
ERIC SHUMAN

6 East 8th Street, New York, NY 10003

Contact: eshuman1650@gmail.com (he/him)

[osf.io/gwr5s](https://orcid.org/0000-0003-3830-4926) | [@EricMShuman](https://twitter.com/EricMShuman) | [ID](https://orcid.org/0000-0003-3830-4926) 0000-0003-3830-4926

Academic Positions

Postdoctoral Fellow, Harvard Business School August 2022 - Present

Postdoctoral Fellow, Department of Psychology, New York University August 2022 - Present

Education

University of Groningen & Hebrew University

Ph.D. in Social Psychology 2022

Reichman University

M.A. in Social Psychology, *summa cum laude* 2018

Washington and Lee University 2014

B.S. in Psychology, *summa cum laude*

B.A. in Global Politics, *summa cum laude*

Research Interests

My research centers around three main topics: (1) the effects of different types of collective action on the advantaged group, (2) understanding and developing interventions to reduce the psychological roots of resistance to social change among the advantaged group, and (3) the psychological motivations to engage in different types of collective action. To study these topics, I integrate theory and methods from social psychology and political science, and employ a multi-method approach involving surveys, behavioral experiments, computational methods, and big data.

Fellowships, Grants, & Awards

Binational Science Foundation Grant - \$270,000 2021 - 2025

Understanding What Kinds of Collective Action Can be Effective in Advancing Social Change

Time-sharing Experiments for the Social Sciences Competition for Young Investigators 2023

Time-sharing Experiments for the Social Sciences (TESS) is an NSF-funded initiative that fields survey experiments using a nationally representative Internet platform via NORC's AmeriSpeak® Panel. I received funding for my proposal to identify different populations of White Americans based on how they manage their white identity and test how they react to different framings of inequality.

NYU Postdoctoral Research and Professional Development Support Grants - \$2500 2023

ISPP Best Dissertation Award Honorable Mention 2023

SPSP Student Publication Award 2020

For paper: Hasan-Aslih, S.*, Shuman, E.*, Goldenberg, A., Pliskin, R., van Zomeren, Halperin, E.

(2020). The Quest for Hope: Disadvantaged Group Members Can Fulfill Their Desire to Feel Hope, but only when They Believe in Their Power. *Social and Personality Psychology Science*.

M.A. Student Thesis Award , Reichman University	2018
Fulbright Fellowship	2014 -2015
Psi Chi Research Award	2014
David G. Elmes Pathfinder Prize in Psychology , Washington & Lee University	2013

Publications

* Indicates both authors contributed equally, and order was determined alphabetically.

† Indicates student author conducted project under my supervision.

- Shuman, E.**, Goldenberg, A., Saguy, T., Halperin, E., & van Zomeren, M. (In Press). When are Social Protests Effective? *Trends in Cognitive Sciences*.
- Cohen-Eick, N., **Shuman, E.**, van Zomeren, M., Halperin, E. (In press). Should I Stay or Should I Go? Motives and Barriers for Sustained Collective Action Towards Social Change. *Personality and Social Psychology Bulletin*.
- van Zomeren, M., d'Amore, C., Pauls, I., **Shuman, E.**, Leal, A. (In press). The Intergroup Value Protection Model: A Theoretically Integrative and Dynamic Approach to Intergroup Conflict Escalation in Democratic Societies. *Personality and Social Psychology Review*.
- Dasch, S.†, Bellm, M. †, **Shuman, E.**, van Zomeren, M. (In press). The Radical Flank: Curse or Blessing of a Social Movement? *Global Environmental Psychology*.
- Orian Harel, T., **Shuman, E.**, Balmas, M., Maoz, I., Halperin, E. (In press). Legitimization of Violence: Driven by Outgroup Dislike or Ingroup Inefficacy. *Journal of Social and Political Psychology*.
- Hasan-Aslih, S., Pliskin, R., **Shuman, E.**, van Zomeren, M., Saguy, T., Halperin, E. (In press). The Dilemma of "Sleeping with the Enemy": A First Examination of what (De)Motivates Disadvantaged Group Members to Partake in Joint Collective Action. *Group Processes and Intergroup Relations*.
- Grossmann, I., Rotella, A. M., Hutcherson, C., [and 137 other authors, including **Shuman, E.**] (2023). Insights into accuracy of social scientists' forecasts of societal change. *Nature: Human Behavior*, 7, 484-501. <https://doi.org/10.1038/s41562-022-01517-1>
- Shuman, E.**, Knowles, E., Goldenberg, A. (2023). How to Overcome Resistance to DEI: First, understand why people resist. *Harvard Business Review Online*. <https://hbr.org/2023/03/to-overcome-resistance-to-dei-understand-whats-driving-it>
- Shuman, E.**, Hebel-Sela, S., Zipris, I., Hasson, Y., Hameiri, B., Halperin, E. (2022). Advancing Support for Intergroup Equality Via a Self-Affirmation Campaign. *Group Processes and Intergroup Relations*.
- Vandermeulen, D., Hasan-Aslih, S., **Shuman, E.**, Halperin, E. (2022). Protected by the emotions of the group? Emotional fit and disadvantaged group members' burnout from activism. *Personality and Social Psychology Bulletin*. <https://doi.org/10.1177/13684302221128505>
- Shuman, E.**, Hasan-Aslih, S., van Zomeren, M., Saguy, T., Halperin, E. (2022). Protest movements involving limited violence can sometimes be effective: Evidence from the 2020 BlackLivesMatter Protests. *Proceedings of the National Academy of the Sciences*, 119(14), 1-12. <https://doi.org/10.1073/pnas.2118990119>

- Pauls, I.*, **Shuman, E.***, van Zomeren, M., Saguy, T., Halperin, E. (2022). No Matter the Means: Moral Violations Trigger Increase in Moral Convictions that Justify Nonnormative Action. *European Journal of Social Psychology*, 52(1), 105-123. <https://doi.org/10.1002/ejsp.2818>
- Shuman, E.**, Saguy, T., van Zomeren, M., Halperin, E. (2021). Disrupting the System Constructively: Testing the Effectiveness of Nonnormative Nonviolent Collective Action. *Journal of Personality and Social Psychology*, 121(4), 819-842. <https://doi.org/10.1037/pspi0000333>
- Szerkes, H., **Shuman, E.**, Saguy, T. (2020). Views of Sexual Assault Following #MeToo: The Role of Gender and Individual Differences. *Personality and Individual Differences*, 166, 110203. <https://doi.org/10.1016/j.paid.2020.110203>
- Hasan-Aslih, S.*, **Shuman, E.***, Pliskin, R., Saguy, T., van Zomeren, Halperin, E. (2020). With or Without You: The Role of Identification in Predicting Joint and Ingroup Collective Action in Intergroup Conflict. *European Journal of Social Psychology*, 50(6), 1334-1343. <https://doi.org/10.1002/ejsp.2677>
- Hasan-Aslih, S.*, **Shuman, E.***, Goldenberg, A., Pliskin, R., van Zomeren, Halperin, E. (2020). The Quest for Hope: Disadvantaged Group Members Can Fulfill Their Desire to Feel Hope, but only when They Believe in Their Power. *Social and Personality Psychology Science*, 11(7), 879-888. <https://doi.org/10.1177/1948550619898321>
- Shuman, E.**, Johnson, D., Saguy, T., Halperin, E. (2018). Threat to the Group's Image Can Motivate High Identifiers to take Action Against Ingroup Transgressions. *Personality and Social Psychology Bulletin*, 44(11), 1523-1544. <https://doi.org/10.1177/0146167218768800>
- Shuman, E.**, Halperin, E., & Reifen Tagar, M. (2018). Anger as a catalyst for change? Incremental beliefs and anger's constructive effects in conflict. *Group Processes and Intergroup Relations*, 21(7), 1092-1106. <https://doi.org/10.1177/1368430217695442>
- Shuman, E.**, Cohen-Chen, S., Hirsch-Hoefler, S., & Halperin, E. (2016). Explaining Normative versus Non-Normative Action: The Role of Implicit Theories. *Political Psychology*, 37(6), 835-852. <https://doi.org/10.1111/pops.12325>

Under Review

- Shuman, E.**, van Zomeren, M., Saguy, T., Knowles, E. Halperin, E. (Revision Submitted). Defend, Deny, Distance, and Dismantle: A Measure of How Advantaged Group Members Manage Their Identity. *Personality and Social Psychology Bulletin*.
- Vlasceanu, M.*, Doell, K.*, [and 250 other authors, including **Shuman, E.**] (Revise & Resubmit). Climate interventions must be tailored to audiences and outcomes: A 60-country global megastudy. *Science Advances*.

Working Papers

- Shuman, E.**, Schone, J., Goldenberg, A. (In Preparation). Applying Threshold Models of Collective Behavior to Understand Twitter Mobilization During the 2020 George Floyd Protests.
- Shuman, E.**, Halperin, E., Knowles, E. (In Preparation). Understanding White Identity in a Changing America: Latent Profiles of White Identity Management.
- Shuman, E.**, Cohen-Eick, N., van Zomeren, M., Knowles, E. Halperin, E. (In Preparation). Can Disruptive Protests Protect Democracy? A Longitudinal Analysis of the 2023 Israeli Pro-Democracy Protests.

Cohen-Eick, N., **Shuman, E.**, Hasson, Y. van Zomeren, M., Halperin, E. (In Preparation). How Do You Keep a Movement Mobilized? A Test of Social Psychological Messaging Interventions from the 2023 Israeli Pro-Democracy Protests.

Shuman, E., Murphy, O., M., Knowles, E. Halperin, E. (In Preparation). Effects of Different Types of Identity Threat on Advantaged Group Members Identity Management Strategies.

Teaching

New York University

Lecturer - Research Methods in Personality and Social Psychology 2023

Hebrew University of Jerusalem

Supervisor - Undergraduate Research Internship 2019 - 2022

Lecturer - Psychological Interventions for Conflict Resolution 2020 - 2021

Reichman University

Teaching Assistant for Research Methods 2015 -2017

Teaching Assistant for Introduction to Cognition 2015 -2017

Teaching Assistant for Introduction to Social Psychology 2016

Washington and Lee University

Teaching Assistant for Research Design and Analysis Lab 2013

Peer Tutor for Politics, Psychology, English Literature, and Religion 2011 - 2014

Courses Able to Teach

Introduction to Psychology | Social Psychology | Negotiation and Conflict | Statistics & Research Methods | Intergroup Relations | Prejudice and Stereotyping | Intervention Science | Political Psychology | Social Change | Peace and Conflict | Field Research | Causal Inference | Introduction to Computational Social Science

Mentoring

MA Theses

Alexander Acht, Examining the Impact of Different Fact-Checking Tools on Social Networking Sites on Perceived Information Accuracy and User's Trust, **Harvard University**

Sophia Dasch, Thesis: The Radical Flank: Curse or Blessing of a Social Movement?, **Humboldt University Berlin**

Undergraduate Research Seminars

Milly Bellm, University of Groningen

Rotem Galil, Hebrew University

Hadas Sadeh, Hebrew University

Yehonaton Samiya, Hebrew University: Continued to earn MA at Bar Ilan University

Additional Employment and Related Experience

Consultant & Research Associate , aChord Center: Social Psychology of Social Change	2018 – 2023
Freelance Statistical Consultant	2016 –2019
Lab Manager , Psychology of Intergroup Conflict Lab, Reichman University	2016 –2018
Research and Evaluation Practicum , Hand in Hand Bi-lingual School	2017
Grant Writing Assistant , Department of Psychology, Reichman University	2017
Levy Grant Summer Research Scholar , Washington and Lee University	2013
Congressional Affairs Intern , General Delegation of the PLO to the US	2013

Media Coverage & Publications for Popular Audience

Center for Advanced Study in the Behavioral Sciences Podcast. (August 2023). “Deploying Behavioral Science on the Front Lines of Social Protest”. <https://casbs.stanford.edu/podcast#behavioral-science-on-front-lines-of-social-protest>

The New Republic. (July 2023). “What Can Americans Learn from the Israeli Protests? A Lot”. <https://newrepublic.com/article/174231/americans-learn-israeli-democracy-protests>

Workplace Perspective Podcast. (May 2023). “Addressing & Overcoming DEI Initiative Resistance”. <https://workplaceperspective.com/episode-116-addressing-overcoming-dei-initiative-resistance-eric-knowles-and-eric-shuman/>

Calcalist. (February 2023). “Prof. Eran Halperin: "A hint of violence in a non-violent protest promotes more influence"”. https://www.calcalist.co.il/local_news/article/h10va1d3j

Ha’Aretz. (January 2023). “Stonger than hatred and fear: Researchers explain what drives people to go out and protest”. <https://www.haaretz.co.il/science/2023-01-27/ty-article>

The World. (November 2022). “UK public divided on Just Stop Oil protest tactics”. <https://theworld.org/programs/world/uk-public-divided-just-stop-oil-protest-tactics>

Deutsche Welle. (April 2022). “Disruptive climate protests – do they help or hinder?” <https://www.dw.com/en/disruptive-climate-protests-do-they-help-or-hinder/a-61379793>

Kan Radio. (April 2022). “Can Violent Protests Be Effective?” <https://www.kan.org.il/Podcast/item.aspx/?pid=26763>

Psychology Today. (April 2022). “What Kinds of Protests Actually Work?” <https://www.psychologytoday.com/us/blog/the-psychology-intergroup-conflict-and-reconciliation/202011/what-kinds-protests-actually-work>

Presentations

Invited & Departmental Talks

Shuman, E. (October, 2022). *Disrupting the System Constructively: Testing the Effectiveness of Nonnormative Nonviolent Collective Action*. University of Illinois at Urbana-Champaign.

Shuman, E. (September, 2021). *Social Psychology in the “Real World”*. Aiglon College: Villars-sur-Ollon, Switzerland.

Shuman, E. (March 2020). *Building Interventions for Conflict Resolution: A Social Psychological Approach*. Swiss Center for Conflict Resolution: Jerusalem, Israel.

Chaired Conference Symposia

Stanaland, A. & **Shuman E.** (October 2023). *Effects of Sociopolitical Events on Individual and Group Psychology: Evidence from Recent Longitudinal and Experimental Studies*. Society for Experimental Social Psychology Annual Meeting, Madison Wisconsin.

Shuman E. (July 2022). *On Preaching and Practicing: Examining What Can Drive Advantaged Group Members to Support Social Change Towards More Equality*. International Society of Political Psychology Annual Meeting, Athens, Greece.

Brown, R. & **Shuman E.** (February 2020). *Impact of Modern Social Movements: Understanding Psychological Motivations and Reactions*. Society for Personality and Social Psychology Annual Meeting, Online Meeting.

Shuman E. (July 2019). *Eliciting Support and Solidarity from the Advantaged for the Disadvantaged in their Struggle for Social Change*. International Society of Political Psychology Annual Meeting, Lisbon, Portugal.

Individual Conference Talks

Shuman, E., Dasch, S., Bellm, M. , van Zomeren, M. (July 2023). *The Radical Flank: Curse or Blessing of a Social Movement?* International Society of Political Psychology Annual Meeting, Montreal, Canada.

Shuman, E., Halperin, E., Knowles, E. (July 2023). *Understanding White Identity in a Changing America: Latent Profiles of White Identity Management*. International Society of Political Psychology Annual Meeting, Montreal, Canada.

Shuman, E., van Zomeren, M., Saguy, T., Halperin, E. (May 2023). *Protest movements involving limited violence can sometimes be effective: Evidence from the 2020 BlackLivesMatter protests*. Association for Psychological Science Annual Meeting, Washington, DC.

Shuman, E., van Zomeren, M., Saguy, T., Knowles, E. Halperin, E. (February 2023). *Defend, Deny, Distance, and Dismantle: A Measure of How Advantaged Group Members Manage Their Identity*. Society for Personality and Social Psychology Annual Meeting, Atlanta, GA.

Shuman, E., van Zomeren, M., Saguy, T., Halperin, E. (July 2022). *Protest movements involving limited violence can sometimes be effective: Evidence from the 2020 BlackLivesMatter protests*. International Society of Political Psychology Annual Meeting, Athens, Greece.

Shuman, E., van Zomeren, M., Saguy, T., Halperin, E. (February 2020). *Disrupting the System Constructively: Testing the Effectiveness of Nonnormative Nonviolent Collective Action*. Society for Personality and Social Psychology, Political Psychology PreConference, Online Meeting.

Shuman, E., Hasan-Aslih, S., van Zomeren, M., Saguy, T., Halperin, E. (February 2020). *Impacts of George Floyd Protests on Mobilization and Policy Support*. Society for Personality and Social Psychology Annual Meeting, Online Meeting.

Shuman, E., van Zomeren, M., Saguy, T., Halperin, E. (July 2020). *Disrupting the System Constructively: Testing the Effectiveness of Nonnormative Nonviolent Collective Action*. International Society of Political Psychology Annual Meeting, Online Meeting.

Shuman, E., van Zomeren, M., Saguy, T., Halperin, E. (July 2019). *Examining the Real-World Effects of Parkland Student Activism for Gun Control*. International Society of Political Psychology Annual Meeting, Lisbon, Portugal.

- Shuman, E.,** van Zomeren, M., Saguy, T., Halperin, E. (June 2018). *What Kind of Action is Effective? Examining the Effects of Different Types of Action on the Advantaged Group*. European Association of Social Psychology medium size meeting on 'Group Based Power: Solidarity vs. Collective Action', Eyba, Germany.
- Shuman, E.,** van Zomeren, M., Saguy, T., Halperin, E. (July 2017). *What Kind of Action is Effective? Examining the Effects of Different Types of Action on the Advantaged Group*. European Association of Social Psychology General Meeting, Grenada, Spain.
- Shuman, E.,** van Zomeren, M., Saguy, T., Halperin, E. (June 2017). *What Kind of Action is Effective? Examining the Effects of Different Types of Action on the Advantaged Group*. European Association of Social Psychology Small Group Meeting: Winds of Change – Processes of Psychological Change in Intergroup Conflict, Appingdam, Netherlands, June 2017.
- Shuman, E.,** Reifen Tagar, M., Halperin, E. (July 2016). *Can Anger Lead to Conflict Resolution? Redirecting Anger Responses to Promote Peace*. International Society of Political Psychology Annual Meeting, Warsaw, Poland, July 2016.
- Shuman, E.,** Cohen-Chen, S., Hirsch-Hoefler, S., & Halperin, E. (June 2015). *Explaining Normative versus Non-Normative Action: The Role of Implicit Theories*. Identity and Emotions in Intergroup Relations Conference, Tel Aviv-Jaffa, Israel.

Conference Posters

- Shuman, E.,** van Zomeren, M., Saguy, T., Halperin, E. (March 2018). *What Kind of Action is Effective? Examining the Effects of Different Types of Action on the Advantaged Group*. SPSP Annual Meeting and Justice and Morality PreConference, Atlanta, USA.
- Shuman, E.,** Pruitt, A., & Marciniak, A. (May, 2014). *Do Stereotypes and Prejudice Against Arab-Muslims Serve a Detachment Function?* Presented at **Midwestern Psychological Association Annual Meeting, Chicago, IL, May 2014. Winner of Psi Chi Regional Award.**
- Johnson, D., **Shuman, E.,** Roberts, M., & Huffman, B. (May, 2014). *Creating a Narrative Improves Learning of Abstract Material*. Presented at Midwestern Psychological Association Annual Meeting, Chicago, IL.

Academic Service

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| Post-Doctoral Organizer for NYU's Speaker Series in Social Psychology | 2023-2024 |
| Organizer for Israeli Conference of Social Psychology Graduate Students | 2017 |
| Student Representative to IRB, Washington and Lee University | 2012 -2014 |

Ad Hoc Reviewer

Nature Communications | Plos One | Journal of Experimental Psychology: General | Journal of Personality and Social Psychology | Personality and Social Psychology Bulletin | Journal of Experimental Social Psychology | European Journal of Social Psychology | Cognitive and Behavioral Science | British Journal of Social Psychology | Group Processes and Intergroup Relations | Psychology of Women

Additional Training

Inclusive Mentoring Training, Clear Direction Mentoring

2023

Inclusive Teaching 4-Week Seminar , New York University	2023
Pedagogy Workshop on Inclusive Teaching , New York University	2022
Summer Institute in Computational Social Science , University of Rome Tor-Vergatta	2022

Society Memberships

Association of Psychological Science | Society for Personality and Social Psychology | European Association of Social Psychology | International Society of Political Psychology

Additional Skills

Proficient in R, SPSS, E-Prime; some experience with Python, MPlus, SQL, SAS, Unix

References

Eran Halperin (he/him)
Professor of Psychology
Hebrew University of Jerusalem
eran.halperin@mail.huji.ac.il

Eric Knowles (he/him)
Professor of Psychology
New York University
edk202@nyu.edu

Amit Goldenberg (he/him)
Assistant Professor of Business Administration

Harvard Business School
agoldenberg@hbs.edu

Martijn van Zomeren (he/him)
Professor of Social Psychology
University of Groningen
m.van.zomeren@rug.nl

Tamar Saguy (she/her)
Associate Professor of Psychology
Reichman University
tamar.saguy@runi.ac.il