances discussion about the nuanced ways that people perceive and respond to morality.

INCIDENTAL MORALITY: EXOGENOUS FACTORS INFLUENCE PERCEPTIONS OF SELF-SACRIFICE AND MORALITY

Schaumberg, Rebecca L. (Stanford University), Mullen, Elizabeth (Stanford University)

10:20am-10:40am

What makes someone moral? Answers to this question often include the person's actions (e.g., She helped a stranger) or the person's intentions (e.g., She tries to treat everyone equally). Answers to this question rarely include factors that are outside of the person's control (e.g., She got stuck in traffic on her way home from a volunteer meeting). Incidental factors such as weather, traffic, and noise should provide little information about the character of an individual. Yet we predicted that incidental suffering would influence observers' judgments of a target's morality because of the strong association people have between sacrifice and morality. Results of three studies supported our prediction. Participants judged volunteers to be more moral when they got stung by a bee (study 1), got placed next to a loud construction site (study 2) or got rained on while volunteering (study 3) relative to similar volunteers who did not suffer these hardships. Meditational analysis revealed that incidental hardships boost judgments of morality because they increase perceptions of sacrifice. These findings accord with theories of moral luck and offer new perspectives on the role of self-sacrifice in judgments of morality.

GRANTING OTHERS A LICENSE TO TRANSGRESS *Effron, Daniel (Stanford University), Monin, Benoît (Stanford University)*

10:40am-11:00am

When do one's prior good deeds reduce observers' condemnation of one's subsequent morally dubious behavior? Two studies suggested that the answer depends on two key variables: the ambiguity of the dubious behavior, and the domain of the prior good deeds. Study 1 examined morally dubious behaviors that unambiguously represented transgressions. An actor's prior good deeds in a different domain than these unambiguous transgressions reduced observers' condemnation, whereas good deeds in the same domain did not because they made the actor appear hypocritical (e.g., fighting drug use helped excuse a school principal for committing sexual harassment, but not for using drugs). Study 2 replicated these results, and found a contrasting pattern when the morally dubious behavior remained ambiguous as to whether or not it represented a transgression (e.g., a promotion that might or might not represent racial discrimination). Good deeds reduced condemnation most effectively when they were in the same domain as an ambiguous behavior because, rather than appearing hypocritical, they made observers construe the ambiguous behavior as if it were not a transgression in the first place. Discussion focuses on two routes by which actors' behavioral history can grant them a "moral license" to transgress.

PUNISHING INCREASES INTENTIONS TO BE DEVIANT

Adams, Gabrielle S. (Stanford University), Monin, Benoît (Stanford University)

11:00am-11:20am

People are often put in positions to punish others, whether a parent punishes a child for hitting a playmate, or whether a jury member must decide to convict a defendant. We test whether punishment results in increased deviance on the part of the punisher. Although we know a significant amount about why people punish, we know less about the consequences of punishment for the responder. On one hand, the punisher, having expressed their moral condemnation, might subsequently maintain the highest of moral standards in

order to remain consistent. On the other hand, people who punish might feel they have established themselves as moral people, and thus might be more likely to engage in deviant behavior. Two studies demonstrate that when people punish, they actually indicate higher intentions to be deviant in the future. Participants who were given a chance to say they would punish a transgressor were more likely to say they would do things such as speed, download copyrighted music, or steal office supplies, relative to a control condition. The effects of punishing on deviance were strengthened when looking only at people who actually chose to punish, relative to those who could have punished but elected not to.

EXPLORING MORAL MOTIVATIONS: REACTIVE, PROACTIVE OR A COMBINATION OF BOTH? *Skitka, Linda J. (University of Illinois at Chicago), Lytle, Brad (University of Illinois at Chicago), Wisneski, Daniel (University of Illinois at Chicago), Morgan, G. Scott (University of Illinois at Chicago)*

11:20am-11:40am

Two studies tested competing hypotheses about whether moral convictions were equally or differentially likely to be associated with proactive versus reactive motivations and responses. Hypotheses were tested with national samples and in the contexts of the 2008 presidential election and people's degree of support for their preferred candidate and opposition to their non-preferred candidate (Study 1) and activist intentions to fight for or against the legalization of physician-assisted suicide (Study 2). Results supported a dual motive account of moral conviction. More specifically, regardless of which candidate was preferred or non-preferred, people with strong rather than weak moral convictions about election-relevant issues were equally and more strongly motivated to promote their preferred candidate as they were to prevent the election of their non-preferred candidate. Similarly, the relationship between moral convictions and activist intentions was equally strong for supporters and opponents of physician-assisted suicide, and stronger than those whose position on physician-assisted suicide was weak in moral conviction. People's degree of positive and negative affect when thinking about the act of physician-assisted suicide mediated the relationship between moral convictions and activist intentions.

SESSION 1.3

Sunday, August 22, 10:20-11:40am, MB Room 251

Fighting Injustice in the World (Symposium)

Chairs: Kees van den Bos (Utrecht University), Susan Opatow (City University of New York), Jacqueliën van Stekelenburg (VU University), Bert Klandermans (VU University), E. Allan Lind (Duke University)

SYMPOSIUM SUMMARY: One of the key reasons why people become interested in justice research is because they note injustice in the world and want to do something about. The present symposium brings together different perspectives on how to fight injustice in the world, focusing on historical, sociological, and psychological insights. Susan Opatow focuses on what we can learn from historical incidents. Her paper describes interpretive strategies utilized in German museums to describe the process of genocide during National Socialism in World War II. These strategies offer insight into the role of cultural institutions in effecting inclusionary and exclusion change. Jacqueliën van Stekelenburg and Bert Klandermans present large-scale studies on participation in political protest movements. Three studies show that especially felt procedural injustice leads to protest participation because felt procedural injustice creates an extra emotional amplifier. Kees van den Bos argues that one important reason why people may refrain from fighting injustice is because they may feel publicly inhibited to do so. Lowering people's behavioral inhibitory states may thus help people to protest against what is unjust. Allan Lind discusses what we can learn from the three presentations in this

symposium for basic and applied insights of people's fight against injustice.

REVISITING HISTORICAL INJUSTICE

Opatow, Susan (City University of New York)

10:20am-10:40am

Moral exclusion occurs when individuals or groups are seen as outside the scope of justice, the boundary in which moral values, rules, and considerations of fairness apply to others. Those excluded from the scope of justice are seen as eligible targets of exploitation, violence, and extermination. This study examines how societies look back on past moral exclusion that was severe and pervasive. Situated in German historical museums on National Socialism (Nazi) before and during World War II, this paper describes interpretive strategies utilized in these museums to describe the process of genocide. Their strategies resonate with social psychological theories and research on moral exclusion and offer insight into the role of cultural institutions in effecting inclusionary and exclusion change.

FEELINGS OF INJUSTICE **van Stekelenburg, Jacquelin (VU University), Klandermans, Bert (VU University)**

10:40am-11:00am

All over the world people fight injustice. One way to do so is taking part in political protest. This implies that in answering the question why people engage in protest perceived injustice should play a key role. Classical theories indeed proposed that people engage in protest to express perceived injustice. In fact, the key question in protest participation research is not so much whether people who engage in protest perceive injustice, but whether people who perceive injustice engage in protest. In an attempt to answer that question we suggest that emotions make the difference. We argue that emotions propel protest participation; that is, they amplify already existing motives to participate. This is in line with relative deprivation studies, which show that the cognitive component of relative deprivation has less influence on action participation than does the affective component. Translated into social injustice theory, this implies that procedural rather than distributive felt injustice leads to protest participation because felt injustice of the procedure creates an extra emotional amplifier. In this presentation we test these ideas in three different protest studies wherein we combine measures of distributive and procedural injustice with feelings of injustice as predictor of protest intentions or actual participation.

FIGHT INJUSTICE IN THE WORLD: PROMOTE DISINHIBITED BEHAVIOR **van den Bos, Kees (Utrecht University)**

11:00am-11:20am

Conventional wisdom holds that behavioral disinhibition has negative effects on what humans do. Behavioral disinhibition may indeed frequently have negative effects, but in the present paper I reveal some positive consequences as well: The disinhibition hypothesis proposed here states that people may feel flabbergasted and publicly inhibited regarding how to react toward situations in which they are better paid than comparable others. Therefore, I argue, behavioral disinhibition may help people to overcome their public inhibitory tendencies. Furthermore, given that the majority of people are pro-socially oriented, this implies that behavioral disinhibition may lead people to reject outcomes that are the result of advantageous inequitable arrangements. Several field and lab experiments provide evidence for this line of reasoning: People were more likely to reject advantageous inequitable outcomes when they had (vs. had not) been reminded about having acted with no inhibitions. These findings suggest that, in contrast with what various theories and worldviews dictate, behavioral disinhibition may have positive effects on people's behavior and hence can be conducive for the greater good. In other words, when you would like to fight injustice in the world, then consider promoting disinhibited behavior!

Discussant: E. Allan Lind (Duke University)

11:20am-11:40am

SESSION 1.4

Sunday, August 22, 10:20-11:40am, MB Room 252

Intergroup Conflict and Reconciliation (Symposium)

Chair: Tyler G. Okimoto (Yale University)

SYMPOSIUM SUMMARY: Intergroup conflicts have always plagued society and continue to be a source of suffering and victimization. As such, the study of intergroup relations is perhaps one of the most significant domains of research in the behavioral sciences. Better recognition of the antecedents that give rise to intergroup conflict and aggression may aid the realization of its prevention. Similarly, a better understanding of the experience of conflict, and the perceived victimization often underlying it, is necessary to foster intergroup reconciliation. The research in the current symposium offers new incremental advances in the social psychological understanding of intergroup conflict and reconciliation. Lickel discusses the cognitive and emotional processes facilitating collective blame and intergroup aggression. Wohl discusses the antecedents and consequences of "collective angst", an aversive group-based emotion elicited by existential threats, and the constructive/destructive responses it instigates. Blatz and colleagues present research showing that, in stark contrast to anecdotal expectations of backlash, symbolic intergroup apologies for historical injustices may actually elicit increased support for redress. Finally, Wenzel and Okimoto present evidence that a victimized group's offer of intergroup forgiveness helps restore feelings of justice among its members and facilitates conciliatory attitudes towards the offending group.

ENTITATIVITY, ANGER, AND COLLECTIVE BLAME

Lickel, Brian (University of Massachusetts Amherst)

10:20am-10:40am

This talk will describe the cognitive and emotional bases of collective blame and how collective blame may sometimes be linked to intergroup aggression. The first portion of the talk will briefly discuss the normative basis for collective responsibility that has been discussed in philosophical writings and the extent to which these normative descriptions match how everyday people make judgments of collective blame. The role of people's folk theories of social groups and mutual social influence (linked to the cohesiveness or entitativity of the group) will be a particular focus of discussion in the first section of the talk. The second portion of the talk will discuss how the inferential processes underlying judgments of collective blame may operate in an emotionally hot intergroup setting in which people are motivated to apply collective blame in order to justify aggression towards a disliked outgroup.

WE WERE, WE ARE, WILL WE BE? COLLECTIVE ANGST AND THE DESIRE TO PROTECT THE INGROUP FROM POSSIBLE EXTINCTION **Wohl, Michael J. A. (Carleton University)**

10:40am-11:00am

Group membership provides a person with existential security. Although individual group members will eventually perish, the group is generally thought to have temporal persistence. In as much as group members believe that their group's future is secure, membership provides a solid existential ground on which to stand. When that ground is thought to be fragile and may one day give way, then existential concerns are likely to surface. The research presented in this talk will focus on the antecedents and consequences of collective angst – an aversive group-based emotion that stems from perceived threats to the ingroup's future vitality. Attention will be drawn to ways that group members attempt to stave off this unwanted future. Specifically, although certain responses might be constructive in so much as they fortify ingroup values and traditions, destructive responses such as support for policy and action that

harm other social groups might also surface. The role collective angst plays in both intra- and intergroup relations is discussed.

RECONCILIATION OR BACKLASH? HOW REDRESSING HISTORICAL INJUSTICES AFFECTS THE VICTIM AND PERPETRATOR GROUP *Blatz, Craig W. (University of Massachusetts Amherst), Ross, Michael (University of Waterloo), Day, Martin (University of Waterloo), Schryer, Emily (University of Waterloo)*

11:00am-11:20am

Many scholars, politicians, and pundits oppose apologies and reparations for historical injustices because they believe that offering such measures will create a backlash amongst members of the perpetrator group. Most previous social psychological research has focused solely on the effects of redress on members of the victim group. We examined how members of the perpetrator and victim group respond to redress before and after it is offered. Based on social psychological theories of justice and cognitive consistency, we predicted that participants would oppose redress before it was offered but support it after it was offered. In Study 1, Canadian participants were randomly assigned to read that Canadian or Dutch Olympic athletes were caught in a doping scandal. Participants were randomly assigned to read that Canada had or had not yet apologized for the episode. As predicted, participants in both groups expressed more positive attitudes towards redress after it was offered. In Study 2, we found that this shift in attitudes towards redress did not occur when third countries were involved and Canadian athletes were neither the victims nor perpetrators of the doping scandal. We interpret the results as supporting social psychological theory and discuss the practical implications of the findings.

WHEN OUR GROUP FORGIVES: JUSTICE AND RECONCILIATION IN INTERGROUP CONTEXTS *Wenzel, Michael (Flinders University), Okimoto, Tyler G. (Yale University)*

11:20am-11:40am

Recent research has highlighted the role of forgiveness in post-conflict reconciliation between groups. However, usually forgiveness has been measured as a sentiment of individual group members. In contrast, we investigated the effects of a victimized group's expression of forgiveness, on members' perceptions of justice and conciliatory attitudes. In two studies using the same laboratory paradigm, two groups were allegedly formed and engaged in a competition, during which the outgroup unnecessarily deprived the ingroup of their winnings. The ingroup then decided by vote to send a forgiving or unforgiving message to the outgroup. Study 1 showed that, when participants felt wronged by the other team, the group's expression of forgiveness lowered their sense of injustice and, mediated by this, led to more favourable attitudes towards the outgroup. Study 2 replicated this finding and found that the justice-restoring effect of forgiveness was primarily mediated by feelings of status/power. The findings indicate that a group's act of forgiveness can help restore feelings of justice among its members, which in turn facilitate conciliatory attitudes towards the offender group.

SESSION 1.5

Sunday, August 22, 10:20-11:40am, MB Room 253

Political Philosophy and Global Justice (Individual Paper Session)

ACCEPTABILITY AND PEREMPTORY NORMS OF GENERAL INTERNATIONAL LAW

Kim, Eunjung Katherine (Wayne State University)

10:20am-10:40am

There is a debate among legal scholars regarding the emergence of peremptory norms of general international law (*jus cogens*), which include the prohibitions of genocide, slavery, and torture. It is puzzling how these norms, which bind all states independent of their consent, can emerge from a consensual system of international law. It is, however, not controversial that

some human rights (e.g. right against genocide) are included in the category of *jus cogens*. This paper is an attempt to explain why these norms have peremptory status from a moral perspective and without appealing to natural law. I ask whether the idea of acceptability – conceived as hypothetical consent or compatibility with diverse worldviews – can explain why these norms are exempt from the consent requirement in international law. I argue that acceptability fails to explain the peremptory character of the norms. I propose an alternative explanation according to which peremptory norms are exempt from the consent requirement because they are not subject to a reasonable disagreement.

A GEO-LIBERAL THEORY OF GLOBAL JUSTICE

Tideman, Nicolaus (Virginia Tech)

10:40am-11:00am

A geo-liberal theory of global justice employs the principles that people have rights of self-ownership and that all people have equal rights to natural opportunities. Self-ownership, as explicated by G.A. Cohen in Chapter 9 of *Self-ownership, Freedom and Equality*, means that people have the right not to be harmed (except through competition) and that people cannot justly be compelled to help others. Natural opportunities means that part of the value of things that is left over after accounting for the value that results from human effort. Among the things included in natural opportunities are land, water, minerals, virgin forests, wild animals, fish and birds, the frequency spectrum, geo-synchronous orbits, and the capacity of the environment to absorb limited amounts of pollutants. In a geo-liberal theory of global justice, any nation that appropriates more than its share of natural opportunities has an obligation to compensate nations that have less than their shares. Because people of all generations have equal rights, depletable resources and the size of the population must be managed in a way that ensures that real incomes will not fall over time, taking account of technological improvements. To preserve the right of people to organize themselves into polities that express each group's idea of a good polity (consistent with respecting the rights of others) each nation must allow any group that wishes to secede to do so, if geo-liberal global justice is to be attained.

THE HOUSE THAT JACK COULDN'T BUILD: WHY THEORY OF JUSTICE CANNOT BE GLOBAL *Nili, Shmuel (University of Notre Dame)*

11:00am-11:20am

Influential cosmopolitan philosophers were heavily disappointed with Rawls' *The Law of Peoples* (LP). Specifically, Thomas Pogge sees LP's lack of a global difference principle and its equal respect for "morally inferior" non-liberal societies as "incoherent" with Rawls' own Theory of Justice (TJ). This essay argues that there is no incoherence: TJ simply cannot be extended to the global sphere in the way cosmopolitans hoped for. I identify three main reasons. One is the lack at the international level of political institutions that can shape their members and generate "shared sympathies," a process that played a crucial role in TJ. Another is the Hegelian motivation for Rawls' project: I suggest that Rawls was consciously attempting to "comprehend his own time in thought," treating "our considered judgments" not only as a starting point for his theory but also as an object of vindication – and this included domestic but not global redistributive mechanisms. Third, TJ relied on a sovereign authority that can "abolish unjust institutions," an authority Rawls thought impossible on a global scale. From this follows the toleration of certain non-liberal societies that Rawls himself defines as "morally inferior."

SESSION 2.1

Sunday, August 22, 12:40-2:00pm, MB Auditorium

Power Processes and Fairness, Self-Serving Behavior and Trust (Symposium)

Chair: Barbara Wisse (University of Groningen)

SYMPOSIUM SUMMARY: This symposium brings together research that investigates how power and power related processes may explain fair treatment, self-serving behavior and feelings of trust. Egocentric behavior, a disregard for others' outcomes, and a tendency to treat others unfairly often seem to originate from the possession of power. Corroborating this line of thought, Blader and Chen offer a line of research that shows that power, but not status, may elicit unfair behavior, and they furthermore consider which mechanisms may underlie these effects. Thereafter, Rus, van Knippenberg, and Wisse show that the negative effects of power may be mitigated by implementing procedural justice systems and/or by developing perspective-taking capabilities. The third presentation adds to these insights by indicating that the interplay between power and self-construal may explain why some individuals act more self-servingly than others do. Finally, in the last presentation, De Cremer, Reinders-Folmer, van Dijke, and Pillutla argue that people often fear to be exploited by a powerful party, but promising to be fair may not be helpful in this situation, because promises made by high power individuals evoke distrust. Taken together, the proposed presentations demonstrate the importance of research that takes power into perspective in the study of justice.

FAIRNESS AT THE FRONT LINE: STATUS AND POWER AS PREDICTORS OF FAIRNESS *Blader, Steven (New York University), Chen, Yaru (Cornell University)*

12:40pm-1:00pm

Justice research emphasizes that people have strong reactions to the fairness they encounter in their interactions with group authorities. Yet relatively little work in the justice literature has examined the factors that determine whether people encounter justice, and thus we do not know enough about the factors that lead group authorities to act fairly or unfairly. Our research addresses this shortcoming by drawing on fundamental social psychological and sociological constructs to better understand why group authorities enact fairness or unfairness. In particular, we focus on the role of power and status in shaping fairness. The emerging results of this research show that while status and power are often confounded in the research literature, they actually have quite different effects on fairness. In particular, status tends to push authorities to distribute outcomes, make decisions, and treat others in relatively fair ways. Power, in contrast, tends to have the opposite effect on fairness. Our research demonstrates this finding across a wide range of experimental contexts and forms of justice. It also considers the mechanism that underlies these effects. In discussing the implications of this work for justice research, I will also highlight contributions they make to the literatures on status and power.

MYOPIA OF POWER: PROCEDURAL JUSTICE SYSTEMS, PERSPECTIVE-TAKING AND LEADER SELF-SERVING BEHAVIOR

Rus, Diana (University of Groningen), van Knippenberg, Daan (Erasmus University), Wisse, Barbara (University of Groningen)

1:00pm-1:20pm

The current work explores leader self-serving behaviors by combining insights from the power-approach theory, procedural justice theories and perspective-taking research. Because leader self-serving behaviors appear to stem from a power-induced myopia that narrows the focus of attention to one's own vantage point, it appears important to identify factors that may attenuate such an egocentric focus. Following procedural justice and perspective taking insights, we propose two complementary ways to render leaders more attentive to their subordinates' interests: (1) implement procedural justice systems (i.e., provide followers with voice) and/or (2) develop leaders' perspective-taking capabilities. Specifically, we hypothesized and showed, across two experiments and one organizational survey, that procedural justice systems and leader perspective-taking interact with leader power in predicting leader self-serving behaviors. We found that high power low perspective-taking leaders acted more self-servingly, when procedural justice systems were absent than when they were present. Conversely, high power high perspective-

taking leaders and low power leaders acted more group-servingly, regardless of the presence or absence of procedural justice systems. Our findings suggest that organizations trying to curb leader self-serving behaviors may benefit from either implementing procedural justice systems or from training high power leaders to take their subordinates' perspective.

THE ROLE OF POWER AND SELF-CONSTRUAL IN LEADER SELF-SERVING BEHAVIORS *Wisse, Barbara (University of Groningen)*

1:20pm-1:40pm

In the proposed presentation I will use theoretical insights from the field of self and identity and from research on power to further our understanding of self-serving behavior in organizations. I argue that the particulars of the social context largely determine the way people think about themselves, and therefore they determine the way in which (lack of) power is experienced, and the way in which power differentials manifest themselves. One of the central aspects of an individual's relationship with others is the individual's self-definition in the relationship. Two studies are presented that focus on the question if the extent to which a leader sees him or her self as a distinctive individual (i.e., differentiated from others) or more as psychologically connected to the organization (i.e., incorporating the other[s] into perceptions of the self) may affect the extent to which this leader uses his or her power for egotistic purposes. The results of these studies suggest that leaders with a salient personal self are more likely and leaders with a salient collective self are less likely to use power for egotistic purposes. However, the relationship between salience of the personal self and self-serving behavior is more pronounced with higher leader power.

WHEN PROMISES BACKFIRE AND WHEN THEY DON'T: THE ROLE OF POWER IN THE BELIEVABILITY OF PROMISES

De Cremer, David (Erasmus University), Reinders-Folmer, Chris (Erasmus University), van Dijke, Marius (Erasmus University), Pillutla, Madan (London Business School)

1:40pm-2:00pm

Interdependent settings such as resource allocation situations (bargaining games) promote fear of exploitation and distrust, particularly if the one making the decision has relatively higher power. As a result, it is important to know more about how to tackle such feelings before actual interaction. We argued that promises to act cooperatively and fairly may make such a difference. Our studies illustrate that promises can either backfire or work as a function how the power relationships are between the interacting parties. In a first lab study we showed that recipients' fear of being exploited increases when the power of the allocating party increases. In a field (Study 2) and lab study (Study 3) we tested the effect of promises – as a function of relative power - to reduce or promote this fear of exploitation. Both studies 2 and 3 indeed showed that when the allocating party was powerful a promise evoked more distrust and negative behavior than when no promise was made. In contrast, when the allocating party was not so powerful, a promise evoked less distrust and negative behavior than when no promise was made.

SESSION 2.2

Sunday, August 22, 12:40-2:00pm, MB Room 150

Belief in a Just World (Individual Paper Session)

BELIEVING IN THE JUST WORLD AND THE JUST SELF

Crosby, Faye J. (University of California Santa Cruz), Mellinger, Ariel (University of California Santa Cruz)

12:40pm-1:00pm

Claudia Dalbert has advanced the study of the belief in a just world (BJW) by distinguishing between beliefs about one's own situation and beliefs about the world in general. Echoing the findings on Crosby's denial of personal discrimination, Dalbert has found that people think their own personal worlds are more justice-filled than the world in general. Examination of Dalbert's measures shows that most of the questions deal with how people are treated.

What happens if we ask people not about how they are treated but rather about how they treat others. And what happens if we ask people to distinguish between the self (one person) and another person as well as to distinguish between the (single) self and the (general) other? Women and men students in the United States completed surveys. We found interesting patterns of responses, partially replicating prior research.

PERCEPTION AND DESERVINGNESS OF STATUS THROUGH THE EXPRESSION OF PERSONAL BELIEF IN A JUST WORLD

Alves, Hélder (ISCTE-Lisbon University Institute/CIS), Correia, Isabel (ISCTE-Lisbon University/CIS), Pereira, Cícero (CIS)

1:00pm-1:20pm

Expressing personal belief in a just world (BJW; Dalbert, 1999) is a judgement norm, that is, a statement that is socially valued, even if it may not be true (Alves & Correia, 2008: in press). In this communication we will present three studies further showing the social value attached to the expression of personal belief in a just world. In the first study a target expressing high BJW was judged as having higher status than a target expressing low BJW, an effect independent of his/her likability. In the second study, a target expressing high BJW was judged as more deserving of higher status than a target expressing low BJW. This relation was mediated by perceptions of targets' status and by perceptions of society's expectations. Together these mediations indicate that the value individuals attach to the expression of BJW derives from both an individual need to believe in a just world (individual value) but also from perceptions that the system values such an expression (social value). In the third study, which simulated a promotion process, we manipulated the targets' expression of personal BJW (low/high) and his/her performance appraisal (average/above-average). Results show that expressing high BJW can compensate an average performance.

MUSTN'T GRUMBLE: THOSE WHO SAY THE WORLD IS A JUST PLACE ARE RATED FAVORABLY (REGARDLESS OF WHAT THEY THINK)

Sutton, Robbie M. (University of Kent), Douglas, Karen (University of Kent)

1:20pm-1:40pm

People who endorse the belief in a just world are evaluated favorably (Alves & Correia, 2008). The present studies examined whether this is a response to their beliefs (e.g., an assumption that believers are well-balanced and successful), or what they say (e.g., an assumption that public affirmations of justice have a positive effect on others). Study 1 (n = 148) teased these apart with a 3 x 2 design in which stimulus people were described as (a) believing the world to be either unjust, just, or indeterminate, and (b) saying that it is either just or unjust. Results showed that statements had a much larger effect than beliefs: those who portrayed the world as just (vs. unjust) were ascribed much higher warmth, trustworthiness, competence, likelihood to succeed, and positive influence on others. Similar findings obtained when participants (n = 82) talked about specific aspects of their life (e.g., salary or grades) rather than their life as a whole. Other studies explored moderating variables; notably, disaffected women (but not men) are rewarded for disguising their feelings. Results suggest that the just world can be seen as a social construction; a "fundamental collusion" which demands outward conformity.

PUBLIC SUPPORT FOR VIGILANTISM AND BELIEF IN A JUST WORLD **Haas, Nicole (the Netherlands Institute for the Study of Crime and Law Enforcement)**

1:40pm-2:00pm

We applied just-world theory in an empirical study on public support for vigilantism. Although support for vigilantism is commonly assumed to be caused by a lack of confidence in the criminal justice system, we hypothesize that it is a BJW response to victimization. When vigilantism poses a threat to one's BJW, this can be dealt with by convincing oneself that the victim deserved his fate. Supporting vigilantism thus helps to restore one's BJW. In line with this, situational characteristics that influence victim deservingness judgments should also affect support for vigilantism. A representative household sample (N = 2376) of the Dutch population was presented with a fictitious newspaper

article about vigilantism. Characteristics of the vigilantism situation were varied in a between-subjects design. Participants' aversive states were measured as well as their uses of threat-reducing strategies (blame, derogation and punishment). Confidence in the criminal justice system was assessed one month later. Findings reveal that situational characteristics have a much stronger impact on support for vigilantism than does confidence. This implies that public support for vigilantism should not automatically be interpreted as a sign that the legitimacy of the criminal justice system is at stake.

SESSION 2.3

Sunday, August 22, 12:40-2:00pm, MB Room 251

Justice and the Developing World (Individual Paper Session)

JUSTICE, POWER AND UNCERTAINTY IN THE BANGLADESH DAIRY VALUE CHAIN

Bell, Chris (York University), McKague, Kevin (York University)

12:40pm-1:00pm

Amartya Sen, Nobel laureate economist, distinguishes between income deprivation and capability deprivation, arguing that the capacity to choose and influence one's life is sometimes more important than economic outcomes. Research on the psychology of justice in corporate organizations reflects similar distinctions. Further, procedural justice is related to the management of uncertainty and is particularly important to those who lack power. Distributive justice is more important to people with relatively high power because they already have more control over their fate and processes, and generally receive better outcomes. We applied these ideas in a CARE administered survey of two interdependent stakeholders in the dairy value chain in northwest Bangladesh: milk collectors (extremely poor villagers highly dependent on reselling milk) and buyers in the informal market (e.g. tea or sweet shop owners who are approached by milk collectors). Consistent with organizational justice research, milk collectors were more concerned about procedural than distributive justice, and justice effects were strongly related to perceived uncertainty and lack of power in the dairy value chain. The justice judgments of the relatively more powerful buyers focused almost exclusively on material concerns and distributive justice. We discuss these results in relation to NGO and government value chain interventions.

THE WAY FORWARD: LOOKING FOR JUSTICE AND RAISING THE STAKES IN SUB-SAHARAN AFRICA

Boubeka, Nubert (Society for Africa on Law and Development)

1:00pm-1:20pm

It should not be news today when one looks at the continent of Africa and come away with a decision that the last two decades has produced more losers and few winners that should have been created. The continent, when compared to some of the Southeast Asia and Asia countries, is the purpose of this paper. In this paper, it is argued that in order for justice to be sought one needs to be ready to accept that the conditions of the last waves of globalization were not fit for many countries that were participating, and it is suggesting that globalization and development in continent needs to be done with applications of how justice is done locally first, then the stakes can be raised at the international level. Overall, the paper will also be commenting on whether major programs under UN-sponsored programs such as the International Court of Justice (ICJ) and United Nations Development Programme (UNDP) have paved way to new system of governance toward justice or made things worst.

RE-EXAMINING THE UNFAIRNESS OF INTERNATIONAL TRADING REGIME: IN SEARCH OF A JUST REGIME

Jahan Tania, Sharmin (BRAC University/Macquarie University)

1:20pm-1:40pm

This paper sets out two-fold arguments: firstly, the logic by which the GATT/WTO system stands and operates is grossly unjust for the vast majority of developing countries and particularly for the least developed countries (LDCs), and secondly, we need a fair trading regime with fair rules of play and effective special and differential treatment (S&DT) provisions for developing countries to remedy the deeply rooted injustice in the system. This paper offers an analysis of international trading regime by re-examining the 'fairness discourse' of Thomas Franck, the 'global justice' approach of Thomas Pogge, the 'difference principle' of John Rawls and the 'entitlement theory' of Robert Nozick. The analysis leads to the findings of resemblance of current trading regime with the bits and pieces of the 'difference principle' of John Rawls and 'entitlement theory' of Robert Nozick. The blend offers a grim picture if looked from 'global justice' approach and 'fairness discourse'. In arriving at this finding, the paper applies these theories to S&DT provisions as well as rules governing the trade in agricultural products.

THE ORIGINS AND DEVELOPMENT OF THE HUMAN RIGHTS FRAMEWORK IN GLOBAL HEALTH

Inrig, Stephen (University of Texas Southwestern Medical Center)

1:40pm-2:00pm

In 2002, researchers associated with the US Centers for Disease Control published an article in the Lancet criticizing global responses to HIV/AIDS. Specifically, they suggested that "Human-rights based approaches to HIV/AIDS" – the approach championed globally – had actually hurt HIV/AIDS efforts in Africa. The rights-based framework, the authors contended, offered a less practical framework for HIV/AIDS than more traditional public health and social justice interventions would have. The article called for a philosophical change in care and prevention approaches to best fulfill the hopes and aspirations of defeating AIDS. This paper explores the policy origins of this debate. Specifically, it addresses the origins of the rights-based public health framework, which emerged during Dr. Jonathan Mann's tenure as head of the World Health Organization's Global Programme on AIDS. Mann came to the WHO in 1986 with relatively traditional public health views, but by 1988 he had embraced and refined the rights-based perspective and championed in the international community. The paper examines Mann's conversion to the rights-based framework and the consequences this had for AIDS policy. Mann resigned from the WHO in 1990, in part over the rights-based framework, but he continued developing the perspective in his post at Harvard and elsewhere until his untimely death in 1998. This paper follows the trajectory of the movement after Mann left the WHO, as it expanded beyond him to be embraced by many in the international health community. It also investigates the chief challenges and criticisms that the framework faced – the ambiguity of human rights concepts and the problem of implementation – which led to the 2002 Lancet article. The paper ends with a discussion of the future of the Health and Human Rights movement.

SESSION 2.4

Sunday, August 22, 12:40-2:00pm, MB Room 252

Justice and Economic Issues (Individual Paper Session)

AS ASSUMPTION OF GOOD: HOW NONPROFIT ORGANIZATIONS ARE REINVENTING CIVIL SOCIETY IN THE US

Standerfer, Christina (University of Arkansas Clinton School of Public Service), Schafer, Joseph (Arkansas Coalition for Excellence)

12:40pm-1:00pm

Since at least the 1980s, responsibility for providing services to address unmet community needs in the United States has been shifting from government agencies to non-profit organizations. This paper explores the largely unexamined prevailing myth that NPOs can and do provide services more efficiently and economically than do government agencies. Starting with the overlapping histories of volunteerism, philanthropy, and the growth of the

nonprofit sector within the U.S., the authors offer convincing evidence that the end results of the shift from government to private delivery of services include the erosion of the connection between the public and the state, a widening of power differences among the serving and the served, the exacerbation of "unfreedoms" (Sen), and the duplication of efforts among NPOs that have little understanding of the function and activities of other organizations doing similar or complementary work. The paper concludes with recommendations concerning how to reestablish beneficial relationships among NPOs, government agencies, and citizens. These recommendations include rethinking how government funds are allocated to NPOs, establishing stricter guidelines for starting NPOs, and implementing better systems for monitoring and networking the activities of NPOs.

HIGHER WAGES BUT STABLE INEQUALITY? A CROSS-SECTIONAL COMPARISON OF ATTITUDES TOWARDS ECONOMIC DISTRIBUTION **Castillo, Juan Carlos (Universidad Católica de Chile), Manzi, Jorge (Universidad Católica de Chile)**

1:00pm-1:20pm

From a traditional rational choice perspective, large economic inequality is associated to legitimacy crises and to pressures for income redistribution (so called Meltzer-Richard hypothesis). Nevertheless, recent research based on public opinion studies about inequality and distribution has stated that this association is far from being straightforward. Actually, the empirical evidence shows that economic inequality counts with an important degree of support in countries with high inequality. Nevertheless, specialized data on this issue is still scarce, and the lack of survey replications has made difficult to state whether support for inequality is due to contingent elements or if it is something stable along time. Chile is one of the few Latin American countries that participated in the inequality module of the International Social Survey Program (ISSP) in 1999 and in 2009, allowing cross-sectional time comparisons. The ISSP is one of the most specialized comparative research projects in public opinion about inequality, and for the first time there is a possibility to analyze changes in attitudes towards distributive issues in one of the countries with the largest income inequality worldwide. This paper focuses on the cross-sectional comparison of the "just earning gap", a term based on salaries considered just for high and low status occupations. Even though descriptive analysis shows that salaries regarded as just are higher in 2009 than in 1999, multivariate models illustrate stability in the just earning gap along time. Results are discussed in relation to the phenomena of legitimacy of economic inequality and its political consequences for Chile and Latin America.

CAN JUSTICE RESEARCH LEARN FROM MARKET RESEARCH? CONJOINT ANALYSIS APPLIED TO AN INTEGRATIVE MODEL OF JUSTICE **Krütli, Pius (ETH Zurich), Stauffacher, Michael (ETH Zurich)**

1:20pm-1:40pm

Our presentation brings together justice research, decision processes in radioactive waste management, and conjoint analysis (CA) method. The aim of our study was to test the "total fairness model" (TFM) by Törnblom and Vermunt (1999) claiming that fairness is a function of distributive justice, procedural fairness, and outcome valence; to investigate the importance of (procedural) fairness and outcome valence in radioactive waste management and the related repository site selection processes, respectively; and to examine the usefulness of conjoint analysis in justice research. In four consecutive studies (N1 = 53; N2 = 56; N3 = 83; N4 = 28) respondents ranked in each case 11 different vignettes representing a potential scenario of site selection processes for the disposal of radioactive waste. Data confirm the TFM and all four studies yield a consistent image: Vignettes representing a situation with a fair process are top ranked by respondents, situations with negative outcome valence (here: continuation of nuclear energy production and at the same time no long-term disposal of nuclear waste secured) are ranked lowest. The application of CA in this real-world justice issue offers the benefits of an indirect measurement, which reduces, for instance the potential for strategic responses.

FAIRNESS OF INDIVIDUAL'S REWARD IN MARKET SECTOR AND STATE SECTOR OF URBAN CHINA *Zhou, Yaping (University of Saskatchewan), Chen, Qichun (University of Saskatchewan)*

1:40pm-2:00pm

The literature has identified the debate that who earns and who lost in the China's market transition process. This study uses data from the 2005 China General Social Survey to see whether individuals in market sector have low fairness of individual's reward due to the market transition postulation in China that the decline of politics capital advantage and whether individuals in sector market have high fairness of individual's reward as the increasing return for human capital. The findings show that reward fairness is lower for individuals in market sector than those in the state sector. After controlling for structural position and reflective variables, individuals' low fairness of education return in the market sector explains why reward fairness is inferior to that of the state sector.

SESSION 2.5

Sunday, August 22, 12:40-2:00pm, MB Room 253

**Discourses about Justice in the Political Arena
(Individual Paper Session)**

THE JUSTICE OF CRITIQUE AND THE INJUSTICE OF CRITICISM

Loewen, G. V. (University of Saskatchewan)

12:40pm-1:00pm

The distinction between critique and criticism is crucial to any just relationship amongst human beings. The ubiquitous critical commentaries that are in evidence in public debate, politics, media, and simple social interactions are rife with hearsay, gossip as a form of social control, and ulterior motives. For our ideas and policies to be just, they must rather be also self-critical. Critique engages both the object of analysis and those that promote the need for analysis. It does so by a process of reflection, and the constant and consistent use of the duet of both dialogue and dialectic. The first invites the other to the conversation, while the second provides the tension of confrontation, which also must submit the self to critical view. Critique throws into high relief the self-serving criticism which inanimate public life, while exposing their true goal as providing us with the 'low relief' of being relieved that we ourselves do not have to change as long as we submit the other to projections of either our ideal selves or desired worlds.

THE USE OF INTERSECTIONALITY IN THEORIES OF WHITE PRIVILEGE

Heller, Jennifer (University of Saskatchewan)

1:00pm-1:20pm

It is the right of both marginal and privileged groups to have all relevant aspects of their social location recognized in research on social justice. This is essential not only because social scientists aim for empirical accuracy, but also because to fail to do so may inadvertently lend credence to claims from privileged groups that social justice research is phenomenologically incorrect when addressing the realities of dominant social locations. The purpose of this paper is to determine the extent that theorists of white privilege vary in their emphasis of intersectionality in the global North. Since few theorists incorporate gender, theoretical differences that explain why some authors emphasize class differences and others not are identified.

THE ROLE OF HERMENEUTICS IN SOCIAL JUSTICE

Loewen, G. V. (University of Saskatchewan)

1:20pm-1:40pm

The concern for justice reflects an awareness that something must change, that some other form of society must take the place of that current. What asserts itself as new for us can only do so by overcoming previous prejudice. This has been called the 'hermeneutic experience', where what is radical to history asserts itself against the inertia of how life had been lived and thus confronts tradition. From the outset of imagining just changes in the world, such

awareness moves itself towards understanding through a process of interpretation which involves dialogue with the other to self. Whether or not this other exists in the form of individual humans, cultural groups marginal or dominant, or entire societies is secondary to the dialogic structure extant within the encounter that puts us at a sudden distance from ourselves. Learning from the other brings us to the self-knowledge that our return to oneself is not prodigal. We, and they, are changed for the better, and this is the justice of seeking justice.

SESSION 3.1

Sunday, August 22, 3:20-4:40pm, MB Auditorium

Justice and Ethical Leadership (Symposium)

Chair: Lieven Brebels (Ghent University)

SYMPOSIUM SUMMARY: One benefit of the economic crisis and exposure to fraud and corruption scandals is that ethics and morality are now on top of the justice agenda. As a result, justice research currently experiences a paradigmatic shift from a recipient perspective to an actor perspective studying when and why leaders act in line with principles of justice. Along with this evolution, ethical leadership research also increasingly emphasizes justice as a critical component of leadership effectiveness. The present symposium brings together some of the most recent data on justice and ethical leadership. Lieven Brebels will discuss leader moral identity and regulatory focus as antecedents of their procedural justice enactment. Niek Hoogervorst will discuss follower belongingness and control needs as antecedents of leader procedural justice enactment. Subsequently, Jeroen Stouten will discuss the unintended effects of ethical leadership on employee motivation if an extreme focus on ethics goes along with a lack of employee voice opportunities. Finally, Tom Tyler will discuss the critical importance of justice in employee motivation to report ethical problems internally via "hot lines" rather than publicly.

A MORAL SELF-REGULATION ACCOUNT OF LEADER PROCEDURAL JUSTICE ENACTMENT *Brebels, Lieven (Ghent University), De Cremer, David (Erasmus University), Van Dijke, Marius (Erasmus University), Van Hiel, Alain (Ghent University)*

3:20pm-3:40pm

Three studies examined the relationship between moral identity and procedural justice enactment in leaders, exploring the moderating role of regulatory focus. In a first study using a hypothetical scenario among business administration undergraduates who imagined being a leader, moral identity related to accuracy in considering available information in an employee performance evaluation procedure, but only in a prevention (versus promotion) focus scenario. In a second study among actual organizational leaders, moral identity related to self-reported voice granting, but this effect was pronounced only when prevention focus strategies for success were emphasized. In a third study among organizational leaders, moral identity related to coworker ratings of voice granting, but this effect was pronounced only for leaders with a chronic prevention focus. Implications of these findings will be discussed in terms of a moral self-regulation account to justice enactment and ethical leadership.

HOW FOLLOWERS' RELATIONAL AND CONTROL NEEDS AFFECT LEADER'S ENACTMENT OF FAIR PROCEDURES *Hoogervorst, Niek (Erasmus University), De Cremer, David (Erasmus University), Van Dijke, Marius (Erasmus University)*

3:40pm-4:00pm

In the present study we examine when and why leaders enact fair procedures in their interactions with followers. In doing so, we take a reversed look at the historical control and relational models of justice. More specifically, while these models provide explanations that followers value fairness because it serves

their control and belongingness needs, we examine whether leaders recognize these follower needs and (at least) partly base the fairness of their decision making processes on this. Our findings in a series of experimental and organizational studies paint a positive picture of leaders. Leaders were more fair (i.e., gave more voice) when followers' control and/or belongingness needs were high than when both these needs were low.

KING FOR A DAY, FOOL FOR A LIFETIME: THE IRONY OF ETHICAL LEADERSHIP *Stouten, Jeroen (Catholic University of Leuven)*

4:00pm-4:20pm

Ethical leadership has been shown to have a positive impact on several organizational outcomes, such as employees' job dedication or ethical behavior. However, can leaders also be too concerned with ethics by excessive rule following and rigidity instead of flexibility? Here, it is argued that ethical leadership may, however, have some unintended effects. That is, an extreme focus on ethical issues may restrict employees from discussing or questioning decisions, leaving less space for personal autonomy. In several multi-method studies using cross-sectional, longitudinal, and multi-source studies it could be consistently shown that at higher levels of ethical leadership followers' motivation decreases. Additionally, it was shown that this pattern could be explained by a lack of voice in the decision process. Overall, these results shed light on the unintended effects of ethical leadership.

ETHICS HOTLINES: HOW CAN LEADERS MANAGE EMPLOYEE DISCONTENT WITHIN THE COMPANY? *Tyler, Tom (New York University), Gonzalez, Celia (Harvard University)*

4:20-4:40pm

Organizations benefit when their employees bring internal problems to their attention instead of going to the press or the government to demand action. For this reason many organizations provide "hot lines" through which employees can report ethical problems. But, employees must be motivated to uphold ethical standards and believe that the company is as well before they have any reason to use this internal resource. Using data collected from a study of hot line calls we examine how leadership can motivate employees to want to report ethical issues to management. As would be anticipated from justice research the fairness of past and anticipated future treatment is key to such motivation. Justice emerges as the factor that most shapes employee willingness to trust management to deal with issues in the workplace.

SESSION 3.2

Sunday, August 22, 3:20-4:40pm, MB Room 150

Conceptualizations and Applications of Belief in a Just World (Symposium)

Chair: Carolyn L. Hafer (Brock University)

SYMPOSIUM SUMMARY: New research on the conceptualization and application of the belief in a just world (BJW) is presented. Several themes characterize this research. First, both Gosse and Choma's paper and Correia et al.'s paper link BJW to the justice motive and its adaptive and maladaptive outcomes. Second, Lucas and Zhdanova's data, and Van den Bos and Stel's data add to evidence that a belief that one's personal world is just should be distinguished from a belief that the world in general (or for others) is just. Specifically, Lucas and Zhdanova argue for ethnic group differences in the links between these different forms of BJW and well-being, whereas Van den Bos and Stel's research implies that personal BJW has different meanings for men versus women. Third, several of the papers examine BJW with respect to important social issues: Gosse and Choma examine the role of BJW in eyewitness recall for crimes, Correia et al. look at BJW in the context of victimization at school, and Lucas and Zhdanova examine the relation between BJW and well-being in an ethnic minority group. Taken together, the research presented in this symposium shows how a

better understanding of the concept of BJW helps inform efforts to apply BJW research.

JUSTICE BELIEFS FOR SELF AND OTHERS: LINKS TO WELL-BEING IN AFRICAN AMERICANS *Lucas, Todd (Wayne State University), Zhdanova, Ludmila (Wayne State University)*

3:20pm-3:40pm

Prior research suggests that beliefs about justice for the self are especially associated with individual health and personal well-being. On the other hand, beliefs about justice for others best predict harsh social attitudes and are thought to be largely unrelated to health and well-being measures. To date however, relationships between personal well-being and justice beliefs have not been examined with an eye towards possible cultural and ethnic similarities and differences. In this talk, we will introduce recent research examining the links between justice beliefs for self and others and personal well-being among African Americans. We will present correlational and experimental research that suggests cross-ethnic stability in salutogenic links between individual well-being and beliefs about justice for the self, and also ethnic divergence in a hitherto unreported link between well-being and beliefs about justice for others among African Americans. We will discuss possible theoretical implications of these results, especially including a potential social identity function of beliefs about justice for others among African Americans. We will also suggest directions for future research on ethnic similarities and differences in links between justice beliefs and well-being.

COPING WITH INJUSTICE FROM DIFFERENT PERSPECTIVES: THE MEANING OF THE BELIEF IN A JUST WORLD

Correia, Isabel (ISCTE-Lisbon University Institute), Dalbert, Claudia (Martin Luther-University of Halle-Wittenberg), Donat, Matthias (Martin Luther-University of Halle-Wittenberg), Umlauf, Sören (Martin Luther-University of Halle-Wittenberg), Peter, Felix (Martin Luther-University of Halle-Wittenberg), Vicente, Inês (ISCTE-Lisbon University Institute), Garcia, D'Jamila (ISCTE-Lisbon University Institute)

3:40pm-4:00pm

The belief that events in one's life are just, as reflected in the personal belief in a just world (BJW), has been acknowledged as a resource that bolsters subjective well-being for both victims (Dzuka & Dalbert, 2002) and non-victims (Correia & Dalbert, 2007). In addition, in a school context, the effect of BJW on well-being is mediated by justice experiences with teachers (e.g., Correia & Dalbert, 2007). Finally, studies reveal that BJW is associated with well-being of bullies, victims, and defenders alike (e.g., Correia, Dalbert, & Kamble, 2009). This led to the hypothesis that there should be different coping reactions explaining the association between BJW and well-being for bullies, victims, and defenders. We report the results of two studies with students from German and Portuguese schools in two different age cohorts, 12 and 15 year-olds, in which we examined the association between BJW and well-being, with teacher justice and cognitive coping reactions as the proposed mediator variables.

MIRRORING IN A JUST WORLD: FEELINGS FOR THE MIMICKEE AFFECTING PERSONAL JUST WORLD BELIEFS *van den Bos, Kees (Utrecht University), Stel, Mariëlle (Utrecht University)*

4:00pm-4:20pm

This paper addresses the question whether mimicry affects peoples' beliefs about whether they are being treated fairly by the world. As both mimicry and just world beliefs are related to prosocial feelings, we argue that mimicry may strengthen peoples' just world beliefs via positive feelings for the mimicked person. To investigate this, we varied participants' mimicry of a person and measured their just world beliefs. Results revealed that mimicry made men, but not women, more strongly believe that the world is just. Specifically, mimicry strengthened males' beliefs that the world treats them fairly, but not beliefs that the world treats other people fairly. Furthermore, the differential mimicry effect for men and women on personal just world beliefs was mediated by their feelings for the person they did or did not mimic: When

mimicking the expressions of a person, men and women felt more positive towards this person. These feelings, in turn, affected beliefs about whether the world treats them fairly for men, but not for women. The finding that increased positive feelings for the mimicked person lead men to strengthen their just world beliefs may be due to men (more than women) expecting these positive feelings to be returned.

“DID YOU SEE WHAT I SAW?” THE ROLE OF BELIEF IN A JUST WORLD IN EYEWITNESS ACCOUNTS *Gosse, Leanne (Brock University), Choma, Becky L. (Wilfrid Laurier University)*

4:20-4:40pm

Several factors affect eyewitness accounts; yet, minimal research has examined the effects of motivations such as threat to a belief in a just world (BJW). The present study investigated the interactive effects of threat to BJW and dispositional BJW on eyewitness accounts among a sample (n = 177) of Canadian undergraduates. Participants completed a measure of dispositional BJW and viewed a video in which they witnessed a man steal a woman's purse and push her to the ground. Participants were then randomly assigned to a threat to BJW condition [i.e., high threat (n = 58), low threat (n = 56), control (n = 63)] which was manipulated by varying victim responsibility in a summary read after the video. Consistent with predictions, results from analyses of variance showed that among participants in the high threat (i.e., innocent victim) condition, high dispositional BJW participants recalled less information and less accurate information about the victim and the crime, and used fewer emotional words when describing the incident compared to low BJWs. Findings suggest that BJW might motivate individuals to (unknowingly) distort their recall of a crime to maintain their belief that the world is just.

SESSION 3.3

Sunday, August 22, 3:20-4:40pm, MB Room 251

Domestic Violence and Violence Against Women (Individual Paper Session)

PERCEPTIONS OF DOMESTIC VIOLENCE: THE IMPACT OF GENDER AND TYPE OF ABUSE *Tyson, Graham (Charles Sturt University), Ryan, Julieann (Charles Sturt University)*

3:20pm-3:40pm

Domestic abuse involves physical and/or psychological abuse over a period of time. Most research investigating perceptions of domestic abuse incidents have portrayed physically abusive behaviour. In such studies, perceptions have been found to differ as a function of the gender of the perpetrator and gender of the perceiver. The little research done on psychological abuse tends to suggest that physical abuse is perceived to be much more serious than psychological abuse, even though the latter can have serious consequences. The aim of the study reported here was to investigate the possible interaction of gender of the perpetrator (the victim was of the opposite gender) and nature of the abuse using a vignette study. A total of 185 participants, recruited via snowballing, completed the online questionnaire after reading one of the eight possible vignettes. Results were consistent with the previous research in that both gender and nature of the abuse influenced the perceptions. In this paper, the full results of the study will be presented and discussed in detail and the implications examined.

RIGHTS AND WRONGS OF WIFE-BEATING IN PERI-URBAN TANZANIA *Jakobsen, Hilde (University of Bergen)*

3:40pm-4:00pm

What are the main ideas, values and norms by which wife-beating* is legitimated in peri-urban Tanzania? This is the main question addressed by this paper. It explores how male and female residents of two Tanzanian districts talk about rights and wrongs of wife-beating. Existing data suggests high levels of tolerance for this type of violence, with three in five women responding to the latest Demographic and Health Survey that a husband could be justified in

'beating his wife' (NBS, 2005). Focus group discussions were used to generate data on the social norms and values by which this wide-spread justification is made. Twelve discussions on wife-beating were analysed for how ideas of right and wrong were presented, and thereby presentable, in a group setting. The implications of these legitimating ideas for the violence itself and for gendered relations of power are then explored, with reference to Pierre Bourdieu's constructs of 'symbolic violence', 'habitus' and 'masculine domination' (Bourdieu, 2001). (*I use the term 'wife-beating' as and because it is commonly used in the region to refer to a man's physical non-sexual violence against his wife.).

DID SHE SAY “YES”? SOCIAL ACTIVISM THROUGH CLARIFYING REASONABLE MISUNDERSTANDINGS OF CONSENT

Berkland, Mara K. (North Central College)

4:00pm-4:20pm

The socialization of women and men to encode and decode consent has created problems in cases of date rape. Research shows that sexual consent is mostly given non-verbally, and taken away just as ambiguously. The problem this pattern creates is that attorneys, judges, and juries are left to discern whether consent was given based on the subjective interpretation of actions in context or the alleged victim's reputation or medical history. Because of the fact that consent is often communicated so ambiguously, courts in a number of countries are asking themselves whether a reasonable and fair justice system might try harder to protect all parties involved by allowing for a reasonable misunderstanding of consent defense. This study's research of US defense attorneys' statements, made in court and in press conferences, found that defense framings of consent seek to create doubt about the perpetration of sexual assault through blaming tactics that emphasize evidence and phrasings that evoke historical stereotypes of gender. Consequently, if courts begin demanding affirmative consent, "did she say yes?" as opposed to denial of consent, "did she say no?" as evidence of a consensual sexual interaction, then sexual relationships will be constructed as the equal responsibility of both parties, rather than the place of one party, often male, to affirm, and the other party, often female, to deny. This perspective draws from critical and social constructionist assumptions of gender, demanding courts to communicate as if women and men both are capable of and responsible for requesting and affirming sexual intercourse.

DOMESTIC VIOLENCE AMONG IMMIGRANT WOMEN IN CANADA *Aujla, Wendy (University of Alberta)*

4:20pm-4:40pm

Canada is home to many immigrants who decide to leave their home country for better opportunities. Although immigrants contribute to Canada in many ways, they experience stereotyping and negative attention when the issue of domestic violence is raised within the immigrant community. Domestic violence is a growing concern in Canada because immigrant women's abuse situation in many ways is very different from most other women. Anecdotal evidence suggests that immigrant women fail to report abusive situations because of fear of deportation, language barriers, and cultural concerns. This investigation focuses on the role of the media, specifically examining the barriers immigrant women face in reporting abuse, the media's propensity to report extreme cases, cultural biases, patriarchy, and stereotypes about the immigrant community. The goal of this present study is to recognize how newspaper media frame domestic violence as experienced among the immigrant community in Canada. A total of 127 newspaper articles are used to demonstrate how the media portray domestic violence. It is important to examine how the media blatantly or subtly frames stories pertaining to domestic violence as it has a significant influence on the opinions held by citizens.

SESSION 3.4

Sunday, August 22, 3:20-4:40pm, MB Room 252

Intergroup Relations (Individual Paper Session)

EQUALITY AS A VALUE: EFFECTS OF PRIOR VALUE INSTANTIATION ON EGALITARIAN BEHAVIOR *Maio, Gregory R. (Cardiff University), Hahn, Ulrike (Cardiff University), Frost, John-Mark (Cardiff University), Cheung, Wing-Yee (Cardiff University)*

3:20pm-3:40pm

Equality is a fundamental moral value that is enshrined legally in nations across the world and in the UN Convention of Fundamental Human Rights. Yet, legal materials and social psychological research have shown that the instantiation of this abstract value in concrete situations can occur in diverse ways. Across four experiments, we investigated the effects of prior value instantiation on subsequent egalitarian behavior. We predicted and found that participants engaged in more egalitarian behavior (point allocation using the minimal group paradigm) after contemplating a typical instantiation of the value of equality compared to an atypical instantiation or a control condition that simply made the value salient. This effect occurred when participants generated reasons for valuing equality in the instantiation (Experiment 1) and when participants merely read about hypothetical examples of the instantiation context (Experiments 2, 3, and 4). Results across experiments indicated that the effect of prior instantiations was not mediated by changes in the abstract value; instead, the process of applying the abstract value was crucial (Experiment 4). Together, the experiments show that the process of applying an abstract value, such as equality, to a specific situation can be influenced by seemingly unrelated prior episodes.

BILINGUAL JEWISH-ARABIC SCHOOLS IN ISRAEL: PERCEIVED STEREOTYPES AND IMPLICIT SELF PERCEPTIONS *Kurman, Jenny (University of Haifa), Karkabi, Mouna (University of Haifa), Azaiza, Faiza (University of Haifa), Hamda, Wassila (University of Haifa)*

3:40pm-4:00pm

This paper compares Arab and Jewish students attending bilingual schools in Israel with their peers in segregated schools, in terms of perceptions of outgroup attitudes toward ingroup members, implicit social identity and implicit self-esteem. The main hypothesis was that Arab children in bilingual schools will perceive the attitudes of the out-group toward their own group as more positive than their peers in segregated schools, due to the more egalitarian atmosphere. 255 5th and 6th grade students from 6 primary schools in Israel participated in the study. The IAT was used to examine implicit social identity and implicit self esteem. Results showed that Arab children in segregated schools had a more positive implicit social identity than those attending bilingual schools. Jewish children in bilingual schools had higher implicit self-esteem than those attending segregated schools. Bilingual schools do not seem to improve stereotypical perceptions of members from the out-group. Possible explanations for these findings, regarding equality within schools and group silence are discussed.

PERCEPTIONS OF THE MIDDLE EAST CONFLICT: COGNITIONS, EMOTIONS AND HOSTILITY *Maes, Juergen (Bundeswehr University Munich), Würth, Andreas (Bundeswehr University Munich), Kals, Elisabeth (Bundeswehr University Munich), Schuster, Julia (Bundeswehr University Munich)*

4:00pm-4:20pm

The Mid – East Conflict is one of the world's most central conflicts. The way this conflict is perceived is decisive for conflict-reducing and conflict-enhancing emotions and for political action. In an online questionnaire study, cognitions about the origin, causation of and responsibility for the conflict were assessed along with emotions (e.g. hostility, indignation, and sorrow), general attitudes and dispositions (e.g. anti-Semitism, islamophobia, draconity, belief in a just world, injustice sensitivity) and different preferences for violent and non-violent forms of political action. The sample (N=500) includes two major groups: (1)

broadly politically interested people, who do not feel direct involved, (2) people bonded to the conflict out of a strong adhesion to political or religious groups/beliefs and who regard themselves as sympathisers of one of the parties involved. Path analyzes show that the endorsement of different forms of political action is influenced by hot emotions (most notably by moral indignation), emotions are influenced by perceptions of causation, responsibility and norm violation, and these perceptions are partly influenced by justice-related dispositions.

SESSION 3.5

Sunday, August 22, 3:20-4:40pm, MB Room 253

Harm, Punishment, and Moral Attributions (Symposium)

Chairs: Elizabeth Mullen (Stanford Graduate School of Business), Janice Nadler (Northwestern University School of Law & American Bar Foundation)

SYMPOSIUM SUMMARY: How do people react to perceived moral transgressions? Which characteristics about the transgressor and the act influence perceptions of harm, moral condemnation and appropriate punishment? The papers in this symposium each focus on different aspects of the interaction of moral transgressions and subsequent reactions by perceivers. Questions addressed include: Do crimes trigger feelings of insult and humiliation in a way that accidents do not? Do transgressions that threaten group values prompt a desire for retribution more than when value threat is low? Are perceivers more likely to minimize an actor's moral transgressions when the actor's spouse has previously performed good deeds? Are judgments of blame, causation, and punishment influenced by a transgressor's perceived general moral character? The papers in this symposium present evidence showing that the answer to all of these questions is yes. Overall, these papers suggest that the social psychology of moral transgressions is more nuanced than previously recognized in philosophy, psychology, and law.

CRIME AS INSULT

Bilz, Kenworthy (Northwestern University)

3:20pm-3:40pm

Intuitively, losses caused by crimes and those caused by accidents are psychologically different—but how? In three experiments, this article tests the hypothesis that crime is insulting and humiliating in a way that accidents are not. In the first experiment, participants described a time they were a victim of either an accident or a crime. Both explicit dependent measures and content analysis of their responses were consistent with the hypothesis that crimes are more insulting than accidents. This result held true after controlling for differing levels of severity/magnitude of losses across the two types of events, for differing expectations about the likelihood of being compensated, and even for some differing mindsets of criminal versus accidental harmdoers (specifically, how sorry the victim thinks the harmdoer is, or by whether the victim was chosen opportunistically versus maliciously). The second experiment replicated the basic findings of the first, using scenarios of crimes and accidents in order to more tightly control the features of the events, especially the type and magnitude of loss. The final experiment replicated the second experiment, but included a dependent measure to assess cognitive processing (time to respond) across the two types of events.

PUNISHING IN THE NAME OF JUSTICE: PEOPLE PREFER RETRIBUTIVE SANCTIONS WHEN GROUP VALUES ARE THREATENED *Gollwitzer, Mario (Philipps-University Marburg), Keller, Livia (Philipps-University Marburg)*

3:40pm-4:00pm

The present paper addresses the question of when (and why) laypeople prefer different sanctioning forms over one another. We suggest that these preferences are influenced by the extent to which a person views a transgression as a threat to communal values. In four studies, we found evidence for the notion that perceived value threat is positively related to a preference for retributive sanctioning forms, but not for restorative sanctioning forms. The findings suggest that retributive sanctions are preferred because they are perceived to be more effective in restoring justice when value threat is high. Thus, value threat appears to be a powerful predictor of the desire to see criminal offenders being punished.

INNOCENT BY ASSOCIATION: WHEN A CLOSE OTHER'S GOOD DEEDS LICENSE ONE'S TRANSGRESSIONS

O'Connor, Kieran (Stanford Graduate School of Business), Effron, Daniel (Stanford Graduate School of Business), Mullen, Elizabeth (Stanford Graduate School of Business), Monin, Benoît (Stanford Graduate School of Business)

4:00pm-4:20pm

We investigated whether the moral behavior of a close other (e.g., a spouse) can earn individuals vicarious moral credentials in the eyes of observers, licensing them to behave immorally. Three studies demonstrate that observers condemn actors less for committing transgressions when either the actors themselves or the actors' spouses had previously behaved morally relative to a control condition. In Study 1, participants (N=73) denounced an actor's immoral deed (promoting White instead of Black employees) less when either the actor or his spouse previously engaged in moral behavior (championing equal hiring practices) compared to when no information about previous moral behavior was provided. In Study 2 (N=205) observers judged transgressors (drug users) to be less immoral when they or their spouse had previously engaged in moral behavior (pioneered a charity hunger drive), compared to a control condition. A third study (N=217) demonstrated that observers also punished a transgressor less if the transgressor's spouse had previously acted pro-socially relative to a control condition. Whether the moral and immoral behavior are in the same domain as well as the ambiguity of the transgression influence the strength of these vicarious credentials effects.

MORAL CHARACTER AND BLAME

Nadler, Janice (Northwestern University School of Law), Morris, Mary-Hunter (Northwestern University)

4:20pm-4:40pm

How do people decide whether someone is blameworthy for a harmful action? Blameworthiness increases with severity of harm (Robbenolt, 2000), and with intentionality (Darley et al, 2010), and these factors are taken into account by philosophical and legal doctrines. But the influence of moral character on blame and related attributions is just beginning to be explored. In three experiments, we show that the perceived moral character of the harmdoer influences judgments of not only blame and responsibility, but also of intentionality, causality, and punishment. That is, when observers size someone up as a bad person, they will not only be more likely to blame that bad person for any harm, but they are more likely to judge the act as more causal and the mental state as more culpable. We discuss some implications for criminal law doctrines on felony murder and causation.

POSTER SESSION

Sponsored by the Brock University Faculty of Graduate Studies

Sunday, August 22, 5:00-7:00pm, MB 252, Foyer, Lounge

RELATIVE DEPRIVATION, SOCIAL IDENTITY AND PROTEST ACTION AMONG UNEMPLOYED IN IRAQ

Nadhmi, Faris (Baghdad University)

Poster 1

The social problematic issue of this research had demanded deriving a theoretical-psychometric framework which may answer this question: What are the correlational orders that are implied in the reciprocal interactive relation between relative deprivation (as a multidimensional concept) and national identity? And what are the protest actions or orientations which may be predicted through the interaction between relative deprivation and social identity, within a specific demographical framework, and a sociological background of unemployment phenomenon in Iraq? In order to deal operationally with this question, (11) scales have been developed: a Multidimensional Scale of Relative Deprivation, a Scale of Iraqi National Identity and a Multidimensional Scale of Collective Protest. The research's sample consisted of (403) man selected randomly from unemployed population who had been registered within Social Protection Net in Baghdad. The most salient results were that the unemployed were suffering of the all five types of the relative deprivation, identifying strongly with their nation (Iraq), and practicing collective protest as both an action and an orientation. Multiple regression indicated that gathering the psychological and demographical variables together could predict the collective protest. In addition, the Iraqi national identity of the unemployed was functioning independently of their perceptions and feeling of relative deprivation.

THE INTERACTIVE EFFECTS OF MATERIALISM AND MONEY REMINDERS ON VALUES AND BELIEFS

Danyluck, Chad M. (Simon Fraser University), Schmitt, Michael T. (Simon Fraser University), Blatz, Craig W. (Simon Fraser University)

Poster 2

This study examined how money-reminders influence self-sufficiency values and how individual differences in materialism moderate those effects. Participants viewed a screen-saver displaying either money or neutral images while completing measures assessing their endorsement of self-sufficiency values (e.g., self-transcendent values, family and community involvement, and beliefs in symbolic racism). Money-reminders affected participants' self-sufficiency values in relation to their levels of materialism. As predicted, money-reminders interacted with endorsement of materialism leading to increased endorsement of self-sufficiency values for participants high in materialism. A marginal interaction indicated that money reminders led high materialists, but not low materialists, to increase their endorsement of symbolic racism. In other words, reminding materialists of money makes them more likely to endorse racist beliefs that are based on ideologies of self-sufficiency. We argue that money steers people towards specific psychological outcomes but that the consequences brought forth depend on the values to which people ascribe. Future research on the effects of money-reminders could benefit from focusing on processes that lead individuals to rank materialism high or low in their hierarchy of values. Overall, the results of the current study point to a new avenue of research looking into how money-reminders and material values influence intragroup and intergroup relationships.

THE ROLE OF OFFENDER TEARFULNESS AND SUFFERING, AND PERCEIVER JUSTICE BELIEFS FOR PERCEIVED OFFENDER REMORSE

Amadala, Lucy K. (University of Calgary), Ellard, John H. (University of Calgary)

Poster 3

Responses to harmdoers are significantly affected by their willingness to apologize and express remorse. The nonverbal components of these communications have received little research attention yet appear anecdotally to be important. The present study examined the hypothesis that offender tearfulness enhances the impact of expressed remorse to the extent that it is perceived as evidence of the offender's suffering. This was tested in an experiment where the presence or absence of offender tears was combined with a manipulation of offender suffering (mild versus severe). Participants (N=105) viewed one of two versions of a video encounter between a convicted murderer and the daughter of his victim that included the tearfulness manipulation. Before viewing the video participants read a short "background information" sheet that was used to vary the suffering manipulation. Tearfulness resulted in more perceived remorse as expected. The hypothesized link between tears and suffering was apparent in the finding that participants with a strong belief in a personal just world, perceived remorse to be greatest when the offender suffered. The findings are taken as evidence of the importance of perceiver needs, in this case the need for justice, for perceiving offender remorsefulness. Theoretical and applied implications of the findings for understanding responses are discussed.

A MODEL PROPOSAL OF BELIEF IN A JUST WORLD RELATIONSHIP OF OJ WITH OCB AND CWB

Öcel, Hatem (Karabük University), Aydin, Orhan (Hacettepe University)

Poster 4

This research has been executed for the purpose of examining whether there is a mediation role in the relations between organizational citizenship and counterproductive work behaviours, and perceived organizational justice, perceived organizational support, job insecurity and mobbing of "belief in a just world" that is a variable recently started to be dealt with in the context of organizational justice. Also, these variables whose relations of each with organizational citizenship and counterproductive work behaviours has been separately examined in the related literature are dealt with together and examined their relative contributions into predicting said behaviours. The study has been carried out with 400 worker participants who work at public and private organizations placed in Ankara. In the study, it is primarily dealt with testing the model related with mediation role of belief in a just world between perceived organizational justice, with organizational citizenship and counterproductive work behaviours. The findings have indicated that a model in which belief in a just world tool is included as a variable predicts more precise than a model that offers a direct relation between perceived justice, and organizational citizenship and counterproductive work behaviours.

EQUALITY OF OPPORTUNITY TO MAKE ENTITLING CHOICES

Andersson, Anna-Karin (Harvard University)

Poster 5

Suppose that an unowned, divisible natural resource is available for appropriation by a population of agents. The unowned resource has been preserved by members of previous generations and is made available for acquisition as a result of such an intergenerational savings policy. The agents are challenged to allocate the unowned resource among themselves. No agent has greater prior claim to the resource than any other agent. In this situation, I argue that we should pursue "initial equality of opportunity to make entitling choices": Agents possessing varying bundles of capabilities should be given substantial equal opportunity to affect the size of their initial share of unowned resources by making certain entitling choices. More specifically, agents should be given acquisition rights in relation to their commitment to preserve unowned resources for future generations. In order to secure distributive fairness in this procedure, we should construct the rules for original acquisition in a way that makes each agent's bundle of capacities equally efficient tools for earning acquisition rights. Using this method rather than initially compensating agents materially for talent differentials, imposes minimal restriction on agents, promotes individual responsibility, while "levelling the playing field" as plausibly as contemporary left-libertarian accounts.

DISCRIMINATION, MENTAL HEALTH, AND HARMFUL BEHAVIOURS: RESULTS FROM THE NATIONAL SURVEY OF AMERICAN LIFE *Hendry, Melissa C. (Simon Fraser University), Douglas, Kevin S. (Simon Fraser University)*

Poster 6

Research has shown that unfair treatment and discrimination have negative impacts on mental health and are related to negative life events, such as aggression, suicide, and addiction; however, less research has investigated factors that enhance this association between discrimination and negative outcomes. In a sample of 6082 individuals (3,570 African American, 1,621 Afro-Caribbean, and 891 non-Hispanic white) in the United States recruited for the National Survey on American Life (NSAL), we examined the relationship between perceptions of unfairness/discrimination, adverse outcomes (e.g., substance abuse, mental health), and factors which could differentially contribute to these outcomes such as ethnicity, neighbourhood, and gender. Preliminary analyses demonstrate that individuals who have been unfairly treated by their workplace, the police, or other organizations were more likely to experience mental health problems such as mood and anxiety disorders as well as anger attacks. These individuals were also at increased risk for substance abuse and suicidal ideation; however, there was no relationship between discrimination and suicide attempts. Our next analytic steps will be to investigate whether these relationships vary as a function of other relevant variables, such as ethnicity, closeness to ethnic group, and gender. Implications and directions for future research will be discussed.

“THE BALL DON’T LIE”: HOW INEQUITY AVERSION CAN UNDERMINE THE PERFORMANCE OF PROFESSIONAL ATHLETES *Haynes, Graeme A. (University of Western Ontario), Gilovich, Thomas (University of Western Ontario)*

Poster 7

Human beings have a strong and pervasive desire for fairness, a fact documented in numerous “economic” or “experimental” games in which people typically fail to act in the purely self-interested fashion predicted by the rational actor model of economics. In all existing studies, however, there are other motives at play that might give rise to the unselfish actions observed and the desire for fairness does not have to compete with other, countervailing considerations that are especially powerful. Here we sought to subject people’s concern for fairness to a much more stringent test, seeing if the fairness motive would exert its influence even when there are strong incentives and powerful social pressures to ignore it. We examined the shooting accuracy of National Basketball Association players when they have been awarded free-throw shots they don’t deserve: that is, when a referee made a noticeable mistake by calling a foul when in reality no foul was committed. Consistent with the notion that people are troubled by undeserved opportunities, players’ free-throw percentage on the first shot following a bad call was substantially lower than their overall free-throw percentage and lower than the league-wide first shot percentage.

COLLECTIVE RELATIVE IMPROVEMENT AND MODERN RACISM: THE MODERATING EFFECTS OF LEGITMACY

LeBlanc, Josée (Université de Moncton), Beaton, Ann (Université de Moncton), Walker, Iain (Murdoch University)

Poster 8

Favourable social comparisons is a mixed blessing: It may generate outgroup derogation (Guimond & Dambrun, 2002) or positive intergroup outcomes (Tougas & Veilleux, 1990). The object of this study is to disentangle these findings by examining whether the legitimacy of the advantaged ingroup status moderates the relationship between favourable social comparisons and racial prejudice. Students (N=130) were presented a chart depicting the superior employment rate of graduates from their alma mater relative to graduates from a neighbouring university. Below the chart, a short paragraph provided a legitimate (n = 38), illegitimate (n = 36) or no explanation (n = 37) about the relative ingroup advantage. No chart was presented to a control group (n = 19). The cognitive and affective dimensions of collective relative improvement as

well as racist attitudes were assessed. Results of a multiple regression analysis, controlling for old-fashioned prejudice, revealed a significant interaction effect between the legitimacy of the advantaged status and the cognitive component of collective relative improvement on modern racism. While in the legitimate condition, collective relative improvement was negatively associated with racism, this relationship did not hold in the illegitimate condition. The implication of these findings on intergroup conflict resolution is discussed.

“D3P3” MATRIX OF SOCIAL CHANGE: DETERMINING APPROPRIATE METHODS OF SOCIAL CHANGE PRACTICE *Standerfer, Christina (University of Arkansas), Raheem, Jehan (Brandeis University)*

Poster 9

While books and articles on theories of social change abound, work that focuses on methods of effective social change practice can be difficult to find. One reason for this is that methods of effective social change must constantly be contextualized and changed. Documenting the changing nature of effective methods can be an arduous task; however such documentation may be key to determining best practices for any given situation. This poster presentation focuses on one way of documenting and engaging in effective social change practice. By analyzing data gathered from field service projects, the presenters have developed a matrix, the “D3P3 Matrix.” Social change practitioners may use this matrix to determine appropriate and effective social change methods based on understanding, assessing, and using the “three Ds” of social change: determinants; drivers; and dynamics and tapping the “three Ps,” of social change: 1) power evident in the political sphere; 2) people available in the grassroots sphere; and 3) passion generated in the faith-based sphere. The poster will illustrate the use of the matrix as a social change practice tool in two cases: a local case involving an educational campaign on water issues and an international case involving reconstruction of community recreational facilities.

CONJOINED TWINS AND THE RIGHT TO LIFE

Davis, Colleen (Griffith University)

Poster 10

States protect citizens’ right to life by making unlawful killing a criminal offence. However only persons who are capable of being killed are afforded the protection of the criminal law. Some conjoined twins are incomplete, in that they do not have key internal organs, limbs, a head or a torso. They would not survive if born as singletons and their death is inevitable if they are separated from their twins. This paper will examine conventional legal approaches to determining whether a person has a right not to be killed, and look at how these legal principles have been applied in conjoined- twin cases. It will apply these principles to other types of conjoined twins and argue that the existing law is inadequate to determining which conjoined twins have a right to life that is protected by law.

POT PROHIBITION IN CANADA: RENEWING THE SOCIAL JUSTICE DEBATE

Fogel, Curtis (University of Guelph), Osborne, Geraint (University of Alberta-Augustana), Lorenz, Trudi (University of Guelph)

Poster 11

The production, distribution and consumption of marijuana continue to remain illegal in Canada despite growing evidence that the drug can and is being used responsibly by Canadians, and that the drug laws surrounding marijuana might be more harmful than the drug itself (Osborne & Fogel, 2006, 2007, 2008). Employing a social justice perspective, the problematic disjuncture between the lived experiences and perceptions of a select group of marijuana users and the legal discourse surrounding the continued prohibition of marijuana in Canada will be examined in this paper. The data collected for this study include 41 semi-directed interviews with white-collar professionals and graduate students who use marijuana for non-medical purposes, as well as various legal case files and texts. This paper calls for renewed debate on the effectiveness and fairness of Canada’s drug laws and strategies.

PSYCHOPATHY AND VIOLENCE AGAINST CHILDREN: FACTOR LEVEL RELATIONSHIPS

Urch, Geoff (University of British Columbia - Okanagan), Walsh, Zach (University of British Columbia - Okanagan)

Poster 12

Understanding the perpetrators of violence against children (VAC) is important for assessment and treatment of these individuals. Psychopathy is a robust predictor of interpersonal violence among adults. However, to our knowledge the association between psychopathy and VAC has not been comprehensively elucidated. In the present study we examine associations between VAC and subcomponents of the psychopathic personality. Our data included 837 participants drawn from the MacArthur Violence Risk Assessment Study, of whom 74 (8.8%) were identified as perpetrators of VAC. The results indicated a small inverse association between the interpersonal and affective elements of the psychopathic personality and VAC ($X^2 = 6.12$, $R^2 = .02$, $p < .05$). The impulsive and antisocial elements of psychopathy were not associated with VAC. These novel findings contribute to the understanding of VAC and personality, and suggest distinct risk profiles for violence against children compared to violence against adults.

FAIRNESS AND EFFECTIVENESS IN POLICING: AN EVALUATION OF THE SASKATOON POLICE SERVICE

Cheng, Hongming (University of Saskatchewan)

Poster 13

The Saskatoon police department has been criticized for their ineffectiveness to fight crime. There have also been allegations of the Saskatoon police misconduct as tension was peaking between police and civilians, particularly Aboriginal people. Over the last several years the Saskatoon Police Service has seen repeated efforts at reform. Initiatives to improve relationships between the police and the public, in particular Aboriginal populations, in the light of race-related or social conflicts, went hand in hand with a steady drive towards reducing crime and improving public opinion through community policing programs. This study uses surveys and interviews to explore public perceptions and experiences of the police in the light of new strategies and initiatives adopted by the Saskatoon Police Service.

PRELIMINARY FINDINGS WITH THE REASONS FOR FORGIVING QUESTIONNAIRE

Belicki, Kathryn (Brock University), DeCourville, Nancy (Brock University), Michalica, Kerri (Brock University), Shepherd, Steven (University of Waterloo), Snieder, Elizabeth (Brock University), Stewart, Tammy (Brock University)

Poster 14

Most studies of the correlates of forgiveness have focused on the degree to which an individual has forgiven or is a forgiving individual. However, in an initial study we found that personality was more strongly related to reasons for forgiving than degree of forgiveness (Michalica, Belicki, & DeCourville, 2006). In this paper we describe findings from two subsequent studies that tested a revised version of our Reasons for Forgiving Questionnaire. In Study 1, 176 university students completed this measure as well as measures of social desirability (BIDR), dispositional forgiveness, and personality (the HEXACO). In Study 2, 200 students completed the Reasons for Forgiving Questionnaire, and measures of situational forgiveness (the TRIM), attachment, and the HEXACO. From factor analyses, we derived six subscales: For Religious Reasons; To Feel Better; To Avoid Social Repercussions; To Demonstrate Moral Superiority; Because of Love; For Societal Benefit. These had adequate to excellent internal consistency, as estimated by Cronbach's alpha, and were unrelated to social desirability with one exception: To Avoid Social Repercussions was correlated -.18 with the Self-Deceptive Enhancement scale of the BIDR. Different reasons for forgiving showed differential relations to degree of state and trait forgiveness, and to the personality measures.

THE RELATION OF HUMAN AND PEOPLES' RIGHTS: A CHALLENGE FOR FUTURE RESEARCH

Pirttilä-Backman, Anna-Maija (University of Helsinki), Sakki, Inari (University of Helsinki), Kassea, Raul (University of Helsinki)

Poster 15

The perception and evaluation of human rights have been studied in a number of research projects during the last decades (e.g. Doise 2002, Macek et al. 1997). The peoples' rights have raised much less attention (for exceptions see e.g. Herrera 2004). In our study among Cameroonian university students ($N = 666$) we have studied social representations of human and peoples' rights (Pirttilä-Backman et al. 2009) with a questionnaire that was filled individually during the lessons. The respondents evaluated the importance and realization of the articles in the UDHR and the African Charter. Our data showed, i.e., that Cameroonian students value human and peoples' rights generally highly, whereas their fulfillment is regarded less highly. Cameroonian students' perceptions of human and peoples' rights has largely similar structure that has been found in other parts of the world; the clustering of the rights confirmed that the individual basic human rights are globally the most stable elements of human rights representation. However, the clustering also indicated that human and peoples' rights are partly overlapping in respondents' evaluations. Human rights are realized in the context of global inequality, which makes it necessary to study and evaluate human and peoples' rights at the same time.

EVERYBODY SHOULD GET THEIR CHANCE: ACTIVATION OF DIFFERENT JUSTICE-PRINCIPLES WITH THE PERCEPTION OF EQUAL OPPORTUNITY

Lüdtke, Sabine (Ludwig-Maximilians-Universität München), Streicher, Bernhard (Ludwig-Maximilians-Universität München), Traut-Mattausch, Eva (Ludwig-Maximilians-Universität München), Frey, Dieter (Ludwig-Maximilians-Universität München)

Poster 16

Social psychology justice theory indicates, that justice judgments regarding distribution of social goods are based on three justice principles: equity, equality and need. So far it has been ambiguous whether these principles are activated independently from each other or in combination. We assume that the activation of the principles depends on the perception of equal opportunity: 1) If equal opportunity is perceived as given, the equality- and equity-principle will provoke justice judgments. With regard to the possibility of an equal start, those who achieve more should get more (equity), 2) If equal opportunity is not perceived as given, the need- and equality-principle will provoke justice judgments. In other words, people in need must obtain the same possibilities (equality) as other people. Underlined by an education system scenario studies confirmed our assumptions: Comparisons of means showed a significant difference between the need- and the equity-principles. Participants found the need-principle to be realized more in a social balance distribution than in a competition distribution. Furthermore, they recognized the equity-principle to be realized more in a competition distribution than in a social balance distribution. However, participants could not decide whether the equality-principle is attributable to the social balance or to the competition distribution.

PUNISHING A CULPABLE CHARACTER: DETERMINANTS OF PERCEIVED RETRIBUTIVE JUSTICE AMONG JAPANESE

Karasawa, Minoru (Nagoya University), Kaneda, Munehisa (Nagoya University)

Poster 17

The present study compared different factors that potentially contribute to judgments among lay people concerning culpability in criminal cases. Japanese undergraduates read scenarios of a felony and a misdemeanor. For each crime scenario, the severity of the damage, the intentionality to harm, and morality characteristics of the defendant were systematically varied. After reading each case, participants made a series of ratings concerning (a) the appropriate length of imprisonment, (b) the prospect for rehabilitation, and (c) the causal attribution of the act (internal vs. external factors). The results indicated that in both cases of crimes, participants took severity and intentionality into consideration when making judgments about imprisonment, which was consistent with a normative view of retribution. More important was a counter-normative finding that the morality factor showed far larger effect sizes than those variables. Morality was also a sole significant determinant of the rehabilitation judgment. Overall, internal causal attributions were prevalent with one exception: When a highly moralistic person committed a serious

crime with a severe outcome, external attribution was more likely to be sought. Potential consequences of excessive consideration of (im-)moral characters and its cultural implications are discussed.

EXPLANATIONS, IDENTITY, AND ATTITUDES TOWARD OUTGROUPS: EXTERNAL EXPLANATIONS ARE NOT INHERENTLY PROSOCIAL *Gill, Michael J. (Lehigh University), Andreychik, Michael R. (Lehigh University)*

Poster 18

How people think and feel about outgroups is crucial for societal justice. Furthermore, decades of research suggests that social explanations—causal accounts given by laypersons of why acts or outcomes have occurred—shape attitudes toward outgroups. Yet, the literature suggests divergent predictions regarding associations between external explanations—which construe group acts or outcomes as being caused by forces outside the group—and dominant group attitudes toward low-status outgroups. Specifically, whereas the Social Explanations Framework (Gill & Andreychik, 2009) suggests that external explanations regarding a low-status outgroup will foster prosocial responses, other perspectives suggest that external explanations will foster defensive responses. Four studies utilizing both implicit and explicit measures suggest that predictions from the Social Explanations Framework capture the psychology of dominant group members weakly-identified with the dominant ingroup, whereas predictions of defensiveness capture the psychology of high-identifiers. A major implication is that social explanations do not have fixed meanings, and that external explanations—despite being typically seen as prosocial—do not necessarily elicit positive responses to outgroups. Discussion will center on the need to move beyond looking at simple main effects of explanations and to instead examine how explanations interact with social motives and mindsets to shape socio-emotional responding.

BEING A GOOD, A BAD OR AN APPLE-POLISHER STUDENT BY EXPRESSING PERSONAL BELIEF IN A JUST WORLD

Alves, Hélder (ISCTE-Lisbon University/CIS), Correia, Isabel (ISCTE-Lisbon University/CIS)

Poster 19

We put forward that because the expression of personal belief in a just world has social value (Alves & Correia, 2008), it could be used strategically by individuals who wish to take advantage of the system (apple-polishers). In the first study we asked participants to complete the personal BJW scale according to the point of view of a target: a good student (competent and likable), a bad student (incompetent and not much liked) and an apple-polisher student (extremely dislike, not much competent, but viewed as successful as the good student). Higher scores of BJW were attributed to both the good and the apple-polisher student. In the second study, we presented participants with one of two targets who either expressed low or high personal BJW and asked what kind of student they were. Results indicated those who expressed high BJW were perceived as good and apple-polishers to the same extent whereas the target expressing low BJW was perceived as a bad student. These results give further evidence of the social value attached to BJW such that society is viewed to award success even to those who do not deserve it much (apple-polishers) but who nevertheless engage in such a performance.

BOOSTING ONE'S SOCIAL IDENTITY: EFFECTS OF SOCIAL EXCLUSION ON ETHNOCENTRISM

Greitemeyer, Tobias (University of Innsbruck)

Poster 20

The present research examined the effects of social exclusion on intergroup and intragroup ethnocentrism. In line with social identity social theory, it was reasoned that expressions of intergroup ethnocentrism boosts one's social identity, which can serve as a buffer to the thwarted need to belong. In fact, social exclusion increases intergroup ethnocentrism in that participants who had remembered a social exclusion experience were more likely to prefer their ethnic ingroup over outgroups, to endorse the belief in the superiority of their ingroup over outgroups, and to report the wish for ethnic purity within the

ingroup than participants who remembered a neutral experience. In contrast, expressions of intragroup ethnocentrism were not affected by social exclusion.

TOWARD THE STIGMITIZATION OF EVERYDAY ACTIONS *Donhauser, Justin C. (University of Buffalo)*

Poster 21

After briefly defending the view that sustainability and ensurance of available options are necessary conditions for distributive justice [following Brian Barry and Bryan Norton], I extend Peter Unger's (1996) liberationist approach to assessing the moral value of actions into the domains of distributive and sustainability ethics. I develop and defend a normative strategy for affecting the necessary redistribution of natural and fiscal resources, by means of minimally inconvenient changes in many of our everyday actions [grocery shopping, waste disposal, etc.] by a great many of us fairly well off persons. I argue that the way to affect the obligatory changes is to begin considering all actions, including everyday actions, in the manner that we already intuitively consider many stigmatized actions [drug trafficking, etc.] as more morally right or wrong in proportion to: (i) their possibility of resulting in devastating consequences, (ii) the possibility of their causing harms that may be diffuse and/or spurious, and (iii) the possibility of their causing harms that may be spatially and temporally remote. I suggest a tolerant and relaxed, though principled, way of acting, and identify specific minimally inconvenient ways of acting, much morally better toward the goal of cross-spatiotemporal and/or intergenerational justice.

THE EVERYDAY CONCEPT OF PROCEDURE WHEN PEOPLE MAKE JUDGMENTS ABOUT PROCEDURAL JUSTICE

Aguilar Baariga, Pilar (Autonoma University Madrid), Fernandez-Dols, Jose Miguel (Autonoma University Madrid)

Poster 22

We conducted a study aimed at showing speakers' most accessible features of the concept "fair procedure" and "unfair procedure". Participants read the description of a fair or unfair "procedure" in one of three different situations (academic grading, job salary, house rental) taken from three studies on procedural justice (Tyler and Caine, 1981; Brockner et al., 2007; van den Bos, 1998). We found that participants' most accessible features for the everyday concept behind the term "procedure" can be organized around four categories: equity of the outcomes, allocator's evaluation strategies, allocator's skills or traits, and voice. Equity and evaluation strategies were the most central features of participants' concept of procedural justice but the relative centrality of the four features varied depending on the scenario (e.g., justice vs. injustice). This finding raises interesting questions about what means "procedure" in everyday judgments of justice and injustice, and the limitations of the differentiation between everyday judgments of equity and procedural justice.

REDUCING RISK EXPOSURE IN ORDER TO AVOID FEELING LIKE A SUCKER *Effron, Daniel A. (Stanford University), Miller, Dale T. (Stanford University)*

Poster 23

When people feel that someone has exploited their trust in order to treat them unjustly, they experience a type of self-blame that can be described as "feeling like a sucker." Three studies supported the hypothesis that the motivation to avoid this feeling would make people more averse to risks that required trust than to otherwise economically identical risks that did not require trust. Participants were more reluctant to invest money in a company when it risked failure due to fraud versus low consumer demand (Study 1), and to risk points in an economic game when its outcome ostensibly depended on another participant's decision versus chance (Studies 2 and 3). Participants' predictions of self-blame mediated these effects (Studies 1 and 2). Consistent with participants' predictions, the experience of a trust-violating loss did elicit more self-blame than did a non-trust-violating loss of equal magnitude, and subsequently motivated even more aversion to risks that required trust compared to risks that did not (Study 3). No support emerged for alternative explanations based

on either the perceived probability of incurring a loss, or on an aversion to losses that profit others.

THE ROLE OF COLLECTIVE GUILT IN CLIMATE CHANGE MITIGATION **Ferguson, Mark A. (University of Calgary), Branscombe, Nyla R. (University of Kansas)**

Poster 24

Two studies examine when collective guilt for an ingroup's greenhouse gas emissions fosters climate change mitigation. Study 1 manipulates beliefs about the causes (nature, human) and effects (minor, major) of climate change, and then measures collective guilt. As expected, collective guilt is stronger when people believe that climate change is caused by humans and will have minor effects. Study 2 employs the same procedures as Study 1, but includes measures of collective anxiety (for harm to the future ingroup) and willingness to mitigate climate change (conserve energy and support green taxes). As expected, collective guilt is greater when people believe that climate change is caused by humans and will have minor effects, whereas collective anxiety produced no effects. The results for willingness to mitigate climate change mirror those of collective guilt. Moderated mediation analyses demonstrate that collective guilt mediates the interaction of climate beliefs on willingness to engage in mitigation. These studies suggest that collective guilt fosters mitigation when people have specific beliefs about climate change. The implications for research on collective emotions and environmental justice will be discussed.

THE LEVEL OF POLITICAL INVOLVEMENT AND THE SYSTEM JUSTIFICATION **Czapliński, Szymon (Andrzej Frycz Modrzewski Krakow University)**

Poster 25

A series of studies has shown that subjects differently interpret content which has a form of complementary stereotypes on social justice, depending on political self-identification (left-centre-right) (Kay, Czaplinski, Jost, 2009). It has been observed that stereotypical content differently influences how the acceptance of socio-political system is raised. The observed differences in patterns of system justification between people with developed political self-identification (be it left, centre, or right) and those who cannot describe their political orientation were the starting point for the studies presented here. The fact that those not engaged in politics accept the system more than those who are active requires the earlier studies by the author to be looked upon from another perspective. The causes of differences in system identification between those who have political identification and those who are not politically oriented will be analyzed and presented.

SUPPORT FOR HARSH TREATMENT OF TERRORIST SUSPECTS: THE ROLES OF DESERVINGNESS AND FAIRNESS

Cheung, Irene (University of Western Ontario), Conway, Paul (University of Western Ontario), Kawiuk, Candace (University of Western Ontario), Hafer, Carolyn L. (Brock University), Olson, James M. (University of Western Ontario)

Poster 26

A justice issue facing western democracies is how to treat individuals who are charged with terrorism. The present study examined the predictors of individuals' support for (attitudes toward) the use of harsh interrogation tactics on terrorist suspects. We hypothesized that justice considerations would be relevant to these attitudes in two ways. First, to the extent that individuals believed terrorist suspects deserve harsh treatment, we expected them to support such tactics. Second, to the extent that individuals excluded terrorist suspects from their circle of moral regard (in which case principles of fairness do not need to be applied to terrorist suspects), we expected them to support the use of harsh tactics. We tested a model that included three background predictors of deservingness and exclusion—namely, dehumanization of terrorist suspects, perceived utility of terrorist suspects, and perceived conflict between terrorist suspects and non-terrorist civilians—as well as deservingness, exclusion, and attitudes toward harsh interrogation tactics. Analyses using structural equation modeling supported a simplified model that

included deservingness but not exclusion as a significant predictor of attitudes toward the use of harsh interrogation strategies. Implications for moral exclusion are discussed.

PERCEIVED FAIRNESS OF THE INGROUP ACT OR CONCERNS FOR REPUTATIONS: DETERMINANTS FOR THE FEELING OF COLLECTIVE GUILT **Goto, Nobuhiko (Nagoya University), Karasawa, Minoru (Nagoya University)**

Poster 27

We conducted two scenario experiments to investigate how perceived fairness of the ingroup act and reputational concerns influence the feeling of collective guilt. In the experiments, we led participants to imagine themselves as an employee of a company and manipulated the degree of identification with one of its departments. The scenario explained that that department bought up another company and fired many of its employees. In the first experiment, any cues which heighten reputational concerns were not given while, in the second experiment, those were explicitly given by stating the news coverage of the buyout. After reading the scenario, participants rated the extent to which they felt guilty for the act, the degree of identification with the department, and the perceived fairness of the act. Path analyses revealed that the perceived fairness was an important mediator of identification with the department and collective guilt whereas it was no longer a significant mediator when reputational concerns were heightened. We argue that when reputational concerns are heightened people readily experience collective guilt without estimating fairness of the act. Meanings of feeling and not feeling collective guilt as well as the importance of collective guilt in conflict resolution are discussed.

MEXICO'S MOST VULNERABLE: AN ETHNOGRAPHIC ACCOUNT OF VIOLENCE AND VICTIMIZATION WITHIN A MEXICAN PRISON **DeGarmo, Matthew (Washington State University)**

Poster 28

Some of the most vulnerable and excluded populations reside within the confines of prisons and jails scattered throughout the world. Through a criminologist's lens, this paper will highlight the importance of researcher access to correctional institutions in countries and regions outside of the U.S., particularly Mexico. This researcher's on-going ethnographic research within Mexico and its prison system will be presented, specifically highlighting: researcher accessibility to prisons throughout the world, the quality of prisons and the prevalence of prison violence within Mexico, and the socio-cultural underpinnings of these current conditions and consequences as they relate to U.S./Mexico relations.

THE ROLE OF JUSTICE-RELATED DISPOSITIONS FOR EMPLOYEES' "PSYCHOLOGICAL CONTRACTS" **Maes, Juergen (Bundeswehr University Munich), Werth, Carolyn (Bundeswehr University Munich), Pfannstiel, Stefanie (Bundeswehr University Munich), Schuster, Julia (Bundeswehr University Munich)**

Poster 29

Employees' "psychological contracts" have been discussed as important factors influencing work-related behavior and decisions, motivation and discouragement. Two recent studies suggested that the nature of such psychological contracts is influenced by personality traits, especially the "Big 5". The purpose of our research is to show that specific and more narrow personality traits have more influence on employees' psychological contracts and feelings of contract violations than the "Big 5" personality traits have. A questionnaire-based analysis of 497 employees in nine types of employment contracts was conducted. The "Psychological Contract Inventory" (PCI; Rousseau; 2000) was adapted in the following aspects: the proposed four contract types (relational, balanced, transactional, transitional) were condensed to reciprocal employers' and employees' obligations. Additional items were implemented in Rousseau's 11 subscales to adjust the analysis to the specifics of the German job market. Findings: Regression analyses showed that the "Big 5" personality traits have no significant influence on employers' and employees' perceived mutual obligations. Instead the postulated specific personality traits, especially justice-related dispositions, have a relevant impact

on eight sub-scales. Furthermore, the identified personality traits have a direct effect on contract violations. Outlook: As most of the participants in this study were full-time employees, future studies should include more temporary workers. It might also be instructive to study the differences in the connection between the type of psychological contract and personality traits in different countries and employment markets.

PRONENESS TO GUILT: PRECONDITIONS AND EFFECTS

Maes, Juergen (Bundeswehr University Munich), Rößler-Nance, Florence (Bundeswehr University Munich), Schuster, Julia (Bundeswehr University Munich), Gerlach, Tanja (Bundeswehr University Munich)

Poster 30

The concept of guilt is multifaceted and a subject-matter for different scientific disciplines; psychology particularly deals with the feeling and experience of guilt and coping with guilt. In view of this, a multidimensional guilt inventory was developed that comprises scales for attitudes toward guilt (denial of guilt, guilt preparedness), facets of the proneness to guilt (because of self impairment, because of damage done to others, existential guilt), and facets of the proneness to blaming others. The scales for feelings of guilt on the one side and blaming on the other side were formulated in a parallel way. First results show good measuring properties of these scales. Using an online-study (N=554), effects and preconditions of guilt were investigated. Between 33 and 64 per cent of the variance in feelings of guilt and about 14 per cent of the variance in blaming could be explained by personality dispositions (Big Five, empathy, machiavellianism, social responsibility, beliefs in justice) and perceived parental educational styles (measured by an adapted version of the Alabama Parenting Questionnaire by Reichle & Franiek, 2007). Dispositions and perceived parental educational styles had direct and indirect effects (mediated by proneness to guilt) on depression and well-being.

THE ROLE OF PERCEIVED JUSTICE IN UNFORGIVENESS **Ross, Rachel (University of Calgary), Boon, Susan (University of Calgary)**

Poster 31

Previous research on unforgiveness describes it as a stressful experience; it is depicted as a cold emotional complex that consists of bitterness, resentment, anger, and fear, which is combined with rumination about the event. In contrast to this, our analysis of semi-structured interviews with victims of serious interpersonal offences indicates that there is a high degree of variability in how victims experience unforgiveness, on both an emotional and a cognitive level. Indeed, our research indicates that unforgiveness can be described along emotional and decisional dimensions. Consistent with previous research, emotional unforgiveness is characterized by high levels of rumination and strong negative affect. In contrast, decisional unforgiveness is characterized by little or no negative affect or rumination. Moreover, when unforgiveness was decisional, victims reported being at peace with the event. These two types of experiences are mediated, in part, by the victims' ability to restore their belief in a just world. Victims who experienced emotional unforgiveness questioned what they had done to deserve or cause the transgression, whereas victims who reached decisional unforgiveness had restored their belief in a just world through the use of the justice system or a belief in karma. These findings have important implications for reducing the harmful negative affect of emotional unforgiveness.

PERCEPTIONS OF JUSTICE IN THE DECISION TO SEEK REVENGE IN ROMANTIC RELATIONSHIPS **Sheppard, Edwin K. (University of Calgary), Boon, Susan D. (University of Calgary)**

Poster 32

Responses to transgressions in romantic relationships have been well documented in psychological research. However, individuals' beliefs pertaining to the appropriateness of taking vengeful actions in response to a harmful event committed by their partner is relatively overlooked. Therefore, the purpose of the present study was to examine whether individuals' beliefs about revenge in romantic relationships were associated with perceptions of justice. Participants were 133 undergraduate students who completed items assessing

beliefs about revenge and perceptions of justice associated with seeking revenge in romantic relationships, the Belief in a Just World Scale (Dalbert, 1999), and the Vengeance Scale (Stuckless & Goranson, 1992). The belief that getting even with a romantic partner was just was associated with positive beliefs pertaining to vengeful actions following a harmful event committed by a romantic partner. Further, strong just world beliefs were associated with positive attitudes toward attaining revenge; however, just world beliefs were negatively associated with satisfaction in seeking revenge in romantic relationships. Results suggest that perceptions of justice are associated with both positive (i.e., morality), and negative (i.e., dissatisfaction) beliefs regarding the decision to get even in a romantic relationship.

BELIEF IN A JUST WORLD, PHYSICAL ATTRACTIVENESS, AND SEXUAL AFFAIRS **Bogaert, Anthony F. (Brock University), Pozzebon, Julie A. (Brock University), Visser, Beth A. (Brock University)**

Poster 33

Sexual affairs, or extradyadic sexual relations, have been examined in relation to a number of social psychological constructs, including justice beliefs (e.g., equity theory). In the present study, we examined sexual affairs as predicted by belief in a just world (BJW; both a general belief, GBJW, and a personal belief, PBJW), personal self-efficacy (PE), and physical attractiveness (both subjectively and objectively rated), along with potentially relevant and/or confounding variables (i.e., age, frequency of sexual behavior, and gender). Measures of these individual differences, along with questions assessing number of affairs in one's lifetime as well as in the last year, were administered to 200 participants (100 men, 100 women). Multiple regression analyses indicated that those lower in GBJW (but not PBJW) and those higher in subjective physical attractiveness (but not objective attractiveness) were more likely to report sexual affairs. Results are discussed in relation to research showing that a general BJW relates (negatively) to transgressive behavior (e.g., delinquency), and how subjective attractiveness may relate to narcissism and a sense of entitlement.

WHEN IGNORANCE SUPPORTS THE SYSTEM: UNFAMILIARITY AS AN ANTECEDENT TO PERCEIVED GOVERNMENT DEPENDENCE AND TRUST **Shepherd, Steven (University of Waterloo), Kay, Aaron C. (University of Waterloo)**

Poster 34

People are bombarded with information on the economy, energy, and other socio-political issues, on a daily basis. However, understanding the complexities of modern society escapes many people. For example, recent polls suggest that many, if not most Americans, cannot identify the causes and outcomes of the recent economic recession, nor do they illustrate a basic understanding of where their nation's energy comes from. This is despite the fact that these issues are of great importance to the individual. How might people cope when confronted with self-relevant, potentially negative information that they do not understand, and what are the implications of this for system justification? We present a series of studies illustrating that when people feel unknowledgeable in a given domain, they a) defer responsibility to supposedly knowledgeable others, such as the government, b) feel increasingly dependent on those others, c) are motivated to increasingly support the status quo and trust in those that are responsible for that domain (see Kay et al., 2009), and d) actively avoid negative information that is relevant to that domain, thus perpetuating a lack of knowledge. Implications for system justification theory are discussed.

UTILITARIAN REASONS FEEL LESS "MORAL" THAN DEONTOLOGICAL REASONS **Kreps, Tamar A. (Stanford University), Monin, Benoît (Stanford University)**

Poster 35

What does it mean to have a strong but not moral attitude about a policy issue such as gay marriage? Two studies test the hypothesis that what makes an attitude feel "moral" is the use of deontological, rather than consequentialist, justifications. Thus, even a normative belief, such as "The death penalty should be outlawed," might not subjectively feel moral to individuals if it is based on consequentialist reasoning, despite a longstanding utilitarian tradition in moral

philosophy. In Study 1, participants read several different reasons that could be used to justify views on gay marriage and the death penalty, then rated the extent to which each reason was based on consequences vs. principles and the extent to which each reason seemed moral. Reasons based on principles were rated as significantly more moral, $r = .807$, $p < .0005$. In Study 2, the extent to which participants moralized the death penalty and gay marriage was positively correlated with how much they reported their attitudes were based on principles rather than consequences, $r = .235$, $p < .0005$. Given past research establishing the important effects of self-reported moral conviction, these findings clarify what it means to feel morally about policy issues.

BLAMING THE UNEMPLOYED-THE RELATIVE INFLUENCE OF THE BELIEF IN A JUST WORLD AND DISPOSITIONAL CONSERVATISM
Maes, Juergen (Bundeswehr University Munich), Tarnai, Christian (Bundeswehr University Munich), Schuster, Julia (Bundeswehr University Munich)

Poster 36

Numerous empirical studies have shown that blaming the unemployed is influenced by the belief in a just world: the more persons believe in justice, the more they tend to accuse unemployed people of being responsible for their situation, to devalue them and to exclude them from society (cf. Maes, Schmal & Schmitt, 2001). Other studies have shown that dispositional conservatism predicts the extent of devaluation and reproaches (e.g. Feather, 1985). But so far both predictors have not been entered simultaneously in a comparative analysis. In a questionnaire study with 133 students and 456 employed persons the belief in a just world as well as the dispositional conservatism were used as predictors of the extent of accusing the unemployed in a multiple regression model. Belief in a just world was measured by items specifically formulated for the issue of unemployment, dispositional conservatism on the contrary was assessed by a non-specific scale (Riemann & Kämpfe, 2003). In this study a great part of the total variance was explained by the belief in a just world and just a small part was explained by conservative attitudes. In a second questionnaire study with 100 students and 151 employed persons we used a more standardized measure to assess the belief in a just world (Maes, Montada & Schmitt, 2004). Both variables revealed here as equally strong predictors for the amount of blaming the unemployed for their situation indicating that results of our first study were generated by confounded dependent and independent variables

POSITIVE DELUSION OF EXTERNALITY PROMOTES PSYCHOLOGICAL RESILIENCE IN A COLLECTIVISTIC CULTURE: THE WORLD IS MORE JUST GENERALLY THAN FOR ME
Wu, Michael S. (Institute of Psychology of Chinese Academy of Sciences), Yan, Xiaodan (Langone Medical Center), Zhou, Chan (Beijing Normal University), Chen, Yi-Wen (Institute of Psychology of Chinese Academy of Sciences), Li, Juan (Institute of Psychology of Chinese Academy of Sciences), Shen, Xiangqin (Beijing Normal University), Zhu, Zhuo-Hong (Institute of Psychology of Chinese Academy of Sciences)

Poster 37

General belief about dynamic externality is considered as positive delusion in harsh reality among people from collectivistic cultures. Recent evidences also reveal that the general instead of personal belief in a just world (GBJW vs. PBJW) prevails among the Chinese people. By contrast, classical theory from individualistic cultures held that individuals endorsed more PBJW than GBJW, while the prevalence and adaptive function of GBJW was rarely concerned. Therefore, we conducted three surveys to investigate GBJW and PBJW and their adaptive functions among Chinese adults and adolescents. Results revealed that: 1) Normal Chinese adults and adolescents endorsed more GBJW than PBJW; 2) Compared to their counterparts, adult survivors with their family members lost and adolescents in the poverty-stricken area maintained their GBJW, with a significantly decreased PBJW. 3) There wasn't an independent relationship between PBJW (compared to GBJW) and life satisfaction, while GBJW predicted the psychological resilience in all the 3 studies independent of PBJW. The results are consistent with previous findings that as a typical collectivistic culture, the Chinese people tend to hold a positive delusion on

their GBJW, and we further discovered that this would help them resiliently confront the harsh realities during adolescence as well as adulthood.

UNDERSTANDING PUNISHMENT RESPONSES TO DRUG OFFENDERS: THE ROLE OF SOCIAL THREAT, INDIVIDUAL HARM, MORAL WRONGFULNESS, AND EMOTIONAL WARMTH

Durrant, Russil (Victoria University of Wellington)

Poster 38

The possession, cultivation, manufacture, and sale of certain psychoactive substances are subject to some form of state inflicted punishment in all countries in the world. The harm caused by drugs to users and society is the typical rationale for the regulation of illicit drugs and the punishment of drug offenders. However, what factors actually influence people's punishment responses to drug offences? In two studies, the role of perceived social threat, harm to users, moral wrongfulness and feelings of emotional warmth to drug offenders on punishment responses were investigated. Participants were also asked about the primary rationale for punishing drug offences and their attitudes towards the use of treatment for drug offenders were assessed. The results of this study suggest that the amount of punishment deemed appropriate for different drug offences is most strongly influenced by individuals' feelings of emotional warmth to drug offenders and their perceptions of the moral wrongfulness of drug offending. The primary rationale for punishing drug use offences was individual deterrence and participants endorsed the use of treatment instead of punishment for less serious drug offences. Implications for drug control policy are discussed.

FOLLOWERS TOLERANCE TO UNETHICAL LEADERS: THE INFLUENCE OF THE BUDGET POLICY
Decoster, Stijn (University of Leuven), Stouten, Jeroen (University of Leuven), Tripp, Thomas M. (Washington State University)

Poster 39

Leaders are expected to be responsible guides. Yet, leaders frequently act unethical (e.g. stealing from the organization), and followers seem to tolerate this. We argue that followers' tolerance depends on the budget policy. In a "use-it-or-lose-it" policy, allocations not spent by the end of the year will be lost, this in contrast to carry-forward policies. We reasoned that in a carry-forward budget, the leader's unethical behavior is a real loss because the group's members otherwise could have spent the budget the following year. In contrast, in a use-it-or-lose-it system, the group will receive the subsequent year a higher budget when the leader spends the budget, and therefore they may be tolerant. In four studies, this hypothesis was confirmed. In two scenario studies, followers were tolerant to an unethical leader in the use-it-or-lose-it condition. In contrast, in the carry-forward condition followers reacted if their group (Study 1) or they themselves (Study 2) were harmed. These results were confirmed in an experimental study. Finally, in order to increase external validity, we conducted a multiple-source survey study: Results revealed that unethical leaders were more tolerated in companies with a use-it-or-lose-it budget than in companies with a carry-forward budget. Altogether, these results suggest that people tolerate unethical leaders dependent on implicit organizational systems such as the budget policy.

SESSION 4.1

Monday, August 23, 9:00-10:20am, MB Auditorium

The Judiciary and Justice Professionals (Individual Paper Session)

FORMAL FEATURES, PLURALISM AND LIBERALISM IN SUPREME COURT DECISIONS - LONGITUDINAL AND QUANTITATIVE ANALYSIS
Gross, Miron (Tel-Aviv University)

9:00am-9:20am

Decision-making is the main task of judges at any level, certainly at the supreme court where precedents are set for the entire judicial system. Classical legal research, based on verbal comparison of legal texts, offers significant insights but not the tools for objective research, comparison and segmentation of court decisions. Previous empirical research by the author and colleagues yielded interesting results regarding Supreme-Court decisions during its first 44 years. Results referred to formal aspects of courts verdicts, reference patterns of the judges, discourse and consent, pluralism within decision process and liberalism of the supreme court when judging conflicts between individual and public authorities. The next decade, with the presidency of the dominant and controversial Judge Aharon Barak called for further empirical research to explore both formal and cardinal aspects in supreme-court-decisions during his presidency. Findings show that while pluralism, previously subject to criticism due to its low levels, has greatly improved at the beginning of said decade but eventually decreased to past low levels. Despite high expectations, no significant changes have been detected in the liberalism of supreme-court-decisions, apart for some specific combinations of parties and legal fields. Findings regarding court's attitude to minorities are discussed.

WHERE LINGUISTICS, PSYCHOLOGY, AND LAW MEET: ANALYZING COMMUNICATION BETWEEN LAY AND PROFESSIONAL JUDGES
Hotta, Syûgo (Meiji University), Fujita, Masahiro (Meiji University)

9:20am-9:40am

Year 2009 saw introduction of a new mixed-jury system in criminal courts in Japan. This study aims to identify some characteristic patterns in communication between laypersons (lay judges, hereinafter) and professional judges from a linguistic and psychological point of view through examination of the corpora compiled from the linguistic interactions recorded in mock trials jointly organized by local prosecutors offices, courts, and bar associations. (Real deliberation processes cannot be observed or examined by researchers by law.) We will show quantitatively differences in communication between lay and professional judges in deliberation in terms of the amount of speech, communication networks, source information for decision making, etc. This interdisciplinary study will bridge linguistics, psychology, and law and contribute to the development of these fields.

CRIMINAL JUSTICE PROFESSIONALS' PERSPECTIVES ON PERSONS WITH INTELLECTUAL DISABILITIES IN ONTARIO

Robinson, Jennifer (University of Waterloo), Gosse, Leanne (Brock University), Marinos, Voula (Brock University), Griffiths, Dorothy (Brock University)

9:40am-10:00am

Persons with intellectual disabilities (ID) pose some interesting challenges to our criminal justice system (CJS), including over-representation and lack an understanding of legal rights. Individuals with ID are less likely than those persons without an ID to employ their constitutional due process rights. Accordingly, there are important research questions to be addressed about rights, responsibilities, and citizenship relating to persons with ID in the criminal justice process, including the role of criminal justice officials. However little attention has been given to justice professionals and their interactions with accused, victims and witnesses with intellectual disabilities. The current study involved twelve in-depth interviews with criminal justice professionals in

Ontario to understand, from their perspective, their interactions with persons with ID and rights. The findings are discussed in relation to administrative pressures in the courts, legal provisions, organizational policies, resources, and professional training. Results reveal a lack of systemic identification of intellectual disabilities within the justice system, outlining a disjointed system of identification and support. Further critical issues are identified, including appropriateness of representation before the courts, fitness to stand trial and further victimization within the CJS. The results are discussed in a framework of limited and restricted rights of conventional citizenship.

SESSION 4.2

Monday, August 23, 9:00-10:20am, MB Room 150

Thinking Outside the Just-World Box (Symposium)

Chairs: Kees van den Bos (Utrecht University), Manfred Schmitt (Universität Koblenz-Landau)

SYMPOSIUM SUMMARY: A very prominent line of research in the justice literature focuses on people's need to believe in a just world and the strategies that people can use when they are confronted with evidence that the world is not just. An impressive amount of conceptual and empirical work has been done to investigate many components of the belief in a just world theory. This noted, important theoretical and empirical challenges remain. In the present symposium we aim to further insights about how people deal with the world being an unjust place. We try to do this by thinking a bit outside the box of existing theoretical frameworks. Toward this end, Schmitt and Maes ask whether the belief in a just world is a cause or an effect of well-being. Bal reveals the process under which the fulfillment of immediate-return needs can lead to enhanced blaming and derogation of innocent victims. Van Prooijen argues that when the belief in a just world has been threatened people may engage in sense-making processes and that conspiracy beliefs may serve an important function in these processes. Finally, Van den Bos and Maas propose that defending the just-world belief may involve cold-cognitive consistency-based propositional reasoning processes.

BELIEF IN A JUST WORLD AND WELL-BEING: WHAT IS CAUSE, WHAT IS EFFECT? *Schmitt, Manfred (Universität Koblenz-Landau), Maes, Jürgen (Universität der Bundeswehr München)*

9:00am-9:20am

Several studies have found a positive correlation between the belief in a just world (BJW) and well-being (WB). This correlation can be the result of two causal processes: (1) Believing in a just world promotes well-being. (2) Well-being promotes the belief in a just world. Only experimental or longitudinal but not cross-sectional data can separate both processes. Four components of the BJW (just, unjust, immanent, ultimate), justice sensitivity (victim, observer, beneficiary), and WB (depression, mental health, self-esteem) were measured in a four-year longitudinal study with three measurement occasions and N > 1000 participants. Longitudinal change analyses did not support the first process. Some evidence was found in support for the second process: Belief in an unjust world and victim sensitivity changed uniquely across time as a function of preceding WB. Higher WB at time T was associated with a decrease in the belief in an unjust world and in victim sensitivity from time T to time T+1. Taken together, our results suggest that WB buffers against the belief in an unjust world and victim sensitivity. By contrast, the widely held assumption that belief in a just world promotes WB could not be supported in our research.

THE DARK SIDE OF DELAYED-RETURN SOCIETIES: MORE NEGATIVE REACTIONS TOWARD INNOCENT VICTIMS WHEN IMMEDIATE-RETURN NEEDS ARE SATISFIED *Bal, Michèle (Utrecht University)*

9:20am-9:40am

In this paper we try to deepen and broaden insights pertaining to people's need to believe in a just world. We try to do this by noting a somewhat ironic implication of the fulfillment of immediate-return needs, namely that fulfillment of these needs can lead to more negative reactions to innocent victims. We develop this hypothesis on the basis of the notion that people often are faced with either immediate-return goals or with more future oriented, delayed-return goals. Furthermore, we propose that when people have satisfied their immediate-return needs they start focusing on the fulfillment of their future needs. Moreover, a strong orientation on the fulfillment of future needs may make people aware about the possibility that their future outcomes will not be realized, hence increasing feelings of uncertainty. Our findings indeed suggest that fulfillment of immediate-return needs enhances feelings of uncertainty and, as a result, leads to enhanced blaming and derogation of innocent victims. In the discussion, we focus on how these findings can further insights into just world theory, ID-compensation theory, and more general worldview defense frameworks.

SUSPICIONS OF INJUSTICE TO COPE WITH JUST WORLD THREATS: THE SENSE-MAKING FUNCTION OF BELIEF IN CONSPIRACY THEORIES *van Prooijen, Jan-Willem (VU University Amsterdam)*

9:40am-10:00am

In contemporary society, people are frequently faced with severe just world threats, such as terrorist attacks, wars, and economic crises. These threats often prompt suspicions that the event was caused by an evil conspiracy of legitimate individuals, organizations, or governmental institutions. In the present research, we examine if conspiracy beliefs can be functional to cope with just world threats. The line of reasoning that stimulated the present studies is that just world threats disrupt people's orderly worldview, resulting into perceptual chaos, feelings of uncertainty, and being low in control. One possible way to make sense of such a threatening event—thereby regaining a sense of understanding the world—is to believe that it was intentionally planned by a malevolent conspiracy. In correspondence with this, a series of studies suggest that when people are uncertain or out of control, they increasingly associate the perceived morality of powerful institutions with conspiracy beliefs. Furthermore, an underlying mechanism why sense-making activities may lead to conspiracy beliefs is that people tend to attribute big events (such as big just world threats) to big causes. It is concluded that conspiracy beliefs are functional for sense-making purposes when the belief in a just world has been threatened.

EXPERIENTIAL AND RATIONALISTIC ROUTES OUTSIDE THE JUST-WORLD BOX *van den Bos, Kees (Utrecht University), Maas, Marjolijn (Timbos Institute)*

10:00am-10:20am

This paper examines why people may blame innocent victims of robbery or sexual assault. We propose that in experiential mindsets associative links are formed between the victim and the negative event. As the creation of such links is independent of explicit beliefs, people in experiential mindsets produce negative reactions to the victim independent of their just world beliefs. Rationalistic mindsets, however, instigate propositional and consistency-based reasoning. For people who strongly endorse just world beliefs (such as people who have strong predispositions to believe that the world is just or whose just world beliefs have been threatened strongly), learning about an innocent victim creates a logically inconsistent system of beliefs. This inconsistency can be resolved by blaming the victim. For people who only weakly endorse just world beliefs, there is no inconsistency in the first place and therefore no need to blame the victim. Two experiments support this line of reasoning. We contrast these findings with results that show stronger affective reactions to own fair/unfair treatment and own fair/unfair outcomes in experiential (not rationalistic) mindset conditions. This suggests that just-world processes involve cold-cognitive consistency-based propositional reasoning processes

whereas reactions to own treatment and own outcomes tend to involve hot-cognitive associative-experiential processes.

SESSION 4.3

Monday, August 23, 9:00-10:20am, MB Room 251

Discrimination (Individual Paper Session)

CONFRONTING PREJUDICE: RESPONSES TO WOMEN WHO STAND UP TO SEXISM *Choma, Becky L. (Wilfrid Laurier University), Foster, Mindi (Wilfrid Laurier University)*

9:00am-9:20am

Researchers and activists alike propose that confronting prejudice and discrimination might decrease intolerance and promote social change. Yet, most victims do not confront discrimination for fear of social costs. Drawing on recent work showing that women use different strategies for confronting sexism (Foster, 2009), the purpose of the present study was to investigate the impact of confrontation strategies. First year Canadian undergraduates (200 men, 200 women) first read a sexist newspaper article, and were then asked to imagine a female student, 'Rachel', reading the article. Participants were randomly assigned to a confronting sexism condition in which Rachel reacted to the article with either: anger, education, humour, non-verbally, or active disengagement. Finally, participants rated Rachel on a number of personal qualities. Results demonstrated that evaluations of Rachel as favourable, true to herself, and a complainer differed across confrontation style conditions. Generally, Rachel was evaluated most favourably when she reacted to the article using education, and less of a complainer when she made a joke. Evaluations of Rachel were least favourable in the anger and active disengagement conditions. Implications for successful confrontation strategies and critical individual difference moderators (e.g., right-wing authoritarianism) are discussed.

THE COSTLY CONSEQUENCES OF SILENT REACTIONS TO AGEISM AND SEXISM AT WORK: WHAT CAN BE DONE? *Tougas, Francine (University of Ottawa), Laplante, Joelle (University of Ottawa), Rinfret, Natalie (École Nationale d'Administration Publique)*

9:20am-9:40am

Age and sex discrimination still limit or end careers in our society. What happens when people recognize being the target of such discrimination: Do they voice their disagreement and act accordingly? Not necessarily. Complainants risk exclusion, hostility and negative job outcomes. This is why some people turn to silent responses such as psychological disengagement (Crocker, Major & Steele, 1998). Mentally retreating from a domain is achieved via discounting professional feedback, and devaluing a domain, such as work. The goal of this presentation is to account for covert responses to age and sex discrimination. Results of studies conducted among many large groups of workers in different domains (policing, nursing, engineering, and politics to name a few) were pooled to document concealed psychological and behavioural reactions to ageism and sexism at work. By doing so, personal (lower self-esteem), organizational (professional withdrawal) and social (early retirement) costs of differential treatment on the basis of age and sex will be considered. Our closing remarks will take a more positive tone by showing the advantages of implementing strategies to reduce if not counter discrimination in the workplace. It will be demonstrated that this is particularly important considering the present and anticipated shortages of personnel.

IRONIC EFFECTS OF ATTEMPTS TO INCREASE WOMEN'S REPRESENTATION IN TRADITIONALLY MALE-DOMINATED DOMAINS *Friesen, Justin (University of Waterloo), Gaucher, Danielle (University of Waterloo), Kay, Aaron C. (Duke University)*

9:40am-10:00am

People are sensitive to cues that they do not belong within a domain (e.g., Murphy, Steele, & Gross, 2007; Purdie-Vaughns et al., 2008). Employers often assume employment equity notices ("...our company encourages qualified

applications from women...") have a positive effect. We hypothesized, however, that these notices may actually make gender inequality salient and thereby make the jobs less appealing to women. In Study 1 female participants read an advertisement for an engineer that contained or omitted an employment equity notice. Women who read the advertisement with an equity notice anticipated less belongingness and found the job less appealing. In Study 2 female participants read about a company hiring an engineer. For half of participants the company expressed an interest in hiring a woman to increase the company's diversity. Despite being told that the company wanted to hire a woman, female participants found that job less appealing. Taken together, results suggest that calls to hire women (via employment equity notices and explicit mentions of seeking women) within male-dominated domains may ironically lead to a reduction, rather than increase, in women's anticipated belongingness and job interest. Implications for gender parity and the maintenance of inequality are discussed.

"DON'T ASK, DON'T TELL" HERE TO STAY OR ON THE WAY OUT: THE HISTORIC ROLE OF THE U.S. MILITARY AND SOCIAL JUSTICE TOWARDS MINORITY GROUPS

Geiger, Wendy L. (University of Central Missouri)

10:00am-10:20am

The United States military has played a unique role in addressing issues of social justice among those who have enlisted. On July 26, 1948, President Truman signed Executive Order 9981, which established equal treatment and opportunity for all those in the military regardless of race, color, religion, or national origin. By 1953 all branches of the U.S. military were racially integrated. However, legal racial segregation still existed in parts of the United States until the passage of the Civil Rights Act of 1964 on July 2, which ended the legal racial discrimination in terms of education, voting, hiring, etc. This paper will compare the racial integration of the U.S. military with the current debate of whether or not to end "Don't Ask, Don't Tell", which will in effect integrate the armed forces in terms of sexual orientation of its soldiers. In addition, the paper will suggest how the decision to maintain or repeal "Don't Ask Don't Tell" could impact social justice for GLBT individuals on a national scale.

SESSION 4.4

Monday, August 23, 9:00-10:20am, MB Room 252

Responses to Injustice and Inequity (Individual Paper Session)

EMOTIONAL REACTIONS TO OVER-REWARD

Clay-Warner, Jody (University of Georgia), Robinson, Dawn T. (University of Georgia), Smith-Lovin, Lynn (Duke University)

9:00am-9:20am

How do people feel when they receive more than they deserve? The question of over-reward is a central one for justice researchers, as accepting over-reward is often a precursor to inequality. The empirical literature is mixed regarding emotional reactions to over-reward, however, and methodological limitations and inconsistencies make it difficult to adjudicate between competing findings. Here, we present the results of two experiments that together address methodological limitations and also probe for possible threshold effects in emotional responses to over-reward. We fail to find support for equity theory predictions. Instead, the over-rewarded report lower levels of negative emotion and higher levels of positive emotion than do the equitably treated, and there is no statistical variation in levels of guilt across reward conditions. We also find that levels of positive emotions increase as the level of over-reward increases, counter to assumptions of equity theory. These results indicate that current equity theorizing is inadequate to explain emotional responses to over-reward and that additional theoretical work is necessary. We conclude by suggesting directions for this theoretical work.

EXISTENTIAL (IN)JUSTICE: COMING TO TERMS WITH ONE'S PHYSICAL ATTRACTIVENESS **Maes, Juergen (Bundeswehr University Munich), Delahaye, Marcel (Bundeswehr University Munich), Schuster, Julia (Bundeswehr University Munich)**

9:20am-9:40am

It is reasonable that feelings of injustice can arise from perceived unjust distributions of material and immaterial goods or from feeling treated inadequately or iniquitously by others. Is it, however, also possible to feel unjustly treated if no distribution has been made and if there is no responsible agent for a malefaction? There is some evidence that the own existential condition, the given "facts of life" (e.g. one's physical attractiveness, one's intelligence, one's family background) can be experienced as unjust and cause severe suffering. We call this phenomenon "existential (in)justice". Data from a questionnaire study (N= 340) show that people appraise their own physical attractiveness under the viewpoint of justice and that these appraisals of (in)justice can seriously affect self-esteem and life-satisfaction. The connection between one's self-perceived physical attractiveness and self-esteem is mediated by justice-related cognitions and emotions. In addition to these results, we outline a set of similar on-going studies concerning body-size, gender, and intelligence.

PERSONAL RELATIVE DEPRIVATION, TEMPORAL DISCOUNTING, AND GAMBLING

Callan, Mitchell J. (University of Essex), Shead, N. Will (McGill University), Olson, James M. (University of Western Ontario)

9:40am-10:00am

Recently, Callan, Ellard, Shead, and Hodgins (2008) found that gambling behaviour might be motivated, in part, by people's personal relative deprivation. The goal of this research was to extend their findings by examining one potential mechanism by which personal relative deprivation relates to gambling behaviour and urges: the desire for immediate rewards. Specifically, across three studies, we examined whether personal relative deprivation leads to an increased preference for immediate rewards that may, given the known link between temporal discounting and problem gambling, further relate to increased gambling behaviour. In Study 1, participants who had stronger preferences for smaller, immediate rewards at the expense of a larger, delayed reward (as measured by a temporal discounting task) purchased more scratch-and-win lottery tickets from the experimenter. In Study 2, experimentally-induced personal relative deprivation increased participants' preferences for smaller, immediate rewards at the expense of a larger, delayed reward. In Study 3, we assessed participants' personal relative deprivation, preferences for immediate rewards, and gambling urges simultaneously among a community sample of gamblers. Consistent with our predictions, we found that the desire for immediate rewards significantly mediated the relation between personal relative deprivation and gambling. The potential implications and applications of this research will be discussed.

AN EVOLUTIONARY PERSPECTIVE ON RESPONSES TO INEQUITY **Brosnan, Sarah F. (Georgia State University)**

10:00am-10:20am

Recently evidence demonstrates that humans are not the only species to respond negatively to inequitable outcomes. Several species, including chimpanzees, capuchin monkeys, and domestic dogs, respond negatively if they receive a less good reward than a social partner for completing the same task. While this indicates that the behavior is not unique to humans, it does not provide an evolutionary explanation for the emergence of inequity responses due to the behavioral similarities among these species. These include several factors which may be related to inequity responses, such as group living and cooperation. Thus the inequity response could be due to either an evolutionary homology or a convergence based on one or more of these traits. To address this, we have recently tested several additional primate species (orangutans, squirrel monkeys, and common marmosets) which differ on these dimensions, using the same paradigm as in previous work in my lab. We find that these other species do not show responses to inequity, indicating that the response is a convergent behavior which likely emerged in

the context of both group living and cooperation. Knowing how these traits evolved allows for a better approach to understanding of human responses to inequity.

SESSION 4.5

Monday, August 23, 9:00-10:20am, MB Room 253

Distributive Justice (Individual Paper Session)

MICRO AND MACRO MODELS OF THE JUSTICE EVALUATION AND THE JUSTICE INDEX *Jasso, Guillermina (New York University), Kotz, Samuel (George Washington University)*

9:00am-9:20am

The justice evaluation and its aggregation into societal justice indexes depend critically on the individual's idea of the just reward. Yet, in studies of justice for both self and others, ideas of the just reward can be difficult to ascertain or to estimate. This paper develops a framework that builds an inventory of micro and macro approaches for analyzing justice evaluations and justice indexes when the just reward is unknown; the framework also incorporates procedures for deriving pertinent formulas as well as the effects of inequality on justice. The micro models begin with the classic case in which the just reward is equality and add three new cases in which the comparison is made not to a single just reward but to a collection of just rewards, such that each person compares to: (1) every person below in the distribution; (2) every person above; and (3) all persons. The macro models consist of six cases obtained by combining the actual reward distribution and the just reward distribution, noticing whether the two distributions are identical or different and whether they are independent or positively or negatively associated. This approach enables statement and proof of several theorems, for example, that information on the just reward is more important in high-inequality societies than in low-inequality societies.

A CROSS-CULTURAL TYPOLOGY OF DISTRIBUTIVE JUSTICE JUDGEMENT PATTERNS: CLASSIFYING TYPES OF PERCEIVERS, AND TYPES OF CULTURES

Powell, Lawrence Alfred (University of the West Indies-Mona)

9:20am-9:40am

Distributive justice judgements that people make within any human culture are multidimensional constructions that involve rather complex interactive combinations of individual perception and cultural context. Based on a number of justice-related attitudinal scales from the 20-culture CVDJP study (Crosscultural Variations in Distributive Justice Perception), this paper isolates several distinct types of justice perceivers, and several types of cultures, with respect to fairness judgment processes in modern redistributive welfare states. The subject and culture typologies are derived from a cross-cultural, multivariate analysis of CVDJP scales measuring merit-vs-need preference, equity inputs-outcomes, perceived deservingness, income redistribution, attributional bias, interpersonal trust, status anxiety and related societal values such as the Protestant work ethic, social Darwinism, self-reliance, private property and free enterprise. Classification of subjects and cultures into profiled types is achieved through application of a combination of 2-way clustering and multidimensional scaling.

BETWEEN SUBJECT MATTER AND GRADING STYLES: THE MEDIATORY ROLE OF TEACHERS' DISCIPLINARY CULTURE *Biberman-Shalev, Liat (University of Haifa)*

9:40am-10:00am

Based on the contingency approach to distributive justice, the current study examines a mediation model whereby teachers' disciplinary culture, which includes teachers' (a) perceptions of their subject matter, their (b) implementation of teaching methods and (c) self efficacy, plays a mediation role in explaining the different grading styles that are adopted by teachers across different disciplines. The study was based on a sample of 312 Language, Mathematics and Science high school teachers in a national sample of 165 high

schools that participated in the Israeli PISA in 2002. Findings unveiled two major grading styles: The 'performance-outcome' style, which favors academic performance over student's effort and behavior in class as criteria for grades' distribution, and the 'effort-input' style, which favors student's effort and behavior over academic performance. Moreover, findings indicate that in comparison to Mathematics teachers, Language and Science teachers tend to perceive the structure of their subject matter as more 'open', to implement more progressive teaching methods and report low levels of self efficacy. These aspects of teachers' disciplinary culture fully mediated between teachers' disciplinary expertise and their preferences of the 'effort-input' grading style.

EMPIRICAL APPROACHES FOR ESTIMATING THE JUST REWARD *Jasso, Guillermina (New York University)*

10:00am-10:20am

Empirical estimates of the justice evaluation and the justice index depend critically on the individual's idea of the just reward, for both self and others. Yet ideas of the just reward are difficult to ascertain or to estimate. This paper contrasts statistical properties of three measures, based on two approaches – direct and indirect – and two types of indirect procedures – one-reward-per-rewarder and multiple-rewards-per-rewarder. The paper discusses the properties, provides illustration, and considers next steps.

SESSION 5.1

Monday, August 23, 10:40am-12:00pm, MB Auditorium

Environmental Justice (Individual Paper Session)

THE ENVIRONMENT AND ITS DISCONTENTS: EMOTIONAL RESPONSES TO INJUSTICE *Hegtvædt, Karen A. (Emory University), Johnson, Cathryn (Emory University), Parris, Christie (Emory University), Watson, Lesley (Emory University)*

10:40am-11:00am

The Spotted Owl. Global warming. Hazardous waste. These phrases symbolize one of the major social movements of the last 50 years: environmentalism. While many studies, some of which reference issues of justice, have addressed environmental issues, little work specifically focuses on emotional responses to environmental issues. Moreover, despite the plethora of research on responses to injustice, little justice work examines how people perceive injustice beyond their personal or their group's purview. We argue that people's perceptions of injustice toward the natural world (i.e., green injustice) and toward the siting of environmental harms in disadvantaged communities (i.e., environmental injustice) produce emotional responses to a variety of different types of environmental issues and remedies. We use data from a larger study of incoming freshmen at an American university to test our hypotheses. Results generally show that perceptions of green injustice – but not environmental injustice – affect emotional responses to environmental injustice. Other results pertain to how different environmental issues evoke qualitatively different emotions. Our discussion focuses on how perceptions of injustice and concomitant emotional responses may propel subsequent environmental action.

IS IT FAIR TO BE GREEN? HOW PERCEPTIONS OF THE ENVIRONMENT AND PAST BEHAVIOUR INFLUENCE THE ENDORSEMENT OF MICROJUSTICE AND MACROJUSTICE PRINCIPLES *Conway, Paul (University of Western Ontario), Maxwell-Smith, Matthew (University of Western Ontario), Olson, James (University of Western Ontario)*

11:00am-11:20am

Clayton (1998) noted that participants on opposite sides of environmental issues tend to endorse different justice principles. Ranchers arguing against environmental legislation endorsed "microjustice" principles, such as individual

rights and procedural justice. Conversely, activists arguing for environmental legislation endorsed “macrojustice” principles, such as responsibility to future generations and to other species. How did they come to endorse such different principles? The current study examined the role played by perceptions of the environment and past behaviour. Participants (N = 111) read a textbook passage that described the environment as either a complex living system or a repository of resources for human benefit. Participants were also presented with a list of either pro-environmental or anti-environmental behaviours and asked to indicate those they perform. There was a significant interaction, such that people who viewed the environment as a resource and were reminded of past anti-environmental actions endorsed microjustice principles the most, $F(1,106) = 5.16$, $p < .05$. Macrojustice showed the converse interaction: people who viewed the environment as a living system and were reminded of past pro-environmental behaviours endorsed macrojustice the most, $F(1,106) = 3.87$, $p = .05$. These findings imply that both media exposure and self-perceptions affect endorsement of justice principles.

EFFECTS OF COMMUNICATION BETWEEN GOVERNMENT OFFICERS AND CITIZENS ON PROCEDURAL FAIRNESS AND SOCIAL ACCEPTANCE: A CASE STUDY OF WASTE MANAGEMENT RULE IN SAPPORO *Ohnuma, Susumu (Hokkaido University)*

11:20am-11:40pm

In general, demanding rule such as levying a charge on residents is not accepted by citizens. However, Sapporo city has succeeded in enhancing the social acceptance of waste management system including charging for household waste. The city administrations of Sapporo had held many citizen participation programs and community meetings to achieve mutual communication. As many previous studies have shown that procedural fairness (e. g. opportunity of voice, sincerity of authority) influence social acceptance (or satisfaction and trust), the aim of this study is to examine the effects of communicative activities by the government in terms of procedural fairness. We carried out a mail-out survey in Sapporo using random sampling and obtained 1603 valid response (54% response rate). Results from SEM showed that both expected outcome evaluation and procedural fairness determined the acceptance of the new rule. Acquaintanceship with participation programs had effects on procedural fairness, outcome expectation and acceptance. On the other hand, accurate knowledge of the rule did not have significant effect on those factors. The importance of mutual communication including citizen participation program in policy decision making process is discussed.

SESSION 5.2

Monday, August 23, 10:40am-12:00pm, MB Room 150

Why and When People Care About Justice (Individual Paper Session)

WHO CARES ABOUT JUSTICE IN ORGANIZATIONAL MERGERS? *Lipponen, Jukka (Aalto University), Haapamäki, Johanna (Aalto University)*

10:40am-11:00am

In our longitudinal field study we investigated the relationships between pre-merger group identification (time 1), perceptions of procedural justice of the merger process (time 1), relative pre-merger group status (time 1), and post-merger identification (time 2). Survey data was gathered from two merged public-sector at two different time points. The first questionnaire was sent in the preparation phase of the merger (one month before the merger) and the second was sent nine months after the merger, when all the most important actions relating to re-structuring has already taken place. On the basis of the recent literature on procedural justice and identity threat a three-way interaction (Justice (time 1) x Identification (time 1) x Status (time 1)) was hypothesized. In line with our hypothesis we found that procedural justice (time 1) was positively related to post-merger identification (time 2) especially

among those employees who were highly identified with their pre-merger organization and who simultaneously perceived their relative pre-merger group status as low.

THE MYTH OF “SACRED VALUES”? ARE SACRED VALUES REALLY SACRED IN A REAL-WORLD TRADE-OFF SITUATION?

Krütli, Pius (ETH Zurich), Moser, Corinne (ETH Zurich), Stauffacher, Michael (ETH Zurich)

11:00am-11:20am

In recent years it has been argued that “sacred values”, i.e., values that are considered as absolute and fixed not allowing for trade-offs, can override the influence of procedural justice on fairness judgments. We scrutinize this claim in real-world trade-off situations (forced choice situation). We collected data on this issue by two different methodological approaches: i.) trade-off situation (indirect measurement), i.e., using conjoint analysis technique integrating the three attributes procedural and distributive justice as well as an outcome related factor (e.g., further use nuclear energy); ii.) no trade-off situation (direct measurement), i.e., using a questionnaire measuring hypothesized sacred values such as “no nuclear energy” or “a fair procedure”. Sacred values were measured combining six items (e.g., “one must not sacrifice fair procedures independently of the (financial) benefit”) following Tanner et al. (2009). Results from trade-off and no trade-off situations are compared. Data suggest that a sacred value is evidently up for negotiation in a real-world decision context. Subjects who judge an issue to be sacred in the questionnaire do not show this pattern in the trade-off situation. We discuss whether the sacred value concept is rather a methodological artefact.

WHY DOES JUSTICE MATTER? *Fischer, Ronald (Victoria University of Wellington), Shearer, Lauren (Victoria University of Wellington)*

11:20am-11:40am

The presentation will present data from a number of experiments and a meta-analysis examining why and when justice matters in people’s lives. Much research has focused on the outcomes of justice, but the reasons of why people are concerned with justice are still not well understood. First, a multi-level meta-analysis with 54,100 participants from 36 countries was conducted. Systematic cross-national differences in justice effects in organizational contexts were found. The findings suggest that belongingness (collectivism) and control (income inequality) are important motives driving justice concerns. Second, a series of priming studies were conducted to further explore associated effects. It is shown that horizontal belonging is associated with strengthened justice concerns, but vertical belonging (status) and control (threat/uncertainty) show more complex patterns. Implications for justice theories and organizational interventions are discussed.

IT’S NOT JUST PERSONAL: GOING BEYOND PERSONAL JUSTICE JUDGMENTS *Blader, Steven (New York University), Tyler, Tom (New York University), Fortin, Marion (Durham University)*

11:40am-12:00pm

Justice research consistently finds that people’s perceptions of the outcomes and the treatment they encounter in their groups shapes their engagement in those groups (Tyler & Blader, 2000, 2002). Explanations for this effect have largely focused on self-related functions served by justice, related to outcome control, social standing, and self-confirmation (for a notable exception, see Folger, 2001). While these self-focused approaches have been invaluable in highlighting the importance of justice, they suggest that justice leads to engagement because it fulfills self-related needs. Our presentation will present the results of a large-scale field study that distinguishes between the justice one personally encounters (“personal justice”) and the justice that exists more generally in one’s group (“culture justice”). Providing testament to the notion that people have a “pure” justice motive (i.e., one unrelated to the self), we find effects for culture justice above and beyond personal justice on people’s engagement in their groups. Furthermore, we find an interaction such that personal and culture justice each matter more when there are positive judgments of the other, further confirming that these two justice judgments

address different concerns. Implications of our distinction and findings for justice theorizing and research will be discussed.

SESSION 5.3

Monday, August 23, 10:40am-12:00pm, MB Room 251

The Implicit Justice Motive and Intuitive Justice-Specific Reactions (Symposium)

Chairs: Soeren Umlauf (Martin Luther University), Claudia Dalbert (Martin Luther University)

SYMPOSIUM SUMMARY: The symposium pools current research on the justice motive and just world beliefs. Four papers will investigate intuitive justice-motivated reactions. Donat and Dalbert show that unconscious information processing better works for strong just-world believers. Sutton, Douglas, and McClellan provide evidence for the idea that different spheres of just world beliefs are differentially related to the willingness to harm others. Umlauf, Dalbert, and Kamble look at the role of belief in a just world, justice cognitions and feelings of social exclusion for rule-breaking behavior, and provide support for the notion that experienced injustice has unique explanatory value for rule-breaking behavior. Strelan and Sutton demonstrate that different spheres of just world beliefs are differentially associated to forgiveness-related reactions after more or less serious transgressions. The discussion will focus on the underlying processes of justice motivation and the relationship of different justice motives and spheres of just world beliefs.

THE JUSTICE MOTIVE AND UNCONSCIOUS DECISION-MAKING

Donat, Matthias (Martin Luther University), Dalbert, Claudia (Martin Luther University)

10:40am-11:00am

In two computer-based experiments we investigated the relationship between the justice motive and the quality of decision making in complex justice-specific situations. According to the Unconscious Thought-Theory (Dijksterhuis & Nordgren, 2006), we hypothesized that in complex justice-specific decisions people would make better decisions when thinking unconsciously in contrast to those thinking consciously or not at all. Additionally, this effect should depend on people's justice motive, the striving for justice as an end in itself (Dalbert, 2001). That motive is differentiated into an implicit justice motive operating on an unconscious level and better explaining intuitive reactions and an explicit justice motive operating on a conscious level and better explaining more controlled reactions. People with a strong implicit justice motive should benefit from the unconscious thought condition whereas people with a strong explicit justice motive should benefit from the conscious one, each resulting in higher decision qualities. Ninety participants worked on a complex justice-specific decision task with three experimental conditions (immediate, conscious, and unconscious). Findings of both studies suggest that in the unconscious condition people with a strong implicit justice motive were more likely to make just decisions. Results concerning the explicit justice motive were inconsistent.

DOING UNTO OTHERS: JUST-WORLD BELIEFS FOR THE SELF DISCOURAGE HARM DOING, BUT JUST-WORLD BELIEFS FOR OTHERS MAY ENCOURAGE IT

Sutton, Robbie, M. (University of Kent), Douglas, Karen M. (University of Kent), McClellan, Leigh (University of Kent)

11:00am-11:20am

The belief in a just world (BJW) can be seen as a reflection of one of the most noble of human traits: the love of justice. However, its moral repercussions are ambivalent. For example, it has been linked to conscientious, even altruistic behavior, and to disregard for victims. This moral paradox has been mapped out in seminal analyses by Lerner (1980) and others. Nonetheless, further

conceptual advances are made possible by the recent discovery of two largely independent spheres of BJW – the belief that the world is just for the self (BJW-self), versus for others (BJW-others). In this paper, we consider three correlational studies in which BJW-self and BJW-others are both related to willingness to do things that may harm others – but in opposite directions. In Study 1, BJW-others was associated with increased willingness to offend among a sample of disadvantaged youths. In Study 2, BJW-others was associated with the attachment of value to social power, even at others' expense. In Study 3, benevolent sexism was found to be implicated in the disapproval of behaviors perceived to be risky for pregnant women and their unborn children (e.g., consuming alcohol). BJW-others was associated with willingness to publicly admonish pregnant women for such behaviors. In all studies, BJW-self had the opposite "effect", being associated with decreased willingness to do, or to risk, harm to others. Together, studies suggest that when harm-doing can be seen as the doing of justice, it will be supported by BJW-others even when it is proscribed by BJW-self.

EXPERIENCES OF INJUSTICE, FEELINGS OF SOCIAL EXCLUSION AND BULLYING IN ADOLESCENCE

Umlauf, Soeren (Martin Luther University), Dalbert, Claudia (Martin Luther University), Schmidt, Jaqueline (Martin Luther University), Kamble, Shanmuk V. (Karnatak University)

11:20am-11:40am

Justice motive theory (Dalbert, 2001) postulates that the implicit justice motive helps to assimilate potentially unjust events. On theoretical and empirical grounds we assume that experiences of injustice in central contexts of socialization (e.g. in school) can explain the development of social behavior (Couveia-Pereira, Vala, Palmonari, & Rubini 2004). Concretely, we propose a positive relationship between experiences of injustice in school and the readiness for rule-breaking behavior (e.g. bullying, delinquency). Additionally, resent research found via experiences of injustice mediated effects of the implicit justice motive on feelings of social exclusion (Umlauf, Schröpper, & Dalbert, 2009). This leads to the question, if rule-breaking behavior can be explained by feelings of social exclusion alone or if experiences of injustice may have unique effects. We present two correlational studies on adolescents in Germany (N = 154; age: M = 15.75, SD = 0.83; 74 girls) and India (N = 278; age: M = 15.27, SD = 0.53; 122 girls) where we measured the implicit justice motive, experienced justice of teachers and parents, general and school-related feelings of social exclusion and current bullying behavior. Both studies speak for incremental validity of justice cognitions.

WHEN JUST WORLD BELIEFS PROMOTE AND WHEN THEY INHIBIT FORGIVENESS

Strelan, Peter (University of Adelaide), Sutton, Robbie (University of Kent)

11:40am-12:00pm

Previous research (Strelan, 2007) suggests that BJW is associated with dispositional forgiveness. This study investigates relations between the belief in a just world (BJW) and forgiveness of specific transgressions. Participants were 157 Australian undergraduates randomly allocated to two priming conditions: one where they recalled a highly serious personally experienced transgression and one where they recalled a benign, minor transgression. As predicted, there was a main effect for transgression seriousness, with those experiencing a more serious transgression more likely to inhibit negative responding and less likely to respond positively. There were main effects for BJW, with BJW-self positively associated with inhibition of negative responding and positive responding, and BJW-other negatively associated with inhibition of negative responding. In addition, BJW-self was negatively related to justice sensitivity to the self being disadvantaged, and BJW-others was negatively related to justice sensitivity to others being disadvantaged. Finally, there was an interaction between BJW-self and seriousness: the less serious the transgression and the greater the level of BJW-self the more forgiving participants were, suggesting a limit to the extent to which BJW is related to forgiveness, at least in relation to specific transgressions.

SESSION 5.4

Monday, August 23, 10:40am-12:00pm, MB Room 252

Procedural Justice and the Law (Symposium)

Chair: Kristina Murphy (Deakin University)

SYMPOSIUM SUMMARY: Effective crime control is reliant upon people's willingness to report crime to police, to act as witnesses, and to follow police directives if required. Public cooperation with authorities is also essential in the prevention of terrorism, with authorities requiring support among a range of key community groups, particularly if individuals are to feel confident in passing on pertinent information to authorities. Researchers have specifically recognised the importance of fostering closer relations between authorities and groups who may have reasons for feeling socially disconnected from the broader community. This symposium sets forward a series of explanations as to why some groups or individuals are more likely to cooperate with authorities than others, and why some groups or individuals perceive treatment from authorities to be unfair or illegitimate, sometimes leading to violent dissent (e.g., the Oklahoma City Bombing). A central concept that ties the papers together is procedural justice. Through procedural justice, these papers show how individuals and groups come to accept authorities to be fair and legitimate, which in turn can shape their law abiding behaviour.

FAIRNESS OR TOUGHNESS: HOW SHOULD SOCIETIES DEAL WITH TERRORISM? *Tyler, Tom (New York University)*

10:40am-11:00am

In the aftermath of the attacks on America in 2001 a reflexive toughness emerged as a dominant theme in our response to terrorism, an approach characterized by intimidation and projections of force. I argue that this approach is unlikely to motivate willing cooperation with the police in the Muslim community and therefore is likely to be ineffective. Using data collected in interviews with members of that community I show that Muslims in America cooperate with law enforcement to identify and combat threats of terrorism and seek out terrorists when they experience the police as exercising their authority fairly when they are engaged in anti-terrorist policing activities. This connection between procedural justice and views about the legitimacy of authorities furthers the general argument that justice is a key bridge between people and their government.

POLICING WITH PROCEDURAL JUSTICE: TAKING ANOTHER LOOK AT LEGITIMACY RESEARCH *Murphy, Kristina (Deakin University)*

11:00am-11:20am

Past research has shown that procedural justice generally enhances an authority's legitimacy and encourages people to cooperate and comply with their decisions and rules. Past procedural justice research, however, has examined legitimacy by focusing solely on the perceived legitimacy of authorities ('legitimacy of authority') and ignoring how people may perceive the legitimacy of the laws and rules they enforce ('legitimacy of laws'). Using survey data collected from 743 Australians who have had a recent personal encounter with a police officer, this paper explores both forms of legitimacy and their impact on people's willingness to cooperate with police. It will be shown that the legitimacy of an authority partially mediates the effect of procedural justice on cooperative behaviours, but importantly, it will also be shown that one's perceptions of the legitimacy of the law moderates the effect of procedural justice on people's willingness to cooperate with the police; procedural justice is more important for shaping cooperation when people question the legitimacy of the law than when they accept it as legitimate. These findings have particular relevance to the policing of minority groups who may come from different cultures or environments where distrust in the law and legal institutions is prevalent.

PERCEPTIONS, SANCTIONS, AND "REAL" JUSTICE

Winship, Christopher (Harvard University), Tyler, Tom (New York University), Fagan, Jeffrey (Columbia University), Meares, Tracey (Yale University), Braga, Anthony (Harvard University)

11:20am-11:40am

To what degree do either the backgrounds and past experiences of individuals affect what they believe actually occurred in the arrest of a citizen and what effect does this have on their evaluation about whether what occurred was fair or just? Similarly, how do descriptions of the context in which an arrest occurred and the individuals involved affect beliefs about what in fact occurred and how does this affect their judgements about whether what occurred was fair or just? This paper reports the analysis of an experiment involving a national sample of 1300 plus individuals. All individuals observed the same three 30 second videos involving the arrest of a citizen. Individuals are randomly given different descriptions of the city, officer, citizen, and circumstances involved in the arrest. Initial analysis suggest that what individuals report occurring in each video differs according to the respect they have for the police and how similar they believe the police are to themselves. What individuals believe occurred in the video then has a strong effect on whether they believe what occurred was fair or just.

PROCEDURAL JUSTICE AMONG THE TERRORISTS

Darley, John (Princeton University)

11:40am-12:00pm

Terrorism directed against the citizens of another culture is generally morally rationalized as being the only way of resisting a stronger enemy who has mounted continuing acts of violence toward the culture from which the terrorist comes. Citizens of the culture that suffers the terroristic acts reject the validity of account that justifies the attack, but may recognize that it provides a justification for the attack in the minds of the terrorists. For "home grown" terrorists, those who eventually mount attacks against their own culture of origin, the story of how they became terrorists is much more complex and difficult to understand. Using the theory of contentious politics, I will trace how Tim McVeigh moved down that particular path, ending in bombing the Oklahoma City Federal building. Drawing on several cases of homegrown terrorism, I will show how they still avail themselves of the forms of the legal procedures of their home culture to "prove" the legitimacy of their terroristic acts. They resort to trial procedures that in their eyes give them the license to do what they do.

SESSION 5.5

Monday, August 23, 10:40am-12:00pm, MB Room 253

Factors Affecting Responses to Injustice (Symposium)

Chair: Jillian Banfield (University of Waterloo)

SYMPOSIUM SUMMARY: This symposium investigates factors that affect responses to injustice. The speakers, drawing on diverse theories, seek to understand when prosocial and antisocial responses to injustices occur. Schumann, Nash, McGregor and Ross demonstrate how religion primes moderate the effect of threat on retributive behavior following an injustice. Following threat, only participants who had been primed with religion opted for less retribution. Zhu and Aquino demonstrate how moral identity influences the likelihood of punishing rule violators. First, they showed that following an injustice, individuals higher in moral identity rated morally ambiguous behaviors as less moral. Second, they showed that this moralization process drove participants' likelihood of punishing rule violators. Banfield, Blatz and Ross examine the role of conservatism in support for redressing historical injustices. They showed that the negative relationship between conservatism and support for redress was

moderated by whether the injustice occurred against an ingroup or outgroup. Furthermore, they showed that conservatism affected support for redress via perceptions that a group continues to suffer because of the injustice. Taken as a set, these talks present a variety of perspectives on factors that affect various responses to injustices.

BENEVOLENCE AFTER THREAT: EFFECTS OF A RELIGIOUS AFFILIATION PRIME *Schumann, Karina (University of Waterloo), Nash, Kyle (York University), McGregor, Ian (York University), Ross, Michael (University of Waterloo)*

10:40am-11:00am

There is perhaps no other word that currently produces greater divergence of opinion than religion. Some believe religion inspires compassion and selflessness; others argue that it promotes violence and intergroup hatred. We investigated the effects of religion when people have experienced an anxious uncertainty threat. Research has demonstrated that when faced with anxious uncertainties, people reactively approach their values, ideologies, and worldviews for palliative purposes. This engagement with salient ideals often results in defensiveness and antisocial passions. We examined whether making religion salient produces compassionate rather than hostile behaviour following threat. In Study 1, all participants received a simple religion prime. Those experiencing an anxious uncertainty threat opted for less retribution, suggesting that the religion prime reversed the typical antisocial effects of threat. In Studies 2 and 3, we replicated this pattern using different threats and retribution measures, and confirmed that participants only chose less retribution after threat when they had been primed with religion. In Study 4, we demonstrated that these effects were not specific to retribution by extending it to a traditional worldview defense paradigm. These findings suggest that making benevolent values salient during conflict might help mitigate antagonistic tendencies caused by the reactive approach motivation process.

THIRD PARTIES' REACTIONS TO JUSTICE FAILURE IN AN ORGANIZATIONAL CONTEXT *Zhu, Lei (University of British Columbia), Aquino, Karl (University of British Columbia)*

11:00am-11:20am

Organizational justice failure occurs when a harm doer commits a justice violation and goes unpunished for this act. Based on the Meaning Maintenance Model (MMM) and research on moral identity (MI), we propose a model that theorizes that third-party observers tend to moralize morally ambiguous behaviors by judging those behaviors as more immoral when they are confronted with organizational justice failure compared to when they see that justice has been upheld and wrongdoers are punished. Further, this "moralization" process leads observers to become more punitive towards other violators of justice norms. Four experiments were conducted to test this model. Experiments 1 and 2 show that subjects, after reading stories of organizational justice failure, rated morally ambiguous behaviors (e.g., smoking, recreational drug use, etc.) as less moral. This relationship is moderated by MI internalization such that people high in MI internalization rated those behaviors as more immoral than people low in MI internalization. Experiment 3 shows that moralization increases subjects' likelihood of punishing an employer who mistreats his employees, and Experiment 4 shows that subjects who moralize tend to assign higher fines to a convicted prostitute. Our model is supported by the results of these four experiments.

CONSERVATISM AND SUPPORT FOR REDRESS AMONG MAJORITY AND MINORITY GROUPS *Banfield, Jillian (University of Waterloo), Blatz, Craig (University of Massachusetts-Amherst), Ross, Michael (University of Waterloo)*

11:20am-11:40am

Governments have a history of perpetrating injustices against minority groups. Members of victimized minority groups spend decades trying to obtain redress for those injustices, though there is variability in their support for redress (Dawson & Popoff, 2004). Majority group members often oppose government

redress (Viles, 2002). The purpose of the current research was to explore the role of conservatism in majority and minority groups' support for redress. We expected conservatism to reduce support for redress, but only when participants responded to an injustice against an outgroup. In Study 1, conservatism predicted support for redressing an injustice against African Canadians among White, but not African, Canadian respondents. In Study 2, we surveyed African, Native, and White Americans about historical injustices against African or Native Americans. Conservatism was again negatively associated with support for redress when participants responded about an outgroup's victimization. Conservatism did not predict support for redressing an injustice against the ingroup, such as when African Americans responded about their own group. Perceptions that the group continues to suffer because of the injustice mediated the relationship between conservatism and support for redress. Discussion focuses on why conservatism predicts responses to the victimization of outgroups, but not the ingroup.

AN EYE FOR AN EYE: JUSTICE AND THE SATISFYING PORTRAYAL OF REVENGE IN POPULAR FILM *Boon, Susan D. (University of Calgary), Alibhai, Alishia (University of Calgary)*

11:40am-12:00pm

We used data from a content analysis of 48 popular movies featuring revenge (e.g., *Braveheart*, *Death Wish*, *Fatal Attraction*) to test hypotheses about the characteristics of revenge that account for its psychological appeal. Popular films constitute a rich repository of revenge stories that may both reflect and shape societal attitudes toward revenge; accordingly, they serve as a convenient archival database for exploration of questions concerning the psychology of retributive justice. Two trained coders watched each film and rated the extent to which they considered it emotionally satisfying and were impressed by and approved of the revenge act(s) there depicted. They also coded for variables tapping the aesthetics of revenge as portrayed in the films (e.g., symmetry between provocation and response with respect to method and consequences, delay between provocation and response, altruistic motives underlying the response) and judged the degree to which these acts served justice (e.g., whether the revenge was justified, whether it restored justice, whether the target deserved payback). The justice index exhibited the highest correlation with psychological appeal, suggesting that, more so than aesthetics, appraisals of justice and deservingness bear important influence on people's experience of psychological satisfaction with revenge. Implications for understanding revenge will be discussed.

SESSION 6.1

Monday, August 23, 1:00-2:20pm, MB Auditorium

Justice Beliefs (Individual Paper Session)

CAN THE MOTIVATION TO JUSTIFY THE SYSTEM AFFECT THE DEFENSE OF MARRIAGE? *Day, Martin V. (University of Waterloo), Kay, Aaron C. (Duke University), Holmes, John G. (University of Waterloo), Napier, Jaime L. (Yale University)*

1:00pm-1:20pm

Why do people so staunchly defend the institution of marriage? Why do they believe that a committed relationship is the most important human relationship, and derogate people who are single? Five studies investigated how system justification theory may explain the defense of this ideology of committed relationships. In Studies 1-3 we tested how a heightened motive to maintain the status quo affects the defense of relationship values, and the reverse association, that is, how a threat to committed relationship ideology affects endorsement of the socio-political system. Study 4 examined how framing relationships as offering control – a mechanism involved in the justification of political systems – influences support for relationship ideology. Results for Studies 1-4 were consistent with our hypotheses, but only for men. Study 5 tested whether this association would hold cross-culturally and whether the consistent gender moderation was driven by men's concern with maintaining the social and economic advantages provided by traditional

gender relations. Data from 29 countries demonstrated a positive relationship between the defense of marriage and the motivation to justify the political system. Congruent with predictions, this association was strongest for men and strongest in countries where the traditional advantages of men over women were most under threat.

BELIEF IN A JUST WORLD AND SOCIAL EXPERIENCE Clayton, Susan (*The College of Wooster*), Burgess, Claire (*The College of Wooster*)

1:20pm-1:40pm

The Belief in Just World (BJW) has been shown to influence the way people interpret their experiences. But what are the influences on BJW? The present study used a sample of 82 college students, tested at two timepoints approximately 2 months apart, to investigate the relationship between BJW and social experience. We examined individuals' BJW as well as the BJW of their roommates, self-reported experiences of injustice to themselves and their friends, and an overall assessment of the past month at time 1 and again at time 2. At time 2 we also obtained a general measure of perceived discriminatory treatment. BJW showed a significant increase over time and an acceptable, though low, test-retest reliability. BJW was unrelated to participant demographics, to roommate's BJW or to a self-report of experienced injustice. BJW at T1 did predict a positive assessment of the past month, better than the past month predicted BJW. Interestingly, BJW predicted the extent to which one was upset about one's friends' unjust experiences, but not being upset about one's own experiences. A rating of general unjust treatment was negatively correlated with BJW. Results are discussed in terms of causes and consequences of BJW.

PROCEDURAL AND DISTRIBUTIVE JUSTICE BELIEFS FOR SELF AND OTHERS: TOWARDS A FOUR-FACTOR INDIVIDUAL DIFFERENCES MODEL

Lucas, Todd (*Wayne State University*), Zhdanova, Ludmila (*Wayne State University*), Alexander, Sheldon (*Wayne State University*)

1:40pm-2:00pm

Theory and research suggest that beliefs about justice for the self are distinct from beliefs about justice for others. More recently, individual differences research also has suggested that stable tendencies to perceive outcomes and allocations as deserved (distributive justice beliefs) are distinct from tendencies to perceive rules, processes and treatment as fair (procedural justice beliefs). Despite the utility of both justice distinctions, self-other differences in justice beliefs have not yet intersected with research on procedural and distributive justice beliefs. In this talk, we will present a newly proposed four-dimensional individual differences model of procedural and distributive justice beliefs for self and others. We will review recent research suggesting that a four-factor model is psychometrically preferable to two-factor only justice beliefs models, and that combining these two justice distinctions produces a capacity to more precisely link beliefs about justice to specific kinds of well being and social attitude measures. Finally, we suggest a theoretical basis for combining these two perspectives that encompasses self-other links to social identity theory, and also procedural-distributive links to social value orientation theory.

SOCIAL STATUS AND THE SELF-REGULATORY FUNCTION OF JUSTICE BELIEFS

Laurin, Kristen (*University of Waterloo*), Fitzsimons, Grainne M. (*University of Waterloo*), Kay, Aaron C. (*University of Waterloo*)

2:00pm-2:20pm

Believing that society operates in a fair and just manner is appealing to its inhabitants. This may seem particularly paradoxical for members of low-status groups. Why would these individuals, who are often unfairly disadvantaged by their society's norms, nonetheless want to perceive that these norms are fair? We propose that beliefs in societal fairness offer a self-regulatory benefit for low-status group members, allowing them to more confidently commit to long-term goals. Specifically, we hypothesize that members of low-status social groups, more so than members of high-status social groups, calibrate their motivation to pursue long-term goals to their beliefs about societal fairness.

Several studies, employing multiple operationalizations of status, multiple measures and manipulations of societal fairness beliefs, and multiple measures of long-term goal motivation, offer support for this hypothesis. Examining both student samples and worldwide survey data, we consistently find that the motivation of members of low-status social groups, but not that of members of high status groups, is dependent on their beliefs about societal fairness beliefs.

SESSION 6.2

Monday, August 23, 1:00-2:20pm, MB Room 150

Organizational Justice (Individual Paper Session)

DO EFFECTS OF FAIRNESS LAST? THE LONG-TERM EFFECTS OF STUDENTS' FAIRNESS PERCEPTIONS ON LATER ALUMNI COMMITMENT König, Andreas (*Université du Luxembourg*), Gollwitzer, Mario (*Philipps-University Marburg*), Steffgen, Georges (*Université du Luxembourg*)

1:00pm-1:20pm

There is few research about justice in higher education and little knowledge whether experiences of organizational justice (OJ) during matriculation have long-term effects on alumni behavior and attitudes after graduation. This study with 2 measurement points examines effects of fairness perceptions of 342 German graduate students (T1) on university-relevant outcomes once they are alumni (T2, 9-12 months later), such as willingness to join alumni clubs, recommend their alma mater, or likelihood to donate ("post-organizational citizenship behaviors" (P-OCB)). A previous alumni-commitment-model specific to German universities showed a strong effect of affective commitment (AC) on P-OCB (Langer, 2001), but failed to include fairness perceptions. Since the link between OJ and AC is well established (Colquitt, 2001), we propose that the effect of OJ on P-OCB is mediated by AC. Results show that OJ has indeed long-term effects on alumni behaviors, even when controlled for attributions of responsibility and final (diploma) grades. In accordance with the group-value-model (Lind & Tyler, 1992), (interactional or) procedural justice is the strongest predictor on the faculty level, while distributive justice is more important for some forms of P-OCB on the university level. Results also confirm the mediation hypothesis. Practical implications will be discussed.

SEEING THE "FOREST" OR THE "TREES" OF ORGANIZATIONAL JUSTICE: EFFECTS OF TEMPORAL PERSPECTIVE ON EMPLOYEE CONCERNS ABOUT UNFAIR TREATMENT AT WORK Cojuharencu, Irina (*U. Catolica Portuguesa*), Patient, David (*U. Catolica Portuguesa*), Bashshur, Michael (*U. Pompeu Fabra*)

1:20pm-1:40pm

We know surprisingly little about the effects of temporal perspective on the unfair events employees recall and anticipate at work. In this research, we draw on Construal Level Theory (Liberman & Trope, 2008) to propose that temporal perspective can bring about changes in justice concerns. In three studies we investigate the effect on justice concerns of temporal perspective and related cognitions. We find that distributive concerns are more salient when employees consider future versus past timeframes. Interactional concerns are more salient when employees consider past versus future timeframes. Similar effects hold whether temporal perspective is experimentally manipulated or measured as an individual difference. Construal Level Theory suggests that temporal perspective will affect the abstractness versus concreteness of cognitions about employment. Accordingly, we directly explore the effects of cognitions about employment on justice concerns. We show that an experimental induction of abstract versus concrete cognitions about employment leads to similar results: concerns about interactional injustice become more salient when employment is thought of in concrete rather than abstract terms.

IMPACT OF PERCEIVED PROCEDURAL JUSTICE ON BURN-OUT OF WORKS COUNCILS MEMBERS

Ittner, Heide (*Otto-von-Guericke-University Magdeburg*), **Schieweck, Mathias** (*Otto-von-Guericke-University Magdeburg*), **Euwema, Martin** (*Catholic University of Leuven*)

1:40pm-2:00pm

Within organizational psychology there is a huge amount of research on burn-out. One prominent approach, the Job Demands-Resources Model (e.g. Bakker & Demerouti, 2007) stresses the importance and ability of job resources (e.g. autonomy) to buffer negative impacts of job demands (e.g. emotional demands). Based on that we want to introduce theoretically and empirically perceived procedural justice as a crucial, so far carelessly neglected factor differentiating the relationship between job resources and burn-out. For that reason we conducted an online standardized questionnaire addressed to works councils members (N=509). Even for that quite specific sample results confirm impressively the impact of perceived procedural justice on burn-out. As expected, this influence is twofold: First, multiple regression analyses show a main effect for procedural justice to reduce burn-out which even exceeds the one of job resources. Second, hierarchical regression analyses reveal a distinct and strong buffer effect of procedural justice under the condition of high job resources which disappears with low job resources ($R^2=.27$). In sum, results allow important theoretical conclusions for organizational justice research differentiating the interplay of procedural justice, job resources and job demands and their impact on burn-out as well as for the design of organizational interventions in practice.

THE ROLE OF CORPORATE SOCIAL RESPONSIBILITY IN ATTRACTING HIGH CALIBER TALENT: THIRD-PARTY JUSTICE PERSPECTIVE

Shao, Ruodan (*University of British Columbia*), **Skarlicki, Daniel P.** (*University of British Columbia*), **Rupp, Deborah E.** (*University of Illinois at Urbana-Champaign*)

2:00pm-2:20pm

Attracting high caliber talent is one of the primary concerns for organizations. Recent research identified that corporate social responsibility (CSR) can enhance an employer's attractiveness. We extended this line of inquiry through exploring (a) why CSR affects organizations' attractiveness and job applicants' intention to pursue a job; (b) when CSR will be more (or less) effective in attracting potential employees; and (c) how a company's CSR functions in combination with its compensation strategies in attracting job candidates. Managers attending MBA classes in a Canadian university (N=181) participated in our scenario study. Results revealed that (a) job applicants' perceived organizational prestige and their expected treatment accounted for the effect of CSR on organizational attractiveness and their intention to pursue job; and (b) job applicants' moral identity moderated the impact of CSR on organizational prestige, expected treatment, organizational attractiveness and intention to pursue job, such that the impact was stronger for those high versus low on internalization. We also found the three-way interaction of CSR, internalization, and compensation on organizational prestige and expected treatment such that the two-way interaction of CSR and internalization described above was more pronounced for organizations offering low versus high compensation. Theoretical and practical implications will be discussed.

SESSION 6.3

Monday, August 23, 1:00-2:20pm, MB Room 251

The Role of Self-Identity in Justice Processes (Symposium)

Chair: D. Ramona Bobocel (*University of Waterloo*)

SYMPOSIUM SUMMARY: Increasingly, researchers are discovering that people's self-perceptions are an important lens through which they experience justice. Our goal in this symposium is to build on this growing foundation by revealing new ways in which self-identity

affects justice processes. The symposium comprises four papers that reveal important ways in which people's identities and orientations influence how they perceive and respond to justice and injustice. The first two papers (Okimoto, Bobocel) illustrate how and why people's definition as interdependent can moderate responses to injustice; the third paper (Brebels) considers how and why different levels of self translate into different responses to perceived fairness; the fourth (van Prooijen) reveals the role of self- and other-orientations in shaping how people evaluate and respond to fair and unfair treatment. All authors present empirical evidence to support their theoretical frameworks and they discuss implications of their findings. Collectively, the papers reveal that including others in one's identity has important influences on how we perceive and respond to justice and injustice. More broadly, the papers elucidate the motivational foundations underlying reactions to justice and injustice, and they deepen the field's understanding of how people form justice judgments, and how they are likely to respond to justice and injustice.

INTERDEPENDENT SELF-CONSTRUAL AND RESPONSES TO INJUSTICE

Okimoto, Tyler G. (*Yale University*), **Wenzel, Michael** (*Flinders University*), **Feather, N. T.** (*Flinders University*)

1:00pm-1:20pm

The vast majority of past research investigating the restoration of justice has focused on the assignment of punishment and the meting out of "just deserts", particularly from the observer perspective. As a result, the literature primarily discusses moral/deontological judgments as antecedents to injustice reactions, conceptual approaches apposite for understanding retributive justice but deficient in explaining preferences for alternative forms of justice restoration. The current research offers a framework for understanding preferences for and reactions to a broader array of injustice responses. As part of this framework, we assert that an individual's collective self-definition is a fundamental antecedent to: (1) the construal of an offense as a threat to the self versus a threat to the collective, (2) the specific restoration goals driving the desire for "justice", and (3) the affective and behavioural tendencies following from the experience of injustice. To test these assertions, we present a series of studies examining reactions to both experienced and observed victimization as a function of respondents' interdependent self-construal. Results suggest merit in a more nuanced approach to the understanding of injustice that better incorporates the critical role of relational motives in determining what constitutes a satisfactory injustice response.

COPING WITH UNFAIRNESS: THE ROLE OF INTERDEPENDENT SELF CONSTRUAL

Bobocel, D. Ramona (*University of Waterloo*), **Goreham, Katrina** (*University of Waterloo*)

1:20pm-1:40pm

Research has demonstrated that experiencing unfair treatment can incite a number of negative reactions directed toward the perpetrator or the system the perpetrator represents. More recently, investigators have examined the effect of unfairness on recipients' treatment of others, by and large suggesting that unfairness begins a negative cycle of treatment. In the talk, we will argue that people may sometimes cope with experiences of unfairness by engaging in constructive, or pro-social, rather than destructive behaviour, toward others. On the assumption that unfairness can threaten people's self-identity, we argue that reactions will be guided by the nature of their self-definition. In particular, people with a strong interdependent self construal may treat others pro-socially following the experience of unfairness, as a means of restoring a positive self-view which is threatened by the injustice. We will present data from a diary study of dyads in which we found the predicted interaction. Fellow participants reported greater pro-social behaviour directed toward them by focal participants on days when focal participants both had experienced unfairness from their supervisors, and had a stronger interdependent self-construal. Our research suggests that investigators can predict a broader array of reactions to injustice by considering the victim's self-definition.

TOWARDS AN INTEGRATIVE SELF-DEFINITION MODEL OF PROCEDURAL FAIRNESS EFFECTS ON CITIZENSHIP BEHAVIOUR
Brebels, Lieven (Ghent University), De Cremer, David (Erasmus University), van Dijke, Marius (Erasmus University)

1:40pm-2:00pm

Prior research has attempted to zoom in on the exact level of self at which procedural fairness influences citizenship behaviours. In the present research we argue that different levels of self may account for these procedural fairness effects depending on the specific level of the outcome variable under investigation (i.e., the specific type of citizenship). Specifically, we propose and test an integrative self-definition model of the impact of procedural fairness on citizenship behaviour that is geared to either organizational (collective), co-worker (relational), or task-specific (individual) beneficiaries. Across a laboratory experiment and a longitudinal field study, it was consistently revealed that procedural fairness positively influences (a) collective citizenship among those with a strong collective self-orientation, (b) relational citizenship among those with a strong relational self-orientation, and (c) individual citizenship among those with a weak individual self-orientation. In combination, these results suggest that specific levels of self regulate the reciprocation of fair treatment in terms of specific citizenship behaviour.

JUSTICE FOR ALL OR JUST FOR ME? SOCIAL VALUE ORIENTATION PREDICTS RESPONSES TO OWN AND OTHER'S PROCEDURES
van Prooijen, Jan-Willem (VU University Amsterdam), Ståhl, Tomas (Leiden University), Eek, Daniel (Göteborg University), van Lange, Paul A. M. (VU University Amsterdam)

2:00pm-2:20pm

In the present research, the authors investigated how differences in social value orientation predict evaluations of procedures that were accorded to self and others. The general expectation was that, compared to proselves, prosocials would be more inclined to incorporate the procedures that were accorded to others in their procedural evaluations. In two experiments, proselves versus prosocials were granted or denied an opportunity to voice an opinion in a decision-making process, and witnessed how someone else was granted or denied such an opportunity. In correspondence with the hypothesis, procedural evaluations of proselves but not of prosocials were influenced by own procedure when other was denied voice. When other did receive voice, however, both proselves and prosocials were influenced substantially by their own procedure. These findings were particularly attributable to prosocials' tendency to evaluate a situation where no-voice procedures are applied consistently between persons more positively than proselves. It is concluded that proselves are mostly inclined to base procedural evaluations on whether the self was accorded voice, whereas prosocials are mostly inclined to base procedural evaluations on equality in procedures, even when this implies equality in poor treatment.

SESSION 6.4

Monday, August 23, 1:00-2:20pm, MB Room 252

Child and Youth Issues (Individual Paper Session)

THE LONG ARM OF INJUSTICE: MARITAL INJUSTICE IS RELATED TO SOCIAL BEHAVIOR OF CHILDREN
Reichle, Barbara (Ludwigsburg University of Education), Franiek, Sabine (Ludwigsburg University of Education), Dette-Hagenmeyer, Dorothea (Ludwigsburg University of Education)

1:00pm-1:20pm

Injustice in close relationships has been shown to decrease marital quality. As it is known that marital conflict behavior is transmitted to the social behavior of offspring, we expected the experience of injustice in marital conflicts to be related to the social behavior of children as well – either as a spill-over effect, or as a reduction of emotional availability of the parent. The transmission of

parental conflict behavior to the social behavior of their offspring was assessed longitudinally in a sample of n=294 parents of first- and second-graders with a time span of 6 months between the two points of measurement. Data were assessed with a questionnaire measuring conflict behaviors of parents, a short German version of the Child Behavior Checklist, and an extended German version of the Alabama Parenting Questionnaire (Frick, 1991). Feelings of injustice and inequality were not only related to a lower marital quality, but also to the social behavior of the children (hyperactivity, internalizing). These relationships were mediated by inconsistent parenting behavior as well as low monitoring behavior of the parents.

JUVENILE JUSTICE AND CHILDREN'S RIGHTS

Kiwalabye, Frank (Youth Crime Watch Uganda)

1:20pm-1:40pm

From the strict legal sense, juvenile justice is handling and treatment of children in conflict with the law in the justice system, this definition lives out child victims of inappropriate action by children, adults and institutions, however the social definition of juvenile justice takes care of both children in conflict with the law as well as the victims of abuse, neglect, exploitation, and violence in conflict with the law. The purpose of this paper is to raise awareness and build capacity on youth violence prevention and reduction by providing a menu of specific activities for communities to undertake plus a framework for putting those activities effectively into place. The living conditions in slums, characterized by inadequate shelter and related infrastructure and services, are further compounded by the lack of physical space and social facilities for poor urban youth to develop themselves physically, mentally and emotionally. Faced by the challenges of daily survival, the lure of the quick rewards offered by drugs and crime, ranging from petty crime to sophisticated and organized crime, often prove more attractive. Despite this potentially explosive situation, the issues of urban youth living in slums and inner cities are not only largely absent in public policies, urban youth are often perceived by public authorities as a problem rather than a part of any effective solutions.

YOUTH HOUSING INSTABILITY AND SOCIAL INCLUSION: SUBJECTIVE VIEWS OF COMMUNITY AND SOCIAL JUSTICE
Robinson, Jennifer (University of Waterloo)

1:40pm-2:00pm

Due to marginal social and economic positions, youth who experience housing instability or 'homelessness' often lack rights and freedoms deemed elemental for social justice. Youth who experience such housing instability have been conceptualized as 'socially excluded'; prone to criminogenic environments, victimization and further marginalization. Divergent from 'exclusion'-oriented approaches, 'social inclusion' frameworks entail a multifaceted approach to contextualizing, and advocating for the reduction of social exclusion amongst youth who experience homelessness. This study adds to the current literature by exploring youths' subjective interpretations of housing instability, social inclusion and social justice. Through a qualitative participatory approach with youth who have experienced homelessness the principle values of social inclusion are explored. While this research supports previous work by demonstrating similar reasons for exclusion, decisively, results also expressed key ideas of social inclusion. Youths' subjective interpretations conveyed the importance of choice, valuing diversity and community and key suggestions for policy and practice in addressing housing instability/homelessness in the Canadian context. Many youth expressed interactions in the social world as less stigmatizing than previously conceptualized and advocated for a more conducive, socially just world wherein diversity and difference can be included.

A MULTIDISCIPLINARY APPROACH TO JUVENILE JUSTICE

Enoch, Robert (University of Montana), Mason, Ki-Ai (University of Montana)

2:00pm-2:20pm

An examination of a pilot program aimed at reducing recidivism in crossover youth (minors who enter the delinquency system after being under the care of the dependency system) was conducted. Research has demonstrated an

association between childhood maltreatment and later participation in delinquent acts (Ryan & Testa, 2004; Smith & Thornberry, 1995). Given this research, Los Angeles County decided to implement an innovative program aimed at derailing this projected path. The program involved a multidisciplinary approach, in that an assessment team composed of a probation officer, a social worker, a mental health clinician, and an education rights liaison all participated in the evaluation process. The aim of the current study is to compare the processes underlying this new approach with the traditional approach, which only utilized a probation officer and a social worker in the assessment process. This was achieved by examining 50 minors being adjudicated in the new manner and 50 undergoing the traditional process. Preliminary findings indicate that the multidisciplinary team (MDT) was more likely to conceptualize the minor in a positive manner (i.e., refer to his or her strengths) and it recommended more support services (i.e., mental health treatment and/or tutoring).

SESSION 6.5

Monday, August 23, 1:00-2:20pm, MB Room 253

New Questions in Forgiveness (Symposium)

Chair: Peter Strelan (University of Adelaide)

SYMPOSIUM SUMMARY: Psychological research on forgiveness has increased dramatically in recent years. Understandably, the majority of the work has been concerned with identifying the social-cognitive, situational, and personality predictors of forgiveness. This symposium expands the horizons of forgiveness research, addressing forgiveness in ways that have rarely been considered: [1] the traditional understanding of forgiveness as a necessarily compassionate, other-oriented response is challenged by applying a functionalist strategy to identifying the conditions under which different motives for forgiveness are elicited; [2] trust is often suggested by theorists as an intrinsic aspect of the forgiveness process, yet little research has been conducted to support this supposition. Data are presented to indicate the extent to which re-established trust is a salient predictor of forgiveness; [3] although the importance of self-forgiveness is often noted, few studies have addressed self-forgiveness. Moreover, self-forgiveness has tended to be confounded, methodologically, with related constructs such as the self-serving bias. Two papers are presented that address this limitation. The first, using an experimental design, provides evidence for the role of value reaffirmation in promoting genuine self-forgiveness. The second, using a longitudinal design, differentiates the process of genuine self-forgiveness from self-punitive and pseudo self-forgiveness.

FORGIVENESS AS A MOTIVATED PROCESS: FORGIVING FOR SELF, OTHER OR THE RELATIONSHIP *McKee, Ian (University of Adelaide), Strelan, Peter (University of Adelaide)*

1:00pm-1:20pm

Retrospective accounts of reasons for forgiveness have indicated that a “self” focus is almost always present in victims’ responses, suggesting that for many victims forgiveness has a pragmatic basis. Forgiving for the sake of a relationship or for the other is more variable and appears to be influenced by situational factors such as the presence of apology and/or amends. An experimental study (N=129) used a hypothetical vignette to manipulate the presence or absence of apology and the closeness of the relationship to examine the extent and focus of forgiveness under controlled conditions. Results showed that victims tended to focus on forgiving for the relationship when they were close to the offender, but focused on themselves when the relationship was not close. Forgiving for the sake of the other (classic “altruistic” forgiveness), while never a primary motive, was most likely to be observed when amends were made by a transgressor who was not close to the victim but who offered an apology. These findings confirm the importance of

relational closeness as a buffering factor in forgiveness related outcomes, even in situations where no apology is forthcoming.

RE-ESTABLISHED TRUST: AN IMPORTANT INGREDIENT FOR FORGIVENESS *Strelan, Peter (University of Adelaide), Cotton, Joanne (University of Adelaide)*

1:20pm-1:40pm

This study tests the claim that restored trust is important for forgiveness. A sample of 159 undergraduates (108 women, 51 men) indicated that in response to recalled trust betrayal events, partner-specific trust predicted forgiveness (i.e., absence of avoidance and revenge; increased benevolence) over and above well-established social-cognitive, relational, transgression-specific, and dispositional predictors of forgiveness. Furthermore, partner-specific trust mediated between key situationally-derived variables—apology, responsibility attributions, relationship commitment—and each of avoidance, revenge, and benevolence. These findings have important implications for our understanding of how forgiveness is facilitated. In close relationships, partner trust may be a crucial ingredient for forgiveness.

HOW DO WE GENUINELY FORGIVE OURSELVES? *Wenzel, Michael (Flinders University), Hedrick, Kylie (Flinders University)*

1:40pm-2:00pm

Research indicates that self-forgiveness measured as an outcome state through direct self-report tends to be confounded with self-esteem enhancing responses: offenders may maintain or regain positive self-regard by merely downplaying their wrongdoing or responsibility. Instead, we argue that empirical methods need to tap into the processes of self-forgiveness. We suggest that genuine self-forgiveness be understood as a process of reaffirming the values that have been violated, through which the commonly negative relation between blame acceptance and self-regard is severed. In an experimental study (N = 90), university students imagined that they had committed a transgression and were instructed to confess the wrongdoing to the victim or not to confess (vs. no instructions), with confession presumed to facilitate genuine self-forgiveness. Results showed that self-reported self-forgiveness (i.e., positive self-regard as outcome) was, if anything, higher when participants did not confess their wrongdoing. In contrast, when they confessed, the negative effect of blame acceptance on self-regard was attenuated or no longer significant. Consistent with predictions, these results were mirrored (and mediated) by a similar moderation effect of value reaffirmation. The findings indicate that value reaffirmation may be the active ingredient of confessions in promoting genuine self-forgiveness.

IS SELF-FORGIVENESS ASSOCIATED WITH RESTORATION OF A TRANSGRESSOR? *Woodyatt, Lydia (Flinders University), Wenzel, Michael (Flinders University)*

2:00pm-2:20pm

This study aims to advance a more differentiated understanding of self-forgiveness and its implications for restoration processes. Participants (N = 73) who reported having committed an interpersonal transgression completed five questionnaires over a 10 day period. Three proposed self-forgiving processes were assessed: self-punitive, pseudo self-forgiving, and genuine self-forgiving (GSF). Linear mixed models were used to explore the impact of these processes on aspects of restoration. GSF, as a process of coming to terms with an acknowledged wrongdoing, was significantly positively associated with social cohesion, hope, sympathy, and self-trust. Pseudo self-forgiveness and self-punitiveness were positively associated with avoidance and perceptions of unfair treatment, and negatively associated with hope and self-trust. Significant interactions with time indicated, inter alia, that high GSF was associated with decreases in avoidance and increases in self esteem over time.

SESSION 7.1

Tuesday, August 24, 9:00-10:20am, MB Auditorium

Punishment, Retribution, and Revenge: New Advances in Research on Responses to Injustice (Symposium)

Chair: Gabrielle Adams (Stanford University), Elizabeth Mullen (Stanford University)

SYMPOSIUM SUMMARY: People typically think something should be done in response to injustice, and considerable social psychological research has focused on the merits of punishment. Yet much remains to be understood about whether, for whom, and how punishment restores justice. This symposium addresses these questions by investigating the social nature of punishment, including the consequences of punishment for victims and punishers, the motivations for punishment, and how attributions of perpetrator responsibility depend on culture. The authors examine the functions and consequences of punishment from the perspectives of victims, group members, and third-party observers. First, Okimoto and Wenzel find that punishment restores intragroup status to victims, resulting in increased group identification. Second, Gollwitzer and Bushman demonstrate that unlike other forms of aggressive behavior, retributive punishment is not fuelled by a desire to feel better, but rather by a desire to teach the offender a lesson. Third, Adams and Mullen investigate whether punishment benefits the punisher; they find that third-party observers confer more status on those who compensate victims rather than punish offenders. Finally, Self and Tetlock demonstrate that external causal attributions mitigate blame in the West, but trigger social-control concerns in the East, expanding the circle of blame.

VICTIM REACTIONS TO THIRD-PARTY PUNISHMENT: JUSTICE, GROUP IDENTIFICATION, AND SYMBOLIC INTRAGROUP STATUS *Okimoto, Tyler (Yale University), Wenzel, Michael (Flinders University)*
9:00am-9:20am

Past research has asserted that third-party punishments can address a victim's psychological concerns by, (1) restoring the relative status/power balance with the offender (Miller, 2001), and (2) protecting the victim's social identity through symbolic disassociation from the offender (Marques, 1990) and communicating the immorality of the offense (Vidmar, 2002). The current investigation proposes a third symbolic function that has not yet been identified as a psychological consequence of punishment: confirmation of the victim's membership status in the group (i.e., intragroup standing or respect). Four studies examining reactions to both scenarios and actual injustice experiences suggested that punishment of an offender can foster feelings of justice and heightened group identification by protecting the victim's perceived membership status. In Study 1, punishment prevented perceived membership status threats from resulting in victim disidentification. In Study 2, the membership status communicated by punishment was effective in fostering identification, even when the offender did not actually suffer the effects of third-party sanctions. Study 3 showed that punishment only implied membership status when the punitive act was identity-relevant. Finally, Study 4 provided evidence that considering membership status as an outcome of punishment provided incremental predictive value above other punishment goals previously identified in the literature.

DO VICTIMS PUNISH TO IMPROVE THEIR MOOD?

Gollwitzer, Mario (Philipps University Marburg), Bushman, Brad J. (University of Michigan)

9:20am-9:40am

Previous research has suggested that angry people behave aggressively in order to improve their mood. In two studies, we address the question whether

this is also true for retributive reactions towards unfairness. We hypothesize that retributive punishment is not fuelled by a desire to improve one's mood, whereas other forms of aggressive behaviors (i.e., destructiveness) might be. In Study 1, half of the participants were led to believe that their mood was frozen. In Study 2, half of the participants were led to believe that their mood would improve at the end of the experiment. Dependent variables were retributive punishment and destructiveness (i.e., aggression toward an object unrelated to the anger-eliciting incident). The overall pattern of results confirms our expectation. Retributive punishment was not affected by any mood management manipulation, whereas destructiveness was. These findings are discussed with regard to the question of what people hope to achieve by punishing an offender.

COMPENSATING VICTIMS LEADS TO MORE STATUS CONFERRAL THAN PUNISHING PERPETRATORS *Adams, Gabrielle (Stanford University), Mullen, Elizabeth (Stanford University)*

9:40am-10:00am

Researchers investigating responses to injustice have generally focused more on punishment than on compensation, and on the motivations for punishment or the consequences of receiving punishment. In contrast, we investigate the effects of punishing or compensating for the punisher or compensator. In two studies, we demonstrate that individuals are more likely to confer status on (e.g., elect to leadership positions) third-parties who respond to injustice by compensating victims than by punishing perpetrators; this effect is mediated by warmth. In Study 1, participants rated as warmer and were more likely to vote for a political candidate who allocated government funds to compensate victims of the Darfur crisis than one who allocated funds to punish perpetrators or who did not respond. In Study 2, participants evaluated a candidate for student body president who used money from a fundraiser to either compensate bike theft victims; punish bike thieves; or both punish and compensate. Participants rated as warmer and were more likely to vote for the candidate when he compensated victims or when he both punished and compensated relative to when he solely punished, suggesting that including compensation alongside punishment mitigates the negative effects of punishment on status conferral.

NORM ENFORCEMENT AND CULTURAL CONTEXT: THE VARYING EXCULPATORY FUNCTION OF EXTERNAL ATTRIBUTIONS OF RESPONSIBILITY *Self, William T. (University of California, Berkeley), Tetlock, Philip E. (University of California, Berkeley)*

10:00am-10:20am

An experimental study conducted in the United States and Singapore explored the joint effects of severity of consequences of norm violations and strength of external pressure to violate norms on the assignment of blame and punishment. This study sheds new light on a paradox rooted in the uneasy coexistence of three robust empirical findings: East Asians explain behavior in more situational terms than do Westerners; Westerners who advance situational explanations lean toward leniency; judged against modern Western jurisprudential standards, East Asian judicial systems have been more overtly punitive. Both Americans and Singaporeans responded to more severe consequences with escalating blame and punishment, and both made more external responsibility attributions as peer pressure intensified. The two cultures, however, diverged as group involvement grew stronger: Americans assigned less blame to individuals as external forces grew whereas Singaporeans held firm on individual culpability. The study demonstrated a caveat against assuming invariance across cultures of mechanisms that intensify or alleviate blame and punishment. Although attribution-of-responsibility processing was strikingly similar in the two cultures studied, external causal attributions conveyed different culturally-derived exculpatory meanings, mitigating blame among Americans while expanding the circle of blame among Singaporeans.

SESSION 7.2

Tuesday, August 24, 9:00-10:20am, MB Room 150

International Justice and Law (Individual Paper Session)

THE SPECIAL COURT FOR SIERRA LEONE – ON PRINCIPLES OF INTERNATIONAL JUSTICE *Kaviya, Amit; Bansiwai, Sunil*

9:00am-9:20pm

"Injustice anywhere is a threat to justice everywhere" (Martin Luther King, Jr.). International justice should drive an inspiration from these words if has to establish the principle of "JUSTICE FOR ALL". World post cold war was fragmented into different countries due to the acrimonious post war effects, some were progressive but some lagged behind. Sierra Leone is one of those countries which succumbed into a brutal civil war phase. The special court for Sierra Leone was established in 2002 by the government of Sierra Leone and the UN to try the offenders who violated the intentional humanitarian law and the national law of Sierra Leone within its territorial limits since 30th November 1996. The proceedings have been done against the former Armed Force Revolutionary Council (AFRC) leaders. The cases that are still running are of three revolutionary united front leaders and former Liberian president Charles Taylor. The special court for Sierra Leone is the first international tribunal to be funded entirely from voluntary contributions from governments. Irrespective of the limited sources provided to this institution, the special court presents an important opportunity to help bring up a measure of accountability in Sierra Leone and indeed to allow the victims of horrific atrocities and their families to know that justice has been done.

CONFLICTING NORMS?: EXAMINING THE UN'S SIMULTANEOUS PROMOTION OF UNIVERSAL AND EXCLUSIVE RIGHTS

Blom, Erica (University of Michigan)

9:20am-9:40am

The United Nations was created to affirm universal human rights "for all peoples and all nations". Yet in the decades since its founding the UN has taken explicit measures affirming rights ascribed to specific social groups. These rights are exclusive since they apply only to particular peoples. How have actors in civil society received and utilized these alternative rights frameworks? What are the practical impacts of the UN's advocacy of universal and exclusive rights on the efficacy of one, or both, rights regimes? The UN's intent is to promote exclusive rights to extend and strengthen universal ones. However, once rights frameworks are set free in society, they can take on meanings not originally intended. In the case of universal and exclusive rights, this possibility is likely greater since the terms universal and exclusive are colloquially incompatible. This paper investigates these issues beginning with a theoretical review of rights, norms, and frames. The paper then examines empirical debates concerning proposed amendments to the Plant Breeders' Rights Act in Canada. Analysis of these debates reveals that civil actors utilize universal and exclusive rights discourses in competing ways. The broader implications of these findings are examined.

HUMAN RIGHTS: THE "COMMONS" AND THE COLLECTIVE *Westra, Laura (University of Windsor)*

9:40am-10:00am

My research of all aspects of environmental justice disclosed that, while there has been a proliferation of human rights and instruments, these were intended to protect individual human rights, whereas collective rights did not fare as well, either in international or domestic law. The "enclosures" movement arose in agrarian England many years ago. I argue, we are now facing the final "enclosure movement", as neither clean air, water, nor healthy/safe food, are available to the majority, globally, today. The commodification of nature and the effects of the neoliberal agenda towards "development", continue to impose health risks and scarcities, so that the hunger and lack of water endemic to most parts of the world, go hand-in-hand with increasing power and wealth in most Western countries. The paper will propose some changes

in international law regimes and global governance, including the composition of the UN.

RIGHTS, ASSET FREEZES AND TERROR: RESPECTFUL RESISTANCE TO THE SECURITY COUNCIL MODEL APPROACH TO TERRORIST FUNDING

Gallant, M. Michelle (University of Manitoba)

10:00am-10:20am

When the United Nations Security Council instituted a global assault on assets linked to terror, it could not have anticipated that a gradual swelling of rights-based opposition would require the release of dozens of subsequent resolutions to clarify, affirm and reshape its strategy. Rather than an international arbiter of last resort for conflicts between individual states, the pursuance of terrorist funding has recast the Security Council as a global legislator charged with the task of prescribing the copious and meticulous details of laws that target individuals who offer support to, or are somehow connected to, terrorism. This research canvasses the litany of rights-based opposition generated by global efforts to suppress economic resource tainted by terror. Successive domestic courts, while reluctant to explicitly state that Security Council resolutions violate rights, have nevertheless acknowledged that the strategy fashioned under international law fails to sufficiently accommodate basic human rights.

SESSION 7.3

Tuesday, August 24, 9:00-10:20am, MB Room 251

Conflict and Conflict Resolution (Individual Paper Session)

TACKLING SO FAR NEGLECTED "HOT ISSUES" IN MEDIATION TO REDEFINE A FUZZY CONCEPT

Ittner, Heidi (Otto-von-Guericke University Magdeburg)

9:00am-9:20am

With gaining popularity the concept of mediation became more and more fuzzy embracing very different approaches. This makes it increasingly difficult to differentiate existing concepts within the broad field of conflict management. For theoretical and practical reasons it is therefore an urgent need to re-sharpen the mediation concept and to differentiate it from other ADR approaches. The definition diversity expresses itself in differences in underlying mindsets and resultant specific mediation strategies. To tackle this diversity the paper refers to perceived injustices and emotions as "hot issues" in mediation, which are inherent to conflicts and the working on conflicts. Astonishingly, so far they are only seldom explicitly addressed in mediation research and training. The paper sheds light on these "hot issues" by exploring empirically the perspective of mediators. Results from an online questionnaire give first empirical insights about mediators mindsets referring to these core issues and how they deal with them in mediation practice. Furthermore, the impact of relevant personality factors, mediation training and professional socialization on the development of mediation mindsets is analyzed. With that, findings allow first invaluable steps to re-sharpen the concept of mediation theoretically and to draw important conclusions for mediation practice and training.

CONCEPTUALIZING JUSTICE CONFLICT *Törnblom, Kjell (University of Skövde), Kazemi, Ali (University of Skövde)*

9:20am-9:40am

Research that specifically deals with how (in)justice relates to conflict and conflict resolution is relatively scarce. Justice conflicts may be conceived as (1) conflicts between what the various justice principles prescribe and as (2) conflicts between the cognitive, affective, and behavioral justice orientations characterizing individuals and groups. Several types of each may be distinguished. These (and other) types of conflict result in different dilemmas and processes, the nature and resolutions of which are likely to have important implications for justice related conceptions and behavior. In addition, meaningful analyses of justice conflicts require specifications regarding

important moderators, e.g., outcome valence, resource valence, resource type, and social context/relationship. The relationship between theoretical and empirical research on justice processes and conflict situations are likely to be more obvious when conducted on the basis of a systematic framework containing clear distinctions among the various types of justice conflict.

PROCEDURAL AND OUTCOME JUSTICE IN ON-LINE DIVORCE MEDIATION *Laxminarayan, Malini (Tilburg University), Klaming, Laura (Tilburg University), Gramatikov, Martin (Tilburg University)*
9:40am-10:00am

Ideally, dispute resolution mechanisms are meant to mitigate harmful consequences of the legal problem, aiming to find a just and fair solution for both parties. Online divorce mediation offers a more efficient means of dispute resolution in a user's search for justice. Approximately 150 participants who have participated in an experimental program in the Netherlands have been interviewed through a standardized questionnaire which aims to reveal the perceptions on the costs of the procedure, the quality of the procedure and the quality of the outcome. The research provides one of the first studies of online divorce mediation. Moreover, the design allows for comparisons between parties and gender. Measuring both sides of a conflict may provide insight into the possibility to provide satisfactory results to all parties involved. The measurement framework also allows for analysis of where both parties may be simultaneously satisfied (i.e. procedural justice) and where it becomes more difficult to obtain overall positive perceptions of justice (distributive justice). Furthermore, the results can also be compared with other studies examining traditional divorce procedures. It is concluded that where automatic legal information mechanisms are available, fairer and more socially just results are likely to be produced.

NEOY GAI GEER: RESPECTING IDENTITY, CREATING JUSTICE, AND BUILDING PEACE IN SOUTHEAST ASIA THROUGH INDIGENOUS MEDIATION PROCESS *Stobbe, Stephanie (Menno Simons College, University of Winnipeg)*
10:00am-10:20am

Mediation is one of the most identifiable dispute resolution processes in the field of peace and conflict studies. Numerous frameworks, such as interest-based, transformative, and narrative mediation, have been well established in the western context. However, mediation in other parts of the world, particularly in Southeast Asia, has received significantly less academic attention, even though these communities consider mediation the norm. Based on field research conducted in 2009, this paper focuses on indigenous conflict resolution processes in Laos, a multi-ethnic country where the legal system is underdeveloped and not a compelling force in promoting social justice. There are currently 69 practicing lawyers in a population of 6 million, making access to legal representation difficult (EU, 2008). Traditional mediation processes, involving Village Mediation Committees ("Neoy Gai Geer"), are examined to address interpersonal and interethnic conflicts. The uniqueness and inclusiveness of such processes add to the growing literature on cross-cultural conflict resolution.

SESSION 7.4

Tuesday, August 24, 9:00-10:20am, MB Room 252

Justice Sensitivity I: Emotional and Behavioral Consequences (Symposium)

Chairs: Manfred Schmitt (University of Koblenz-Landau), Anna Baumert (University of Koblenz-Landau)

SYMPOSIUM SUMMARY: In Symposia I, recent research is presented on emotional and behavioural consequences of Justice Sensitivity (JS) depending on the perspective on injustice. First, Schmitt et al. establish the reliability and convergent and discriminant validity of a new perpetrator sensitivity measure in addition to victim, observer, and beneficiary sensitivity, and locate these JS-perspectives in the

personality facet space. Furthermore, three sets of studies show that JS shapes reactions to unfairness towards others and the willingness to intervene. In the studies of Lotz et al., higher observer, beneficiary, and perpetrator sensitivity led to investment of more own money to compensate a victim and to punish the perpetrator in an experimental game setting. Schlösser et al. found that over the course of repeated interactions, persons with high victim sensitivity decreased their willingness to cooperate if others defected, whereas persons high in observer sensitivity kept up cooperation. Beneficiary sensitivity was found to shape altruistic punishment. In accordance with these findings, in a realistic setting on civil courage, Halmburger et al. showed that beneficiary sensitivity determines emotional reactions to an observed theft and the probability of intervention to prevent the theft.

CONSTRUCT VALIDITY OF THE JUSTICE SENSITIVITY INVENTORY *Schmitt, Manfred (University of Koblenz-Landau), Baumert, Anna (University of Koblenz-Landau), Gollwitzer, Mario (Philipps-University Marburg); Maes, Jürgen (Bundeswehr Universität München)*
9:00am-9:20am

Studies that tested the construct validity of the Justice Sensitivity Inventory are presented. A representative sample (N = 2510) was employed to estimate the reliability of a newly developed perpetrator sensitivity scale, test the factorial validity of this scale together with three previously developed scales (victim, observer, and beneficiary sensitivity), estimate correlations between Justice Sensitivity and demographic variables, and provide normative data for the computation of standard scores. A demographically heterogeneous convenience sample (N = 327) was used to locate Justice Sensitivity (JS) in the personality facet space of the Five Factor Model. Results from confirmatory factor analyses demonstrated the factorial validity of the JS scales. Regression analyses with JS scales as criteria and personality facet scales as predictors suggested that JS is meaningfully related to personality facets but cannot be reduced to combinations of personality facets. Demographic effects were small, explaining a maximum of 1.4% of justice sensitivity variance. Women and East Germans were found to be more justice sensitive than men and West Germans, respectively. Victim sensitivity decreased with age; perpetrator sensitivity decreased with education. Taken together, our results corroborate the validity of the Justice Sensitivity Inventory and contribute to a better psychological understanding of justice sensitivity.

VICTIM-AWARENESS IN ALTRUISTIC INTERVENTION GAMES – THE EFFECT OF JUSTICE SENSITIVITY ON WILLINGNESS TO INTERFERE *Lotz, Sebastian (University of Cologne), Okimoto, Tyler G. (Yale University), Schlösser, Thomas (University of Cologne), Fetchenhauer, Detlef (University of Cologne)*
9:20am-9:40am

The current research explores the role of victim awareness in a third party intervention game and the moderating role of justice sensitivity (JS). Participants observed an unfair split in a dictator game (10 vs. 0 Euro). In one condition, all parties knew the game and its rules. In a second condition, the victim was blind to the transgression and was told that his/her money resulted from a lottery. Participants then had the opportunity to use 50 cent-shares of their own 5 Euro endowments to punish the transgressor, compensate the victim, or both. In the second condition, the victim also was unaware of participants' punishment or compensation. Results show that participants high in pro-social facets of JS used more money to compensate the victim at their own expense and, broadly, preferred compensation to punishment. However, when the victim was unaware that they had been victimized, participants reduced their compensation, but not their punishment. In contrast, participants low in JS were less likely to compensate or punish, regardless of the circumstances. Results suggest that the re-establishment of compensatory justice depends on the victim's recognition of their ill-treatment.

WHO GIVES AND WHO TAKES? – THE EFFECT OF JUSTICE SENSITIVITY IN PUBLIC GOODS GAMES *Schlösser, Thomas (University of Cologne), Lotz, Sebastian (University of Cologne), Fetschenhauer, Detlef (University of Cologne)*

9:40am-10:00am

Resembling the classic design by Fehr & Gächter (2000) in two studies showed substantial effects of justice sensitivity on the willingness to invest in a common pool, the willingness to punish defectors as well as on reactions to preceding experiences in a repeated situation. In Study 1 participants took part in a 10-round repeated Public Goods Game with fixed groups. Beneficiary-sensitive participants were significantly more willing to contribute to the public good. As a reaction to the declining average contributions of other players in the previous round, these participants reduced their contributions much slower than people low in beneficiary-sensitivity. To the contrary, victim-sensitive persons reduced their own contribution stronger than people low in the trait and below the average contributions of the other players in the preceding round from the fourth round on. Study 2 additionally introduced the possibility to punish other players. This led to increasing contributions. These were not influenced by justice sensitivity. Victim-sensitive persons were less willing to punish than victim-insensitive participants in every round. Observer-sensitive participants tended to punish more from the fourth round on. This difference in punishment behavior compared to observer-insensitive persons was significantly driven by the average contributions of the three other group members.

JUSTICE SENSITIVITY AND CIVIL COURAGE: MEDIATING EMOTIONS *Halmburger, Anna (University of Koblenz-Landau), Baumert, Anna (University of Koblenz-Landau), Thomas, Nadine (University of Koblenz-Landau), Schmitt, Manfred (University of Koblenz-Landau)*

10:00am-10:20am

Civil courage is a subtype of prosocial behavior which is characterized as bystander intervention against a norm violation despite potential negative consequences. Research has indicated that explanatory models of helping behavior may not be adequate for the understanding of civil courage (e.g., Greitemeyer et al., 2006). We investigated personality determinants of bystander intervention in a real situation requiring civil courage (intervening against a theft in the laboratory, N = 80). Our results show that several personality traits that are known to predict helping do not predict civil courage (e.g., agreeableness, empathy, perspective taking). Justice sensitivity, a narrow personality trait capturing perceptual readiness and affective reactivity to perceived violations of justice norms, proves to be a substantial predictor of civil courage. This effect is mediated by negative affect in the theft situation. Our results provide insights into the processes involved in civil courage in a realistic situation. Comparisons of our results with prior findings on self-reported civil courage stress the importance of investigating real behavior in personality research.

SESSION 7.5

Tuesday, August 24, 9:00-10:20am, MB Room 253

Motivational Processes in the Service of System Justification (Symposium)

Chair: John T. Jost (New York University)

SYMPOSIUM SUMMARY: According to system justification theory, there is a general social psychological tendency to justify and rationalize the status quo, i.e., a motive to see the system as good, fair, legitimate, and desirable. Although this can result in negative consequences for some—especially members of disadvantaged groups—there are psychological reasons why it would be functional for people to justify the status quo. These include epistemic motives to establish order, structure, closure, and certainty; existential motives to perceive a safe, reassuring environment; and relational motives to

maintain smooth social relationships and shared reality. This symposium showcases recent work on motivational processes involved in system justification. Specifically, Napier and Jost find, counterintuitively, that members of disadvantaged groups are more likely than advantaged groups to endorse naturalistic rationalizations of the status quo. Gaucher, Kay, and Friesen demonstrate that the language used in job advertisements justifies and perpetuates gender inequality in the workplace. Van der Toorn, Tyler, and Jost show that feelings of dependence and powerlessness can increase system justification motivation and the legitimization of authority figures. Finally, Cheung and Hardin provide evidence that people engage in various forms of ideological defensiveness on behalf of the system when subtly reminded of societal shortcomings.

NATURALISTIC RATIONALIZATIONS OF THE STATUS QUO AMONG THE DISADVANTAGED *Napier, Jaime L. (Yale University), Jost, John T. (New York University)*

9:00am-9:20am

System justification theory posits that beliefs that the system is legitimate can serve epistemic and existential needs to manage uncertainty and threat. Members of advantaged and disadvantaged social groups, however, differ in their levels of conflict between needs to feel good about the system and needs to feel good about the group and the self. We propose that differential levels of conflict among high vs. low status group members can lead to different system-justifying beliefs. High status group members tend to endorse system serving beliefs that assume controllability on the part of the self and others (e.g., personal responsibility attributions). Low status group members, by contrast, will instead justify the system by viewing it as a reflection of the natural order of things. That is, when needs to justify inequality are high, high status group members enhance themselves (and derogate others) on controllable actions (e.g., "Group members are hard workers"), whereas low status group members will derogate themselves (and enhance others) on innate competence (e.g., "Group members have inborn disabilities that limit their success"). By removing the locus of control from the self, group, and system, naturalistic rationalizations of the status quo can serve to reduce the conflicts between ego-, group-, and system-justifying needs.

INSTITUTIONAL-LEVEL CONTRIBUTORS TO STATUS QUO MAINTENANCE: GENDERED WORDING IN JOB ADVERTISEMENTS EXISTS AND PERPETUATES INEQUALITY

Gaucher, Danielle (University of Waterloo), Friesen, Justin (University of Waterloo), Kay, Aaron (University of Waterloo)

9:20am-9:40am

System justification theory (Jost & Banaji, 1994) suggests that structural aspects of the social system and social institutions ultimately function to preserve the status quo. Whereas individual-level contributors to status quo maintenance (e.g., widely-held gender stereotypes) have been well documented, there is a dearth of research on institutional-level contributors to status quo maintenance. The current research demonstrates a novel institutional-level contributor—that is, gendered wording in job advertisements—that serves to perpetuate the status quo, keeping women underrepresented in traditionally male-dominated occupations. Across 4000+ randomly selected job advertisements, it was observed that advertisements for occupations in which women are traditionally under-represented employed a greater proportion of words related to the masculine stereotype (e.g., lead, challenge, analyze) than the feminine stereotype (e.g., support, understand, cooperate) (Studies 1 and 2). Follow-up experiments demonstrated that job advertisements manipulated to include a higher proportion of masculine words were perceived as lower in gender diversity and, importantly, led women to report lower feelings of anticipated belongingness and, as a result, less interest in the position. These effects held regardless of occupation type and despite the fact that participants reported no awareness of the wording differences (Studies 3, 4, and 5). The system justifying functions of gendered wording are discussed.

JUSTICE OR JUSTIFICATION? THE EFFECT OF OUTCOME DEPENDENCE ON THE PERCEIVED LEGITIMACY OF AUTHORITY *van der Toorn, Joanneke (New York University), Tyler, Tom R. (New York University), Jost, John T. (New York University)*

9:40am-10:00am

Legitimacy is an important source of power for authorities because it enables them to gain voluntary deference from their followers. Whereas the effects of procedural justice and outcome favorability on perceived legitimacy are already well established, we report several studies demonstrating the existence of another distinct contributor to legitimacy, namely, the motivation to justify existing authority relations. In three cross-sectional field studies and one panel study, we hypothesized and found that outcome dependence on an authority is associated with increased legitimacy appraisals. Outcome dependence affected legitimacy in terms of increased trust and confidence in, empowerment of, and deference to authority; the effect was demonstrated in educational, political, organizational, and legal settings. Two experimental studies provided direct causal evidence for the hypothesized effect on both perceptual and behavioral outcomes. These findings suggest that both the desire for fairness and the motivation to justify the system affect the perceived legitimacy of authority. That is, perceived legitimacy increases not only when authorities exercise fair procedures and deliver favorable outcomes, but also when subordinates are dependent on them. Implications for the study of social power are discussed.

RESISTING ANTI-SYSTEM THOUGHTS: THE CASES OF MARXISM AND INEQUALITY

Cheung, Rick M. (Brooklyn College and Graduate Center, City University of New York), Hardin, Curtis D. (Brooklyn College and Graduate Center, City University of New York)

10:00am-10:20am

Maintenance of the status quo is not only supported by the acceptance of pro-system ideologies but also by the effortful resistance to anti-system ideologies. Across 4 experiments, we examined resistance to anti-system thoughts following manipulations of (a) subjective awareness of inequality, (b) cognitive salience of Marxism, and (c) intentional suppression of thoughts about inequality. In Experiments 1 and 2, American participants who listed 3 (easy) versus 9 (difficult) countries with more social equality than the United States exhibited (a) increased anxiety, (b) decreased perceived inequality in America, and (c) decreased time spent reading an excerpt of The Communist Manifesto, and the effects were especially strong among those who endorsed pro-system ideologies. Experiment 3 demonstrated that maintaining ideological consistency is cognitively taxing. Counting the number of "R"s contained in an excerpt of The Communist Manifesto (vs. Epic of America) hurt subsequent anagram performance among non-whites if they were ideologically pro-system but helped performance if they were ideologically anti-system. In Experiment 4, people who were ideologically pro-system (but not those who were anti-system) exhibited no post-suppression rebound. Together, findings suggest that anti-system thinking is costly (affectively, cognitive, and ideologically), at least among those who have a high need to justify the status quo.

SESSION 8.1

Tuesday, August 24, 10:40am-12:00pm, MB Auditorium

The Meaning of Justice for Victims (Symposium)

Chair: Jo-Anne Wemmers (Université de Montréal)

SYMPOSIUM SUMMARY: This symposium brings together researchers working on victims and fairness issues. The papers target victims of various crimes including conventional crimes as well as war crimes and gross violations of human rights. Across these different settings, the central question is how victims evaluate the fairness of criminal justice proceedings. Kees van den Bos will participate as a discussant, making the link between social justice theory and applied research.

THE MEANING OF JUSTICE FOR CRIME VICTIMS

Wemmers, Jo-Anne (Université de Montréal)

10:40am-11:00am

This study explores the meaning of justice for victims of crime. In accordance with the social justice research literature, this study examines the different dimensions of fairness for victims including distributive, procedural and interactional justice. Based on longitudinal data from a sample of 179 victims of crime in Canada who reported their victimization to the police, this study examines how victims' justice judgements are impacted as their cases pass through the criminal justice system.

JUSTICE FOR CRIMES AGAINST HUMANITY AND WAR CRIMES: VICTIMS' POINT OF VIEW

Raymond, Emilie (Université de Montréal)

11:00am-11:20am

Since the end of the Cold war, armed conflicts have taken more than five millions lives, estimated 80% among them were unarmed civilians (Mani, 2002) and genocides have killed more than ten millions of people (Nyankanzu, 1998). Justice mechanisms were internationally elaborated and some national initiatives were settled in diverse country to follow up on atrocities and human rights violations. However, victims are still under consulted in the development of these mechanisms. This paper presents the results of a research project aimed at knowing and understanding the meaning of justice for victims of crimes against humanity and war crimes. Based on semi-directed interviews with Rwandan and Cambodian victims living in Quebec, this study explores their expectations with respect to international and domestic criminal tribunals. Social justice theory is used as a framework for analyzing victims' perceptions of justice. Concretely, victims' experiences with justice mechanisms, their perceptions of justice and the factors affecting their fairness evaluations as well as their expectations with respect to the courts will be discussed.

DOES TRAUMATIC STRESS MOTIVATE VICTIM PARTICIPATION IN THE CRIMINAL JUSTICE SYSTEM: THE CASE OF THE DUTCH VICTIM IMPACT STATEMENTS *Pemberton, Antony (University of Tilburg)*

11:20am-11:40am

In much of the research into victims' experiences in the criminal justice system, the outcome measured is usually satisfaction with the procedure. This is problematic, as victim satisfaction is a poor indicator of effects on constructs relating to victims' coping process. In addition research rarely takes into account individual differences in victims' characteristics while the importance of matching of a procedure to the victims' individual psychological characteristics is increasingly recognized in therapeutic approaches to victimisation. Both these shortcomings are addressed in a longitudinal study of the Dutch oral and written Victim Impact Statement (VIS). Using a pre-test, post-test non-equivalent group design, which employed relevant psychological constructs (anger, anxiety, post-traumatic stress, vengefulness) the experiences of 166 victims eligible for participation in VIS was explored, allowing the results for participants in either forms of the VIS to be compared to non-participants. While the main intended research goal was to evaluate the effects of VIS, the most relevant findings related to the difference in psychological characteristics of those victims who chose to participate versus those who did not, with the former group showing severely elevated levels of post-traumatic stress, anxiety and anger in the pre-test than the latter. Implications and limitations are discussed.

Discussant: Kees van den Bos (Utrecht University)

11:40am-12:00pm

SESSION 8.2

Tuesday, August 24, 10:40am-12:00pm, MB Room 150

Representations of Organizational Justice (Individual Paper Session)

THE "PERSONAL" SIDE OF PROCEDURAL JUSTICE: WHO TAKES DECISIONS AND WHY THIS MATTERS TO ORGANIZATIONS

Patient, David (U. Catolica Portuguesa), Cojuharenco, Irina (U. Catolica Portuguesa)

10:40am-11:00am

We propose a new criterion for perceptions of organizational justice: who implements and communicates an organizational procedure. We argue that even when procedures are accurate, consistent, and correctable (i.e., procedural justice), and when interpersonal treatment is sensitive and polite (i.e., interactional justice), employee reactions are influenced by who administers a procedure. In Study 1, qualitative data was used to explore factors that may underlie perceptions of a person being "right" or "wrong" for the implementation of specific organizational procedures. In Study 2 participants responded to a scenario based on Greenberg (1990), where pay cuts are implemented in the plants of a financially troubled factory. We find that when a decision is communicated by the "wrong" versus "right" person (but with the same outcome, procedures, and interpersonal treatment) perceptions of interactional justice are lower. In turn, lower justice perceptions predict employee hostile feelings toward the organization and reported intentions of negative behavior. Our findings can help managers avoid the failure of legitimate and fair procedures by making sure that the people implementing them are seen as right for the job.

FORMING OVERALL JUSTICE JUDGMENTS: A PROCESS-TRACING APPROACH *German, Hayley (Durham University), Fortin, Marion (Durham University), Read, Daniel (Durham University)*

11:00am-11:20am

An understanding of what prompts perceptions of unfairness is fundamental to promoting work environments perceived as fair. Organizational justice research has taken two directions; one identifying and measuring the impact of specific antecedents, and the other concerned with the importance of an overall justice measure. Whilst we know about some of the antecedents of justice, we do not yet understand their relative importance in forming an overall judgment; essential knowledge if we are to avoid the adverse consequences of injustice. We address this issue in the real-world context of performance appraisals and seek to identify the relative importance of justice antecedents in reaching an overall justice judgment. We use length of exposure to antecedents, repetition and viewing order to gain insight into how individuals process information in reaching an overall fairness judgment. Using process-tracing software, 49 participants rated the overall fairness of 56 performance appraisal experiences. Adopting Brunswik's theory of representative design and a policy-capturing methodology we infer the weighting individuals assign to antecedents in forming their overall justice judgments. Knowledge of the relationship between the salience and exposure of information is important for managers to ensure that during the appraisal process they present information most salient to fair perceptions.

DESIGNING THE FAIR HUMAN RESOURCE MANAGEMENT MODEL BASED ON A FUZZY MEASUREMENT OF EMPLOYEE'S JUSTICE PERCEPTION *Alipour Darvishi, Zahra (Islamic Azad University Tehran North Branch), Azar, Adel (Tarbiat Modares University)*

11:20am-11:40am

The main purpose of this paper is designing a model of fair human resource management based on a fuzzy measurement of the employee's justice perception. The comprehensive approach has been applied to examine the relations of all functions of HRM as independent variable (including: procurement, compensation, employees' development, retirement and separation, maintenance and employees' relations) and employees' justice

perception as dependent variable (include: distributive justice, procedural justice and interactional justice) by mediating role of the perception of accountability. Because the justice perception is a subjective and ambiguous construct, a fuzzy measure was invented to model and measure it in the frame of the Fairness theory and with the aim of increasing the reliability and accuracy of justice perception measurement. This survey research was implemented within three Iranian Banks (Melat, Tejarat and keshvarzi). The fair human resource management indexes was confirmed by confirmatory factor analysis and the test of model was done in two separate structural equations models with the crisp and fuzzy data. The outputs of this research is a set of systematic human resource factors affects the employees' justice perception, and help to increase the commitment and motivation of employees.

SESSION 8.3

Tuesday, August 24, 10:40am-12:00pm, MB Room 251

Religious Fundamentalism, Terrorism, and the Ideology of Jihad (Invited Symposium)

Chair: Hamdi Muluk (University of Indonesia)

SYMPOSIUM SUMMARY: This symposium is an inaugural invited forum representing the Asian Association of Social Psychology, in the hopes of stimulating dialogue and cooperation with the International Society of Justice Research. It brings a multi-method approach from Indonesia to provide an intimate examination of one of the major issues involving justice (and injustice) in our times, religious fundamentalism leading to violent terrorism. Milla, Faturochman, & Ancok present a pair of inter-related papers using in-depth qualitative interviews, biographical and autobiographical data, and interviews from family and friends of 5 of the convicted Bali Bombers. Using a bounded rationality theory approach and groupthink model of command, the first paper explores how religious faith provides a basis of decision making processes for the convicted Indonesian Bali Bombers to perform violent acts. The second paper shows how the ideology of jihad led the bombers to identify themselves with the in-group, such that any perceived attack against the Islamic group anywhere in the world was perceived as an attack against their own group, and generalized retaliation was viewed as a way to restore justice. Tutut Chusniyah content analyzes in-depth interviews with Abu Bakar Ba'asyir, the leader of Jama'ah Islamiyah (an Indonesian Islamic organisation reportedly affiliated to al-Qaida) and some of his followers who know about him and his ideological views. She similarly finds that his views involve high ideological rigidity that is authoritarian, extreme, dogmatic, and closed minded. His jihadi ideology views the government of Indonesia as an obstacle to the establishment of an Islamic state. Finally, these qualitative methods are complemented with national survey data from a representative sample of 1300 Indonesians. Religious fundamentalism was defined as the tendency to interpret the sacred texts (Islamic texts) in a 'black and white' manner. This was found to correlate with support for Martyrdom (Jihadis) ideology and sacred violence.

JIHAD IDEOLOGIZATION AND BIASED HEURISTICS IN THE DECISION MAKING OF JIHADISTS: DATA FROM THE CONVICTED INDONESIAN BALI BOMBING TERRORISTS *Noor Milla, Mirra (Islamic State University Sultan Syarif Kasim Riau-Indonesia), Faturochman (Gadjah Mada University Indonesia), Ancok, Djamaludin (Gadjah Mada University Indonesia)*

10:40am-11:00am

Faith is the prominent motivational theme used by a group of terrorists who profess to be Muslim representatives. This is shown by the claim that their action is encouraged by jihad fi sabilillah (striving on path of God) spirit as a command from God. Using a bounded rationality theory approach and

groupthink model, this paper explores how religious faith could be a basis of decision making processes for convicted Indonesian Bali Bombing terrorists to perform violent acts. Five terrorists were chosen as the main informants. They consisted of the convicted Indonesian Bali Bombers – three of them have since been executed by firing squad. Data for analysis was collected using a phenomenologically-based ethnographic narrative approach. Two sources of data were used in this study. One is information concerning the life and activities of informants as found in their personal mail, audio record, audio-visual record, manuscripts and published autobiographies. Second is the data collected by researchers through interview with the informants, their families, school teachers and friends, conducted in several locations (the prison where the main informants were jailed, and the hometown where their families, teachers and friends live). This research found, first, ideologization of jihad occurs in a terrorist group where a collective jihad is perceived as an obligation for all Muslims. This belief is based on their extreme interpretation of the Quran, hadiths and sirah. Second, heuristic bias appears in the motivational jihad decision making process, where their extreme interpretation of jihad is directed by faith, leading to biased decision (my faith-side bias). Third, the decision to inflict a terrorist action is fueled by a rigid vertical-structural of in-group relations where the in-group decision is predominantly influenced by the leader.

PERCEPTION OF INJUSTICE AS THE PSYCHODYNAMIC EXPLANATION OF TERRORIST ATTACK: A CASE STUDY ON THE BALI BOMBERS *Noor Milla, Mirra (Islamic State University Sultan Syarif Kasim Riau-Indonesia), Faturochman (Gadjah Mada University Indonesia), Ancok, Djamaludin (Gadjah Mada University Indonesia)*

11:00am-11:20am

This study aims to understand the psychological dynamics underlying terrorist behavior using a social constructionist approach. Using the argument of social identity theory and social exchange theory, this paper discusses how terrorists explained their violent action such as the bombing of innocent people through representations of out-group members. How the terrorists constructed reality in terms of the unfair treatment of out-group members (non-muslim countries) toward the muslim country (in-group member) was an important element of their discourse. Five terrorists involved in the Bali bombing were the subjects of this study; three of them have since been executed by firing squad. Narrative analysis was conducted on a variety of materials including documentation (manuscripts, personal mail, audio record, audio-visual record and published autobiography), observation, and interview with the bombers. In addition the data collected from informants close to the subjects (family members, friends and other people who know the five subjects personally) were also used. The study found that subjects identified themselves with the in-group, such that any perceived attack against the Islamic group anywhere in the world was perceived as an attack against their own group. Generalized retaliation (not against the original actors who committed unjust acts) was viewed as a way to restore justice as inflicted by the generalized out-group member against the religious in-group.

IDEOLOGICAL RIGIDITY AND THE PSYCHOLOGICAL NEEDS OF ABU BAKAR BA'ASYIR: A CASE STUDY

Chusniyah, Tutut (State University of Malang)

11:20am-11:40am

This paper is about the Abu Bakar Ba'asyir case, the leader of the South East Asian radical organization Jama'ah Islamiyah (an Indonesian Islamic organisation reportedly affiliated to al-Qaida). Up to now Abu Bakar Ba'asyir has kept propagating his ideological view, Islamdom (khilafah), Syari'ah and jihad. His religious ideology has been disseminated through religious proselytizing in many places in Indonesia and it has made him a lot of followers and upgraded his supporter quality and quantity, which has led to social movement support. This study tries to understand the ideological rigidity and the psychological need of Abu Bakar Ba'asyir. As a critique of System Justification Theory (Jost et al, 2004; 2005), Greenberg and Jonas (2003) said that extreme left-right political movements relate to ideological rigidity. High ideological rigidity is authoritarian, extreme, dogmatic, closed minded and their

ideology is hard to counter. This high ideological rigidity relates to the need of uncertainty avoidance and threat management. In-depth interviews with Abu Bakar Ba'asyir and some of his followers who know about him and his ideological views were content analysed. Results indicated that according to Abu Bakar Ba'asyir, the Indonesia State and government is a jahili system that creates uncertainty and threat for the Islamic belief system. For Moslems, the only government and state that is legitimate is the Islamdom. So every Moslem has an obligation to change the state system by Islamic theocracy in order that the syari'ah (Islamic Law) can be established. This struggle needs jihad through religious proselytizing and strengthening positions and weapons. When their power is strong enough, jihad fi sabilillah needs to fight against those who hinder the establishment of Islamic power. The ideological rigidity and psychological needs of Abu Bakar Ba'asyir are discussed.

RELIGIOUS FUNDAMENTALISM AND ITS CORRELATED SOCIO-POLITICAL ATTITUDES *Muluk, Hamdi (University of Indonesia), Malik, Ichsan (Indonesian Peace Building Institute)*

11:40am-12:00pm

This current study is a national survey to 1300 individuals drawn from the general population of Indonesia using urban-rural proportionally multistage random sampling. Indonesia is well known as the largest moslem community in the world, with more than 200 million moslems living there. Religious fundamentalism (RF) in this case was defined as the tendency to interpret the sacred texts (Islamic texts) with 'black and white' interpretation. Embracing this intratextual interpretation may lead to the radicalization of their attitudes in the socio-political spheres such as; tolerance, support for pluralistic and democratization, minority right, multiculturalism. This study also delineates correlational relationships between religious fundamentalism and other constructs such as support for Martyrdom (Jihadis) ideology and sacred violence. Implications of this finding with the current literatures on RF and Islamic radicalism are discussed.

Discussant: John T. Jost (New York University)

SESSION 8.4

Tuesday, August 24, 10:40am-12:00pm, MB Room 252

Justice Sensitivity II: Cognitive and Developmental Aspects (Symposium)

Chairs: Manfred Schmitt (University of Koblenz-Landau), Anna Baumert (University of Koblenz-Landau)

SYMPOSIUM SUMMARY: In order to explain emotional and behavioural consequences of the perspectives of JS, research presented in Symposium II focuses on cognitive processes that may mediate these consequences as well as on processes involved in the development of differential JS over the life span. First, Thomas et al. present evidence that accurate encoding of justice-related information as well as rumination about injustice are involved in JS and may help us understand how JS shapes emotion and behaviour. Second, Baumert et al. focus on the causal role of interpretational tendencies as mediating effects of JS on reactions to unfairness. Finally, in a longitudinal study, Rothmund & Gollwitzer provide evidence that bullying experiences in adolescents are involved in the differential development of the perspectives of JS.

JUSTICE SENSITIVITY AND RUMINATION *Thomas, Nadine (University of Koblenz-Landau), Baumert, Anna (University of Koblenz-Landau), Schmitt, Manfred (University of Koblenz-Landau)*

10:40am-11:00am

Rumination is an important theoretical component of Justice Sensitivity (JS). But do persons high in JS really ruminate more about injustice than persons low in JS? We tested this question by employing memory as an outcome of

rumination. Repetitive thought consolidates information and thus results in a better recognition. Therefore persons high in JS who ruminate about unjust information should be able to recognize it better than persons low in JS. This relation was found. However, the effect could also be accounted for by an encoding advantage of justice sensitive individuals due to the highly elaborate justice concepts they have available. Two studies were conducted to rule out this alternative account. In both studies participants received neutral, just and unjust information. Between the presentation and the recognition, we manipulated the availability of cognitive capacity for rumination. We assume that the possibility to ruminate increases the memory effect of persons high in JS compared to persons low in JS. Contrary to expectations, in Study I (N=99) we found an effect of JS on recognition only for persons low in JS. In light of a possible ceiling effect, a more difficult memory task was used in Study II (N = 98).

TRAINING JUSTICE SENSITIVE INTERPRETATIONS: EFFECTS ON REACTIONS TO UNFAIRNESS *Baumert, Anna (University of Koblenz-Landau), Thomas, Nadine (University of Koblenz-Landau), Schmitt, Manfred (University of Koblenz-Landau)*

11:00am-11:20am

Studies have shown that justice sensitivity (JS) determines emotional and behavioral reactions to unfairness. Correlational results have been provided that the dispositional tendency to interpret ambiguous situations as unjust may mediate this effect. To test the causality of this mediating process, a training procedure was developed to experimentally induce an unjust interpretation tendency and to compare its effects with a control group (N = 72). Results show that (a) training was effective; (b) and most effective for persons with low dispositional JS; and (c) that, other than expected, the training attenuated reactions to unfairness. A follow up study has been conducted (N = 73) to compare the effects of the training procedure with effects of priming of injustice. These results shed light on social cognitive processes that cause reactions to unfairness and that are involved in dispositional JS.

JUSTICE SENSITIVITY, MEDIA VIOLENCE AND SCHOOL BULLYING – A CROSS-LAGGED STUDY WITH ADOLESCENTS *Rothmund, Tobias (University of Koblenz-Landau), Gollwitzer, Mario (Philipps-University Marburg)*

11:20am-11:40am

Empirical studies consistently demonstrate that people differ in their justice sensitivity, that is, how they perceive and react to injustice. Justice sensitivity has been shown to be remarkably consistent across situations and stable across time. However, we know little about how justice sensitivity develops as a personality disposition. In a panel study using a cross-lagged design, 12- to 16-year old adolescents were surveyed at two occasions of measurement with a time lag of one year. Participants were asked about their media habits including exposure to media violence in films and in video games. Moreover, school bullying was assessed from the perspectives of a victim and a perpetrator, and justice sensitivity was assessed from three perspectives (observer, perpetrator, victim). Data from both occasions of measurement are presented. The analyses focus on longitudinal effects of school bullying and exposure to media violence on justice sensitivity.

Discussant: Michael Wenzel (Flinders University)

11:40am-12:00pm

SESSION 8.5

Tuesday, August 24, 10:40am-12:00pm, MB Room 253

Limits of Procedural Justice (Individual Paper Session)

INTERACTIONAL JUSTICE AND WORK ENGAGEMENT: UNCERTAINTY AS A MODERATOR DURING A MAJOR CHANGE PROCESS *Hakonen, Marko (Aalto University)*

10:40am-11:00am

There is lots of evidence that justice perceptions and stress are negatively related. However, justice researchers have largely neglected the scrutiny of relationship between fairness and work engagement (Schaufeli et al., 2002). This study aims at filling this gap by examining how uncertainty during a change process moderated the relationship between perceptions of supervisor interactional justice and work engagement. The target of this study were all employees of a Finnish governmental agency undergoing a relocation process (N = 109). Interviews conducted prior to the survey showed that the employees waiting for the relocation decision experienced high uncertainty whereas those already relocated had much less such feelings. Hence, the uncertainty was operationalized as objective location of current workplace. Drawing on and extending the uncertainty management model (Van den Bos & Lind, 2002) it was hypothesized that the relationship between supervisor interactional fairness and work engagement should be stronger for those not yet relocated and hence experiencing high uncertainty than for those who have been relocated and passed the uncertainty phase. The hypothesis gained strong support and the results suggest that the quality of interpersonal treatment of one's immediate supervisor is crucial for work engagement when change process produces high uncertainty.

IMPORTANCE OF PERCEIVED JUSTICE TO PERIPHERAL WORK GROUP MEMBERS: INGROUP PROTOTYPICALITY AS A MODERATOR IN THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL JUSTICE AND RESPECT *Haapamäki, Johanna (Aalto University)*

11:00am-11:20am

The aim of this study was to investigate the proposition that perceived justice is more relevant for members whose status or inclusion in the group is unclear (Tyler & Blader, 2003). Inclusion and status in the group were conceptualized as ingroup prototypicality which represents the extent to which group members are similar to group prototype (Hogg, 1996). Prototypical core members embody the shared characteristics of their ingroup whereas peripheral members feel more unclear about their inclusion and acceptance in the group. In this study prototypicality was operationalized in a novel way as value congruence (Meglino & Ravlin, 1998), indicating the similarity of member's value profile with work group's value profile which were measured independently of each other. Based on theorizing on group engagement model it was hypothesized that both perceived justice and distributive justice were more strongly and positively related to respect for peripheral than prototypical work group members. In this study cross-sectional survey methodology was used and the data consisted of a sample of day care center employees doing group work (N = 205). The hypothesis gained support. The use of independent moderator makes the findings credible even though further research is needed to verify the presented model.

EXAMINING VARIABILITY IN VOICE EXPECTATIONS: THE ROLE OF STATUS, GROUP MEMBERSHIP AND IDEOLOGY

Platow, Michael J. (The Australian National University), De Castella, Krista (The Australian National University), Eggins, Rachael A. (Workplace Research)

11:20am-11:40am

In examining the extant knowledge on social psychology of procedural justice, it is fair to say that people expect and desire voice, at least from in-group authorities. This observation not only has intuitive appeal, but is supported by considerable experimental and survey data. In the current research, we ask whether there are conditions under which people may not expect to be provided with a say, even if it is in a matter directly relevant to them. To answer this question, we conducted a scenario-based experiment in both Japan and Australia in which voice expectations were measured in the context of supposed organizational change. We independently manipulated the status of a voice-seeking other (i.e., manager vs. general employee) and the nationality of this other (i.e., in-group nationality vs. out-group nationality). We

also measured ideologies regarding organizational change and power distance. Interactions were obtained between these ideologies and our manipulated variables allowing us to observe variability in voice expectations. We discuss these data with reference to current models of procedural justice and implicit assumptions within them.

THE LIMITS OF FAIRNESS

Desai, Sreedhari D. (Harvard Law School), Sondak, Harris (University of Utah), Deikmann, Kristina A. (University of Utah)

11:40am-12:00pm

It is widely acknowledged that procedural justice has many positive effects. However, some evidence suggests that procedural justice may not always have positive effects and may even have negative effects. We present four studies that vary in method and participant populations, including two experiments, a field study, and an archival study, using data provided by undergraduate and professional students in the U.S., Indian software engineers, and the general American population. We demonstrate that people's job performance depends on procedural justice, perceived uncertainty, and risk propensity such that risk seeking people react negatively to the same fair procedures that appeal to risk averse people. Our results suggest that the reason for these effects is that being treated fairly reduces people's perception of uncertainty in the environment and while risk averse people find low uncertainty desirable, risk seeking people respond positively to uncertainty. We replicate the joint effect of risk propensity and procedural justice on job satisfaction and suggest that the effects we found for performance apply to work attitudes more generally. We discuss the implications of our findings for managers and for theories of procedural justice including the uncertainty management model of fairness, the fair process effect, and fairness heuristic theory.

SESSION 9.1

Tuesday, August 24, 1:00-2:20pm, MB Auditorium

Victim Responses to Injustice (Individual Paper Session)

EXPLORING VICTIM RESPONSES: PERCEPTUAL PREDICTORS OF INDIGNANT ANGER, SELF-LABELING AS A VICTIM, AND DEMANDS FOR BETTER TREATMENT

Davies, Andrew (State University of New York at Albany)

1:00pm-1:20pm

Why do some victimizations have an impact on victims while others don't? Most theory suggests victim perceptions of what happened will be key, though there is disagreement over which perceptual issues will be most important. This study examines the importance of three dimensions - perceived harm, perceived cause, and perceived unfairness - of victimization experiences. The relationship of these perceptions to three responses - indignant anger, self-labeling as a victim, and the self-ascription of novel rights or entitlements - are assessed in a sample of undergraduates. The results suggest the pre-eminent role of justice concerns in explaining victim responses.

GENETIC PLASTICITY: DIFFERENTIAL SUSCEPTABILITY TO UNJUST TREATMENT **Simons, Ronald (University of Georgia), Simons, Leslie (University of Georgia)**

1:20pm-1:40pm

Recently, a multitude of molecular genetic studies have reported gene by environment effects. Using a diathesis-stress model, this research concludes that some individuals are genetically more vulnerable to adverse environmental conditions than others. Recently, however, some have used evolutionary biological reasoning to argue against this position. These researchers contend that some people are simply more genetically susceptible to environmental influence, regardless of whether the environment is good or bad. These individuals show worse adjustment than others in response to adverse conditions (e.g., injustice) but better adjustment than others in

response to benign or supportive conditions (e.g., just treatment). This idea was tested using longitudinal data from a sample of 500 African American young adults. We examined the moderating influence of genes relating to serotonin and dopamine on the association between persistent exposure to various types of injustice (e.g., discrimination) and outcomes such as anger, a hostile attribution bias, and aggression. As expected, injustice was related to the three outcomes and its effect was moderated by the genetic polymorphisms. However, further analysis indicted that the genes were not operating as diatheses or risk factors, but as "plasticity factors" whereby some individuals are genetically more malleable or susceptible to both negative and positive environmental influences.

PERMISSION AND FORGIVENESS: HOW TO MAXIMIZE TRUST **Maymin, Senia (Stanford University)**

1:40pm-2:00pm

What is more harmful to a relationship among equals – asking for permission or asking for forgiveness? This paper examines two findings: the overall effect on a relationship of asking for permission versus forgiveness and gender differences in the victim's preference for being asked for permission versus forgiveness. When permission is asked, the victim shows a tendency to focus on the working relationship, and to frame the transgression as not impacting trust. When forgiveness is asked, the victim shows a tendency to focus on the end result of the project, and to frame the transgression as impacting trust and future work. Gender differences show that females prefer an apology after a transgression, and that females are less willing to accept an apology before a transgression. Similarly, males marginally prefer an apology before the transgression, and males show a tendency to be less likely to work with a transgressor on future projects when the apology is after the transgression. In summary, permission highlights the working relationship and men prefer this, and forgiveness highlights the content of the work and women prefer this. Implications for equity and continued trust are discussed.

REVENGE IS SWEET: HOW RETRIBUTIVE PUNISHMENT MAY BE JUSTIFIED

Kaufman, Whitley R. P. (University of Massachusetts Lowell)

2:00pm-2:20pm

Despite the dramatic revival of interest in the retributive account of punishment as the psychological basis for punishment, we still lack a plausible moral justification for why it is permissible to inflict punitive harm; the idea of harming someone just because he harmed someone else is hardly satisfying. A further problem is the apparent contradiction between the widespread intuition that revenge is wrong but retribution is permissible, given there is no obvious fundamental difference between the two. I attempt here a moral justification for retribution, drawing on Nietzsche's distinction between two types of revenge: unjust revenge, based on resentment and envy, and justified revenge, based on the idea of defending one's honor from an insult, itself an extension of the idea of self-defense. Retributive punishment is, I argue, justified as a defense of the victim's and society's honor against the wrongdoer. This account does not make the mistake either of holding that the justification of retribution is based on "getting even" by hurting them, or on future utilitarian goals accomplished by harming the criminal as a means. As such it explains the purpose of retribution within the context of widely-accepted moral principles.

SESSION 9.2

Tuesday, August 24, 1:00-2:20pm, MB Room 150

Recovering Communities (Individual Paper Session)

THE EFFECT OF PERCEIVED POTENTIAL BENEFIT OF PROVIDING REPARATIONS ON SUPPORT FOR REPARATIONS FOR HISTORICAL INTERGROUP HARMS

Starzyk, Katherine B. (University of Manitoba)

1:00pm-1:20pm

When will people respond favourably toward a historically victimized group? Groups around the world, such as various Aboriginal groups in Canada, are seeking reparations (e.g., apology, financial compensation) for harms that happened decades or centuries ago. Scholars extol the virtues of providing an apology and other reparations for historical harms. They argue that providing reparations may improve intergroup relations and, in some cases, alleviate or reduce victim suffering. I propose that people need to assume, like scholars do, that reparations will lead to significant benefits, in order to support any form of reparation. It is unclear, however, whether people generally believe there will be significant benefits to providing reparations and whether perceiving potential benefit increases support for reparations. The goal of this research was to understand the effects of perceived potential benefit of providing reparations on support for reparations and how modern racism affects perceptions of potential benefit. Results demonstrate that people who perceived benefits of providing reparations were more likely to support them. However, Canadians who scored high (versus low) on modern racism were less likely to perceive potential benefit, and particularly if the group seeking reparations was Aboriginal (vs. Black).

HISTORICAL REDRESS IN ISRAEL: THE CLASH OF PARADIGMS *Amir, Ruth (The Max Stern Academic College of Emek Yezreel)*

1:20pm-1:40pm

The paper analyzes attempts at redress of historical injustices perpetrated by Israeli governments or institutions associated with it. I examine three cases: first, the three inquiry committees formed in order to investigate the whereabouts of the children of (mostly) Yemeni immigrants who disappeared postpartum or while being cared for by the authorities in the 1950s. The families claimed that the children were abducted and [illegally] adopted by childless families in Israel or abroad. The second case concerns the Compensation for Victims of Tinea Capitis Law, 1994. Immigrant children, mostly from Muslim countries underwent a highly painful and apparently hazardous treatment protocol associated with extremely high rates of fatal malignancies. Both cases involve marginalized Oriental Jews. The third case concerns claims for the return of native land of the two Christian Palestinian villages of Iqrit and Bir'em which has been subject to several petitions and rulings of the Israeli High Court. In this case, the victims are "others" to the Jewish collectivity. All three cases were redressed under the juridical edifice of legal thought and action. The study suggests that these practices are inadequate for achieving historical redress, let alone transformative justice.

BELIEFS IN THE JUST WORLD AND THE "PSYCHOLOGICAL TYPHOON EYE" AMONG TRAUMATIZED PEOPLE IN THE EARTHQUAKE

Yan, Xiaodan (New York University), Wu, Michael S. (Institute of Psychology of Chinese Academy of Sciences)

1:40pm-2:00pm

Previous study showed that in earthquake stricken regions, the closer people are to the earthquake site and time, the less anxiety they experienced, which was named as the "Psychological Typhoon Eye" effect, and it was considered as the result of cognitive dissonance or psychological immunization. The current study surveyed the subjective well being and general beliefs in a just world (GBJW) among people in regions with different distances (150 km ~ 2300 km) from the earthquake and at different time after the earthquake (three and eight months after). We found that the closer people are to the site and time of earthquake, the higher was their subjective well being. Regression analysis found that after introducing the trauma exposure degree and GBJW into the regression equation, the above effect disappeared, and GBJW could significantly predict the subjective well being, while trauma exposure degree could not. In conclusion, there is also a "Psychological Typhoon Eye" effect among people's subjective well being, which might result from people's strengthened GBJW delusion after the cognitive reconstruction with the traumatic events, which eventually influenced their anxiety response.

THE RUSH TO REBUILD: LOWER MANHATTAN IN THE AFTERMATH OF 9/11 *Shemtob, Zachary (John Jay College of Criminal Justice), Opatow, Susan (John Jay College of Criminal Justice)*

2:00pm-2:20pm

Charles Fritz (1961) classically states that a disaster disrupts not only the basic infrastructure, but many critical functions of a society. The nature of this disruption, and how the community rebuilds in its wake, has generally concentrated on short-term disaster recovery. Using the 2001 attack on the World Trade Towers as a case study and newspaper accounts as data, this project examines both the longer term conflicts and various issues of justice that arose in the rebuilding of lower Manhattan. To understand the extended post-disaster experience, we examined news accounts in The New York Times from September 2001 through October 2006. During this five-year period, this newspaper comprehensively described diverse aspects of the rebuilding process. This grounded approach allowed us to identify key themes that emerged, ranging from a desire to return to normalcy to issues of social justice and whose voice should count most in the rebuilding effort. Our findings also reveal that certain concerns which dominated the public discourse at one point were then eclipsed by others. This sequential flow of issues can help inform the work of social justice researchers, and potentially aid in the delivery of disaster relief.

SESSION 9.3

Tuesday, August 24, 1:00-2:20pm, MB Room 251

Work and Social Justice (Individual Paper Session)

AN ANALYSIS OF UK EQUAL OPPORTUNITIES AND DIVERSITY (EO&D) POLICIES THROUGH THE LENS OF INTERSECTIONALITY *Bagilhole, Barbara (Loughborough University)*

1:00pm-1:20pm

This paper is based on an analysis of the extent and nature of disadvantage across the major social differentiations within UK society, which are incorporated into EO&D policies: gender, race, disability, sexual orientation, religion or belief, and age. The politics of EO&D have enforced a public assertion that the interests of different social groups are inherently non-conflicting. However, there is no longer a uniform story of blanket disadvantage for any of these groups. It is time to acknowledge, confront and deal with the actual problems of separate and relative deprivation, and sometimes conflicting experiences and interests, both between and within different categories of disadvantage. Intersectionality as a theory and methodology for research could be a springboard for a social justice agenda. Therefore, the paper will assess the efficacy and potential of the intersectional approach first established in the UK in Northern Ireland. Utilising inspiration from both identity theory and theories of racism, sexism and class, intersectionality offers a potential opening for continuing equality policy where gender does not disappear but remains in a prominent place as one of the most important axes of domination.

GENDER GAP IN JUST EARNING OF MARKET SECTOR AND STATE SECTOR IN CONTEMPORARY URBAN CHINA

Chen, Qichun (University of Saskatchewan), Zhou, Yaping (University of Saskatchewan)

1:20pm-1:40pm

The existing literature demonstrates that gender gap in actual earning of the market sector is bigger than that of the state sector. Is gender gap in just earning – the earning regarded as just – consistent with the result? The concern of this study is whether gender gap in just earning of market sector is bigger than that of state sector in China's market transition process. Using data from the 2005 China General Social Survey, the findings show that gender gap in just earning of market sector is smaller than that of the state sector. Based on three models previously presented, the results illustrate that human capital

and political capital are both determinations of gender gap in just earning of market sector and state sector in urban China.

AN ANALYSIS OF HIGH-EDUCATION-LOW-INCOME ISSUE EXISTING AMONG RECENT CHINESE PROFESSIONAL IMMIGRANTS BY USING BOURDIEU'S CONCEPT OF CAPITAL, FIELD AND HABITUS

Yu, Xiaowei (University of Western Ontario)

1:40pm-2:00pm

According to Statistics Canada, the proportion of recent immigrants with university degrees was twice as high as that of non-immigrants, while the unemployment rate among university-educated recent immigrants was four times greater than that of non-immigrants in Canada. Meanwhile, in 2005, for those recent immigrants who had university degrees, their average annual income was \$30,332, while their Canada-born counterparts' was \$62,566. The average annual income of recent immigrants who had university degrees was even lower than that of those Canada-born earners who did not have university degrees, which was \$40,035. In 2009, the gap of income between recent immigrants and their Canada-born counterparts became wider during the last five years. The high-education-low-income issue has become a universal social challenge faced by most of recent immigrants in Canada. Specifically, this issue exists and has become pricking recently among the recent Chinese professional immigrants group, one of the significantly increasing visible minority groups in Canada. By using Bourdieu's concept of capital, field and habitus from his social theory framework, this study is trying to respond to the questions why this issue exists and how recent immigrants try to solve it. Finally, it is concluded that the issue is largely caused by habitus conflict and transition problems happened short after arriving in Canada as well as devalued cultural capital and lost of social capital that they owned before. Immigration was a course of devaluation and reproduction of capital. Potential success in immigration exists in sufficient preparation both psychological and physical for their habitus transition in advance and positively possible capital conversion both material and non-material following their arrival of the new country.

SESSION 9.4

Tuesday, August 24, 1:00-2:20pm, MB Room 252

Violence Matters: Critiquing Violence Intervention from a Response Based Framework (Symposium)

Chairs: Linda Coates (Okanagan College), Allan Wade (University of Victoria), Cathy Richardson (University of Victoria)

SYMPOSIUM SUMMARY: In this symposium, we bring together our social justice research in the area of language and violence, broadly defined. We aim to showcase Response Based Practice and illustrate its applications in research, human services, and social justice work. This framework integrates social and psychological research with clinical practice and involves careful analysis of the language used to describe victims, perpetrators, and the many forms of violence. We will discuss our investigations of discourse in the legal system, the media, psychology and child welfare work, and government policy and practice. We will show how current understandings of violence are resulting in socially unjust responses to victims by legal professionals, therapists, social workers and others. In this symposium we will illustrate the theoretical and practical significance of violence research that examines language and social interaction from a Response-Based framework. The Response Based approach offers a method for: a) understanding violence as social interaction; b) producing accurate accounts of violence; c) identifying negative responses to victims, including racism, sexism, and classism; d) understanding victim responses and resistance to violence in a way that avoids

pathologizing; e) and revealing the deliberate nature of violent acts without unjustly demonizing perpetrators.

TALKING IT AWAY: MUTUALIZING VIOLENCE

Coates, Linda (Okanagan College)

1:00pm-1:20pm

Coates will distinguish between mutual and unilateral social interaction and show how this distinction is critical for understanding and responding to acts of violence in a socially just manner. Drawing from her research on legal, clinical, and media discourse, Coates will illustrate how mutualizing violence co-opts the victim's consent, shifts blame to the victim, and reduces perpetrator responsibility. She will present her research on judicial judgments which illustrates the ubiquity with which acts established as assaults were represented as mutual. She will also present research showing that as the degree to which judges misrepresent sexualized assault as mutual increases, length of sentence given to convicted perpetrators decreases.

SEEKING JUSTICE: THE BLAMING OF A VICTIM OF VIOLENCE **Wade, Allan (University of Victoria)**

1:20pm-1:40pm

Wade will present a case study analysis of a woman who was assaulted in sexualized ways by her psychiatrist. Wade will trace the construction of the victim as problematic and pathological by the offending psychiatrist and other professionals. Wade's analysis will elucidate the importance of an accurate understanding of violence to producing accurate accounts of violence. His analysis will show how routinely accounts blame and pathologize victims, obfuscate violence, mitigate perpetrator responsibility, and conceal victim resistance.

SOCIALLY JUST WORK WITH VICTIMS OF VIOLENCE AND RACISM **Richardson, Cathy (University of Victoria)**

1:40pm-2:00pm

Metis counsellor, scholar and activist Dr. Cathy Richardson will discuss how she has integrated response-based ideas into her social justice activities. She will offer some analysis of the broader issue of violence against Indigenous women in Canada and her work with Indigenous rights at the United Nations Permanent Forum on Indigenous Issues. She will draw from her doctoral research to discuss past and present day colonial violence against Metis families, Metis responses to violence and families, and positive social responses that support Metis well-being, including a brief summary of the Islands of Safety model. She will present this analysis as part of a larger presentation with Coates, Wade, and Carruthers.

RESPONDING TO BULLYING: LINGUISTIC PROCESSES USED IN MEDICAL-LEGAL DISCOURSE

Carruthers, Joan (Oak Bay Family Physicians)

2:00pm-2:20pm

Carruthers will illustrate the value of the response-Based framework in the analysis of responses to bullying-violence. She will present an analysis of two written medical-legal opinions prepared by the defence expert in a personal injury lawsuit where a minor-plaintiff was victimized. Carruthers will show that even though expert testimony is supposed to represent an independent, neutral opinion, the expert witness actively transformed events and then used these transformed "facts" as a basis for his or her expert testimony. The transformed "facts" systematically worked to blame and pathologize the victim, mitigate the responsibility of the perpetrator and school board, and conceal violence.

Discussant: Allan Wade (University of Victoria)

SESSION 9.5

Tuesday, August 24, 1:00-2:20pm, MB Room 253

Ideology and Justice (Individual Paper Session)

**THE PRICE OF “BELIEVING WHAT YOU KNOW AIN’T SO”:
NONCONSCIOUS DOUBT PREDICTS RELIGIOUS PREJUDICE AMONG
THE FAITHFUL** *Knowles, Eric D. (University of California, Irvine),
Pedram, Christina (University of California, Irvine)*

1:00pm-1:20pm

Individuals face competing pressures with respect to belief in God. Whereas existential considerations encourage belief in the immortality that religion promises, epistemic considerations discourage belief in God—a being that people never see, hear, or otherwise sense. We propose that these competing pressures make their mark on individuals in the form of strong explicit, or conscious, religiosity, coupled with the implicit belief that God is not real. This configuration of explicit belief and implicit doubt (“insecure religiosity”) is theorized to generate existential insecurity, which in turn motivates efforts to shore up one’s faith by derogating adherents of other religions, atheists, and perceived moral deviants. The present research measured implicit religiosity using a version of the Go/No-go Association Task that gauges participants’ association between “God” and “real” (vs. “God” and “imaginary”). In Study 1, insecurely religious Protestants and Catholics experienced more negative affect after reading an argument in favor of atheism than individuals with any other configuration of implicit and explicit beliefs. In Study 2, insecurely religious Protestants showed the highest levels of prejudice against atheists, Muslims, and perceived moral transgressors (i.e., gays and prostitutes). The present approach suggests a novel explanation of religious conflict and violence.

**HOPE FOR DIALOGUE? CAN EMPOWERED PERSONAL GOALS RELIEVE
IDEALISTIC INFLEXIBILITY**

*McGregor, Ian (York University), Nash, Kyle A. (York University),
Prentice, Mike (York University), Ferriday, Chelsea (York University)*

1:20pm-1:40pm

Negotiations for social justice often seem derailed by rigid ideals. In a series of experiments we probed the motivational mechanics of rigid idealism. Anxious uncertainty inductions caused secular and religious idealism, dismissal of others’ ideals, and willingness to kill and die for one’s own. Such reactive, rigid idealism was most pronounced among anxious but eager participants, and among those most disempowered in their personal goals in life. Although individuals with rigid ideals usually claim moral high ground, their myopic belligerence likely impedes their ability to negotiate for social justice in the global arena of multiple perspectives. Findings support a Reactive Approach Motivation view of rigid idealism and suggest that motivation for rigid idealism could be relieved (and real progress toward social justice enhanced) by social programs promoting empowered personal goal engagement.

**APPEASEMENT: PRO-HIERARCHY DOMINANT GROUP MEMBERS’
STRATEGIC SUPPORT FOR REDISTRIBUTIVE POLICIES**

Chow, Rosalind (Carnegie Mellon University), Lowery, Brian (Stanford University), Hogan, Caitlin (Stanford University)

1:40pm-2:00pm

Research suggests that White Americans’ opposition to affirmative action is largely driven by a desire for group dominance. Consequently, these theories

would argue against the possibility that dominant group members who wish to maintain the hierarchy (pro-hierarchy) will support redistributive policies, such as affirmative action policies. However, the maintenance of hierarchy often requires the good-will of subordinate groups; subordinate groups that dislike the dominant group are more likely to challenge the existing social hierarchy. One way for dominant groups to increase subordinate group members’ good-will is to support policies that are perceived to reduce inequality between the dominant group and subordinate groups. In the present research, we explore the ironic possibility that pro-hierarchy Whites will strategically support affirmative action policies in order to protect their position in the group hierarchy because they believe that doing so will reduce hierarchy threat. We provide evidence that pro-hierarchy Whites are particularly threatened by cues suggesting that their group is disliked, and that they increase their support for affirmative action policies in a bid to reduce the threat associated with subordinate group dislike of their group.

**TURNING TO RELIGIOUS BELIEFS AS PROTECTION AGAINST THREATS
TO BELIEF IN A JUST WORLD** *Gorman, Glen (Wilfrid University),
Buehler, Roger (Wilfrid Laurier University)*

2:00pm-2:20pm

Just world theory posits that individuals need to believe that the world is a just place, wherein people get what they deserve. Threats to this belief elicit a variety of defensive strategies that protect one’s belief in a just world, and the current research examines whether people’s religious beliefs may be used to serve this function. In two studies, participants read an account of victimization that was manipulated to be either highly threatening to the belief in a just world (justice threat) or not threatening (no justice threat), and then completed items assessing their beliefs about God and religion. Both studies yielded evidence that the justice threat influenced religious beliefs. In Study 1, the justice threat led participants to report that religion had a greater influence on their important life decisions. In Study 2, the justice threat led participants to report a stronger belief in a higher power; further analyses indicated that this effect was significant for Non-Christian but not for Christian participants (who already held stronger pre-existing beliefs in a higher power). These findings are consistent with the view that individuals sometimes use religious beliefs to mitigate potential threats to the belief in a just world.

First Author Contact Information

A

Adams, Gabrielle S. (Stanford University); gsadams@stanford.edu
Aguilar Baariga, Pilar (Autonoma University Madrid);
pilar.aguilar@uam.es
Alipour Darvishi, Zahra (Islamic Azad University Tehran North
Branch); alipourdarvish.z@gmail.com
Alves, Hélder (ISCTE-Lisbon University Institute/CIS);
havga@yahoo.com
Amadala, Lucy K. (University of Calgary); lkamadal@ucalgary.ca
Amir, Ruth (The Max Stern Academic College of Emek Yezreel);
rutha@yv.ac.il
Andersson, Anna-Karin (Harvard University);
anderss@fas.harvard.edu
Aujla, Wendy (University of Alberta); wendeline_01@hotmail.com

B

Bagilhole, Barbara (Loughborough University);
B.M.Bagilhole@lboro.ac.uk
Bal, Michèlle (Utrecht University); m.bal@uu.nl
Banfield, Jillian C. (University of Waterloo);
jbanfiel@artsmail.uwaterloo.ca
Barker Caza, Brianna (Wake Forest University);
Brianna.caza@mba.wfu.edu
Baumert, Anna (University of Koblenz-Landau); baumert@uni-
landau.de
Belicki, Kathryn (Brock University); kbelicki@brocku.ca
Bell, Chris (York University); cbell@schulich.yorku.ca
Berkland, Mara K. (North Central College); mkberkland@noctrl.edu
Biberman-Shalev, Liat (University of Haifa);
lbiberma@campus.haifa.ac.il
Bilz, Kenworthy (Northwestern University); k-
bilz@law.northwestern.edu
Blader, Steven (New York University); sblader@stern.nyu.edu
Blatz, Craig (University of Massachusetts Amherst);
cblatz@psych.umass.edu
Blom, Erica (University of Michigan); eblom@umich.edu
Bobocel, D. Ramona (University of Waterloo);
rbobocel@uwaterloo.ca
Bogaert, Anthony F. (Brock University); tbogaert@brocku.ca
Boubeka, Nubert (Society for Africa on Law and Development);
nubert@societyforafrica.org
Brebels, Lieven (Ghent University); lieven.brebels@ugent.be
Boon, Susan (University of Calgary); sdboon@ucalgary.ca
Brosnan, Sarah F. (George State University); sbrosnan@gsu.edu

C

Callan, Mitchell J. (University of Essex); mcallan@essex.ac.uk
Carruthers, Joan (Oak Bay Family Physicians); kwylie@shaw.ca
Castillo, Juan (Universidad Católica de Chile); juan.castillo@rz.hu-
berlin.de
Chen, Qichun (University of Saskatchewan); qic964@mail.usask.ca
Cheng, Hongming (University of Saskatchewan);
hongming.cheng@usask.ca
Cheung, Irene (University of Western); icheung4@uwo.ca
Cheung, Rick M. (Brooklyn College and Graduate Center, City
University of New York); manhincheung@gmail.com

Choma, Becky L. (Wilfrid Laurier University);
becky.choma@yahoo.ca
Chow, Rosalind (Carnegie Mellon University);
rchow@andrew.cmu.edu
Chusniyah, Tutut (State University of Malang);
tututchusniyah@yahoo.com
Clayton, Susan (The College of Wooster); sclayton@wooster.edu
Clay-Warner, Jody (University of Georgia); jclayw@uga.edu
Coates, Linda (Okanagan College); locates@okanagan.bc.ca
Cojuharencu, Irina (U. Catolica Portuguesa);
icojuharencu@fcee.ucp.pt
Conway, Paul (University of Western Ontario); pconway2@uwo.ca
Correia, Isabel (ISCTE-Lisbon University Institute);
Isabel.Correia@iscte.pt
Crosby, Faye J. (University of California, Santa Cruz);
fjcrosby@ucsc.edu
Czapliński, Szymon (Andrzej Frycz Modrzewski Krakow University);
sczaplinski@afm.edu.pl

D

Danyluck, Chad M. (Simon Fraser University); cdanyluc@sfu.ca
Darley, John (Princeton University); jdarley@princeton.edu
Davies, Andrew (State University of New York, Albany);
ad421323@albany.edu
Davis, Colleen (Griffith University); colleen.davis@griffith.edu.au
Day, Martin V. (University of Waterloo); mvday@uwaterloo.ca
DeCoster, Stijn (University of Leuven);
stijn.decoester@psy.kuleuven.be
De Cremer, David (Erasmus University); ddecremer@rsm.nl
DeGarmo, Matthew (Washington State University);
mdegarmo@wsu.edu
Desai, Sreedhari D. (Harvard Law School); sdesai@law.harvard.edu
Donat, Matthias (Martin Luther University of Halle-Wittenberg);
matthias.donat@paedagogik.uni-halle.de
Durrant, Russil (Victoria University of Wellington);
russil.durrant@vuw.ac.nz

E

Effron, Daniel (Stanford University); effron@stanford.edu
Enoch, Robert (University of Montana);
Robert.enoch@umontana.edu

F

Ferguson, Mark A. (University of Calgary);
mark.ferguson@ucalgary.ca
Fischer, Ronald (Victoria University Wellington);
ronald.fischer@vuw.ac.nz
Fogel, Curtis (University of Guelph); cfogel@uoguelph.ca
Fortin, Marion (Durham University); marion.fortin@durham.ac.uk
Friesen, Justin P. (University of Waterloo);
jp2fries@artsmail.uwaterloo.ca

G

Gallant, Michelle M. (University of Manitoba);
gallantm@ms.umanitoba.ca

Gaucher, Danielle M. (University of Waterloo);
dgaucher@watarts.uwaterloo.ca
Geiger, Wendy L. (University of Central Missouri); Geiger@ucmo.edu
German, Hayley (Durham University); h.c.german@durham.ac.uk
Gill, Michael J (Lehigh University); m.gill@lehigh.edu
Gollwitzer, Mario (Philipps-University Marburg, Germany);
gollwitzer@uni-landau.de
Gorman, Glen (Wilfrid Laurier University); glengorman@gmail.com
Gosse, Leanne L. (Brock University); lg01ab@brocku.ca
Goto, Nobuhiko (Nagoya University); goto@nagoya-u.jp
Greitemeyer, Tobias (University of Innsbruck);
Tobias.Greitemeyer@uibk.ac.at
Gross, Miron (Tel-Aviv University); mg8708@post.tau.ac.il

H

Haapamäki, Johanna (Aalto University); Johanna.haapamaki@tkk.fi
Haas, Nicole (the Netherlands Institute for the Study of Crime and
Law Enforcement); nhaas@nscr.nl
Hafer, Carolyn L. (Brock University); chafer@brocku.ca
Hakonen, Marko (Aalto University); marko.hakonen.tkk.fi
Halmburger, Anna (University of Koblenz-Landau);
anna.halmburger@gmx.de
Haynes, Graeme A. (University of Western Ontario);
ghaynes@uwo.ca
Hegtvædt, Karen A. (Emory University); khegtve@emory.edu
Hendry, Melissa C. (Simon Fraser University); mch5@sfu.ca
Heller, Jennifer (University of Saskatchewan); jlh251@mail.usask.ca
Hoogervorst, Niek (Erasmus University); nhoogervorst@rsm.nl
Hotta, Syûgo (Meiji University); hotta@kisc.meiji.ac.jp

I

Inrig, Stephen (University of Texas Southwestern Medical Center);
Stephen.inrig@utsouthwestern.edu
Ittner, Heidi (Otto-von-Guericke University of Magdeburg);
Heidi.ittner@ovgu.de

J

Jahan Tania, Sharmin (BRAC University/Macquarie University);
sharminjt@yahoo.com
Jakobsen, Hilde (University of Bergen); hilde.jakobsen@uib.no
Jasso, Guillermina (New York University); gj1@nyu.edu
Jost, John T. (New York University); john.jost@nyu.edu

K

Karasawa, Minoru (Nagoya University); mkarasawa@nagoya-u.jp
Kaufman, Whitley R. P. (University of Massachusetts Lowell);
whitley_kaufman@uml.edu
Kaviya, Amit; kaviyaamit@gmail.com
Kay, Aaron C. (University of Waterloo); ackay@watarts.uwaterloo.ca
Kim, Eungung Katherine (Wayne State University);
Katherine.kim@wayne.edu
Kiwalabye, Frank (Youth Crime Watch Uganda);
ycwuganda@yahoo.com
Klandermans, Bert (VU University); pg.klandermans@fsw.vu.nl
Knowles, Eric D. (University of California, Irvine); eknowles@uci.edu
König, Andreas (Université du Luxembourg); andreas.koenig@uni.lu
Kreps, Tamar A. (Stanford University); tkreps@stanford.edu
Krütli, Pius (ETH Zurich); pius.kruetli@env.ethz.ch
Kurman, Jenny (University of Haifa); jennyk.@psy.haifa.ac.il

L

Laurin, Kristin (University of Waterloo);
klaurin@artsmail.uwaterloo.ca
Laxminarayan, Malini (Tillburg University); m.s.laxminarayan@uvt.nl
LeBlanc, Josée (Université de Moncton);
leblanc_josee@hotmail.com
Lickel, Brian (University of Massachusetts Amherst);
blickel@psych.umass.edu
Lind, E. Allan (Duke University); allan.lind@duke.edu
Lipponen, Jukka (Aalto University); jukka.kipponen@tkk.fi
Loewen, G. V. (University of Saskatchewan); gloewen@stmcollege.ca
Lotz, Sebastian (University of Cologne); Sebastian.lotz@uni-koeln.de
Lucas, Todd (Wayne State University); tlucas@med.wayne.edu
Lüdtke, Sabine (Ludwig-Maximilians-Universität München);
sabine.luedtke@psy.lmu.de

M

Maes, Jürgen (Bundeswehr University Munich);
Juergen.Maes@unibw.de
Mahoney, Kathleen E. (University of Calgary);
kmahoney@ucalgary.ca
Maio, Gregory R. (Cardiff University); maio@cardiff.ac.uk
Maymin, Senia (Stanford University); senia@stanford.edu
McGregor, Ian (York University); ianmc@yorku.ca
McKee, Ian (University of Adelaide); ian.mckee@adelaide.edu.au
Moghaddam, Fathali M. (Georgetown University);
moghaddf@georgetown.edu
Montada, Leo (University of Trier); montada@uni-trier.de
Mullen, Elizabeth (Stanford University); emullen@stanford.edu
Muluk, Hamdi (University of Indonesia); hammuluk@yahoo.com
Murphy, Kristina L. (Deakin University); tina.murphy@deakin.edu.au

N

Nadhmi, Faris (Baghdad University); fariskonadhmi@hotmail.com
Nadler, Janice (Northwestern University School of Law & American
Bar Foundation); jnadler@northwestern.edu
Napier, Jaime L. (Yale University); Jaime.napier@yale.edu
Nili, Shmuel (University of Notre Dame); snili@nd.edu
Noor Milla, Mirra (Islamic State University Sultain Syarif Kasim Riau-
Indonesia); mirrautomo@gmail.com

O

Öcel, Hatem (Karabük University); hatemocel@hotmail.com
O'Connor, Kieran (Stanford Graduate School of Business);
koconner@stanford.edu
Ohnuma, Susumu (Hokkaido University); ohnuma@let.hokudai.ac.jp
Okimoto, Tyler G. (Yale University); Tyler.Okimoto@yale.edu
Opotow, Susan (City University of New York);
sopotow@jjay.cuny.edu

P

Patient, David (U. Catolica Portuguesa); dapati@fcee.ucp.pt
Pemberton, Antony (University of Tillburg); a.pemberton@uvt.nl
Pirttilä-Backman, Anna-Maija (University of Helsinki); Anna-
Maija.Pirttila-Backman@Helsinki.Fi
Platow, Michael J. (The Australian National University);
Michael.Platow@anu.edu.au
Powell, Lawrence Alfred (University of the West Indies-Mona);
Lawrence.powell@uwimona.edu.jm

R

Rattner, Arye (Haifa University)
Raymond, Emilie (Université de Montréal);
Emilie.raymond@umontreal.ca
Reichle, Barbara (Ludwigsburg University of Education); reichle@ph-ludwigsburg.de
Richardson, Cathy (University of Victoria); cathyr@uvic.ca
Robinson, Jennifer (University of Waterloo); jlrobin@uwaterloo.ca
Ross, Rachel (University of Calgary); rachelross100@hotmail.com
Rothmund, Tobias (University of Koblenz-Landau); rothmund@uni-landau.de
Rus, Diana (University of Groningen); d.c.rus@rug.nl

S

Schaumburg, Rebecca L. (Stanford University);
rschaumb@stanford.edu
Schlösser, Thomas (University of Cologne); t.schloesser@uni-koeln.de
Schmitt, Manfred (University of Koblenz-Landau); schmittm@uni-landau.de
Schneider, Henrique (Kufstein University of Applied Science);
hschneider@gmx.ch
Schumann, Karina (University of Waterloo);
kschuman@uwaterloo.ca
Self, William T. (University of California, Berkeley);
wself@haas.berkeley.edu
Shemtob, Zachary (John Jay College of Criminal Justice);
baronshemtob@gmail.com
Shepherd, Steven (University of Waterloo); s2shephe@uwaterloo.ca
Sheppard, Edwin K. (University of Calgary); kesheppa@ucalgary.ca
Simons, Ronald (University of Georgia); rsimmons@uga.edu
Skitka, Linda J. (University of Illinois at Chicago); lskitka@uic.edu
Standerfer, Christina (University of Arkansas Clinton School of Public Service); ccstanderfer@clintonschool.uasys.edu
Starzyk, Katherine B. (University of Manitoba);
starzyk@cc.umanitoba.ca
Stobbe, Stephanie (Menno Simons College, University of Winnipeg);
s.stobbe@uwinnipeg.ca
Stouten, Jeroen (Catholic University of Leuven);
jeroen.stouten@psy.kuleuven.be
Strelan, Peter (The University of Adelaide);
peter.strelan@adelaide.edu.au
Sutton, Robbie M. (University of Kent, UK); r.sutton@kent.ac.uk

T

Thomas, Nadine (University of Koblenz-Landau); Thomas@uni-landau.de
Tideman, Nicolaus (Virginia Tech); ntideman@vt.edu
Törnblom, Kjell (University of Skövde); kjell.tornblom@his.se
Tougas, Francine (University of Ottawa); ftougas@uottawa.ca

Tyler, Tom R. (New York University); tom.tyler@nyu.edu
Tyson, Graham (Charles Sturt University); gtyson@csu.edu.au

U

Umlauf, Sören (Martin Luther University of Halle-Wittenberg, Germany); soeren.umlauft@paedagogik.uni-halle.de
Urch, Geoff (University of British Columbia – Okanagan)

V

van den Bos, Kees (Utrecht University); k.vandenbos@uu.nl
van der Toorn, Joanneke (New York University); joanneke@nyu.edu
van Prooijen, Jan Willem (VU University Amsterdam);
jw.van.prooijen@psy.vu.nl
van Stekelenburg, Jacquelin (VU University);
J.van.Stekelenburg.fsw.vu.nl

W

Wade, Allan (University of Victoria); allanwade@shaw.ca
Wemmers, Jo-Anne (Université de Montréal); jo-anne.m.wemmers@umontreal.ca
Wenzel, Michael (Flinders University);
Michael.Wenzel@flinders.edu.au
Westra, Laura (University of Windsor); lwestra@interlog.com
Wheeler-Smith, Sara (New York University);
swheeler@stern.nyu.edu
Winship, Christopher (Harvard University);
cwniship@wjh.harvard.edu
Wisse, Barbara (University of Groningen); b.m.wisse@rug.nl
Wohl, Michael J. A. (Carleton University);
michael_wohl@carleton.ca
Woodyatt, Lydia (Flinders University);
Lydia.woodyatt@flinders.edu.au
Wu, Michael Shengtao (Chinese Academy of Sciences);
shengtao.wu@gmail.com

Y

Yan, Xiaodan (New York University); (yanxd.neuro@gmail.com)
Yu, Xiaowei (University of Western Ontario); xyu46@uwo.ca

Z

Zdaniuk, Agnes (University of Guelph); azdaniuk@uguelph.ca
Zhou, Yaping (University of Saskatchewan); yaz442@mail.usask.ca
Zhu, Lei (University of British Columbia); luke.zhu@sauder.ubc.ca

Author Index

A

Adams, G.	21, 51
Aguilar Baariga, P.	35
Alexander, S.	47
Alibhai, A.	46
Alipour Darvishi, Z.	56
Alves, H.	25, 35
Amadala, J.K.	32
Amir, R.	60
Ancok, D.	56, 57
Andersson, A-K.	32
Andreychik, M.R.	35
Aquino, K.	46
Aujla, W.	29
Aydin, O.	32
Azaiza, F.	30
Azar, A.	56

B

Bagilhole, B.	60
Bal, M.	40
Banfield, J.	45, 46
Bansiwal, S.	52
Barker Caza, B.	20
Bashshur, M.	48
Baumert, A.	53, 54, 57, 58
Beaton, A.	33
Belicki, K.	34
Bell, C.	25
Berkland, M.K.	29
Biberman-Shaley, L.	42
Bilz, K.	30
Blader, S.	24, 44
Blatz, C.W.	23, 33, 46
Blom, E.	52
Bobocel, R.	20, 48
Bogaert, A. F.	37
Boon, S.	37, 46
Boubeka, N.	25
Braga, A.	45
Branscombe, N.R.	36
Brebels, L.	27, 49
Brosnan, S.F.	41
Buehler, R.	62
Burgess, C.	47
Bushman, B.J.	51

C

Callan, M.J.	41
Carruthers, J.	61
Castillo, J.C.	20, 26
Caza, A.	20
Chen, Q.	27, 60
Chen, Y.	24
Chen, Y-W.	38
Cheng, H.	34
Cheung, I.	36

Cheung, R.M.	55
Cheung, W-Y.	30
Choma, B.L.	29, 40
Chow, R.	62
Chusniyah, T.	58
Clayton, S.	47
Clay-Warner, J.	41
Coates, L.I.	61
Cojuharenco, I.	47, 56
Conway, P.	36, 42
Correia, I.	25, 28, 35
Cotton, J.	50
Czapliński, S.	36

D

Dalbert, C.	28, 44
Day, M.	23, 46
Danyluck, C.M.	32
Darley, J.	45
Davies, A.	59
Davis, C.	32
De Castella, K.	58
DeCourville, N.	34
De Cremer, D.	18, 24, 27, 49
Decoster, S.	38
DeGarmo, M.	36
Deikmann, K.A.	59
Delahaye, M.	41
Desai, S.D.	59
Detle-Hagenmeyer, D.	49
Donat, M.	28, 44
Donhauser, J.C.	35
Douglas, K.	25, 44
Douglas, K.S.	33
Durrant, R.	38

E

Eek, D.	49
Effron, D.	21, 31, 35
Eggins, R.A.	58
Ellard, J.H.	32
Enoch, R.	49
Euwema, M.	48

F

Faturochman.	56, 57
Feather, N.T.	48
Ferguson, M.A.	36
Fernandez-Dols, J.M.	35
Ferriday, C.	62
Fetchenhauer, D.	53, 54
Fischer, R.	43
Fitzsimons, G.M.	47
Fogel, C.	33
Fortin, M.	43, 56

Foster, M.	40
Franiek, S.	49
Frey, D.	34
Friesen, J.	40, 54
Frost, J-M.	30
Fujita, M.	39

G

Gallant, M.M.	52
Garcia, D.	28
Gaucher, D.	40, 54
Geiger, W.L.	41
Gerlach, T.	37
German, H.	56
Gill, M.J.	35
Gilovich, T.	33
Gollwitzer, M.	30, 47, 51, 53, 58
Gonzalez, C.	28
Goreham, K.	48
Gorman, G.	62
Gosse, L.	29, 39
Goto, N.	36
Gramatikov, M.	53
Greitemeyer, T.	35
Griffiths, D.	39
Gross, M.	39

H

Haapamäki, J.	43, 58
Haas, N.	25
Hafer, C.L.	16, 28, 36
Hahn, U.	30
Hakonen, M.	58
Halmburger, A.	54
Hamda, W.	30
Hardin, C.D.	55
Haynes, G.A.	33
Hedrick, K.	50
Hegtvedt, K.A.	42
Heller, J.	27
Hendry, M.C.	33
Hogan, C.	62
Holmes, J.G.	46
Hoogervorst, N.	27
Hotta, S.	39

I

Inrig, S.	26
Ittner, H.	48, 52

J

Jahan Tania, S.	25
Jakobsen, H.	29
Jasso, G.	42
Johnson, C.	42
Jost, J.T.	54, 55, 57

K

Kals, E.	30
Kamble, S.V.	44
Kaneda, M.	34
Karasawa, M.	34, 36
Karkabi, M.	30
Kassea, R.	34
Kaufman, W.R.P.	59
Kay, A.C.	18, 37, 40, 46, 47, 54
Kaviya, A.	52
Kawiuk, C.	36
Kazemi, A.	52
Keller, L.	30
Kim, E.K.	23
Kiwalabye, F.	49
Klaming, L.	53
Klandermans, B.	21, 22
Knowles, E.D.	62
König, A.	47
Kotz, S.	42
Kreps, T.A.	37
Krütli, P.	26, 43
Kurman, J.	30

L

Laurin, K.	47
Laplante, J.	40
Laxminarayan, M.	53
LeBlanc, J.	33
Li, J.	38
Lickel, B.	22
Lind, E.A.	20, 21, 22
Lipponen, J.	43
Loewen, G.V.	27
Lotz, S.	53
Lowery, B.	62
Lucas, T.	28, 47
Lüdtke, S.	34
Lytle, B.L.	21

M

Maas, M.	40
Maes, J.	30, 36, 38, 39, 41, 53
Mahoney, K.E.	15
Maio, G.R.	30
Malik, I.	57
Manzi, J.	26
Marinos, V.	39
Mason, K-A.	49
Maxwell-Smith, M.	42
Maymin, S.	58
McClellan, L.	44
McGregor, I.	46, 62
McKague, K.	25
McKee, I.	50
Meares, T.	45
Mellinger, A.	24
Michalica, K.	34
Miller, D.T.	35
Moghaddam, F.M.	14
Monin, B.	21, 31, 37
Montada, L.	17

Morgan, G.S.	21
Morris, M-H.	31
Moser, C.	43
Mullen, E.	20, 21, 30, 51
Muluk, H.	56, 57
Murphy, K.	45

N

Nadhmi, F.	31
Nadler, J.	30
Napier, J.	46, 54
Nash, K.	46, 62
Nili, S.	23
Noor Milla, M.	56

O

Öcel, H.	32
O'Connor, K.	31
Ohnuma, S.	43
Olson, J.M.	36, 41, 42
Okimoto, T.G.	22, 23, 48, 51, 53
Opotow, S.	21, 60
Osborne, G.	33

P

Parris, C.	42
Patient, D.	47, 56
Pedram, C.	62
Pemberton, A.	55
Pereira, C.	25
Peter, F.	28
Pfannstiel, S.	36
Pillutla, M.	24
Pirttilä-Backman, A-M.	34
Platow, M.J.	58
Powell, L.A.	42
Pozzebon, J.A.	37
Prentice, M.	62

R

Raheem, J.	32
Rattner, A.	20
Raymond, E.	55
Read, D.	56
Reichle, B.	49
Reinders-Folmer, C.	24
Richardson, C.	61
Rinfret, N.	40
Robinson, D.T.	41
Robinson, J.	39, 49
Rößler-Nance, F.	37
Ross, M.	23, 46, 47
Ross, R.	37
Rothman, N.B.	20
Rothmund, T.	58
Rupp, D.E.	48
Rus, D.	24
Ryan, J.	29

S

Sakki, I.	34
Schafer, J.	26
Schaumburg, R.L.	20, 21
Schieweck, M.	48
Schlösser, T.	53, 54
Schmitt, M.	39, 53, 54, 57, 58
Schmitt, M.T.	32
Schryer, E.	23
Schumann, K.	46
Schuster, J.	30, 36, 37, 41
Self, W.T.	51
Shao, R.	48
Shead, N.W.	41
Shearer, L.	43
Shemtob, Z.	60
Shen, X.	38
Shepherd, S.	34, 37
Sheppard, E.K.	37
Simons, L.	59
Simons, R.	59
Ståhl, T.	49
Skarlicki, D.P.	48
Skitka, L.J.	21
Smith-Lovin, L.	41
Snieder, E.	34
Sondak, H.	59
Starzyk, K.B.	60
Standerfer, C.	26, 33
Stauffacher, M.	26, 43
Steffgen, G.	47
Stel, M.	28
Stewart, T.	34
Stobbe, S.	53
Stouten, J.	28, 37
Streicher, B.	34
Strelan, P.	44, 50
Sutton, R.M.	25, 44

T

Tarnai, C.	36
Tetlock, P.E.	50
Thomas, N.	53, 54, 57, 58
Tideman, N.	23
Törnblom, K.	52
Tougas, F.	40
Traut-Mattausch, E.	34
Tripp, T.M.	38
Tyler, T.	28, 43, 45, 55
Tyson, G.	29

U

Umlauft, S.	28, 44
Urch, G.	34

V

van den Bos, K.	21, 22, 28, 39, 40, 55
van der Toorn, J.	55
van Dijke, M.	24, 27, 49
van Hiel, A.	27
van Knippenberg, D.	24

van Lange, P.A.M.	49
van Prooijen, J-W.....	40, 49
van Stekelenburg, J.....	21, 22
Vicente, I.	28
Visser, B.A.....	37

W

Wade, A.....	61
Walker, I.	33
Walsh, Z.....	34
Watson, L	42
Wenzel, M	23, 48, 50, 51, 58
Werth, C.	36
Westra, L.	52
Wheeler-Smith, S.....	20
Wiesenfeld, B.M.	20
Winship, C..	45
Wisneski, D.....	21
Wisse, B.....	23, 24
Wohl, M.J.A.	22
Woodyatt, L.....	50
Wu, M.S.....	38, 60
Würth, A.....	30

Y

Yan, X.	38, 60
Yu, X.	61

Z

Zhdanova, L.	28, 47
Zdaniuk, A.....	20
Zhou, C.	38
Zhou, Y	27, 60
Zhu, L.....	46
Zhu, Z-H.....	38

NOTES