

NICHOLAS P. CAMP

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ACADEMIC APPOINTMENTS

University of Michigan, Ann Arbor, MI 2020 - present
Assistant Professor of Organizational Studies
Assistant Professor of Psychology, by courtesy
Faculty Associate, Research Center for Group Dynamics, Institute for Social Research

Stanford University, Stanford, CA 2018 - 2020
Postdoctoral Scholar
Advisor: Jennifer L. Eberhardt

EDUCATION

Stanford University, Stanford, CA 2012 - 2018
Ph.D, Social Psychology
Dissertation Title: *Black and White meets Blue: Race and the Social Psychology of Police-Community Interactions*
Advisor: Jennifer L. Eberhardt

Columbia University, New York, NY 2005 - 2009
B.A. with Honors in Psychology, *cum laude*
Thesis Advisor: E. Tory Higgins

FELLOWSHIPS AND AWARDS

Participant, Russel Sage Foundation Summer Institute in Computational Social Science 2019
Albert Hastorf Prize for Excellence in Teaching 2018
Cialdini Prize, Society for Personality and Social Psychology 2018
Cozzarelli Prize in the Behavioral and Social Sciences, National Academy of Sciences 2018
Stanford Center for the Comparative Study of Race and Ethnicity Dissertation Fellowship 2017 - 2018
Stanford Institute for Research in the Social Sciences Dissertation Fellowship 2017 - 2018
Participant, SPSP Summer Institute in Social and Personality Psychology 2017
SPSP Graduate Travel Award 2016
Haas Center for Public Service Graduate Public Service Fellowship 2015 - 2016
Stanford Psych One Teaching Fellowship 2014 - 2015
McCoy Family Center for Ethics in Society Graduate Fellowship 2014 - 2015
NSF Graduate Research Fellowship 2013 - 2016

GRANTS AND RESEARCH SUPPORT

Social Psychology Grant (PD 98-1332), National Science Foundation (\$494,668.00)
Testing the impact and malleability of neural biases in outgroup deindividuation, Co-I 2020
Small Grant Award, Society for Personality and Social Psychology (\$1,155.00)
Spatial disadvantage and the perception of race, PI 2019
Summer Institute in Computational Social Science Research Grant, Russell Sage Foundation (\$6,462.50)
Digitizing segregation: How online text and images shape parents' judgments of charter school quality, Co-PI 2019
Stanford CONNECT Seed Grant (\$3,500)
Changing faces: Racial bias in online collaborative groups, Co-PI 2019
Stanford Graduate Research Opportunity (\$3,600) 2017
Stanford Psychology Department Dissertation Grant (\$4,000) 2016
Stanford Diversity Dissertation Research Opportunity (\$4,600) 2015
Stanford Center for Computational Social Science Research Grant (\$9,995)

<i>The thin blue waveform: Race and police officer prosody, PI</i>	2015
Stanford Center for Neuroimaging Seed Grant (\$3,120)	
<i>Homogeneity to heterogeneity: Threat cues in other-race perception and memory, PI</i>	2014

REFEREED PUBLICATIONS

Camp, N.P., Voigt, R., Jurafsky, D., & Eberhardt, J.L. (in press). The Thin Blue Waveform: Racial Disparities in Officer Prosody Shape Institutional Trust. *Journal of Personality and Social Psychology*.

Roberts, S. O., Weisman, K., Lane, J. D., Williams, A., **Camp, N. P.**, Wang, M., ... & Griffiths, C. (2020). God as a White man: A psychological barrier to conceptualizing Black people and women as leadership worthy. *Journal of Personality and Social Psychology*, 119(6), 1290.

Hughes, B.L.*, **Camp, N.P.***, Gomez, J., Natu, V., Eberhardt, J.L., & Grill-Spector, K.. (2019). Neural adaptation to faces reveals racial outgroup homogeneity effects in early perception. *Proceedings of the National Academy of Sciences*

Voigt, R., **Camp, N. P.**, Prabhakaran, V., Hamilton, W. L., Hetey, R. C., Griffiths, C. M., ... & Eberhardt, J. L. (2017). Language from police body camera footage shows racial disparities in officer respect. *Proceedings of the National Academy of Sciences*. *Winner of the 2017 Cozzarelli Prize and 2018 Cialdini Prize*

Slepian, M. S., **Camp, N.P.**, & Masicampo, E.J. (2016). Exploring the secrecy burden: Secrets, preoccupation, and perceptual judgments. *Journal of Experimental Psychology: General*.

Sedlovskaya, A., Purdie-Vaughns, V., Eibach, R. , LaFrance, M., Romero-Canyas, R. & **Camp, N.P.** (2013). Internalizing the closet: Stigma concealment heightens the cognitive distinction between public and private selves. *Journal of Personality and Social Psychology*.

*Denotes shared first-author publications

MANUSCRIPTS COMPLETED OR UNDER REVIEW

Camp, N.P. (in revision). Where Black and White Meets Blue: How Institutional Interactions Erode Police-Community Trust.

Dushiyanthini, T., **Camp, N.P.**, Walton, M., Kay, A.C., & Cohen, G.L. (in revision). Archival and experimental evidence of a first-name bias in the criminal sentencing of Black men.

Slepian, M.S., **Camp, N.P.**, Greenaway, K., Halevy, N., & Galinsky, J.L. (under review). The Energizing Effects of Positive Secrets.

MANUSCRIPTS IN PREPARATION

Camp, N.P.*, Prabhakaran, V.*, Jurafsky, D., Hetey, R.C., Monin, B., & Eberhardt, J.L. (manuscript prepared for submission) Racial disparities in the discretionary context of police encounters.

Camp, N.P., Voigt, R., Jurafsky, D., & Eberhardt, J.L. (in preparation) Racial Disparities in Officer Language Replicate Across Raters, Stimuli, and at Scale.

Camp, N.P., & Eberhardt, J.L. (in progress) Perceptual effects of police-community trust diverge across race.

Camp, N.P., Lee, C., & Eberhardt, J.L. (in progress) Disordered spaces, Black faces? Spatial disadvantage affects the visual perception of ambiguous faces.

PUBLIC SERVICE

Reports and Publications

Camp, N.P., & Eberhardt, J.L., (2016). Surveys of Oakland community members about the police. In *Strategies for Change: Research initiatives and recommendations to improve police-community relations in Oakland, Calif.*

Voigt, R., **Camp, N. P.**, Prabhakaran, V., Hamilton, W. L., Hetey, R. C., Griffiths, C. M., ... & Eberhardt, J. L. (2016). Automated Analysis of Body-Worn Camera Footage . In *Strategies for Change: Research initiatives and recommendations to improve police-community relations in Oakland, Calif.*

Prabakaran, V., **Camp, N.**, Jurafsky, J., & Eberhardt, J.L., (2016). Expert and Automated Analysis of Officer Narratives. In *Strategies for Change: Research initiatives and recommendations to improve police-community relations in Oakland, Calif.*

Camp, N. P., Eberhardt, J.L., & Jones, J. (2013). Problems that arise when Stand Your Ground laws are applied in cross-racial situations: An annotated and analytical bibliography of relevant social psychological research. Annotated bibliography written for American Bar Association Task Force on Stand Your Ground.

Presentations

Blue words matter: Racial disparities in officer communication. May 2019
Stanford Postdoctoral Symposium. *Winner of Best Presentation Award*

From big data to direct service: Working across perspective, disciplines, and positions in the criminal justice system. January 2018
Stanford Community Engaged Scholarship Conference.

Implicit Bias: Consequences without consciousness. September 2016
University of San Francisco Department of Public Safety.

Implicit Bias: Consequences without consciousness. April 2016
National Association of Civilian Oversight of Law Enforcement.

Using Data to Build Police-Community Trust March 2016
Stanford Worldview Forum.

CHAired SYMPOSIA

Camp, N.P. & Eberhardt, J.L. (October, 2019). Institutional Interactions: Race and Police-Community Relations. *Society for Experimental Social Psychology*, Toronto, ON.

Camp, N.P. (October, 2019). The Candid Body-Worn Camera? How officer body-worn cameras inform (and misinform) our understanding of police interactions. *Technology, Mind, and Society Conference*, Washington, DC.

Camp, N.P. & Eberhardt, J.L. (February, 2017). Black and White meets Blue: Bias and threat in police-community interactions. *Society for Personality and Social Psychology*, San Antonio, TX.

CONFERENCE PRESENTATIONS

Camp, N.P., Voigt, R., Jurafsky, D., & Eberhardt, J.L. (February, 2021). The Thin Blue Waveform: Racial Disparities in Prosody Undermine Institutional Trust. *Society for Personality and Social Psychology, Justice & Morality Preconference.*

Eberhardt, J.L., Jurafsky, D., Voigt, R., **Camp, N.P.** & Griffiths, C.M. (November, 2019). Blue Words Matter: Using body-Worn camera data to examine how officers speak to Black and White drivers during routine traffic stops *American Society of Criminology Annual Meeting*, San Francisco, CA.

Camp, N.P. & Eberhardt, J.L. (October, 2019). The thin blue waveform: Racial disparities in officer communication affect citizen trust. *Society for Experimental Social Psychology*, Toronto, Canada.

- Camp, N.P.,** Voigt, R., Jurafsky, D., & Eberhardt, J.L. (October, 2019). Blue Words Matter: Using body camera footage to examine racial disparities in officer communication *Technology, Mind, and Society Conference*, Washington, DC.
- Camp, N.P.,** Voigt, R., Jurafsky, D., & Eberhardt, J.L. (February, 2019). Racial Disparities in Officer Tone Undermine Institutional Trust. *Society for Personality and Social Psychology, Social Cognition Preconference*, Portland, OR.
- Camp, N.P.,** Voigt, R., Jurafsky, D., & Eberhardt, J.L. (June, 2018). Blue words matter: Body camera footage reveals racial disparities in officer respect. *Society for the Psychological Study of Social Issues*, Pittsburgh, PA.
- Camp, N.P.** & Eberhardt, J.L. (March, 2018). Racial Disparities in the Context and Construal of Everyday Police Encounters. *Society for Personality and Social Psychology, Justice & Morality Preconference*, Atlanta, GA.
- Camp, N.P.,** Prabhakaran, V., & Eberhardt, J.L. (May, 2017). (In)Discretionary stops: How Institutional Practices Shape Police-Community Interactions. *Association for Psychological Science*, Boston, MA.
- Camp, N.P.,** Voigt, R., Jurafsky, D., & Eberhardt, J.L. (February, 2017). Blue words matter: Racial disparities in treatment from officer speech. *Society for Personality and Social Psychology*, San Antonio, TX.
- Camp, N.P.** & Eberhardt, J.L. (2016). Black and White meets Blue: Race and Respect in Police-Community Interactions. *Society for Experimental Social Psychology*, Santa Monica, CA.

REPRESENTATIVE POSTER PRESENTATIONS

- Camp, N.P.** & Eberhardt, J.L. (2018). Black and White Meet Blue: Body Camera Footage Reveals Racial Disparities in Officer Communication. Society for Personality and Social Psychology Annual Meeting, Atlanta, GA
- Camp, N.P.,** Prabhakaran, V., & Eberhardt, J.L. (2017). Racial disparities in officer discretion and citizen experience. Poster presented at Social Cognition Preconference of the Society for Personality and Social Psychology, San Antonio, TX.
- Yoon, E., **Camp, N.P.,** Sawaoka, T., & Frank, M.F. Weapons bias for nonstereotypical threats. Poster presented at the Society for Personality and Social Psychology Annual Meeting, Long Beach, CA.
- Camp, N.P.** Hughes, B.L., & Eberhardt, J.L. (2014). When stereotypes individuate: Anger improves perceptual discrimination of stereotyped threats. Poster presented at the Association for Psychological Science Annual Meeting, San Francisco, CA.
- Camp, N.P.** Hughes, B.L., & Eberhardt, J.L. (2014). Angry faces eliminate the own-race bias in perception. Poster presented at the Society for Personality and Social Psychology Convention Annual Meeting, Austin, TX.

TEACHING EXPERIENCE

Primary Instructor

University of Michigan

Racial Disparities in Policing: Causes, Consequences & Correctives

Winter 2021

Stanford University

Community Police Academy (Community Engagement Module)

Winter 2019

The Psychology of Bias: Prejudice, Stereotyping, and Discrimination

Summer 2017, 2018

Race and Crime Practicum

Spring 2016, 2017

Additional Teaching Experience

Wise Interventions*	Fall 2015
Introduction to Social Psychology*	Winter 2015
Introduction to Cultural Psychology*	Spring 2014
Introduction to Clinical Psychology	Fall 2014
Introduction to Psychology*	Fall 2013, Winter 2014
Science of Psychology	Spring 2008
Social Cognition	Fall 2008

*Denotes assistantships with TA-led discussion sections

SERVICE

Professional Service

Co-Organizer, Bay Area Summer Institute in Computational Social Science Summer 2020

Ad-Hoc Reviewing

Social Cognitive & Affective Neuroscience, Visual Cognition

Institutional Service

Organizational Studies Undergraduate Admissions Committee 2020-2021

SOCIETY MEMBERSHIPS

The American Psychological Association (APA)
Association for Psychological Science (APS)
Society for Personality and Social Psychology (SPSP)
Society for Psychological Study of Social Issues (SPSSI)