

professional development	American Council on Education Fellow	2021-2022
	American Psychological Association Leadership Institute for Women Psychologists	2019
	IDEO U: Leading for Creativity, Design Thinking	2017
	HERS Executive Leadership Institute	2017
research interests	Social cognition, impression formation and organizational reputation, intergroup relations and bias, cultural psychology	
teaching	Social Psychology, Social Cognition, Cultural Psychology, Research Design and Statistics, Analysis with R, Prejudice and Stereotyping, Psychology of Diversity, Conflict Management and Negotiation, Asian American Psychology, Peer Mentoring for Student Success, Problem Solving in the Age of COVID-19, Industrial and Organizational Psychology	
administrative experience	<p>COLORADO COLLEGE, OFFICE OF THE DEAN OF THE FACULTY</p> <p><i>Dean of the Faculty, Colorado College</i> 2022-present</p> <p>Serve as chief academic officer, with overall responsibility for vision, leadership, culture, strategic planning, human resources, fiscal management, and operation of the dean of the faculty academic division, including 30 departments, 45 bachelor's degree majors and one MAT program, the Tutt Library, a total team of over 200 regular faculty, 100 staff members, and additional visiting and emeriti faculty. Represent academic and faculty perspectives on a range of college-wide issues and in strategic and long-range planning such as the new science building initiative, inclusion and justice, and enhancement of academic visibility. Facilitate and support professional excellence, integrity, diversity, and a thriving faculty and staff community through building a strong divisional leadership team. Oversee faculty and academic affairs such as faculty recruitment, retention, and development, personnel matters, compensation and staffing models. Review the shape and growth of the faculty, support faculty research and professional development, departmental affairs and academic initiatives. Lead and oversee the curriculum, student learning assessment and curricular mapping, accreditation, academic budget and strategic planning, building and capital projects for academic units. Collaborate on planning with the board and faculty, development and donor relations, and representing Colorado College externally such as to peer institutions and national academic organizations.</p>	

Associate Dean of Academic Programs and Strategic Initiatives, Office of the Dean of the Faculty, Colorado College 2014-2018

Led initiatives that furthered the objectives of Colorado College's Strategic Plan "Building on the Block". Oversaw the operation, personnel, annual budgeting, design and implementation of the programmatic vision of Summer Session, Off-Campus Programs, Field Study, Student Research, Bridge Scholars Program, and Community Engagement to promote and increase academic excellence. Developed and supported inclusion and diversity initiatives for students and faculty.

Highlights of achievements as Dean and Associate Dean 2014 - present

Curriculum and Co-curriculum -- Systematic review of general education program, mapping initiative for High Impact Practices pathways, evaluation and development of new/growing academic programs. Launched curriculum initiatives from current strategic planning for block plan education. Oversaw Year 4 Open Pathway Reaccreditation with the Higher Learning Commission. Oversaw the review, redesign, and growth of the Master of Arts in Teaching and continuing education program curriculum, enrollment management, staffing, and financial model. Oversaw the Faculty Student Collaborative Research Program. Improved student support for applying to internal and external opportunities, co-curricular and professional development programming, and student fellowship support.

Inclusion and Diversity -- Inclusive and antiracist holistic faculty development program that spans recruitment, hiring, onboarding, mentoring/coaching, and evaluation and promotion. Revision of policies and practices to address wellness and mental health needs of students and employees. Launch of access initiatives via Open Education Resources. Redesigned and implemented the Bridge Scholars Program, an evidence-driven student success program for first-generation and historically underrepresented minority and minoritized college students; student mentoring and leadership development; awardee of the 2016 Models of Excellence award from University Business.

Faculty Development in the Full Career Arc -- Shape climate and culture in the academic division. Professional development that follows the full arc of faculty and staff career: onboarding, mentoring, instructional coaching, faculty-driven professional development initiatives, cultivation of a grant-making culture in a teaching focused college, antiracist and inclusive initiatives in teaching and professional growth, multi-prong chair and midcareer leadership development program, and transparent and inclusive promotion and evaluation processes. Oversaw and supported the continuous improvement and implementation of the hiring process, new faculty and staff onboarding program, beginning with post-offer pre-arrival communication.

Professional development addressing the core roles of academic freedom and citizenship, new initiatives from academic and department strategic plans.

Budget, Capital, Planning and Strategy -- Oversee budget planning, culture change, standardization of policy and practices, grant administration and research investment. Space utilization including science masterplan and programming study in preparation for major building and renovation. Ongoing programmatic financial and resource performance analysis that attends to strategic and cultural needs. The Dean of the Faculty academic unit is comprised of 200+ full time faculty and 100+ staff members, around 100 part-time visiting faculty, 30 academic departments, and a complex state of the art academic library. The total combined staffing and operating budget is approximately \$40 million.

Enrollment and recruitment management -- Develop pipeline programs through concurrent enrollment partnerships with local school district. Develop transfer articulation agreement and transfer student thriving programming with local community college. Enhance faculty admissions collaboration for recruitment and yield efforts. Enrollment management in study abroad, including implementation of the home-tuition policy for study abroad, revision of the study abroad financial aid process, semester enrollment caps, exchange arrangements, and revenue-generating pre-college summer program. Established and piloted a First Semester Abroad program for first year first semester students. Strategic planning for summer programming for improved revenue and budget control.

DIRECTOR, BRIDGE SCHOLARS PROGRAM 2014 - 2021

Directed the college's student success program for first year students who are among the first in their families to attend college and from minoritized racial and ethnic backgrounds. Evidence-driven program included interdisciplinary courses, peer mentoring, and other high impact experiences, such as outdoor leadership training, financial literacy program, and research opportunities.

CHAIR, FACULTY EXECUTIVE COMMITTEE 2021

Led the Faculty Executive Committee to create priorities and direction. Supported shared governance, personnel policies, tenure and promotion review, and shared governance in budget and planning. Activities included budget planning; salary recommendations; Covid-19 policies; anti-racism; board-faculty relationship; Title IX and antidiscrimination policy review.

**DIRECTOR AND ASSOCIATE DIRECTOR OF THE RACE
ETHNICITY & MIGRATIONS STUDIES 2017- 2021**

Oversaw the growth and management of the program budget, curricular offerings, assessment, student progress to degree and thriving, and hiring and support of faculty. Growth and stabilization of program major and minor numbers.

publications

* *student coauthors*

Chan, E., Keegan, C. *, Ybarra, O. (in preparation). Warmth and Competence in a Legal Perception: Framing of Accusations affects Defense Efficacy.

Yeung, V., Chan, C, Lun, V., & Chan, E. (2020). I own therefore I can: Efficacy-based mere ownership effect. *Journal of Experimental Social Psychology, 90*, 104005. doi:10.1016/j.jesp.2020.104005

Chan, E. (2019). Student research and publication: Strategic planning for inclusion using a systems mapping approach. *Frontiers in Psychology, 10*. doi: 10.3389/fpsyg.2019.00006

Ji, L. & Chan, E. (2017). Chinese Thinking Styles and Religion. In J. Barrett & R. Hornbeck (Eds.) *Religious Cognition in China*. Springer.

Kervyn, N., Chan, E., Malone, C., *Korpusik, A., & Ybarra, O. (2014). Some reputations are more troubling than others—The fundamental dimensions in corporate reputations. *Social Cognition, 32*, 256-275.

Ybarra, O., Keller, M.C., Chan, E., Garcia, S. M., Sanchez-Burkes, J., Morrison, K. R., & Baron, A. S. (2010). Being unpredictable: Friend or foe matters. *Social Psychological and Personality Science, 1*, 259-267.

Ybarra, O., Chan, E., Park, H., Burnstein, E, Monin, B., & Stanik, C. (2008). Life's recurring challenges and the fundamental dimensions: An integration and its implications for cultural differences and similarities. *European Journal of Social Psychology, 38*, DOI: 10.1002/ejsp.559.

Ybarra, O. Burnstein, E., Winkielman, P., Keller, M. C., Manis, M., Chan, E., Rodriguez, J. (2008). Mental exercising through simple socializing: Social interaction promotes general cognitive functioning. *Personality and Social Psychology Bulletin, 34*, 248-259.

Ybarra, O., Keller, M.C., Chan, E., Hutsler, J., Garcia, S.M., & Sanchez-Burks. (2008). The social prediction dynamic: A legacy of cognition and mixed motives. In J.P. Forgas, M. Haselton, & B. von Hippel (Eds.), *The Evolution of the Social Mind: Evolutionary Psychology and Social Cognition*. Psychology Press: New York.

Chan, E., Ybarra, O., Park, D. C., Rodriguez, J., & Garcia, J. (2007). Trusting medical authorities: some cognitive aging and social vigilance considerations. In D. C. Park & L. Liu (Eds.) *Medical Adherence and Aging: Social and Cognitive Perspectives*. Washington, DC: APA

Chan, E., Ybarra, O., & Schwarz, N. (2006). Reversing the affective congruency effect: The role of target word frequency of occurrence: *Journal of Experimental Social Psychology*, 42, 365-372.

Chan, E. and Ybarra, O. (2002.) Interaction goals and social information processing: *Underestimating one's partners but overestimating one's opponents*. *Social Cognition*, 20, 409-439.

Ybarra, O., Chan, E. & Park, D.C. (2001). Young and old adults' concerns with morality and competence. *Motivation and Emotion*, 25, 85-100.

presentations and talks

* *student coauthors*

Panelist. AALAC Asian American Psychology Workshop. May 17-19, 2023 Haverford College.

Moderator. Pandemic Era Anti-Asian Racism: An Interdisciplinary Dialogue. April 7, 2021 Colorado College.

Moderator. Brainwashed: The Legacies and Perils of American Sinophobia. Oct 9, 2020 Webinar with the Made in China Journal.

*Moore, C. & Chan, E. (2020). The Effect of Men's Benevolent and Hostile Attitudes towards Men on Professional Help-Seeking. Annual Convention of the American Psychological Association, Online.

Chan, E., Burke, J., and Crye, D. (2019). Academic and Student Life Synergy through Bridge Programs: Equitable HIP Engagement in the First Year. AAC&U Diversity, Equity, and Student Success Annual Meeting.

*Ramos, J., and Chan, E. (2019). Infrahumanization of Immigrant Family Separation in American News Media. Annual meeting of the Society of Personality and Social Psychology, Portland, OR.

Chan, E. (2016). International Students and the Liberal Arts Advantage: A Strengths-based Approach to International Student Orientation. Invited talk at NAFSA LAISR/Women's Colleges Luncheon.

*O'Donnell, S. C. & Chan, E. (2015). Building Bridges: A Mixed- Method Assessment of a College Bridge Program. Annual meeting of the Association for Psychological Science, New York.

*Sileci, A. & Chan, E. (2015). Dweck's Brainology Intervention can Work for low SES Brazilian Students. Annual meeting of the Association for Psychological Science, New York.

*Barnes, M. & Chan, E. (2014). Rural Stereotype Threat: The Relationship with Prejudice Behavior within and Ingroup. Annual meeting of the Association for Psychology Science, San Francisco, CA.

*O'Donnell, S. C. & Chan, E. (2014). The Social and Instrumental Consequences of Emotional Inconsistency in Negotiation: The Importance of Being Trusted and Liked. Annual meeting of the Association for Psychology Science, San Francisco, CA.

*Berry, B. & Chan, E. (2013). Investigating the Role of Culture on Temporal Perception. Annual meeting of the Society of Personality and Social Psychology, New Orleans, LA.

*O'Donnell, S. C. & Chan, E. (2013). Aversive Prejudice Against Veterans: Hireability, Mental Health Stereotype, Warmth, and Competence. Annual meeting of the Society of Personality and Social Psychology, New Orleans.

*Abeyta, A., Pyszczynski, T., & Chan, E. (2012). Clarifying the Role of Uncertainty in Terror Management Processes: The Impact of the Uncertain Aspects of Death on Ingroup Bias. Annual meeting of the Society of Personality and Social Psychology, San Diego, CA.

Chan, E. & *Korpusik, A. (2012). Public Relations Disaster: Sewage, Oil Spill, and the Two Fundamental Dimensions of Social Perception. Annual meeting of the Society of Personality and Social Psychology, San Diego, CA.

*Fleig, A. & Chan, E. (2012). The Effects of College Admission Policies on Perceived Institutional Theories of Intelligence: Is Flexible Always Better? Annual meeting of the Society of Personality and Social Psychology, San Diego, CA.

*Ushijima, S. & Chan, E. (2011). Contingencies of self-worth subscale as a predictor of body shame. Annual meeting of the Society of Personality and Social Psychology, San Antonio, TX. Received Undergraduate Poster Award.

Chan, E, Ybarra, O, and Park, H. (2010). The fundamental dimensions in reputation monitoring. European Social Cognition Network Experts Meeting, Neuendetsau, Germany.

*Barry, J. & Chan, E. (2010). Identification with poverty as risk factor in health behavior and beliefs. Western Psychological Association Annual Conference, Cancun, Mexico.

*Lenzen, D., & Chan, E. (2010). The role of collective responsibility in the inhumanization of outgroup victims. Society of Personality and Social Psychology Conference, Las Vegas, NV.

*Abeyta, A., Chan, E., & *Bennett, J. (2009). Stereotype threat and social economic status: impact on parenting style. Annual meeting of the Society of Personality and Social Psychology, Tampa, FL. Received Undergraduate Poster Award.

*Abeyta, A. & Chan, E. (2009). The positive relationship between racial attitudes and campus climate. Rocky Mountain Psychological Association Annual Conference, Albuquerque, NM.

Winterrowd, E., Raymond, K., Biasioli, A., Bennell, S., Chan, E., & Canetto, S. S. (2009). Gender and ethnicity lessons in elementary science book stories. National Multicultural Conference and Summit, New Orleans, LA.

*Bennett, J., & Chan, E. (2008). Stereotype threat and social economic status. Annual meeting of Society of Personality and Social Psychology, Albuquerque, NM.

reviewer

Frontiers in Psychology, Journal of Experimental Social Psychology, Journal of Applied Social Psychology, Journal of Cultural Psychology, Journal of Cross-Cultural Psychology; Rocky Mountain Psychological Association Annual Conference, Society for Personality and Social Psychology Annual Conference; External review for Gustavus Adolphus College January Term

awards and grants

Gresham Riley Award from the Colorado College Alumni Association for Ongoing Commitment to Students and Faculty, 2023
Associated Colleges of the Midwest Faculty Career Enhancement Grant: Symposium on Field Study: Establishing and Sharing Best-Practices at the Intersection of Place, Pedagogy, Innovation, and Technology, 2014.
ACM Faculty Career Enhancement Grant Campus Participant Awardee: Silicon Valley, Innovation, and the Liberal Arts, 2016.
Models of Excellence Award for the Bridge Scholars Program from University Business, 2016.
Creativity and Innovation Curricular Grant, 2020
Faculty-Student Collaboration Grants, 2007-2020
Natural Science Research Grants, 2007-2014, 2020

Gaylord Grant in Asian Studies, 2013, 2019, 2020
Curricular Development Grant, 2006, 2010, 2012, 2019
Mellon Foreign Language across the Curriculum, 2010, 2011
Faculty Advisor of the Year Award, 2009
John D. and Catherine T. MacArthur Assistant Professorship, 2007-2009
Mrachek Fellowship, 2005-2006

**institutional and
professional
service**

Pikes Peak Science and Engineering Fair, governing board (2019-present)
Regeneron Science Talent Search and Intel International Science and
Engineering Fair, volunteer judge (2018-present)
Consortium for Faculty Development, steering committee (2015-2020)

Committees

Colorado College President Search Committees (2020-2021, 2010-2011)
Search Committees for VP and Chief Financial Officer; Senior Associate
Dean of Students; Senior Associate Dean for Equity, Inclusion, & Faculty
Development; Chief Technology Officer
Task Force for Preregistration Process Revision 2020-21
Task Force for Academic Continuity (Covid-19 onset phase) Chair, 2020
Strategic Planning: A Distinctive Place of Learning Committee, Co-Chair
Assessment Committee, Chair
Colorado College Faculty Executive Committee—Chair; Personnel
Subcommittee member; Faculty Handbook Review Task Force;
Nondiscrimination and Title IX Review Committee Chair
Psychology Department Major Redesign Task Force