

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: <i>Black and White meets Blue: Race and the Social Psychology of Police-Community Interactions</i>	
Advisor: Jennifer L. Eberhardt	
Columbia University , New York, NY	2005 - 2009
B.A. with Honors in Psychology, <i>cum laude</i>	
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

Confronting and Combating Racism Grant, University of Michigan Center for Social Solutions (\$48,992) <i>Using Police Body Camera Footage to Experimentally Assess the Effects of Routine Police Encounters for Community Trust and Community Health, PI</i>	2020
Social Psychology Grant (PD 98-1332), National Science Foundation (\$494,668.00) <i>Testing the impact and malleability of neural biases in outgroup deindividuation, Co-I</i>	2020
Small Grant Award, Society for Personality and Social Psychology (\$1,155.00) <i>Spatial disadvantage and the perception of race, PI</i>	2019
Summer Institute in Computational Social Science Research Grant, Russell Sage Foundation (\$6,462.50) <i>Digitizing segregation: How online text and images shape parents' judgments of charter school quality, Co-PI</i>	2019
Stanford CONNECT Seed Grant (\$3,500) <i>Changing faces: Racial bias in online collaborative groups, Co-PI</i>	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.** Jo, E. (in press, Social Cognition). Streetscapes at scale: Using mapping platforms as a tool to study space).
- Camp, N.P.**, / Voigt, R. (2025). Body camera footage as data: Using natural language processing to monitor policing at scale / in depth. *Behavioral Science / Policy*, 23794607241308636.
- Camp, N. P.***, Voigt, R. *, Hamedani, M. G., Jurafsky, D., Eberhardt, J. L. (2024). Leveraging body-worn camera footage to assess the effects of training on officer communication during traffic stops. *PNAS Nexus*, 3(9), pgae359. <https://doi.org/10.1093/pna>
- Camp, N. P.** (2023). Institutional interactions and racial inequality in policing: How everyday encounters bridge individuals, organizations, and institutions. *Social and Personality Psychology Compass*, e12930. <https://doi.org/10.1111/spc3.12930>
Teaching guide published at Social and Personality Psychology Compass, <https://doi.org/10.1111/spc3.12934>
- Slepian, M. L., Greenaway, K. H., **Camp, N. P.**, & Galinsky, A. D. (2023). The bright side of secrecy: The energizing effect of positive secrets. *Journal of Personality and Social Psychology*, 125(5), 1018.
- Rho, E. H., Harrington, M., Zhong, Y., Pryzant, R., **Camp, N. P.**, Jurafsky, D., & Eberhardt, J. L. (2023). Escalated police stops of Black men are linguistically and psychologically distinct in their earliest moments. *Proceedings of the National Academy of Sciences*, 120(23), e2216162120.
- Rubien-Thomas, E., Berrian, N., M. Rapuano, K., J. Skalaban, L., Cervera, A., Nardos, B., ...**Camp, N.P.**,... & Casey, B. J. (2023). Uncertain threat is associated with greater impulsive actions and neural dissimilarity to Black versus White faces. *Cognitive, Affective, Behavioral Neuroscience*, 1-13.
- Kenthirarajah, D. (T.), **Camp, N. P.**, Walton, G. M., Kay, A. C., & Cohen, G. L. (2023). Does “Jamal” receive a harsher sentence than “James”? First-name bias in the criminal sentencing of Black men. *Law and Human Behavior*, 47(1), 169–181. <https://doi.org/10.1037/lhb0000498>
- Douglas, I. P., Murnane, E. L., Bencharit, L. Z., Altaf, B., dos Reis Costa... **Camp, N.P.**..., & Billington, S. L. (2022). Physical workplaces and human well-being: A mixed-methods study to quantify the effects of materials, windows, and representation on biobehavioral outcomes. *Building and environment*, 224, 109516.
- Kitayama, S., **Camp, N. P.**, & Salvador, C. E. (2022). Culture and the COVID19 Pandemic: Multiple Mechanisms and Policy Implications. *Social Issues and Policy Review*, 16(1), 164-211.
- Camp, N.P.**, Voigt, R., Jurafsky, D., & Eberhardt, J.L. (2021). The Thin Blue Waveform: Racial Disparities in Officer Prosody Shape Institutional Trust. *Journal of Personality and Social Psychology*, 121(6), 1157–1171.
- Rubien-Thomas, E., Berrian, N., Cervera, A., Nardos, B., Cohen, A.,... **Camp, N.P.**..., & Casey, B.J. (2021). Processing of task-irrelevant race information is associated with diminished cognitive control in Black and White Individuals. *Cognitive, Affective & Behavioral Neuroscience*, 21(3), 625–638.
- Roberts, S. O., Weisman, K., Lane, J. D., Williams, A., **Camp, N. P.**, ... & 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 UNDER REVIEW/IN REVISION

Meyer, M., Sommers, R., & **Camp, N.P.** (in revision, *Psychology & Public Policy*). When Police Reforms Backfire: Misperceptions of Consent and Reform Efficacy.

Camp, N.P., Prabhakaran, V., Hetey, R.C., Monin, B., Jurafsky, D. & Eberhardt, J.L. (in revision, *Journal of Social Issues*). Racial disparities in the discretionary context of traffic stops: The role of organizational practices in shaping routine police-community interactions.

PUBLIC SERVICE

Reports and Publications

Camp, N.P. Kenthirarajah, D. (T.) (February, 2024). Jamal vs James: Name Bias In the Courtroom. *Public Health Post*.

Camp, N.P. (November, 2021). What body cameras reveal about race and respect in policing. *Society for Personality and Social Psychology Character in Context Blog*.

Camp, N.P. (November, 2021). What body cameras reveal about race and respect in policing. *Society for Personality and Social Psychology Character in Context Blog*.

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.P.**, 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: Exploring police communications through the use of body camera footage. October 2023
Grand Rapids Community College Speaker Series

Body Camera Footage as Data. October 2020
Georgetown Law & City of Washington D.C. Workshop on Reimagining Police Stops

Racial Disparities in Legal Enforcement: The promises (and perils) of AI? September 2020
University of Michigan/Ann Arbor Public Library Friday Night AI Series

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.
University of San Francisco Department of Public Safety.

September 2016

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

April 2016

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

March 2016

Other Activity

Participant, Southeast Michigan (SMART) Traffic Stop Data Working Group
Member, Federal Monitors' Team for the New York City Police Department

Winter 2021
2020-

INVITED TALKS

Camp, N.P. (January 2025). *Blue Language: What body camera footage reveals about race and police-citizen interactions.* University of Toronto, Social / Personality Research Group Meeting.

Camp, N.P. (September 2022). *Blue Language: What body camera footage reveals about race and police-citizen interactions.* Princeton University, Department of Psychology Colloquium.

Camp, N.P. (September 2021). *Blue language: What police body camera footage can tell us about racial disparities in officer communication.* University of Michigan, Interdisciplinary Committee on Organizational Studies Invited Speaker Series.

Camp, N.P. (October 2020). *Black and White Meets Blue: How Institutional Interactions Erode Police-Community Trust Across Race.* University of California, Riverside Psychology Department Colloquium.

CHAired SYMPOSIA

Camp, N.P. (February 2025). *Psychological interventions in policing: Insights for institutional science and practice.* Annual meeting of the Society for Personality / Social Psychology, Denver, CO.

Camp, N.P. & Vuletich, H. (October 2023). *Google Streetview as a Tool to Capture the Psychology of Place.* Annual meeting of the Society for Experimental Social Psychology, Madison, WI.

Camp, N.P. (May 2020). *The Thin Blue Lens: The Psychology of Police Camera Footage.* Annual meeting of the Association for Psychological Science, Chicago, IL. (Cancelled)

Camp, N.P. & Eberhardt, J.L. (October 2019). *Institutional Interactions: Race and Police-Community Relations.* Annual meeting of the 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. (February 2025). *Leveraging Body-Worn Camera Footage to Diagnose –and Treat– Police Disrespect.* Annual meeting of the Society for Personality / Social Psychology, Denver, CO.

Camp, N.P. (February 2025). *Lost in Translation? Institutional Interactions and the Theory, Method, and Practice of Policing Research.* Advancing Police-Community Research in Policing Preconference at the Annual meeting of the Society for Personality / Social Psychology, Denver, CO.

Camp, N.P. & Zhong, Y. (October 2023). *Perceptual Affordances Revisited: Cultural Differences in the Complexity of Streetscapes.* Annual meeting of the Society for Experimental Social Psychology, Madison, WI.

Camp, N.P. (July 2022). *The thin blue lens: Using police body camera footage to uncover (and address) cycles of mistrust*. Conflict & Conflict Resolution Preconference at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Camp, N.P. (July 2022). *Blue language: What police body camera footage can tell us about racial disparities in officer communication- and their consequences*. Annual meeting of the Law & Society Association, Lisbon, Portugal.

Camp, N.P. (May 2022). *What Body-Camera Footage Reveals About Race, Policing, and Institutional Mistrust*. Annual meeting of the Association for Psychological Science, Chicago, IL.

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

Camp, N.P. & Eberhardt, J.L. (May 2020). *Body camera footage captures racial disparities in officer communication: replications and extensions*. Annual meeting of the Association for Psychological Science, Chicago, IL. (Cancelled)

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*. Annual meeting of the American Society of Criminology, San Francisco, CA.

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

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*. Social Cognition Preconference at the annual meeting of the Society for Personality and Social Psychology, 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*. Annual meeting of the 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*. Justice & Morality Preconference at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Camp, N.P., Prabhakaran, V., & Eberhardt, J.L. (May 2017). *(In)Discretionary stops: How Institutional Practices Shape Police-Community Interactions*. Annual meeting of the 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*. Annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Camp, N.P. & Eberhardt, J.L. (October 2016). *Black and White meets Blue: Race and Respect in Police-Community Interactions*. Annual meeting of the Society for Experimental Social Psychology, Santa Monica, CA.

MENTEE POSTER PRESENTATIONS

Meyer, M, Sommers, R. & **Camp, N.P.** (January 2024). Unintended Consequences: Police search policies distort perceptions of voluntary consent. Poster presented at the Society for Personality and Social Psychology, San Diego, CA.

Meyer, M, Sommers, R. & **Camp, N.P.** (February 2023). When citizen protections backfire: misperceptions of the efficacy of police search reforms. Poster presented at the Judgement and Decision Making Pre-conference, Atlanta, GA.

Zhong, Y. & **Camp, N.P.** (May 2022). *Using Google Street View to Study Social Ecology at Scale*. Annual meeting of the Association for Psychological Science, Chicago, IL.

Colaizzi, G., Shao, S., & **Camp, N.P.** (February 2022). *Spatial biases lead to tougher -but less trustworthy- representations of the police in low-SES neighborhoods*. Annual meeting of the Society for Personality and Social Psychology, San Francisco, CA.

TEACHING AND MENTORSHIP

Courses Taught

University of Michigan

Data: A Farm to Table Approach (Syllabus)	Winter 2023-
Inside Organizations (Syllabus)	Fall 2021-
Supervised Research: The Psychology of Racial Inequality (Syllabus)	Winter 2021-
Racial Disparities in Policing: Causes, Consequences, & Correctives (Syllabus)	Winter 2021-

Stanford University

The Psychology of Bias: Prejudice, Stereotyping, and Discrimination (Syllabus)	Summer 2017, 2018
Race and Crime Practicum (Syllabus)	Spring 2016, 2017

Workshops Led

Research Center for Group Dynamics Speaker Series: The Social Psychology of Systemic Racism	Fall 2024
Ford School Center for Racial Justice Reading Circle on Policing	Winter 2022
Stanford Community Police Academy, Community Engagement Module	Winter 2019

Graduate Supervision

Dissertation Committee, Irene Melani (PhD, Psychology)	Defense Winter 2025
Dissertation Committee, Meaghan Pearson (PhD, Combined Program in Education and Psychology)	Defense June 2024
Dissertation Committee, Koji Takahashi (PhD, Psychology)	Defended June 2021

Honors Supervision

Thesis Advisor, William Lee (High Honors, Psychology)	Fall 2024
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SERVICE

Professional Service

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

Lecturer Review Committee	Winter 2023, Fall 2024
LSA Nominating Committee	Winter 2022
Organizational Studies Diversity Committee	2022-2023
Organizational Studies Faculty Hiring Committee	2021-2023
Research Center for Group Dynamics Executive Committee	2021, 2024
Organizational Studies Undergraduate Admissions Committee	2020-2021

Ad-Hoc Reviewing

Journal of Personality and Social Psychology	Personality & Social Psychology Bulletin
Journal of Social Psychology	Proceedings of the National Academy of Sciences
Law & Human Behavior	Social Cognitive & Affective Neuroscience
Law & Society Review	Visual Cognition
Nature	Social Cognition

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)