

Christopher D. Petsko

Curriculum Vitae

Website: <http://www.christopherpetsko.com>

Personal

Professional Address:

Kenan-Flagler Business School
300 Kenan Center Drive
Chapel Hill, NC 27599

Contact Information:

Office: McColl 4729
Email: petskoc@business.unc.edu
Phone: 330-620-3137

Education

Northwestern University

Ph.D. in Social Psychology

Jun. | 2020

M.S. in Social Psychology

Jun. | 2016

The University of Akron

B.A. in Psychology, *Summa Cum Laude*

Dec. | 2013

Professional Experience

Assistant Professor of Organizational Behavior

Jul. | 2022 – Present

Kenan-Flagler Business School
University of North Carolina at Chapel Hill

Adjunct Assistant Professor of Psychology and Neuroscience

Jul. | 2025 – Present

College of Arts and Sciences
University of North Carolina at Chapel Hill

Postdoctoral Associate

Fuqua School of Business | Cook Center on Social Equity
Duke University

Jul. | 2020 – Jun. | 2022

Honors and Awards

UNC Charlotte–Chapel Hill Research Collaboration Initiative Seed Grant (\$10,000)

May | 2026

Designated as a ‘Rising Star’ by the Association of Psychological Science

Feb. | 2025

Nominee for the Weatherspoon Excellence in Undergraduate Teaching Award

May | 2024

UNC Charlotte–Chapel Hill Research Collaboration Initiative Seed Grant (\$5,000)

Jan. | 2024

UNC Charlotte–Chapel Hill Research Collaboration Initiative Seed Grant (\$5,000)

May | 2023

Nominee for the Weatherspoon Excellence in Undergraduate Teaching Award

May | 2023

Alice Eagly Outstanding Graduate Student Paper Award

May | 2020

NSF-Funded Time-Sharing Experiment in the Social Sciences (TESS) Grant

May | 2019

Northwestern Graduate Research Grant

Mar. | 2018

Conference Travel Award (Funded through the Sexualities Project at Northwestern)

Oct. | 2017

Northwestern Summer Travel Research Award

May | 2017

SPSP Summer Institute in Social and Personality Psychology—Los Angeles, CA

Mar. | 2017

Conference Travel Award (Funded through the Sexualities Project at Northwestern)

Jan. | 2017

Conference Travel Award (Funded through the Sexualities Project at Northwestern)

May | 2016

SPSP Graduate Student Diversity Travel Award

Sept. | 2015

NSF Graduate Research Fellowship Program, Honorable Mention

Apr. | 2015

SPSP Graduate Student Diversity Travel Award

Mar. | 2015

SPSP Diversity Fund Travel Award, Honorable Mention

Sept. | 2014

NSF Graduate Research Fellowship Program, Honorable Mention

Apr. | 2014

Journal Articles Under Review or In Revision

- Petsko, C. D.**, Liebenow, H. A., & Cassidy, B. S. (under review). People are slower to categorize—but exhibit every bit as much implicit gender stereotyping toward—transgender (vs. cisgender) individuals on the IAT.
- Cho, M., & **Petsko, C. D.** (reject-and-resubmit in progress). Homophily in the mind’s eye: Evidence a perceptual error that precludes people from recognizing cross-race sponsorship in professional settings. *Organizational Behavior and Human Decision Processes*.
- Hausfeld, M., Yavorsky, J., **Petsko, C. D.**, & Banks, G. (revise and resubmit in progress). Gender bias in the perception of charismatic leaders. *Journal of Management*.

Peer-Reviewed Journal Articles:

- Petsko, C. D.**, Connor, P. (2026). Intersectional prejudice in context: Do naturalistic background images moderate implicit bias? *Journal of Experimental Social Psychology*, 123, Article No. 104870. [\[PDF\]](#) [\[Open Data and Materials\]](#)
- Freiburger, E., Hall, E. V., & **Petsko, C. D.** (2026). An integrative framework of intersectional stereotyping: Merging the Lens Model and MOSAIC to explain variation in Black-threat associations. *Personality and Social Psychology Review*, 30, 304-322. [\[PDF\]](#)
- Petsko, C. D.**, Ponce de Leon, R., & Rosette, A. S. (2025). Beyond the motherhood penalty: Evidence of a (potentially race-based) parenthood boost in workplace evaluations. *Journal of Experimental Social Psychology*, 119, 104753. [\[PDF\]](#) [\[Open Data and Materials\]](#)
- Rosette, A. S., Li, X., Samuel, N., & **Petsko, C. D.** (2025). From primary to pluralistic: A typology of intersectionality. *Current Opinion in Psychology*, 61, 101944. [\[PDF\]](#)
- McGorray, E. L., & **Petsko, C. D.** (2024). Perceptions of bisexual individuals depend on target gender. *Social Psychological and Personality Science*, 15, 550-560. [\[PDF\]](#) | [\[Open Data and Materials\]](#)
- Petsko, C. D.**, & Kteily, N. S. (2024). Political (meta-) dehumanization in mental representations: Divergent emphases in the minds of political liberals vs. conservatives. *Personality and Social Psychology Bulletin*, 50, 1675-1689. | [\[PDF\]](#) | [\[Open Data and Materials\]](#)
- Inwald, J. F., Bruine de Bruin, W., & **Petsko, C. D.** (2024). Younger Americans are less politically polarized than older Americans about climate policies (but not about other policy domains). *PLoS ONE*, 19, e0302434. | [\[PDF\]](#)
- Petsko, C. D.**, & Vogler. (2024). Is men’s heterosexuality perceived as more precarious than women’s? An intersectional, race-by-gender analysis. *Personality and Social Psychology Bulletin*, 50, 766-779. | [\[PDF\]](#) | [\[Open Data and Materials\]](#)
- Petsko, C. D.**, & Rosette, A. S. (2023). Are leaders still presumed White by default? Racial bias in leader categorization revisited. *Journal of Applied Psychology*, 108, 330-340. | [\[PDF\]](#) | [\[Open Data and Materials\]](#)

- Petsko, C. D.,** Rosette, A. S., & Bodenhausen, G. V. (2022). Through the looking glass: A lens-based account of intersectional stereotyping. *Journal of Personality and Social Psychology*, 123, 763-787. | [\[PDF\]](#) | [\[Open Data and Materials\]](#)
- Nelsen, M., & **Petsko, C. D.** (2021). Race and White rural consciousness. *Perspectives on Politics*, 19, 1205-1218. | [\[PDF\]](#) | [\[Open Data and Materials\]](#)
- Petsko, C. D.,** Lei, R. F., Kunst, J. R., Bruneau, E., & Kteily, N. (2021). Blatant dehumanization in the mind's eye: Prevalent even among those who explicitly reject it? *Journal of Experimental Psychology: General*, 150, 1115-1131. | [\[PDF\]](#) | [\[Open Data and Materials\]](#)
- Petsko, C. D.,** & Bodenhausen, G. V. (2020). Multifarious person perception: How social perceivers manage the complexity of intersectional targets. *Social and Personality Psychology Compass*, 14, e12518. | [\[PDF\]](#)
- Petsko, C. D.,** & Bodenhausen, G. V. (2019) Racial stereotyping of gay men: Can a minority sexual orientation erase race? *Journal of Experimental Social Psychology*, 83, 37-54. | [\[PDF\]](#) | [\[Open Data and Materials\]](#)
- Petsko, C. D.,** & Bodenhausen, G. V. (2019). Race-crime congruency effects revisited: Do we take defendants' sexual orientation into account? *Social Psychological and Personality Science*, 10, 73-81. | [\[PDF\]](#) | [\[Open Data and Materials\]](#)

Selected Works In Progress

- Petsko, C. D.,** Ponce de Leon, R., Kears, T., & Rosette, A. S. (manuscript in preparation). Contrast effects in intersectional stereotyping influence hiring and leadership selection.
- Cho, M., & **Petsko, C. D.** (manuscript in preparation). Stereotypes at the intersection of gender and disability status: Implications for job selection.
- Petsko, C. D.,** & Rosette, A. S. (data collection in progress). Can professional lenses be used to “switch off” demographic prejudices at work?

Other Products of Scholarship

- Bodenhausen, G. V., & **Petsko, C. D.** (2025). Complications in predicting intergroup behavior from implicit biases: One size does not fit all. In J. A. Krosnick, T. H. Stark, & A. L. Scott (Eds.), *The Cambridge Handbook of Implicit Bias and Racism*. Cambridge, UK: Cambridge University Press. | [\[PDF\]](#)
- Petsko, C. D.** (2020). *Intersectional categorization theory: A compartmentalization model of social stereotyping* (Doctoral Dissertation). Available from ProQuest Dissertations and Theses Database (Order No. 27994484) | [\[PDF\]](#)

Invited Research Talks

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| Simon Fraser University
<i>Social Psychology Brownbag</i> | Jan. 2026 |
| Duke University
<i>Social Psychology Brownbag</i> | Dec. 2025 |
| University of Virginia
<i>Social Psychology Brownbag</i> | Dec. 2025 |

University of Toronto <i>Rotman School of Management, OBHRM Seminar</i>	Nov. 2025
UC Berkeley <i>Haas School of Business, MORS Seminar</i>	Dec. 2024
Columbia University <i>Columbia Business School, Management Seminar</i>	Oct. 2024
Cornell University <i>College of Business and ILR School, OB Seminar</i>	Mar. 2024
University of Notre Dame <i>Mendoza College of Business, Management Seminar</i>	Feb. 2024
McGill University <i>Social Psychology Brownbag</i>	Sep. 2023
University of Waterloo <i>Social Psychology Brownbag</i>	Dec. 2022
UNC Chapel Hill <i>Social Psychology Brownbag (ORG Group)</i>	Sep. 2022
UNC Greensboro <i>Colloquium Talk, Psychology Department</i>	Feb. 2022
University of Michigan <i>Ross School of Business, Management and Organizations Seminar</i>	Feb. 2022
University of Georgia <i>Social Psychology Brownbag</i>	Feb. 2022
Villanova University <i>Colloquium Talk, Psychology Department</i>	Nov. 2021
UNC Chapel Hill <i>Kenan-Flagler Business School, OB Seminar</i>	Oct. 2021
Duke University <i>The Samuel DuBois Cook Center on Social Equity, Seminar</i>	May 2021
Duke University <i>Social Psychology Brownbag</i>	Mar. 2021
University Institute of Lisbon <i>Social Psychology Brownbag</i>	Dec. 2020
Duke University <i>Fuqua School of Business, Management and Organizations Seminar</i>	Oct. 2020
Stevens Institute of Technology <i>Colloquium Talk, Psychology Department</i>	Feb. 2020
Loyola University <i>Social Psychology Brownbag</i>	Sept. 2019

Refereed Conference Talks

Petsko, C. D. (October, 2025). The lens model of intersectional stereotyping: New directions and applications. Symposium talk presented at the *Society of Experimental Social Psychology*, Portugal, Lisbon.

Petsko, C. D. (July, 2025). A lens model of intersectional stereotyping: Theoretical arguments and organizational applications. Symposium talk presented at the *Annual Meeting of the Academy of Management*, Copenhagen, Denmark.

Petsko, C. D., Ponce de Leon, R., & Rosette, A. S. (August, 2024). Evidence of a race-based (but surprisingly not gender-based) parenthood boost at work. Symposium talk presented at the *Annual Meeting of the Academy of Management*, Chicago, IL.

- Petsko, C. D.** (February, 2023). Intersectional lenses trade off in perceivers' minds with singular lenses. Symposium talk presented at the *Annual Convention for the Society of Personality and Social Psychology*, San Diego, CA.
- Petsko, C. D.** (October, 2023). Is intersectional stereotyping a compartmentalized phenomenon? Symposium talk presented at *The Annual Meeting of the Person Memory Interest Group*, Fontana, WI.
- Petsko, C. D.** (February, 2023). A lens model of intersectional stereotyping. Symposium talk presented at the *Annual Convention for the Society for Personality and Social Psychology*, Atlanta, GA.
- Petsko, C. D., Ponce de Leon, R., & Rosette, A. S.** (August, 2022). Intersectional stereotypes as a function of intergroup contrast: Implications for hiring decisions. Symposium talk presented at the *Annual Meeting of the Academy of Management*, Seattle, WA.
- Petsko, C.D., & Rosette, A. S.** (October, 2021). Are leaders presumed White by default? Racial bias in leader categorization revisited. Symposium talk given at the *Society of Experimental Social Psychology Conference*, Santa Barbara, CA.
- Nelsen, M. D., & **Petsko, C. D.** (April, 2021). Race and White rural consciousness. Symposium talk given at the *Annual Convention for the Midwest Political Science Association*.
- Petsko, C. D., & Bodenhausen, G. V.** (February, 2021). Is intersectional stereotyping a compartmentalized phenomenon? Symposium talk given at the *Annual Convention for the Society for Personality and Social Psychology*.
- Petsko, C. D.** (February, 2021). Precarious heterosexuality: A race-by-gender analysis. Symposium talk given at the gender preconference of the *Annual Convention for the Society for Personality and Social Psychology*.
- Petsko, C. D., Kteily, N., & Bruneau, E.** (May, 2020). (A)Symmetrical dehumanization across the political divide. Symposium talk to be given at the *Association for Psychological Science Annual Convention*, Chicago, IL. *Conference Cancelled (due to coronavirus)*
- Nelsen, M. D., & **Petsko, C. D.** (April, 2020). Race and rural consciousness. Symposium talk to be given at the *Annual Convention for the Midwest Political Science Association*, Chicago, IL. *Conference Cancelled (due to coronavirus)*.
- Petsko, C. D., & Bodenhausen, G. V.** (February, 2020). Stereotyping at the intersections of race and sexual orientation. Symposium talk given at the *Annual Convention for the Society for Personality and Social Psychology*, New Orleans, LA.
- Molden, D. C., & **Petsko, C. D.** (October, 2019). Is there “red” versus “blue” social cognition? Similarities and differences between conservatives and liberals in social judgment. Symposium co-chaired at the *Society of Experimental Social Psychology Conference*, Toronto, ON.
- Petsko, C. D.** (October, 2019). Republicans vs. Democrats: How they visualize themselves; how they visualize each other. *Person Memory Interest Group Meeting*, Severn Bridge, ON.
- Petsko, C. D., & Bodenhausen, G. V.** (June, 2019). Presumptions of (hetero)sexuality: Implications for racial stereotyping. Poster presented at the *Weary Symposium on Diversity and Social Identity*, Columbus, OH.

- Petsko, C. D., & Molden, D. C.** (October, 2018). Political identities: Are they governed by who governs? Paper presented at the *Society of Experimental Social Psychology Conference*, Seattle, WA.
- Petsko, C. D.** (October, 2018). Blatant dehumanization of Arabs: Visible in mental representations, unmoderated by explicit beliefs. Paper presented at the *Person Memory Interest Group Meeting*, Union, WA.
- Petsko, C. D., & Molden, D. C.** (May, 2018). How are subgroups of Republicans mentally represented by democrats? Poster presented at the *2018 Chicago Area Political and Social Behavior Workshop*, Evanston, IL.
- Gallagher, N., **Petsko, C. D.**, Medin, D. L., & Bodenhausen, G. V. (March, 2018). How typical are you? Intersectional identification and self-judged typicality. Poster presented at the *Annual Convention for the Society for Personality and Social Psychology*, Atlanta, GA.
- Petsko, C. D., & Bodenhausen, G. V.** (March, 2018). Race-crime congruency effects revisited: Do we take defendants' sexual orientation into account? Poster presented at the *Annual Convention for the Society for Personality and Social Psychology*, Atlanta, GA.
- Petsko, C. D., & Bodenhausen, G. V.** (October, 2017). Sexual orientation perception modifies racial stereotyping. Paper presented at the *Person Memory Interest Group Meeting*, Ashland, MA.
- Petsko, C. D., & Bodenhausen, G. V.** (January, 2017). Socioeconomic (and racial) perceptions are biased by perceptions of sexual orientation. Poster presented at the *Annual Convention of the Society for Personality and Social Psychology*, San Antonio, TX.
- Petsko, C. D., & Bodenhausen, G. V.** (May, 2016). Gayness modifies "Blackness" in the mind's eye. Poster presented at the *Association for Psychological Science Annual Convention*, Chicago, IL.
- Lei, R. F., **Petsko, C. D.**, Rucker, J. M., & Richeson, J. A. (May, 2016). Implicit associations between race and sexual orientation categories. Poster presented at the *Association for Psychological Science Annual Convention*, Chicago, IL.
- Petsko, C. D., & Bodenhausen, G. V.** (May, 2016). Gendered expectations: How race modifies sexual orientation inferences. Oral presentation given at the *Annual Meeting of the Midwestern Psychological Association*, Chicago, IL.
- Petsko, C. D., & Bodenhausen, G. V.** (January, 2016). Race, facial appearance, and perceived homosexuality: Gender inversion heuristics in first impressions. Poster presented at the *Annual Convention of the Society for Personality and Social Psychology*, San Diego, CA.
- Petsko, C. D., & Yoder, J. D.** (February, 2015). Powerful women are capable (but only if they're nice). Poster presented at the *Annual Convention of the Society for Personality and Social Psychology*, Long Beach, CA.
- Petsko, C. D., & Yoder, J.D.** (February, 2014). Why sexist men stereotype empowered women: The role of power and norm conformity in the link between sexism and stereotype content. Poster presented at the *Annual Convention of the Society for Personality and Social Psychology*, Austin, TX.

Courses Taught (Instructor of Record; Last Six Years)

Undergraduate-Level Courses:

Leading and Managing: An Introduction to Organizational Behavior (7x) UNC Chapel Hill

Negotiation (5x)	UNC Chapel Hill
<i>MBA-Level Courses:</i>	
Negotiation (2x)	UNC Chapel Hill
<i>EMBA-Level Courses:</i>	
Negotiation (6x)	Duke University
<i>Ph.D.-Level Courses:</i>	
Diversity at Work: Stereotyping and Prejudice in Organizations (2x)	UNC Chapel Hill

Doctoral Student Advising

Michelle Cho, UNC Chapel Hill 2023 – Present	Primary Advisor
Riddhi Shelat, UNC Chapel Hill 2025 – Present	Primary Advisor

Honors Student Advising

Jessica Gaytan, UNC Chapel Hill 2025- 2026	Honors Thesis Advisor
Chloe Lin, UNC Chapel Hill 2025-2026	Honors Thesis Committee Member
Spencer Shores, UNC Chapel Hill 2024 – 2025	Honors Thesis Advisor
Andy Jin, UNC Chapel Hill 2023 – 2024	Honors Thesis Committee Member
Lamar Richards, UNC Chapel Hill 2022 – 2023	Honors Thesis Advisor

Masters Thesis Committee Service (External)

Kirby Lam, Duke University 2024 – 2025	Masters Thesis Committee Member
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Dissertation Committee Service

Olivia Walker, UNC Chapel Hill 2025-2026	Dissertation Committee Member
Terrence McElroy, UNC Chapel Hill 2023 – 2024	Dissertation Committee Member
Manuel Galvan, UNC Chapel Hill 2023 – 2024	Dissertation Committee Member
Zhu (Cynthia) Feng, HEC Paris 2023 – Present	Dissertation Committee Member

Professional Service: Additional Titles and Journal Reviewing

Principal Investigator, Kenan-Flagler Stereotyping and Perception Lab	Jul. 2025 – Present
Committee Organizer, DEI Task Force, <i>Kenan-Flagler OB Group</i>	Aug. 2022 – Jul. 2024
PDW Organizer, <i>Teaching Diversity, Equity, and Inclusion</i> (AoM)	Jul. 2022 – Jun. 2024
Website Coordinator, WE CAN LEAD®, <i>Duke University</i>	Jul. 2020 – Jun. 2022
Graduate Student Recruitment Coordinator, <i>Northwestern University</i>	Sep. 2017 – Aug. 2018
Brownbag Coordinator, <i>Northwestern University</i>	Sept. 2014 – Jun. 2017
Research Affiliate, Psychology of Social Justice Lab, <i>UCLA</i>	Jun. 2013 – Aug. 2013
Chapter President, Psi Chi, <i>University of Akron</i>	Jun. 2012 – May 2013

Ad-hoc Reviewer (Peer-Reviewed Journals):

Administrative Science Quarterly
Behavior Research Methods
Current Directions in Psychological Science
European Journal of Social Psychology
Frontiers in Psychology
Group Processes & Intergroup Relations
Journal of Applied Psychology
Journal of Applied Social Psychology
Journal of Experimental Psychology: General

Journal of Experimental Social Psychology
Journal of Homosexuality
Journal of Personality and Social Psychology
Journal of Psychological Inquiry
Nature Human Behavior
Organizational Behavior and Human Decision Processes
Organization Science
Personality and Social Psychology Bulletin
Philosophical Psychology
PNAS Nexus
Psychological Science
Race and Social Problems
Self and Identity
Sex Roles
Social Cognition
Social Psychological and Personality Science
Stigma and Health

Ad-hoc Reviewer (Fellowships and Grants):

National Science Foundation (SBE Grants)
Russel Sage Foundation (Visiting Scholar Fellowships)

Editorial Board Member:

Frontiers in Social Psychology

Jan. | 2023 – Present

Professional Service: Affiliations

Academy of Management
Society of Experimental Social Psychology
Association for Psychological Science
Society for Personality and Social Psychology
Psi Chi: The International Honor Society in Psychology
Golden Key International Honor Society

Nov. | 2022 – Present
Elected as Member: Jul. | 2025
Jan. | 2016 – Present
Dec. | 2012 – Present
Inducted: Spring | 2012
Inducted: Fall, 2012