Welcome to the 15th biennial conference of the International Society of Justice Research (ISJR), which is being held from June 19-22, 2014, on the campus of New York University!

The conference will take place primarily in the Tisch Building of the Leonard N. Stern Business School, New York University, in the heart of Greenwich Village (near historic Washington Square). The street address is 40 W. 4th Street.

There are three major conference themes:

> (1) Economic inequality (the 1% vs. the 99%);
> (2) Law, justice, and social science; and
> (3) Progress, social stability, and change.

Keynote speeches will be given by (1) Mahzarin R. Banaji, who is the Richard Clarke Cabot Professor of Social Ethics in the Department of Psychology at Harvard University, and (2) Noelle Damico, who is a Senior Fellow of the National Economic and Social Rights Initiative.

Special invited symposia will be chaired by Claudia Cohen (Columbia/Teachers College), Peter Coleman (Columbia/Teachers College), Michelle Fine (CUNY/Graduate Center), Guillermina Jasso (NYU/Sociology), Aaron C. Kay (Duke/Fuqua), Joshua Knobe (Yale Philosophy/Cognitive Science), Elizabeth Levy Paluck (Princeton Psychology/Public Policy), Manfred Schmitt (Koblenz-Landau/Psychology), Tom R. Tyler (Yale/Law School), and Kees van den Bos (Utrecht/Social Psychology). There will also be special panels devoted to the work of Morton Deutsch (Columbia University), Riël Vermunt (University of Leiden), Lee Ross (Stanford University), and Jean Decety (University of Chicago).

We are enormously grateful to all of the ISJR 2014 conference sponsors, including: the New York University Offices of the Dean of Science, Dean of Social Science, Dean of Humanities, Department of Psychology, and the NYU Center for Social and Political Behavior (http://cfspb.nyu.edu/), as well as Oxford University Press, Springer-Verlag, and the Morton Deutsch International Center for Cooperation and Conflict Resolution at Columbia University's Teachers College (http://icccr.tc.columbia.edu/).

Members of the NYU Graduate/Postdoctoral Student Organizing Committee include: Chadly Stern (Chair), Juliana Black, Pia Dietze, Ana Gantman, Shahrzad Goudarzi, Francesca Manzi, H. Hannah Nam, Sharareh Noorbaloochi, Sabrina Scerbo, Joanna Sterling, and Daniel Yudkin.

The Onsite Events Coordinator is Veronica Holton, and the Graphic Designer for the conference is Niall O'Kelly.

We have created a special conference account for non-NYU guests to access the wireless network in the Tisch Building. The login credentials are as follows: Username: ISJR2014!   Password: isJr2@14

The Organizing and Program Committee consists of: John T. Jost (Chair), Steven Blader, Jojanneke van der Toorn, Claudia Cohen, Peter Coleman, Guillermina Jasso, Jaime L. Napier, Michael Wenzel (ISJR President), and Batia Wiesenfeld. We thank you for joining us!

John T. Jost, Conference Host/Organizer and Program Chair

15th Biennial Conference of the International Society for Justice Research

June 19-22, 2014

ISJR 2014
NEW YORK CITY

Keynote speakers:
Mahzarin R. Banaji
Harvard University

Noelle Damico
National Economic and
Social Rights Initiative

Special panels dedicated to:

Jean Decety, University of Chicago
Morton Deutsch, Columbia University
Lee Ross, Stanford University
Riël Vermunt, University of Leiden

Invited symposia:

Claudia Cohen, Columbia University
Peter Coleman, Columbia University
Michelle Fine, City University of New York
Guillermina Jasso, New York University
Aaron C. Kay, Duke University
Joshua Knobe, Yale University
Elizabeth Levy Paluck, Princeton University
Manfred Schmitt, Koblenz-Landau University
Tom R. Tyler, Yale University
Kees van den Bos, Utrecht University

Organizers:
John T. Jost
Steven Blader
Batia Wiesenfeld
New York University

ISJR President:
Michael Wenzel
Flinders University

Location: Tisch Hall, Stern School of Business
40 West 4th Street, New York, NY 10012
For registration and more information, please visit:
http://social-justice-conference-2014.jimdo.com

OVERVIEW OF THE SCHEDULE

Thursday, June 19

8:30 AM-5:30 PM: Ph.D. Workshop hosted by Clara Sabbagh and Manfred Schmitt
Presidential Penthouse, 37 Washington Square West

9:45 AM-12:00 PM: Optional Tour of the Lower East Side Tenement Museum
(Already filled)

12:00 – 2:30 PM: Optional Lunch in LES following Tenement Museum Tour
"Sticky Rice: Thai Bar-B-Q," 85 Orchard Street

5:00-10:00 PM: Registration, Cocktail Party, Opening Reception
Presidential Penthouse, 37 Washington Square West

Friday, June 20

8:00-9:00 AM: Registration and Continental Breakfast
Atrium, UC Level, Tisch Building, Stern School of Business

8:45-9:00 AM: Welcoming Remarks by John T. Jost, ISJR Conference Host and Program Chair,
Professor of Psychology and Politics,
Co-Director of the Center for Social and Political Behavior at New York University
Paulson Auditorium, Tisch Building, Stern School of Business

9:00-9:40 AM: Presidential Address, Michael Wenzel, "The Hard Road to Moral Repair"
Paulson Auditorium, Tisch Building, Stern School of Business

9:40-11:20 AM: Poster Session I: "Education, Public Policy, and the Law"
Atrium, UC Level, Tisch Building, Stern School of Business

9:50-11:10 AM: Concurrent Symposia 1.1 - 1.5
UC Level, Tisch Building, Stern School of Business

11:20 AM-   Concurrent Symposia 2.1 - 2.6
12:40 PM: *UC Level, Tisch Building, Stern School of Business*

1:00-3:00 PM: **LUNCH and Award Presentations:** Morton Deutsch *SJR* Awards,
Early Career Award (David Mayer, Introduced by Tyler Okimoto), and
Lifetime Achievement Award (Riel Vermunt, Introduced by Kees van den Bos)
Kimmel Center for University Life, 60 Washington Square South

3:20-4:40 PM: Concurrent Symposia 3.1 - 3.6
UC Level, Tisch Building, Stern School of Business

4:40-6:20 PM: Poster Session II: "Violence, Trauma, Social Stability, and Change"
Atrium, UC Level, Tisch Building, Stern School of Business

4:50-6:10 PM: Concurrent Symposia 4.1 - 4.5
UC Level, Tisch Building, Stern School of Business

6:20-7:30 PM: **KEYNOTE ADDRESS**: **"Group Love"**
Mahzarin R. Banaji, the Richard Clarke Cabot Professor of Social
Ethics in the Department of Psychology at Harvard University
(Introduced by John T. Jost, Professor of Psychology and Politics, NYU)
Paulson Auditorium, Tisch Building, Stern School of Business

Saturday, June 21

8:30-10:30 AM: Continental Breakfast &
Poster Session III: "Social Justice in Organizational and Consumer Settings"
Atrium, UC Level, Tisch Building, Stern School of Business, NYU

9:00-10:20 AM: Concurrent Symposia 5.1 - 5.5
UC Level, Tisch Building, Stern School of Business

10:30-11:50 AM: Concurrent Symposia 6.1 - 6.6
UC Level, Tisch Building, Stern School of Business

12:00-2:00 PM: **LUNCH and General Business Meeting**
(Presided over by Michael Wenzel, Flinders University)
Kimmel Center for University Life, 60 Washington Square South

2:10-3:30 PM: Concurrent Symposia 7.1 - 7.6
UC Level, Tisch Building, Stern School of Business

3:30-5:10 PM: Poster Session IV: "Economic Inequality, Attribution, Emotion, and Morality"
Atrium, UC Level, Tisch Building, Stern School of Business

3:40-5:00 PM: Concurrent Symposia 8.1 - 8.5
UC Level, Tisch Building, Stern School of Business

5:10-6:20 PM: **KEYNOTE ADDRESS: "A 100% Solution:**
The Fight for Fair Food and the Realization of Rights in U.S. Agriculture"
Noelle Damico, Senior Fellow, National Economic and Social Rights Initiative
(Introduced by Batia Wiesenfeld, Professor of Management and Organizations, NYU)
Paulson Auditorium, Tisch Building, Stern School of Business

7:00-11:30 PM: **Gala Dinner Cruise aboard World Yacht's *Duchess***
Pier 81, West 41ˢᵗ Street (and 12ᵗʰ Avenue)
Advance Registration Required

Sunday, June 22

9:00-10:20 AM: Continental Breakfast & Concurrent Symposia 9.1 - 9.5
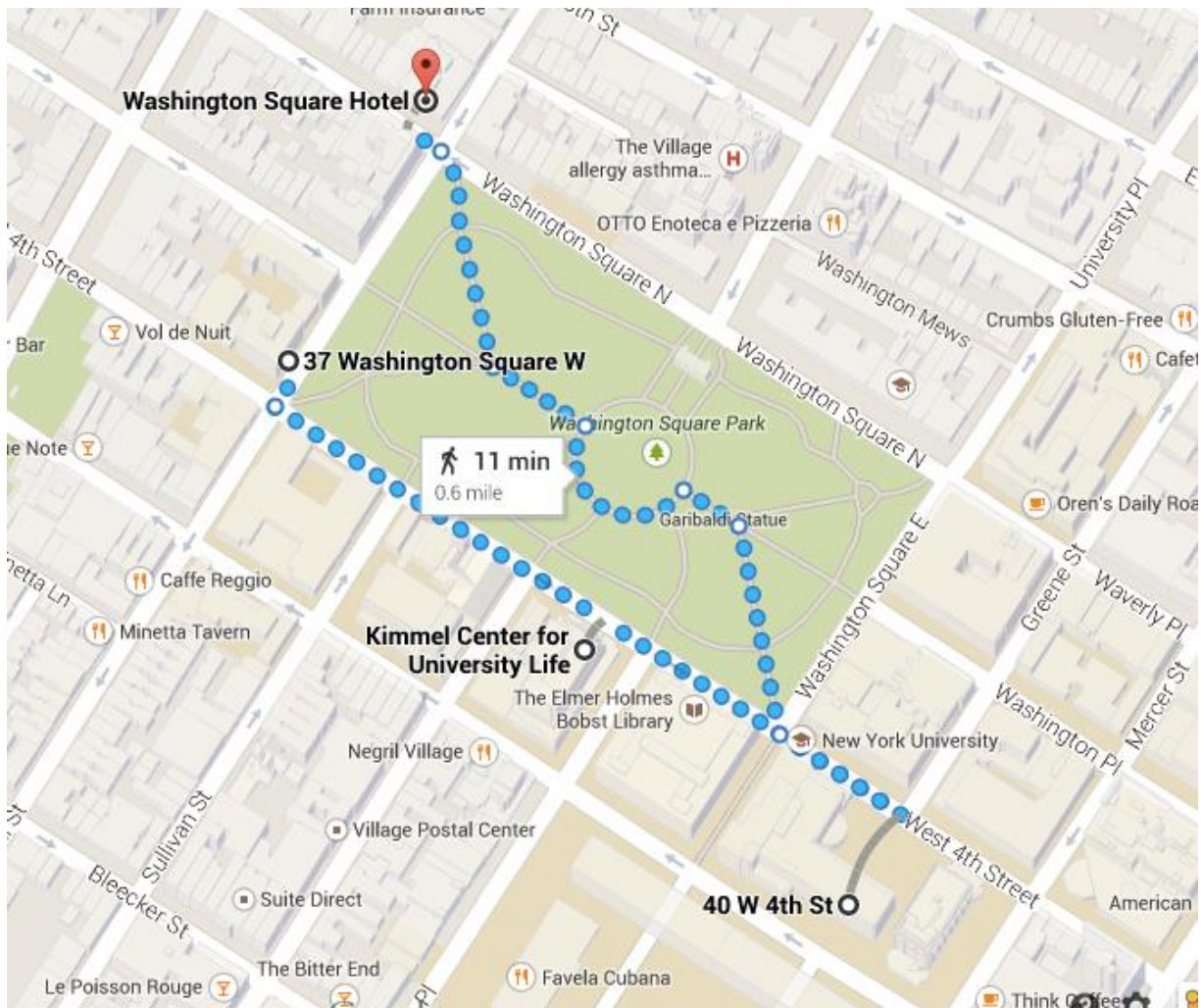*Atrium, UC Level, Tisch Building, Stern School of Business, NYU*

10:30-11:50 AM: Concurrent Symposia 10.1 - 10.6
UC Level, Tisch Building, Stern School of Business
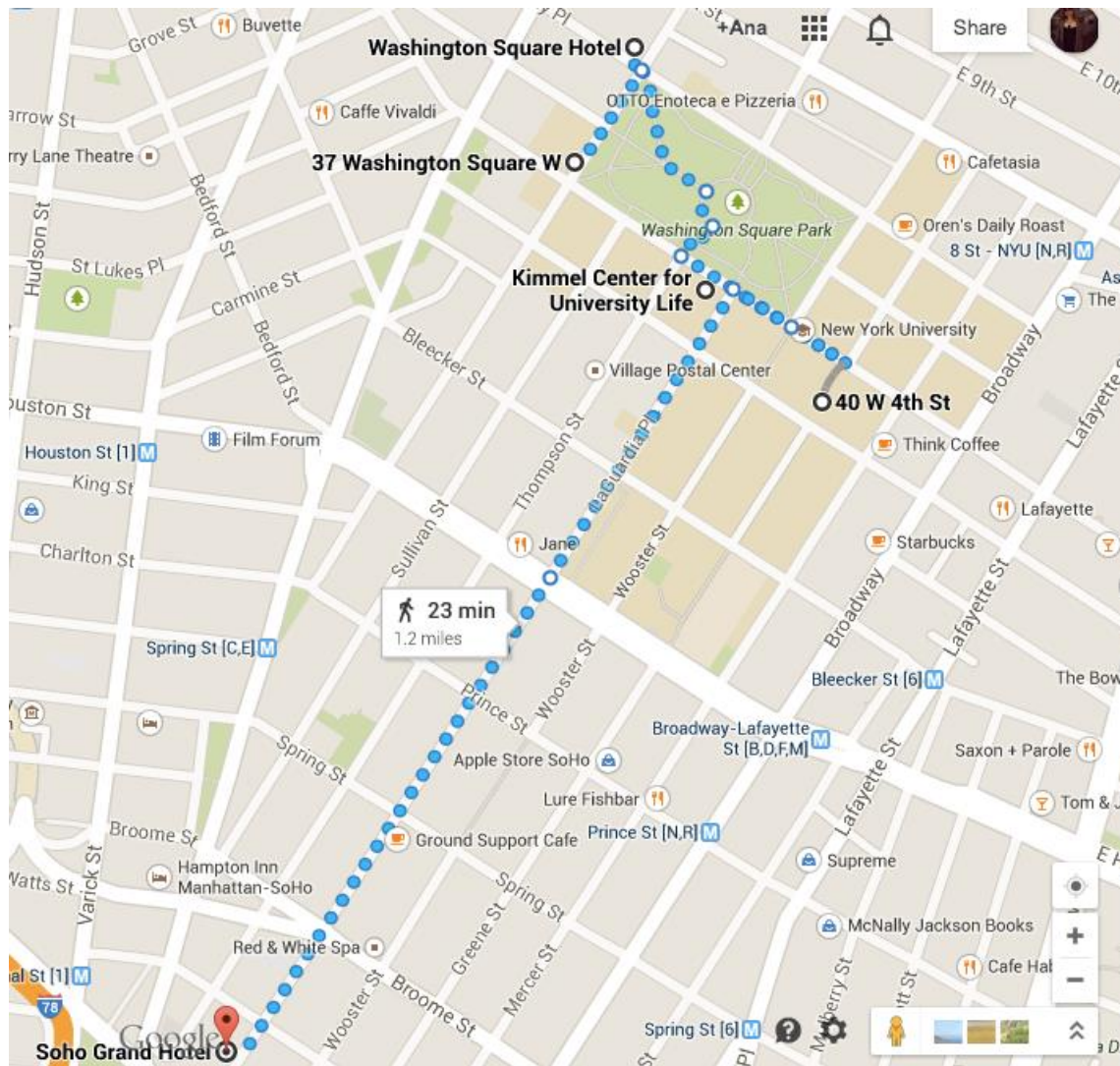
12:00-1:20 PM: Concurrent Symposia 11.1 - 11.6
UC Level, Tisch Building, Stern School of Business

MAP #1 OF NYU/WASHINGTON SQUARE AREA

(1) WASHINGTON SQUARE HOTEL (GUEST ROOMS RESERVED)
(2) PRESIDENTIAL PENTHOUSE (37 WASHINGTON SQUARE WEST) – OPENING RECEPTION (THURS.)
(3) TISCH BUILDING, STERN SCHOOL OF BUSINESS (40 W. 4TH ST) – TALK & POSTER SESSIONS
(4) KIMMEL CENTER FOR UNIVERSITY LIFE (60 WASHINGTON SQUARE SOUTH) – LUNCHES (FRI. & SAT.)

MAP #2 OF NYU/WASHINGTON SQUARE AREA

(1) **WASHINGTON SQUARE HOTEL (GUEST ROOMS RESERVED)**
(2) **PRESIDENTIAL PENTHOUSE (37 WASHINGTON SQUARE WEST) – OPENING RECEPTION (THURS.)**
(3) **TISCH BUILDING, STERN SCHOOL OF BUSINESS (40 W. 4TH ST) – TALK & POSTER SESSIONS**
(4) **KIMMEL CENTER FOR UNIVERSITY LIFE (60 WASHINGTON SQUARE SOUTH) – LUNCHES (FRI. & SAT.)**
(5) **SOHO GRAND HOTEL (GUEST ROOMS RESERVED)**

Thursday, June 19, 2014

Time	Event
8:30 AM - 5:30 PM	**Ph.D. Workshop hosted by Clara Sabbagh and Manfred Schmitt** *To be held in the Presidential Penthouse, 37 Washington Square West*
9:45 AM - 12:00 PM	**Optional Tour of the Lower East Side Tenement Museum (Advance Registration Required)**
12:00 - 2:30 PM	**Lunch in Lower East Side following Tenement Museum Tour: "Sticky Rice: Thai Bar-B-Q" (85 Orchard Street)**
3:00 PM	**Executive Committee Meeting** *To be held in the Presidential Penthouse, 37 Washington Square West*
5:00 - 10:00 PM	**Registration, Cocktail Party, Opening Reception** *To be held in the Presidential Penthouse, 37 Washington Square West*

Friday, June 20, 2014

Time	Event
8:00 - 9:00 AM	**Registration & Continental Breakfast** — *Tisch Hall UC Level (40 West 4th Street)*
8:45 - 9:00 AM	**Welcoming Remarks by John T. Jost**, Conference Host and Program Chair, Professor of Psychology and Politics, Co-Director of the Center for Social and Political Behavior at New York University — *Paulson Auditorium*
9:00 - 9:40 AM	**Presidential Address, Michael Wenzel,** ""The Hard Road to Moral Repair" — *Paulson Auditorium*

Symposium Session 1

9:50 - 11:10 AM

1.1 (UC-25)	1.2 (UC-04)	1.3 (UC-21)	1.4 (UC-24)	1.5 (UC-19)
Making Sense of Trust and Fairness Judgments	*Cultural Trauma and Its Amelioration*	*Law & Morality: The Role of Agency, Egregiousness, Character, and Status in Legal Blame and Punishment*	*Motivated Processing of Moral and Political Information*	*Does a Liberal vs. Conservative Framework Shortchange Explanatory Power?*
van Lange	Halloran (Chair)	Sood (Chair)	Gantman	Hansen (Chair)
Haidt	Swaroop	Nadler	Hennes (Chair)	Dickey
Nixon	Davis	Mueller	Bender	Callaghan
Brockner	Mancini	Bilz	Nauroth	Salas
van den Bos (Chair)				

9:40 - 11:20 AM — Poster Session I: *Education, Public Policy, and the Law*

Symposium Session 2

11:20 AM - 12:40 PM

2.1 (UC-25)	2.2 (UC-04)	2.3 (UC-21)	2.4 (UC-24)	2.5 (UC-19)	2.6 (UC-15)
Can Participatory Paradigms Help to Bridge Research and Practice?	*Multiple Perspectives and Parties to the Justice Encounter*	*New Horizons and Challenges for Moral Foundation Theory*	*Understanding Law and Justice: An International Perspective*	*Emotion, Memory, Injustice, and Restoration*	*When and Why Do We Punish?*
Cohen, C. (Chair)	Cropanzano (Chair)	Noorbaloochi & Jost (Chairs)	Fisk	Cohen, R. (Chair)	Van Bavel & Phelps (Chairs)
Richards	Wiesenfeld	Napier	Kim	Vasilyeva	Sokol-Hessner
Newman	Lavelle	Carnes	Lama	Singh	Tan
Martin (Discussant)	Reitman	Haidt (Discussant)	Liebig (Chair)	Kozáry	Mooijman
	Fortin				

Time	Event
1:00 - 3:00 PM	**Lunch and Award Presentations:** Morton Deutsch SJR Awards, Early Career Award (David Mayer), and Lifetime Achievement Award (Riel Vermunt) — *Kimmel Center*

Symposium Session 3

3:20 - 4:40 PM

3.1 (UC-25)	3.2 (UC-04)	3.3 (UC-21)	3.4 (UC-24)	3.5 (UC-19)	3.6 (UC-15)
Moral Judgment and Conceptions of the Self	*Exploring the Psychology of Punishment*	*What Licences, Fuels, and Heals Acts of Prejudice?*	*New Perspectives on Belief in a Just World*	*Current Issues in Essentialism Research*	*Perceptions of Justice in Legal Contexts*
Knobe (Chair)	Gollwitzer & Funk (Chairs)	Barlow (Chair)	von Wurzbach & Hafer (Chairs)	Ruth & Napier (Chairs)	Bierbrauer (Chair)
Bartels	Okimoto	Effron	Rubel	Ruth	Schmittat
Newman	Funk	Tabesh	Bal	Dennehy	Linhares
Luguri	Gollwitzer	DeLoach	von Wurzbach	Prentice	
	Malbon (Discussant)		Sutton	Napier (Discussant)	

Symposium Session 4

4:50 - 6:10 PM

4.1 (UC-25)	4.2 (UC-04)	4.3 (UC-21)	4.4 (UC-24)	4.5 (UC-19)
Symposium in Honor of Lee Ross	*Social Injustice: People Protest on the Short Term and Acquiesce in the Long Term*	*Explaining Support for Disrespectful, Untrustworthy and Biased Treatment*	*Moral Emotions: From Anger and Outrage to Forgiveness and Empathy*	*The Two Sides of Forgiveness: Forgiving the Self and Forgiving the Offender*
Dunning (Chair)	Leiser & Gangl (Chairs)	Heuer & Hafer (Chairs)	Salerno (Chair)	Karaga
Kay (Introduction)	Gangl	Jackson	Nudelman	Woodyatt
Ross	Leiser	Heuer	Zdaniuk	Coughlin (Chair)
Pronin (Discussant)	Christandl	Sivasubramaniam	Lucas	Cheung
Dunning (Discussant)	Vohs	Drolet		

4:40 - 6:20 PM — Poster Session II: *Violence, Trauma, Social Stability, and Change*

Time	Event
6:20 - 7:30 PM	**Keynote:** Mahzarin Banaji, the Richard Clarke Cabot Professor of Social Ethics in the Department of Psychology at Harvard University — *"Group Love"* — *Paulson Auditorium*

Saturday, June 21, 2014

Symposium Session 5 (9:00 - 10:20 AM)

5.1 (UC-25) — *New Developments in Justice Research*
- Tyler (Chair)
- De Mesmaecker
- Mentovich
- Platow
- Smith

5.2 (UC-04) — *From Exclusion to Inclusion: Empirical Work on Widening the Scope of Justice*
- Opotow (Chair)
- Billies
- Sweeney
- VanOra

5.3 (UC-21) — *Making Sense of the Social World Through Justice Judgments*
- Stroebe & van Prooijen (Chairs)
- Laurin
- Van Prooijen
- Stroebe
- Harvey

5.4 (UC-24) — *The Psychology of Delivering and Responding to Collective Apologies*
- Hornsey & Wohl (Chairs)
- Wohl
- Wenzel
- Hornsey
- Giner-Sorolla

5.5 (UC-19) — *The Interpersonal Dynamics of Morality*
- Gollwitzer
- Kreps
- Sussenbach
- Cramwinckel (Chair)

Continental Breakfast (8:30 - 10:30 AM)

Symposium Session 6 (10:30 - 11:50 AM)

6.1 (UC-25) — *Community and Interpersonal Levers of Social Change*
- Paluck (Chair & Discussant)
- Littman
- LaCour
- Tankard

6.2 (UC-04) — *A Book Discussion of The Good, the Bad, and the Just*
- Vermunt (Chair & Discussant)
- Cropanzano (Discussant)
- Jasso (Discussant)
- van den Bos (Discussant)

6.3 (UC-21) — *Political Ideology: Implications for Social Justice Concerns*
- Stern
- van der Toorn (Chair)
- Rothmund
- Passini

6.4 (UC-24) — *The Flexibility of Morality*
- Packer & Van Bavel (Chairs)
- Gill
- Ray
- Van Bavel
- Packer

6.5 (UC-19) — *Failing to Practice What I, You, or We Preach*
- Polman
- Stone
- Barden
- Effron (Chair)

6.6 (UC-15) — *Education, Justice, and Diversity*
- Pretsch (Chair)
- Shahar
- Resh

Lunch and General Business Meeting (12:00 - 2:00 PM)
Kimmel Center

Symposium Session 7 (2:10 - 3:30 PM)

7.1 (UC-25) — *Principles of Justice or Motivated Justifications?*
- Kay (Chair)
- Payne
- Knowles
- Shepherd
- Landau

7.2 (UC-04) — *Emotional Consequences of Distributive (In)justice*
- Clay-Warner (Chair)
- Steineger
- Rees
- Gosse

7.3 (UC-21) — *Economic Equality and Inequality in Social Systems*
- Friedhoff (Chair)
- Ignacz
- Rotman
- Morselli

7.4 (UC-24) — *Overcoming Obstacles to Social Change*
- Neufeld
- Schellhaas
- Nam
- Greenaway (Chair)

7.5 (UC-19) — *Cooperation and Social Responsibility*
- Mischkowski
- Hafenbrädl
- See (Chair)
- Hideg

7.6 (UC-15) — *Income Disparities in the Workplace*
- Henry (Chair)
- Desai
- Sauer
- Kong

Symposium Session 8 (3:40 - 5:00 PM)

8.1 (UC-25) — *Justice and Culture*
- Schmitt (Chair)
- Sabbagh
- Maltese
- Wu
- Nartova-Bochaver

8.2 (UC-04) — *Symposium in Honor of Jean Decety*
- Van Bavel (Introduction & Discussant)
- Decety
- van den Bos (Discussant)

8.3 (UC-21) — *Contested Representations of Nationality*
- Yogeeswaran & Dasgupta (Chair)
- Schildkraut
- Yogeeswaran
- Verkuyten
- Dasgupta (Discussant)

8.4 (UC-24) — *New Directions in System Justification Theory*
- Trump (Chair)
- Tablante
- Campbell
- Solak

8.5 (UC-19) — *Prejudice, Dominance, and Social Exclusion*
- Knowles (Chair)
- Sterling
- Passini
- Radke

Poster Sessions (right column)

8:50 - 10:30 AM — Poster Session III: *Social Justice in Organizational and Consumer Settings*

3:30 - 5:10 PM — Poster Session IV: *Economic Inequality, Attribution, Emotion, and Morality*

5:10 - 6:20 PM
Keynote: Noelle Damico, Senior Fellow, National Economic and Social Rights Initiative "A 100% Solution: The Fight for Fair Food and the Realization of Rights in US Agriculture"

7:00 - 11:30 PM
Gala Dinner Cruise aboard World Yacht's *Duchess*
Pier 81, West 41st Street (and 12th Avenue)
Advance Registration Required (https://www.123signup.com/register?id=ddsky)

Sunday, June 22, 2014

Symposium Session 9

	9.1 (UC-25)	9.2 (UC-04)	9.3 (UC-21)	9.4 (UC-24)	9.5 (UC-19)
9:00 - 10:20 AM Continental Breakfast	*Contributions of Dynamical Systems Theory to Social Justice Research* Vallacher Wrzosińska Coleman (Chair) Nowak	*New Directions for Relative Deprivation Theory and Research* Smith (Chair) Johar Bernburg Cakal Zoogah	*Perceived Justice and Environmental Policy* Clayton (Chair) Dreyer Hegtvedt Feygina	*System Legitimacy: Societal Implications* Briers Mosso (Chair) Leviston Hulst	*Effects of Resource Scarcity on Justice Perceptions* Johansson (Chair) Hansla Krosch Smieszek

Symposium Session 10

	10.1 (UC-25)	10.2 (UC-04)	10.3 (UC-21)	10.4 (UC-24)	10.5 (UC-19)	10.6 (UC-15)
10:30 - 11:50 AM	*The Deutsch Legacy at CUNY: Four Generations of Justice Studies within Social Psychology* Fine (Chair) Opotow Torre Greene Deutsch (Discussant)	*Justice Sensitivity* Baumert & Schmitt (Chairs) Schlösser Ehrhardt Baumert	*Economic Inequality, Entitlement, and Investment* Zmerli (Chair) Durrant Wills-Herrera Lotz	*Justice in Organizational Settings* Derfler-Rozin Darvishi Otto (Chair) Brahms	*Pluralism, Justice, and Morality* Siscar Kim Burgmer (Chair)	*Victimization: Causes, Consequences, and Compensation* Li Fasel (Chair) Dredge

Symposium Session 11

	11.1 (UC-25)	11.2 (UC-04)	11.3 (UC-21)	11.4 (UC-24)	11.5 (UC-19)	11.6 (UC-15)
12:00 - 1:20 PM	*Economic Inequality* Choi Jasso (Chair) Liao Valet	*Justice and Communication* Wu & Sutton (Chairs) Sutton Wu Stavrova Hu	*Reintegration in Organizational Contexts* Okimoto (Chair) Richu Neale Gromet Neville	*Collective Regulation: Group-level Function of Moral Judgment* Yudkin, Van Bavel, Rothmund (Chairs) Yudkin Twardawski Sussenbach van Prooijen (Discussant)	*In the Eyes of the Law: Visual Processes in Legal Decision-Making* Nicholson Feigenson Granot (Chair) Kukucka	*Inequality, Justice Beliefs, and System Justification* Davidai Chapleau (Chair) Noorbaloochi

THURSDAY, JUNE 19, 2014

8:30 AM – 5:30 PM
Ph.D. Workshop hosted by Clara Sabbagh and Manfred Schmitt
Presidential Penthouse, 37 Washington Square West
(Prior Acceptance Required)

9:45 AM – 12:00 PM
Optional Tour of the Lower East Side Tenement Museum
(This tour is already filled)

We have arranged a private tour for 30 conference participants to attend a walking tour of the Lower East Side Tenement Museum, which tells the stories of 97 Orchard Street, which was built in 1863 and was home to nearly 7,000 working class immigrants. It is a truly fascinating museum experience with direct implications for the theory and practice of social justice. From the museum website: "They faced challenges we understand today: making a new life, working for a better future, starting a family with limited means." http://www.tenement.org/about.html

12:00 – 2:30 PM
Optional Lunch in Lower East Side following Tenement Museum Tour
"Sticky Rice: Thai Bar-B-Q," 85 Orchard Street

5:00-10:00 PM
Registration, Cocktail Party, Opening Reception
Presidential Penthouse, 37 Washington Square West

Join us any time between 5:00 and 10:00 PM for a "happy hour"/opening reception with wine, beer, and heavy appetizers. Catch up with old friends and colleagues and meet new ones. Drop by before or after dinner (or skip it altogether).

The venue will be the extraordinary penthouse apartment of NYU President John Sexton (used exclusively for entertaining purposes), with panoramic views of Washington Square and New York City. Welcome to NYU!

This event is sponsored in part by Oxford University Press.

FRIDAY, JUNE 20, 2014

8:00 - 9:00 AM
Registration and Continental Breakfast
Atrium, UC Level, Tisch Building, 40 W. 4th Street
Stern School of Business, NYU

8:45 - 9:00 AM
Welcoming Remarks by John T. Jost, Conference Host and Program Chair,
Professor of Psychology and Politics, NYU
Co-Director of the Center for Social and Political Behavior
Paulson Auditorium, Tisch Building, 40 W. 4th Street
Stern School of Business, NYU

9:00 - 9:40 AM
Presidential Address by Michael Wenzel, Flinders University, Australia
"The Hard Road to Moral Repair"
Paulson Auditorium, Tisch Building, 40 W. 4th Street
Stern School of Business, NYU

There will be a coffee break sponsored by Springer Publishing Co. from 11:00 AM - 12:00 PM

9:40-11:20 AM
Poster Session I: "Education, Public Policy, and the Law"
Atrium, UC Level, Tisch Building, 40 W. 4th Street
Stern School of Business, NYU

Presenters, please try to be available during symposium breaks.

1:00 – 3:00 PM
LUNCH and AWARD PRESENTATIONS
Kimmel Center for University Life, 60 Washington Square South

FRIDAY
9:50 - 11:10 AM
CONCURRENT SYMPOSIUM SESSIONS 1.1-1.5

Symposium 1.1: *Making Sense of Trust and Fairness Judgments*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-25

Chair: Kees van den Bos (Utrecht University)

Abstract: This symposium focuses on how people make sense of trust and fairness judgments. In particular, Van Lange examines the interrelationship between pro-social values and trust in politics. Haidt examines why fairness judgments vary by ideology. In doing so, he aims to answer why equality, including economic inequality, has become a controversial issue in the United States. Brockner, Chen, and Zhao complement the fairness literature by studying how subordinates can influence the procedural fairness of their managers. Finally, Van den Bos provides a conceptual model of how people make sense of trust in law and associated persons and societal institutions. One of his aims is to show that perceptions of legitimacy of concrete behaviors of specific individuals in the law domain have a key role in how people make sense of whether they can trust or should distrust the law. Taken together, the four talks in this symposium aim to extend current knowledge about sense-making processes pertaining to important interpersonal and societal aspects of trust and fairness judgments.

Paper #1
Author: Paul A.M. Van Lange (VU University Amsterdam)
Title: *From pro-sociality and trust to politics (and vice versa)*

Paper #2
Author: Jonathan Haidt (New York University)
Title: *Why fairness varies by ideology, and why equality has become so controversial in the United States*

Paper #3
Authors: Joel Brockner (Columbia University), Yaru Chen (Cornell University), & Guozhen Zhao (Delta State University)
Title: *The other way around: How subordinates influence their managers' procedural fairness*

Paper #4
Author: Kees van den Bos (Utrecht University)
Title: *Making sense of trust and legitimacy*

Symposium 1.2: *Cultural Trauma and Its Amelioration*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-04

Chair: Michael J Halloran (La Trobe University, Australia)

Paper #1
Author: Michael J Halloran (La Trobe University, Australia)
Title: Cultural Trauma, justice and the health and well-being of African Americans
Abstract: The aim of this study was to explicate a Terror Management analysis (TMT) of the poor social and psychological well-being of African Americans by drawing upon the model of cultural trauma. Cultural trauma is defined as a state that occurs when a people's cultural worldview has been destabilized to the point where it does not effectively meet its TMT function of providing a buffer against basic anxiety and uncertainty. The study will show that concept of cultural trauma effectively explains anxiety-related conditions, poor health and maladaptive behaviors amongst African Americans. Data from health and justice research and qualitative data from narratives of African Americans in the arts are presented to substantiate the adaptation of a model of cultural trauma for understanding the contemporary situation of African Americans.

Paper #2
Author: Sujata Swaroop (The Trauma Center at JRI) & Chante DeLoach (Antioch University)
Title: *Pakistani trauma reactions: Voicing cultural and gender distinctive responses to war and displacement*
Abstract: Due to war-related conflict and monsoon flooding, the number of internally displaced persons residing within and refugees or asylum seekers originating from Pakistan has reached over two million. Such displacement trends necessitate increased understanding of culturally-specific trauma reactions for this population. This predominantly qualitative exploratory study utilised a concurrent mixed methods triangulation design within an action research methodology to examine trauma-related symptomatology and phenomenological perspectives on internal displacement for Pakistani women. Results indicate: 1) significant experiences of distress including multiple displacements, separation from family, loss of property, experiences of terror, and exposure to personal and community violence as well as; 2) effects of distress including altered feeling states, awareness of consciousness, and physical states. Implications for disaster response and trauma recovery with Pakistani populations are highlighted.

Paper #3
Author: Martha Davis (John Jay College of Criminal Justice, Ret.)
Title: *Hippocrates' heroes: Health professionals as a force against Torture*
Abstract: Health professionals are essential to virtually all prisons, and therefore important witnesses to prisoner abuse and torture. They can be a force for documenting and preventing torture or a force for perpetuating it. Nazi doctors showed how far doctors may veer from the Hippocratic Oath.   Today, extensive evidence of how physicians and psychologists have facilitated detainee torture in U.S.-controlled detention sites since 9/11 illustrates how the maintenance of a state-sanctioned torture program requires the participation of doctors. Less well known are the doctors who have fought torture and led reforms, often at great personal risk. This is a presentation about doctors who individually or collectively fought state-sponsored torture and had significant impact after Nuremberg and WWII. The focus is on anti-torture doctors from countries such as Chile, Turkey, and Russia, and

what this recent history indicates about what it takes for doctors to become a force for preventing torture. Despite recent reforms, American doctors and nurses deployed to U.S. detention sites and health professionals working in U.S. prisons are still be under pressure to treat prisoners in ways that compromise their professional ethics (e.g., covering up evidence of prisoner abuse, force-feeding hunger strikers). The experience and impact of the anti-torture doctors will be discussed in terms of what health professionals need to successfully resist such pressures and help stop torture.

Paper #4
Authors: Tiziana Mancini & Benedetta Bottura (University of Parma), Michele Rossi (NGO "CIAC" (Immigration, Asylum and International Co-operation Centre)
Title: *Social representations of asylum rights according to the Italian social workers, legal practitioners and health professionals working with forced migrants*
Abstract: Introduction: This study is part of a Research Program supported by the European Refugee Fund (2010-2013); the goal was to analyze Social Representations of the Right to Asylum held by the employees of the Italian Refugee System. Methodology: Two studies will be presented. The first one used a semi-structured interview to analyze the perceptions of weaknesses that characterized the Italian Refugee System from the point of view of 256 participants who work in both governmental and non-governmental organizations. The second study explored Social Representations of 10 workers of an Italian NGO for the reception of asylum claimants. Results: The first study highlighted that workers perceive weaknesses in: 1) legal issues; 2) organization of the Refugee System; 3) professional expertise for answering to migrants needs; 4) relational skills to face them. The analysis of the 10 narrative interviews revealed a Social Representation of the Right of Asylum portraying the Italian Refugee System as disconnected and disorganized, creating delays and difficulties in the ability of employees to provide necessary services to migrants. Conclusions: Results show that quoted weaknesses may increase the dependency of forced migrants from different services and several procedures, preventing them from functioning autonomously. This reinforce the vision of the forced migrants as victims and vulnerable group, which may strengthen the power dynamic between Host Society and forced migrants.

Symposium 1.3: *Law & Morality: The Role of Agency, Egregiousness, Character, and Status in Legal Blame and Punishment*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-21

Chair: Avani Sood (UC Berkeley School of Law)
Abstract: When we observe a moral violation, we are motivated to bring the wrongdoer to justice and compensate the victim. The research presented by the law and psychology scholars in this symposium shows that these punishment motives influence diverse processes, including victim blame, cognitive "cleansing" of tainted evidence, perceptions of wrongdoer intentionality, and the ability of victims to restore their social standing. Sood's research shows that the egregiousness of a criminal act motivates judgments about illegally obtained evidence and wrongful police conduct, in order to justify admitting tainted evidence within the constraints of the law. Nadler explores how our perceptions of moral character impact legal decisions, finding that seemingly inconsequential traits such as laziness influence perceptions of blame, causation, and *mens rea*. Mueller and Fiske find that moral character affects the perceived agency of harm-doers and victims, which in turn affects legal judgments. However, whether a case is brought in criminal or civil court also plays a role, directing

focus to either the harm-doer or the victim. Finally, Bilz provides empirical support for the expressive theory of punishment, showing that punishing (or failing to punish) an offender shapes our perception of the social standing of both the offender and the victim. Together, these talks highlight the often-unanticipated legal consequences of our motive to provide just deserts to wrongdoers and their victims.

Paper #1
Author: Avani Sood (UC Berkeley School of Law)
Title: *Cognitive cleansing: A psychological perspective on motivated applications of the exclusionary rule*
Abstract: The exclusionary rule holds that evidence obtained through an illegal search cannot be admitted in a criminal case, regardless of the egregiousness of the crime it uncovers. It may be cognitively difficult, however, for decision makers to apply the law in this manner, and the continually expanding legal exceptions to the rule create fertile entry points for motivated cognition in this context. Two experiments show that judgments about excluding evidence are motivated by the drive to see a morally repugnant crime brought to justice. When participants are presented with an illegal police search that uncovers evidence of either heroin or marijuana being sold, participants judging the more egregious heroin case are more likely to construe lawful discovery of the evidence as inevitable, which enables them to admit the tainted evidence within a legal exception to the rule. Moreover, even though the police officer's conduct is exactly the same in both cases, the officers are seen as more moral and less deserving of consequences when their illegal search uncovers heroin as opposed to marijuana. A third study provides support for a potential means of curtailing motivated applications of the exclusionary rule: making people aware of legally extrinsic factors reduces the motivating influence of such factors on their legal judgments. I will discuss the legal implications of these findings in relation to doctrinal observations and key Supreme Court decisions on the exclusionary rule.

Paper #2
Author: Janice Nadler (Northwestern University Law School)
Title: *The law of character evidence and its role in blame*
Abstract: In civil and criminal courts of law, proof of moral character is admissible under restricted circumstances. These restrictions reflect concerns that the jury might overestimate the role that character played in the act in question, or worse, blame someone for the kind of person he or she is rather than for his or her actions. Legal scholarship and legal rules focus almost exclusively on the influence of prior horrific acts on questions of perpetrator identity. Yet, perpetrator identity is far from the only issue in courts of law, and as a result, moral character can influence judgments of responsibility and blame in countless ways. Juries and judges are regularly tasked with decisions like whether a pregnant woman who uses drugs should retain parental rights, whether an applicant meets the good moral character requirement for U.S. citizenship, or whether a defendant who used deadly force against the stranger standing on his porch reasonably feared for his life, to name just a few. In prior research, we have shown that even seemingly minor personal characteristics like being an unreliable employee or eating junk food and watching television can influence perceptions of moral character, and ultimately, blame. In the experiments presented here, we show that mildly negative traits (e.g., laziness) influence moral emotions (e.g., anger, disgust), which in turn mediate judgments about blame, causation, and important legal questions of mental state (e.g., recklessness).

Paper #3
Authors: Pam Mueller & Susan Fiske (Princeton University)
Title: *Mind perception and morality in the justice system*
Abstract: Four studies investigate the interplay among moral character, perceived agency, and case

type. Throughout the criminal justice process, the focus is on the offender. Conversely, in civil cases, the victim takes a more central role. We experimentally explore whether this difference has systematic effects on legal decision-making. We find a baseline difference in focus when the same harm is set in either the criminal or civil courts; participants pay increased attention to the harm-doer in criminal cases and to the victim in civil cases. Thus, participants' judgments are influenced by information about the harm-doer's moral character in criminal cases, but in civil cases their judgments are influenced by the victim's moral character. The harm-doer effect is completely mediated by perceptions of the harm-doer's agency. Victim moral character impacts agency judgments as well, but does not mediate the difference in blame judgments. Follow-up studies reveal the effects of victim agency in civil cases. Victims with negative moral character are seen as more actively agentic, and are thus likely to be awarded less in damages. Also, morally neutral victims who act more agentically are blamed more for their injuries, while their adversaries are blamed less. I will discuss the implications of this work for the justice system, focusing on consequences for victims who participate in the justice process, and the potential need for intervention to reduce this asymmetric use of information.

Paper #4
Author: Kenworthey Bilz (University of Illinois College of Law)
Title: *Crime, punishment, and social standing*
Abstract: The expressive theory of punishment argues that punishment (or the lack thereof) communicates rules, social mores, or standards, though there is debate as to what information is actually conveyed. In four experiments, I show that criminal punishment alters the relative social standing of harm-doers and victims. First, I find that in the aftermath of a crime, punishing the offender increases the victim's social standing in the community, while failing to punish diminishes the victim's standing. Second, the identity of the punisher has differential effects on intra- and intergroup standing. Punishers belonging to the victim's in-group have a greater impact on the victim's individual, intra-group social standing; while when out-group punishers act, the perceived standing of the victim's in-group as a whole is bolstered. Third, it is not merely a single completed act of punishment that affects social standing. When holding the punishment outcome constant, victims read the amount of effort that the state put into catching their offender as a referendum on both their own and the offender's social standing. Finally, these effects on social standing are perceived not only by victims, but by third-party observers as well. I will discuss the implications of these findings in relation to current punishment practices in the U.S. legal system, addressing standard criminal prosecutions as well as alternative resolution techniques such as victim-offender mediation.

Symposium 1.4: *Motivated Processing of Moral and Political Information*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-24

Chair: Erin Hennes (University of California, Los Angeles)

Paper #1
Authors: Ana Gantman & Jay Van Bavel (New York University)
Title: *Out of (moral) mind, out of sight: Belief in a just world and the moral pop-out effect*
Abstract: News sources may provide information relevant to belief in a just world. For example, reports of criminal acts may imply an unjust world, whereas the perpetrator's capture may restore

justice concerns. In turn, this exposure may affect subsequent interpretations of justice-related information (e.g., the next news report), especially when that information was ambiguous (Baumert & Schmitt, 2009). We examined whether exposure to just world information altered visual perception of morally relevant stimuli. In three experiments, we presented moral and non-moral words around the threshold for conscious awareness as part of a lexical decision task. In Study 1, participants identified moral words more frequently than non-moral words—a phenomenon we term the moral pop-out effect (Gantman & Van Bavel, 2013). In two further studies, exposure to injustice moderated the moral pop-out effect, such that injustice exposure increased identification of moral (but not non-moral) words. In Study 2, individuals who read a false article about a stabbing, in which the culprit is either at large (vs. captured) exhibited a greater moral pop-out effect. In Study 3, individuals saw faces of wanted men from the NYPD website: either 2/11 or 9/11 had the word "arrested" over their faces. Individuals who saw fewer apprehended men show a greater moral pop-out effect. Taken together, exposure to injustice may allow moral words to reach the threshold for perceptual awareness earlier than non-moral words.

Paper #2
Authors: Erin Hennes (University of California, Los Angeles), Benjamin Ruisch (Cornell University), & John T. Jost (New York University)
Title: *The influence of system justification, religiosity, and media exposure on factual knowledge of climate change evidence*
Abstract: Recent findings indicate that, to the extent that environmental initiatives are seen as threatening to our socioeconomic system, individuals may be motivated to deny environmental problems in order to justify the status quo (Feygina et al., 2010). This denial is facilitated by misremembering evidence of climate change to be less catastrophic (Hennes, 2013), and reduces pro-environmental behavioral intentions (Feygina et al., 2010). Although this research has demonstrated that system justification distorts processing of newly encountered information in controlled settings, it is unclear whether climate change skeptics also have a biased perception of scientific evidence in everyday life. We address this question using data from focus group interviews with Republican and Independent voters from Indiana and Pennsylvania. Participants were asked to discuss their attitudes, beliefs, and sources of information about climate change, science, and politics. We content analyzed these interviews across a range of constructs including system justification, religiosity, and media exposure. In addition, we assessed participants' factual knowledge of climate science. We examine the extent to which participants (a) express skepticism of climate change, (b) report receiving environmental information from nonscientific sources, (c) defer control over the environment to God (vs. oneself or the government), and (d) spontaneously make factually inaccurate claims about climate change.

Paper #3
Authors: Jens Bender (University of Koblenz-Landau), Tobias Rothmund (University of Koblenz-Landau), Peter Nauroth (Philipps-University Marburg), Mario Gollwitzer (Philipps-University Marburg)
Title: *Motivated processing of social science research – How threatening basic moral values promotes value-reaffirming behavior*
Abstract: Social science research on moral issues (e.g., economic inequality, same-sex adoptions, media violence) is relevant to people's moral values (e.g., justice, equality, nonviolence). Based on the value protection model of justice reasoning (Skitka & Mullen, 2002), we argue that threatening a moral value promotes biased information processing and pro-value behavior directed at reaffirming the threatened value. In the context of the violent video games debate, we investigated whether perceived threat against nonviolence as a moral value promotes selective exposure and biased evaluation of scientific research on effects of violent video games as well as value-reaffirming

behavior (e.g., support for political actions against violent video games). In two experimental studies, we threatened nonviolence as a moral value, measured participants' level of pacifism (one week prior to the experiment), presented them scientific evidence on the harmfulness of violent video games, and measured value-reaffirming behavior. Results of Study 1 (N = 72) indicated that threatening nonviolence promotes selective exposure to violent video game research and support for political actions against violent video games. Results of Study 2 (N = 112) showed that threatening nonviolence promotes biased evaluation and public expressions of approval for harm-confirming scientific evidence. In both studies the effects were moderated by pacifism and even held after controlling for attitude-consistency effects.

Paper #4
Authors: Peter Nauroth & Mario Gollwitzer (Philipps-Universität Marburg)
Title: *When science stigmatizes: Collective action against perceived stigmatization by social science research*

Abstract: With new communicational features provided by Web 2.0 people more often discuss and sometimes harshly discredit certain scientific results in social networks or blogs. Especially when social groups are negatively affected by research findings (e.g., when these findings demonstrate that playing violent video games can increase aggression), group members might perceive this research as an unfair stigmatization and a threat to their social identity. Strongly identified group-members are particularly likely to adopt identity-enhancing strategies in order to cope with this perceived stigmatization and threat and maintain a positive social identity. One identity-affirming strategy might be to publicly post discrediting comments about the respective research. This explanatory framework can be used to explain the escalation of hostile, devaluing, and contemptuous posts in social networks or web forums. In three studies we tested this framework (and its premises) by showing that strongly identified gamers feel stigmatized and unjustly treated and more often post negative comments about the research on violent video games when the findings threaten their social identity. However, negative posting was reduced in strongly identified gamers after receiving a group-affirmation. One possible implication of these results is that social groups who might feel stigmatized by social science research should be given voice before, during, and after conducting (and communicating) such research.

Symposium 1.5: Does a Liberal vs. Conservative Framework Shortchange Explanatory Power? Towards a Dynamic Two-Dimensional Approach to Ideology

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-19

Chair: Ian Hansen (York College, CUNY)
Abstract: Political psychological research has made progress in identifying the psychological dimensions of political divides, particularly the liberal vs. conservative (LvC) divide in the U.S. (Jost et al., 2003; Graham et al., 2009). While the LvC divide is at least weakly correlated with many of the major policy and culture clashes that grab headlines in the U.S. and abroad (Jost et al., 2008), some issues (like NSA wiretapping, indefinite detention, imprisonment of whistleblowers and journalists, and drone assassinations) may internally divide liberals and conservatives more than they divide liberals from conservatives. Our symposium presents evidence that two-dimensional and dynamic accounts of ideology offer more explanatory power than static LvC accounts. Our presentations will focus on (1) evidence that experimental framing manipulations can dramatically shift the correlations

of different measures of conservatism to each other and to an ostensibly conservative policy position (support for torture), (2) evidence that moral priming can affect changes in attitudes towards torture independent of LvC identification, and (3) evidence that a portrayal of tension between Care-Fairness morality and Ingroup-Authority-Purity morality (Graham et al, 2009) results in participants distancing themselves from the latter, regardless of LvC identification. Discussion will draw on the implications of these findings for why and how to move beyond static one-dimensional models of ideology.

Paper #1
Authors: Abraham Dickey & Ian Hansen (York College, CUNY)
Title: *The religious are opposed to torture and social domination... unless they imagine religion going with harm and unfairness*

Abstract: Evidence from a yourmorals.org survey suggests that (1) religiosity, Right Wing Authoritarianism (RWA), Social Dominance Orientation (SDO) and support for torture are all correlated with conservative (vs. liberal) identification, and yet (2) when controlling for RWA, religiosity is negatively related to SDO and to support for torture. In three follow up experiments, we randomly assigned participants to one of two conditions. One was a "Moral Foundations Compatible" (MFC) condition in which the moral foundations of Care and Fairness (CF), and In-group, Authority and Purity (IAP) (Graham et al, 2009) were presented as either fully shared or fully rejected by the two major groups in a hypothetical society. The other was a "Moral Foundations Incompatible" (MFI) condition portraying one group in a hypothetical society embracing only CF and the other group as embracing only IAP values. In all three studies we found that participants in the MFC condition showed the same pattern of prediction found in the yourmorals.org sample, with religiosity negatively predicting SDO and support for torture when controlling for RWA; in the MFI condition, however, religiosity was unrelated to SDO and support for torture. The results suggest there is often tension between religiosity and other "conservative" traits and policies, but this tension can be reduced by portraying the more religious dimension of conservatism (IAP) as potentially incompatible with care and fairness.

Paper #2
Authors: Bennett Callaghan (University of Illinois-Urbana-Champaign) & Ian Hansen (York College, CUNY)
Title: *Torture is not liberal or conservative: It's just morally untranscendent*

Abstract: We will present evidence on how different moral schema impact attitudes towards torture. Before evaluating various coercive interrogation (CI) techniques, participants read one of three morality-relevant conditions that primed schema—Personal Interest (PI), Norm Maintenance (NM), or Principled Norm-Transcendence (PNT)—implicit in Kohlberg's (1984) preconventional, conventional and postconventional reasoning. Participants exposed to more transcendent schema supported using fewer CI techniques on two hypothetical detainees. The correlations between valuing information, punitiveness, and recommending CI techniques also differed significantly by condition: the strongest inter-correlations were in the PI condition and the weakest were in the PNT condition, implying substantive changes in reasoning about how torture might be justified. Moral priming produced effects on support for torture independent of liberal vs. conservative identification, and religiosity and authoritarianism made opposing predictions of such support despite both being conservative traits. Conservative identification also became more exclusively defined by religiosity and less by authoritarianism and social dominance among participants primed with more transcendent schema. The results highlight a dimension of moral difference on questions of interrogation and torture that is independent of liberalism/conservatism.

Paper #3
Authors: Rafael Salas & Ian Hansen (York College, CUNY)
Title: *Even conservatives prefer care and fairness to ingroup, authority and purity when imagining them as incompatible*
Abstract: We will present evidence that imagining a "Moral Foundations Compatible" (MFC) condition vs. a "Moral Foundations Incompatible" (MFI) condition affects endorsement of conservatism-related variables. MFC portrays a hypothetical social divide in which one group embraces all five moral foundations—Ingroup, Authority, Purity (IAP) and Care Fairness (CF) (Graham et al, 2009)—and the other group rejects all five. MFI portrays a divide in which one group embraces only IAP foundations and the other embraces only CF foundations. MFI participants had lower scale means along three different measures of conservatism—"Conservation" from the Schwartz Value Scale (Schwartz, 1994), IAP morality from the Moral Foundations Questionnaire (Graham et al, 2011), and Right Wing Authoritarianism. Ideological identification—liberal vs. moderate. vs. conservative—did not moderate this effect. Religiosity, Social Dominance Orientation and support for torture did not differ between conditions. Since the MFI condition associates socially conservative IAP values with the rejection of care and fairness values, participants may have felt forced to choose between them, and, whether liberal or conservative, they generally distanced themselves from IAP values rather than CF values. This "liberal" prioritizing of CF over IAP values (Graham et al, 2009) appears to be manifest across the liberal vs. conservative spectrum if participants face an explicit choice between the two axes of morality.

There will be a coffee break sponsored by Springer Publishing Co. from 11:00 AM - 12:00 PM

FRIDAY
11:20 AM – 12:40 PM
CONCURRENT SYMPOSIUM SESSIONS 2.1 - 2.6

Symposium 2.1: Can Participatory Paradigms Help to Bridge Research and Practice? Using the Experiences of Criminal Justice-Involved Women and Men to Shape the Development Reentry Services that Expand Opportunities

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-25

Chair: Claudia E. Cohen (Teachers College, Columbia University)
Abstract: This session presents case studies of two community based organizations whose work develops spaces and services for formerly incarcerated women and men to construct non-criminal justice involved futures. These narratives offer insight into how the lived experiences of individuals with justice involvement can complement the contributions of academic research and practitioners' models in shaping a social service organization's philosophy, policies and practices. The studies incorporate the voices and lived experiences of their clients in different ways. The Fortune Academy study was collaborative; the participatory research team consisted of psychology professors and

students, and clients and staff from the Academy. Rev. Vivian Nixon will describe her experiential learning in transitioning from prisoner to client/student of College and Community Fellowship, to its Executive Director. While participatory action research to study social (in)justice is not new, this session will discuss the potential for generating new insights about reentry through participatory paradigms as well as some of the challenges inherent in collaborative research . Claudia Cohen will describe interview results and Stanley Richards will describe the experience and impact of collaborative participation on the Academy. Rev. Nixon will describe how CCF creates a space for justice-involved women to complete college successfully. Glenn Martin will discuss advocacy and leadership development.

Paper #1
Authors: Claudia E. Cohen (Teachers College, Columbia U.), Stanley Richards (Fortune Society), Rev. Vivian Nixon (College and Community Fellowship), & Glenn Martin (JustLeadershipUSA)
Title: *How a residential program for formerly incarcerated men and women creates a laboratory for constructing new futures: A collaborative case study*
Abstract: Fortune Academy is a self-described "laboratory" for growth with an unconventional founding story and philosophy. Clients, arrive from prison via homeless shelters, and spend up to 2 years. They are charged with engaging with the comprehensive services offered and caring for the space and fellow residents as if it were "home." Semi-structured interviews were conducted with both senior leadership and residents. All were asked to describe the philosophy, policies and practices of the Academy. Clients were also asked to describe the impact of the culture on their forward journey and their definitions of "success." The Academy is deeply purposeful about embodying its philosophy (unconventional among housing and services providers) in policies and practices. The founder's commitment to honoring clients' experiences and seeing their potential resonates within the culture. Examples include hiring justice involved individuals (~50% of staff), accepting applicants regardless of record and seeing clients as more capable than they see themselves. A low bar for entry is balanced by high expectations along with a philosophy of "second chances", based on developmental models of change and growth. We compare residents' understanding and experience with those of the leadership, providing feedback about the implicit causal model for "success" embodied in the design of the Academy's culture. We will also touch on how the participative paradigm affected the design and analysis.

Paper #2
Author: Stanley Richards (Senior Vice-President, Fortune Society)
Title: *A collaborative case study of services and housing for formerly incarcerated men and women: How participation impacted the team and its learnings*
Abstract: This paper describes the participatory case study process and knowledge generated through the intersection of academic researchers with Fortune Academy client residents and staff (Torre, 2005.) We suggest that neither a case study conducted solely by academic researchers nor a self-evaluation by organizational staff would have created a similar team process nor measures. Examples of team sessions that led to new, collaborative understandings will be discussed as will the challenges: the need to develop a "third culture", neither academic research team protocol nor the Academy's community meeting culture. Stanley Richards will reflect on the impact of the project on the wider organization. He will describe how client-impacting policies and practices were raised and debated in the research team meetings and how these discussions reverberated in senior staff meetings where similar issues were addressed. The team process deepened the academic co-researchers' understanding of prison and post-release experiences that client team members took for granted. Also, clients and staff reported being enriched by the collaboration and the demystification of the research process. The Academy's commitment to respecting the voice of the client has

therapeutic benefits (e.g., clients to learn constructive self- expression through modeling the actions of the staff and peers) and it enriches the cultural competence of the Academy.

Paper #3
Author: Rev. Vivian Nixon (Executive Director, College and Community Fellowship)
Title: *College and community: Discerning "what works"*
Abstract: College and Community Fellowship a nonprofit organization in NYC, stresses college completion, social capital and career development so that justice-involved women can construct lives beyond the glass ceiling of prisoner reentry. CCF also works to remove structural barriers to higher education for all people with criminal a history. Rev. Nixon will discuss some of the troubling paradoxes of current access to higher education. The female prison population in NY State increased 580% (between 1973 and 2009). As a college education has become more necessary for success, the formerly incarcerated have been financially expelled from funding ineligibility. Colleges increasingly screen applicants for criminal history despite evidence that college involvement significantly decreases the likelihood of re-offending/ re-incarceration. For those who do attend college, social, academic, and psychological support is limited. These practices disproportionately impact communities of color. The voices of CCF college students and alumnae have informed its program development. When CCF first launched, an evidence-based model paired justice involved women with college graduate mentors. CCF learned that community with a cohort of other justice involved women in college was at the heart of what nurtured these women's success. From this community emerged leaders in professions such as substance abuse recovery, prisoner reentry and housing in NYC. Advocacy for parity is called for.

Discussant: Glenn Martin (Founder, JustLeadershipUSA)

Symposium 2.2: Multiple Perspectives and Parties to the Justice Encounter

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-04

Chairs: Russell Cropanzano (University of Colorado, Leeds School of Business) & Marion Fortin (BSP Business School Berlin Potsdam and CRM Toulouse)
Abstract: Much of the organizational justice literature has examined fairness within the context of hierarchical work relationships. Typically, the transgressor has been understood to be a supervisor/agent of the organization, while fairness perceptions have been gathered from the subordinate as recipient. This symposium presents four studies that broaden this focus. In the first presentation, Wiesenfeld and colleagues compare recipients of fair and unfair treatment to two types of observers – internal observers who are more involved in the situation and external observers who are less involved. They found that in some contexts, recipients, internal observers, and external observers have different preferences and perspectives regarding the fairness of leaders. In our second talk, Lavelle et al. examine different sources or foci of just and unjust treatment. In a comparison of supervisory justice to organizational justice, they find that each type best predicts criterion variables that are directly relevant to the source in question. In the third study, Reitman and her colleagues directly examine the effects of hierarchical level, finding that it moderates affective responses to injustice. In our fourth and final presentation, Fortin et al present a series of studies that explore the sets of justice rules people use, depending upon whether the actor is a supervisor or peer.

Paper #1
Authors: Batia M. Wiesenfeld (Stern School of Business, New York University), Adam D. Galinsky (Columbia School of Business, Columbia University), Naomi B. Rothman (Lehigh University, College of Business and Economics), Sara L. Wheeler-Smith (Warrington College of Business, University of Florida)
Title: *Selecting leadership: Recipients' and third parties' concern for fairness*
Abstract: Most organizational justice research focuses on the perspective of decision recipients. Fairness events often occur within social hierarchies, however, and even though recipients' concerns are critically important to the success of justice events and the organizations in which they occur, recipients are seldom involved in selecting the leaders who make and carry out those decisions. Instead, leader selection is generally carried out by third parties – those who are neither the leaders who must implement process fairness nor the recipients who must live with its consequences. In this research, we explore the possibility that there are systematic differences in the fairness-based leadership choices of decision recipients and third parties. We find that when given a choice between two candidates who differ with respect to how procedurally fairly they have behaved in the past, third parties are significantly less likely than recipients to select the fair candidate. The stronger tendency for recipients to select fair leaders is especially pronounced when outcomes are expected to be unfavorable – suggesting that tough times lead third parties to prefer tough leaders but recipients prefer more tender ones. Both recipients and third parties exhibit stronger preference for the fair leader when favorable outcomes are expected, despite prior research suggesting that process fairness has a more pronounced positive effect on recipient reactions when outcomes are unfavorable.

Paper #2
Authors: James J. Lavelle (College of Business, University of Texas, Arlington), Alankrita Pandey (Eastern Michigan University), Gary C. McMahan & Jennifer G. Manegold (College of Business, The University of Texas at Arlington)
Title: *The effects of multi-foci justice on emotional exhaustion, social exchange relationships, and turnover intention: An injustice as stressor and target similarity perspective*
Abstract: While researchers suggest that unfairness may be viewed as a stressor (Vermunt & Steensma, 2001), little is known about the extent to which different sources of justice may impact emotional exhaustion. Using a sample of 135 full-time nurses, our field study examines the effects of multifoci justice from both an injustice as stressor and a target similarity perspective (Lavelle, Rupp, and Brockner, 2007). Drawing from a stressor perspective, we argue that more proximal sources of justice (managerial procedural justice) exert a stronger impact on emotional exhaustion than do more distal sources (organizational procedural justice). Through regression analyzes, our results show that managerial procedural justice uniquely predicts emotional exhaustion, whereas organizational procedural justice does not. Drawing from the multifoci, social exchange based mechanisms of the target similarity model, we hypothesize and find that organizational procedural justice better predicts perceived organizational support, whereas managerial procedural justice better predicts perceived managerial support. Finally, our results show that managerial procedural justice uniquely predicts turnover intention (whereas organizational procedural justice does not) and that this relationship is partially mediated by emotional exhaustion. The implications and limitations of our study will be discussed.

Paper #3
Authors: Laura Reitman & Steven Blader (Stern School of Business, New York University), & Ya-Ru Chen (Johnson Graduate School of Management, Cornell University)

Title: *Justice from above and below: The moderating effect of relative rank on procedural justice reactions*

Abstract: While an extensive body of research documents the importance people place on procedural justice, this work has almost exclusively focused on the justice that relatively lower-ranked parties experience in their encounters with relatively higher ranked parties. There has been far less attention to the opposite pattern of influence, which raises the question of whether relative rank impacts reactions to procedural justice. The current studies explore this issue, and consider the moderating effect of relative rank on group-focused, affective, and interpersonal reactions to procedural justice. The studies explore this issue through the lens of two prominent theories of procedural justice: the relational models and the uncertainty management models. The results of these studies indicate that relative rank influences reactions to procedural justice for group-focused reactions, but not affective (Studies 1 and 2) or interpersonal (Study 2) reactions. These findings are interpreted as consistent with the relational models of justice. Overall, these studies highlight the importance of investigating justice dynamics across various levels of relative rank.

Paper #4
Authors: Marion Fortin (BSP Business School Berlin Potsdam and CRM Toulouse), Russell Cropanzano (Leeds School of Business, University of Colorado at Boulder), Natàlia Cugueró-Escofet (IESE Business School, Universidad de Navarra), & Thierry Nadisic (IESEG School of Management, LEM-CNRS)
Title: *Justice rules and fairness judgments in relation to peers and supervisors*

Abstract: We present three studies investigating the normative justice rules by which individuals render fairness judgments directed at peers in comparison with supervisors. We first report the results of an exploratory interview study with 62 working people. Findings showed that when respondents are asked to designate their own justice rules they tend to report not only traditional justice rules but also some rules that were not identified in previous research. Subsequently, we explored these rules in two quantitative studies (n=228 and 458 employees), investigating both the factor structure and predictive power of different justice rules for peers versus supervisors. Results indicated three clear groups of rules for fairness judgments regarding supervisors: outcome justice, task justice, and relationship justice. In contrast, only two groups of justice rules appeared for fairness judgments regarding peers: task and relationship justice. As well, these different groups of rules all predicted overall fairness. Finally, Study 3 found that the contextual variable of friendship was important in predicting how people assess overall justice at work. We show that depending on the closeness of the relationship, several groups of rules appear to matter more or less and they do so in a different way when employees judge managers' or colleagues' fairness.

Symposium 2.3: *New Horizons and Challenges for Moral Foundation Theory*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-21

Chairs: Sharareh Noorbaloochi & John T. Jost (New York University)
Abstract: According to Moral Foundations Theory (MFT; Haidt & Joseph, 2004), there are two primary domains of moral intuitions or "foundations": (1) "individualizing" foundations having to do with fairness and the avoidance of harm, and (2) "binding" foundations that emphasize in-group loyalty, deference to authority, and purity. Proponents of MFT suggest that liberals favor individualizing over binding foundations, whereas conservatives value all foundations more or less equally (e.g., Graham,

Haidt, Nosek, 2009). In this symposium, we aim to revisit the psychological underpinnings of moral intuitions and the ways in which they relate to political ideology. Three speakers will highlight recent work that closes the gap between MFT and earlier theories of ideology as motivated social cognition. First, Noorbaloochi, Strupp-Levitsky, and Jost investigate the motivational underpinnings of moral intuitions and demonstrate that conservative morality is linked to system justification tendencies and their psychological antecedents. Second, Napier and Luguri challenge the notion that moral foundations are psychologically stable by shifting evaluations of the five foundations through construal level manipulations. Third, Carnes and Janoff-Bulman question the notion that conservative morality, which stresses the importance of social order over social justice, actually "binds" people together in a communitarian manner. Finally, Haidt will respond to each of the talks in his role as discussant.

Paper #1
Authors: Sharareh Noorbaloochi, Michael Strupp-Levitsky, & John T. Jost (New York University)
Title: *Moral intuitions as a case of motivated social cognition*
Abstract: Moral Foundations Theory (MFT), as proposed by Haidt, Graham, and colleagues, identifies five distinct, ostensibly evolved sources of moral intuition. Although this approach has become increasingly popular when it comes to the study of individual differences in social and political attitudes, little has been done to integrate MFT with the broader literature on political ideology and system justification. We address this shortcoming by investigating the motivational underpinnings of moral intuitions—demonstrating that they are, to a reasonable degree, motivated by the same factors specified by models of ideology as motivated social cognition. While the so-called "binding" foundations are linked to psychological needs to reduce uncertainty and threat, the "individualizing" (or, more appropriately, "humanistic") foundations are motivated by empathic tendencies. We also provide evidence that system justification tendencies mediate the relationship between "binding" intuitions and political conservatism. In this respect and others, the moral valuation of ingroup loyalty, authority, and purity concerns seems to stem from ideological motivation to defend and bolster the existing social structure, that is, the status quo. Implications for moral and political psychology in general and MFT in particular will be discussed.

Paper #2
Authors: Jaime Napier & Jamie Laguri (Yale University)
Title: *Moral mind-sets: Abstract thinking increases preferences for "individualizing" over "binding" moral foundations*
Abstract: Do our moral judgments change depending on whether we are taking a big picture approach versus in a more focused mindset? Construal level theorists have illustrated that abstract (vs. concrete) thinking can affect the way we perceive, interpret, and respond to information. When thinking abstractly, people focus on constructs that are core and consistent across time and contexts. Concrete thinking, by contrast, leads people to equally focus on both peripheral and core features. In our research, we examined how construal level might differentially affect individualizing and binding moral values. In line with predictions, we found that an abstract (vs. concrete) mindset increased people's valuations of the individualizing values (fairness and harm), and decreased their valuations of the binding values (purity, deference to authority, and in-group loyalty). Implications are discussed.

Paper #3
Authors: Nate Carnes & Ronnie Janoff-Bulman (University of Massachusetts-Amherst)
Title: *Trusting others: When the roles of distinct group moralities diverge*
Abstract: Morality functions as social glue, and past work by Haidt and colleagues has suggested that political conservatives, and not liberals, embrace moral foundations that serve this binding

function. More recently, in our Model of Moral Motives we claimed that there are actually two distinct group-based moralities—Social Order and Social Justice. That is, there is also a binding morality, Social Justice, embraced by liberals. Thus Haidt's "conservative advantage" is a consequence of the moral modules he has posited as binding foundations, because Loyalty, Authority, and Purity all reflect Social Order concerns. One distinction between Social Order and Social Justice is that they rely on different binding strategies in the face of adaptive challenges to the group. Social Justice emphasizes collaboration and interdependence in the service of cooperation; Social Order emphasizes strict norm adherence and conformity in the service of coordination. These differences, we propose, suggest unique associations with general trust. We will present research showing that not only is Social Justice positively related to trust and Social Order negatively related to trust in the face of societal challenges, but that Social Justice actually promotes trust and Social Order promotes distrust. These effects remain when controlling for political orientation. Implications for morality, society, and politics will be discussed.

Discussant: Jonathan Haidt (New York University)

Symposium 2.4: _Understanding Law and Justice: An International Perspective_

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-24

Chair: Stefan Liebig (Bielefeld University)

Paper #1
Authors: Kylie Fisk & Adrian Cherney (University of Queensland)
Title: _Antecedents and consequences of government legitimacy in post-conflict societies: A case study of Nepal_
Abstract: Nepal was selected as the case study for a project examining government legitimacy in post-conflict societies. Broadly speaking, institutional legitimacy is recognized as essential for citizens' compliance, and long-term state stability; thus, establishing legitimacy is primary for new authorities seeking state resilience in the fragile post-conflict state. Procedural justice is often identified as the main predictor of legitimacy across fields including social psychology and criminology, and this project seeks to test the procedural justice model in the context of establishing the legitimacy of a new government following civil war. The project situates the results within Nepal's strict and intricate caste system. Participants were 1500 Nepalese citizens, randomly selected nationwide in 2012, who completed a survey measuring their perceptions of procedural justice, distributive justice, voice, government performance, and government legitimacy. Variation in the relationship between procedural justice and legitimacy is explained using key concepts in social identity theory, including strength of national vs. caste/ethnic identity, along with sociostructural variables including perceived status and power of participants' caste/ethnic group, and the legitimacy and stability of intergroup differences. Finally, resistant and dismissive defiance are used to explain variation in the relationship between perceived government legitimacy and support of violent political action.

Paper #2
Author: Eun-Jung Kim (Wayne State University)
Title: _Separating sovereignty and consent in international law_

Abstract: This paper examines the relationship between the sovereign equality among states and the consensual basis of international law. This paper will argue - against the widely accepted view - that sovereign equality does not entail a consensual legal system in which obligations are self-generated by the will of states through their consent. The idea of sovereign equality has two components: (1) states have supreme legislative authority within the polity and independence from external actors in ordering their internal affairs, and (2) states mutually recognize other states' independent status. This paper offers three arguments against the view that sovereign equality requires state consent to create binding rules of international law. The first argument shows that the concept of sovereignty cannot give rise to supreme legislative authority over the legislative domain of international law, where authority is shared among states. The second argument shows that the concept of sovereignty cannot generate the consensual requirement for rules governing the interactions between states. And the third argument shows that it is coherent to attribute sovereign status to states within a non-consensual system of international law.

Paper #3
Authors: Swikar Lama, Purnima Singh, & Ravinder Kaur (Indian Institute of Technology, Delhi)
Title: *Determinants for the acceptance of restorative justice by victims of domestic violence in India*
Abstract: Restorative justice in cases of domestic violence have always proved to be intriguing as the acceptance of this form of justice by the victims is influenced by the dynamics of various factors. This study divulges the various determinants in victim's choice of justice. Apart from the socio-economic conditions which sometimes compel the victims to accept restorative justice; there are other intrinsic and mediating factors which play an important role in the decision making of the victims. This study is based on 40 case studies done on women victims of domestic violence in Delhi and Darjeeling. With the victims ranging over a wide spectrum of socio-economic conditions and culture this study has looked at these determinants through an intersectional perspective. This study juxtaposes determinants of restorative justice vis-a-vis determinants of forgiveness. Victim's notion of justice, self-attribution and religious beliefs were some of the intrinsic factors which determine the victim's choice of justice. The cause of injustice, nature of injustice and the perpetrator of injustice were some of the mediating factors in the victim's choice of justice. The dispensers of justice influence of parents and family on the victims and the personality of the offenders were also some of the determining factors. Victim's relationship with the perpetrator and relationship of the perpetrator with his children also influenced the decision making of the victim.

Paper #4
Authors: Stefan Liebig, Carsten Sauer, & Peter Valet (Bielefeld University)
Title: *Why is justice important in modern societies? A theoretical explanation applying the theory of social production functions and an empirical test*
Abstract: Sociological justice research is concerned with two fundamental questions: (1) Why is justice in modern societies regarded as an important value? And: (2) Why are there shared notions of justice within and between societies? Past research provides sufficient empirical results to answer both questions. But most of this research has been carried out without a sound theoretical foundation. Explanations for the two fundamental questions are often derived from ad hoc predictions and were not coherently deduced from theoretical models of human behavior. This paper is a step towards filling this theoretical gap. It focuses on the first question and uses the Theory of Social Production Functions (SPF) as a starting point. SPF is expanding the classical rational-choice model by integrating insights from sociology and behavioral sciences. The basic assumption is that humans seek to realize two fundamental needs – physical well-being and social approval – and that loss aversion is a fundamental force guiding behavior. We present three arguments on the instrumentality of justice – i.e. why rational actors will regard justice as an important goal in different social

aggregates – and derive hypotheses under which conditions justice may be more or less important for individuals. We test these predictions using data from a recent German population survey. The results are consistent with our theory and show that justice is seen as a precondition for satisfying the two basic needs.

Symposium 2.5: *Emotion, Memory, Injustice, and Restoration*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-19

Chair: Ron Cohen (Bennington College)

Paper #1
Author: Ron Cohen (Bennington College)
Title: *Memory, Narrative, and Ritual in Restorative Justice*
Abstract: Restorative justice practices involve triadic relations that operate at micro (interpersonal), meso (group, community), and macro (state) levels of social relations. All involve dramatic face-to-face interaction among those who were harmed, those believed to have caused the harm, and participant-observers who share a social identity with them. These practices allow (or require) participants to publicize their individual memories of the conflict by constructing narratives of their experience. These two individual, and now public, narratives provide the basis for an attempt to construct a shared public memory that incorporates the elements all can acknowledge. The ritualized, and thus emotionally laden, nature of restorative justice practices aim either to reinstate or restore previously shared values, or to provide a foundation for creating a new value consensus. Theory and research on restorative justice--at the meso and state levels--will be employed to demonstrate the central importance of memory, narrative, and ritual in these practices.

Paper #2
Authors: Nadya Vasilyeva (Brandeis University) & Saray Ayala (Carlos III University of Madrid / MIT)
Title: *Consequences of silence: Responsibility for allowing sexist, racist and homophobic speech*
Abstract: We argue that sexist/racist/homophobic presuppositions introduced by a speaker in a conversation can have harmful consequences for a broader audience - observers of the conversation, and ultimately the whole society - unless such presuppositions are blocked by the other interlocutor. We draw upon the contrast between common ground (what all participants in a conversation take for granted, Stalnaker, 1974) and conversation score (what is taken for granted in a conversation, regardless of participants' uptake, Lewis, 1979). In the absence of blocking presuppositions are accommodated into the conversation score, but not necessarily into the common ground. The listener can fail to call out a presupposition explicitly for multiple reasons, ranging from sharing the presupposed beliefs to simply choosing to "pass" in order to meet other conversational goals. In the former case, the common ground and the conversation score coincide; in the latter, there is a mismatch. Importantly, from the standpoint of an observer, the former is more likely. In other words, to an observer, absence of blocking signals endorsement, leaving the observer with the impression that both the speaker and the listener share the oppressive belief. This interpretation normalizes oppressive ideology, by making it seem commonly accepted. We claim that listeners who do not block harmful presuppositions are responsible for the perpetuation of oppressive beliefs by inflating the perceived rates of their endorsement.

Paper #3
Author: Purnima Singh (Indian Institute of Technology, Delhi))
Title: *Injustice and collective action: Role of contextual and psychological factors*
Abstract: Several studies have demonstrated that perceived or felt injustice has been found to motivate people to engage in collective action. Some recent research has started examining the pathways that mobilize people for collective action. The present study examined the pathways to collective action in the context of two major mass actions in India: one the anti-corruption movement, and the other, the Delhi gang rape case. The study examined the role of felt injustice, social emotions (anger, contempt, frustration), self-efficacy and strong identification with the issue as predictors for support for collective action. The findings suggest that support for mass actions are influenced by a host of contextual factors as well as psychological factors.

Paper #4
Author: Andrea Kozáry (National University of Public Service, Faculty of Law Enforcement, Budapest, Hungary)
Title: *Police and ethnic minority relations in three European countries*
The COREPOL (Conflict Resolution Police and Ethnic Minorities) project aims to provide a comparative European perspective on restorative justice in the context of conflicts between police and minority populations. The research was conducted in three different countries on three major ethnic and national minority groups. In Hungary Romas, in Germany Turks, in Austria Sub-Saharan Africans were examined as well as the members of the police forces, and stakeholders (local churches, NGOs etc.). In all countries 2-3 different types of communities (rural, town, capital city) were scrutinized through semi-structured interviews. The interviews concentrated on the police-minority relations with special emphasis on the two-sided prejudices, police contact and misconduct, and the opinions regarding mediation practices. Our results indicate that mediation is not perceived as a sufficient solution, nor supported by either parties, and that racial profiling seems to be prevalent in the police forces. We propose that the barriers between the police and the minorities should be dismantled through proactive policy-making (e.g. community policing), good practices (e.g. procedurally just practices), and better training of the police forces. Restorative justice techniques might be a fruitful solution to face future challenges however in the present circumstances they do not seem to be a feasible approach to mitigate the tensions between the police and racial minorities in the countries in focus.

Symposium 2.6: *When and Why Do We Punish?*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-15

Chairs: Jay Van Bavel & Elizabeth Phelps (New York University)

Paper #1
Author: Peter Sokol-Hessner, Oriel FeldmanHall, Jay Van Bavel, & Elizabeth Phelps (New York University)
Title: *Restoring justice: Punishing on behalf of another, but not for oneself*
Abstract: Classic social psychology and experimental economics studies argue that punishment is the ubiquitous response to violations of fairness norms. Here we show that expanding choice options

(e.g. to include compensation of the victim) reveals that alternative forms of justice restoration are strongly preferred to punitive measures. Furthermore, we find that these other-regarding preferences for justice restoration are differentially deployed depending on the perspective of the deciding agent. When personally targeted by a fairness violation, individuals prefer to compensate themselves and apply no punishment to the transgressor. However, when observing a fairness violation targeted at another, individuals prefer to both compensate the victim and punish the transgressor, arriving at the choice significantly faster than they do when making the same decision for themselves. Together, our findings challenge the classic theory that humans have strong other-regarding preferences to punish violators of fairness norms. Instead, it seems that we only punish when we must; when there are other options to restore justice, punishment is no longer preferred.

Paper #2
Authors: Fangfang Tan (Max Planck Institute for Tax Law and Public Finance) & Erte Xiao (Carnegie Mellon University)
Title: *Third-party punishment: Retribution or deterrence?*
Abstract: We conduct an experiment to examine the role of retribution and deterrence in motivating third party punishment and, in particular, how the role of these two motives may differ according to whether the third party is a group or an individual. In the experiment, third parties are empowered with the right to uphold or negate punishments proposed by players in a PD game. We vary the timing with which third party punishment decisions are revealed across treatments: some are imposed ex-post (after players' decisions) and thus can only be retributive, while others are threatened ex-ante (before players' decisions) and hence could be used to deter defectors. In all cases, third parties must specify punishment amounts upon approving punishment proposals. We fin the timing of revealing punishment decisions affects groups rather than individual third parties, since only groups punish more when punishment embeds deterrence, while individuals punish similarly. The results suggest that, while individual third-party punishers are mainly driven by the retribution concern, group third parties are more reactive to the deterrence concern.

Paper #3
Authors: Marlon Mooijman, Wilco Van Dijk, Eric Van Dijk, & Naomi Ellemers (Leiden University)
Title: *Why the powerful punish unethical behavior: Deterrence as motive for punishment and the mediating role of distrust*
Abstract: The current research examines how power, a universal aspect of social life, affects the reason why people punish through changing the extent to which people place trust in others. Specifically, we tested the prediction that psychological power increases the use of deterrence as a punishment motive through undermining people's trust in others. In three studies – which employed a range of power measures, unethical behaviors and punishment and trust measures, we demonstrated that the experience of power increases the reliance on deterrence as a punishment motive and increases the implementation of punishments to achieve this end (i.e., public punishments; naming and shaming rule-breakers; mandatory minimum-sentences). In addition and importantly, our results show why this occurs. Namely, experiencing power undermines an individuals' trust in others, such that expecting that others are more likely to breach ethical rules accounted for the observed relationship between psychological power and deterrence. These findings contribute not only to our knowledge about the psychological determinants of punishment motives (i.e., deterrence) by uncovering the role of power and distrust but also to our knowledge about in what ways those in power enact justice.

FRIDAY
1:00 – 3:00 PM
LUNCH and AWARD PRESENTATIONS
Kimmel Center for University Life, 60 Washington Square South

3:20 – 4:40 PM
CONCURRENT SYMPOSIUM SESSIONS 3.1 – 3.6

Symposium 3.1: *Moral Judgment and Conceptions of the Self*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-25

Chair: Joshua Knobe (Yale University)

Paper #1
Authors: Daniel Bartels (University of Chicago), Trevor Kvaran (University of Arizona), & Shaun Nichols (University of Arizona)
Title: *Selfless giving*
Abstract: In a series of studies, we predicted and found that people who anticipate more personal change over time give more to others. We measured and manipulated participants' beliefs in the persistence of the defining psychological features of a person (e.g., his or her beliefs, values, and life goals) and measured generosity, finding support for the hypothesis in three studies using incentive-compatible charitable donation decisions and one involving hypothetical choices about sharing with loved ones.

Paper #2
Authors: Oleg Urminsky (University of Chicago, Booth School of Business)
Title: *To know and to care: How awareness and valuation of the future jointly shape financial decisions*
Abstract: We show that financial decision-making in the present is jointly affected by the motivation to provide for one's future self and awareness of long-term implications of one's choices. Feeling more connected to the future self—thinking that the important psychological properties that define your current self are preserved in the person you will be in the future—results in lower discount rates, motivating people to make decisions that they recognize as more prudent and less myopic. We find that when opportunity costs are prompted: (i) connectedness and discount factors predict restrained spending, (ii) measured and manipulated connectedness reduces purchasing, (iii) manipulated connectedness affects choices by changing the valuation of future outcomes (as measured by time discounting), and (iv) increasing connectedness increases price sensitivity. The valuation of future outcomes only affects financial decisions when people are either explicitly reminded of or spontaneously consider tradeoffs between their short-run and long-run interests. Implications for the efficacy of information-based behavioral interventions and intertemporal public policy tradeoffs are discussed.

Paper #3
Authors: George E. Newman, Paul Bloom, Julian De Freitas, & Joshua Knobe (Yale University)
Title: *The true self as an essential explanatory framework*

Abstract: The belief that individuals have a "true self" plays an important role in many areas of psychology as well as everyday life. This talk will review a recent line of research suggesting that people have a general tendency to conclude that the true self is fundamentally good—i.e., that deep inside every individual, there is something motivating him or her to behave in ways that are virtuous. A series of studies document this basic phenomenon showing that, for example, observers are more likely to see a person's true self reflected in behaviors they deem to be morally good than in behaviors they deem to be bad; observers own moral values influence what they judge to be another person's true self; and, this normative view of the true self is independent of the particular type of mental state (beliefs vs. feelings) that is seen as responsible for an agent's behavior. This talk will also review research demonstrating that beliefs in the true self have important downstream consequences for many other types of social attributions including determinations of (a) what a person values, (b) whether a person is happy, (c) whether a person has shown weakness of will, and (d) whether a person deserves praise or blame.

Paper #4
Authors: Jamie Luguri & Jaime Napier (Yale University)
Title: *Threats to personal control increase support for economic redistribution*

Abstract: What kind of psychological factors lead people to become more supportive of economic equality and wealth redistribution? In the current work, we leverage research that has shown that people engage in compensatory processes to reestablish a sense of control when their own agency is threatened by looking to external sources of control (e.g., Kay et al., 2009), and propose that support for economic liberalism increases when people feel a threat to their personal control because investing in a "big government" is a way to reassert that the world is non-random. We find that people who report feeling less in control in their lives also report being more in favor of wealth redistribution (Study 1). We also find that experimentally inducing people to feel a lack of control leads people to become more supportive of economically liberal policies that promote economic equality (Studies 2-3). Furthermore, we created a novel economic game and told participants they either had control over which position they played the game as (vs. not), and found that participants who believed they had control over their role were less supportive of giving a third party the power to redistribute wealth (Study 4). Overall, this research sheds light on the psychological factors that lead to support for economic equality, and suggest that perceptions of personal control are an important determinant of support for liberal economic policies like wealth redistribution.

Symposium 3.2: *Exploring the Psychology of Punishment*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-04

Chairs: Mario Gollwitzer (Philipps-University Marburg) & Friederike Funk (Princeton University)
Abstract: With an increasing interest in moral intuitions, foundations, and convictions, research on the cognitive processes involved in laypersons' punitive judgments has gained momentum. Specifically, this research has shown that asking people directly how they appraise a transgression,

what they want to achieve by punishing the transgressor, and what they would consider a "fair" punishment may reflect only parts of the cognitive processes involved in punitive judgments. Therefore, recent research has increasingly used indirect methodologies to explore these processes. The present symposium aims at bringing together these different approaches: Okimoto and Gromet (Paper #1) explore the cognitive processes that may explain the effects of political ideologies on punitive attitudes. Funk and McGeer (Paper #2) show that punishment is only satisfactory when it effects a change in the offender's attitudes. Gollwitzer, Braun, & Funk (Paper #3) test whether people spontaneously approve or disapprove of direct retaliation (i.e., an eye for an eye) when they learn about a severe personal transgression. Finally, these approaches, methodologies, and findings will be discussed by Justin Malbon. In his discussion, Malbon will focus on the relation between a psychology of punishment and the law; he will reflect whether and how research on the cognitive processes involved in laypersons' punitive judgments can be informative for legal theory (and vice versa).

Paper #1

Authors: Tyler Okimoto (University of Queensland) & Dena Gromet (University of Pennsylvania)
Title: *On the deviance of triangles: Deviance perception partly explains ideological differences in punishment*
Abstract: One of the robust findings in retributive justice research is that political conservatives assign harsher punishment to individuals who break the law. We propose that this political difference may be partly driven by the tendency for conservatives to perceive greater deviance than liberals, even among targets with no social or functional relevance. In three studies, participants were shown geometric figures and were asked to identify the extent to which they were "triangles" (or circles, squares, etc.). More conservative participants reported greater differentiation between true and imperfect shapes than more liberal participants, indicating greater sensitivity to deviance in non-social stimuli. Moreover, shape differentiation predicted harsher punishment of wrongdoers, partly accounting for the relationship between political ideology and retribution. These effects also extended to social policies affecting other marginal members of society (e.g., immigration, welfare, same-sex marriage).

Paper #2

Authors: Friederike Funk & Victoria McGeer (Princeton University)
Title: *Does punishment aim at effecting a change in the offender?*
Abstract: Social psychological research on punishment motives has found that people prefer punishment that is proportional to offense severity. Psychologists have usually interpreted this finding as indicator for people's retributive motives, but there are other potential explanations why punishment should be proportional. Philosophical and psychological scholars have theorized that proportional punishment could be used to communicate to offenders how wrong their behavior was and how much they need to change. Results from two experimental studies show that the kind of feedback punishers receive from the offender after equally severe punishment affects how satisfied punishers are with punishment. Punishers in our studies were most satisfied with punishment when offenders reacted to it with a change in attitude and behavior. These findings indicate that giving offenders what they deserve is per se neither satisfying nor dissatisfying. Our findings suggest that it is important to take the effects that punishment has on the offender into account when one wants to understand its psychological foundation.

Paper #3

Authors: Mario Gollwitzer & Judith Braun (Philipps-University Marburg), Friederike Funk (Princeton University)

Title: *Do people spontaneously approve or disapprove of retaliation?*

Abstract: What is people's intuitive reaction towards retaliation? Research on punitive sentiments suggests that laypersons -- as neutral observers -- use simple heuristics to decide upon "fair" punishment: balance (an eye for an eye) is better than imbalance (nothing for an eye). On the other hand, most people agree that the "eye-for-an-eye" rule is socially undesirable and morally inferior to, for instance, seeking restoration or granting forgiveness. The present study investigates whether people spontaneously approve or disapprove of a retaliatory act when it is consistent with the lex talionis. Participants were introduced to the case of Ameneh Bahrami, an Iranian woman who had been blinded with acid by a jealous suitor. An Iranian court later gave Ameneh Bahrami the opportunity to blind her perpetrator in return, but when the moment arrived, she refrained from doing so. While responding to items regarding their appraisals of the Bahrami case, participants were either instructed to complete a secondary task (cognitive load condition), to think carefully about their responses (deliberate thought condition), or received no further instructions (control condition). Results show that participants in the cognitive load condition approved more of Ameneh Bahrami's decision to refrain from blinding the perpetrator than participants in the other two conditions. These and other results will be discussed in the light of recent theorizing on moral intuitions.

Discussant: Justin Malbon (Monash University)

Symposium 3.3: *What Licenses, Fuels, and Heals Acts of Prejudice?*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-21

Chair: Fiona Kate Barlow (The University of Queensland)

Paper #1
Authors: Fiona Kate Barlow, Michael Thai, & Matthew J. Hornsey (The University of Queensland)
Title: *Minority group friendships license majority group members' expressions of prejudice*
Abstract: Friendships with minority group members are typically associated with lower prejudice. There is evidence, however, that majority group members who have minority group friends may also feel more comfortable disparaging that particular minority group. Accordingly, there is research to suggest that majority group members strategically reference minority group friendships to license their expressions of prejudice (e.g. "Some of my best friends are X, but…"). To date, however, there has been no investigation into whether or not minority group friendships are effective moral licensors. The present study empirically tests this research question. White and Asian participants were exposed to a White target in the form of a Facebook profile. The target was photographically depicted with no Asian friends (i.e. only White friends), one Asian friend, or many Asian friends. The Facebook page also contained a racist anti-Asian comment (vs. control) ostensibly posted by the target. Results revealed that when a racist comment was made, being depicted with an Asian friend gave the White target a moral advantage – he was perceived as being significantly less racist than when he was depicted with no Asian friends. This pattern of effects held across both White and Asian participants. These results reveal that friendships with minority groups are an effective moral licensor, in that they buffer the negative social evaluations typically expected when prejudice is expressed.

Paper #2
Authors: Daniel A. Effron (London Business School) & Eric D. Knowles (New York University)

Title: *Membership in an entitative group licenses prejudice against outgroups*

Abstract: As a canonical form of injustice, racial and ethnic discrimination is generally considered unacceptable, but some people are granted greater license than others to commit such discrimination. Four studies, using both correlational and experimental methods, demonstrated that membership in a cohesive, unified group (i.e., an entitative group) gives people license to express prejudice and commit discrimination against outgroups. In Study 1, observers rated racial discrimination as more acceptable when it was committed by members of racial groups that they perceived to be more entitative. Study 2 conceptually replicated this effect using an experimental paradigm manipulating the entitativity of religious and national groups. Studies 3-4 found support for the hypothesis that perceiving one's own group as entitative increases willingness to express prejudice against outgroups. In Study 3, the more entitative Whites perceived their own racial group as being, the more likely they were to give explicit voice to their implicit anti-Black prejudice. Study 4 confirmed that Whites' perceptions of their group's entitativity were causally related to their prejudiced responding. We argue that perceived ingroup entitativity licenses anti-outgroup prejudice and discrimination by making them seem like more rational consequences of group interests.

Paper #3

Author: Madina Tabesh (Simon Fraser University)
Title: *My land is not your land, my people are not your people: A look at ethnic violence and identity in Sri Lanka, China and Nepal*
Abstract: Before borders were demarcated between states, and before a notion of sovereignty was so strongly required to govern populations, people lived among one another in relative peace. Relative being an imperative word in understanding social interaction among groups, as peace is not a fixed term to denote complete harmony void of any tension but rather acceptance of the other group in relation to your own. Group boundaries are only forged when members encounter people of the other; when groups determine how similar to or how vastly different they are from those with whom they interact with, the boundaries of inclusion and by default exclusion, are constructed. Through an individual's sub-conscious and unintentional analysis of a group of 'others' the self is defined. As an agent that can create, implement and accelerate social change through policies, many states have created a culture of violence between social groups that once had lived in relative harmony with one another. Regardless of a polarization of identifiers that can appear to be the cause of inter-ethnic violence, it is thus not group's inherent differences that creates violence, but the role of the state in relation to groups in society.

Paper #4

Authors: Chante DeLoach (Antioch University) & Sujata Swaroop (The Trauma Center at JRI)
Title: *Community transformation and collective healing: Lessons from Pakistan, Brazil, and Zambia*
Abstract: Community psychology has long sought to be global in its scope and focus, particularly having liberation as a primary and overarching goal of the field (Nelson & Prilleltensky, 2010). Despite seeking to stand in solidarity with marginalized and disadvantaged persons, the field has been criticized as remaining largely Western-centric in its cosmology and epistemology (see for example Cruz & Sonn, 2010). The historic disconnect between systems of mental health—as traditionally defined within a Western context—and the experiences of marginalized and indigenous peoples around the world necessitates greater consideration of local methods of healing with greater accessibility, cultural credibility, and sustainability within local communities. In this article, the authors utilize traditional mechanisms of healing in Pakistan, Brazil, and Zambia as case studies to advocate for a community based mental health promotion model that weds: 1) prevention and health promotion; 2) professional allopathic service providers partnering with paraprofessional and traditional health practitioners; and 3) community engagement and political literacy as a transformative and

empowering mental health system of care that targets the individual and the community as source and location of intervention and healing. Results suggest an action-oriented model in which the community serves as agents of their own collective healing.

Symposium 3.4: *New Perspectives on Belief in a Just World—Reasons, Consequences, and Implications*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-24

Chairs: Bianca von Wurzbach (University of Mannheim) & Carolyn L. Hafer (Brock University)

Abstract: The four talks of our symposium are inspired by Lerner's concept of belief in a just world (BJW). Lerner (1980) defines BJW as a belief that the world is a fair place where everyone gets what he or she deserves. But why do people hold such a belief? How can they maintain a BJW even though daily life often seems to disconfirm it? And what are the implications of BJW for people's behavior towards others and their perception of the social world in general? The researchers in this symposium pose new perspectives on these questions. Rubel will present on the different functions of BJW. Her research shows that people might be motivated to hold a BJW in the first place partly because BJW provides a sense of purpose in life. Given that BJW is functional for individuals, people should want to maintain it in the face of disconfirming evidence. Bal's talk will address basic human social values as predictors of certain reactions towards innocent victims, reactions which serve as a strategy for people to maintain their BJW. Disconfirming evidence might affect not only reactions to individuals who disconfirm BJW but also more general reactions to others. Von Wurzbach will talk about the implications of threatening BJW for trust in other people. Besides implications of BJW, some authors have discussed the implications of belief in an unjust world (BUW). Sutton's talk expands on this line of work by looking at the significance of BUW for reactions towards world events like anthropomorphism.

Paper #1
Author: Alicia Rubel (Brock University)
Title: *The purpose function of belief in a just world and its relation to activism*

Abstract: Justice motive theory suggests that individuals have a fundamental need to believe that the world is a just place where people generally get what they deserve (Lerner, 1980). Previous research suggests that belief in a just world (BJW) serves several functions. For example, BJW allows individuals to invest in long-term goals without losing faith that they will benefit from the work invested. This talk will describe research on another potential function of BJW: that it provides a sense of purpose in life. In Study 1, I tested the hypothesis that, if BJW provides a sense of purpose in life, then lower BJW should be associated with higher anxiety about purpose in life. This hypothesis was confirmed. Moreover, purpose-anxiety accounted for unique variance in BJW, over and above that accounted for by investment in long-term goals. For Study 2, I reasoned that individuals who derive a sense of purpose in life from an alternative source, activism, might not rely on BJW for a sense purpose in life. Therefore, I tested the hypothesis that activism would moderate the association between BJW and sense of purpose in life such that there would be a positive association between these variables amongst those less engaged in activism, but that this association would be absent amongst those more engaged in activism. The predicted associations were found, however, my results suggest that activism does not provide a sense of purpose. Possible explanations for this finding will be discussed.

Paper #2
Authors: Michèlle Bal (Leiden University) & Kees van den Bos (Utrecht University)
Title: *Basic human social values in divergent reactions toward innocent victims*
Abstract: Reactions toward innocent victims can range from harsh derogatory reactions to great effort to alleviate the victims' ill fates. Yet, research on reactions toward innocent victims has largely focused on victim blaming and derogation as strategies to preserve the BJW. Helping was deemed a possible restorative strategy at the introduction of just-world theory, but has received only minor attention in BJW research. When do people help and when do they blame innocent victims of injustice? We studied basic human social values to explain these divergent reactions toward innocent victims. Specifically, we propose that self-focused versus other-focused motives can evoke derogatory versus more benevolent reactions respectively toward innocent victims, supposedly because a self-focus evokes a threat appraisal of the event whereas an other-focus evokes a care appraisal. By manipulating social value orientation and self-focus versus other-focus directly, we showed that a self-focus enhanced victim blaming and derogation and decreased helping of innocent victims. Furthermore, using this subtle other-focus manipulations, these effects attenuated. Taken together, these findings show that both blaming and helping can be viable strategies to deal with unjust situations and that social values that people adhere to influence how they will react.

Paper #3
Authors: Bianca von Wurzbach & Herbert Bless (University of Mannheim)
Title: *Are you trustworthy? Social disadvantage and justice belief as moderators of just world threat effects on interpersonal trust*
Abstract: The present research investigates the impact of just world threat (JWT) on interpersonal trust. Specifically, we assume that threatening – in comparison to supporting – the belief in a just world (BJW) reduces interpersonal trust. This hypothesis stems from the assumption that the BJW develops out of processes which are related to trust in the world (Lerner, Miller, & Holmes, 1976). Evidence that the world is not a fair place where people get what they deserve might decrease the trust in the fairness of the system (cf. Lerner, 1977). Consequently, we assume that witnessing an injustice may also decrease trust in the fairness of others. This effect should be most pronounced for people who belong to a disadvantaged group and hold a high BJW since a high BJW renders these people - despite their disadvantaged situation - trusting in the fairness of the system (cf. Laurin, Fitzsimons, & Kay, 2011). To test our hypotheses, we conducted three experiments. We used several manipulations of JWT which have been shown to produce justice concerns (Callan, Shead, & Olson, 2009; Laurin et al., 2011; Correia, 2007). As predicted, after JWT vs. just world exposure, socially disadvantaged individuals (people with a low socio-economic status, women) showed less interpersonal trust in a trust game or on a trust scale (Rotter, 1967) as long as they held a high BJW. This interaction also emerged when participants' disadvantaged vs. advantaged group membership was experimentally manipulated.

Paper #4
Authors: Robbie M. Sutton & Karen M. Douglas (University of Kent)
Title: *The dark side of anthropomorphism: How seeing intentions everywhere interacts with—and may bolster—beliefs that the world is an unjust place*
Abstract: Anthropomorphism—the tendency to perceive animals, plants and inanimate objects as possessing intentions—is a neurologically underpinned bias that helps people to understand their social and physical worlds. The present studies demonstrate that: (a) anthropomorphism affects attributions for human behavior, especially where it is not clear whether the behavior is intentional; (b) unjust world beliefs powerfully moderate these effects of anthropomorphism; (c) specifically,

anthropomorphism and unjust world belief combine to influence two well-documented misanthropic attributional tendencies: conspiracy theorizing and the Hostile Attribution Bias. Three initial studies with students and Internet users show that unjust world (but not just world) beliefs assessed on Rubin and Peplau's (1975) Just World Scale are associated with belief in conspiracy explanations for major world events. A final study of Internet users (n = 331) shows that anthropomorphism interacts with unjust world belief, such that anthropomorphism leads to conspiracy belief and the Hostile Attribution Bias only among participants who believe the world is unjust. These effects hold when many third factors (e.g., desirability of control, interpersonal trust) are controlled for, and illustrate how unjust world beliefs may persist via social-cognitive mechanisms - despite the human preference to believe in a just world.

Symposium 3.5: *Current Issues in Essentialism Research: Questions of Measurement, Variability, and Implications*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-19

Chairs: Lauren Ruth & Jaime Napier (Yale University)
Abstract: Essentialism describes the view that a concept (such as an item, a type of animal, or a group of people) has a set of defining features that make the concept what it is. Psychologists have used this concept to understand the way people think about various concepts, and the inferences they make based on these defining features. Often these defining features include a concept's being based in nature and having sharp boundaries that make a concept what it is rather than something else. The current view in psychology is that essentialist thinking about groups is related to prejudice and stereotyping. Through experiments about the essentialism of race and gender, this symposium hones in on the details of essentialist thinking, including the content, measurement, and implications of these beliefs. In these talks, we discuss our work on essentialism, highlighting the results that fail to fall in line with essentialist theory. We conclude with a panel discussion focused on future directions to clarify how social psychologists understand and use essentialism in their research of prejudice.

Paper #1
Authors: Lauren Ruth & Jaime Napier (Yale University), Jojanneke van der Toorn (Leiden University), & Anna-Kaisa Newheiser (University of Washington)
Title: *The essential woman, the made man, and the natural personality*
Abstract: In two studies, we examined the hypothesis that people consider feminine personality traits to be more "essential" (i.e., innate) than masculine traits, especially when the traits are negative. Indeed, participants rated negative feminine traits to be more genetic (vs. learned) compared to negative masculine traits and feminine and masculine positive traits; this effect emerged regardless of whether the traits were portrayed as describing a non-gendered "person," (Study 1) or a man or a woman (Study 2). Attempts to replicate this effect with different indicators of essentialism, however, yielded different patterns of results. We will discuss these differences, with a focus on how psychological motivations might differentially affect the appeal of attributions to genes, environment, choice, or ambiguous "naturalness," and the implications for essentialism research.

Paper #2
Author: Tara Dennehy (University of Massachusetts, Amherst)
Title: *Beyond biology: Rethinking the essentialism of "biological" categories*

Abstract: What gives essentialism its inductive potential, such that essentializing a group leads to rigid categorization and stereotyping? Much of the current theorizing on psychological essentialism has focused either solely on perceptions of a biological etiology of group membership or has treated essentialism as a unitary construct, not differentiating between the varied essentialist beliefs of biology, immutability, discreteness, and informativeness (see Bastian & Haslam, 2006). I contend and present evidence that certain categories – for instance, gender and race – are perceived to be so wholly biological that few people see these categories as anything other than biologically determined (a ceiling effect for biology beliefs). I propose that variability in other essentialist beliefs (e.g., perceptions that group membership is discrete or informative) might therefore be more important than biology beliefs with respect to categorization judgments and stereotype endorsement for highly "biological" categories like gender and race. I offer evidence that with respect to gender, discreteness beliefs (but not biology or immutability beliefs) predict the endorsement of gender stereotypes and gender self-categorization. Such findings call for a deeper consideration of the nuanced nature of psychological essentialism and its implications for stereotyping, prejudice, and social categorization.

Paper #3
Authors: Deborah Prentice & Margaret Tankard (Princeton University)
Title: *Beyond essentialism: Racial categorization as a social challenge*
Abstract: An essentialist theory of racial categorization holds that people represent racial categories as having deep, hidden, and unchanging properties that makes their members what they are. Our research tests the validity of this theory by examining responses to individuals who are difficult to categorize. We reason that atypical exemplars of racial categories, those that fall at the boundaries between categories, should challenge essentialist views and thereby increase people's desire for a simple category structure. We test this prediction using a paradigm in which participants categorize faces according to race and then complete the Personal Need for Structure (PNS) scale. Across four studies, we manipulate the racial make-up of the faces and whether the category structure imposes a binary choice or allows more nuanced categorization. Results show that participants have higher PNS scores after they have categorized atypical, as compared to typical, racial-category exemplars, but this effect is consistent only for Asian, Black, and Latino participants, not for White participants. Moreover, the effect is eliminated when participants are given the option to categorize the faces as "Multiracial." Taken together, the results suggest that members of racial and ethnic minority groups in the U.S. are more motivated than Whites to get racial categorizations right, but not because they essentialize these categories.

Discussant: Jaime Napier (Yale University)

Symposium 3.6: *Perceptions of Justice in Legal Contexts*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-15

Chair: Guenter Bierbrauer (University of Lucerne)

Paper #1
Authors: Guenter Bierbrauer (University of Lucerne) & Edgar Klinger (University of Osnabrueck)
Title: *How role and framing influence litigants' assessment of civil procedure*
Abstract: Civil procedure is the body of law governing how litigants resolve disputes in the civil

justice system. Our understanding of the psychology of dispute resolution from the disputants' point of view is still quite rudimentary. Civil court statistics in Germany and other countries show a remarkable asymmetry in terms of winning or losing a case. Defendants lose approximately three times more often than plaintiffs. For jurists, the outcome of a trial depends on its legal nature. Proponents of framing theory, however, argue that this asymmetry cannot only be explained on the legal merits of a case alone. Since defendants on the one hand adopt a loss frame because they are accused of some wrongdoing for which they are expected to compensate, plaintiffs on the other hand adopt a gain frame because they expect some positive returns. This suggests that litigants may differ in their assessment of procedure as different aspects of the same situation may be salient to them. In the context of a study involving litigants who choose legal mediation rather than adjudication to settle their disputes, "plaintiffs" and "defendants" were asked to assess their experiences retroactively on procedural outcome and procedural fairness. As hypothesized, "defendants" and "plaintiffs" differ with regard to their assessment of those two dimensions. This research is a first step to better understand why position in trial has such a major influence in the outcome.

Paper #2
Authors: Susanne Marie Schmittat & Birte Englich (University of Cologne, Germany)
Title: *It's all about timing - how the persisting effect of confession evidence can be broken*
Abstract: The impact of confessions goes beyond verdicts. Defendants who confess are charged with severer types of offenses, bail is set at a higher amount, and the prosecution is less likely to accept plea bargains. Additionally, a confession can override and even corrupt other contradictory evidence. Although in most cases confessions are a valid source of information, numerous incidents of false convictions have shown that confessions may not always be voluntary and can be false. Retracting a confession or ruling it inadmissible does little to reduce its impact. The present research aimed at addressing the psychological underpinnings of such a potentially persisting influence. Specifically, three studies investigated the mechanisms and boundary conditions of biased information processing after confession evidence. To do so, we manipulated the presentation order of evidence. Study 1 indicates that a confession does not automatically result in a conviction if the confession succeeds (vs. precedes) any other evidence. Furthermore, Studies 2 and 3 suggest that when a confession is presented at the beginning of a trial, it can lead to both deeper information processing and better recognition of other incriminating evidence, resulting in higher conviction rates. Postponing the presentation of confession evidence in court might be a way for defendants with coerced or retracted confessions to still get a fair trial.

Paper #3
Author: Fernando Linhares (Drew University)
Title: *The psychology of privatization: "The Academic Center of Law and Business, the Human Rights Program v. The Minister of Finance"*
Abstract: In 2009, the Israeli Supreme Court held that transferring prison management from public to private forces is unconstitutional as it violates the prisoners' constitutional rights to dignity. Why did the Israeli Supreme Court issue the first opinion against the dominant "cult of efficiency" with respect to prison privatization? In a neoliberal economy, as the influence of private entities (such as prison privatization) are enhance to the detriment of governmental powers, there is an increased concern of human rights violations and personal liberty restrictions. Human rights evolved to safeguard against public abuses, but private abuses of human rights have been found in the pervasive privatization of prisons in many industrialized nations. The moral (and global) implications of Israel's decision rejecting prison privatization (the first of any nation to do so), is explored in this paper with specific focus given to how the psychology of the Holocaust influenced the psychology of prison privatization. It is believed that the Holocaust influenced the Israeli Supreme Court's decision. Specifically, by

holding that the 2004 government plan to enable a private contractor to build a prison, representing the commodification of social services to secure profits, jeopardized the rights of vulnerable prisoners to human dignity by circumventing the safeguards represented by the Israel Prison Service, the Court modeled prosocial behavior, placing ethics above profit.

FRIDAY
4:40-6:20 PM
Poster Session II: "Violence, Trauma, Social Stability, and Change"
Atrium, UC Level, Tisch Building, 40 W. 4th Street
Stern School of Business, NYU

(Presenters, please try to be available during symposium breaks)

4:50 - 6:10 PM
CONCURRENT SYMPOSIUM SESSIONS 4.1 – 4.5

Symposium 4.1: *Symposium in Honor of Lee Ross*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-25

Chair: David Dunning (Cornell University)

Introduction: Aaron Kay (Duke University)

Author: Lee Ross (Stanford University)
Title: *Rationalization and other barriers to the achievement of agreements that are fruitful and fair*

Abstract: Theory, research, and real-world experience in Northern Ireland, the Middle East, and other areas where protracted conflicts compromise the well-being of people will be discussed, focusing on the role that toxic intergroup sentiments, rationalization, naive realism, and various other relational and psychological barriers play in preventing the achievement of agreements that serve the needs of the parties to the conflict. Strategies for improving relationships and achieving constructive intergroup dialogue—again some based on findings from laboratory and survey research, and some based on anecdotal evidence and reflections on historical events—will also be discussed.

Discussant #1: Emily Pronin (Princeton University)
Title: *The bias blind spot, and its problematic implications for a fair and equitable society*
Discussant #2: David Dunning (Cornell University)
Title: *Toward social comity*

Symposium 4.2: _Social Injustice: People Protest in the Short Term and Acquiesce in the Long Term_

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-04

Chairs: David Leiser (Ben-Gurion University, Israel) & Katharina Gangl (University of Vienna)

Abstract: Major economic events such as the latest financial crisis erode public confidence. However, these shocks mostly provoke short-term reactions only, but hardly long term changes which would prevent future crisis to happen. The first two papers discuss how laypeople perceive major economic events such as the financial crisis and related protest movements. One common finding is that fairness plays a central role in the perception of such events. However, it is not the dominant free-market system as such that is deemed unfair, but the egoism and greed of elites who are seen as exploiting the powerless. Such social representations of the crisis fuel protest movements (e.g. occupy Wall Street, Israel's Social Justice protest, protests against austerity measures in the EU). Two further papers discuss mechanisms that help explain why such protest movements fail to gain enduring widespread support and ultimately provoke little change. Belief in a just world (BJW) leads to a less severe perception of events such as the financial crisis, and so to acceptance of the status quo. Further, constant exposure to money increases support for the free-market economy and to accept social unfairness such as benefits the wealthy at the expense of the poor.

Paper #1

Authors: Katharina Gangl, Barbara Kastlunger, Erich Kirchler, & Martin Voracek (University of Vienna, Austria)
Title: _Confidence in the economy in times of crisis: Social representations of experts and laypeople_

Abstract: This study investigates experts' and laypeople's social representations of the financial and economic crisis. Financial experts (n = 156) and laypeople (n = 153) with low versus high confidence in the economic recovery spontaneously associated thoughts and beliefs about the crisis and to economic and political stakeholders during economic turmoil in 2010. The results show that subgroups' differences depended on identification-based self-protection and economic knowledge. Experts and laypeople tended to blame specific stakeholders in a self-protecting way: experts blamed the media, laypeople blamed the managers, and both blamed the politicians. Interestingly, the subgroups tended to evaluate the banks as being relatively neutral. Overall subgroups, unemployment and underlying feelings of unfairness and perceived egoism of the elites were central to the social representation of the crisis. However, a general criticism of the economic system was not part of the crisis' social representation. Thus, the perceived capability of politicians in terms of competence and morality seems crucial for regaining public confidence in the economy.

Paper #2

Authors: David Leiser & Zeev Krill (Ben-Gurion University, Israel)
Title: _Public understanding of the causes underlying the Social Protest movement_

Abstract: We report on a study focused on the social protest movement in Israel. Israel, as did several other countries, experienced two major economic occurrences, the economic crisis and the social protest in summer 2011. This created a unique opportunity to examine how laypeople understand the economic world. We investigated how the Israeli public interprets these two events and asked if reinterpretation of the causes which lead to the 2008 crisis occurred. As

was the case regarding the 2008 crisis, people tend to highlight individual failures as primary causes for the crises and the outrage following them, rather than blaming the capitalist system itself. A major difference between the perceptions of these two events is that individual factors such as stupidity greed and incompetence formed the focus of public discourse during the economic crisis, whereas the social protest focused on intentional and distorted incentives, corruption and cronyism. Strikingly, this newly-gained insight did not lead to a reinterpretation of the causes of the 2008 crisis – respondents' perceptions of the 2008 crisis after the protest movement remained unchanged.

Paper #3
Author: Fabian Christandl (Fresenius University, Germany)
Title: *The belief in a just world as a personal resource in the context of adverse economic events*
Abstract: This talk addresses the role of the belief in a just world as a personal resource when people are faced with the adverse consequences of inflation and financial crises by presenting results from two longitudinal studies. The first study found that participants with a strong personal belief in a just world perceived a lower economic impact in light of price increases following a tax increase. The second study found that residents with a strong personal belief in a just world perceived a lower economic impact in light of the global subprime mortgage crisis, commonly known as the "financial crisis". These effects remained stable after controlling for the socioeconomic variables of gender, age, household income, and education. Furthermore, BJW influenced perceived economic impact over time, whereas perceived economic impact did not influence the personal belief in a just world. The relationship between BJW and perceived economic impact was partially mediated by differences between life satisfaction in the future as measured in a first wave and current life satisfaction as measured in a second wave. This indicates that participants with a strong BJW were prone to a forecasting error in life satisfaction, which partially explains why they experienced a lower negative economic impact as a result of the financial crisis.

Paper #4
Authors: Kathleen Vohs (University of Minnesota), Eugene Caruso (University of Chicago), Adam Waytz (Northwestern University), Cassie Mogilner (Wharton School, University of Pennsylvania), George Newman (Yale University), Jennifer Aaker (Stanford University)
Title: *Mere exposure to money increases support for free market systems and decreases concern for the socially disadvantaged: A functionality approach*
Abstract: Money might be humankind's best tool, an aphorism that underscores its functional power. This talk will present 8 experiments showing the power of subtle money reminders to affect people's feelings about inequality and preferences toward actions that lead to productive ends. Four experiments found that subtle reminders of the concept of money led participants to 1) endorse more strongly existing social systems in general and free market capitalism in particular, 2) assert more strongly that victims deserve their fate, and 3) believe more strongly that socially-advantaged groups should dominate socially-disadvantaged groups. Reminders of money also increased preference for a free market system of organ transplants that benefited the wealthy at the expense of the poor even though this was not the prevailing system. Four additional experiments tested the link between money and functionality by manipulating reminders of money relative to non-money reminders. People reminded of money made decisions to sacrifice one to save many in a moral dilemma. People reminded of money preferred useful over beautiful products. People reminded of money who thought of socializing as networking (functional frame) liked socializing more and, according to conversation partners, were better socializers than others. Hence, money reminders heighten preferences for functional means and ends across moral, consumption, and interpersonal spheres.

Symposium 4.3: *Explaining Support for Disrespectful, Untrustworthy and Biased Treatment: The Role of Deservingness for Procedural Justice*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-21

Chair: Larry Heuer (Barnard College, Columbia University) & Carolyn Hafer (Brock University)

Abstract: By a direct accounting of influential procedural justice theories, the negative interrogation tactics being employed by interrogators in various contexts leads to the prediction that they produce unfair outcomes and unfair procedures, and would therefore be judged harshly. For example, police interrogators are exceedingly effective at obtaining unfair outcomes (confessions from innocent suspects), and procedurally, the torture at the C.I.A.'s "black sites," and their waterboarding of Libyan militants is unquestionably disrespectful and biased treatment employed by untrustworthy interrogators. Yet a 2009 Gallup poll of Americans found 42% were opposed to an investigation of the harsh interrogation tactics employed under the Bush administration, and 55% retrospectively viewed these tactics as justified (Gallup.com, April, 2009). In addition to the evident legal and political problems stemming from this behavior are exciting theoretical ones: the support of such treatment is not easily accounted for by extant procedural justice theories. The papers in this panel consider variants of a theory of deservingness to explain support for negative treatment. Using surveys of actual interrogators, vignette-based experiments, and surveys of people's reactions to police officers' unlawful use of force, the studies included in these papers converge on the view that incorporating judgments of deservingness into models of procedural justice and legitimacy enhances their predictive validity.

Paper #1
Authors: Jonathan Jackson & Monica Gerber (Department of Methodology and Mannheim Centre for Criminology, London School of Economics & Political Science)
Title: *Justifying police use of force: The roles of procedural justice, legitimacy and identity in shaping attitudes towards violence*
Abstract: In recent years, stories of police brutality have been commonplace in international news. The aim of this paper is to explore the social-psychological factors that lead people to justify the use of lawful and unlawful violence by police officers. In line with the group engagement model (Tyler & Blader, 2003) attitudes towards violence are argued to stem from relational and identity-based concerns: when individuals perceive authorities to be fair and legitimate actors, they will be more likely to identify with the national group and grant authorities with the monopoly of the use of force. Previous studies have shown a negative relationship between procedural justice, legitimacy and the justification of private violence (e.g., Jackson et al., 2013; Tankebe, 2009). Yet, it remains to be seen whether the opposite is true for the justification of police violence. Results from two correlational and one experimental study provide evidence of the importance of procedural justice and legitimacy in predicting the acceptance of lawful and unlawful use of force: respondents who perceived the police to act in a fair and respectful manner and who legitimized their power were less critical towards their lawful and unlawful use of violence, even after controlling for trait aggressiveness and fear of crime.

Paper #2
Authors: Larry Heuer (Barnard College, Columbia University), Diane Sivasubramaniam (Swinburne University), & Jenny Ray (New York University)
Title: *Police interrogations, deservingness, and procedural fairness*

Abstract: Studies have shown that authorities, unlike subordinates, are more concerned with obtaining fair outcomes than fair treatment. Other research has shown matches between the value of one's behaviors and the favorability of their treatment predicts judgments of deservingness, which predicts procedural fairness: disrespectful treatment is judged fair when it is deserved. A vignette study was employed to extend both of these lines of research. Participants read a fictitious newspaper description of a case modeled after the Central Park jogger case. We predicted that disrespectful and untrustworthy treatment would be judged fair when the target was suspected of negatively valued behavior, and that authorities would be less concerned with fair procedures than subordinates. A 3 (role: authority vs subordinate vs neutral observer) x 2 (treatment: fair vs unfair), x 2 (police officer confidence: high vs low), x 2 (interrogation accuracy: high vs low) design was employed to examine these questions. This study replicated the findings that authorities are less concerned than subordinates with procedural fairness and that assessments of deservingness are important for judgments of procedural fairness, outcome fairness, and satisfaction, particularly for subordinates. Comparisons of concern for group standing, group welfare, and deservingness show that deservingness assessments are considerably more powerful predictors of satisfaction, distributive fairness, and procedural fairness.

Paper #3

Authors: Diane Sivasubramaniam (Swinburne University) & Jane Goodman-Delahunty (Charles Sturt University)

Title: *The role of deservingness in justice reasoning among criminal and human intelligence interviewers*

Abstract: An online experimental survey investigated the degree to which international criminal and human intelligence interviewers endorsed procedural justice principles in interviews. Participants (N = 324) were recruited through policing and intelligence agencies in Australia, Indonesia, Norway, South Korea, Republic of China (ROC) Taiwan, Sri Lanka, and Thailand. One section of the survey was administered as a 3 (Coercive, Noncoercive, Mixed) x 2 (Harm: Severe, Minor) between-subjects experimental design, to test effects on interviewers' justice evaluations of an interview and the degree to which those effects were mediated by perceived effectiveness of the technique, deservingness of the detainee's treatment, and protection of detainee rights. Results demonstrated that noncoercive interview procedures were rated most favourably and coercive procedures least favourably. Multiple regression using bootstrapping was conducted to test whether Deservingness, Detainee Rights, and Effectiveness mediated the relationship between Coercion and Procedural Fairness. Significant direct effects were observed between Coercion and all three mediators, and between the mediators and Procedural Fairness. A direct effect of Coercion on Procedural Fairness remained significant, indicating partial mediation. Deservingness contributed to the model significantly, and more so than Effectiveness. Findings supported the prediction that deservingness was a key driver of interviewers' justice reasoning.

Paper #4

Authors: Caroline E. Drolet & Carolyn L. Hafer (Department of Psychology, Brock University)

Title: *Deserving torture: Perceived deservingness and the toleration of a human rights violation*

Abstract: Despite tending to support human rights in general, people tolerate human rights violations. Based on deservingness notions of justice, we argue that one explanation for this toleration is that people need to see individuals get what they deserve. Therefore, we hypothesize that people will tolerate rights violations when they believe the target has engaged in morally reprehensible behavior and, therefore, deserves treatment that violates his or her rights. Moreover, research suggests that, when forming abstract attitudes, people do not take into account how they will be influenced by contextual factors, such as perceived deservingness of a target. Thus, we hypothesize that the effect

of moral reprehensibility and perceived deservingness on toleration will hold regardless of people's abstract attitudes toward human rights. Participants read a scenario about a man who was tortured during an interrogation. The moral reprehensibility of the man's past behavior was manipulated. Participants were more tolerant of the torture, and saw the torture as more fair, when the man had engaged in highly reprehensible behavior. The effect of moral reprehensibility on tolerance/fairness was mediated by the man's perceived deservingness for severe treatment. These results held over and above participants' general attitudes toward the right to protection against torture. Our findings have implications for reducing the toleration of rights violations as well as for theories of procedural justice.

Symposium 4.4: *Moral Emotions: From Anger and Outrage to Forgiveness and Empathy*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-24

Chair: Jessica Salerno (Arizona State University)

Paper #1
Authors: Jessica Salerno (Arizona State University) & Liana Peter-Hagene (University of Illinois at Chicago)
Title: *The interactive effect of anger and disgust in moral outrage and legal judgments*
Abstract: Despite anger typically being characterized as the central emotional component of retributive motivation (i.e., moral outrage), two studies demonstrated that moral outrage is predicted from a combination of anger and disgust, not pure anger. Anger toward moral transgressions (sexual assault, funeral picketing) predicted retributive motivation only when it co-occurred with at least moderate disgust, and vice versa. A mock jury paradigm replicated this anger effect, and revealed that disgust (versus anger) about a murder case predicted retributive motivation at all levels of anger. Extensive previous research has demonstrated that moral outrage increases punishment. Although we did replicate the finding that retributive motivation increased punishment (i.e., sentencing decisions), it did not mediate the effect of jurors' emotions on punishment. Yet, retributive motivation did mediate the effect of jurors' emotions on guilt verdicts. Anger increased confidence in a guilty verdict through retributive motivation—but only when co-occurring with at least a moderate level of disgust; whereas disgust predicted verdicts through retributive motivation at all levels of anger. Thus, the retributive motivation resulting from individuals' anger and disgust about a crime will lead them to judge a defendant as more likely to have committed the act in the first place. We will discuss the implications of these findings for the intersection between law, justice, and social science.

Paper #2
Author: Gabriel Nudelman (Tel Aviv University)
Title: *The moderating effect of justice beliefs on the apology-forgiveness relationship*
Abstract: Although apologies have been known to facilitate forgiveness, studies show that their effect depends on various factors, both situational and dispositional. In order to further understand this phenomenon, two studies were designed to investigate the moderating effect of the Belief in a Just World (BJW) on the relationship between apology and forgiveness in interpersonal relationships. In the first study, individual participants (N=166) came to the university laboratory and received a general BJW questionnaire. Afterwards, they were asked to read two vignettes describing a transgression committed by close others, which either included or did not include an apology.

Although it was found that in general, an apology increased the participants' level of forgiveness, further analysis revealed a significant interaction which indicated increased forgiveness following an apology among people with low BJW, but not among people with high BJW. A second online study replicated the results using another sample (N=240) and different vignettes. Mechanisms explaining the interaction were explored (e.g., perceived responsibility), as well as other forms of BJW (e.g., personal). The findings demonstrate that BJW plays an important role in moderating the response to conciliatory acts by an offender, suggesting that forgiveness may be unaffected by the existence or absence of an apology, for some people.

Paper #3
Authors: Agnes Zdaniuk (University of Guelph) & Peter Strelan (The University of Adelaide)
Title: *Does threatened state self-esteem impede forgiveness?*
Abstract: We examined the role of state self-esteem on people's propensity to forgive a transgression. Drawing on theorizing about motivated self-protection, in the first three studies we tested the idea that threatened state self-esteem impedes forgiving. Study 1 showed that participants primed with self-esteem threat (versus a control condition) reported decreased intentions to forgive unrelated hypothetical transgressions. Study 2 showed that participants primed with self-esteem threat (versus two control conditions) reported decreased forgiveness motivations towards unrelated actual recalled personally-experienced transgressions. Study 3 showed that threatened self-esteem directly associated with a personally recalled transgression was negatively related to forgiving motivations. Taken together, Studies 1-3 demonstrate a robust link between state self-esteem threat and reduced forgiveness. Notably, our results suggest that this relation appears to exist regardless of whether the experience of episodic esteem threat is directly connected to the person and the event where forgiveness is relevant. Given our findings demonstrating deleterious effects of reduced state self-esteem on forgiveness, in Study 4, we tested the idea that the negative effect of state self-esteem may be combated by experimentally enhancing it. The results of Study 4 support our reasoning. In the talk, we will discuss the results and implications of our research, as well as ideas for future research.

Paper #4
Authors: Brian Lucas & Adam Waytz (Northwestern University)
Title: *Curvilinear morality: Moralization and amoralization predict empathy and perceived bias*
Abstract: A dominant view in the morality and justice literatures is that moralized attitudes—attitudes rooted in moral values rather than personal taste—increase social conflict. Moral attitudes bias perceptions of fairness and reduce trust in authorities. While moralized attitudes clearly contribute, another view is that social conflict is fueled by a dynamic tension between moralized and amoralized attitudes—attitudes divested of moral relevance. In 3 studies (N=2400+) we test whether those with highly moralized attitudes and those with highly amoralized attitudes both increase conflict compared to those with moderate moral attitudes. In each study participants reported how much they moralized a social issue, e.g. abortion, (from 1=not at all to 6=extremely) and imagined interacting with someone who opposed their stance. All studies found that high-moralizers (those at the high end of the moralization scale) and low-moralizers (those at the low end) expressed less empathy and greater bias toward the attitude-opponent compared to moderate moralizers. This demonstrates a curvilinear rather than linear relationship between moralization and conflict. Studies 2-3 found that (a) moral conviction—the personal belief that an issue is moral or immoral—mediated responses of high, but not low, moralizers and that (b) amoral conviction—an aversion toward using moral arguments—mediated responses of low, but not high, moralizers. Moralized and amoralized attitudes can heighten social conflict.

Symposium 4.5: *The Two Sides of Forgiveness: Forgiving the Self and Forgiving the Offender*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-19

Chair: Anne-Marie Coughlin (Flinders University)

Abstract: Forgiveness has been shown to have important benefits at both an intrapersonal and interpersonal level. The same is true for self-forgiveness. While different moral concerns may be raised for offenders and victims as a result of the offence, each with implications for self-forgiveness and forgiveness, there also seem to be parallels. By committing the transgression, it may be that offenders have desecrated their own spiritual beliefs thus impeding their ability to arrive at self-forgiveness (Karaga). Indeed, the violation of values represent a threat to the individual's social/moral identity and this needs to be resolved in order to move towards both self-forgiveness and interpersonal restoration (Woodyatt, Wenzel, & Ferber). Similarly, victims have to go through a process whereby forgiveness develops over time, involving a transformation in their thinking about the incident from the concrete hurt to more abstract values and meaning (Coughlin & Wenzel). On the other hand, it is also instructive how third parties respond to an offence over time. The ability of close others to forgive the offender seems to be compromised by virtue of their 3rd-person (vs. 1st-person) perspective regardless of the perceived temporal distance from the offence (Cheung & Olson). The four papers in this symposium will discuss the different, yet parallel or complementary, processes involved in forgiveness and self-forgiveness.

Paper #1

Author: Sara Karaga (Georgia State University)
Title: *Self-forgiveness of sexual offenses*

Abstract: The present study extends a model of relational spirituality to the context of self-forgiveness. Instead of focusing on religion/spirituality as a relatively stable construct, this model examines spiritual appraisals of an offense that can change from moment to moment. The present study involves a 4-week longitudinal design. Participants who had violated their sexual values in the past month completed four online surveys, at one week intervals that included measures of self-forgiveness, spirituality, relationships, and personality. We hypothesized that self-forgiveness would increase over time, and that rate of self-forgiveness would be affected by appraisals of relational spirituality, such as whether victims viewed the transgression as a desecration or experienced a sense of anger at God. Time was a positive predictor of forgiveness (est = .02, SE = .04, p < .001). As predicted, relational spirituality—specifically, viewing the offense as a desecration—was associated with changes in self-forgiveness over time (est = -.44, SE = .08, p < .001); anger at the sacred was also found to have a significant main effect (est = .21, SE=.07, p =.002). We discuss implications for practice, such as potential concerns for practitioners with clients struggling with self-forgiveness, and future research such as suggestions for issues to explore with self-forgiveness following habitual behaviors.

Paper #2

Authors: Lydia Woodyatt, Michael Wenzel, & Matthew Ferber (Flinders University)
Title: *Processing offences: Values re-affirmation and self-compassion interventions for transgressors following interpersonal offences*

Abstract: It has been proposed that in the wake of an interpersonal transgression, the victim and the offender have different psychological needs which, if unresolved, can inhibit reconciliation and

restoration (Schnabel & Nadler, 2008). How an offender processes their own needs – particularly needs around moral identity - can impact on the restoration of both the offender and the victim. This paper presents two possible approaches to encouraging processing of a transgression by an offender: self-compassion and the re-affirmation of values violated in the transgression. Following a recent real life interpersonal offence, 80 undergraduate psychology students from Flinders University participated in an online study and were randomly assigned to one of three experimental intervention conditions: values re-affirmation ($N = 25$), self-compassion ($N = 22$) and control ($N = 33$). Participants completed a follow-up assessment one week later. Findings demonstrated that encouraging an offender to address their transgression by re-affirming the violated value led to increased self-trust and desire for reconciliation at follow-up, mediated by an increased need to restore moral identity, and increased genuine self-forgiveness at Time 1. In contrast, self-compassion led to reductions in perceptions of stigmatization and self-punitiveness, but this did not translate to increased self-trust or reconciliation.

Paper #3
Authors: Anne-Marie Coughlin & Michael Wenzel (Flinders University)
Title: *'The devil is in the detail': Over time abstract thinking provides a broader perspective and promotes forgiveness*
Abstract: Prior research has found that rumination has a negative relationship with forgiveness. But is rumination receiving a bad rap? We propose that the quality and timing of rumination are important in the development of forgiveness. Based on construal level theory, we propose that when victims are temporally closer to the offence, their thinking involves a focus on the details of the event which gets in the way of forgiveness. However, over time, and with greater distance from the incident, thinking takes on an abstract quality allowing for a broader perspective and holistic meaning of the experience where forgiveness becomes possible. Consistent with this proposition, two empirical studies showed that the development of abstract thinking and the reduction of concrete thinking, over time, had implications for participants' willingness to forgive the wrongdoer. Study 1, a prospective study, required participants to note when they experienced an interpersonal offence and then complete surveys across 5 time points. In Study 2 people recalled a recent offence and the effects of concrete/abstract thinking and time from offence on forgiveness were examined. Consistent between the two studies, concrete thinking became more negatively related and abstract thinking more positively related to forgiveness over time. These findings make an important and distinct contribution to the literature by showing there is more to rumination than negative thinking.

Paper #4
Authors: Irene Cheung (Huron College, University of Western Ontario) & James M. Olson (University of Western Ontario)
Title: *Subjective temporal distance and the third party forgiveness effect*
Abstract: Past research has shown that close friends of victims (third parties) tend to be less forgiving than victims themselves (first parties), a phenomenon that has been labeled as the third-party forgiveness effect (Green, Burnette, & Davis, 2008). The present research extended the third-party forgiveness effect by examining how the subjective temporal distance of first-party and third-party transgressions might influence forgiveness of perpetrators. Participants (N = 95) were randomly assigned to recall a time in which they or a close other were harmed by another person and were then made to feel either close to or distant from the transgression. As predicted, the third-party forgiveness effect was observed when the transgressions were made to feel distant, but not when the transgressions were made to feel close in time. Implications of the findings are discussed in terms of restoring and maintaining positive relationships.

FRIDAY, JUNE 20, 2014
6:20 – 7:30 PM
KEYNOTE ADDRESS: "Group Love"

Mahzarin R. Banaji, the Richard Clarke Cabot Professor of Social Ethics
Department of Psychology at Harvard University

Introduced by John T. Jost, Professor of Psychology and Politics,
Co-Director of the Center for Social and Political Behavior, New York University

Paulson Auditorium, Tisch Building, Stern School of Business, NYU

From the moment of birth, every human is a member of many groups. By the opportunities and liberties offered or snatched away, group memberships shape lives ubiquitously and enduringly. Group memberships create affiliations of "us" and "them" and sensitivity to status in social hierarchies. Human minds reflect these in myriad *attitudes* and *beliefs*, which contain deep knowledge about the hidden presence of group love, its surprising absence, and its opposite. Unveiling them, through a diversity of methods now available to experimental psychology, allows understanding the natural and cultivated ways in which group love is elusively tuned up and down.

SATURDAY, JUNE 21

8:50 – 10:30 AM
Poster Session III: "Social Justice in Organizational and Consumer Settings"
Atrium, UC Level, Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
(Presenters, please try to be available during symposium breaks)

Continental breakfast available starting at 8:30 AM

Symposium 5.1: *New Developments in Justice Research*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-25

Chair: Tom Tyler (Yale University)
Abstract: This symposium brings together researchers who are all developing new approaches to traditional social justice concerns. Vicky De Mesmaecker uses qualitative methods to examine the seemingly well explored question of what leads legal procedures to be viewed as fair. She discovers additional concerns not addressed in prior studies. Avital Mentovich demonstrates the intersection of justice and power. In particular, she demonstrates the striking ability of procedural justice to diminish the damaging effects of power differences within hierarchical relationships. Michael Platow revisits a core issue in procedural justice research – the importance of voice – and reveals an as yet unrecognized set of conditions shaping the circumstances under which people value voice. And, Heather Smith reconsiders the literature on relative deprivation – the oldest justice topic – and uses meta-analysis to discern important conditions that frame when discrepancies are understood as injustices. All of these research programs demonstrate that further exploration of traditional justice topics reveals as yet unrecognized complexities and nuances.

Paper #1
Author: Vicky De Mesmaecker (Leuven Institute of Criminology, University of Leuven, Belgium)
Title: *Improving understanding of the lay meaning of procedural fairness: Reflections on how qualitative approaches can reinvigorate the field of procedural justice*
Abstract: While researchers have conclusively demonstrated the importance of procedural fairness to perceptions of the legitimacy of legal authorities and people's willingness to obey those authorities, the concept of procedural justice has remained quite abstract. Justice researchers have identified a number of key antecedents of perceptions of procedural fairness, yet due to the predominant use of quantitative research methodologies in the field of procedural justice, these have remained rather abstract. The study that is presented used a qualitative methodology to examine victims' and offenders' perceptions of the procedural fairness of the police and the courts, allowing to make the core procedural justice concepts more tangible and as such demonstrating how the use of qualitative methods can improve our understanding of the key concepts of procedural justice.

Paper #2
Author: Avital Mentovich (University of California, Los Angeles)
Title: *The power of fair procedures: The effect of procedural justice on perceptions of power and hierarchy*
Abstract: Though procedural justice operates in environments that are hierarchical by nature, we do not know whether procedural justice influences power perception, how it may do so, and with what consequences. This paper presents a series of studies linking procedural justice to power

perceptions and to power-related consequences. We show that when treated fairly (versus unfairly), subordinates are perceived by others and experience themselves as more powerful, and that power relations marked by procedural fairness (versus unfairness) are perceived as more equal and more similar to power relations that are structurally equal. In addition, we demonstrate that an enhanced sense of autonomy fully mediates these effects. Finally, we show that procedural justice influences subsequent downstream consequences previously linked to power: namely, following fair treatment, subordinates process information about their superiors more superficially and display an increased tendency to think abstractly. Implications of these findings to research on power, justice, legitimacy and organizational behavior are discussed.

Paper #3
Authors: Michael Platow (Australian National University), Yuen Huo (UCLA), Tom Tyler (Yale University) & Diana Grace (University of Canberra)
Title: *Examining variability in expectations and desires for voice*
Abstract: Both intuition and formal theory tell us very that people like to have a say (i.e., "voice") in matters affecting them. Provision of such voice is perceived to be fair, resulting in positive outcomes for both the individual (e.g., heightened self-esteem) and the group (e.g., extra-role behavior). We propose that the consistent findings of positive outcomes of voice provision has left the field with the unstated assumption that people always want and expect voice. Currently, we question this unstated assumption by specifically observing variability in voice desires and expectations. We report data revealing a variety of social and psychological processes leading people to vary in their voice desires and expectations. We focus on three causal factors: (1) variability in a priori ideology, (2) variability an a priori levels of group-based pride and respect, and (3) variability in the match between the salient self-concept and the context of voice expression. Together, this research cautions against assumptions of uniformly high levels of voice desire and expectation, and suggests that: (1) there may be times (e.g., when voice desires and/or expectations are low) when voice provision may fail to yield the positive outcomes typically observed, and (2) justice researchers should expand their empirical and theoretical focus from the outcomes of voice provision (and denial) to the social and psychological processes of group members' desires and expectations of voice.

Paper #4
Authors: Heather J. Smith (Sonoma State University), Yuen J. Huo (University of California, Los Angeles), & Danny Osborne (University of Auckland)
Title: *When people interpret disadvantage as undeserved: A model of the relative deprivation experience*
Abstract: Relative deprivation (RD) is the product of an upward comparison that indicates that one's disadvantaged situation is undeserved coupled with anger and resentment. RD is associated with reduced psychological and physical health, individual deviance and collective action, but empirical tests of RD are often weak and inconsistent. We propose that closer attention to three central features of the RD experience; comparisons, discrete emotions and the type of outcome, improve the predictive value of RD. We draw upon a meta-analytic review of RD (210 studies comprising 293 independent samples, 421 tests and 186,073 respondents) and a survey of university faculty members (N = 953) forced to accept a 10% pay reduction to illustrate the value of these features. For example, faculty members who reported anger in response to their personal pay cut preferred protest, but faculty members who reported fear in response to the same pay cut expressed interest in leaving the university. Faculty members who reported sadness neglected their work responsibilities. If social scientists consider these features of the RD experience, they can answer the questions about people's surprising tolerance of large inequities in some contexts and unexpected sensitivity to small inequities in other contexts that first motivated RD research.

Symposium 5.2: *From Exclusion to Inclusion: Empirical Work on Widening the Scope of Justice*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-04

Chair: Susan Opotow (John Jay College of Criminal Justice & Graduate Center, CUNY)

Abstract: The scope of justice, our psychological boundary for fairness, changes over time. A shrinking scope of justice narrows the applicability of justice and normalizes injustice. An expanding scope of justice widens the applicability of justice to support respectful social relations. The three empirical papers in this symposium investigate how people positioned as excluded have mobilized to foster an inclusionary shift. Michelle Billies describes how groups targeted for stop and frisk strategically assert a more inclusive scope of justice in their encounters with the police. Patrick Sweeney describes how evidence about the "naturalness" of homosexuality is used as a rhetorical tool to argue for the inclusion of homosexuals, while unwittingly reinforcing the exclusion of other non-heteronormative sexualities and genders. Jason VanOra describes how stigmatized remedial students in college reimagine the college classroom as a site of justice to resist exclusionary structures within higher education. Susan Opotow discusses what these papers tell us about how, why, and when a narrow scope of justice expands. By identifying pervasive forms of exclusion in contemporary society and analyzing how they are contested, she proposes that they offer empirical and analytic details about the process of widening the scope of justice in attitudes and actions. Together, they speak to the nature and course of inclusionary change.

Paper #1
Author: Michelle Billies (Kingsborough Community College, City University of New York)
Title: *Stop and frisk as a site of struggle over moral exclusion and inclusion*
Abstract: Rapidly expanding surveillance in the US and globally raises urgent questions about moral exclusion and inclusion; old patterns of targeting are in full swing, placing some low-income racial, ethnic, and LGBTQ communities at increased risk of harm from law and border enforcement. Stop and frisk policing in NYC exemplifies a dangerous reinvigoration of these dynamics. While the police-civilian interaction is often studied in terms of procedural justice (fairness), such an approach does not address the historical materialities of targeting. Instead, with a distributive justice (outcomes) lens, this study examines the police-civilian relation as a dynamic of contested power. An analysis of 101 stop and frisk videos and news reports reveal civilians struggling with police – often self-protectively and strategically - over bodily safety, freedom of movement, public and private space, legal status, ableism, racial/ethnic culture, and gender and sexual expression. Findings reveal civilians asserting broader "scopes of justice" (SOJ) - conceptions of the moral boundaries of society - as members of rights-bearing publics in response to narrower SOJs asserted by police. In this way, stop and frisk is a site of not only moral exclusion but also inclusion in which multiple SOJs may even extend beyond the interaction.

Paper #2
Author: Patrick Sweeney (Graduate Center, City University of New York)
Title: *"Born this way:" Implications of naturalness as a condition for inclusion in the scope of justice*
Abstract: This paper will consist of a discursive psychological analysis of arguments for the inclusion of homosexuals into the scope of justice that utilize evidence about the "naturalness" of homosexuality as a rhetorical tool. In a rapidly shifting yet stubbornly resilient sociopolitical context of

homophobia, lesbians and gays still face the consequences of moral exclusion in unequal access to civil institutions, little legal recourse for workplace discrimination, bullying and social alienation, and the virulent persistence of violent hate crimes. In recent years, research produced in social psychology on the perception of gay faces has linked up with research from other social and natural scientific fields on the immutability, and possibly biological etiology, of sexual orientation to contribute to the "born this way" discourse. While this discourse has been utilized by some activists to argue for greater moral inclusion of lesbian and gay people in our society, the construction of some sexual practices as natural also re-emphasizes the construction of other sexual practices as unnatural. The implications of the use of the notion of naturalness as a condition for moral inclusion will be discussed in regard to efforts to widen the scope of justice to include other non-heteronormative sexualities and genders.

Paper #3
Author: Jason VanOra (Kingsborough Community College, City University of New York)
Title: *Moral exclusion in higher education: What can community college students teach us?*
Abstract: Community College students assigned to "remedial classes" are among the most highly stigmatized and excluded in higher education. This talk looks closely at their lived experiences as narrated through a series of life story, relational, and semi-structured interviews. It illuminates moral exclusion through community college students' discussions of challenge, trauma, and structural barriers within the context of higher education and other settings. Findings from two studies -- a life-study approach and a qualitative meta-analysis -- will reveal the benefits of bringing together data from a number of interdisciplinary, small-scale studies in order to understand the impact of moral exclusion on community college students assigned to remedial classes. Finally, a call for opening the doors of higher education to this excluded community of students will be made by identifying examples of existential wisdom in their life stories. Specifically, community students' reimaginings of the college classroom as a site of justice, reframings of success and failure, and reconceptualizations of college as a part of a larger search for self and home are theorized as resistance to exclusionary structures and a call for inclusion within the larger culture of higher education. Overall, this talk highlights the look and feel of moral exclusion within the lives of community college students and draws on their own voices and narratives to critique what is and (re)imagine the possibilities.

Symposium 5.3: *Making Sense of the Social World through Justice Judgments*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-21

Chairs: Katherine Stroebe (University of Groningen) & Jan-Willem van Prooijen (VU University Amsterdam and NSCR)
Abstract: People have the need to perceive the world as just, and a desire to make sense of unjust events. Many theories of justice focus on how people explain and/or rationalize unjust events but take different perspectives on how they do so. This symposium takes 'a step back' to focus on what justice is exactly (e.g., sources/ types of justice) and on the way people make sense of justice violations (e.g., rationalization; belief in conspiracy theories; immanent/ultimate justice reasoning). We integrate research from different backgrounds to provide a deeper understanding of the sense-making processes that fuel justice judgments. The first talk focuses on basic automatic versus controlled processes underlying responses to injustice – revealing that, counterintuitively, people are better able to rationalize injustice into a positive perception when they rely on automatic mental processes. The

second talk examines sense-making as a function of political ideology, showing that political extremists are particularly prone to believe in conspiracy theories to make sense of threatening societal events. The third talk argues that in understanding how people make sense of justice we need to know whom they consider the source of justice (e.g., God, self) and that this is essential in analyzing responses to injustice. The final talk illuminates under what circumstances people use "immanent" or "ultimate" justice reasoning to make sense of the misfortune of self and others.

Paper #1
Author: Kristin Laurin (Stanford Graduate School of Business)
Title: *Making sense of injustice: Making conditions ripe for rationalizing*
Abstract: How do people make sense of injustice in the world around them? One perspective holds that people have a motivation to rationalize away negative features of their environments, with injustice being one such feature. Most theorists have suggested that most people would deny holding any such motivation, and that therefore rationalization must happen outside of awareness. This premise, however, has never been tested. Here, we hypothesize not only that rationalization must happen outside of conscious awareness, but that in the presence of conscious awareness, the opposite reaction occurs. Across a number of studies we find evidence for these twin hypotheses. When participants' cognitive resources were taxed, or when their attention was drawn away from a new unpleasant reality, they rationalized it: They viewed the new circumstances more positively than control participants. However, when they devoted their full attention to the new reality, they showed the opposite response: They viewed the new circumstances more negatively than control participants. These results held across a range of paradigms, and using a number of different manipulations and measures. Our findings provide the first evidence that the rationalization of injustice and other unpleasant realities must happen under the radar, and that at least in some cases, the presence of focused, conscious attention can produce the exact opposite response.

Paper #2
Authors: Jan-Willem van Prooijen, André P. M. Krouwel, & Thomas Pollet (VU University Amsterdam)
Title: *Political extremity predicts belief in conspiracy theories*
Abstract: People frequently make sense of threatening societal events through a belief in conspiracy theories. In the current presentation, we examine how conspiracy beliefs are predicted by political ideology. Previous theorizing suggests that particularly the political extremes are susceptible to conspiracy beliefs. Specifically, political extremists tend to believe or trust information only from their extremist ingroup, and cling to their ideology in a closed-minded and rigid fashion—a "crippled epistemology" that is also inherent to conspiracy beliefs. Such political paranoia among the extremes is resonated by historical records, suggesting that the atrocities committed by both the left extreme (communism) and the right extreme (fascism)—were substantially rooted in conspiracy beliefs about other-minded groups. The present contribution tests whether political extremism predicts an increased belief in conspiracy theories. Studies conducted in the US and the Netherlands reveal a quadratic relationship between political ideology and conspiracy beliefs about various political issues. Moreover, a similar quadratic effect also emerged on participants' belief in simple solutions to societal problems. Such "belief in simple structure" mediated conspiracy beliefs among both left- and right-wing extremists. Our main conclusion is that political extremism and conspiracy beliefs are strongly associated due to a highly structured thinking style that is aimed at making sense of societal events.

Paper #3
Authors: Katherine Stroebe, Tom Postmes, & Alwin Stegeman (University of Groningen), Melissa-Sue John (Worcester Polytechnic Institute), & Susanne Täuber (University of Groningen)

Title: *Belief in a just what? Demystifying just world beliefs by distinguishing sources of justice*

Abstract: People have a basic tendency to believe that the world treats them justly, the Belief in a Just World (BJW; Lerner & Miller, 1978). The BJW has triggered a formidable line of research. Interestingly, although research has specified for whom (oneself, other people) the world is just, the question who (or what) determines whether people get what they deserve in life has received little attention. I suggest that specifying whom individuals consider responsible for distributing justice is essential to understanding the BJW concept. Indeed, specifying sources of justice helps us predict actions taken in response to injustice, thus challenging the idea that BJW is related to inaction. In this talk I specify 5 sources of justice (Nature, God, Other people, Self, and Chance) and introduce the 5-Dimensional Belief in a Just Treatment Scale (BJT5; Stroebe, Postmes, Stegeman, John, & Täuber, 2013) measuring these sources. Results confirming the 5-factor structure and validity of the BJT5 as well as its consequences for behavior (e.g., people's behavioral orientation towards important negative life events) are presented. Implications regarding whether the BJW should be considered a uni- or multi- dimensional construct are discussed. This talk addresses the importance of distinguishing sources of justice as well as the implications thereof for our understanding of justice.

Paper #4

Authors: Annelie Harvey & Mitch Callan (University of Essex)
Title: *Getting "just deserts" or seeing the "silver lining": The hydraulic relation between judgments of immanent and ultimate justice*

Abstract: People sometimes perceive the misfortunes of others to be caused by previous bad deeds (immanent justice reasoning) or result in ultimate compensation (ultimate justice reasoning). Across two studies, we (1) investigated if there is a hydraulic relation between these two types of justice reasoning, (2) identified the processes (perceptions of deservingness) underlying this relation, and (3) considered if this relation occurs when considering one's own misfortunes (Study 2). Study 1 demonstrated that observers engaged in more ultimate justice reasoning for a "good" (vs. "bad") victim and greater immanent justice reasoning for a "bad" (vs. "good") victim. Similarly, Study 2 found that participants' construals of their own misfortunes differed as a function of their self-worth, with greater ultimate justice reasoning for participants with higher self-esteem and greater immanent justice reasoning for participants with lower self-esteem. Perceived deservingness mediated these effects, demonstrating that "bad" victims—including the self—are seen as deserving of their misfortunes, whereas "good" victims are seen as deserving of ultimate compensation.

Symposium 5.4: *The Psychology of Delivering and Responding to Collective Apologies*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-24

Chairs: Matthew Hornsey (University of Queensland) & Michael Wohl (Carleton University)
Abstract: Collective apologies are invested with great hope: For victimized group members a collective apology represents an acknowledgement of social injustice, a recalibration of power relationships, a bestowment of dignity, and a promise for the future. For members of transgressor groups, collective apologies represent an opportunity to become unshackled from collective guilt, to remove a moral stain, and to invest in reconciliation. Despite these lofty expectations – and despite the exponential growth in the frequency with which intergroup apologies are delivered globally – it is only in the last decade that researchers have begun to systematically examine the psychology behind

them. This symposium represents the current state of play in this field. The first two talks examine the psychology of collective apologies from the victims' perspective: To what extent do apologies reduce intergroup threat? And under what conditions is an apology perceived to be more or less sincere? The latter two talks focus on the transgressors: What psychological needs do collective apologies meet for the transgressors? These talks explore the extent to which transgressors' needs dovetail with the needs of victim groups, and examine the role that collective self-interest plays in the transgressor group's acceptance of their own apology.

Paper #1
Authors: Michael Wohl (Carleton University), Jenny Xiao (New York University), & Jay Van Bavel (New York University)
Title: *Collective apologies attenuate perceptual biases that stem from intergroup threat: A test of the Perception Under Threat (PUT) model of intergroup relations*
Abstract: According to the Perception Under Threat (PUT) Model of Intergroup Relations (Xiao, Wohl, & Van Bavel, 2013), people perceptually 'put' threatening out-groups into a closer physical space to help prepare them for (impending) intergroup conflict. In this presentation, we examine the threat reducing and thus perceptual bias attenuating properties of collective apologies. We also assess whether collective apology is especially effective among those that do not have pre-transgression cross-group friendships – people that should be particularly threatened by an out-group transgression. Students from Carleton University read a derogatory comment about their University ostensibly made by a rival cross-town University's media relationship department. Thereafter, some participants then read a collective apology offered by the President of the rival university, whereas others read that responsibility had yet to be accepted. As predicted, students of the victimized university who were not exposed to a collective apology represented the out-group as physically closer than those who were exposed to a collective apology. Moreover, those with low quality friendships with the transgressing out-group perceived the out-group as physically closer when an apology was not offered and further away when an apology was presented. Discussion focuses on how relationship closeness with members of an out-group can shape the effect of intergroup threat on perception and thus intergroup relations.

Paper #2
Authors: Michael Wenzel & Eleanor Lawrence-Wood (Flinders University), Tyler Okimoto & Matthew Hornsey (University of Queensland)
Title: *What makes collective apologies sincere?*
Abstract: The sincerity of an apology is often considered a critical condition for it to be viewed positively by victims. We argue that for collective apologies, offered on behalf of one group to another, sincerity takes on a particular meaning. Namely, it is a function of the perceived representativeness of the apology for the offender group's will or sentiment. In two laboratory studies with a staged intergroup transgression, we manipulated the provision of an apology as well as its representativeness, the latter via a democratic vs. un-democratic decision process in Study 1 and via the presence vs. absence of a majority consensus following a democratic process in Study 2. The findings showed that representative apologies – those based on a democratic decision and supported by a majority of the offender group – were perceived as more sincere and, mediated via sincerity, led to greater intergroup forgiveness. The findings suggest that a proper understanding of collective apologies requires a group-level analysis, with intergroup and (perceived) intragroup processes potentially impacting on the perception of an apology. While demeanour and suspected ulterior motives of the individual delivering an apology are commonly a basis for the perceived sincerity of apologies, for collective apologies it is the representativeness for the group on behalf of which it is issued.

Paper #3
Authors: Matthew Hornsey, Fiona Barlow, & Michael Thai (University of Queensland), Michael Wohl (Carleton University)
Title: *Apologizing to the mirror: Extending the needs-based model of reconciliation for perpetrator group members*
Abstract: When a transgressor group makes an apology they do so with two audiences in mind: the victim group (who expect unambiguous expressions of remorse) and the internal audience, some of whom may deny responsibility for the transgression and resent gestures of culpability. To balance the needs of their external and internal audiences, transgressors may be tempted to offer apologies that are qualified by explanations, excuses and "buts". The upside of this strategy might be that the apologizers manage the sensitivities of their internal audience. The downside is that the qualified apology is less likely to result in the public moral restoration that transgressor group members crave. In four studies we exposed members of a perpetrator group (White Australians) to qualified or unqualified apologies offered on their behalf to members of a victim group (Aboriginal Australians). We then manipulated whether or not victim and perpetrator groups were seen to have accepted these apologies. Participants expected qualified apologies to be rejected by the victim group more than unqualified apologies. But, irrespective of apology type, participants felt more moral and (consequently) more willing to reconcile when they were told that others had accepted the apology, even if that acceptance came from the transgressor ingroup. We demonstrate that perpetrator group members can "apologize to the mirror", effectively gaining moral redemption by accepting their own apologies, even substandard ones.

Paper #4
Authors: Roger Giner-Sorolla (University of Kent) & Erica Zaiser (Evidera, London)
Title: *Image concerns and obligation shifting explain acceptance of ingroup apologies*
Abstract: Most research on apologies has focused on the reactions of the group receiving them, rather than the issuing group. However, acceptance from both sides is needed to improve intergroup relations. I will review studies from our recent article (Zaiser & Giner-Sorolla, JPSP, 2013) showing that perceptions about improving the ingroup's image, not power balance change, both mediate and causally affect ingroup acceptance of apologies, in line with Shnabel and Nadler's Needs-based Model. We also found a second important predictor of acceptance, obligation shifting: the perception that the apology puts responsibility for improving relations on the recipients. Obligation shifting predicted ingroup acceptance independently from image improvement, but unlike image improvement, causally predicted negative views of the recipient group, and support for reduced aid to them. Finally, an unpublished study on apology giving (English) and receiving (Northern Irish Catholic) groups reacting to the 2010 apology of British PM David Cameron for the Bloody Sunday incident, found that the greater satisfaction of English than Irish with the apology was mediated by differences in perceived image improvement and obligation shifting, not empowerment. While ingroup members are not completely altruistic in their concerns, we can say that image improvement is a relatively more productive reason to support an apology, in terms of improving future relations, compared to obligation shifting.

Symposium 5.5: *The Interpersonal Dynamics of Morality: How Morality is Shaped by the Others Around Us*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-19

Chair: Florien Cramwinckel (Utrecht University)

Abstract: Moral attitudes, moral behavior and moral evaluations are especially meaningful in the social domain. Yet, interpersonal aspects of morality have only recently became a focus of systematic research attention. In fact, recent discoveries suggest that the key function of morality is to regulate social relationships (Ellemers & Van den Bos, 2012). In this symposium, we will explore how morality operates in, and is influenced by, the social environment. Therefore, our speakers will focus on how personal characteristics (e.g., one's own behavior, attitudes, or motivations) may interact with the social environment (e.g., the behavior of others or contextual cues) to form behavior, attitudes, and judgments in the moral domain. More specifically, Gollwitzer and Effron will show that different perspectives of one's dispositional sensitivity to injustice are rooted in different motivations (i.e., to avoid being exploited vs. to avoid feeling bad). Kreps and Monin investigated the cognitive underpinnings of moralizing and the negative interpersonal effects of moralization. Süssenbach and Rees will reveal how one's moral foundations interact with the situation to shape pro-social behavior. Finally, Cramwinckel et al. will show how shared moral values can overcome some negative interpersonal effects of moral confrontations. Together, these talks will offer a perspective on morality that goes beyond previous models of morality by taking into account the crucial role of the social context.

Paper #1

Authors: Mario Gollwitzer (Philipps-University Marburg) & Daniel Effron (London Business School)

Title: *Justice sensitivity and pro- vs. antisocial behaviors: Different perspectives, different motivations*

Abstract: Previous research has shown that people reliably differ in how strongly they react towards being the victim of injustice ("victim sensitivity"), and that victim-sensitive (vs. victim- insensitive) individuals are more likely to behave uncooperatively and antisocially in social dilemma situations. Does this reflect a "true" fear of being exploited (sugrophobia hypothesis) or rather a post-hoc justification of one's egoistic motives (moral licensing hypothesis)? A first set of experiments show that victim-sensitive individuals are specifically sensitive towards cues associated with untrustworthiness. A second set of experiments tests the moral licensing hypothesis by investigating whether people exaggerate the risk of being exploited when behaving selfishly is incentivized. Findings show that such a licensing effect exists, but that it is not amplified by victim sensitivity. Thus, the pattern of these results is in line with the sugrophobia hypothesis. Interestingly however, the licensing effect was amplified by "observer sensitivity" (i.e., individual differences in reacting strongly towards observed injustice). Furthermore, exaggerating the risk of being exploited reduced the amount of compunction observer-sensitive individuals felt after giving in to an immoral temptation. In short, these findings suggest that victim-sensitive are motivated to avoid being exploited by others, whereas observer-sensitive individuals are motivated to avoid feeling bad for being selfish.

Paper #2

Authors: Tamar Kreps & Benoît Monin (Stanford Graduate School of Business)

Title: *Carving up the social world: Moralizing an issue increases schematicity for that issue*

Abstract: Moralizing an attitude—basing one's view on moral values and concerns—affects the way people seek, process, and use information related to that attitude, and how this information

processing affects social judgment and interaction. Previous research has documented several ways in which moralization affects social functioning related to the attitude domain; we argue that a cognitive underpinning of these effects is increased schematicity, that is, a stronger tendency to perceive and explain the social world in terms of the domain in question. Across three studies, we demonstrate a relationship between moralization and different manifestations of schematicity: self-reported schematicity (Study 1); knowing and seeking information about the views of others in one's social network (Study 2); and more strongly ascribing traits to attitude out-groups (Study 3). In future studies, we hope to provide a behavioral demonstration of the effects of moralization via schematicity and to test possible boundary conditions that could suggest ways to mitigate the negative interpersonal effects of moralization.

Paper #3
Authors: Philipp Süssenbach (Philipps-University Marburg) & Jonas Rees (University of Bielefeld)
Title: *When the going gets tough, individualizers get going: On the relationship between moral foundations and prosocial behavior*
Abstract: We report two experiments addressing the link between moral foundations and prosocial behavior. Taking a person x situation perspective, we propose that individualizers (whose morality is primarily fueled by considerations of harm and justice) are not more prosocial in general but activate resources to act so in situations characterized by a strong need for help. In a first eye-tracking study, participants viewed pairs of photographs. Within each pair, one photograph displayed a suffering person/group and the other displayed a neutral or happy person/group. Severity of suffering varied systematically. Whereas binding foundations predicted a general avoidance of looking at suffering irrespective of severity, participants high on individualizing foundations turned their visual attention toward suffering when severity increased. In a second study, we investigated the downstream consequences of this interactive effect, i.e. whether individualizers show an increased prosociality after exposure to strong need. Participants read about 10 campaigns (research vs. charity projects) and selected one for support. As assumed, learning about charity projects activated a prosocial orientation among high individualizers, resulting in an increased moral regard for outgroups in this condition relative to the research projects condition. The present findings highlight the role of situational factors as triggers of foundation-congruent behavior. Implications will be discussed.

Paper #4
Authors: Florien Cramwinckel & Kees van den Bos (Utrecht University), Eric van Dijk (Leiden University)
Title: *Dealing with moral confrontations: Evaluating the self and others after confrontations with moral refusers*
Abstract: I will focus on how people respond to moral confrontations, where they are confronted with moral refusers who have refused to perform the same behavior that people themselves have performed. People feel threatened by these moral refusers, and these confrontations typically have negative consequences for the way people evaluate these refusers and themselves (e.g., Cramwinckel et al., 2013; Monin et al., 2008). In the current talk I examined the role of shared moral values on evaluations of self and others. We studied this by examining whether it matters if one holds the same moral beliefs as the moral refuser, such as when one believes that gays should have the same rights as heterosexuals. We found that the more one shares one's moral values with the refuser, the more positive their evaluation of this refuser is. Self-evaluations also depended on participants' own behavior. When participants performed a task that went against their own moral values (such as writing an anti-gay essay while one holds a favorable attitude towards gays), their self-evaluations were more negative than when they performed a task that supported their own moral values (e.g., writing a pro-gay essay while one holds a favorable attitude towards gays). As predicted,

this was only the case when people were confronted with a moral refuser who held the same moral beliefs (e.g., a moral refuser who refused to write an anti-gay essay, because he/she thought that homosexuality was moral and normal).

SATURDAY
10:30- 11:50 AM
CONCURRENT SYMPOSIUM SESSIONS 6.1 – 6.6

Symposium 6.1: *Community and Interpersonal Levers of Social Change*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-25

Chair: Betsy Levy Paluck (Princeton University)

Paper #1
Authors: Rebecca Littman, Graeme Blair, & Betsy Levy Paluck (Princeton University)
Title: *See corruption? Let us hear from you! A field experiment on collective action in Nigeria*
Abstract: How are new forms of collective action adopted? Theories of norm perception suggest that observing new behaviors enacted by others in one's local environment or broader society can influence the development of new norms around collective action. We test this idea through a field experiment in the oil rich region of Nigeria, a country awash in corruption at all levels of society. In particular, we test whether communicating new norms of corruption reporting through popular media can encourage collective action against government corruption. In collaboration with a Nigerian production company, we developed a Nigerian feature film with a storyline about corruption and information about a real opportunity to report corruption via text message. We also filmed extra scenes in which the characters discuss and send in text message reports of corruption, thus conveying prescriptive and descriptive social norms about corruption reporting. Treatment and placebo versions of the film (with and without the extra scenes) were then randomly distributed to 100 locations across four states in southern Nigeria. Since new forms of collective action may be costly, we also tested the use of a behavioral channel designed to lower the informational and motivational costs of action. Two weeks after distributing films in a location, we sent out a text message blast with information about the corruption reporting campaign to all subscribers of the major phone network within the location. Individuals were able to report corruption by replying directly to the text message at no cost. To measure the impact of communicating new norms and providing a behavioral channel, we collected data on the number of corruption reports sent from locations that received the treatment versus placebo film, before and after the SMS blast. We also conducted a survey to measure differences in perceived social norms of corruption and corruption reporting.

Paper #2
Author: Michael J. LaCour (University of California, Los Angeles) & Donald Green (Columbia University)
Title: *Messages, messengers, and diffusion of support for gay equality: Results from two longitudinal*

field experiments

Abstract: Weeks before the landmark U.S. Supreme Court decisions on gay rights, both gay and straight canvassers spoke face-to-face with hundreds of California residents, urging support for same-sex marriage. Opinions tracked using a multi-wave on-line panel survey show that this randomly assigned persuasive communication produced large and persistent changes in policy views about gay equality, especially when messages were delivered by canvassers who identified themselves as gay. After canvassing concluded, these persuasive effects were transmitted to housemates, a spillover effect replicated in a follow-up experiment. When the Supreme Court struck down California's ban on same-sex marriage, those in the treatment group showed the largest and most durable attitude change, suggesting that discussion at the doorstep affected the way in which people subsequently received and interpreted the news. The results have profound implications for understanding the magnitude and channels of opinion change in the wake of persuasive communication and prominent news events.

Paper #3
Authors: Margaret Tankard, Deborah Prentice, and Betsy Levy Paluck (Princeton University)
Title: *Motivating women's financial independence to reduce intimate partner violence: Initial finding from a field experiment in Colombia*
Abstract: Economic theory suggests that financial independence can translate into a greater sense of personal independence. This prediction is frequently applied to the situation of women in abusive intimate relationships, specifically that women will exit these relationships when they are more financially independent. While financial interventions are a prevalent approach to poverty reduction and women's empowerment, much is still unknown empirically and theoretically about which women will participate in these interventions and how to involve women who could benefit the most. We predict, based on psychological social identity and social norm theories, that women may be more interested in engaging with financial services when they are aware that other women like them are also working toward financial independence (normative framing) as opposed to when their status as individual clients (individual framing) is emphasized. An 18-month field experiment in Colombia is currently testing two versions of an intervention that grants women an incentivized savings account (both groups are compared to a no-treatment control group). We find that adoption of this savings account, among women randomly assigned to be offered the account, is related not only to financial factors and formal financial experience, but also to women's perspectives on gender relations in society and to women's personal experience with gender relations. In addition, normative and individual explanations of the financial program may each be effective for engaging women's interest, but for women with different characteristics. Findings point to a critical need to better understand how to introduce empowerment interventions to increase women's participation.

Discussant: Betsy Levy Paluck (Princeton University)

Symposium 6.2: A Book Discussion of *The Good, the Bad, and the Just*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-04

Chair: **Riel Vermunt (Leiden University)**
Abstract: The important feature of the book is that modern man is thought to be essentially anxious and is easily tempted to deviate from equal/just allocation of social resources; the proposed justice

model describes human efforts to be just and fair as distinguished from egoistic and altruistic. The allocation event in which feature actor, recipient and observer, and the allocated resources, is very suitable to specify human efforts to shape their world. The work does not describe a static world but one that is in constant flux; this feature of the book makes an integrated interdisciplinary approach necessary. The influence of individuals' internal states on behavior and thus on creation of social arrangements as a consequence of their interactions with others is as vital as the effects of the created culture and structure of social arrangements on internal states. The book (a) describes and comments on findings of primate behavior with regard to the operation of the egoistic and altruistic motivation; (b) brings forward findings of the effects on fair allocation behavior and social arrangements of climate change; (c) discusses moral as well as political/economic behavior; (d) describes some important factors – internal psychological and social psychological – that interfere with equal and just allocation of resources; (e) describes effects on recipients and observers of unfair treatment.

Discussant #1: Russell Cropanzano (University of Colorado at Boulder)

Discussant #2: Guillermina Jasso (New York University)

Discussant #3: Kees Van den Bos (Utrecht University)

Discussant #4: Riel Vermunt (Leiden University)

Symposium 6.3: *Political Ideology: Implications for Social Justice Concerns*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-21

Chair: Jojanneke van der Toorn (Leiden University, the Netherlands)

Paper #1
Authors: Chadly Stern & Tessa West (New York University), Peter Schmitt (University of North Carolina, Chapel Hill)
Title: *The liberal illusion of uniqueness*
Abstract: Do liberals and conservatives accurately estimate the prevalence of their opinions among others who share their political beliefs? In two studies we examined whether liberals underestimate the extent to which other liberals share their opinions, and whether conservatives overestimate the extent to which other conservatives share their opinions. We further examined whether these effects were due to ideological differences in the desire to feel unique. Participants provided their opinions and preferences for both political and nonpolitical items, and estimated the prevalence of their opinions by indicating the percentage of political ingroup members in the study (Study 1) or in America (Study 2) who would agree with each item. Lastly, participants completed the Need for Uniqueness Scale (Study 2), which measures the desire to feel that one's actions and opinions are unique. Results revealed that liberals underestimated the extent to which other liberals actually shared their opinions, whereas conservatives overestimated the extent to which other conservatives actually shared their opinions. These differences were explained in part by liberals' greater desire to feel unique in comparison to conservatives. Taken together, these findings suggest that the motivational underpinnings of political ideology are important determinants for building consensus,

which could have direct consequences for the success (or failure) of political movements.

Paper #2
Authors: Jojanneke van der Toorn (Leiden University), Jaime L. Napier & John F. Dovidio (Yale University)
Title: *We the People: Intergroup interdependence breeds liberalism*
Abstract: Whereas much social psychological research has focused on the conditions that lead to political conservatism, the current research suggests that instilling a sense of intergroup interdependence can increase political liberalism and, in turn, foster concern for universal welfare. Using both correlational (Study 1) and experimental (Study 2) methodologies, we find convergent support for the novel hypothesis that perceived interdependence between groups in society increases people's support for human rights because it increases liberalism. In addition to establishing the hypothesized effect, we also empirically distinguished the effect of intergroup interdependence from that of intragroup (or "interpersonal") interdependence, which was related to conservatism. This research presents a novel demonstration of the effect of intergroup interdependence on political attitudes and fills a gap in the literature on the conditions that lead to liberalism.

Paper #3
Authors: Tobias Rothmund (University of Koblenz-Landau), John T. Jost (New York University), Manfred Schmitt (University of Koblenz-Landau), & Jürgen Maes (Universität der Bundeswehr Munich)
Title: *Leftists are more sensitive to injustice for others; Rightists are more sensitive to injustice for themselves*
Abstract: It is well known that political ideology relates to justice conceptions and preferences (Jost & Kay, 2010). Whereas leftists favor equality as a principle of distributive justice, rightists prefer the principle of equity. Extending prior work, we explored the relationship between political ideology and justice sensitivity as a personality disposition in two panel studies involving German participants. In Study 1 (N = 248) we focused on justice sensitivity from a victim's perspective (JSV), an observer's perspective (JSO) and a beneficiary's perspective (JSB) as well as adherence to principles of distributive justice (equity, need, equality). We observed that right-wing (vs. left-wing) orientation was positively related to a preference for equity (over equality), negatively related to JSO, and positively related to JSV. Interestingly, the latter relations were unrelated to distributive justice preferences. In Study 2 (N = 319) we conducted a longitudinal study over a four-year period. Cross-lagged analyzes revealed that JSO at T1 predicted a more leftist orientation at T2, but political ideology at T1 was unrelated to justice sensitivity at T2. We discuss ways in which the relationship between political ideology and JSO illuminate the motivational underpinnings of left-wing (vs. right-wing) orientation.

Paper #4
Author: Stefano Passini (University of Bologna)
Title: *The complicity of indifference: The effect of unconcern on prejudicial and conservative attitudes*
Abstract: Intergroup conflicts and mass violence occurring in the past (e.g. Apartheid, Nazi Holocaust) were not only supported by blatant aggression and open adherence to destructive ideologies. Indifference and unconcern for others had a certain relevant role. Indeed, those political regimes often chose not to openly act against minorities because of the risk of encouraging people to rebel against them (Bauman, 1989). They most frequently act to render invisible those minorities by enacting a step-by-step and sometimes tacit deprivation of their rights. The effect was that people often felt indifferent towards those minorities and they silently approved such undemocratic policies. In this sense, we can talk of a "complicity of indifference." Today, this complicity may be analyzed both in relation to similar severe intergroup conflicts (e.g. Palestinian-Israeli conflict), as well as in all

those "milder" interethnic clashes that occur in democratic societies. Indeed, the multicultural nature of today's societies raises new questions in the study of indifferent attitudes and behaviors towards minorities and the consequences for the spread of prejudicial and conservative attitudes. In this study, the reaction to some bills focused on the deprivation of minorities' rights (e.g. preventive detention of suspected terrorists) was analyzed.

Symposium 6.4: *The Flexibility of Morality*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-24

Chairs: Dominic Packer (Lehigh University) & Jay Van Bavel (New York University)
Abstract: This symposium will examine the flexibility of moral judgments – including assessments of blame and trust – that are often assumed to be fixed. Four speakers will present evidence that moral evaluative processes are situationally tuned by factors that alter construals, evaluative goals or interpersonal contingencies. Michael Gill will present experiments showing that the blame accorded intentional transgressions is sensitive to information about "second-order free will". Blame is reduced if people believe that negative experiences caused targets to develop bad intentions. Jennifer Ray will present evidence that wrongness judgments, which people often have difficulty justifying after the fact (i.e., that exhibit moral dumbfounding), can nevertheless be influenced by prior reasoning. Making reasoned before intuitive judgments reduces assessments of wrongdoing. Jay Van Bavel will present behavioral and neuroimaging evidence that construing actions in moral vs. non-moral terms influences the process and consequences of evaluation. Moral construals of the same stimuli elicit faster, more extreme, and more universal judgments. Finally, Dominic Packer will present research showing that intergroup biases vary as a function of instrumental contingencies, and that these changes are accompanied by rapid evaluative tuning. The presence of institutions that facilitate interpersonal cooperation both increases intergroup trust and reduces implicit ingroup preferences.

Paper #1
Authors: Michael Gill, Stephanie Cerce, & Phillip Getty (Lehigh University)
Title: *From retributive impulses to understanding and compassion: Flexibility in the blaming of intentional wrongdoers*
Abstract: Intentional wrongdoing powerfully activates blame and retributive impulses. Is it possible to remove the rancor from people's blaming of intentional wrongdoers? We propose that blaming of intentional wrongdoers can be tempered by the observer's knowledge of the wrongdoer's formative history. Our model suggests that this blame attenuation via historical information is mediated by reductions in "second-order free will": Morally offensive intentions were "implanted" in the wrongdoer, thereby depriving him or her of control over self-formation. Interestingly, our model stipulates that historical information will have no effect on perceptions of "first-order free will" (i.e., the wrongdoer retains the capacity to choose to behave otherwise) and no effect on perceived intentionality. All these predictions were supported in a study in which participants learned about a cruel office bully who intentionally inflicted harm on others, and in which we manipulated whether participants learned of the unfortunate formative experiences behind bully's malevolent intentions. Follow-up work further revealed that people are flexible in their use of exculpating historical information. For example, political conservatives ignore information about wrongdoer history when they are in a "prosecutorial mindset," and political liberals ignore information about wrongdoer history when the vulnerability of the victims is emphasized.

Paper #2
Authors: Jennifer Ray & Jay Van Bavel (New York University)
Title: *Un-dumbfounded: How reasoning shapes moral intuitions*
Abstract: "Moral dumbfounding" is a phenomenon where people judge actions with no explicit, harmful outcomes as wrong (e.g., siblings having consensual, protected sex) on the basis of their gut responses and despite their inability to justify their judgments. This finding supports the contention that moral judgments are the result of intuitive responses to an eliciting situation (Haidt, 2001). We investigated whether prior states of the evaluative system can shape the rapid construal and judgment of the eliciting situation itself. Specifically, we predicted that the evaluative system can be "tuned" by prior reasoning or intuiting, thereby altering subsequent moral judgments. To test the moral tuning hypothesis, we had participants judge a classic moral reasoning dilemma (the Heinz dilemma) and a dumbfounding scenario (the incest scenario). Consistent with the intuitionist model, when participants completed the incest scenario first, they judged it to be more morally wrong and engaged in moral dumbfounding. In contrast, when participants completed the Heinz dilemma first, they attenuated their subsequent wrongness judgments of the incest scenario. In other words, when participants engage in moral reasoning first, "going with the gut" disappeared in the dumbfounding scenario. This pattern of data is consistent with the moral tuning hypothesis and suggests that reasoning may not simply justify existing judgments, but may also alter future judgments.

Paper #3
Author: Jay Van Bavel (New York University)
Title: *Beyond intuition and reason: The role of construal in moral judgment*
Abstract: Intuitionist models of moral cognition posit that certain situations automatically elicit intuitions, which guide moral judgments. The role of moral reasoning is relegated to the role of post hoc justification or corrective control following the initial intuition, but is not the causal impetus for a moral judgment. We propose that moral judgment is better characterized as a dynamic process, in which evaluative goals shape intuitions and judgments. We will present behavioral and neuroimaging experiments showing that moral vs. non-moral construal shape the process and consequences of evaluation—independent of stimuli. Specifically, moral construals elicit faster, more extreme, and more universal prescriptions—the belief that absolutely nobody or everybody should engage in an action—than non-moral (pragmatic or hedonic) construal of the same actions. In other words, evaluating an action in moral terms increased people's inclination to render judgments in absolutes—making simple, extreme, black-and-white evaluations. We found evidence that brain regions (e.g., ventromedial prefrontal cortex) normally elicited by moral situations and dilemmas are also susceptible to construal. These experiments provide evidence that the construal process has an important influence on evaluation. This research suggests that moral judgment is better characterized as a dynamic process in which distributed and interactive processes are recruited during evaluation as a function of goals and context.

Paper #4
Author: Dominic Packer (Lehigh University)
Title: *Whom can I trust? Rapid evaluative tuning and changes in intergroup trust in response to variable cooperative opportunities*
Abstract: Despite positive changes in societal attitudes, intergroup segregation and disparities (e.g., in education, employment, justice) remain stubbornly persistent. To account for this disjunction, psychologists have focused on how rapidly-activated stored attitudes can cause people with egalitarian values to behave in discriminatory ways. Here we explore an alternate account, which posits that (a) many biased decisions are instrumental in nature, and (b) rapid ('implicit') evaluations

are sensitive to these instrumental concerns and exhibit tuning to cooperative opportunities. Shared group identities serve as a mechanism for facilitating cooperation, which provides decision-makers with an instrumental incentive to preferentially coordinate with ingroup members. Importantly, however, other (non-group) cooperation-facilitating mechanisms can alter the incentive structure and attenuate intergroup biases. In a series of studies, we find that biases in affiliation and trust decisions are reduced when cooperation-facilitating institutions (e.g., third party punishers, rule of law) help to establish trust across group boundaries. Importantly, rapid evaluations are also affected, such that implicit ingroup preferences are reduced by such institutions. These findings demonstrate tuning of the evaluative system in response to variable cooperative contingencies, which may orient individuals toward affiliating with people who are likely to cooperate in specific contexts.

Symposium 6.5: *Failing to Practice What I, You, or We Preach: Hypocrisy among Individuals and Groups*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-19

Chair: Daniel Effron (London Business School)

Abstract: Hypocrisy – the failure to practice what one preaches – violates justice norms because it represents an attempt to enjoy a benefit (appearing moral) without paying the requisite cost (acting morally). This symposium unites four lines of research that examine how hypocrisy is enacted and evaluated at three different levels of analysis: intrapersonal, intragroup, and intergroup. At the intrapersonal level, Polman and colleagues show how feeling virtuous can lead people to display a hypocritical pattern of judgments: raising the moral standards to which they hold others while simultaneously lowering the moral standards to which they hold themselves. At the intragroup level, Stone and colleagues reveal how observing an ingroup member act hypocritically can spark vicarious cognitive dissonance, which can be leveraged to change attitudes and behaviors. At the intergroup level, the final two talks examine how group membership moderates the ascription of hypocrisy. Barden and colleagues show how membership in an ingroup can make inconsistent actions seem less hypocritical by eliciting more favorable attributions. Effron and colleagues demonstrate how membership in a virtuous organization can invite greater condemnation of wrongdoing through a hypocrisy-by-association effect. These four lines of research shed new light on the antecedents and consequences of hypocrisy.

Paper #1
Authors: Evan Polman (Wisconsin School of Business), Uzma Khan (Stanford Graduate School of Business), & Daniel A. Effron (London Business School)
Title: *Perverse effects of virtue on moral hypocrisy: When people license their own indulgence yet condemn others' indulgence*
Abstract: Research on moral licensing has shown that feeling virtuous can allow people to engage in less-than-virtuous behavior. It is, however, an open question whether feeling virtuous can lead people to grant others a license to act less-than-virtuously. In this paper, we provide evidence that feeling virtuous engenders a pattern of moral hypocrisy—a tendency among people to license their own misdeeds yet to condemn others for the same misdeeds. Across five studies, we demonstrate that elevated feelings of virtue lead people to rate the same transgressions (e.g., buying counterfeit products; cutting in line; misfiling taxes, and omitting wages) as more acceptable when committed by the self versus others. Moreover, we find that elevated feelings of virtue can lead people to give less

money to charity, yet urge others to give more – even others who have already acted in extraordinarily virtuous ways. The results demonstrate that, even when real money is at stake, enhancing people's moral self-concept can lead them to create a double standard: they raise the moral standard to which they hold others while lowering the standard to which they hold themselves.

Paper #2
Authors: Jeff Stone, Elizabeth S. Focella, & Nicholas C. Fernandez (University of Arizona), Joel Cooper (Princeton University), & Michael A. Hogg (Claremont Graduate University)
Title: *Vicarious hypocrisy: Bolstering attitudes and behavior after exposure to a hypocritical in-group member*
Abstract: Research indicates that when people observe an in-group member violate important group standards, in-group members tend to derogate or outcast the deviant individual as a "black-sheep" to maintain the group's positive image (Marques & Páez, 1994; Hutchison, Abrams, Gutierrez, & Viki, 2008). In contrast, we contend that when the in-group deviant is hypocritical about group standards, in-group members experience a threat to the integrity of the in-group that causes dissonance. The most efficient way to reduce dissonance and restore the integrity of the group is for in-group observers to bolster their attitudes and behavior toward the topic of the in-group hypocrite's advocacy. Across four experiments, we report that (a) witnessing the hypocrisy of a similar in-group member about using sunscreen led to more positive attitudes toward sunscreen, compared to witnessing the hypocrisy of an out-group or dissimilar in-group member, (b) only highly identified in-group participants acquired a sample of sunscreen when the in-group member's hypocrisy was attributed to high compared to low choice, (c) affirming the in-group's identity and (d) misattributing arousal attenuated the effect of vicarious hypocrisy on bolstering responses. These studies indicate that vicarious hypocrisy is a novel social-identity based form of dissonance that motivates highly identified in-group members to embrace a black sheep, and his or her message, in order to defend the group's integrity.

Paper #3
Authors: Jamie Barden (Howard University), Derek D. Rucker (Kellogg School of Management, Northwestern University), Richard E. Petty (Ohio State University), & Kimberly Rios (Ohio University)
Title: *Order of actions mitigates hypocrisy judgments, but differentially for ingroup and outgroup members*
Abstract: Eliot Spitzer is an archetypical hypocrite, someone who makes a public statement establishing a standard (against prostitution), but then fails to live up to that standard in private behavior (hiring prostitutes). Our prior findings show that reversing the order of the identical actions mitigates hypocrisy judgments, because the same inconsistency between statement (against drunk driving) and behavior (driving drunk) is now a potential sign of sincere change (driving drunk then saying not to drive drunk). Shared group affiliation can also impact hypocrisy judgments of others, particularly when the reversed order provides a potential mitigating circumstance. Experiments 1-3 show that in the archetypal order, group has no effect, however a reversal of the order mitigates hypocrisy more for ingroup than outgroup targets (political party, gender). The effects on hypocrisy are explained by attribution to change, a rare demonstration of both the mechanism and judgment in Ultimate Attribution Error. And yet, shouldn't potential ingroup hypocrites be seen as more hypocritical not less? Experiment 4 shows that this reversal occurs specifically when target actions have the potential to confirm negative ingroup stereotypes (Blacks and substance abuse). This effect is explained by fewer attributions to change for ingroup members. Thus, the presence of mitigating circumstances opens the door for group-based biases in hypocrisy, the direction of which depends on stereotype relevance.

Paper #4
Authors: Daniel A. Effron (London Business School), Brian J. Lucas (Kellogg School of Management, Northwestern University), & Kieran O'Connor (McIntire School of Commerce, University of Virginia)
Title: *Hypocrisy by association: Judging individuals more negatively for associating with a virtuous group*

Abstract: The same transgression invites more condemnation when it represents hypocrisy – a failure to practice what one preached. We examine whether a transgression similarly elicits more condemnation when it merely represents a failure to practice what one's group members have preached. Three studies provide evidence for this hypocrisy-by-association effect in organizational contexts. In Studies 1 and 2, participants condemned an employee more for a crime (e.g., illegal drug use) when they were told that he worked for an organization dedicated to combatting a related crime (e.g., drug trafficking) versus an unrelated crime (e.g., sex trafficking) – an effect that was mediated by ascriptions of hypocrisy. In Study 3, participants were less likely to recommend hiring a job candidate who had committed a minor infraction (e.g., reckless driving) when it directly contradicted the mission of his previous employer (e.g., promoting safe driving) than when it did not. These effects were observed even when the employee's job did not involve "preaching" the organization's mission, and when the employee had not voluntarily elected to associate with the relevant organization (i.e., he had been assigned to intern there). We discuss how observers may interpret group associations as implicit claims about one's moral values, and how associating with a virtuous group can be a liability when one commits a misdeed.

Symposium 6.6: Education, Justice, and Diversity

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-15

Chair: Johanna Pretsch (University of Koblenz-Landau)

Paper #1
Authors: Johanna Pretsch, Natalie Ehrhardt, & Manfred Schmitt (University of Koblenz-Landau)
Title: *Effects of injustice in school on students' well-being*

Abstract: Thus far, justice in schools has not been extensively studied. This is surprising as justice and injustice play crucial roles in the lives of students. Consequently, this study used a longitudinal experimental design to examine the effects of justice in schools on students' well-being, justice-related emotions, and prosocial behavioral intentions. We used assignations to specific learning conditions to induce differences in perception of justice among students. Eight classes of sixth graders (N = 239) participated in the study. Classes came to university to receive extra teaching one time a week for six subsequent weeks. Before the first unit, after the sixth unit and 3 months later, justice sensitivity was measured. During the second and the fifth unit, well-being and justice-related emotions were measured. The posttest included measures of behavioral intentions to restore justice. Classes were randomly assigned to either the control group or the experimental group. To manipulate justice perceptions, a scenario of arbitrary privilege was chosen. The experimental group was told that they were privileged to take part in this extra teaching and that other students would not have the opportunity. The control group was not told anything related to how they were chosen to take part in this extra teaching. Results show that after two weeks, students in the experimental group reported significantly stronger negative emotions than the control group. After five weeks, the experiment

Paper #2
Author: Tammy Harel Ben-Shahar (New York University School of Law)
Title: *Equality in education: Why we have to go all the way*

Abstract: Inequality in educational opportunity and its prices for individuals and society are an ongoing concern in liberal societies, and in philosophic discussion. Amidst this lively debate there is a position that has not yet been seriously defended, according to which justice in education requires equality in educational outcome between all individual students. Not merely between equally able children, or between different social classes, but rather between all children. In this paper I attempt to do just that, argue that when it comes to equality in education, nothing short of going all the way will do. 'All the way' equality may seem, at first glance, way too radical an approach to be plausible, or to have relevance for actual education policy. It seems simply impossible to achieve equal outcomes for all children, and the mere attempt is bound to have bad consequences. I aim to show that this initial reaction to all the way equality is wrong and that while it is very demanding, it is a plausible principle of justice in education. In fact, I contend that it does a better job than other principles in realizing the goals of distributive justice in education. Its basic commitment to equality in outcome is morally justified, and at the same time the most problematic consequences of the approach are avoided by balancing equality with competing interests.

Paper #3
Authors: Nura Resh (Hebrew University of Jerusalem) & Clara Sabbagh (The University of Haifa)
Title: *Sense of justice in school and civic behavior*

Abstract: Early adolescence is a crucial period in the formation of civic identity, the shaping of one's "philosophy of life", and the gradual growth of independence and social responsibility that should be reflected in student's behavior. Adopting a multidisciplinary – psychological and sociological – approach, we develop in this paper a theoretical framework for the investigation of the relationship between justice experiences at school - i.e., students' evaluations regarding resource distribution and the procedural justice in these distributions, and different facets of within- and out-of-school civic behavior – rule-oriented behavior and engagement in violence within school extra-curricular activity and out of school community volunteer activity. Based on distributive justice theories and adapting it to the educational context, we hypothesize that students who perceive their teachers' rewards distribution (grades and relational rewards) and the procedures of their allocation as fair (just), will develop a more positive civic behavior: will be more active in school and community's voluntary activity and will refrain from rule-breaking behavior. The model was tested empirically in Israel in a national sample of 48 middle schools (about 5000 8th and 9th grades students).

12:00 – 2:00 PM
LUNCH and GENERAL BUSINESS MEETING
Kimmel Center for University Life, 60 Washington Square South

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Symposium 7.1: *Principles of Justice or Motivated Justifications? Emerging Insights into the Psychological Drivers of Policy Preferences*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-25

Chair: Aaron Kay (Duke University)
Abstract: Though people generally would like to believe their policy preference are rooted in reasoned and stable principles of what is ultimately fair, just and legitimate, social scientific data suggest this may not always be the case. In this invited symposium, four talks offer original insights into the ways in which various motivations can influence people's perceptions of the fairness and legitimacy of a range of public policies. In the context of policies about redistribution, Payne describes how temporary shifts in feelings of subjective socio-economic status can drive beliefs about what is most fair and just; Knowles demonstrates the role social dominance orientation can play in forming beliefs about the fairness and legitimacy of "color blind" public policy; Shepherd provides data demonstrating that attitudes towards policies regulating the distribution certain products (e.g., soda bans in NYC) can be driven by the inter-relation between the symbolic status of the product and people's system justification motive; and, last, Landau describes and demonstrates how metaphors can influence policy preferences, especially when the relevant metaphor holds the potential to satiate specific epistemic motives.

Paper #1
Authors: Keith Payne (University of North Carolina, Chapel Hill) & Aaron Kay (Duke University)
Title: *Subjective social status shapes support for redistribution*
Abstract: Economic inequality in America is at historically high levels and rising. Although most Americans indicate that they would prefer greater equality, redistributive policies aimed at reducing inequality are unpopular. Traditional accounts from economics and political science posit that attitudes toward redistribution are driven by economic self-interest or ideological principles. From a social psychological perspective, however, we expected that subjective comparisons to others may motivate support for redistributive policies in self-serving ways. In three studies we measured or manipulated subjective wealth compared to other people. We found that (1) subjective wealth was only modestly associated with objective wealth (2) participants supported redistribution more when they felt low in subjective wealth than when they felt high, even when actual resources and self-interest were held constant, and (3) endorsement of ideological principles of fairness-as-meritocracy or fairness-as-equality shifted as a consequence of shifts in policy attitudes. Our findings suggest that people are self-interested, but their self-interest is not merely objective monetary interest; it is subjective and relative. Our results turn the traditional account on its head by suggesting that subjective wealth may motivate shifts in support for redistributive policies, along with the ideological principles that justify them.

Paper #2
Authors: Eric Knowles (New York University) & Rosalind Chow (Carnegie Mellon University)
Title: *Hiding the hierarchy: Whites' strategic endorsement of color-blind public policy*

Abstract: Many Whites believe that the government and public institutions should be barred from categorizing citizens by race. What accounts for the appeal of policies that would curtail not only the government's use—but its very knowledge—of racial facts? Supporters may feel that depriving the government of racial data is a necessary step toward creating a "postracial" society. Less charitably, color-blind public policy may represent a means to bolstering current patterns of racial hierarchy. Enacting color-blind policy may represent a "nuclear option" for opponents of racial egalitarianism: If government cannot know the race of its citizens, its ability to track and reduce racial disparities through race-conscious means would be all but eliminated. In three studies, we test this "hierarchy-enhancement" account of support for color-blind policy. In Study 1, White participants high (but not low) in SDO react to threat by increasing their endorsement of color-blind policy. Study 2 replicates this effect using an alternative threat induction and measure of color-blind policy support (a bill, supposedly before the U.S. Congress, prohibiting the federal government from collecting racial data). Finally, using a third operationalization of hierarchy threat, Study 3 shows that the impact of threat on support for color-blind policy is mediated by the endorsement of abstract color-blind ideology—the humanistic admonition that "race should not matter."

Paper #3
Authors: Steven Shepherd, Tanya Chartrand, & Gavan Fitzsimons (Duke University)
Title: *Banning the beloved: System justification and the defense of unrestricted access to iconic cultural products*

Abstract: The recent (2012) attempt to restrict the sale of large sodas in New York City has proven to be a failure, in large part due to the public's negative reaction to the ban. The current research offers a novel explanation for why such bans may be unpopular. Because not all products are equal in their place in American culture, we submit that system justification theory, which posits that people hold a motivation to see one's social systems as favorable and legitimate (Jost and Banaji 1994), can uniquely explain why the backlash against restrictions on culturally iconic products will be especially high. In the current research we explore the contexts in which soda, as a cultural icon, is defended just as any other part of one's sociocultural system might be. Across three experiments we provide evidence that soda is a part of the American system, and that because it woven into the fabric of American culture, unrestricted access to it will be defended. We find this is particularly true among those who have especially high confidence in the system.

Paper #4
Author: Mark Landau (University of Kansas)
Title: *When do metaphors for sociopolitical issues influence attitudes? Examining the moderating role of epistemic motives*

Abstract: People frequently encounter messages that metaphorically compare abstract sociopolitical issues (e.g., illegal drug regulation) to superficially unrelated and relatively more concrete concepts (e.g., war). Previous studies show that participants primed with such metaphors interpret and evaluate the target issues in accord with commonplace knowledge of the concrete concepts to which they are compared. However, given the relative stability of political attitudes across time and situations, it is unlikely that encountering a metaphorically framed message inevitably influences attitudes. Drawing on insights from lay epistemology theory, I reasoned that an accessible metaphor would influence attitudes particularly when it satisfies one of three epistemic motives: to establish certainty, maintain existing attitudes, and be accurate. I predicted that exposure to a metaphor framing system failure (e.g., company bankruptcy, economic crisis) to a vehicle accident would

support the judgment that, just as drivers typically bear responsibility for vehicle accidents, blame for the system failure lies primarily with the highest-ranking individual in charge of that system. Further, this effect should hold particularly when the aforementioned epistemic motives are high. I present data in support of these predictions and discuss the implications of these findings for understanding when and why people rely on metaphor to interpret and evaluate sociopolitical issues.

Symposium 7.2: *Emotional Consequences of Distributive (In)justice*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-04

Chair: Jody Clay-Warner (University of Georgia)

Paper #1
Authors: Jody Clay-Warner & Dawn Robinson (University of Georgia), Lynn Smith-Lovin & Kim Rogers (Duke University), Katie James (University of Georgia)
Title: *Emotional reactions to equity- and referential-based over-reward*
Abstract: Considerable research confirms that favorable violations of the equity rule produce guilt and distress. It is less clear, however, how people react to favorable violations of the referential standard of justice. While equity-based overreward occurs when receiving more than one deserves relative to the inputs and outcomes of a local comparison, referential- based overreward refers to receiving more than the 'going rate' for a particular activity. Referential overreward occurs, for example, when receiving a higher salary than is typical for someone in the same occupation with similar years of experience. Sociologists typically employ the referential standard of justice in studies of overreward, as this standard links outcomes to broader social structures. There is little theorizing in sociology, however, regarding responses to overreward. As a result, equity theory predictions are generally assumed to apply to situations of referential overreward. Here we argue that favorable violations of the equity and referential standards of justice produce different emotional responses. We predict that while equity-based overreward produces guilt and distress, referential-based overreward produces positive emotions. We test our predictions in an experimental setting with a 2(Standard) X 2(Gender) X 3 (Outcome) design. We find support for our predictions and suggest directions for the development of theory to explain varying responses to equity- and referential-based overreward.

Paper #2
Authors: Tim Steiniger, Detlef Fetchenhauer, & Thomas Schlösser (University of Cologne)
Title: *It's not my fault: Perceived justice and emotions in two different compensation systems*
Abstract: In recent years Western societies witnessed rising social inequality. Although theoretically inequality is strongly related to emotions, empirically we know surprisingly little about its emotional consequences. In an experimental study with 448 participants we explored perceived justice and emotions in two different compensation systems. The participants were randomly assigned to groups and had to individually solve tasks, worth a certain amount of money. In the so-called equality system group earnings were distributed equally among all members. In the so-called tournament system group earnings were given to the member who completed the most tasks correctly. Therefore, we explored participants' reactions to systems leading to maximal and minimal inequality. Our results showed several interesting findings. While performance levels did not differ between the systems, perceived justice and experienced emotions did. The equality system was perceived to be more just

than the tournament system. This was due to equally low justice ratings by winners and losers of the tournament. Interestingly, perceived justice did not explain people's emotions. Instead, outcome favorability seemed to be crucial for emotional reactions. Profiteers of the tournament system perceived it to be unjust but showed high positive affect, low negative affect and did not feel guilty. Unimpressed by the systems injustice they enjoyed the success, maybe due to the lack of responsibility for the applied system.

Paper #3
Authors: McKenzie Rees & Kristina Diekmann (University of Utah), Ann Tenbrunsel (University of Notre Dame)
Title: *When two wrongs make a right: Covering up our unfair mistakes with unethical behavior*

Abstract: Most individuals face a tension between moral and self-interested behavior. To resolve this tension, when individuals encounter an opportunistic situation, they often justify immoral behavior to achieve self-interested goals while still maintaining a moral self-concept (Mazar & Airely, 2008). Individuals are also concerned with the moral image they present to others (Aquino & Reed, 2002) and may go to great lengths to maintain that positive image, since others can be critical of even single incidents of unethical behavior (Gino & Galinsky, 2012). We propose that when an individual engages in unfair behavior to achieve self-interested goals, but then learns that they must share information that will expose this unfair behavior, they will be more likely to engage in unethical behavior to cover up their previous unfair act. We also propose that this effect is moderated by one's moral self-image, or one's own beliefs about their level of morality (Jordan, Gino, Tenbrunsel, & Leliveld, 2013): Those with a high moral self-image also want others to perceive them as moral, making these individuals even more likely to engage in unethical behavior to cover up their unfair act. We test these hypotheses in two studies using dictator games in which allocators find out before or after making an allocation that they must report the pot size to recipients. Results are consistent with our hypotheses.

Paper #4
Author: Leanne Gosse & Ramona Bobocel (University of Waterloo)
Title: *Co-worker perceptions of employees who forgive*

Abstract: Although much past research had demonstrated numerous benefits of forgiveness (e.g., Fehr & Gelfand, 2010), recent research on close relationships has also demonstrated negative consequences for the victim (e.g., McNulty, 2011). The present research sought to extend this work by examining possible positive and negative consequences of forgiveness in the context of the workplace. Moreover, we focus on the effects of forgiveness for evaluations of the victims made by co-worker observers, an understudied area of forgiveness research. We predicted that employees who forgive mistreatment will be viewed positively on dimensions related to cooperation, however, they may also be perceived as less powerful and more likely to be mistreated in the future. We expected that these effects would be more pronounced when forgiveness was unearned (no apology) versus earned (apology). We conducted three online studies with working adults to test these ideas. Overall, we found that regardless of apology, participants perceived employees as more cooperative, helpful, and easy to work with, when employees were forgiving rather than unforgiving of a supervisor who mistreated them. At the same time, victims were perceived as more powerful, less submissive, and less likely to be abused in the future when they were unforgiving rather than forgiving. We will discuss the implications of our results for the management of conflict in workgroups, including the possible exploitation of those who forgive.

Symposium 7.3: *Economic Equality and Inequality in Social Systems*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-21

Chair: Stefan Friedhoff (Bielefeld University)

Author: Stefan Friedhoff (Bielefeld University - SFB882)
Title: *Income justice measurement: Establishing the link*
Abstract: In the last decade an increasing number of studies in the field of justice perception made use of factorial surveys (vignette study) as a way to exclude unwanted influences on the respondents' judgment due to a "pseudo-experimental" design by presenting realistic examples (vignettes) of situations to respondents. Regarding the measurement of those individual justice preferences there are two big fields of research: On the one hand psychologists identify cognitive processes that lead to the evaluation of justice; on the other hand methodological research focuses on the optimization of research methods (e.g. factorial survey). The main research question of this presentation is how to link those two fields to fully understand the justice evaluation process. / Using eye-tracking while respondents answered vignettes enables to identify this connection between those two fields, what might lead to a full understanding of the whole process from recognizing the vignette description, cognitive processing of the presented information up to making a judgment. The data basis for this talk is an eye-tracking experiment with 80 respondents aimed at identifying and verifying several processes of learning and recognition of income justice vignettes. The presentation will focus on identifying that link and show what implications we can deduct for future usage of factorial surveys in the research of justice evaluation.

Paper #2
Authors: Zsofia Ignacz (Jacobs University Bremen/Humboldt University Berlin) & Klaus Boehnke (Jacobs University Bremen)
Title: *The convergence of post-socialist attitudes: The interaction of welfare state regimes and socialist legacy on attitudes toward income inequalities*
Abstract: Research linking welfare state regimes and attitudes toward inequalities typically has addressed differences among Western welfare regimes, largely excluding post-socialist states from analyzes. Conversely, research focused on differences between post-socialist and Western states has often neglected the role welfare state regimes play in forming attitudes toward inequalities. We explore whether the welfare state regime type "post-socialist," a late add-on to Esping-Andersen's theory, is reflected in attitudes towards inequalities in a similar way as "liberal", "social democrat", and "conservative" is. This is done by examining whether countries with different welfare state regimes exhibit different levels of acceptance of inequalities with accounting for the effects of socialist legacy. In a second step, we examine whether any of the post-socialist societies have converged in their attitudes towards inequalities to attitude patterns in other regime types. The dataset of the International Social Survey Program with a time span of 1987-2009 is used to answer this research question. Hierarchical (nested-design) ANOVA is applied to match the complexity of the data structure, namely to separately assess differences between welfare regimes and single countries. Key findings are that, once controlling for the exposure to a socialist regime, post-socialist countries show convergence to the three classical welfare state regimes in their patterns of attitudes toward inequalities.

Paper #3
Author: Assaf Rotman (Hebrew University)
Title: *The idea of justice in socioeconomic policy making: The case of the Israeli National Budget, 1974-2009*

Abstract: People tend to think in terms of justice and this concept dominates the judgment of distributive dilemmas. But what role does it have in the process of policy making? The paper addresses this question in the context of the parliamentary discussions on the Israeli national budget, starting at 1974, just before Israel's neo-liberal turn, and stretching until 2009, just after the 2008 economic crisis that raised doubts concerning this neo-liberal approach. Studies show that the preparation process of the Israeli budget is highly concentrated in the hands of treasury officials and follows primarily macroeconomic objectives. The current study shows that the idea of justice comes into play when the budget is put before the parliament for approval. In the attempts to legitimize or criticize the budget, members of parliament often rely on justice based arguments. It appears that in order to pass the budget a moral and not merely economic justification is required. The study examines how different meanings of justice serve members of parliament in their arguments and follows the changes of the dominant meanings over time. The findings show a growing gap between the neo-liberal policies and the dominant principles of justice among the public representatives, which indicates a legitimacy deficiency of the existing policy. This was confirmed by the mass protests that erupted in 2011. It is concluded that justice plays a crucial role in the evaluation of distributive policies.

Paper #4
Author: Davide Morselli (Swiss National Centre of Competence in Research LIVES, University of Lausanne)
Title: *Can inequality change? How economic inequality influences people and people can influence inequality*

Abstract: Wilkinson and Pickett have found a strong correlation between the scale of income inequality within a country and the severity of many social problems. In particular they argue that income inequality generates negative interdependence, making social relationships more tense and thus being the source of social distrust and intergroup discrimination. This approach assumes that people do not interact in a social vacuum but are constantly under the influence of a context. On the other hand, the pluralistic political science tradition theorized that shared beliefs and attitudes shape the social and political context, highlighting the importance of bottom-up dynamics of social change. The present research merges the two approaches by applying the Coleman's boat model to the study of inequality. The boat model suggests a bidirectional interaction across time: predefined contexts influence the change across time of individual attitudes, in turn the individual change feeds back the context, modifying it in turns. The present study uses an ecological growth curve model to test the hypothesis of the double direction of influence (context-to-individuals and individuals-to-context). European Social Survey data confirmed the Wilkinson and Pickett's hypothesis, according to which income inequality has a negative influence on interpersonal trust and intergroup relations. However it also supported the hypothesis that changes in interpersonal relationships may influence structural inequality.

Symposium 7.4: _Overcoming Obstacles to Social Change_

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-24

Chair: Katharine Greenaway (University of Queensland)

Paper #1
Authors: Katelin Neufeld (University of Manitoba), Danielle Gaucher (University of Winnipeg), Gregory Boese (Simon Fraser University), & Katherine Starzyk (University of Manitoba)
Title: _Overcoming the barriers to social change: Reminders of community connection as an effective strategy to increase public support for addressing injustice_

Abstract: People are often motivated to resist social change and maintain the status quo (Jost & Banaji, 1994). Given the system justification motive and other well-documented psychological barriers to social change (e.g., Lerner, 1980, Tajfel & Turner, 1986) how might one garner support for addressing a local injustice? We present findings from two studies that show reminders of community connection can increase support for addressing system-threatening injustices Specifically, across two studies participants first instructed to write about how connected they are to their community were most morally outraged at the lack of clean running water in Canadian First Nations' communities and were least likely to agree that First Nations' Canadians should be forced to relocate if they desire clean running water-compared to people who were first asked either to write about how they were disconnected from their community (Studies 1 and 2) or to simply describe their community (Study 1). Evoking feelings of nationalism (i.e., having participants write about how they were connected to their country), however, was detrimental to garnering support for First Nations' water supply and sanitation policies (Study 2). These studies contribute to an emerging body of literature that illuminates the link between prosocial action and evoking a psychological sense of community (e.g., Marcus, Omoto, & Winter, 2011; McNamara, Stevenson, & Muldoon, 2013). Implications for social change will be discussed.

Paper #2
Authors: Fabian Schellhaas (Yale University), Huseyin Cakal (University of Exeter), & Miles Hewstone (University of Oxford)
Title: _New insights into how and when intergroup contact undermines collective action: Trust and perceived typicality_

Abstract: Recent work in social psychology has shown that positive intergroup contact can, in addition to improving intergroup attitudes, also undermine collective action for social change among the disadvantaged. The present work qualifies this effect in two ways: We provide first empirical evidence (a) that positive contact undermines collective action by increasing outgroup trust, rather than improving attitudes, and (b) that the demobilizing effect of contact is mitigated when outgroup contacts are construed as atypical, affording, subtyping. Two cross-sectional studies were conducted among Russian-speaking immigrants in Finland, focusing on the issue of societal status (Study 1; N = 319), and among Turkish immigrants in Northern Cyprus, focusing on the issue of political enfranchisement (Study 2; N = 212). Results confirmed that positive contact with the advantaged native population predicted greater trust and more positive attitudes, but only trust mediated the negative effect of contact on collective action (Studies 1 and 2). However, contact-related demobilization was significantly reduced when outgroup contact partners were viewed as atypical for the advantaged group (Study 2). These findings are discussed in the context of intergroup contact theory and the emerging literature on demobilization among the disadvantaged.

Paper #3
Authors: H. Hannah Nam & John T. Jost (New York University)
Title: *Which American way? Overcoming resistance to change through system-sanctioned appeals*
Abstract: Although social change is often necessary to increase social equality or to improve various social policy domains, it is common for people to resist supporting such changes. Research on system justification theory has demonstrated that one reason that people oppose social change is due to a psychological motivation to uphold and defend the status quo. We examined the possibility that opposition to change could be overcome by harnessing system justification motivation through reframing potential changes as consistent with the ideals of the existing system—that is, as system-sanctioned. First, we demonstrated that system justification tendencies explained differences in political ideology on level of support for the development of the "Ground Zero mosque" (Study 1). When a proposed social change (a federal Muslim holiday) was framed as system-sanctioned, high system justifiers expressed stronger attitudinal and behavioral support for the change, and even exhibited more positive attitudes toward Muslims (Study 2). Finally, when health care reform was framed as system-sanctioned and participants were made to feel highly dependent on the system, they were more likely to request petitions supporting the health care policy change (Study 3). These results indicate that system-sanctioned framing can be leveraged to increase support for social change across various social policy domains that are typically marked by inequality, and even has the potential to improve intergroup attitudes.

Paper #4
Authors: Katharine Greenaway (University of Queensland), Aleksandra Cichocka (University of Kent), Ruth Van Veelen (University of Twente), Tiina Likki (University of Lausanne), & Nyla Branscombe (University of Kansas)
Title: *Feeling hopeful inspires support for social change*
Abstract: Hope is an emotion that has been implicated in social change efforts, yet no research has examined whether feeling hopeful actually motivates support for social change. Study 1 (N=274) confirmed that hope is associated with greater support for social change in two countries with different political contexts. Study 2 (N=165) revealed that hope predicts support for social change better than other emotions often investigated in collective action research. Study 3 (N=100) replicated this finding using a hope scale and showed the effect occurs over and above positive mood. Study 4 (N=58) demonstrated experimentally that hope motivates support for social change. In all four studies, the effect of hope was mediated by perceived efficacy to achieve social equality. This research confirms the motivating potential of hope and illustrates the power of this emotion in generating social change.

Symposium 7.5: *Cooperation and Social Responsibility*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-19

Chair: Kelly E. See (New York University)

Paper #1
Authors: Dorothee Mischkowski (University of Goettingen) & Andreas Glöckner (University of Goettingen and Max Planck Institute for Research on Collective Goods)
Title: *The influence of social value orientation on spontaneous cooperation behavior*

Abstract: Social dilemmas threaten one's striving for fairness and justice as they evoke a situation where the joint outcome can only be maximized if the individual refrains from egocentric behavior and contributes to a common good. Rand, Greene, & Nowak (2012) discussed the intuitive nature of cooperation, showing that cooperative behavior is related to shorter decision times. We tested the generality of their findings by investigating a potential interaction between response time and social value orientation (SVO); a trait describing the preference for fairness in outcomes. Within three experiments (one of them involves representative samples for the US and German population) using one-shot Public Goods Games we find in accordance with Rand et al. that cooperative behavior was conducted quicker than non-cooperative behavior. We also find a consistent main effect of SVO on cooperation and, most importantly, the predicted interaction between decision time and SVO: For proselfs, there is no influence of decision time on cooperation. Independent of decision time, they stick to low contributions. In contrast, the contribution of prosocials decreases with increasing decision time. As expected, their intuitive response seems to be cooperation but this response can be overruled by longer deliberation. To conclude, cooperative behavior is not intuitive per se. It is the intuitive response for prosocials but not for proselfs.

Paper #2
Authors: Sebastian Hafenbrädl (University of Lausanne), & Daniel Wäger (Northwestern University Kellogg School of Management)
Title: *Dispelling a myth: Executives do not believe in a tradeoff between corporate social performance and corporate financial performance*
Abstract: An important research stream in management investigates whether there is a link between corporate social performance (CSP) and corporate financial performance (CFP). In this research stream, it is often implicitly assumed that people in general and corporate executives in particular believe that there is a tradeoff between CSP and CFP. Researchers finding a positive link between CSP and CFP argue that their results could be used to convince executives that no such tradeoff exists, which would in turn convince these executives to engage in more socially responsible business activities. In contrast, building on system justification theory, we argue that because people justify the market economy system as fair and ethical, they already believe in a positive link between CSP and CFP and thus do not need to be convinced that no such tradeoff exists. In three studies based on an incentivized prediction game, we first show that executives generally believe that there is a positive relationship between CSP and CFP, second, that people with an educational background in business and economics are more likely to hold such beliefs than others, and that the relationship between educational background and the belief in a positive relationship between CSP and CFP is mediated by how strongly people subscribe to an ideology of seeing the market economy system as inherently fair. Third, we experimentally establish the causal link between this ideology and the beliefs in a positive relationship.

Paper #3
Authors: Kelly E. See & Frances J. Milliken (NYU Stern School of Business)
Title: *The role of organizational justice in linking an organization's sustainability performance with employee engagement*
Abstract: We present a conceptual model highlighting the central role of organizational justice in explaining how an organization's sustainability initiatives can influence employees' job engagement. Recent research on sustainability and corporate social responsibility (CSR) is converging on the idea that the performance of organizations should be measured using the triple bottom line of economic, social, and environmental impact. Viewing organizational performance using a triple bottom line lens is a paradigm change relative to prior views of performance, which tended to assume that profitability (or shareholder return) was the only bottom line that mattered. We argue that a triple bottom line view

of performance requires a fundamental shift in organizational practices that enhances organizational justice and, in turn, employees' work engagement. An organization's sustainability practices signal to employees the degree to which their organization cares about social justice by reflecting accountability to multiple stakeholders through greater transparency. Indeed, we propose that a triple bottom line approach necessitates a set of practices that affect many of the known antecedents to procedural justice, such as gathering of information from stakeholders, showing that decisions are made consistently and accurately, and thoroughly explaining decisions. We also argue that these positive effects do not necessarily require employees' conscious awareness of their employer's CSR activities.

Paper #4
Authors: Ivona Hideg (School of Business & Economics, Wilfrid Laurier University) & Lance Ferris (Smeal College of Business, Pennsylvania State University)
Title: *The compassionate sexist? How benevolent sexist attitudes may promote and undermine gender diversity*
Abstract: Although sexist attitudes are generally thought to undermine support for employment equity (EE) policies supporting women, i.e., policies that aim to reduce discrimination and increase the hiring of women, we argue that certain forms of sexism – in particular, benevolent sexism – may actually increase support for EE policies by invoking a sense of compassion. We examine the effects of benevolent sexism on support for EE policies in three studies involving co-operative job placements. In a field correlational study (Study 1) and an experiment (Study 2), we show that benevolent sexism is related to greater support for an EE policy, and that this effect is mediated by compassion. In a field experiment (Study 3), we identify a key boundary condition of the positive effect of benevolent sexism: the type of position for which EE policies promote the hiring of women. In particular, we find that the positive effect of benevolent sexism on support for the EE policy via compassion extends only to EE policies that promote the hiring of women in more feminine, and not in more masculine, positions. Thus while benevolent sexism may promote EE policies and appears to promote gender diversity and equality, it also subtly undermines it by contributing to occupational gender segregation. Contributions to the literature and practice are discussed.

Symposium 7.6: *Income Disparities in the Workplace*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-15

Chair: P.J. Henry (New York University–Abu Dhabi)

Paper #1
Authors: P.J. Henry (New York University-Abu Dhabi) & Geoff Wetherell (DePaul University and NYU-Abu Dhabi)
Title: *Inequality and the Boundaries of the Income-Fertility Paradox*
Abstract: Logic would suggest that those who have the most resources in a society would be the ones most poised to rear children, but reality shows the opposite: Those of lower income are more likely to rear children than their higher income counterparts, a phenomenon called in economics the "income-fertility paradox" (Becker, 1960). This relationship has been qualified by the level of inequality in a society, such that as income inequality in a society reduces the income-fertility relationship also reduces (Kremer & Chen, 2002). However, this research was conducted using

aggregate level data, and is subject to the ecological fallacy, that is, making incorrect claims about individual-level behavior from aggregate-level data. We present individual-level data from the Eurobarometer and World Values Surveys that show somewhat different patterns from the aggregate data: in countries with reduced income inequality, the income-fertility paradox not only is reduced in magnitude but disappears or even flips. Furthermore we show that the income-fertility paradox may be more broadly about status and not income alone, as the income-fertility patterns replicate when measuring status with occupational prestige and education. These results show the importance of societal-level inequality in its relationship to individual-level status and childrearing decisions, but also show the importance of using individual-level data for making individual-level inferences about human behavior.

Paper #2
Author: Sreedhari Desai (University of North Carolina)
Title: *Organizational income inequality and layoffs: The role of social distance*
Abstract: Over the last several decades, income inequality in organizations, or what top managers make relative to average employees, has increased dramatically. While researchers have investigated relationships between pay dispersion and organizational variables such as firm performance (e.g., Bloom, 1999; Martins, 2008), little appears to be known about how organizational income inequality might affect employment practices. Here, we suggest that an increase in organizational income inequality results in an increase in social distance between those at the top and ordinary employees in the organization. Social distance is a reflection of the ways in which individuals see each other as different from one another. Building on past research that shows that the greater the social distance, the less likely they are to think of them as individuals, we argue that increase social distance motivates executives to think of employees as mere instruments to the end of profit making. Furthermore, we argue that increased social distance as a consequence of income inequality may cause executives to think of their relationship to ordinary employees in primarily short run economic terms and treat their employees in ways that maximize their short-term value to the firm by resorting to employment practices such as strategic layoffs. In sum, we propose that as income inequality in an organization increases, its top managers are more likely to formulate policies that adversely affect employee

Paper #3
Authors: Carsten Sauer, Peter Valet, & Stefan Liebig (Bielefeld University)
Title: *Earnings justice evaluations of men and women: How the organizational context influences justice attitudes.*
Abstract: Justice evaluations are based on comparisons with other people with similar characteristics. The workplace provides opportunities and constraints to compare with colleagues – the most important reference group in justice evaluations. The paper investigates how structural conditions of the organization and the working group mediate justice evaluations leading to differing justice perceptions of male and female employees. Data provide information on the wage structure of the company, the share of men and women in the company and within the team, the possibility to negotiate about earnings and the transparency of the wage structure. Moreover, the development of organizational earnings structure and the gender composition for each company is available for up to 40 years enabling to distinguish different organizational cultures grown over time. Respondents are 4,500 employees interviewed all over Germany. Individual data are matched with official registry data on the organizations.

Paper #4
Authors: Dejun Tony Kong (University of Richmond) & Zoe Barsness (University of Washington at Tacoma)
Title: *Distributive justice, system trust in pay-for-performance, and trust in leaders*
Abstract: Research on trust of multiple foci in organizational settings—trust in supervisor, trust in management, and trust in an organization-wide practice, policy, and system such as the compensation system—is rather scarce. In addition, previous meta-analytic results suggest the presence of critical contingencies for the relationship between distributive justice and interpersonal trust in leaders. Following uncertainty management and fairness heuristic theory, we examined the relationship between distributive justice and trust in supervisor (management) moderated by system trust in PFP and trust in management (supervisor), as well as the direct relationships among trust of the three foci. Using the data of 12,283 non-supervisory employees from 59 Federal Government agencies, we confirmed the positive relationships between system trust in PFP and trust in supervisor/management and between distributive justice and trust in supervisor/management. However, instead of employees transferring their trust upwardly from supervisors to management, we found by model comparison that employees used their trust in management to derive their trust in supervisor and their trust in management also moderated the relationship between distributive justice and trust in supervisor. Our findings provide theoretical implications for research on trust and justice as well as practical implications for leadership and organizations.

SATURDAY
3:30-5:10 PM
Poster Session IV: "Economic Inequality, Attribution, Emotion, and Morality"
Atrium, UC Level, Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
(Presenters, please try to be available during symposium breaks)

There will be a coffee break sponsored by Springer Publishing Co. from 3:30 - 5:00 PM

3:40 – 5:00 PM
CONCURRENT SYMPOSIUM SESSIONS 8.1 - 8.5

Symposium 8.1: *Justice and Culture*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-25

Chair: Manfred Schmitt (University of Koblenz-Landau)
Abstract: Research teams from four countries (China, Germany, Israel, Russia) will present recent studies on differences in justice beliefs and attitudes between and within cultures. Sabbagh and Resh

compared three main ethno-national and religious groups in Israel (secular Jews, nationalist-religious Jews, Israeli Arabs) on their traditional hegemonic vs. neoliberal views about a just society. As expected, neoliberal attitudes were more pronounced among students than among teachers. This difference was larger in the Jewish groups than among Israeli Arabs. Maltese et al. investigated whether mean levels of the facets of justice sensitivity differ between Australia, Germany, and the Philippines and whether they shape cooperative behavior via the same or different cognitive and emotional mediators in these cultures. Wu et al. found a closer link between victim sensitivity and individualism in a culture that holds a strong belief in a just world (China) as compared to a culture that holds a weak belief in a just world (Russia). This finding speaks to their hypothesis that individualists' expressions of anger about unfair treatment are adaptive only in a world that adheres to justice principles. Following up on this idea that speaking out against injustice is functional only in a just society, Nartova-Bochaver and Astanina found justice sensitivity to be a risk factor that impedes the well-being of Russian adults such that justice-sensitive women were more vulnerable than men.

Paper #1
Authors: Clara Sabbagh (University of Haifa) & Nura Resh (Hebrew University of Jerusalem)
Title: *Social justice judgments in a global world: The view of Israeli teachers and students*
Abstract: The study aims at unveiling how the interplay between globalization forces and national identity is mediated by educational agents – school teachers and students in a given context: perceptions of the just Israeli society. We argue that whereas teachers, as formal representatives of the state, are major carriers of general societal ideologies and are likely to hold traditional hegemonic views about a just society, students, who have been born into the era of globalization, are more prone to challenge these hegemonic views and adopt a neoliberal global profile. Examination of these views in the Israeli context is of interest because this nation is both located on the edge of the (globalized) Western world and sharply divided along three main ethno-national and religious lines – secular Jews, nationalist-religious Jews and Israeli Arabs. We examine the extent to which Israeli teachers and students hold different perceptions about the just society and the degree to which these perceptions are dependent upon sector affiliation. Preliminary findings suggest that students are more prone than teachers to adopt a neoliberal profile of justice, but this is more salient among Jewish than Israeli Arab students. Differences between teachers and students are relatively similar within the Jewish sectors (secular and religious) and distinct from the ones obtained for the Israeli Arab sector.

Paper #2
Authors: Simona Maltese, Anna Baumert, & Manfred Schmitt (University of Koblenz-Landau)
Title: *Justice sensitivity, cognitions, emotions, and cooperation behavior across 3 cultures*
Abstract: Cooperation is important for the social, emotional, and economic well-being of groups. Individual differences in cooperation can be measured with the trust game where participants have to decide whether to cooperate with an anonymous interaction partner or not. Justice Sensitivity (JS) predicts cooperation in the trust-game. More specifically, victim sensitivity mitigates cooperation whereas beneficiary sensitivity enhances it. We present data from a cross-cultural study (Philippines, Australia, Germany, N = 511) aimed at testing the generalizability of the effects of JS on cooperation. Moreover, to explain how JS shapes cooperation behavior in the trust-game, cognitive processes (e.g. the justification of own privileges), emotions (e.g. existential guilt), and Schwarz' Values were measured as mediators. Systematic cross-cultural differences in the mean-levels of the tested variables were expected. By contrast, the psychological processes that shape interindividual differences in cooperation behavior should be invariant across cultures. These hypotheses were supported partially, but not fully by the data. The results contribute to the understanding of JS and its translation into cooperation behavior via mediating processes across cultures. Implications of the results for the enhancement of cooperation behavior within the different cultures will be discussed.

Paper #3
Authors: Michael Wu (Xiamen University), Chan Zhou (Chinese Academy of Sciences), Sofya Nartova-Bochaver (Moscow State University of Psychology and Education), Nadezhda Astanina (Moscow Humanitarian-Economic Institute), & Buxin Han (Chinese Academy of Sciences)
Title: *Communicating anger as the signal of power: A cross-cultural investigation of individualism and victim sensitivity*

Abstract: Victim sensitivity (VS), the angry reaction to unfair treatment by others, was counted as a deadly sin opposite to pro-social concerns in previous stereotypes. However, the evolutionary adaptiveness of VS remains unclear, in which anger could be informative in social exchange (signaling power of the communicator and limits of the opponent) and instrumental in social motivation (e.g., fighting for resource retribution). In this evolutionary perspective, two studies were designed to examine the relationship of VS to individualism and justice motive. As expected, high individualistic participants were motivated to express strong VS, and this effect was more evident among Chinese with robust general belief in a just world (GBJW, in which individuals are motivated to believe that good people get rewarded and bad people get punished), than Russian with weak GBJW (Study 1). Further, high individualists were repeatedly found to hold strong VS, and GBJW interplayed the function between VS and individualism (Study 2). Considered together, the present findings demonstrate the VS of individualists, suggesting that anger would help individualists signal power in social exchange, especially when they have a strong justice motive.

Paper #4
Authors: Sofya Nartova-Bochaver (Moscow State University of Psychology and Education) & Nadezhda Astanina (Moscow Humanitarian-Economic Institute)
Title: *Justice sensitivity and subjective well-being in Russian adults*

Abstract: Justice Sensitivity (JS) is a person's tendency of perceiving cases of injustice easily and reacting strongly to them (Schmitt et al., 2010). JS contributes to the regulation of social relations and predicts interpersonal behavior related to justice issues. Little is known as to whether justice sensitivity contributes to emotional well-being or not. The aim of our study was to investigate correlations between JS and well-being in a Russian sample. Participants were 354 Moscow and Voronezh universities students (93 males, 261 females, Mage= 23). We measured the four facets of justice sensitivity, positive and negative affectivity, depression, resilience, self-esteem, and self-enhancement. No gender differences in mean level JS were found. However, the correlations between JS and well-being were more pronounced in women as compared to men. In men, victim sensitivity had significant negative correlations with negative affect and depression. Beneficiary sensitivity had a significant negative correlation with self-esteem. For women, 18 out of 24 correlations between the JS-facets and the well-being variables were negative (in substantive meaning). This pattern suggests that JS is a risk factor regarding well-being, especially in women. Results will be discussed with respect to gender differences in moral regulation and the specificity of justice as a virtue in Russian mentality.

Symposium 8.2: *Symposium in Honor of Jean Decety*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-04

Introduction: Jay Van Bavel (New York University)

Author: Jean Decety (Irving B. Harris Professor of Psychology and Psychiatry at the University of Chicago Director of the Child Neurosuite and the Social Cognitive Neuroscience Laboratory)
Title: *The contribution of neuroscience to the study of morality and justice sensitivity*

Abstract: Neuroscience can contribute in many ways to our understanding of the mechanisms underpinning moral cognition and behavior. I will discuss a series of studies from my lab that utilized functional MRI and high-density EEG to examine the neural response to non-verbal visual scenarios depicting interpersonal harm and interpersonal assistance. Results indicate that moral evaluations arise from the integration of cognitive and affective systems, and involve the posterior superior temporal sulcus, amygdala, insula, ventromedial prefrontal cortex, dorsolateral prefrontal cortex, and medial prefrontal cortex. Importantly, justice sensitivity influenced higher-order computational nodes in the superior temporal sulcus, dorsolateral prefrontal cortex that process mental state understanding and maintenance of goal representations. Taken together, these results provide important knowledge in identifying the neural circuits involved in social evaluations and how individual differences in justice sensitivity impact neural computations that support psychological processes involved in moral judgment and mental-state reasoning.

Discussant #1: Jay Van Bavel (New York University)
Discussant #2: Kees van den Bos (Utrecht University)

Symposium 8.3: *Contested Representations of Nationality:*
The Pull and Push of Social Change and Stability in the 21st Century

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-21

Chairs: Kumar Yogeeswaran (University of Canterbury, New Zealand) & Nilanjana Dasgupta (University of Massachusetts–Amherst)
Abstract: In recent decades globalization and migration of peoples across continents have changed the demographic composition of nations around the world. Such changes have destabilized traditional representations of who belongs in a given nation. The current symposium brings together three programs of research that examine how majority group members in two nations react toward demographic changes. First, Schildkraut demonstrates that Whites in the U.S. who feel a sense of shared fate with other Whites show increased preference for same-race political candidates as a way of reclaiming political power and status they feel they are losing. Second, Yogeeswaran and Dasgupta demonstrates that Whites have very different reactions toward multiculturalism depending on whether it focuses on concrete steps that will change the national status quo or focuses on the abstract goals of national diversity. A concrete framing of multiculturalism poses a symbolic threat which, in turn, increases prejudice toward ethnic minorities, especially among conservatives. Finally, Verkuyten, Smeekes, and Martinovic demonstrate that native-born Dutch show greater endorsement

of immigrant rights when they perceive immigrants as being indispensable to their national identity. Collectively, these research programs highlight how dominant group members react very differently to changing representations of their nationality—some seek to restore the status quo while others embrace social change.

Paper #1
Author: Deborah Schildkraut (Tufts University)
Title: *The increasing relevance of White group consciousness in the United States: An examination of White attitudes about descriptive representation*
Abstract: Increasing segments of the White population in the US identify as White, feel Whites are discriminated against, and exhibit a sense of linked fate. While the causes and consequences of this type of group consciousness have been studied among non-Whites, little attention has been given in political science to how they operate among Whites. Today however, changing social, demographic, and electoral patterns challenge Whites' traditional status and power and threaten their conception of national identity. Recent developments, including the racial dynamics of the 2012 election, overturning of key provisions of the Voting Rights Act, and debates about immigration reform have made understanding White group consciousness especially timely. The present study examines the extent to which psychological foundations of group consciousness are exhibited among Whites and shape their political views on descriptive representation (i.e., when representatives and their constituents share a demographic trait) which is becoming more salient for Whites given recent political developments. Using a nationally-representative survey I find that identifying as White, thinking Whites are discriminated against, and seeing one's fate as tied to the fate of other Whites increase White respondents' belief that it is important to be represented in Congress by someone of their race. The results also reveal a striking similarity in how Whites and non-Whites form attitudes about descriptive representation.

Paper #2
Authors: Kumar Yogeeswaran (University of Canterbury, New Zealand) & Nilanjana Dasgupta (University of Massachusetts-Amherst)
Title: *The devil's in the details: Abstract vs. concrete construals of multiculturalism differentially impact intergroup relations*
Abstract: Does varying the framing of multiculturalism to focus on its abstract goals or its concrete implementation policies elicit different reactions from White Americans and influence their attitudes and behavior toward ethnic minorities? If so why? These are the questions addressed in our program of research. Across three experiments we found that describing multiculturalism in concrete terms by highlighting specific ways in which its goals can be achieved felt more threatening to Whites relative to a control condition because it challenged their prototypical status in the nation, thereby increasing prejudice and social distancing from ethnic minorities. In contrast, describing multiculturalism in abstract terms by highlighting its broad goals felt less threatening to Whites relative to a control condition because it emphasized social inclusion without changing the status quo, thereby decreasing prejudice and social distancing toward ethnic minorities. Individual differences in political orientation moderated these effects. Symbolic threat to national identity was the important mediator, not realistic threat to resources. Collectively, these experiments demonstrate the conditions under which multiculturalism leads to positive or negative intergroup outcomes, why, and how political ideology shapes these reactions.

Paper #3
Authors: Maykel Verkuyten, Anouk Smeekes, & Borja Martinovic (Utrecht University/Ercomer, Netherlands)

Title: *Category indispensability and the endorsement of immigrant rights*

Abstract: This research examined whether endorsement of immigrant rights by natives depended on natives' perception of immigrants as being indispensible for the national identity of the host country (i.e. category indispensability). The general hypothesis was that higher perceived category indispensability of immigrant groups would be associated with a stronger endorsement of immigrants' cultural practices and rights by natives. Results from five studies using two different methodologies (correlational and experimental) provide support for this hypothesis among native Dutch participants living in the Netherlands. The causal role of category indispensability was examined and confirmed in comparison to category prototypicality and social indispensability, and the positive effect of category indispensability on out-group rights was found to be driven by the endorsement of an inclusive national community representation.

Discussant: Nilanjana Dasgupta (University of Massachusetts-Amherst)

Symposium 8.4: *New Directions in System Justification Theory*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-24

Chair: Kris-Stella Trump (Harvard University)

Paper #1
Authors: Kris-Stella Trump & Ariel White (Harvard University)
Title: *Does economic inequality activate the system justification motive?*
Abstract: This paper explores whether exposure to economic inequality activates the system justification motivation. Economic inequality has increased in most developed economies in the last four decades, and media attention to this issue has been particularly high in the last two years. The argument that the level of inequality in a society may affect the strength of the system justification motivation (particularly for disadvantaged groups) was present in early formulations of system justification theory and has been of renewed academic debate recently. We use survey experiments to directly test whether receiving information about high economic inequality in one's society increases the system justification motivation. Our methods parallel previous research that has established system threat, system inescapability and system dependency as three situational activators of the system justification motivation. The dependent variable is operationalized in three ways: a system justification scale, measured reactions to information about the status quo, and questions on trust in social institutions, all of which have been used in prior research (either as direct measures or as proxies of the system justification motivation). This research contributes to our understanding of the situational determinants of system justification, and furthers our understanding of the dynamics of public opinion in an age of high (and increasingly discussed) economic inequality.

Paper #2
Authors: Courtney Bearns Tablante & Susan T. Fiske (Princeton University), & Miguel Moya (Universidad de Granada)
Title: *Paradoxical effects of social class on individual and group entitlement*
Abstract: Despite popular "class-blind" values in the United States, targets' socioeconomic categories still influence social judgments. Past research emphasizes derogation of the poor; in

contrast, our studies show how socioeconomically-disadvantaged groups can sometimes be rated as especially deserving. In a series of studies, participants from varied class backgrounds all rated lower-class (poor and working-class) people as more deserving and more trusted than rich or middle-class people. These group-level patterns are also seen in hypothetical government allocations. Paradoxically, however, participants who identified as lower-class did not endorse their own, individual-level deservingness, and those who identified as well-off did not see themselves personally as undeserving. Political orientation moderates the group-level effects, with liberals and low system-justifiers especially endorsing working-class deservingness. Contrary to intuition, participants from all class backgrounds support generalized trust and deservingness of society's less advantaged, poor and working classes. This research could suggest a counter-intuitive method for motivating prosocial behavior.

Paper #3
Authors: Troy Campbell (Duke University), Justin Friesen (University of Waterloo, York University), & Aaron Kay (Duke University)
Title: *The psychological advantages of unfalsifiability: On the appeal of untestable religions and political ideologies*
Author: We propose that people may gain certain "offensive" and "defensive" advantages for their cherished belief systems (e.g., religious views, political ideologies, system justifications) by including aspects of unfalsifiability in those belief systems, such that some aspects of the beliefs cannot be tested empirically and conclusively refuted. In Experiments 1 and 2 we demonstrate the "offensive" function of unfalsifiability: that it allows religious adherents to hold their beliefs with more conviction and political partisans to polarize and criticize their opponents more extremely. In Experiments 3 and 4 we demonstrate unfalsifiability's "defensive" function: When facts threaten their worldviews, religious participants frame the reasons for their beliefs in more unfalsifiable terms and partisans construe political issues as more unfalsifiable ("moral opinion") instead of falsifiable ("matters of facts"). We conclude by discussing how in a world where beliefs and ideas are becoming easily testable by data, unfalsifiability might be an attractive aspect to include in one's belief systems. Further, these unfalsifiable beliefs and tendencies may contribute to polarization, political intractability, the removal of science in societal discourses, and ultimately facilitate system justification.

Paper #4
Author: Nevin Solak (Middle East Technical University, Interdisciplinary Center, Israel), John T. Jost (New York University), & Nebi Sümer (Middle East Technical University)
Title: *Effects of system justification on emotions in collective protests*
Abstract: Research on System Justification Theory (Jost, Banaji, & Nosek, 2004; Jost & Van der Toorn, 2012) has demonstrated that the tendency to defend and justify the status quo decreases negative and increases positive emotions, leading to an overall reduction in protest behavior (e.g., Jost et al., 2012; Wakslak, Jost, Tyler, & Chen, 2007). In line with previous literature, two studies conducted in Turkey during and after the "Occupy Gezi" protests demonstrated that system justification is related to negative "system-based emotions", which are experienced as direct or indirect consequences of system-level attributes (Solak, Jost, Sümer, & Clore, 2012). These emotions, in turn, inspire participation in collective action. Specifically, in Study 1, we found that endorsement of system-justifying ideology was negatively associated with negative system-based emotions and collective action tendencies and behaviors. In Study 2, induction of system justification mindset through system affirmation manipulation in response to system threat decreases negative system-based emotions which are related to willingness to participate in collective actions. Overall, these findings imply that system justification impairs behaviors contributing to system change (as

opposed to stability) by reducing negative emotions experienced as a consequence of system-level attributes.

Symposium 8.5: *Prejudice, Dominance, and Social Exclusion*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-19

Chair: Eric D. Knowles (New York University)

Paper #1
Authors: Joanna Sterling, Eric Knowles, & Tessa West (New York University)
Title: *Knowing thy enemy: Tracking spontaneous mind perception in political outgroups through linguistic word count.*

Abstract: Whether we characterize party distinctions as the bleeding heart liberals vs. the heartless conservatives (Farwell & Weiner, 2000) or the "mommy" party vs. the "daddy" party (Winter, 2010), ideological stereotypes are familiar prisms through which we view the political world. Further, it seems that these stereotypes are, at least on some level, accurate; varying cognitive styles and moral hierarchies have been verified in empirical research, (for example: Jost, Glaser, Kruglanski, & Sulloway, 2003 Graham, Haidt, & Nosek, 2009). In the current research, we investigated whether perceived and objective political group differences also influence political ingroups' theories of political outgroups' minds over and above general party stereotypes. Specifically, we focused on two aspects of mindedness: cognitive complexity and emotional sophistication. In a series of studies, we found that Democrats spontaneously used fewer words that attribute cognitive complexity to Republican targets than to Democratic or non-affiliated targets. Republicans showed a similar pattern, but only on the other dimension. Republicans used fewer words that attribute emotional sophistication to Democratic targets than to Republican or non-affiliated targets. Both groups exhibited outgroup denigration on only one dimension of mindedness and in neither dimension did they exhibit ingroup favoritism. Implications for bipartisan cooperation are discussed.

Paper #2
Author: Stefano Passini (University of Bologna)
Title: *The complicity of indifference: The effect of unconcern on prejudicial and conservative attitudes*

Abstract: Intergroup conflicts and mass violence occurring in the past (e.g. Apartheid, Nazi Holocaust) were not only supported by blatant aggression and open adherence to destructive ideologies. Indifference and unconcern for others had a certain relevant role. Indeed, those political regimes often chose not to openly act against minorities because of the risk of encouraging people to rebel against them (Bauman, 1989). They most frequently act to render invisible those minorities by enacting a step-by-step and sometimes tacit deprivation of their rights. The effect was that people often felt indifferent towards those minorities and they silently approved such undemocratic policies. In this sense, we can talk of a "complicity of indifference." Today, this complicity may be analyzed both in relation to similar severe intergroup conflicts (e.g. Palestinian-Israeli conflict), as well as in all those "milder" interethnic clashes that occur in democratic societies. Indeed, the multicultural nature of today's societies raises new questions in the study of indifferent attitudes and behaviors towards minorities and the consequences for the spread of prejudicial and conservative attitudes. In this study, the reaction to some bills focused on the deprivation of minorities' rights (e.g. preventive detention of suspected terrorists) was analyzed.

Paper #3
Authors: Helena Radke, Fiona Barlow, Matthew Hornsey, & Michael Thai (University of Queensland)
Title: *Structurally disadvantaged but socially dominant: The causes and consequences of social dominance orientation among minority group members*

Abstract: The present research aims to investigate the causes and consequences of endorsing social hierarchies for disadvantaged group members. Minority group members completed a questionnaire measuring the extent to which they were surrounded by other members of their own group (minority density), social dominance orientation (SDO), and a number of outcome variables (intergroup anxiety, issues avoidance, negative ingroup attitudes, willingness to engage in collective action on behalf of their own group). In Study 1, Asian participants who were surrounded by other Asians reported higher SDO, and as a result felt more anxious about interacting with White people and expressed more anti-Asian attitudes. Study 2 replicated these findings in a Black American sample, such that SDO again explained the relationship between minority density and anxiety about interacting with White people, avoidance of sensitive race-based issues, skepticism of Barack Obama's birthplace and less willingness to engage in collective action on behalf of Black Americans. In Study 3, Black Americans perceiving that they are the dominant racial group in their neighborhood and workplace was found to fully explain the relationship between the extent to which Black Americans live and work surrounded by other Black Americans and their endorsement of SDO. Implications of this research will be discussed.

SATURDAY, JUNE 21, 2014
5:10-6:20 PM

KEYNOTE ADDRESS: "A 100% Solution:
The Fight for Fair Food and the Realization of Rights in U.S. Agriculture"

Noelle Damico, Senior Fellow, National Economic and Social Rights Initiative

Introduced by Batia Wiesenfeld, Professor of Management and Organizations, Leonard N. Stern School of Business, New York University

Paulson Auditorium, Tisch Building, Stern School of Business, NYU

What if workers themselves designed their own social responsibility program? For social responsibility efforts to move from the realm of aspiration to implementation, from verbal commitment to on-the-ground enforcement, workers whose rights have been violated must be at center of developing solutions and monitoring changes. We'll explore the fight for and the implementation of the Coalition of Immokalee Workers' Fair Food Program, examining how farmworkers leveraged the unique roles of all principal actors (workers, growers, buyers and consumers) to create this innovative, market-based model of supply chain responsibility that has dramatically improved wages and working conditions in the Florida tomato industry.

GALA DINNER CRUISE ABOARD WORLD YACHT'S *DUCHESS*

(Saturday, June 21, 2014 from 7:00 PM to 11:30 PM)

On Saturday night, there will be an optional gala dinner cruise around Manhattan and the Statue of Liberty aboard World Yacht's *Duchess* (http://worldyacht.com/site/home.aspx). The cost, which will include beer, wine, and soft drinks, will be $110 for faculty members and $90 for students. The yacht will be docked at Pier 81, West 41st Street (and 12th Avenue). Conference attendees must use their own mode of transportation (taxi recommended or subway + long walk) to arrive at Pier 91 on time. (Note that it may take at least 30-60 minutes from NYU, depending on traffic, to travel to the yacht). Boarding (and drinks) will begin at 7:00 PM, and the yacht will sail—with or without you—at 8:00 PM (returning at 11:30 PM). *Seating is limited, and sign up (upon conference registration) is first come, first served. Don't miss it!*

Directions to Pier 81 (at West 41st street)

By Public Transportation:

Take the A, C, or E train to 42nd Street. The nearest place (from NYU) to catch this subway line is at the West 4th subway stop located at W. 4th St. and 6th Avenue (also known as Avenue of the Americas). Once you leave the subway at 42nd St. you should walk south one block to 41st St. and then turn right (west) and walk 4 long blocks (avenues) until you reach the Hudson River. It is a fifteen-minute walk from the 42nd St. subway to Pier 81.

(Rather than walking from the 42nd St. subway station, you may choose to take the M42 bus (you can use the same Metrocard used for the subway). It will pick you up on 42nd St. and 8th Ave. Make sure to board a bus that is heading west! The final stop on the bus will be at 12th Ave. Exit here and walk west toward the Hudson River to Pier 81.)

By Taxi:

You can hail a taxi from any street corner, and up to 4 people may share a taxi. Say that you are going to "41st St. and 12th Avenue, Pier 81." The fare will be approximately $12-$15 (plus tip), and the ride will take 10-15 minutes.

This is by far the easiest way to get there! There will also be taxis waiting for us at 11:30 PM when we disembark.

SUNDAY, JUNE 22, 2014

Continental breakfast available starting at 8:30 AM

9:00 – 10:20 AM
CONCURRENT SYMPOSIUM SESSIONS 9.1 – 9.6

Symposium 9.1: *Contributions of Dynamical Systems Theory to Social Justice Research: New Perspectives*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-25

Chair: Peter T. Coleman (Columbia University)

Abstract: As social processes, social justice and the principles at work in its dynamics are not limited to those in the social sciences or psychology, but rather reflect those that are common to the physical sciences as well (e.g., Coleman, Bui-Wrzosinska, Vallacher, & Nowak, 2006; Vallacher, Coleman, Nowak, & Bui-Wrosinska, 2010). This broadened perspective on social justice is possible because of recent advances in the understanding and investigation of nonlinear dynamical systems in mathematics and the physical sciences (cf. Holland, 1995a, 1995b Strogatz, 2003). It is this perspective that provides the theme for this symposium. We will discuss the current state of social justice research and the role of nonlinear dynamical systems and complexity science as a platform within which data on the dynamics of (in)justice, microagressions, conflict, and institutional resilience in social systems can be synthesized to create a more unified account of this fundamental phenomenon.

Paper #1
Author: Robin Vallacher (Florida Atlantic University)
Title: *Who should suffer? Consistency and compensation as competing attractors in justice dilemmas*
Abstract: Political and social conflict often centers on issues of justice. We suggest this tension reflects two competing notions of justice, each functioning as an attractor when ambiguity exists regarding the fair allocation of outcomes. In consistency justice, outcomes should be consistent with one's past experiences: fortunate and successful people should continue to benefit and to be spared negative outcomes, especially if the outcomes are uncontrollable. In compensatory justice, people's outcomes should compensate for their previous experiences: unfortunate people should have positive outcomes and be spared negative outcomes, especially if the outcomes are uncontrollable. Participants read several scenarios involving uncontrollable positive or negative events (e.g., winning a lottery, getting permanently injured) and chose which of two people, described as equally moral and competent, should experience the event—one whose past experiences are primarily positive or one whose past experiences are primarily negative. They used the mouse paradigm to express their moment-to-moment thoughts about these choice dilemmas, with the horizontal axis representing consistency versus compensation decisions. All participants oscillated between both judgments

initially, but typically converged on one of them over a 3-minute period. For negative events, conservatives tended to converge on the consistency attractor, whereas liberals tended to converge on the compensation attractor.

Paper #2
Author: Lan Bui-Wrzosińska (Warsaw School of Social Sciences and Humanities)
Title: *Dynamical perspective on microaggression*
Abstract: Microaggressions understood as small acts of mostly indirect aggression towards defined social groups are sufficiently benign to survive in a social system on a daily basis, but at the same time, they prove extremely harmful when their impact is considered overtime. Such acts present a substantial challenge to social scientists and practitioners, since they are often strongly embedded in the social environment; once established, these patterns of social interactions prove strongly resistant to change. A dynamical systems perspective on microaggression allows for a better understanding of the mechanisms accounting for to the remarkable robustness of such systems. Identifying the self-organizing elements leading to the emergence of structural violence provides a link between emotional, behavioral and system-level mechanisms. In this presentation, we describe the existing, reinforcing feedback-loops between benign, everyday interactions and individual behaviors, and systems of social injustice embedded at the social level and particularly within cultural systems. Such an analysis highlights the critical leverage points that should be targeted in order to foster initiatives aimed at destabilizing deeply rooted micro aggressions and promote social justice.

Paper #3
Author: Peter T. Coleman & Kyong Mazzaro (Columbia University)
Title: *A model of optimality, justice, and conflict*
Abstract: Building on theoretical and empirical work on dynamical systems, social change, and value orientations, we propose a model of optimality, justice, and conflict dynamics. Our model suggest that more adaptive value orientations –including optimal levels of individual openness to change, stability, support of equality, and support of inequality- will be associated with preferences for more just and sustainable actions and policies. In other words, individuals who can best manage the tensions between these orientations when facing a social dilemma will be more positively associated with just and sustainable attitudes, actions and social arrangements. The model examines the conditions and processes which bring about optimal dynamics in the context of social change and power differences as they can lead to sustainable agreements and peace. With this premise, we will present studies in which we focus on: "the resistance and defensiveness of those in high power in the face of the need for social change" (Deutsch, 1973). Or, put positively, the conditions and processes that encourage openness to change and reform by those in high power facing the need for social change.

Paper #4
Author: Andrzej Nowak (University of Warsaw and Florida Atlantic University)
Title: *Dynamical minimalism in the context of social justice research: Resilience of the social systems and institutions*
Abstract: This research investigates the emergent properties of ideological systems. The approach of dynamical minimalism is used to search for a simple model of how the bottom up social processes results in the establishment and maintenance of ideologies. Crude Law of Social Relations (Deutsch 1994) is a basis for a model of self-organizing ideological systems. The proposed minimalist model of ideologies proposes how the external conditions combine in with mental and behavioral elements (e.g. values, perceptions, affects, behaviors) and psychological orientations to form ideological systems. Computer simulations are used to explore the conditions leading to the emergence, prevalence and resilience of ideologies. Computer simulations are also used to investigate conditions

in which ideologies decay and change.

Symposium 9.2: *New Directions for Relative Deprivation Theory and Research*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-04

Chair: Heather Smith (Sonoma State University)

Abstract: Relative deprivation (RD) is the product of an upward comparison that indicates that one's disadvantaged situation is undeserved coupled with anger and resentment. RD is associated with reduced psychological and physical health, individual deviance and collective action, but empirical tests of RD are inconsistent. The four speakers in this symposium show that attention to two important features of the RD experience improve RD's predictive power. First, people's reactions to RD are shaped by their perceptions of the processes that produced their disadvantage. The first and fourth speakers show that if people view the process as legitimate (e.g., the distribution of attractiveness or employee skills), they accept their fate or focus on self-improvement. In contrast, the second and third speakers show that if people view the process as illegitimate (e.g., the consequence of political corruption or inequitable economic policies), they will protest or report more physical stress. Second, how people respond to RD depends upon the discrete emotions that a relative disadvantage elicits. Anger can lead to protest, frustration to stress or even an inclination to fuse with a larger organization and envy can mute any collective political response to inequitable distributions. Together, these four papers highlight recent RD research that illustrates why RD remains a vital and helpful construct for understanding people's reactions to inequity.

Paper #1

Author: Omesh Johar & Zlatan Krizan (Iowa State University)

Title: *Are inherent inequalities unfair?*

Abstract: There is widespread social inequality in terms of naturally bestowed attributes like intelligence, attractiveness, aptitude, or inherited wealth and the important benefits they confer. For example, attractive people are treated better, have more choices in romantic partners, and more power in relationships and those with inherited wealth inevitably enjoy higher power and status. These inequalities are inherent, given people have no or only minimum control over them. We argue that despite the fact that people do not have an equal opportunity to possess an inherent attribute, these distributions are not consensually viewed as unfair. We argue that the effects perceived unfairness (regarding inherent attributes) has on emotional reactions and behaviors have been relatively ignored because the sense of injustice that accompanies invidious resentment, in particular, seems subjective (as envy typically does not involve legitimate resentments about others' amoral behavior or discriminatory social practices). Furthermore, we argue that social sanctions against expressing envy have undermined a consensual understanding of the role that fairness appraisals play in reactions to inherent inequalities. We also highlight factors that have limited scholarship on this topic, such as the lack of appropriate experimental controls needed to examine the role of fairness in reactions to inequality.

Paper #2

Author: Jón Gunnar Bernburg (University of Iceland) & Berglind Hólm Ragnarsdóttir (City University of New York, Graduate Center)

Title: *Perceived economic loss, corruption beliefs, and frustration in the Icelandic Economic Crisis,*

2009-2010

Abstract: Scholarship on relative deprivation and social justice implies that the link between objective deprivation and individual frustration is contingent on the perception of social injustice. Thus, one proposition is that loss is more likely to create frustration if individuals believe that their loss has been caused by illegitimate processes. The Icelandic crisis provides a unique historical setting for studying people's experiences of individual relative deprivation. In October 2008, the global financial crisis triggered the collapse of almost the entire banking system in Iceland. Successfully framed by social critics and activists, the crisis was widely perceived by the public to have been caused by corruption in politics and business. Such claims mobilized the public in large-scale protest that brought down Iceland's ruling government in January 2009. We use survey data (N = 950) obtained in the midst of this Icelandic economic crisis. The results show that the effect of experiencing a reduced standard of living on anger and frustration is significantly more pronounced among those who believe that political connections are necessary to get ahead in Iceland. These data underscore how meanings emerging in the social context can contextualize the link between loss and frustration. Those who agreed with the framing of the crisis as the consequence of corruption were more vulnerable to experiencing the reduction in their standard of living as unfair and frustrating.

Paper #3
Author: Huseyin Cakal (University of Exeter, United Kingdom), Heather Smith (Sonoma State University, United States), Terri Mannarini (University of Salento, Italy), & Katerina Tsantali (Panteion University, Greece)
Title: *Unpacking the antecedents and consequences of group relative deprivation: Recent cross-sectional findings from Chile and Greece*
Abstract: Traditional relative deprivation models propose that people will be more likely to protest if they believe their group is unjustly deprived. But evidence for this simple model is inconsistent. The purpose of this paper is to show how the specification of three key constructs; previous political action, group identification and coping strategies, improve the predictive power of group relative deprivation (GRD). Chilean student activists (N=524) and Greek activists (N=377) completed surveys while they were in the midst of protests focused on Chilean higher education policy and Greek economic policy, respectively. As predicted, previous participation in both non-violent and violent collective action predicted students' intention to protest. But even after accounting for past behavior, GRD directly and indirectly (via anger and group efficacy) predicted intentions to participate in non-violent collective action. Further, even after including politicized collective identity as an additional predictor, GRD still predicted students' intention to protest. In contrast to relative deprivation theory's harshest critics, if additional predictors are specified and included in the model, relative deprivation predicts collective action more strongly, not less.

Paper #4
Author: David Zoogah (Earl Graves School of Business and Management, Morgan State University)
Title: *Individual relative deprivation and development behaviors: The mediating role of organizational fusion*
Abstract: In this era of expansive globalization, maturing traditional markets, and increased competition, organizations are striving to find employees with a set of skills, knowledge, and abilities that will enable them maximize performance and achieve a sustained competitive advantage. Restructurings, outsourcing, and labor-constricting programs such as layoffs and use of temporary workers increasingly cause dissatisfaction and stress among employees. However, Zoogah (2010) found that organizational policies that advantage some employees and disadvantage others influence the latter to participate in individual professional development activities as a way to redress perceived individual relative deprivation (IRD). Ironically, IRD may drive employees to fuse with organizations.

Through organizational fusion, employees may view organizational membership as a crucial part of who they are and want to be. As a form of self-improvement prompted by IRD, self-expansion (Aron & Aron, 1997; Aron, Aron, & Norman, 2001) enables employees to establish relationships within the organization that would enable them either advance or redress perceived disadvantages in the future. In other words, perceived disadvantages may benefit organizations. Organizations may unwittingly be achieving their human capital objective with 'bad policies' which drive employees to engage in development behaviors as a result of self-expansion.

Symposium 9.3: *Perceived Justice and Environmental Policy*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-21

Chair: Susan Clayton (The College of Wooster)
Abstract: Perceptions of justice are particularly important when the availability of resources is reduced, the distribution of resources is challenged, or established procedures are changed. Effective societal responses to climate change are likely to meet all of these criteria: environmental resources, such as fresh water or arable land, are increasingly restricted; attention is being drawn to the ways in which environmental costs and benefits are unequally distributed; and new policies and practices are being implemented to address environmental changes. The present symposium will focus on fairness judgments with regard to environmental policies. The first paper, by Susan Clayton, will present research on attributions of responsibility for dealing with environmental problems, emphasizing the role of political and environmental identity. The second paper, by Stacia Dreyer, will provide data about the perceived fairness of CAFE standards. Karen Hegtvedt and colleagues will present a study examining perceptions of procedural fairness related to decisions about the distribution of environmental burdens, highlighting the impact of racial and environmental identity. Finally, Irina Feygina will discuss research on perceptions of an emergent societal system that prioritizes environmental concerns.

Paper #1
Author: Susan Clayton (The College of Wooster)
Title: *Who's responsible for environmental protection? Predicting attributions of responsibility*
Abstract: The environmental challenges we face require responses at both individual and state levels. Individuals will need to alter some of their behaviors, and governments will need to create new policies. However, acceptance of these actions depends in part on their perceived fairness. One dimension likely to determine the perceived justice of any program to address environmental changes is the attribution of responsibility. The present paper will present a study of perceived responsibility for addressing climate change in the United States. In this study, 378 participants recruited through Amazon's Mechanical Turk program completed a survey about their responses to climate change. They were asked about the responsibility for solving problems resulting from climate change with regard to four targets: the average person, the U.S. government, foreign countries, and business and industry. Individual difference variables measured included gender, personal and general belief in a just world, political affiliation, and environmental identity. Results showed that overall responsibility ratings were higher among women, liberals, and those high in environmental identity and were correlated with perceived harm and with negative affect. However, the tendency to differentially allocate responsibility to the government rather than to individuals was associated with a lower BJW and a more liberal political orientation. We discuss implications for responses to environmental policies.

Paper #2
Author: Stacia Dreyer (University of Maine)
Title: *The impact of perceived fairness on acceptance and support of fuel economy standards in Maine*

Abstract: Within the transport sector, regulatory instruments such as the fuel economy standards (CAFE standards) are used to minimize negative externalities of transportation. The CAFE standards aim to decrease greenhouse gas emissions that contribute to global climate change while increasing fuel economy and decreasing dependence on imported oil. It is important to not only understand the economic framework of these regulations, but also the social dimensions of these regulations. Perceived fairness plays an important role in acceptance and support of environmental policies as a sense of distributive and/or procedural justice can affect whether or not a policy gains acceptance and support. Through an online survey of Maine residents (N=165), I explore how fair the CAFE standards are perceived to be towards individuals, consumers, and the automotive industry. Then, I analyze how these notions of fairness affect overall acceptance and support of the CAFE standards, along with perceived effectiveness and a subscription to a free-market ideology.

Paper #3
Authors: Karen Hegtvedt, Cathryn Johnson, Christie Parris, Lesley Watson, & Lindsey Coyle (Emory University)
Title: *Racial identity and perceived discrimination: Effects on environmental justice perceptions*

Abstract: Work examining perceptions of environmental injustice typically focuses on members of specific communities affected by environmental harms. As such, little research addresses the perceptions of observers (i.e., individuals not directly burdened by those harms). Because environmental harms are often situated in low-income communities of color, we investigate how racial identity and experiences with discrimination, as elements of a shared collective orientation, may influence observers' assessments of environmental injustice. Here we consider perceptions of the fairness of procedures prescribed for making decisions about the distribution of environmental burdens across groups as well as of the actual resulting distributions. We test hypotheses using data from 141 Black students on two private college campuses in an urban area in the Southeast. Emerging patterns suggest that Black racial identity affects environmental justice perceptions more strongly than previous experiences with discrimination. And consistent with previous research, environmental identity also exerts strong effects on perceived environmental justice. Thus, these findings highlight the general importance of identities for understanding justice evaluations and, more specifically, how the strength of racial identity links observers to the plight of injustices suffered by communities of color.

Paper #4
Author: Irina Feygina (New York University)
Title: *Confidence in the emerging "green" system: Implication for attitudes, behaviors, and policy support*

Abstract: Implementation of institutional and personal practices that mitigate and adapt to climate change has become imperative. The adoption of these novel approaches constitutes a socioeconomic shift toward a more efficient, environmentally aware, and sustainable way of life. How do people feel about the emergence of this "green" system? We developed a measure to assess perceived confidence in the fairness, merit, and success of the green system. Among a sample of undergraduates we find strong confidence in this emergent approach, stronger than that for established social or economic systems. Green system confidence is linked to engagement in

personal practices and support for policies, regulations, and organizational, national, and international initiatives that foster sustainability, as well as their perceived benefit for personal well-being, societal resilience, and environmental health. Confidence in the green system is linked to societal and ideological beliefs: it is negatively related to support for extant economic, but not social, institutions, and is less prevalent among those who endorse more conservative political and economic, but not social or cultural, ideologies. Importantly, whether people feel allegiance to established or to emerging systems, they consistently perceive environmentally sustainable practices as approved of by society, pointing to the possibility of harnessing norms to garner acceptance for the societal transition to a sustainable, "green," status quo.

Symposium 9.4: *System Legitimacy: Societal Implications*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-24

Chair: Cristina Mosso (University of Turin)

Paper #1
Authors: Barbara Briers (Tilburg University), Klaus Wertenbroch (INSEAD), & Breagin K. Riley (Syracuse University)
Title: *Conspicuous consumption signals whether income redistribution impedes or enhances perceived social justice*

Abstract: Research into the effect of income inequality on conspicuous consumption to signal socioeconomic status has yielded conflicting findings (Christen & Morgan 2005 with U.S. consumer data; Ordabayeva & Chandon 2011 with French participants). We propose that income redistribution to mitigate income inequality may either reduce or enhance the value of conspicuous consumption (Hays 2013), depending on people's just-world beliefs (BJW; Lerner 1980). When BJW is strong (i.e., incomes are deserved), redistribution reduces justified income differences and thus the value of status signaling; when BJW is weak (i.e., incomes are undeserved), redistribution reduces unjustified income differences and thus enhances the value of status signaling. In a pilot survey with data from a national consumer panel, BJW predicts perceptions of the value of status consumption and preferences for redistribution. Study 1 examines how manipulated fiscal redistribution attitudes and measured BJW interact to affect conspicuous consumption preferences. Studies 2 and 3 manipulate both actual redistribution regimes (operationalized by variations in the redistributive character of experimental incentive systems) and BJW (primed by making participants recall a deserved versus undeserved personal outcome). We measure their effects on both signal senders' preferences for, and on signal receivers' perceptions of, conspicuous consumption, illustrating the underlying signaling mechanism.

Paper #2
Authors: Cristina O. Mosso (University of Turin) & Silvia Russo (University of Orebro)
Title: *How the perception of legitimacy and instability of status differences may affect infrahumanization*

Abstract: Previous research has shown that perceptions of legitimacy and stability of status differences interactively determine cognitive, emotional, and behavioral responses to intergroup contexts. We examined with self-report measure whether the perceptions regarding high status stability and legitimacy affect the infrahumanization bias. Therefore, we tested a moderated

regression aimed at predicting infrahumanization ($N = 429$) as a function of the perception of stability and legitimacy among high (Italian) and low status group members (Colombian). Results showed that high status participants who perceived status differences as legitimate and unstable manifested higher levels of infrahumanization than their counterparts. On the other hand, among low status group members the higher the status legitimacy and stability the higher is outgroup infrahumanization. Implications, limitations and future directions of research are discussed.

Paper #3
Authors: Zoe Leviston & Iain Walker (CSIRO)
Title: *System legitimacy and support for climate change policy*
Abstract: Effective action on climate change is contingent on broadscale support for mitigation policies designed to reduce greenhouse gas emissions. Yet these policies have met with strong opposition from large sections of the voting public, particularly in Australia. Previous research has documented the strong link between support for climate change policies and political partisanship. We surveyed 5,036 Australian voters to investigate whether system-justifying ideologies underlie this relationship, and explain resistance to climate change policies. Three system-justifying ideologies are tested: social dominance orientation, right-wing authoritarianism, and economic system justification. We find that these system justifying ideologies explain policy resistance above and beyond political partisanship, and that household and individual income are largely unrelated to support, irrespective of whether compensation mechanisms for low-income households are highlighted. Further, we find evidence that system justification influences policy support through a reduction in negative affect and moral engagement, suggesting its palliative role in climate change response. Finally, we find evidence that high and low system justification influences policy support through several hierarchy-enhancing and hierarchy-attenuating legitimising myths. Recommendations for formulating and framing climate change mitigation policies, and potential pathways to transformative social change, are discussed.

Paper #4
Authors: Liesbeth Hulst (VU University Amsterdam, Law Faculty), Kees van den Bos and Arno Akkermans (Utrecht University), E. Allan Lind (Duke University, Fuqua School of Business)
Title: *Behavioral disinhibition can weaken the fair process effect on trust in judges and uncover hidden discontent with the status quo*
Abstract: The legitimacy of the judicial system is important for any democratic society. There may potentially be hidden discontent toward court judges among certain members of the general public (who may e.g. feel that courts represent the values of the elite and which cynicism may be fueled by exposure to frequent media reports on low sentencing and judicial missteps). The present paper aims to show how behavioral disinhibition can help uncover a research gap on potential feelings of discontent with the status quo and how behavioral disinhibition can weaken fair process effects on trust. Appearing at a court hearing is a situation that will instigate sense-making processes, which processes are facilitated, we argue, by activating the behavioral inhibition system. Combining this line of reasoning with the robust finding that experienced procedural justice is associated with enhanced trust [in the institution], we propose that behavioral disinhibition may lead people to become less sensitive to what happens in their environments and, as a result, to react less strongly to experienced procedural justice. Participants were people who appeared before the district court for a court hearing relating to their request to be admitted to a legal regime of personal bankruptcy. Prior to their court hearing, participants were reminded or not of having acted in the past without inhibitions. After the court hearing, we measured the level of procedural justice experienced in the court hearing and trust in the judges in the Netherlands via a questionnaire. Results of this field experiment in the court showed that those who were reminded of behavioral disinhibition reported significantly less trust in

the judges. Results further revealed that when participants experienced higher levels of procedural justice in the court hearing this was associated with enhanced participant's trust in judges, but not for those participants who had been reminded of behavioral disinhibition. Findings indicate that behavioral disinhibition can reduce the fair process effect on trust in courts. In addition, findings indicate that behavioral disinhibition may unveil hidden discontent with the status quo. Our findings also show that a subtle prime manipulation can have robust effects in a noisy court environment with actual court petitioners.

Symposium 9.5: *Effects of Resource Scarcity on Justice Perceptions*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-19

Chair: Lars-Olof Johansson (University of Gothenburg, Sweden)

Paper #1
Author: Lars-Olof Johansson (University of Gothenburg, Sweden)
Title: *Preferences for equity and equality in scarcity and abundance*
Abstract: Cues of resource scarcity are assumed to create a "scarcity mind-set" that shapes cognition and behaviors (Mullainathan & Shafir, 2013). This research studies a presumed link between scarcity and fairness. Two experimental surveys investigates how preference for the allocation principles equity (proportionality between individual inputs - such as ability, effort, and performance - and received individual output) and equality (equal shares to all), may be affected by scarcity. In Study 1 managers (n = 134) made choices between equitable and equal distributions of pay raises and rated preference for, and fairness of, scenarios where the economic resources were either scarce or abundant. In Study 2, students (n = 226) and teachers (n = 64) rated fairness of equitable and equal distributions of teachers' time in class in scenarios with scarcity or abundance. The results showed that the managers and the teachers preferred equity while students preferred equality. Yet, all three groups studied preferred equality to a higher degree and equity to a lower degree in scenarios where resources were described as scarce, as compared to abundant. Irrespective of whether the participants were recipients or allocators, and whether money or time was distributed, scarcity made them prefer equality more and equity less. The results suggest that a scarcity mind-set was triggered by descriptions of lacking resources and are consistent with the use of equality as a heuristic.

Paper #2
Authors: André Hansla & Lars-Olof Johansson (University of Gothenburg, Sweden)
Title: *Affective responses to losses and gains depend on childhood financial scarcity*
Abstract: Psychological effects of scarcity, defined as "having less than you feel you need", have seen a growing interest in experimental psychology. Some studies have shown that scarcity cues such as pictures of overcrowding may activate a scarcity mindset, especially for individuals that currently experience, are close to experiencing, or once have experienced scarcity of vital resources. Thus, in response to a scarcity cue, those individuals would attend to urgent needs or goals, downplay future goals, increase spending behavior, and experience distracted thought when working on secondary tasks. In an experiment (n = 134 undergraduates) we examine whether and how childhood financial scarcity moderates influences of windfall monetary losses and gains on emotion, future outlook, and perceived scarcity. Participants were endowed with real money and then lost

(scarcity condition) or gained a sum (abundance condition) that was randomly determined by them rolling a fair die. Results show that, in response to loss, the "past poor" and the "past rich" express the same emotion and future optimism, but that in response to gain those groups differ significantly; the past rich express more optimism and stronger positive emotion. Notably, the past poor express lower optimism and more negative emotion after gain than after loss. The effects are reduced but stand when controlling for subjective wellbeing.

Paper #3
Authors: Amy R. Krosch & David M. Amodio (New York University)
Title: *Economic scarcity alters the perception of race to promote anti-Black discrimination*
Abstract: When the economy declines, racial inequality typically increases. Previously, we found that perceived resource scarcity exacerbates discrimination by decreasing the amount of money allocated to African Americans and increasing perceived fairness of such allocations. Here, we asked whether economic scarcity alters White Americans' representations of African Americans in a manner that promotes discrimination. In Study 1, participants' concern about economic competition between Blacks and Whites was related to a racial boundary that included more mixed-race faces as "Black". In Study 2, subliminal priming of economic scarcity caused a similar shift in subjects' racial boundary, compared with the priming of neutral or unpleasant concepts. In Study 3, we tested whether scarcity changes subjects' mental images of Black people. Subjects were assigned to a scarce resource or control condition and we measured their visual representations of Black faces. The images produced under scarcity were judged, by an independent sample, to be darker and more "stereotypically Black" than those produced in the control condition. In Study 4, subjects viewed these face images as part of an allocation task and gave less money to faces that had been produced in the scarce condition. Together, these findings demonstrate that economic scarcity can increase racial discrimination by altering the perception of Black faces in a way that may justify unfair treatment in the minds of perceivers.

Paper #4
Authors: Timo Smieszek (Public Health England & Imperial College, London, UK) & Pius Kruetli (ETH Zurich, Switzerland)
Title: *Allocation of scarce treatment and prevention against infectious diseases: Justice trade-offs between an individual and a population perspective.*
Abstract: The establishment of allocation schemes for scarce medical goods and services is a serious matter as it may determine who lives and who dies. The decision concerning who is to receive an organ transplant primarily affects the patients on the waiting list or a transplant. However, the allocation of scarce treatment and prevention against infectious disease is more far reaching. Untreated individuals may infect additional people who could have been spared, had the untreated persons been treated. Further, an efficient allocation scheme that might avert many cases on a population level may be considered unjust when focusing on the individual level, and vice versa. We tested, via a hypothetical infection transmission scenario, what kind of allocation scheme s perceived to be the fairest by (A) medical lay-people and (B) general practitioners. Participants belonging to one of the two groups were randomly distributed to one of four conditions, based on a 2 x 2 factorial design: Allocation purpose (a1: treatment for infected individuals vs. a2: prevention for uninfected ones) x Information (b1: information about the population-wide effects of each allocation scheme vs. b2: no information). Preliminary results suggest that participants are likely to rate the allocation scheme that is most efficient for 'prevention' as the fairest alternative. Since the most efficient scheme meant here to prioritize irresponsibly acting people, efficiency was not endorsed for 'treatment'.

Symposium 10.1: *The Deutsch Legacy at CUNY: Four Generations of Justice Studies within Social Psychology*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-25

Chair: Michelle Fine (City University of New York, Graduate Center)
Abstract: Tracing the flow of theory, ethics and politics across four generations of Deutsch scholars, almost 45 years, this panel will begin with some of Mort's key insights – scope of justice, awakening a sense of injustice and radical commitments to solidarity – and chronicle how these ideas have transformed across the works of Opotow, Fine, Torre and Greene. Susan Opotow has studied "scope of justice" as moral exclusion and moral inclusion, in post-war conflict situations, in the laboratory, with surveys and through the curation of museums as they try to speak back to national histories of slavery, genocide and dictatorship. Michelle Fine has taken Mort's theoretical work on "awakening a scene of injustice" to interrogate how and when those who are victimized, those who benefit from unjust distributions and those who bear witness come together to challenge unjust arrangements. Maria Elena Torre has metabolized Mort's conception of "interdependence" into her own work on contact zones, cultivating research collectives when differences are valued as resources, where catalytic conversations across varied forms of situated knowledge, provoke novel conceptions of research questions, designs, interpretations and products. Andrew Cory Greene has analyzed the collective loss that institutions endure when they engage in practices of systematic exclusion, by studying how universities discourage admission by persons with criminal justice histories. We are thrilled with Mort as discussant.

Paper #1
Author: Michelle Fine (City University of New York, Graduate Center)
Title: *Still awakening after all these years*
Abstract: Interested in how critical consciousness about, and critical action against, injustice emerges in those who might be considered "beneficiaries" and "witnesses" to unjust distributions of resources and dignity, I will describe how we design critical participatory action research projects with communities and university researchers to: • Document the circuits of injustice historically and structurally through a circuits of dispossession and privilege analysis (Fine & Ruglis) • Design research that can trace structures, dynamics and lives with critical bifocality (Weis & Fine) • Challenge the epistemological gap between those who traditionally study and those who live with injustice (Janis; Fine) • And reframe social problems to reveal the connective tissue, reproductive dynamics of inequity and the generative possibilities of interdependence and solidarity Rooted in Deutsch's early writings on awakening sense of injustice, and his crude law, I will draw on studies of college in prison, college post-prison and some of my students' projects on distinct sites of solidarity to consider how research can be designed to capture and provoke a sense of critical solidarity among those who may suffer under unjust circumstances, those who may benefit and those who believe themselves to be

merely witnesses. Understanding the adverse consequences of inequality and injustice for all, we will explore how a research justice framework "awakens" critical consciousness & solidarity.

Paper #2
Author: Susan Opotow (John Jay College)
Title: *Morton Deutsch: Conflict and justice scholar, teacher and mentor*
Abstract: As a doctoral student at Teachers College, Columbia University I was in Morton Deutsch's workgroup. In this exciting scholarly environment I studied the conceptual and empirical complexities of justice. Like his teacher and mentor, Kurt Lewin, Mort's work was broad in scope, emphasized the interrelatedness of the person and the environment, and explicit in its intention to improve the human condition. Mort, an eminent scholar of conflict and justice, also carried forward the Gestalt tradition of theoretical parsimony, empirical creativity, practicality, and rigor. Mort has argued that cooperation and competition have important implications for justice; my research continues this line of work. For my dissertation and in my scholarship since, I study the construct, scope of justice, our psychological boundary for fairness, in contexts in which it widens or narrows. I have studied the dynamics of moral exclusion (i.e., morally justified exclusion from the scope of justice) and moral inclusion (the expansion of the applicability of justice) in such contexts as: environmental conflict, schooling conflict, the post-war period, and museums representing an unjust past. My talk will summarize my research findings on justice, societal change, and the exclusionary and inclusionary trajectory. I will also reflect on Mort Deutsch as a scholar, teacher, and mentor who encouraged my social psychological research on contexts in which injustice is normalized as well as contested.

Paper #3
Author: Maria Elena Torre (The Public Science Project)
Title: *Interdependence, contact zones and solidarity in participatory action research*
Abstract: How do groups of radically differently positioned people come to see themselves as a "we"? How do people not only begin to understand the ways their lives are interdependent but share in a collective future? This paper will open a discussion of the Deutsch's work on "interdependence" and use it a lens to understand the dynamics of among diverse co-researchers in participatory action research collectives that have been designed as participatory contact zones. Building on understandings of interdependence, contact zones emphasize analyzes of power and insist that spaces of conflict can be unexpectedly generative. With an example of a PAR project that documented the impact of aggressive and discriminatory policing in a South Bronx neighborhood that brought together those targeted by these policies and those allegedly "protected" by them, the paper will raise a set of questions about how it is that engagement with action-oriented participatory research designed through contact can produce new unexpected knowledge, disrupt individual notions of "us" and "them", reframe personal experiences as social issues, and create new relationships of solidarity.

Paper #4
Author: Andrew Cory Greene (City University of New York, Graduate Center)
Title: *Checking the box: Enduring the stigma of applying to graduate school post incarceration*
Abstract: In this paper, I highlight specific institutional practices and policies which narrow the scope of justice for those applying to higher education (Deutsch, 1990; Opotow, 1990; Fine, 1991), while giving breath to the subjective experiences, desires and trajectories of a student with a criminal history. After serving an eight-year prison sentence and paying my debt to society, when applying to graduate school, I was asked to "check the box" and reminded that I was branded for life, as a criminal, one that carries "risk", and therefore, I was subjugated to universities' normalized practices of admission exclusion. Even after prison, I am outside the "scope of justice" beyond the borders of

the deserving (Deutsch, 1990 & Opotow, 1990). I use this essay to pose questions to institutions of higher learning that I cannot ask directly, because as a formerly incarcerated citizen, I am, of course, vulnerable to the highly competitive and unpredictable admissions process. I ask the faceless person at the opposite end of my application: Whom does the "box" target? How is the "box" interpreted and what qualification(s) are needed to interpret the "box"? To what extent is there evidence that the "box" accurately predicts who will commit a crime on campus? And what do we do with our anxieties about security knowing that those who have committed violent crimes on campuses have not been people with criminal histories? Whose fantasy of "innocence" and "risk" does the box protect?

Discussant: Morton Deutsch (Columbia University, Teachers College)

Symposium 10.2: *Justice Sensitivity*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-04

Chairs: Anna Baumert & Manfred Schmitt (University of Koblenz-Landau)
Abstract: People differ systematically in their perceptions of and their reactions to unfairness. Justice sensitivity captures these individual differences and has been successfully introduced as an important predictor of emotional and behavioral consequences of subjective injustice. In this symposium, recent research is presented that takes the investigation of justice sensitivity into novel directions. First, Schlösser and Stavrova give a short introduction to the concept of justice sensitivity and present results on how justice sensitivity shapes cognitive, emotional, and behavioral reactions to others' moral hypocrisy. Second, Ehrhardt and Pretsch present a new instrument for the reliable and valid assessment of justice sensitivity in primary school children. Third, Baumert takes the first steps to gain insight into the social-cognitive mechanisms that drive the development of justice sensitivity in emerging adulthood.

Paper #1
Author: Thomas Schlösser & Olga Stavrova (University of Cologne)
Title: *Justice sensitivity predicts cognitive, emotional, and behavioral reactions to injustice driven by other's moral hypocrisy*
Abstract: This research examines whether individual differences in justice sensitivity affect cognitive, emotional and behavioral reactions to injustice caused by observation of hypocritical behavior. In Study 1 participants (n=190) read a scenario describing some Person A confronted with the dilemma of deciding whom – herself or another Person B – to assign to a monetarily rewarded task, leaving the other to an unpaid task. Participants learned that Person A used a coin flip to decide about the task allocation and either decided in line with the coin flip or lied about its outcome to her own advantage. Our participants then had the chance to either punish Person A or compensate Person B (2 (Person A is honest vs. lies) x 2 (compensation vs. punishment) between-subjects design). The results showed that participants were more likely to compensate Person B than to punish Person A. This effect was particularly strong for beneficiary-sensitive participants who were also more likely to feel annoyed by an unfair allocation and to correctly memorize whether Person A decided in line with the coin flip or not. In Study 2 (n=93), again beneficiary-sensitive individuals were more likely to compensate Person B than to punish Person A, especially if the latter behaved dishonestly. This effect was mediated by individuals' fairness-related judgment of the situation. Both studies suggest that JS shapes cognitive, emotional and behavioral reactions to the situations where justice is at stake.

Paper #2
Author: Natalie Ehrhardt & Johanna Pretsch (University of Koblenz-Landau)
Title: *Development and evaluation of vignette stories to measure justice sensitivity in primary school children*

Abstract: Thus far, there is little research on justice sensitivity in children. This is surprising because justice and injustice play crucial roles in the lives of students as well as teachers (distribution of time and scarce resources, praise given, and handling of conflicts). In order to study justice sensitivity in students from the start of school, we need a reliable and valid measure of justice sensitivity that can be applied for six years olds. Due to the children's limited vocabulary and their cognitive and emotional developmental state, an adapted version of the Justice Sensitivity Scale could not be used and a new measure had to be developed. In two studies, teachers (N=10) and first graders (N=16) were interviewed to isolate justice-relevant situations in school. Based on a qualitative analysis of these interviews an instrument consisting of eight different justice-relevant situations was developed. Short vignette stories that can be read out to the children were created. The measure includes justice perceptions, justice-related specific emotions, and behavioral intentions to restore justice for every perspective of justice sensitivity that are asked for after the vignette story has been read. These eight vignettes offer the possibility to assess justice sensitivity very economically in the school context. In a further study, children (N=50) played the ultimatum game and the dictator game in addition to completing the vignettes.

Paper #3
Author: Anna Baumert (University of Koblenz-Landau)
Title: *Development of justice sensitivity in early adulthood – investigation of a social-cognitive mechanism*

Abstract: Generally, chronic accessibility of content-specific schemata is assumed to develop in dependence of the frequency of activation of these schemata. However, little empirical support has been provided so far. In social justice research, the activation potential of injustice concepts has been suggested to underlie stable and consistent individual differences in the readiness to perceive injustice and the strength of emotional reactions (justice sensitivity). In two studies (N = 62 and N = 121), I investigated whether frequent confrontation with injustice at the start of college life lead to increased justice sensitivity. Justice sensitivity was assessed at the beginning of the first semester and 6 and 12 months later. Experiences of injustice (separately for victim, observer, beneficiary, and perpetrator perspectives) were assessed, in Study 1, via self-report 4 months after the first assessment, and, in Study 2, via weekly self-reports over the first 7 weeks of the semester. Supporting the assumed social-cognitive mechanism, frequent confrontation with injustice was associated with increases in justice sensitivity. In particular, this result was found for victim and observer perspectives.

Symposium 10.3: *Economic Inequality, Entitlement, and Investment*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-21

Chair: Sonja Zmerli (Goethe University Frankfurt am Main)

Paper #1
Author: Sonja Zmerli (Goethe University Frankfurt am Main)
Title: *Social equality and democracy in times of economic crisis: How European economic governance affects perceptions of social cohesion and political support*

Abstract: As the current European economic crisis has already entered the history books as the time of the Great Recession, it is far from over. In particular, a number of Southern European member states of the European Union, mostly belonging to the Eurozone, have been struck remarkably hard. To counter disturbingly high state budget deficits, significant cuts in social spending were implemented in those countries and public investments severely restricted which has been resulting in unemployment rates unseen after the Second World War. As a consequence, where social safety nets do not exist or cannot be maintained financially, significant parts of society risk to slide into poverty. Not surprisingly, these encompassing austerity measures were followed by noteworthy political instabilities, such as government breakdowns, countless and broadly supported, at times even violent, demonstrations and an increasing acceptance of extreme political positions. Concomitantly, citizens have begun to increasingly side with extremist political voices, postulating that European economic governance is at the origin of this enduring economic hardship. This paper aims at scrutinizing the impact of citizens' evaluation of European economic governance compared to national economic governance on individual assessments of social (in)equality in particular and support for a democratic regime more generally.

Paper #2
Authors: Russil Durrant (Victoria University of Wellington, New Zealand)
Title: *Income Inequality and Homicide: Untangling the causal pathways*

Abstract: An extensive body of research has demonstrated a strong, robust relationship between income inequality and homicide rates. However, there is less agreement on the causal mechanisms that can help to explain this relationship. Drawing from evolutionary psychological and criminological theories, I present a model that posits that three inter-related processes can explain why variation in homicide rates are related to income inequality. First, as argued by Daly and Wilson and other evolutionary psychologists, higher levels of income inequality tend to increase intra-sexual competition among men for limited social and material resources resulting in higher levels of male-male homicide. Second, drawing on Sampson's idea of 'collective efficacy', income inequality tends to result in lower levels of trust and an erosion of social cohesion leading to a reduction in both the formal and informal control of antisocial and criminal behavior. Third, greater income inequality results in higher levels of mortality (due to negative impacts on health and violence) that result in shifts to 'fast' life-history strategies among males characterized by greater risk-taking and intra-sexual competition. Crucially for the model these three causal processes interact, creating positive feedback loops that will tend to amplify levels of community violence over time in cities, states, and nations characterized by more unequal distribution of economic resources.

Paper #3
Author: Eduardo Wills-Herrera (Management School Uniandes, Colombia)
Title: *The relationship between attributions of responsibility, accountability and entitlements in post-conflict Colombia*

Abstract: Colombia has suffered from a prolonged civil conflict in the last sixty years (300,000 people killed and 4,000,000 displaced people). Today, peace conversations between the government and the guerrilla group FARC show a possible end to it. Colombia will have to reintegrate ex-combatants and to repair victims. The role of the private sector in this process is critical. Not only should private leaders offer jobs to ex-combatants and victims but they need to help in the creation of productive ventures. The government has the main responsibility of reintegrating ex-combatants and restoring land and rights to victims. However, many private sector leaders are distrustful and have about the process. I will present the historical and contextual antecedents of post-conflict and state theoretical propositions for research linking attributions of responsibility, feelings of entitlements and prosocial behaviors. I state according to Brickman et al. (1982) that responsibility is a multidimensional construct. Based on Brickman's typology of models of action, combining high/low responsibility for having caused and for solving the conflict, I create four models of action: (i) moral, (ii) enlightenment, (iii) "medical" and (iv) compensatory. Each model has implications for the conception and actions of self and an implicit nature of human being. According to the role in the conflict, attributions of responsibility will vary as well as the expected helping behaviors.

Paper #4
Authors: Sebastian Lotz (Stanford University) & Andrea Fix (University of Cologne)
Title: *Financial returns vs. moral concerns: Do laypeople trade-off morals and interest rates?*

Abstract: Household consumption and savings behavior is increasingly influenced by ethical concerns. While research has repeatedly investigated ethical consumption, research on ethical investment behavior is still in its infancy. Across four studies, we find that laypeople seem willing to pay for the ethicality of their investments, suggesting that goals related to moral concerns matter to them besides the maximization of risk-adjusted financial returns. On average, moral investments need to yield an overall lower return in order to be preferred over a secure fixed-income fund compared to immoral investments (Study 1). Furthermore, people prefer moral funds over their immoral counterparts despite lower returns in direct comparisons (Study 2), an effect which cannot be solely attributed to people's general tendency to underestimate dynamic interest rate effects (Study 3). Finally, there are systematic individual differences responsible for people's likelihood to opt out of funds they learn to be immoral (Study 4). While people high in justice sensitivity are willing to exit from more profitable immoral fund investments in favor of morality, people low in this trait are more reluctant to change from the status-quo. The results present consistent support for ethical concerns in consumer finance, similar to what has been found in ethical consumption.

Symposium 10.4: *Justice in Organizational Settings*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-24

Chair: Kathleen Otto (Philipps University of Marburg)

Paper #1
Author: Rellie Derfler-Rozin (University of Maryland)
Title: *Managerial discretion in allocating valued outcomes to team members: When are team leaders reluctant to use discretion?*

Abstract: Team leaders can make allocation decisions (e.g. projects assignments) based on rules or by relying more on their discretionary judgment. We examine the relational anxieties that might deter team leaders from using discretion. We suggest that team leaders intuitively equate discretion with unfairness, and infer that team members will evaluate them as unfair if they use discretion, making them reluctant to use discretion. In a pilot study, managers who scored high on concerns for fairness reported less preference for using discretion. A second scenario study showed that in a project allocation scenario, when lucrative projects are scarce, controlling for individuals' need for prominence (positively associated with preference for discretion), being high on status maintenance concerns was associated with lower preference for discretion, suggesting that concerns about how members evaluate the leader affect the team leader's inclination to use discretion. A third scenario study manipulated whether the resource allocated is a burden or benefit (Sondak & Tyler, 2011) and whether all team members are socially close to or have pure professional relationships with the team leader. Results showed that participants in the burden condition were significantly more likely to choose rules, a choice mediated by concerns to be evaluated as a fair leader. Participants were also significantly more likely to choose rules when they were socially close to their team members.

Paper #2
Author: Zahra Alipour Darvishi (Islamic Azad University - Tehran North Branch, Iran)
Title: *Model of factors influencing employees' perception of dignity: The mediating role of justice perception*

Abstract: The purpose of this article is to provide further insights into the casual relations of the factors affecting dignity perception of employees. A conceptual model was hypothesized saying that social undermining(including supervisor and coworker 's SU) negatively impacts on justice perception, organizational citizenship behavior (OCB) of supervisor positively impacts on justice perception and justice perception (including interactional justice and non-discrimination for distributing the opportunities) positively impacts on employees' perception of dignity(including communications, Autonomy and giving choice to employees, appreciation , Forms of addressing and Politeness, respect for employee's private life and their family, control without humiliation, and climate of rumor and lying(R), regularity of distributing information, availability of job's information , job's confidentiality, feeling valued by being heard , and giving opportunities to learn and grow). Structural equation model (SEM) is conducted to examine 3 hypotheses and whether the model fits. The data from Iran agriculture Bank was collected through a survey in 2011. After conducting stratified random sampling from the bank's branches and offices of all Iran's provinces, 377 questionnaires were analyzed. SEM results provide empirical evidence that justice perception mediates the impacts of social undermining and OCB on dignity perception of employees.

Paper #3
Authors: Kathleen Otto (Philipps University of Marburg), Thomas Rigotti (Johannes Gutenberg University of Mainz), & Torsten J. Holstadt (University of Leipzig)
Title: *Why does organizational trust promote well-being at the workplace? Procedural justice as the mediating link*

Abstract: In this study, we aimed at shedding light on the link between organizational trust and work-related strain (emotional exhaustion, sick presence) as well as on organizational trust and motivation in the workplace (work engagement, innovative team climate) by focusing on procedural justice as potential mediator. In particular, we assumed that organizational trust diminishes strain and promotes motivation at work through an increase in procedural justice perceptions. To explore this assumption, we approached organizations from the service sector in a three-wave study in Germany. At the first point of measurement (T1), 1,269 employees (75.0% female) with a mean age of M=40.80 years (SD=10.03) answered questions about their work-related strain and motivation as well as their evaluation of organizational trust. Overall, data from 686 employees could be matched across all three waves (time-lag between T1 and T2: 14 months, and between T2 and T3: 6 months) and were used for the analyses. At T2 the employees were questioned about their procedural justice perceptions, and at T3 again about their work-related well-being and motivation. In line with our assumptions and supporting the Job Demand-Resources model, mediation analyzes found organizational trust to be negatively related to work-related strain, and positively to motivation in the workplace through increased perceptions of procedural justice.

Paper #4
Authors: Kea S. Brahms & Manfred Schmitt (University of Koblenz-Landau)
Title: *"Because it's 'haram' in my religion": A cross-cultural model of justice in the workplace in Jordan and Germany*

Abstract: Even though the Middle East remains a focal point of political debate and media attention, very little justice research has been conducted in the region so far. In a qualitative cross-cultural design covering a well-researched Western context (Germany) and a Middle Eastern country that has received scarce prior consideration (Jordan), subjective justice concepts as well as antecedents and consequences of justice judgments in the workplace were assessed. Across both contexts, approximately 40 problem-centered interviews on personal experiences of justice and injustice were conducted with NGO-employees. A Grounded Theory approach was applied to guide both sampling and data analysis. The resulting theoretical model highlights that what is often discussed as cultural differences in the literature can be explained through varying working conditions between countries. Setting individuals from the two contexts apart are a number of culture-specific concepts, for example 'Haram' (an Islamic proscription of unjust behavior) or 'Wastah' ([tribal] connections), that are justice-relevant in Jordan but have no equivalent in Germany. These findings show that cross-cultural justice research can benefit greatly from more diverse methodological approaches and that further qualitative inquiry is needed to gain a better understanding of the influence of culture on experiences of justice and injustice in the workplace.

Symposium 10.5: *Pluralism, Justice, and Morality*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-19

Chair: Pascal Burgmer (University of Cologne, Germany)

Paper #1
Authors: Ana Marie Siscar (Ana Nobleza Siscar, LLC) & Sahng-Ah Yoo (Columbia University)
Title: *Paving a just and compassionate path for undocumented students in higher education*
Abstract: This article examines the impact of higher education policies and parallel development in immigration law on undocumented students' access and success in higher education. This examination is grounded in a social justice framework. The article posits that the university's social justice mission tasks itself to tackle the issues faced by undocumented students in higher education. It exposes who the undocumented students are and how they are an important part of the fabric of both public and private higher education institutions. It analyzes the social justice issues they encounter in higher education as a consequence of the unique, multi-contextual landscape they face for being undocumented, members of family with undocumented or mixed status, low-income, and culturally diverse. Issues examined will include barriers to university admission, lack of access to federal and state financial aid, fear of deportation and family separation, inability to practice profession, social immobility, and lack of path to citizenship. It challenges readers to see these as societal issues and that their inaction will result in discriminatory practices that are antithetical to U.S. democratic values and lost contribution to our economy. This paper then recommends actions universities can undertake in aiding undocumented students' access and success in higher education. It argues that their actions will significantly shape the ideals of our educational institutions and our democratic society.

Paper #2
Author: Eun-Jung Kim (Wayne State University)
Title: *Separating sovereignty and consent in international law*
Abstract: This paper examines the relationship between the sovereign equality among states and the consensual basis of international law. This paper will argue - against the widely accepted view - that sovereign equality does not entail a consensual legal system in which obligations are self-generated by the will of states through their consent. The idea of sovereign equality has two components: (1) states have supreme legislative authority within the polity and independence from external actors in ordering their internal affairs, and (2) states mutually recognize other states' independent status. This paper offers three arguments against the view that sovereign equality requires state consent to create binding rules of international law. The first argument shows that the concept of sovereignty cannot give rise to supreme legislative authority over the legislative domain of international law, where authority is shared among states. The second argument shows that the concept of sovereignty cannot generate the consensual requirement for rules governing the interactions between states. And the third argument shows that it is coherent to attribute sovereign status to states within a non-consensual system of international law.

Paper #3
Authors: Pascal Burgmer and Matthias Forstmann (University of Cologne, Germany)
Title: *Two against one: How beliefs in mind-body dualism affect moral judgment*
Abstract: When faced with moral dilemmas, what determines the path that people will take? The

present work extends recent psychological research on how people make such moral judgments by focusing on the role that lay belief—specifically, beliefs about the relation between minds and bodies—play in the process of deciding what is morally right or wrong. Mind-body dualism—the belief that minds and bodies are two distinct entities—is a cross-culturally observable phenomenon, deeply rooted in our cognitive architecture, and underlying the formation of various religious, philosophical, and superstitious beliefs. Recent investigations indicate that such beliefs can profoundly affect how we think and behave on self-relevant dimensions. Here, we show that dualistic beliefs similarly affect people's cognitions in the social domain—specifically, their moral judgments. As dualists per definition dissociate their selves from their physical bodies, they may rely less on bodily states (e.g., affect) when making judgments. According to Greene and colleagues' two-factor model of moral judgment, such decreased reliance on affect during the judgment, in turn, should attenuate the inclination to make judgments in line with deontological principles. Results of four studies indicate that strengthening beliefs in mind-body dualism indeed attenuates deontological moral judgments. Adopting a process-dissociation approach, we also show that utilitarian moral judgments are unaffected.

Symposium 10.6: *Victimization: Causes, Consequences, and Compensation*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-15

Chair: Rachel Fasel (University of Lausanne)

Paper #1
Authors: Mengyao Li & Bernhard Leidner (University of Massachusetts Amherst), & Nebojša Petrović (University of Belgrade)
Title: *Conflict resolution and reconciliation from perpetrator and victim perspectives: The mediating role of retributive and restorative justice*
Abstract: In two different intergroup contexts, we explored victims' and perpetrators' relatively short-term and long-term responses (support for future violence and reconciliation, respectively) in the aftermath of intergroup violence, as well as the moderating role of ingroup glorification and the mediating role of retributive and restorative justice. Experiment 1 demonstrates that Serbian adults who strongly glorified Serbia were more supportive of future violence against, and less willing to reconcile with, Bosniaks after reading about Serbian victimization by Bosniaks rather than Bosniak victimization by Serbs. Replicating these effects with American adults in the context of the U.S.-Iran conflict, Experiment 2 further demonstrated that demands for retributive justice among high glorifiers explained why they desired more future violence and less reconciliation after ingroup victimization rather than ingroup transgressions, whereas demands for restorative justice among low glorifiers explained why they did not do so. The current studies have important implications for intergroup conflict resolution, reconciliation, as well as the link between justice and peace.

Paper #2
Authors: Rachel Fasel & Dario Spini (Swiss National Centre of Competence in Research LIVES, University of Lausanne)
Title: *How individual and collective victimization shapes the belief in a just world*
Abstract: Can people still believe in a just world in the aftermath of war and conflict, after experiencing very harsh difficulties? Based on a sample of young adults in ex-Yugoslavia (TRACES;

Spini, Elcheroth, & Fasel, 2011), this communication will qualify some proposals concerning the stability of the belief in a just world (BJW). The recent conflicts, war and economic difficulties in that part of the world created a particularly tense environment, in which individuals were strongly victimized. As Lerner (1980) stated, the response to victimization would be the extreme test of the BJW. Previous studies in ex-Yugoslavia (Fasel & Spini, 2010; 2013) showed lower BJW adherence for individuals who experienced stronger victimization. The present study goes one step further, conducting multilevel analyzes in order to disentangle the part of variation of the BJW that can be explained with victimization variables at the individual level (wounds, house damaged, unemployment, discrimination, etc.) from the variation that can be explained by victimization at the collective level (intensity of war or economic precariousness within a county). Analyzes run on 2'068 respondents (Level-1) nested within 80 areas (Level-2, counties) revealed that BJW was explained by victimization experienced at the individual and at the collective level. Curvilinear effects and cross-level interactions indicated that the relation between victimization and BJW is moderated by the level of collective victimization.

Paper #3
Authors: Rebecca Dredge, John Gleeson, and Xochitl De la Piedad Garcia (Australian Catholic University)
Title: *How do you present on Facebook? Predictors of cyberbullying victimization*
Abstract: The purpose of the presentation is to explore whether specific online self-presentation behaviors in social networking sites (SNS) increase the likelihood of cyberbullying victimization for adolescents. In order to understand this phenomenon more extensively, information about specific predictors of cyberbullying needs to be explored. Previous research that has focused on predictors of victimization has focused on factors such as gender or age of the victim. The current study instead focused on whether information SNS users place on their SNS profiles (e.g. profile picture, interests, and contact information), and the content of certain features (e.g. effect of wall posts) contributes to their risk of being cyberbullied. Using a comprehensive coding scheme, the contents of adolescents' Facebook pages were numerically recorded and used to predict cyberbullying victimization. The self-presentation behaviors that predicted victimization will be presented. The study concluded that the results obtained need to be integrated into preventative education programs in order to teach adolescents about their ability to play a role in decreasing their risk for cyberbullying victimization.

SUNDAY
12:00 – 1:20 PM
CONCURRENT SYMPOSIUM SESSIONS 11.1 - 11.6

Symposium 11.1: *Economic Inequality*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-25

Chair: **Guillermina Jasso (New York University)**

Paper #1
Author: Jeong Won Choi (Albion College)
Title: *How unequal is unequal? Measuring discrepancy between subjective and objective measures of income inequality*
Abstract: One of the most puzzling and intriguing Korean perceptions of inequality is that there has always been a heightened public concern about large economic disparities. Contrary to popular beliefs, however, economic distribution of Korea, especially income-wise, has been more equitable than that of most countries. As widely acknowledged, Korea was one of the few developing countries where a rapid industrialization was achieved in the absence of aggressive economic inequality. So, the inconsistency between subjective and objective assessments of income inequality of Korea raises a question about the legitimacy of social panic that Koreans have developed toward the threat of income disparities in society. To better assess how critical or accepting Koreans are about income inequality in both descriptive and normative aspects, this research used the ISSP module on social inequality, and compared the Korea public's perceptions of income differences to other OECD counterparts'. From this cross national comparison, I discussed whether and, if so, to what extent the Korean beliefs about income inequality deviate from their reality, relative to other OECD counterparts' and examined in comparative terms how this cognitive deviation is affected by the normative schemes of distributive justice.

Paper #2
Author: Guillermina Jasso (New York University)
Title: *(In)equality and (In)justice*
Abstract: For all of recorded history, philosophers, theologians, and social thinkers have posited a connection between inequality and justice. This paper shows that the received insight linking inequality and justice is not merely an assertion but rather the logically necessary consequence of the operation of the human sense of justice. Working from the process by which individuals assess the fairness or unfairness of the material goods that they and others receive, we obtain two main results: First, as economic inequality increases, the average of the distribution of justice evaluations moves leftward, deeper into the territory of unjust underreward. Second, as economic inequality increases, the distribution of justice evaluations stretches outward in both the underreward and overreward directions. Thus, there is a dual effect of economic inequality – pushing the center of gravity of the justice evaluations ever deeper into the underreward region and widening the gulf between the underrewarded and the overrewarded. Our analysis relies on complementary approaches based on inequality measures and probability distributions, which together illuminate not only the relation between inequality and injustice but also the tasks ahead. Thus, the ancient insight that inequality outrages the sense of justice is now on a firm foundation; and future research can strengthen and build on that foundation.

Paper #3
Author: Tim F. Liao (University of Illinois)
Title: *Structural inequality, dispersion-based inequality, and justice*

Abstract: Economic inequality in society has two basic types—individual inequality (the first face of inequality) generated by variations among individuals—and structural inequality in categorical differences of social structure represented by social groups. The group-wise categorical difference has a location-based component (second-face inequality) and a dispersion-based component (third-face inequality). In this presentation, I first discuss a new Theil index decomposition for measuring dispersion inequality between social groups. Both location-based inequality and dispersion-based inequality may have social consequences including people's perceptions of justice. Through an empirical example analyzing the 2009 Social Inequality IV data from the International Social Survey Programme, I will illustrate which component can be more consequential.

Paper #4
Authors: Peter Valet, Carsten Sauer, & Stefan Liebig (Bielefeld University)
Title: *Labor market inequalities and justice perceptions towards own earnings*
Abstract: This paper investigates to what extent the rates of return of wage inequality generating factors are evaluated as just. We extract seven factors known from labor market literature that generate a large portion of actual earnings inequality. These are: (1) general and specific human capital, (2) contractual regulations, (3) job-match, (4) the size of the company, (5) regional factors, (6) gender, and (7) processes of social closure between occupational groups. Using data from the German Socio-Economic Panel (SOEP) of the years 2009 and 2011 we first estimate how these factors contribute to the generation of actual earnings inequality. Subsequently, we estimate how respondents think these factors should contribute to earnings inequality, to finally determine – applying Jasso's (1978) justice index – to what extent the actual rates of return of the examined factors are considered as just. The results indicate that most of the factors that actually generate earnings inequality are also perceived as factors that should generate earnings inequality. There are, however, some discrepancies between actual returns and returns considered as just. For instance, respondents perceive actual earnings inequality due to regional factors and processes of social closure between occupational groups as unjust.

Symposium 11.2: *Justice and Communication*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-04

Chairs: Michael Shengtao Wu (Xiamen University) & Robbie M Sutton (Kent University)
Abstract: Four research teams will give talks about the communicative functions of justice, and justice concerns in media and cultural symbols. Sutton and Callan examined the social-communicative theory of immanent justice reasoning (IJR). As expected, the pro-social (vs. anti-social) influence goals of communicators mediated IJR, parents preferred stories of IJR when they thought such stories would encourage children to behave well, and communicators preferred IJR endings for stories that would be read by children. Wu et al investigated justice motive and punitive advertising, and found that general belief in a just world (GBJW) associated with the acceptance of punishment-focus advertising, and that the effect of GBJW on advertising acceptance was only held in the punishment-focus (vs. reward-focus or neutral) arguments. Stavrova et al discussed justice sensitivity and attitude toward the Euro-Crisis (stated in the media). They found that victim sensitivity related to negative emotions toward the indebted countries than Germany, while observer sensitivity related to negative emotions toward Germany than the indebted countries. Hu et al explored the effect of traditional symbols on moral fairness. As expected, the frequency in terms of tradition

increased while that in terms of justice declined in the Google corpus (1800-2000), the traditionality associated with low priority to justice rule, and those primed by traditional icons were less likely to give priority to justice rule.

Paper #1
Author: Robbie M. Sutton (University of Kent) & Mitchell J. Callan (University of Essex)
Title: *It takes a village to indoctrinate a child: A non-Piagetian, communicative account of immanent justice reasoning*

Abstract: In immanent justice reasoning (IJR), bad outcomes are blamed on a victim's prior bad behavior, even when the two could not be physically linked. Early theories of IJR linked it to false beliefs and cognitive shortcomings found only in children; later work shows that adults reliably demonstrate the bias. The present studies advance a social-communicative theory of IJR. We propose that IJR is modulated by the credulity of the audience and the social influence goals of the communicator. One salient goal is to encourage pro-social and deter anti-social behavior. In Study 1 (n = 100), participants attributed a misfortune more to a previous misdeed (vs. a good action), and this effect was mediated by the (pro, vs. anti-social) influence they thought an IJ attribution would have on their (unspecified) audience.   In Study 2 (n = 84) parents preferred to tell their children stories in which bad characters got their comeuppance (vs. suffered) to the extent that that they thought such stories would encourage their children to behave well. In Study 3 (n = 80), communicators were more likely to choose IJR (vs. non-IJR) endings for stories when they believed their stories would be read by children, rather than adults. Together, the present studies suggest that for strategic purposes, adults systematically inculcate children (and possibly other adults) in IJR, and that a social constructionist account more in keeping with Vygotsky's work on human development may be fruitful.

Paper #2
Author: Michael Shengtao Wu, Xianqiang Li, Jiechen Liu, and Huijing (Cathy) Hu (Xiamen University), Buxin Han (Chinese Academy of Sciences)
Title: *Punishing for a just world: Justice motive and punitive argument in public-interest advertising*

Abstract: Individuals are motivated to believe that they live in a just world in which people get what they deserve, and theoretically, this general belief in a just world (GBJW) promotes the retributive justice, punishing the bad people who do bad things. However, the punitive effect of GBJW in advertising remains unclear in empirical investigations. Two studies were designed to examine the relationship of GBJW to punishment-focus arguments in public-interest advertisement. As expected, we found a significant positive correlation between GBJW and the acceptance of punishment-focus arguments in public interest advertising (Study 1). Further, higher GBJW leaded to higher acceptance and effectiveness of arguments when individuals were exposed to punishment-focus public interest advertising, but not to reward-focus or neutral ones (Study 2). Consider together, the present findings demonstrates the relationship of GBJW and punitive arguments in public interest advertising, suggesting that the justice motive of audience should concerned seriously in social communication.

Paper #3
Author: Olga Stavrova (University of Cologne), Tobias Rothmund (University of Koblenz-Landau), & Thomas Schlösser (University of Cologne)
Title: *Justice sensitivity and the process of socio-political attitude formation: The case of the European financial crisis*

Abstract: The financial crisis in Europe ("Euro-crisis") is frequently discussed in mass media since 2008. In two studies with German samples, we examined the role of dispositional Justice Sensitivity (JS) in the formation of attitudes toward justice-related political issues regarding the Euro-Crisis. In

Study 1 (N =211), we found that victim-sensitive individuals were more likely to perceive Germany as being exploited by the indebted EU countries (e.g., Greece) and were more likely to worry about its future. Observer-sensitive individuals, on the opposite, were more likely to sympathize and feel compassion toward the indebted EU-countries and believed that Germany should support the EU-countries plagued by the crisis. In Study 2 we explored the role of emotions as a link between JS and attitude formation. Participants (N =80) evaluated short statements about the EU-crisis (taken from the media) and reported negative (shame and anger) and empathetic (worry and compassion) emotions elicited by these statements. The results showed that victim-sensitive individuals experience more negative emotions toward the indebted countries than Germany. Observer-sensitive individuals, in contrast, reported more negative emotions toward Germany than toward the indebted countries, but only when Germany was described as a beneficiary/perpetrator of the crisis. Both studies suggest that JS is related to formation of political attitudes and address underlying cognitive and motivational processes.

Paper #4
Author: Xiaomeng (Kate) Hu (Rutgers University), Chan Zhou and Li Liu (Beijing Normal University)
Title: *When justice is not desirable: The symbolic power of traditional culture on moral judgment*
Abstract: Cultural change has profound social psychological consequences, such as attachment to moral fairness. However, it remains unclear how the symbols of traditional culture influences moral judgment. In the present research, three studies were designed to examine the relationship between traditional culture and moral fairness through the Google online corpus (Study 1A), among young adults (Study 1B), through the survey on the effects of psychological traditionality on justice priority in moral dilemmas (Study 2), and through the priming effect of traditional icons on justice priority in moral dilemmas (Study 3). As expected, we found that: 1) the frequency in terms of tradition (or traditional) increased while that in terms of justice (or fair) declined across the past 200 years (1800-2000), and the endorsement of traditional values revealed positive relationship to moral foundations (i.e., care, ingroup, authority, and purity) except for moral fairness; 2) Psychological traditionality was associated with the low priority to justice rule (vs. relation rule); 3) Participants primed by traditional cultural icons (vs. modern icons, control condition) were less likely to give priority to justice rule. Taken together, these findings demonstrate the symbolic power of traditional culture on moral judgment, in which the robust traditional values still hold in modern societies but do not reinforce moral fairness.

Symposium 11.3: *Reintegration in Organizational Contexts*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-21

Chair: Tyler Okimoto (University of Queensland)
Abstract: Reintegration is a significant challenge in the aftermath of an injustice. This critical restorative justice outcome has received increased attention from justice scholars from a variety of disciplinary perspectives, but the empirical research is still in its infancy. This is particularly true in organizational studies where the dramatic increase in research focusing on justice repair has led to a critical gap in our understanding of the broader individual and contextual considerations that facilitate subsequent restoration. A few different models of organizational reintegration have recently been offered, but without empirical evidence explicitly testing their propositions. This symposium brings

together the organizational scholars who are leading the charge toward increased understanding and utilization of restoration, reconciliation, and reintegration in organizational contexts. The four presenters will describe some of the pioneering research revealing how reintegration occurs in organizations. Each stream of research offers a nuanced understanding of the dynamic interplay between the involved parties, while also explicating the factors that are likely to facilitate or hinder reintegration.

Paper #1
Authors: Moses Richu & Karl Aquino (University of British Columbia)
Title: *What is reintegration? An exploratory analysis*
Abstract: People in organizations and societies are continually faced with the challenge of re-establishing relationships with those who violate the norms and rules of their organization, profession, or society. This paper reports the findings of interviews conducted with reintegration experts to discover their understanding of the meaning of reintegration, and what factors they identified as determining whether reintegration efforts are successful or not. Interview themes included realigning offenders with the values of the organization, working with offenders to achieve their personal development goals, as well as equipping offenders to foster necessary and desired relationships. Offender resiliency factors emerged as associated with likely reintegration, such as more marketable skills, better rational-emotive abilities, and effective role models. We also identified important contextual factors including a genuine display of offender remorse, the ability of the organization to recognize and support the needs of offenders (via both culture and structure), and the importance of willingness on the part of third parties and the victim to reintegrate the offender. These factors nurture hope in offenders, which is instrumental in a successful reintegration process. We discuss these findings as they qualify and extend existing models of reintegration, shifting the lens to include the needs of the offender in the reintegration process, keeping in the principles of restorative justice.

Paper #2
Authors: Nathan Neale, Jerry Goodstein, and Kenneth Butterfield (Washington State University)
Title: *Repairing interpersonal harm in the workplace: An exploratory study*
Abstract: The topic of relationship repair in the aftermath of breaches of trust and harm-doing has grown in importance within the past few years. In this paper, we utilize an inductive, critical incident approach, to analyze accounts of incidents where individuals harmed others and then took steps to repair damages in workplace relationships. We present the results of a qualitative empirical study designed to explore a series of key questions: (1) What factors motivate offenders to make amends with those they have harmed? (2) In what ways do offenders attempt to make amends? (3) What outcomes emerge from attempts to make amends? Through a three-step content analysis procedure, forty-two categories emerged, which correspond to these research questions. The findings from this qualitative study offer insights which support and extend the existing restorative justice literature with respect to these three key questions. We integrate these insights into a grounded conceptual framework that highlights how offenders repair relationships in the wake of their own harm-doing, and draws attention to important motivational factors, differences in the types and processes associated with making amends and outcomes of relevance for offenders and other parties. We close our paper by suggesting how this framework is able to generate important conceptual and empirical research questions that will encourage expansion of the restorative justice literature in this emerging workplace context.

Paper #3
Authors: Dena Gromet (Wharton School of Business) & Tyler Okimoto (University of Queensland)
Title: *Back into the fold: Offender amends, victim forgiveness, and third-party reintegration*

Abstract: After a transgression has occurred within an organization, a primary concern is the reintegration of affected parties (namely offenders and victims) back into the organizational community. However, beyond offenders and victims, reintegration depends on the views of organizational peers and their desire to interact with these parties. Across four experimental studies, we demonstrated that victim forgiveness is key to peers feeling that the justice concerns raised by the transgression were addressed. For reintegration of offenders, we found evidence that both extent of the offender's amends and the victim's forgiveness influences evaluations of and willingness to work with the offender. Furthermore, for reintegration of victims, we identified evidence of backlash against unforgiving victims. Peers wanted to work the least with victims who rejected appropriate amends, thus penalizing them for their failure to contribute to the restoration process. This effect was mitigated when peers had a stronger affiliation with the victim than the offender. These findings demonstrate that peers expect both offenders and victims to do their part to achieve reconciliation following transgression, and both may suffer the consequences of failing to meet peer expectations. Broader implications for facilitating restorative justice in organizations are discussed.

Paper #4
Author: Lukas Neville (University of Manitoba)
Title: *Contextual influences on the value of forgiveness: Forgiveness at home, grudges at work?*
Abstract: Previous research has speculated about the virtues of forgiveness as a workplace value and as a human resource practice, and some evidence shows that forgiveness can enhance organizational processes and performance. However, we know little about whether forgiveness is seen as admirable, or even appropriate, to express in the workplace. I advance the view of forgiveness as a situational value, whose relative importance and expression may be shaped by the transgression context. Prior research suggests that the cues and material environment of the workplace can promote competitive construals and behavior. If the workplace is seen as a competitive, adversarial context, then forgiveness may be less likely to be endorsed or practiced at work relative to the home domain. Two studies explore this possibility. The first tests the effect of contextual framing (work vs. home) on forgiveness-related attitudes, including implicit theories of forgiveness, attitudes and general tendencies toward forgiveness, forgiveness of a recalled transgression, and the perceived forgiveness of social network alters. In a scenario study, I then test whether responses to observed forgiveness and retributive justice are conditioned on the context (work vs. home) in which the transgression occurs. In particular, I consider the interaction of victim response and workplace context on observers' tendency to blame and derogate victims. Implications for restorative justice in organizations are then discussed.

Symposium 11.4: *Collective Regulation: Group-level Function of Moral Judgment*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-24

Chairs: Daniel Yudkin & Jay Van Bavel (New York University), Tobias Rothmund (University of Koblenz-Landau)
Abstract: It is by now well-established that moral judgments are often intuitive; unresolved is the question of what these intuitions are for. This symposium will present evidence supporting the position that the evolutionary development of human morality is linked to humans' group-centered origin and that a cardinal function of moral psychology is group-level regulation. The first speaker (Daniel Yudkin) will highlight critical differences in group context which determine whether ingroup

favoritism or ingroup policing effects are observed. The second speaker (Mathias Twardawski) will present evidence concerning the effect of information processing on moral judgment: intergroup transgressions are forgiven, but only when the transgressor is an in-group member and only when perceivers are under high cognitive load. The third speaker (Dr. Philipp Süssenbach) will examine intergroup relations from an individual-differences perspective and highlight the importance of justice sensitivity in predicting basic group-directed emotions. A discussant (Dr. Jan-Willem van Prooijen) will offer an integrated perspective on these contributions. Overall the symposium presents novel evidence concerning not just the nature, but also the purpose, of human morality.

Paper #1
Authors: Daniel Yudkin (New York University), Natasha Thalla (Lehigh University), Jay Van Bavel (New York University)
Title: *Not in my house: Group membership changes crime and punishment*
Abstract: Recent work in moral psychology shows group matters in moral evaluation: consistent with in-group favoritism, people punish peers' sins more leniently than rivals'. Here we expose instances in which this is not the case and explain the results in terms of moral judgment's group-regulatory function—in-group policing. Study 1 shows that what appears as in-group favoritism is actually out-group retaliation, but only in cases of severe intergroup transgressions. Study 2 confirms that in-group/out-group discrepancies in moral punishment are driven by out-group derogation. Finally, consistent with an in-group policing hypothesis, Study 3 reveals that in-group favoritism collapses when in-group members are themselves the victims. The findings, which together demonstrate group membership's importance in moral judgment, are consistent with a viewpoint emphasizing the distinctive group-regulatory function of human morality.

Paper #2
Authors: Mathias Twardawski (University of Koblenz-Landau), Daniel Yudkin (New York University), Tobias Rothmund (University of Koblenz-Landau), & Jay Van Bavel (New York University)
Title: *Limited working memory capacity promotes in-group favoritism in punishment*
Abstract: Group membership is an important factor that influences how the social behavior of others is perceived and evaluated (Gollwitzer & Keller, 2010). While there is considerable evidence indicating that the general biases people display in favor of their own groups redound even to their moral judgments of in-group members' actions, little work has been done exploring the psychological processes underlying this phenomenon. In line with the evolutionary notion that justice concerns have evolved in order to enable in-group cooperation we argue that moral leniency to in-group members is exacerbated when moral transgressions of in-group members against out-group members are evaluated under conditions that emphasize automatic information processing. In a 2 (Group membership of transgressor: in-group vs. out-group) x 2 (high vs. low cognitive load) factorial experimental study (N = 373), participants completed a third-party punishment game. We found that deviant in-group members were punished less harshly than deviant out-group members when the victim of the transgression was an out-group member. This bias was shown under high cognitive load, whereas there was no difference in the punishment without cognitive load. The results of this study are discussed in regard to how cognitive resources influence the role of group membership relates in justice evaluations.

Paper #3
Authors: Philipp Sussenbach & Mario Gollwitzer (Philipps-University of Marburg)
Title: *The role of victim sensitivity in potentially exploitative intergroup relationships*
Abstract: In two studies, we examined the influence of victim sensitivity – that is, individual differences in the extent to which people react emotionally when confronted with injustice to their own

disadvantage – on intergroup emotions in potentially exploitative intergroup situations. Using a cross-lagged design embedded in the German reunification context (N= 451), we demonstrate that West Germans high in victim sensitivity feel more anger toward East Germans and angst for their ingroups' future vitality two years later. In a second experimental study (N= 63), we showed that the effect of victim sensitivity on intergroup anger and intergroup angst is dependent upon perceived exploitation by an outgroup and explains unique variance beyond ideological variables such as social dominance orientation and right-wing authoritarianism. Taken together, the results of the present research suggest that justice sensitivity is an important variable to consider in intergroup relationships.

Discussant: Jan-Willem van Prooijen (University of Amsterdam)

Symposium 11.5: *In the Eyes of the Law:*
Visual Processes in Legal Decision-Making

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-19

Chair: Yael Granot (New York University)
Abstract: While jurors sometimes disagree on punishment decisions, the legal system assumes that the evidence jurors evaluate is itself objective—that it is seen the same way by all decision-makers. This symposium counters this legal assumption. Four talks present evidence that suggests that the earliest stages of decision-making, including the mere perception of evidence, are already influenced by multiple sources, and that these biased perceptions may guide decisions. We discuss the interactive effects of visual experiences and decision-maker priors, such as group membership and motivation, on judgments. Nicholson and Kovera show how targets with facial features that are more phenotypically African American face systematically unfair procedures in eyewitness lineups. Feigenson and Park discuss how the increasing presence of visual evidence, including photographs, presentations, and video footage, biases decisions of legal culpability and punishment. Granot and colleagues provide a specific example of how visual attention to video evidence exacerbates group-based discrepancies in legal judgments. Finally, Kukucka and Kassin show that lay evaluators and even forensic experts fall prey to confirmation bias when perceiving forensic evidence in a manner consistent with expectations. We discuss implications for standard legal practice and interdisciplinary research on visual processes and legal decision-making.

Paper #1
Author: Amanda Nicholson & Margaret Kovera (John Jay College of Criminal Justice, CUNY)
Title: *When guilt is in the eye of the beholder: The role of stereotypically African features in witness identification decisions*
Abstract: Individuals with features typical of their group are more likely to evoke stereotypes associated with those groups (Maddox, 2004). In real death penalty cases, jurors were more likely to sentence to death (rather than life withour possibility of parole) Black defendants with more stereotypically African features (Eberhardt, Davies, Purdie-Vaughns, & Johnson, 2006). Are Black suspects are more susceptible to misidentification, especially those who have facial features more stereotypically associated with their group? Because Black individuals with more phenotypically African features are more likely to evoke stereotypes about criminality, the activated stereotype could lead these men to be chosen from lineups at rates higher than chance. Moreover a proposed best practice for lineup construction may exacerbate this effect. To test these hypotheses, participants

chose fillers (e.g., people in the lineup who are not the suspect) to appear in lineups for both stereotypical and less stereotypical suspects. Participants either matched lineup fillers to the suspect or to descriptions of the suspect (the recommended practice). We are currently collecting data to evaluate the fairness of these lineups by presenting them to mock witnesses who are asked to pick the perpetrator out of lineups made from the perpetrator's description. We hypothesize that lineups constructed for suspects with more stereotypical features will be less fair (e.g., suspects chosen at rates above chance).

Paper #2
Author: Neal Feigenson (Quinnipiac University School of Law) & Jaihyun Park (Baruch College)
Title: *Effects of visual evidence on legal judgments: Basic principles and new research*
Abstract: Trial lawyers are using an ever-expanding repertoire of photos, videos, animations, PowerPoint slide shows, and other forms of visuals and multimedia evidence. The persuasive benefits may seem obvious, but the research to date on the effects of visual evidence on judgments of guilt, liability, or damages is (perhaps surprisingly) limited and often equivocal. We will present an overview of visual media in modern courtrooms and survey when, to what extent, and why different sorts of visuals influence legal judgments. We will discuss these effects in terms of basic psychological processes, including how even highly probative visual evidence may appeal to perceptual and cognitive as well as emotional biases. We conclude by discussing some novel and/or controversial instances of visual evidence and their likely effects.

Paper #3
Author: Yael Granot, Emily Balcetis, & Kristin Schneider (New York University), Tom Tyler (Yale Law School)
Title: *Blind justice: Visual attention exaggerates effects of identification on legal decisions*
Abstract: How can people come to different decisions when looking at the same legal evidence? We propose that patterns of visual attention, when explored together with individual differences in group identification, can explain previously inconsistent patterns of legal bias. In this research, we asked whether visual attention unites or divides the decisions of individuals of different group identifications. Across three studies, we measured identification with police or an experimentally-created novel out-group. We covertly monitored or manipulated participants' visual attention to out-group targets in videos of physical altercations. Participants then evaluated the actions of the targets in the videotaped scenes and assigned them legal punishment. Results supported the hypothesis that attention divides judgments: strong and weak identifiers significantly differed in their punishment decisions only if they fixated frequently on the out-group target. Further, participants' interpretations of out-group actions, but not their accurate recall of those actions, mediated this relationship between identification and attention on punishment. Our results suggest that true justice is blind justice.

Paper #4
Author: Jeff Kukucka & Saul Kassin (John Jay College of Criminal Justice, CUNY)
Title: *Forensic confirmation bias: Does the evidence speak for itself?*
Abstract: Classic studies of confirmation bias show that humans gather and interpret new information in ways that support their existing beliefs (Nickerson, 1998). Likewise, a growing literature finds that a priori beliefs unwittingly guide evaluations of forensic science evidence in a self-verifying manner, which can produce error among laypeople and trained experts (Kassin, Dror, & Kukucka, 2013). Indeed, forensic sciences have recently been criticized as vulnerable to bias (National Academy of Sciences, 2009), and forensic science errors have been found in over half of known DNA exoneration cases (Innocence Project, 2013). The current studies tested whether judgments of the same forensic evidence change as a function of other contextual information. Participants read a bank robbery case

which either did or did not mention the defendant's retracted confession, and then compared handwriting samples from the perpetrator and defendant. Those who were aware of the confession rated the same samples as more similar, more often erroneously concluded that they had been written by the same person, and more often judged the defendant as guilty, relative to those unaware of the confession. This work underscores concerns over bias and error in the forensic sciences and carries implications for standard practice, including what information is given to forensic examiners. Follow-up studies will explore reforms aimed at curtailing the harmful effects of confirmation bias on evidentiary judgments.

Symposium 11.6: *Inequality, Justice Beliefs, and System Justification*

Tisch Building, 40 W. 4th Street
Stern School of Business, NYU
Room UC-15

Chair: Kristine Chapleau (Indiana University School of Medicine)

Paper #1
Authors: Shai Davidai & Thomas Gilovich (Cornell University)
Title: *Building a more mobile America – One income quintile at a time*
Abstract: The belief in social mobility is a core tenet of the American ethos. Americans are willing to accept vast financial inequalities as long as they believe in equal opportunity at success. However, public perceptions of social mobility are often distorted, focusing on upward mobility and disregarding downward mobility. Since rags-to-riches stories are more consistent with the American dream than riches-to-rags stories, popular perceptions of mobility concentrate on the former rather than the latter. In this study, we examine perceptions of economic mobility. When asked to assess relative intergenerational income mobility, participants perceived higher chances of upward than downward mobility. The likelihood of climbing the socioeconomic ladder was believed to be higher than the likelihood of descending it. Moreover, when compared to real world data, this asymmetric pattern led to overestimation of upward mobility and underestimation of downward mobility. Participants exaggerated the likelihood of rising in income quintiles and underestimated the risk of high income Americans losing their standing. Finally, political affiliation affected perceptions of economic mobility. Overall, conservative participants believed that income levels are more dynamic—and that the economic system is more mobile—than did liberals. We discuss these findings in terms of system justification theory and suggest their importance in understanding reactions to vast wealth and income inequalities.

Paper #2
Authors: Kristine Chapleau (Indiana University School of Medicine) & Debra Oswald (Marquette University)
Title: *A system justification view of sexual violence: Legitimizing gender inequality and reduced moral outrage are connected to greater rape myth acceptance*
Abstract: Rape is a pervasive social problem which causes serious physical and psychological repercussions. Furthermore, rape victims' recovery is often complicated by the public's failure to believe the victim and restore justice. This study applied system justification theory to examine if the justification of gender inequality is related to moral outrage (an emotional precursor to corrective action) and rape myth acceptance; we also examined if rape myth acceptance was associated with moral outrage at injustice. Participants were 234 university students and people from the United

States who took the survey online. In two multiple regressions controlling for demographic variables, gender-specific system justification correlated with less moral outrage to human suffering ($\Delta F(1, 208) = 18.92$, $\Delta R2 = .08$, Adj R2 = .12), as well as with greater rape myth acceptance, $\Delta F(1, 208) = 18.71$, $\Delta R2 = .07$, Adj R2 = .16. The relationships between these variables were similar for men and for women (p's > .10), a finding that suggests that rape myths are system-justifying for women. In a third multiple regression controlling for gender-specific system justification, rape myth acceptance correlated with less moral outrage, $\Delta F(1, 207) = 13.36$, $\Delta R = .05$, Adj R2 = .17. Results are discussed in the context of how legitimizing rape reduces moral outrage to injustice and perpetuates a system of sexual violence.

Paper #3
Authors: Sharareh Noorbaloochi, John T. Jost, & Jay Van Bavel (New York University)
Title: *Utilitarianism in the service of the status quo? On the moral justifiability of drone attacks*
Abstract: Are some moral orientations more prone to system justifying tendencies than others? We addressed this question by investigating the interplay between system justification and moral orientation (ranging from deontological to utilitarian) in predicting support for the U.S. government's use of drone attacks. Individuals of varying levels of utilitarian moral orientations responded to scenarios in which the nationalities of drone perpetrators and targets were independently manipulated. Results revealed that political conservatism, system justification, and utilitarianism predicted moral justification for drone attacks in general. Importantly, system justification increased support for targeted killings especially for those exhibiting a more utilitarian (less deontological) moral orientation. An intervention in which individuals' moral orientations were made salient (through feedback and labeling) decreased the influence of system justification on utilitarians' support for drone attacks. Implications are discussed.

POSTER SESSIONS:
ABSTRACTS & CONTACT INFORMATION

(Poster boards, easels, and pins/tacks will be provided; please find the easel that matches your number as indicated below. We ask presenters to make themselves available at their poster locations during symposium breaks at the beginning and end of each poster session, including coffee breaks.)

POSTER SESSION I
Education, Public Policy, and the Law
Friday, June 20
9:40-11:20 AM

Atrium, UC Level, Tisch Building, Stern School of Business

#1
Patricia Grocke (patricia_grocke@eva.mpg.de), Federico Rossano, & Michael Tomasello (Max Planck Institute for Evolutionary Anthropology, Leipzig, Germany)

Procedural Justice in Children - Preschoolers accept unfair resource distribution if the procedure provides equal opportunities
Justice is a cornerstone of our society and has received widespread attention from many different disciplines. Most developmental research on justice has focused on distributive justice by investigating how children share resources (e.g. Kogut, 2012). Procedural justice, however, has been mostly neglected in developmental research. We confronted groups (N=32) of three 5-year-old children with an unequal distribution and offered them a spinning wheel to decide who would get which part of the share. Half of the groups played with a fair wheel, the other half with an unfair one. We coded for behavior showing acceptance of the procedure and the resource distribution. Besides we interviewed each child separately after the test. The majority of groups playing with the fair wheel (75%) kept using it to make their decisions and did not change the distribution of the resource, while 88% of the groups that used the unfair wheel stopped using it and took turns getting the bigger part of the share, redistributed the resource to an equal split or asked the experimenter to do so. In the interview 50% of those children reported that they perceived the original procedure as unfair. Egalitarianism in resource distribution is not always possible. Our study shows that even children can accept this fact, provided that a fair procedure guarantees equality of opportunity.

#2
Ivana Herrmann (herrmann@uni-landau.de), Natalie Ehrhardt (ehrhardt@uni-landau.de), Johanna Pretsch (pretsch@uni-landau.de), & Manfred Schmitt (University of Koblenz-Landau, schmittm@uni-landau.de)

Are we all equal? - Observing justice in the primary classroom
Experiencing fairness at school is pivotal to students as well as teachers. To our knowledge, however, there is no instrument to measure equal and fair treatment during school lessons. Therefore, we developed an instrument to be used by teachers and external observers. This instrument consists of the six observable facets: peer interaction, teacher-student interaction, feedback, appraisal, opportunity to speak, and work conditions. Importantly, the instrument can be used to assess equal and fair treatment on the level of the individual child, that is, the extent to which an individual child is treated equally and fairly in the classroom. In our validation study, 150 children were observed individually by trained external observers during two lessons.

Also, teachers (N = 14) assessed the equality of their interactions for the same period of time for each child separately. Additionally, the children were interviewed. Our results show that teachers and external observers assess the equality of treatment differently. Hence, in addition to the teachers' own assessment, additional information can be gained by the records of external observers. This finding might be useful for future research as well as the practice of teachers: Even though teachers are experts in classroom interaction, they might not be able to assess equal treatment in the classroom as objectively and differentiated as external observers. Therefore, they might benefit from external feedback.

#3
Diana M. Grace (Diana.Grace@canberra.edu.au) & Michele J. Fleming (University of Canberra), Michael J. Platow (Australian National University)

Social justice and widening participation in higher education
In 2008, a major review of Australian Higher Education recommended the establishment of national targets for the participation of students from low socioeconomic (SES) backgrounds into higher education. Assisted by the Australian Government's Higher Education Participation and Partnerships Program (HEPPP), Australian universities instituted a range of initiatives aimed at raising both the aspirations and achievements of low SES students to assist in breaking down barriers to higher education. At the University of Canberra, these programs have been developed under the broad banner of Aspire UC. This paper presents findings from several of these programs including large-scale UC4Yourself campus experiences for high-school students; targeted Study4Success academic programs; teacher professional development programs; and indigenous success programs for primary school students. While highlighting the common successes and challenges of the programs, our analysis acknowledges the changing nature of social justice perspectives that have been reflected in Australia's higher education participation policies.

#4
Sofya Nartova-Bochaver (Moscow State University of Psychology and Education, s-nartova@yandex.ru), Svetlana Golubeva (Moscow Humanitarian-Economic Institute), & Nadezhda Astanina (Moscow Humanitarian-Economic Institute)

Belief in a Just World among Visually impaired and Sighted Russian adults
The issue of availability of justice in the world is very important for people with disabilities. Understanding that I am not like the other leads to severe emotional states, to the reasoning on the subject justice. Based on the proposal that general (GBJW) and personal belief in a just world (PBJW) have differential effects on visually impaired and sighted persons, we tested three hypotheses. First we assumed that GBJW will be higher in visually impaired persons than in sighted persons. Second we predicted that PBJW will be lower in visually impaired persons than in sighted ones. Third we hypothesized that BJW will be positively linked with mental well-being in both groups of respondents. Participants were 43 visually impaired (18 males and 25 females) and 44 sighted (28 males and 16 females) adults from the Voronezh region. Age varied from 21 to 78 years. Hypothesis 1 was confirmed completely, hypothesis 2 was not confirmed, hypothesis 3 was confirmed partially. GBJW is positively linked with mental well-being only in visually impaired persons. Additional analyses suggest that GBJW is a resource for the visually impaired persons. Implications of our findings for developing strategies of rehabilitation and psychological support of the visually impaired persons will be discussed.

#5
Jacques Berent (University of Geneva, Jacques.Berent@unige.ch), Andrea Pereira (VU Amsterdam, a.pereira@vu.nl), & Juan Manuel Falomir-Pichastor (University of Geneva, Juan.Falomir@unige.ch)

Punishment motives moderate the effect of collective apologies on collective punishment
Following an offense, people might support the punishment of the group the offender belongs to (i.e. collective punishment) even though most members are innocent of any crime. Collective apologies have been suggested as an efficient response to reduce such tendency, but it is unclear whether one's punitive motives (i.e. retribution, compensation, and prevention motives) might moderate their effect. Indeed, when such motives are heightened, collective apologies might either be less efficient (because of their perfunctory nature) or more

efficient (because of their ability to address each of these three punitive motives). To depart these competing hypotheses, three studies have been run, each of them focusing on a different punitive motive. In all three studies, participants were presented with an aggression case and indicated their support for the punishment of the aggressors' group after being informed that it had (or had not) apologized. The perceived severity of the offense (Study 1), participants' desire to compensate the victims (Study 2), and a manipulation of re-offense likelihood (Study 3) were used to test for the moderating effects of one's retributive, compensatory, and preventive motives (respectively). Results indicated that the effect of collective apologies increased as punitive motives increased, thereby suggesting that collective apologies might indeed address the justice concerns that are raised by an offense.

#6
Krisztián Pósch (Social Science Institute (TÁ□RKI), Budapest, Hungary, krisztian.posch@gmail.com)

Motivational Postures, Social Distancing, and Policing
Recent articles expressed the need to address the potential contingencies and diversity in the study of procedural justice and policing. Based on the theory of motivational postures defiant people are putting social distance between themselves and the authorities through articulating their resistance or expressing disengagement with the police. While resistant people are motivated to stand up against the police and (ironically) to engage them, disengaged people try to avoid the authorities and want to be left alone. A series of MTurk experiments were conducted to test the presumptions of the theory on US samples. In the experiments procedural justice, lawfulness, and effectiveness were manipulated in the context of policing. The current inquires indicated that people with higher support for defiant motivational postures are putting a bigger social distance between them and the authorities. Resistance and disengagement were found to be dispositional in nature nevertheless they seemed to be sensitive to procedurally just and lawful messages. The results from the procedurally unjust and unlawful experimental conditions indicate that motivational postures can meaningfully contribute to the existing models of normative legitimacy. The behavioural relevance of the postures was demonstrated as resistance appeared to be the only predictor of taking civil action when police misconduct was witnessed. The theoretical and practical implications of the findings will be also discussed.

#7
Simon Dickopf (simon.dickopf@uni-wuerzburg.de), Paul Alvarez Loeblich (alvarez_loeblich@psychologie.uni-wuerzburg.de), & Regina Renner (University of Wuerzburg, regina.renner@uni-wuerzburg.de)

On the Frame-Dependent Legitimation of Deviant Behavior
Plagiarism is an illegal behavior in most western countries, since it violates the author's intellectual property and in many cases someone else's copyright. If national laws can be seen as social norms shared at least by a majority of people, plagiarism furthermore has to be characterized as a deviant behavior due to the violation of this specific group norm. We asked if plagiarism as a deviant behavior nevertheless can be evaluated as legitimate by the respondents under specific situational frames even if plagiarism in general is evaluated as an immoral behavior. We constructed a factorial survey containing scenarios about four students who all plagiarized within a term paper because they ran out of time at the end of term. We varied the description of these students to manipulate the applicability of the justice principles of equity, need, ascription and equality. Respond-ents were then asked which sanction would be fair for the lecturer to give. Possible sanctions ranged from none to various degrees of legal action. Priorly, respondents had rated the sanctions according to their subjective stress potential. We expect situational frames to influence individuals' justice evaluations and hence to be of significance for the process of transferring justice principles into specific justice evaluations. Additionally, we replicated this paradigm for equivalent scenarios varied in content and focusing dis-tributive justice evaluations.

#8
Levi Adelman (ladelman@psych.umass.edu) & Nilanjana Dasgupta (University of Massachusetts Amherst, dasgupta@psych.umass.edu)

The Ironic Effects of Perspective-Taking on Reactions toward Illegal Immigrants
Illegal or undocumented immigration is a political hot-button issue in the United States and around the world. This study investigated social psychological factors that influence reactions toward illegal immigrants. Drawing on America's identity as a nation of immigrants and on research showing positive effects of perspective–taking on intergroup relations, this research asks how reminders of one's ingroup history in the U.S. and perspective-taking impact Americans emotional responses to illegal immigrants and their support for pro- and anti-immigration policies. Additionally, this research investigated whether the effects of reminders of one's ingroup history and perspective-taking depend on people's political orientation. Results show that the combination of thinking about one's ingroup history and taking the perspective of illegal immigrants actually leads to more negative reactions toward illegal immigrants. Furthermore, this effect appears to be driven by conservatives as opposed to liberals. These findings raise questions about which discussions about illegal immigration would create a consensus based on humanitarian ideals, and which narratives would increase polarization. These findings also add to the growing literature on the limitations of perspective-taking as an intervention to reduce prejudice.

#9
Mina Rauschenbach (Postdoctoral Research Fellow, minarau@bluewin.ch)

Attitudes towards non-legal strategies for promoting reconciliation: The role of transitional justice measures of acknowledgment, outgroup blame and collective victimhood
Transitional justice (TJ) measures are often assumed to help post conflict societies to comes to terms with the past and promote reconciliation. In a divided social setting, such as Bosnia-Herzegovina (BiH), TJ measures took on mostly the form of legal responses to help uncover the truth about the crimes of the past and to establish individual accountability for these. However, the focus on legal forms of justice has been criticised for establishing a selective and often contested account of the past. Criminal justice is inevitably symbolic and is considered, at best, to have a limited role in facilitating post-conflict reconciliation. For social repair to be achieved and communities to trust each other again, it is increasingly apparent that fundamental attitudinal changes need to take place. Non-legal measures of creation of public memory aiming at the mutual acknowledgment of the moral accountability and the suffering of all parties involved in the past conflict could help achieve such objectives. Through the analysis of survey data collected in BiH, we demonstrate how support for non-legal measures of acknowledgment of accountability and truth can promote support for the positive role in reconciliation processes of non-legal actors and institutions. The impact of collective victimhood, out-group responsibility perception, as well as support for the possibility of reconciliation, on these relationships is also assessed.

#10
Martine Batt (Martine.Batt@univ-lorraine.fr), Alain TROGNON (Alain.Trognon@univ-lorraine.fr), Christine BOCEREAN (Christine.Bocerean@univ-lorraine.fr), Ophélie THEILLER (kira70@hotmail.fr), & Marianne COUTELOUR (Université de Lorraine, marianne.coutelour@univ-lorraine.fr), Caroline HERASSE (Laboratoire Langage Littérature Sociétés, caroline.herasse@univ-lorraine.fr), & Jean-Philippe VAUTHIER (Université de Lorraine, jean-philippe.vauthier@univ-lorraine.fr)

Who files a complaint?
We are studying the verbal testimony of victims of sexual assault in a judicial context. 238 judicial psychological interviews with plaintiffs of sexual assault have been studied to date from the 385 interviews collected. Results: the victims' complaint is one of co-construction of meaning, like a Baktinien dialogism1, where the word of the victim is formed within a closed social field, consisting of a community of interlocutors where other persons (e.g. family, friends) talk about the aggression, commenting in their own way, and eventually reconstruct the event and, hence, the word of the victim. One can perceive the voice of others which flows and penetrates the testimony of the subject in a passive dialogism2. There is a link between the level of spontaneity of the complaint and several characteristics: the age of the victim at the time of the events (X^2 (8, 238) = 16.6; p = 0.03), the age of the plaintiff (X^2 (6, 238) = 12.6; p = 0.04), the nature of facts (rape (X^2 (2 , 235) = 7.6; p = 0.02), the perpetrator ((X^2 (8 , 238) = 19.8; p = 0.01) and the family situation of the victim at the time of the events (X^2 (8, 234) = 18; p = 0.02). The testimonies embody multiple variables and enunciative

instances which reveal facts amalgamated into a single narrative, from which emerges the description of several levels of mental states. In the aftermath, the memorization of the subjective experience of the victims is influenced by the enunciative responsibility of the facts.

#11
Purnima Singh (IIT Delhi, purnima125@hotmail.com), Girishwar Misra (Delhi University, Delhi, misragirishwar@gmail.com), Arvind Mishra (JNU, Delhi, akmishra106@gmail.com), Roomana Siddiqui (Aligarh Muslim University, roomana17@gmail.com), & Preeti Kapoor (Delhi University, preeti.kapur@gmail.com)

Fostering harmony through creating shared spaces
The paper argues that in order to maintain harmony the notion of shared spaces is relevant in the contemporary Indian society. It is felt that it is through shared spaces that people come together, feel the closeness and engage in acts of reciprocity, cooperation and mutual celebration. Such shared spaces are possible due to boundaries which are permeable. The boundaries of course can be drawn as either barriers or bridges. When boundaries become barriers the scope and range of shared spaces decreases. Contrarily the boundaries that work as bridges increase the possibility and opportunity of shared spaces. There is a need to understand how boundaries are created which then go on to serve either as barriers or bridges. It may be noted here that boundaries are drawn through certain markers. Boundaries are important for survival of any entity particularly a living one. However, if they become solid barriers then they go against life. As bridges they allow life and growth. This paper explores ways of negotiating meanings of experiences of membership in social communities to facilitate shared spaces. Interview data from 29 participants from a city in Northern India were thematically analyzed. Results showed that when people did not make these boundaries between they and us more sharing between communities took place. As a result instances of conflict were less.

POSTER SESSION II
Violence, Trauma, Social Stability, and Change
Friday, June 20
4:40-6:20 PM

Atrium, UC Level, Tisch Building, Stern School of Business

#1
Melanie Takarangi (melanie.takarangi@flinders.edu.au), Diane Nayda (roge0092@flinders.edu.au), & Reg Nixon (Flinders University, reg.nixon@flinders.edu.au), Deryn Strange (John Jay College of Criminal Justice, CUNY, dstrange@jjay.cuny.edu)

Metacognitive beliefs and meta-awareness of intrusive thoughts among trauma victims
Victims of trauma often have intrusive thoughts and memories about their experience. Research examining victims' responses to trauma assumes people can accurately notice the occurrence of symptoms. However, we know from the broader cognitive literature on mind wandering that people are not always aware of where their attention is focused. That lack of awareness has implications for our theoretical and practical understanding of how victims recover from their experience. In this study, we examined whether metacognitive characteristics affect the accuracy with which victims notice intrusive thoughts when those thoughts occur. We recruited participants who scored high or low on beliefs regarding the importance of controlling intrusive thoughts. We exposed participants to an analogue trauma (film). We instructed participants to report the occurrence of intrusive thoughts about the film during a subsequent reading task. At intervals we also asked them whether they were thinking about the film. As expected, participants often spontaneously reported film-related thoughts. However, they were often 'caught' engaging in unwanted thoughts about the film. Both types of intrusive

cognition were higher among participants with particular with strong beliefs. Our data add to existing research showing people may lack meta-awareness of trauma-related thoughts, and suggest that victims with particular metacognitive characteristics may be more vulnerable to unaware 'mind wandering' about trauma.

#2
Corianna Sichel (corianna.sichel@nyu.edu), Shabnam Javdani (shabnam.javdani@nyu.edu), Pham Phuong Tram Huynh (tram.huynh@nyu.edu), Nirit Gordon (New York University, ng819@nyu.edu)

Beyond the cycle: understanding violence in women's lives
Recent quantitative data show that female perpetrators of violence are highly likely to also be victims of violence. Past discussions of women's violence were the purview of scholars studying domestic abuse who conceived women's violence as gender-conforming self-defense. Evolving patterns linking women's violence, victimization and arrest underscore the need to better understand and respond to women who are not only victims but also perpetrators. Consistent with feminist and social justice-oriented scholarship conceptualizing violence at the systems level, our goal in the present study is to gain a more nuanced understanding of social structures and women's aggression. Using Consensual Qualitative Research (CQR) we analyze interviews with 20 justice system-involved women to understand how women who are both victims and perpetrators use violence to navigate ecological contexts. Drawing on previous analysis of oppressed populations our results indicate that women's violence communicates not only accommodation and resistance (i.e., acquiescence and agentic protest), but also enforcement (i.e., support) of gendered status-level power disparities. This last finding suggests an expansion of the accommodation/resistance paradigm consistent with a growing body of literature indicating that the oppressed often go beyond compliance to ally with the oppressor, imposing the dictates of the existing status quo. Implications for future research and potential applications are discussed.

#3
Pham Phuong Tram Huynh (tram.huynh@nyu.edu), Shabnam Javdani (shabnam.javdani@nyu.edu), Nirit Gordon (ng819@nyu.edu), & Corianna Elisabeth Sichel (New York University, corianna.sichel@nyu.edu)

Hera's bind: femininity and violence in the face of infidelity
Over recent years, female arrest and incarceration rates have increased significantly. This trend is disconcerting due to its negative impact on the social and psychological wellbeing of women, their families, and communities. The current study aims to address the paucity of research on women's violence by examining the contexts within which women engage in violence and the social meanings behind their violence. We will integrate research on women's violence, gender roles, and infidelity, particularly because infidelity is a risk factor for women's violence, but little is known about why infidelity constitutes such risk. We will use Consensual Qualitative Research with a feminist lens to analyze a sample of 20 interviews of previously incarcerated adult women. Our qualitative analysis will address: 1a) What proportion of women report infidelity, 1b) how frequently is it related to their violence? 2) In instances where violence is related to infidelity, what are the social processes that link infidelity to violence? Results indicated infidelity is a typical (16/20) problem in the lives of these women, and is typically (13/16) related to violence. Emergent themes include 1) male infidelity is inevitable, 2) violence as a response to potential loss of social status, 3) humiliation on a public stage, 4) feeling inadequate as a sexual object, and 5) accumulative victimization. Discussion of women's violence vis-à-vis gender roles and future research implications will be described.

#4
Nirit Gordon (ng819@nyu.edu), Shabnam Javdani (shabnam.javdani@nyu.edu), Corianna Elizabeth Sichel (corianna.sichel@nyu.edu), & Pham Phuong Tram Huynh (New York University, tram.huynh@nyu.edu)

Violently Objecting? An Examination of Self-Objectification and Women's Use of Violence
Women's use of violence is a social issue of critical concern, both because of its association with compounded negative health and mental health experiences and because of the record high rates of women's arrest and incarceration. Yet, there is a dearth of explanatory frameworks that can capture the complexity of women's

violence. One critique of existing research regards an over-reliance on gender at the individual level, as opposed to examining the ways in which gender (and gendered oppression) serve to structure women's social worlds to promote their use of violence. The primary goal of the present study is to examine women's violence in the context of self-objectification as an experience of gender at the socio-structural level through the qualitative analysis of 20 interviews of adult women involved in the criminal justice system. Our analysis pairs a feminist framework with the use of Consensual Qualitative Research (CQR). Our primary research questions are: 1) to what extent do objectification and self-objectification characterize women's lives? And, 2) how do the contexts of objectification and self-objectification promote women's use of violence? Implications of the study center around women's violence as a potential objection to their objectification. Research and intervention implications regarding social change and future research are also advanced.

#5
Benjamin Ruisch (Cornell University, bcruisch@gmail.com), Erin Hennes (University of California, Los Angeles, erin.p.hennes@gmail.com), & Melissa Ferguson (Cornell University, mf44@cornell.edu)

The Role of Motivated Recall in Racially Biased Decisions
Though much research has examined the influence of racial bias on decision-making, the mechanisms underlying these biased decisions have received less attention. In line with an emerging body of work on motivated recall, we posit that one reason that individuals come to make racially biased decisions, despite attempts to reach objective conclusions, is that they may actually unconsciously distort and misremember information in a way that perpetuates their preexisting implicit biases. We examine this possibility in two domains in which minority group members have historically received less favorable treatment: graduate school admissions and criminal convictions. We hypothesize that individuals are motivated – at a nonconscious level of awareness – to inaccurately recall information relating to the qualifications (in the case of admissions decisions) and the guilt (in the case of criminal convictions) of racial minority group members in order to justify giving them less favorable treatment. Importantly, we also explore whether motivated recall plays a justificatory or a facilitative role (or both) in the decision-making process. That is, we examine whether motivated recall occurs only after a decision is made (thus suggesting that is serves only to justify biased decisions), or whether it might also occur before the decision is made, suggesting that biased recall of information might play a role in allowing an individual to reach a decision that is in line with existing biases.

#6
Penny Lane (University of British Columbia Okanagan, penny@theacaciagroup.ca)

Meanings of Social Justice through the lens of Dialogue and Language
In my paper I contend that the meanings of social justice, meanings that are made visible in the acts and decisions we take within our social settings, are based on evolving language constructs of justice for the people involved. Further, I contend the meanings of social justice that underlie our assumptions and actions, emerge in and through relationships informed by the historical, social and cultural language context of our lived experiences. In this paper I will explore the processual creation of meanings for social justice that emerged in my doctoral research. We inhabit a world characterized by complexity and ambiguity. The socially just actions and behaviors defined by one individual or group often are not experienced as socially just by 'others'. The underlying premise of the research is that the locus of justness is situated in relationship. The theoretical frame applied is dialogue theory. Dialogue theory rests on ontology that humans are relational and meaning makers, co-constituting our world through language in relationship with 'other'. Meanings emerge in language and are not assumed to be fixed and static. Through the work of Martin Buber, Paulo Freire, and Mikhail Bakhtin, dialogue theory provides a holistic frame through which meaning, understanding, relationship, responsiveness, reflection and action emerge. Each person brings into the process of acting justly, his or her own historical, cultural, social and intersubjective experiences.

#7
Iniobong Essien (iniobong.essien@uni-hamburg.de) & Juliane Degner (Hamburg University, Germany, juliane.degner@uni-hamburg.de)

Implicit In-Group Evaluation in Negatively Stigmatized Minorities: A Meta-Analysis

Do stigmatized individuals share society's negative beliefs and feelings about their ingroups? The most prominent theories in the field, Social Identity Theory (SIT) and System Justification Theory (SJT), provide partly diverging assumptions regarding this question. According to SIT, members of negatively stigmatized groups are expected to use social creativity strategies in order to achieve in-group favoritism. SIT, however, does not consider possible differences between implicit and explicit evaluations. SJT, on the other hand, assumes a dissociation of explicit and implicit in-group evaluations in low-status groups. In this view, the internalization of societal stereotypes leads members of low-status groups to implicitly devalue their in-group or to even exhibit implicit out-group favoritism. The evidence regarding this issue is highly inconsistent. The present meta-analysis integrates findings from more than 100 independent studies with participants from different minority groups. We will present average effect sizes and the results of moderator analyzes, including micro-level variables such as (a) type of implicit measure, (b) level of in-group identification, and macro-level variables such as (c) relative size of the minority group, and (d) severity of social stigma. The results of this meta-analysis provide a better understanding of implicit in-group evaluation processes in minority group members and help evaluate the generalizability of the available theories.

#8
Mark Hoffarth (mh10xc@brocku.ca) & Gordon Hodson (Brock University, ghodson@brocky.ca)

Is subjective ambivalence toward gays a modern form of bias?
Theoretically, modern expressions of racial bias and sexism are characterized by ambivalence. Here we directly examine the consequence of subjective ambivalence toward gays (that is, attitudes that feel "torn") on gay rights support. In Study 1, greater subjective ambivalence was associated with stronger anti-gay attitudes (and not pro-gay attitudes), more ideological opposition to gays, more negative intergroup emotions, and less gay rights support. In Study 2, less opposition to gay bullying was predicted by: (a) greater subjective ambivalence (through lower intergroup empathy); and (b) experimentally salient bullying justification norms (through lower collective guilt). These effects held while controlling statistically for basic pro-gay and anti-gay attitudes. Although not overtly negative, subjective ambivalence therefore largely reflects a unique, subtle, and less objectionable form of bias, consistent with aversive racism and justification-suppression frameworks of explaining modern biases.

#9
Girts Dimdins (University of Latvia, girts.dimdins@lu.lv), Maria Sandgren (Södertörns högskola, maria.sandgren@sh.se), & Henry Montgomery (Uppsala University, hmy@psychology.su.se)

Uncertainty avoidance and tough-mindedness as the bases for system justification and dependence on others
We propose a theoretical model where the social dimension of political orientation (acceptance vs. rejection of social change) is represented as acceptance vs. avoidance of uncertainty, and the economic dimension (acceptance vs. rejection of inequality) is represented as tough mindedness vs. empathy. Two secondary axes represent the possible combinations of the variables defining the primary axes. Tough mindedness in combination with uncertainty avoidance result in high system justification, whereas empathy in combination with uncertainty acceptance represents low system justification. This axis corresponds to the self-protection vs. growth dimension of the refined Schwartz et al. (2011) value model. Tough mindedness in combination with uncertainty acceptance results in preference for self-reliance, whereas the opposite combination represents preference for dependence on others. This axis corresponds to the personal vs. social focus of the Schwartz et al. (2011) value model. Swedish participants (N = 287) completed measures of political orientation, SDO, RWA, system justification, need for cognitive closure, moral motives, values, dependence on others, and a number of political attitude measures. Multidimensional scaling supported the proposed model, but the secondary dimensions were not completely orthogonal--both the system justification and dependence axes were closer to the tough-mindedness--empathy dimension than to the uncertainty acceptance-avoidance dimension.

#10
Simone Tang (simonetang@gmail.com), Steven Shepherd (s2shephe@gmail.com), &
Aaron Kay (Duke University, aaron.kay@duke.edu)

Difficult decisions motivate belief in fate
Fate is a ubiquitous supernatural belief, spanning time and geography. It is also a consequential one, exerting a range of positive and negative effects on health and coping. But despite its clear ubiquity and importance, research aimed at understanding the antecedents of fate beliefs is surprisingly sparse. Fate is generally considered a chronic belief, varying only as a function of cultural and religious experience. We examine whether belief in fate may also arise flexibly, as a function of momentary motivations. Two studies, both of which were conducted in the context of the 2012 United States presidential election, demonstrate that difficulty in making a choice – whether measured (Study 1) or manipulated (Study 2) – increased belief in fate. These results have implications for inaction in personal, organizational and political decision-making.

#11
Abraham Dickey III (abrahamdickeyiii@gmail.com) & Ian Hansen, PhD (York College of The City University of New York, ihansen@york.cuny.edu)

The Instability of Political Conservatism: How different perceptions of social divide bring out different sides of conservatism
We will present data from a social psychology experiment we conducted at York College which found that, when participants were exposed to what we call a "moral divide", those expressing more religious views also expressed more opposition to torture and social domination. When imagining what we call a "political divide" there was no relationship between religious views and support for these institutions of atrocity and oppression. Since religiosity, social domination and support for torture are all considered "conservative" positions, the results suggest that our one dimensional conceptions of liberalism vs. conservatism are descriptively inadequate. Different aspects of "conservatism" appear to be in tension, though exposure to our politicizing framework reduced this tension.

#12
Justina Grayman (New York University, justina.grayman@nyu.edu)

Community Organizers' Messages that Promote Collective Action
It is critical to investigate how individuals are encouraged to engage in collective action. Interpersonal communication strategies – techniques for conversing with individuals – may be critical for promoting collective action because they can inform, persuade, and facilitate relationship building. Unfortunately, no studies have examined what interpersonal communication strategies organizers use or what strategies increase individuals' collective action. Psychologists and sociologists, instead, have focused on documenting individuals' experiences, emotions, and attitudes that stimulate collective action. This focus has drawn attention away from understanding strategies that promote collective action. This dissertation sets a foundation for understanding interpersonal communication strategies by 1) qualitatively describing organizers' interpersonal communication strategies, 2) quantitatively examining the relationship between these strategies and individuals' collective action, and 3) quantitatively testing whether certain strategies moderate the relationship between individuals' experiences and collective action. In particular, this dissertation focuses on organizers' communication with parents to promote their collective action around education issues. Data includes audio-recordings of organizers' event invitations to 215 Black and Latino parents and interviews and surveys with these parents. Preliminary results will be presented.

#13
Madina Tabesh (Simon Fraser University, madina.tabesh@gmail.com)

Gelid Rights, Budding Spring: The Re-Emergence of Human Rights in Arab Spring States
In the brisk winter months of 2011, thousands of disenfranchised and disengaged protesters poured into the main squares and streets of Tunisia, Egypt and Bahrain, among other states fighting for their basic human

rights. Popular slogans chanted during these protests were al-karama (dignity) and hurriyyah (freedom). The desire for dignity became a meta-narrative of what is now termed "The Arab Spring". UDHR and Human rights may be a creation of modernity, but they are an essential component that makes humans, humans. While Tunisia, Egypt and Bahrain suppressed and disenfranchised their populace for decades, the governed body pushed back on their imposing governments. Like all social and political change, the focus from governing the people to a governed people is not a result of a singular event but years of a discontent population that add up to catalysing populations. The individual is the change. It is the aim of this poster to show that while the governments did not adequately provide and ensure jus cogens to their citizens for decades, the Universal Declaration of Human Rights (UDHR) is such essential component to the human experience that the individual becomes the epicenter for change when void of what gives them humanity. When examining how there is a change in human rights in the Middle East, the individual is at the forefront of the change.

#14
Andrea Pereira (VU Amsterdam, a.pereira@vu.nl), Juan Manuel Falomir Pichastor (University of Geneva, Juan.Falomir@unige.ch), Alain Quiamzade (University of Geneva, Alain.Quiamzade@unige.ch), Jacques Berent (University of Geneva, jacques.berent@unige.ch)

Critical stance towards democracy and focalization on the wrongdoing can lead to severity towards offending democratic groups
Following a misdeed committed by some group members, observers' support for the punishment of the whole group's is lower when the group is democratic (vs. nondemocratic), a leniency effect which appears specifically among individuals who value democracy. We state that it should appear when observers unconditionally support democracy and are focused on the group organization, but could be reduced (or reversed) when observers critically support democracy and are focused on the wrongdoing. In Study 1 we evidenced a three-factor structure of attitude towards democracy: support for democratic values, preference for democracy, and critical stance towards democracy. In Study 2 we assessed participants' attitudes towards democracy, presented them with a misdeed committed by some members of a democratic vs. nondemocratic group while focusing them on the group's organization vs. the wrongdoing, and measured their support for collective punishment. Higher scores on all factors of attitude towards democracy predicted lesser collective punishment of democratic groups than of nondemocratic groups in the group-focalization condition–not in the wrongdoing-focalization condition. Additionally, participants highly critical of democratic organizations punished democratic groups more than nondemocratic ones when focused on the wrongdoing. Hence, one can support democracy in a critical way, leading to more severe retributive judgments of offending democratic groups when focused on the wrongdoing.

#15
Maria A Aneas (Universitat de Barcelona, aaneas@ub.edu)

Catalonia. Which country do we want? Citizenship empowerment towards a constituent process.
Catalonia lives with enthusiasm, expectation and confidence the project to re - build its country. In hundreds of forums and in a lot of conversations is being debating the question "which country we want?". This question not only responds to the desire to be an independent state, a real possibility supported by the democracy. This question also has raised when the economic and political crisis has made possible the awareness that we are in front of the welfare state dismantling, in front of the social rights' expropriation and that the current parliamentary system does not represent the civil society neither its interests. Citizen Parliament Project is a place of convergence, cooperation, a form of expression, an instrument of pressure and political action of active citizenship. Its goal is to contribute to the empowerment of the people, returning the policy to the people. Informing, promoting dialoguing, identifying, prioritizing and organizing initiatives from civil society. The constitutional process of Citizen Parliament is based on participation, efficiency, equality and solidarity. A key element of the project is the recognition of the territory being mapped individuals, organizations and groups who develop any significant social work in the areas of Civil Rights, Economy, Environment, Social, Territory Governance, and Labor. So the project assumes that these organizations and groups are who know the needs, priorities and resources of civil society.

POSTER SESSION III

Social Justice in Organizational and Consumer Settings
Saturday, June 21
8:50-10:30 AM

Atrium, UC Level, Tisch Building, Stern School of Business

#1
Carolyn Hafer (chafer@brocku.ca), Antonia Mantonakis (amantonakis@brocku.ca), & Regan Fitzgerald (Brock University, rf09yr@badger.ac.brocku.ca)

Consumer Motivation and Belief in a Just World: Comparing the Effectiveness of Hedonic, Utilitarian, and Deservingness Advertising Messages
We investigated the effectiveness of a deservingness-based advertising message. Marketing researchers have examined the effectiveness of ads appealing to utilitarianism (a product is useful) and hedonism (a product pleases the senses). Social justice research shows that people also care about deservingness; thus, deservingness ads (consumers "deserve" a product) should also be effective, at least among individuals who see the world in terms of deservingness. Participants were assigned to a hedonic, utilitarian, or deservingness ad for bottled water. They also completed a measure of belief in a just world (BJW), as well as the extent to which the ad matched their worldview and made them feel justified in buying the water. Ratings of the advertisement and the product, as well as the decision to buy or not buy the product, were the 3 "ad effectiveness" dependent variables. For all 3 dependent variables, BJW interacted with ad type, such that the deservingness ad was more effective for high BJW participants, a pattern not found for the hedonic and utilitarian ads. The interactions were mediated by the worldview and justification measures. Specifically, the stronger participants' BJW, the more the deservingness ad matched their worldview, and the more it allowed them to feel justified in purchasing the water, both of which in turn predicted greater ad effectiveness. These findings have implications for justice theory, and for designing marketing messages using different taglines.

#2
Gregoire Bollmann (University of British Columbia, gregoire.bollmann@unil.ch)

Who would accept to bear some responsibility for an unfair pay? The moderating role of personal and general just-world beliefs
Previous justice research examined how and why people attribute responsibility of aversive outcomes to others. Yet, sometimes people accept their own share of responsibility for these outcomes, be it judicious or not. Extending recent research examining how justice affects the relation between outcomes and internal attributions of responsibility, I focus on distributive justice and the role of just-world beliefs. In a first online experiment, participants (N = 108) were more likely to accept responsibility for an unfavorable pay when this latter was fairly rather than unfairly allocated. Moreover just-world beliefs moderated this relation: it was stronger for those with a high rather than a low personal just-world belief and weaker for those with a high rather than a low general just-world belief. This remained the case after controlling for perceptions of the supervisor's responsibility. Distributive justice and outcome favorability were then manipulated in second online experiment (N = 156). Just-world beliefs again moderated the relation between distributive justice and participants' internal attributions. Moreover, both interactions remained significant after controlling for participants' perceived favorability of the decision, their perceptions of the supervisor's responsibility and their feeling of decision latitude over others. We discuss implications of our findings for organizational justice theories and elaborate on the many facets of responsibility feelings.

#3

Marco Giovanni Mariani (University of Bologna, marcogiovanni.mariani@unibo.it), Alessandro Pini (alessandro.pini2@gmail.com) & Tiziana Mancini (University of Parma, tiziana.mancini@unipr.it)

Justice Perceptions in Performance Appraisal Systems: A Study in the Italian Business Context
The results of organizational justice research show that if employees are provided with an opportunity to provide voice into procedures their perceptions of fairness are improved. Among the most important human resource management practices there is performance appraisal. A fair organization's performance appraisal system can improve motivation and development of employees (Ilgen et al., 1979); on the other hand, employees' frustration and extreme dissatisfaction can increase when appraisal system is biased and arbitrary (Skarlicki & Folger, 1997). The purpose of this paper is to study the relationship of equity perceptions (procedural, interpersonal and distributive) with subordinate' voice (voice on procedure/results vs no voice) and gender. Methodology: 244 Italian participants from several organizational contexts recruited on web and filled an on-line scenario-based questionnaire to test these assumptions. Validity of the measurement instruments was good. Results: The ANOVA analyses revealed that participants' voice (voice-modality) affected the procedural, interpersonal and distributive perceptions. Furthermore we found a relationship between gender and distributive justice. Limitations: The study relied on self-report data, and the descriptions of the company and the scenarios were hypothetical (though based on existing firms).Implications: The findings of this study suggest the importance of participants' involvement in performance appraisal system.

#4

Nuno Ramos (nvprs@iscte.pt) & Carla Moleiro (CIS/ISCTE-IUL, carla.moleiro@iscte.pt), Ramon Alzate (University of the Basque Country)

Intercultural competence and its role to procedural justice in dispute mediation in multicultural contexts
Cultural diversity, due to its complex and multidimensional nature, is inadequately considered in dispute mediation training, process design, and intervention (LeBaron & Zumeta, 2003). To achieve good mediation outcomes in intercultural contexts, it is important to address the question of intercultural competence of dispute mediators, particularly, what knowledge, awareness and skills are necessary to mediators to work effectively and ethically across cultural differences and diverse clients. In a mixed methods approach, this research will inform on the effect of an intercultural training program to mediators, designed to integrate in its curricula the potential procedural justice pitfalls and cultural specificity of value-dimensions, contextual factors and knowledge structures in a multicultural dispute. Data will be presented regarding the pre and post-training assessment of mediators intercultural competence with qualitative and quantitiative measures, such as the Cultural and Individual Diversity Competencies Inventory (Freire et al., 2010), Mediation Outcome Standard Evaluation Questionnaire - MOSEQ (Poitras & Le Tareau, 2009), and Attitudes Toward Mediations Scale - ATMS (Butts, 2010). The application of these instruments to further longitudinal case studies will be discussed.

#5

Samuel Hanig (shanig@uwaterloo.ca), Justin Brienza (jbrienza@uwaterloo.ca), Ramona Bobocel (rbobocel@uwaterloo.ca), & Kevin Leung (University of Waterloo, kevin.leung@uwaterloo.ca)

Subjective Perceptions of Vertical Pay Dispersion: The Status of Meritocracy in America Matters
In response to a recent call for research on individual factors that influence pay-dispersion legitimacy (Downes & Choi, 2013), we examined whether descriptive beliefs that meritocracy exists in the US are associated with support for high vertical pay dispersion in US firms. In an online study, we operationalized vertical pay dispersion as the inequality between the annual pay of a CEO and that of an average worker at a hypothetical US firm. Working adults read a description of a US firm in which we manipulated the inequality in annual pay between the CEO and average worker as either moderate or high. Participants also indicated their descriptive beliefs about the extent to which workplace meritocracy exists in the US (see Garcia et al., 2005). We found that, overall, individuals rated the firm with high vertical pay dispersion less favorably. However, as hypothesized, there was a significant interaction between beliefs about meritocracy and the manipulation of pay dispersion, such that participants disapproved of high pay dispersion only if they had weaker beliefs that

meritocracy exists. In contrast, for participants with stronger beliefs that meritocracy exists, approval remained high regardless of pay dispersion. Of note, this effect is not accounted for by alternative third variables, such as income, political orientation, age, and education. The present results have implications for the relevance of system justification theory in the study of pay-dispersion legitimacy.

#6
Ali Cohen (ali.cohen123@gmail.com) & Deborah Perkins (University of Coastal Carolina)

Analysis of power in the American Class System: How capitalist driven politics and policy can exploit working-class labor forces; Parallels between the history of Appalachia and Walmart
This presentation would provide a general analysis of power in the American class system using Steven Luke's Three Faces of Power to articulate and describe how power manifests in our societal, economic, and political structures. This will be followed by a brief history of Appalachia and what examined policies and power structures led to the population's exploitation and resulting poverty. Parallels between the policies and power structures which oppressed Appalachia (such as wage laws and punishment for unionizing) will be drawn to similar policies and power structures within contemporary Walmart. The purpose of using these two models is to demonstrate how the power structure within America can affect labor-forces in the same ways despite their demographic differences. Additionally, with the increasingly publicized criticism of Walmart for such practices, this presentation seeks to add context and provide a bigger-picture to their histories. This presentation seeks to inform audiences that this power structure is not unique to a single corporation such as Walmart nor was it isolated to the exploitation of Appalachia. This presentation seeks to inform audiences how the two are very similar despite their demographic differences and are symptom of how a much larger power structure manifesting in America.

#7
Xi Chen (Stern School of Business, NYU, xchen2@stern.nyu.edu)

How to facilitate organizational change? Suggestions from system justification theory
System justification theory has established that the tendency to justify the status quo is the primary reason underlying individuals' resistance to change and this tendency is driven by epistemic, existential, and relational needs. This paper investigates how to satisfy these needs and reduce individuals' justification of the status quo, in order to facilitate organizational change. This paper hypothesizes that: 1) providing information of new system will reduce uncertainty and increase individuals' endorsement of new system; 2) informing a person of others' acceptance of new system, especially those close to the focal person, will satisfy the need to share reality with others and reduce the focal person's resistance to change; 3) affirming the meaning of one's life will reduce existential threat and enable individuals to embrace change. This paper proposes three studies to test these hypotheses. Study 1 randomly assigns participants to two conditions (information provided, no information) and observe participants' acceptance of a new incentive system. Study 2 manipulates whether one's colleagues accept a new organizational procedure (accept, not accept) and measures participants' support for the new organizational procedure. Study 3 gives participants a writing task (meaning of life, what to eat for lunch) and measures their reactions to organizational transition. This research generates new implications for organizational change literature.

#8
Kathleen Otto (Philipps University of Marburg, kathleen.otto@staff.uni-marburg.de)

Uncertainty management theory in the applied field: Organizational justice as buffer against job insecurity
According to uncertainty management theory, a basic function of fairness in human lives is to help people coping with the world as overall an uncertain place. Reliance on fairness norms can provide a buffer against feelings of uncertainty. In line with this theorizing, several studies have found that fairness judgments are more pronounced under conditions of high situational uncertainty salience in comparison to low uncertainty salience. Job insecurity (the risk to lose one' job) can be characterized as a condition of high situational (or individual) uncertainty. Applying uncertainty management theory to the working context, we predicted that organizational

justice experiences would be in particular important for those with higher perceived risks of job lost and thus buffer their work-related mental health. Data of 898 German employees from the finance sector, public administration, education, and mechanical engineering were collected in a two-wave survey with a time lag of 20 months. In line with our assumptions, we found organizational justice (assessed at T1) to shield against the negative consequences of job insecurity (assessed at T1) on job satisfaction, occupational self-efficacy, and dedication to the job as well as its positive consequences on exhaustion and depressed mood (at T2 controlling for autoregressor effects at T1). Practical implications on how to foster organizational justice in time of restructurings and organizational change are discussed.

#9
Beatrice Piccoli (beatrice.piccoli@univr.it) & Massimo Bellotto (University of Verona, Italy)

The Mediational Role of Organizational Justice in the Relationship between Job Insecurity and Organizational Discretionary Behaviors
In the current context of economic crisis, more flexibility from the workforce and organizations is required by the labour market. Job insecurity is a major source of psychological strain during these organizational changes. However, little research has been conducted about the influence of job insecurity on discretionary behaviors, a performance "domain" of central importance for organizational effectiveness. A two-study investigation with different samples was designed to examine the role of organizational justice (procedural and interactional) as contextual mediator of job insecurity-discretionary behaviors relationship. Drawing on social exchange theory and social identity theory we proposed that organizational justice predicts behavioral criteria (OCB and CWB) in response to job insecurity quantitative (i.e., threats to the job as such; Study 1) and qualitative (i.e., threats to valued job features; Study 2). Data were obtained from 248 (Study 1) and 322 (Study 2) employees in five Italian organizations where job insecurity is highly relevant. Structural equation modeling was used to test for direct, complete and partial mediating effects, with bootstrapping estimates of indirect effects. Results showed the negative influence of quantitative and qualitative job insecurity on discretionary behaviors, relationships fully mediated by organizational justice perceptions.

#10
Luciana Ferreira (Insper Institute of Education and Research, lucianacmf@insper,edu.br)

TMT stewardship: Explaining organizational social and environmental action
This research aims to explain how stewardship can affect organizational responses. Stewardship theory is often cited as an alternative account for phenomena pertaining to organizational social action. When adopting stewardship theory to explain corporate social action, one should consider that governance mechanisms designed to curb agency problems might have counter effects if the TMT members are pro-organization, self-serving and other regarding leaders. In order to achieve our research aim, we adopt attention-based view combined with upper echelons perspective as the underlying framework. We use the degree of stewardship as a property of the TMT and consider it as an antecedent of organizational attention to social and environmental issues. Additionally, we test the direct and indirect effects of stewardship on organizational performance. Currently we are composing our dataset that includes longitudinal data (2003 - 2010) about the top management team of the largest firms 3 different countries, USA, Germany and Brazil.

#11
Krystyna Adamska (University of Gdansk, psyka@univ.gda.pl)

Silence in organization
The aim of the paper is to discuss the theory and research on silence in organization, which is defined as a conscious decision not to share important information with the powerholders in organization. It can be information on the possibility to improve current practices, on the new solutions to the old problems, on the misconduct of others both in the area of economic and social rules or on the possibility of modifying strategy of the organization. Information is not voiced for four reasons: the lack of believe that voicing could bring any changes in organization (socially learned helplessness); the fear that voicing could cause negative, personal consequences (like hostile reactions of supervisors or colleagues); for pro social motives (sharing information

could endanger the face of others, especially those who make decisions in organization), for preserving one's interests. There are negative consequences   of not sharing important information. The organization loses the possibility for improvements and innovations. Preventing oneself from voicing can result in the development of beliefs and implicit theories about social life in the organization which in turn could lower social capital. It can also be the case that silence builds social capital. In the cultures of high power distance (understood as the acceptance of the authority of the higher rankers) silence is the expression of the reverence and loyalty.

#12
**Zahra Alipour Darvishi (Islamic Azad University - Tehran North Branch, Iran,
alipourdarvish.z@gmail.com), Manoochehr Hayati, Manoochehr Nabi Abkenar, Zahra Pakdaman,
Bahram Fakhrghasemi, Mehrdad Sabaghi, & Reza Majidi**

A Comprehensive Approach to Employees' Dignity: Exploring the Components of Dignity from Employees' Perceptions and Experiences
This study explores the behavioral factors of employees' dignity based on employees' perceptions and experiences. An exploratory research was performed among the employees of Iran Agriculture bank in 2011. It includes 2 phases: 1) the qualitative phase; the deep interviews were organized within a sample of 90 employees who were randomly selected from bank's branches and offices of 5 provinces in Iran. 2) The survey phase; a comprehensive questionnaire was developed and validated based on the results of the interviews. Using stratified random sampling, 1000 electronic questionnaires were distributed in Iran's all provinces. Finally 377 questionnaires were analyzed by methods of Principal Component Analysis. As 4 components were extracted that explained 71% of total variation. The first component includes: interactional justice, non-discrimination for distributing the opportunities, supervisor's citizenship behaviors, supervisor's social undermining (R), communications, Autonomy and giving choice to employees and appreciation. The second includes: forms of addressing and politeness, respect for employee's private life and their family, control without humiliation, and climate of rumor and lying (R). The third includes: regularity of distributing information, availability of job's information and maintaining job's Confidentiality, feeling valued by being heard , and the forth component is related to give opportunities to learn and grow.

#13
Abhijeet Vadera and Vivekanand Srivastava (Indian School of Business)

Effect of Competition on Unethical Behavior: Investigating the Role of Moral Awareness, Moral Elevation, and Moral Identity

Competition is ubiquitous in today's workplace. Examples of competition include contests between departments, divisions or individuals within units for various prizes, forced distributions of performance evaluations, recognition awards such as "employee-of-the-month" given to individuals, and published rankings of individual or unit performance. The main reason behind why organizations emphasize internal competition is that they believe that this zero-sum game, in which two or more parties go head-to-head and one is declared a winner at the expense of others, is likely to inspire people to work hard and that the winners of these competitions benefit from their victories. While competition may or may not positively affect performance, extant research has argued and shown that competition leads to unethical behavior. However, we still do not know why competitive pressures motivate individuals to engage in unethical behaviors. In this paper, we first attempt to clarify why competition propels individuals to behave unethically and investigate the mediating roles of (a) desire to win, (b) selfishness, and (c) lack of moral awareness on the competition-unethical behaviors relationship. We find that lack of moral awareness fully mediates the relationship between competition and unethical behaviors. We therefore look at the moderating role of (a) moral elevation and (b) moral identity on this relationship. We test our hypothesis in three laboratory studies.

#14
Jukka Lipponen (University of Helsinki, Finland)

Jedi-Masters of Organizational Justice: Prototypical Leaders Shape Employees' Experienced Organizational Fairness
Previous research has studied widely the consequences of organizational justice but little research has examined the origin and formation of organizational justice perceptions. To address this gap, we conducted two studies to test a model that proposes that employees' experienced supervisory justice enhances organizational justice as a function of supervisors' prototypicality. The results from one cross-sectional study and one longitudinal study indicate consistently that justice information derived from highly (but not low) prototypical leaders mold employees' assessments of justice experienced within the organization. The results add to the literature on spillover effects found in previous multifoci justice studies and on the development of organizational justice perceptions by highlighting the impact of prototypical leaders in translating employees' perceptions of justice of the leader to that of the organization as a whole.

POSTER SESSION IV
Economic Inequality, Attribution, Emotion, and Morality
Saturday, June 21
3:30-5:10 PM

Atrium, UC Level, Tisch Building, Stern School of Business

#1
Mauricio Alvarez (mauricioa@unr.edu) & Markus Kemmelmeier (University of Nevada, Reno, markusk@unr.edu)

Perception of Genetic vs. Cultural Causes for Social Class and its influence on the Justification of Social Inequality
Research suggests that responses to social class are influenced by whether the causes for social class differences are seen as inherent (essential) characteristics of individuals, which may be used to justify social inequality. Our study examines the impact of essentialism, nature of justification and gender on individuals' attitudes toward social inequality, with personal need for structure (PNS) as individual-difference moderator. As part of a 2(essential nature of individual differences: yes vs. no) x 2(causal force shaping life outcomes: genetics vs. culture) x 2(gender) design participants (N=259) read about research documented the "true" forces shaping people's life outcomes, and subsequently completed the Social Dominance Orientation (SDO) and the system justification scale (SJ). A three-way MANOVA with PNS as a moderator showed a significant interaction between genetics/culture conditions and PNS scores on both SDO scores ($F[1, 249] = 4.83$, $p = .03$, $\eta p2 = .02$) and SJ scores ($F[1, 249] = 4.50$, $p = .04$, $\eta p2 = .02$). Among individuals low in PNS, reading about the influence of culture on life outcomes resulted in greater system justification, while among individuals high on PNS, the same materials lead to lower endorsement of social dominance. These findings suggest that PNS can mitigate the endorsement of inequality-justifying beliefs (e.g., class reflects group differences rather than the superiority of one group).

#2

Stephanie McKee (mckes13@wfu.edu), Jasmine Nethels, & E.J. Masicamp (Wake Forest University, masicaej@wfu.edu)

Political differences in perceptions of minority progress
Liberals more than conservatives tend to perceive treatment of minorities in the United States as unequal. The current work examined whether liberals' and conservatives' views diverge partly because they make different comparisons when considering minorities' current opportunities. In Study 1, participants indicated how much progress the US has made toward equality of opportunity for minorities. As expected, liberals perceived less progress than conservatives and made different comparisons when assessing progress. While both reflected on how far minorities have come (i.e. a past comparison), liberals more than conservatives reflected on how much further they had to go (i.e. an ideal future comparison). The results indicated that the tendency to compare to an ideal future fully mediated the link between political ideology and perceptions of progress. In Study 2, we examined whether manipulating comparisons could influence perceptions of minority progress. Before rating perceptions of progress, participants were randomly assigned to reflect on either how far minorities have come or on how much farther minorities have to go to achieve ideal equality. Analyses revealed that those in the ideal framing condition perceived significantly less progress than those in the past framing condition. Also, differences between liberals and conservatives emerged in the control condition (when no framing was suggested) but seemed to disappear when either a past or ideal frame was emphasized.

#3

Bettina Roth (Frankfurt School of Finance & Management, b.roth@fs.de)

Inequality, Social Comparison and Life Satisfaction
Using data from the German Socioeconomic Panel (SOEP) for the years 1984-2011 we find a loss in average life satisfaction in years when income inequality is high. While this effect is statistically significant for the conventional Gini coefficient as a measure of income inequality, we demonstrate that alternative measures, in particular the income decile ratio 90:50, yield a higher validity for predicting life satisfaction. Furthermore, when income inequality is high, absolute income becomes more important for life satisfaction. However, the importance of absolute income for life satisfaction disappears when we control for social comparison. To measure social comparison, we consider two indicators: the individual's income position (1) within her reference group and (2) within the total population. Social comparison becomes more important when income inequality rises. In particular, social comparison with the total population is more important for an individual's life satisfaction than social comparison with an individual's reference group.

#4

**Dylan Wiwad (dwiwad@sfu.ca) & Lara Aknin (Simon Fraser University, laknin@sfu.ca),
Azim Shariff (University of Oregon, shariff@uoregon.edu)**

Movin' on up (or down): How perceptions of social mobility influence well-being
For decades, scholars have studied social mobility – the prospect that anyone, regardless of their background, can shift their socioeconomic standing (Keister, 2005). High social mobility is central to the "American Dream", yet research suggests that mobility prospects are surprisingly low (Solon, 1992). Though mobility levels are extensively mapped, researchers have not explored mobility from a psychological perspective. How do views of social mobility influence our well-being? First, we asked an online sample of American adults to report their well-being and the likelihood that they would climb the social ladder. We found that participants reporting rosy views of their own social mobility reported higher levels of positive affect, life satisfaction, and satisfaction with their current finances. A second correlational study replicates these findings; participants reporting higher perceptions of mobility in general also reported higher positive affect and life satisfaction. Preliminary lab results reveal a marginal effect suggesting that this relationship is causal. Participants randomly assigned to

read a fake Economist article depicting the current state of social mobility in North America as extremely high reported higher levels of current well-being than participants assigned to read an article suggesting that social mobility is low. Together, these initial findings suggest that optimistic views of our ability to climb the social ladder positively affect well-being.

#5
Gro Einarsdottir (gro.einarsdottir@psy.gu.se) & Lars-Olof Johansson (University of Gothenburg, lars-olof.johansson@psy.gu.se)

Subjective resource assessments and future outlook in an unstable and stable economy
Research has shown that low resource availability predicts a variety of factors such as a drop in IQ, excessive borrowing, and inability to make friends. Little is however known about how people subjectively assess different types of resources and how these can be measured and used for prediction. Based on two previous studies we constructed a hypothesized model of the relationship between subjective resource assessments and future outlook which was then tested in two surveys, one in Iceland (n=457) and one in Sweden (n=1033). As expected a subjective measure of economic resources explained more variance in future outlook than an objective measure of income. The model was found to be more predictive of future outlook in the unstable economy of Iceland than in the stable economy of Sweden. Emotional and economic resources positively predicted future outlook in both countries and were partially mediated through a global assessment of future resources. In Iceland time resources predicted future outlook negatively. In Sweden subjective resources were more predictive of thoughts about personal future than of society's future. This research suggests a way to measure resource assessments and shows that this can be used to predict future outlook. Implications include using the model to inform economic and environmental policy.

#6
Monika Prusik (University of Warsaw, monika.prusik@uw.edu.pl)

Perception of social justice in the context of the change from communism towards democracy in Poland
A widely spread attitude among Poles of age 40 and older is the conviction that life before 1989 was better. According to a recent study, between 34 and 88% of respondents found different areas of their life as being better in the past than they are now (Prusik, 2011). These opinions pose interesting scientific questions for both sociologists and psychologists. The presentation examines the phenomenon of nostalgia for the period of the Polish People's Republic (PPR) from the social psychology perspective. More specifically, the work is seeking to identify the psychological factors that act as mechanisms of nostalgic feelings and to relate them to objective reasons for Poles to favor the past. As the project, on which the presented findings are based, was large and conducted on a national sample of people at least 40 years old (N = 614), only part of the most significant data will be discussed. This presentation's focus is on the relationship between two-dimensional nostalgia, as revealed in the study (emotional nostalgia as longing and cognitive nostalgia as interest taken in the past), and perceptions of the degree of realization of the fundamental elements of social justice, equality and solidarity, in Polish society.

#7
Konrad Jamro (University of California, Irvine, kjamro@uci.edu)

The negative relationship between income inequality and generalized trust: A confounded or real phenomenon?
This study questions existing understanding of the negative relationship between income inequality and trust and proposes an alternative explanation. Sociologists' and economists' argue that perceived inequality triggers beliefs that it is not fair, and that there are no common values, purpose and identity between the poor and the

rich. Moreover, it is suggested that perceived inequality negatively impacts self-confidence and expectations about the future. These perceptions of unfairness, social cleavages and conflicts, and pessimistic views about the future lead, in turn, to lower trust towards other people in general. However, existing empirical studies test the relationship between inequality and generalized trust only at the societal level, assuming these psychological processes are simply reflected on the aggregate. Drawing on system justification, justice and social identity literature I argue that the model proposed by sociologists and economists does not hold on the individual level. Furthermore, I contend this relationship is confounded by cultural values such as autonomy, mastery and egalitarianism that, by definition, have substantial influence over socio-economic indicators, including trust and inequality. Preliminary results show that the observed relationship between inequality and generalized trust is indeed explained by cultural values rather than individual reactions to inequality.

#8
Zsofia Ignacz (Jacobs University Bremen/Humboldt University Berlin, z.ignacz@jacobs-university.de)

Economic Legitimacy in Central and Eastern Europe: Generational Divides and Path Dependency in Hungary, the Czech Republic and East Germany
Economic legitimacy is a key aspect of stable, prospering societies. Therefore, this current paper focuses on the development of economic legitimacy from the time of the transition until recent times in three selected post-socialist countries. A primary aim of the study is to assess, whether there are apparent generational divides in the acceptance of the prevailing economic order in the selected countries. Is there continuity across generations in regard to the legitimacy of the wage distribution or are there clear breaks between generations? The analysis shows that generational differences typically manifest when there are stark differences between pre- or post-transitional economic conditions, pre- or post-transitional labor market circumstances. The analysis also examines how period effects represented by various structural factors influence the economic legitimacy. In the paper, the legitimacy of wage distribution serves as a proxy for the economic legitimacy of a given country, and is measured based on attitudes toward the wage distribution. The analysis is done in three post-socialist societies: Hungary, the Czech Republic and the (former) East Germany. For the analysis the International Social Justice Project data base is used, which covers 15 years: from 1991 to 2008. Age-period-cohort analysis is conducted.

#9
Xiaofei Pan (Harvard University, xpan@fas.harvard.edu) & Erte Xiao (Carnegie Mellon University, exiao@andrew.cmu.edu)

It's not just the thought that counts: An experimental study on hidden cost of giving
Receiving a gift can create an impulse to reciprocate, even when doing so is inefficient and potentially harmful to a third party. For instance, people may exhibit such impulses after receiving bribes. This paper provides both a theoretical framework for a pure gift effect and experimental evidence: that is, a gift receiver will favor the gift giver over a third party even though the third party has incurred the same cost that signals the same intention of giving. We likewise show that the pure gift effect does not depend on whether the gift is motivated by future returns. Our findings suggest that when reciprocating toward a gift becomes socially undesirable, rather than controlling the intent to give, we may need to instead guard against any gift an agent may receive.

#10
Pius Kruetli (ETH Zurich, pius.kruetli@env.ethz.ch) & Timo Smieszek (Imperial College, London, UK)

Fair allocation of scarce medical resources: Do moral arguments concur with people's sentiments?
A number of moral principles to guide scarce medical resource allocation have been defined. Yet, empirical data regarding what people in general and, in particular, what certain stakeholder groups perceive to be fair allocation strategies under certain conditions are rare. We conducted an online survey among two distinct

groups in Switzerland: (i) medical lay-people and (ii) general practitioners. Respondents assessed the fairness of scarce medical resource allocation in the contexts of (a) organ transplantation, (b) hospitalization during a severe influenza pandemic, and (c) measures that improve individuals' quality of life (e.g. artificial hip joint). Distribution criteria such as 'lottery', 'first-come first-served', 'sickest first', 'youngest first', 'prognosis', 'health related behavior', and 'cost-sharing' were included in the questionnaire. Preliminary results show that respondents selected 'sickest first' as the most fair allocation rule in all three situations of medical scarcity. This result is in sharp contrast to the 'complete lives system' proposed by ethicists (Persad et al., 2009). Persad et al. recommend a system which prioritizes younger people and includes 'prognosis' and 'lottery' as additional principles. However, they exclude in their system 'sickest first' as a principle of scarce medical resource allocation. We provide potential interpretation and practical implications of these differences between moral arguments and people's sentiments.

#11

Michał Białek (mbialek@kozminski.edu.pl) & Łukasz Markiewicz (Kozminski University, lmarkiewicz@kozminski.edu.pl)

The cognitive mechanism of moral judgments

The mechanism behind moral judgments is an important topic for research. Most of contemporary psychological models define intuitive, automatic processes as the mechanism that creates moral reaction. The argument is how reflective processes can influence moral judgments. One approach (e.g. Haidt 2003, 2007) sees reflection as a mechanism, that creates justifications for moral intuitions. Other group (Greene, 2009, 2011) sees reflection as mechanisms that competes with intuition and mostly produce utilitarian responses. They show, that higher Cognitive Reflection Test results or time for reaction are increasing the ratio of utilitarian responding. We tested those hypotheses in the series of 5 studies, in which the reflection was induced by 3 different types of reflection manipulation: (1) reasoning on moral aspects of the dilemma, (2) reasoning on other than moral aspects of dilemma and (3) mathematical tasks. Our findings suggest, that: (a) forced reflection always leads subjects to deontic responding (5-20%) compared to control group; (b) all types of reflection induction worked the same way. We are proposing, that utilitarian reaction is produced by intuitive and automatic process that uses number comparison to decide, which option brings more benefits. This intuition is slightly slower and more effortful than moral intuitions (Fazio&Williams, 1984) with which it competes over control of behavior. Both processes can be overridden by the reflection.

#12

Tyler Burleigh (University of Guelph, tburleig@uoguelph.ca) & Alicia Rubel (Brock University, ar10hd@brocku.ca)

Quality versus quantity: Equity of resource distributions within close relationships

When a parent says "I love all of my children equally," or when a spouse says "I love you with all of my heart," they are expressing how they distribute, or intend to distribute, their love. In Western society, monogamy is seen as the ideal romantic relationship, and non-monogamy, even when it is consensual, is seen as immoral and harmful to the health of the partners (Conley, Moors, Matsick, & Ziegler, 2012). To what extent does this judgment reflect a belief about the equitable distribution of love? According to theories such as Referent Cognitions Theory (Folger, 1986), an individual's fairness assessment of an outcome depends on how that outcome compares to a salient point of reference, such as the outcomes received by others, or an internal standard or set of expectations. This poster presents data from several studies that examine how individuals with different relationship orientations judge the distribution of love in context of monogamous and non-monogamous relationships. In these studies, individuals are asked to read and respond to vignettes in which an individual ("John") is romantically involved with one ("Mary") or two other individuals ("Sue" and "Mary"). For example, "John is in a romantic relationship with [Sue and] Mary" is followed with the question, "How much do you think John loves Mary?" Implications of my findings for relationship satisfaction and discrimination against

individuals practicing consensual non-monogamy will be discussed.

#13
Huijing (Cathy) Hu (cathybear.hu@gmail.com) & Michael Shengtao Wu ((Xiamen University, michaelstwu@gmail.com), Kory Floyd (Arizona State University), Chan Zhou (Beijing Normal University, Chinese Academy of Sciences), Jiechen Liu (Xiamen University, manaibao@126.com), & Buxin Han (Chinese Academy of Sciences, hanbx@psych.ac.cn)

Communicating affection when believing in a just world: Justice motive and warm manners in romantic relationship

Love and affection have long been considered as fundamental human needs. However, affectionate communication (AC) might recruit a potential risk, in which the communicators could get non-reciprocity and even social censure. Two studies examined the relationship of AC to justice motive with which a fair treatment to individuals could be expected, and we found that: Higher levels of AC traits and behaviors related to higher personal belief in a just world and moral fairness (Study 1); participants primed by the fair scenario showed more AC behaviors (especially nonverbal and supportive affection), compared with those primed by the unfair or neutral scenarios (Study 2). The expectancy effect of justice motive in communicating affection demonstrates the social motive and potential risk of AC, implying for the heuristic mechanism of affection exchange.

#14
Nobuhiko Goto (Monash University, Malaysia, nobutgal@hotmail.com) & Minoru Karasawa (Nagoya University, mkarasawa@nagoya-u.jp)

Attribution of secondary emotions and belief in a just world: How they may compromise intergroup relations
The current study examined how attribution of secondary emotions to a perpetrator group and the belief in a just world (BJW) affect intergroup relations. Japanese participants first estimated the degree to which current Americans feel secondary emotions for their historical harmful acts. Later, participants were reminded of the atomic bombing on Japan by past Americans and rated the legitimacy of the atomic bombing as well as current Americans' intentions to compensate the victims and to support nuclear abolition. They also rated forgiveness and liking toward current Americans. Finally, they completed the scales for BJW-collective self (CS) and BJW-collective others (CO). Path analyses revealed that those high in BJW-CS tended to perceive the atomic bombing as more legitimate. However, such perception was not related to other measures. Those who attributed greater secondary emotions to Americans expected compensation more, which in turn reduced forgiveness. BJW-CO was not related to any measures. The perceived support for nuclear abolition was positively related to forgiveness and liking. These results suggest that attribution of secondary emotions may inhibit forgiveness by increasing the expectation for compensation, while the perceived support for nuclear abolition can improve intergroup relations. We discuss how attribution of secondary emotions may affect intergroup relations and how to induce the perception that outgroup members intend to prevent future transgressions.

#15
Devon Proudfoot (devon.proudfoot@duke.edu) & Aaron Kay (Duke University)

Perceptions of the Status Quo as Non-Ideological
Inspired by Marxist cultural theory, and drawing on social psychological perspectives provided by System Justification Theory (Jost & Banaji, 1994) and naive realism (Ross & Ward, 1996), we aim to provide empirical support for the existence of a psychological bias towards perceiving the status quo as non-ideological. That is,

we hypothesize that individuals perceive the current system, or that which constitutes or embodies the existing state of affairs, as being less ideological than alternatives to that system. In support of this hypothesis, we offer experimental evidence that individuals perceive leaders (Study 1) and institutions (Study 2) that aim to uphold the overarching system as less ideological than those that aim to change it. Furthermore, we demonstrate that system changes that are enacted are perceived as less ideological than changes that are merely proposed (Study 3).

#16
Sofya Nartova-Bochaver (Moscow State University of Psychology and Education, s-nartova@yandex.ru)

Justice Sensitivity and Personal Sovereignty in Russian Students – Two Aspects of Social Regulation[1]
Justice sensitivity (JS) is a person's tendency to perceive cases of injustice easily and react strongly to them (Schmitt et al., 2010). Psychological sovereignty (PS) is a person's ability to keep his/her boundaries, and to control his/her personal space (Nartova-Bochaver, 2005). Both characteristics are responsible for keeping balance between the person's needs and other people's needs. Whereas JS calls for the restoration of justice, PS is important for preventing transgressions of personal boundaries including unjust treatment. JS helps to respect others and PS helps to protect the self. The aim of our study was to explore the correlations between of JS and PS in a Russian sample. Participants were 354 Moscow and Voronezh universities students (93 males, 261 females, Mage= 23). We measured six dimensions of Personal Sovereignty, four facets of Justice Sensitivity, Positive and Negative Affect, Depression, Resilience, Self-Esteem, and Self Enhancement. Most correlations between JS and PS were negative suggesting that JS and PS serve different social and adaptive functions. The pattern of correlations was more complex in women than in men. In contrast to PS, JS was found to be a risk factor that impedes subjective well-being. Results will be discussed from the perspective of Russian mentality and their implications regarding educational and psychotherapeutic programs aimed at increasing well-being and hardiness.

ADDITIONAL CONFERENCE INFORMATION

REGISTRATION PACKETS

Participants may pick up their badges and registration packets at the Opening Reception on Thursday evening in the Presidential Penthouse (37 Washington Square West) or on Friday or Saturday mornings in the Tisch Building of the Stern Business School (40 West 4th Street).

COMPUTER AND WIFI ACCESS

We have created a special conference account for non-NYU guests to access the wireless network in the Tisch Building (Stern Business School). This may work best in the area outside of Paulson Auditorium and on the LC level.

The login credentials are as follows:
Username: ISJR2014!
Password: isJr2@14

The telephone number for the IT help desk in Stern is (212) 998-0180.
(From a campus phone, just dial 8-0180).

The media services manager is Stephanie Lombardo (slombard@stern.nyu.edu), who can be reached by telephone at (212) 998-0824 (local extension 8-0824).

LUGGAGE STORAGE

You may store luggage and other items (at your own risk, which we deem to be small during daytime hours) in Room UC-01 in the Tisch Building of the Stern Business School (40 West 4th Street).

AIRPORT TRANSPORTATION

Information about taking public transportation or taxis to/from any of the New York City airports can be found on the ISJR 2014 website: http://social-justice-conference-2014.jimdo.com/home/travel/
Some travelers may find it easier to schedule a car service in advance, because it is reliable and only slightly more expensive than a taxi. We would recommend contacting "Dial 7" (http://www.dial7.com/) or "Carmel" (http://www.carmellimo.com/).
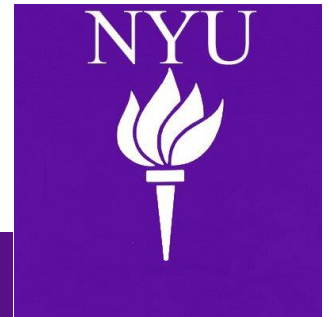
ANY PROBLEMS?

If you encounter any problems at all during your stay, please feel free to reach out to Veronica Holton (Events Coordinator) or John T. Jost (Conference Host) or any of the members of the Student Organizing Committee, including: Ana Gantman, Francesca Manzi, H. Hannah Nam, Sharareh Noorbaloochi, Joanna Sterling, Chadly Stern, and Daniel Yudkin.

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We are also grateful to the Offices of the Dean of the Faculty of Arts & Science, Dean of Science, Dean of Social Science, Dean of Humanities, and the Department of Psychology at New York University.

THANK YOU FOR JOINING US FOR ISJR 2014!