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# ERIC SHUMAN

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## Academic Positions

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Postdoctoral Fellow, Department of Psychology, New York University	August 2022 – Present
Postdoctoral Fellow, Harvard Business School	August 2022 - Present

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## Education

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University of Groningen & Hebrew University	
Ph.D. in Social Psychology	2022
Reichman University	
M.A. in Social Psychology, <i>summa cum laude</i>	2018
Washington and Lee University	2014
B.S. in Psychology, <i>summa cum laude</i>	
B.A. in Global Politics, <i>summa cum laude</i>	

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## Research Interests

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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.

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## Fellowships, Grants, & Awards

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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*.

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

## Publications

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

† Indicates student author conducted project under my supervision.

Vlasceanu, M.\*, Doell, K.\*, [and 250 other authors, including **Shuman, E.**] (2024). Addressing Climate Change with Behavioral Science: A Global Intervention Tournament in 63 Countries. *Science Advances*. DOI: [10.1126/sciadv.adj5778](https://doi.org/10.1126/sciadv.adj5778)

Dasch, S.†, Bellm, M. †, **Shuman, E.**, van Zomeren, M. (2024). The Radical Flank: Curse or Blessing of a Social Movement? *Global Environmental Psychology*, 2, 1-33. <https://doi.org/10.5964/gep.111>

**Shuman, E.**, van Zomeren, M., Saguy, T., Knowles, E. Halperin, E. (2024). Defend, deny, distance, and dismantle: A new measure of advantaged identity management. *Personality and Social Psychology Bulletin*. <https://doi.org/10.1177/01461672231216769>

**Shuman, E.**, Goldenberg, A., Saguy, T., Halperin, E., & van Zomeren, M. (2024). When are Social Protests Effective? *Trends in Cognitive Sciences*. <https://doi.org/10.1016/j.tics.2023.10.003>

Cohen-Eick, N., **Shuman, E.**, van Zomeren, M., Halperin, E. (2023). Should I Stay or Should I Go? Motives and Barriers for Sustained Collective Action Towards Social Change. *Personality and Social Psychology Bulletin*. <https://doi.org/10.1177/01461672231206638>

van Zomeren, M., d'Amore, C., Pauls, I., **Shuman, E.**, Leal, A. (2024). The Intergroup Value Protection Model: A Theoretically Integrative and Dynamic Approach to Intergroup Conflict Escalation in Democratic Societies. *Personality and Social Psychology Review*. <https://doi.org/10.1177/10888683231192120>

Orian Harel, T., **Shuman, E.**, Balmas, M., Maoz, I., Halperin, E. (In press). Examining real-world legitimization of cross-party violence through two explanatory frameworks: Affective polarization and low group efficacy. *Journal of Social and Political Psychology*. <https://doi.org/10.5964/jspp.10007>

Hasan-Aslih, S., Pliskin, R., **Shuman, E.**, van Zomeren, M., Saguy, T., & Halperin, E. (2023). Together we will rise? Perceptions of instrumentality and normalization as motivations for joint collective action among the disadvantaged. *Group Processes & Intergroup Relations*. <https://journals.sagepub.com/doi/10.1177/13684302231153830>

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.jpaid.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.**, Halperin, E., Knowles, E. (Under Review). Understanding White Identity in a Changing America. *Communications: Psychology*.
- Shuman, E.**, Cohen-Eick, N., Knowles, E., Halperin, E. (Under Review). Large-Scale Disruptive Protests Can Effectively Resist Democratic Backsliding: Evidence from Israel. *Social Psychological and Personality Science*.
- Ruhrman, A., **Shuman, E.**, Vandertoorn, J., Pliskin, R., & Halperin, E. (Revise & Resubmit). Is Exposure

to Conflict-Related Violence Associated with Less Intergroup Empathy? The Moderating Role of Ideology. *Journal of Applied Social Psychology*.

Ushomirsky, I., Hasson, Y., Atia, R., Attias, N., Balmas, M., Endevelt, K., Gur, T., Hameiri, B., Hebel, S., Leshem, O., Malovicki-Yaffe, N., Manekin, D., Perry, A., Porat, R., Saguy, T., **Shuman, E.**, & Halperin, E. (Under Review). Increasing Perceived Outgroup Heterogeneity Following Exposure to Extreme Violence: an Intervention Tournament In Times of War. *Personality and Social Psychology Bulletin*.

### Working Papers

**Shuman, E.\***, Hasan-Aslih, S.\*, Halperin, E., Knowles, E. (In Preparation). Effectiveness of the Palestine Solidarity Student Movement on US College Campuses: Investigating the Role of Tactics and Protester Identity.

**Shuman, E.**, Schone, J., Goldenberg, A. (In Preparation). Applying Threshold Models of Collective Behavior to Understand Twitter Mobilization During the 2020 George Floyd 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.

Malovicki-Yaffe, N., **Shuman, E.**, Hameiri, B. (In Preparation). Takes one to change many: A field study assessing representative contact intervention.

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

Hasan-Aslih, S.\*, **Shuman, E.\***, Knowles, E., Halperin, E. (In Preparation). Do Advantaged Allies Make Protests More Effective: An Experimental Examination of Joint Collective Action.

**Shuman, E.**, & Stanaland, A. (In Preparation). "LGB without the T": Understanding and Predicting Cisgender Sexual Majority and Minority People's Resistance to Transgender Rights

## **Teaching**

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### New York University

**Lecturer** – Graduate Statistics: Regression 2025

**Lecturer** – Graduate Statistics: ANOVA 2024

**Lecturer** – Research Methods in Personality and Social Psychology 2023, 2024-25

### 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 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**

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### **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**

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

## **Media Coverage & Publications for Popular Audience**

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**The Washington Post** (June 2024). "There are better ways to protest climate change than spray painting Stonehenge". <https://www.washingtonpost.com/climate-environment/2024/06/25/climate-change-protest-just-stop-oil/>

**Nature** (June 2024). "The science of protests: how to shape public opinion and swing votes". <https://www.nature.com/articles/d41586-024-02082-5>

- 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](https://www.calcalist.co.il/local_news/article/h10va1d3j)
- Ha’Aretz.** (January 2023). “Stronger 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>
- The Times of London.** (April 2022). “Disruptive eco-protesters harm their cause”. <https://www.thetimes.com/comment/columnists/article/disruptive-eco-protesters-harm-their-cause-rl0fv0klg>
- 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

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### Invited & Departmental Talks

- Shuman, E.** (January, 2024). *Generating **Constructive Disruption**: How disadvantaged groups can negotiate social change in the face of resistance from the advantaged.* Harvard University, Department of Psychology.
- 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

- Shuman, E. & Stanaland, A.** (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.
- Shuman, E. & Brown, R.** (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., van Zomeren, M., Saguy, T., Halperin, E.** (February 2024). *Protest movements involving limited violence can sometimes be effective: Evidence from the 2020 BlackLivesMatter protests*. Society for Personality and Social Psychology Annual Meeting, San Diego, CA.
- 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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<b>Post-Doctoral Organizer</b> for NYU's Speaker Series in Social Psychology	2023-2024
<b>Organizer</b> for Israeli Conference of Social Psychology Graduate Students	2017
<b>Student Representative</b> to IRB, Washington and Lee University	2012 –2014

### **Ad Hoc Reviewer**

Nature Communications | Nature Climate Change | Proceedings of the National Academy of the Sciences | Cognitive and Behavioral Science | 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 | British Journal of Social Psychology | Plos One | Group Processes and Intergroup Relations | Psychology of Women | Journal of Community and Applied Social Psychology

## Additional Training

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

## Society Memberships

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

## Additional Skills

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

## References

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**Eran Halperin** (he/him)  
Professor of Psychology  
Hebrew University of Jerusalem  
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**Amit Goldenberg** (he/him)  
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**Martijn van Zomeren** (he/him)  
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Reichman University  
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