
Kurt Gray

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Education

Harvard University, Cambridge, MA (2004 – 2010)
Ph.D, Social Psychology
Advisor: Daniel Wegner

University of Waterloo, Waterloo, ON (1999 – 2003)
Honors BSc. Psychology, Earth Science Minor
Alumni Gold Medal

Professional Experience

Professor of Psychology and Neuroscience (2022 –)
University of North Carolina, Chapel Hill

Professor of Civil Life and Leadership (2023 –)
University of North Carolina, Chapel Hill

Adjunct Professor of Organizational Behavior (2022 –)
Kenan-Flagler Business School, University of North Carolina, Chapel Hill

Director, Center for the Science of Moral Understanding (2019 –)
University of North Carolina, Chapel Hill

Associate Professor of Psychology and Neuroscience (2017 – 2022)
University of North Carolina, Chapel Hill

Adjunct Associate Professor of Organizational Behavior (2017 – 2022)
Kenan-Flagler Business School, University of North Carolina, Chapel Hill

Assistant Professor of Psychology and Neuroscience (2012 – 2017)
University of North Carolina, Chapel Hill

Assistant Professor of Psychology (2010 – 2012)
University of Maryland, College Park

Research Interests

Morality (moral cognition, assessing moral identity)
Bridging Divides (interventions, intellectual humility)
Religion (cultural evolution, perceptions of gods)
Psychology of Robots/AI (human robot interaction, algorithm aversion)

New Methods (agent-based modeling, mapping theory)

Honors

Fellow, Society for Personality and Social Psychology	(2023)
Inaugural Faculty, UNC School Civil Life and Leadership	(2023)
Keynote Speaker, Carolinas Psychology Conference	(2023)
Best Paper Award, Behavioral Science and Policy Association	(2022)
Advisor, SESP Dissertation Award, Recipient: Joshua Jackson	(2022)
Best Paper Award, ACM SIGGRAPH Conference on Motion, Interaction and Games	(2022)
Finalist for Best Paper Award, FRANK Public Interest and Communication Conference	(2022)
Keynote Speaker, International Wisdom Summit	(2021)
William C. Friday/Class of 1986 Award for Excellence in Teaching	(2021)
Keynote Speaker, MDHS Graduate Research Conference	(2020)
Academy of Management Most Innovative Student Paper	(2020)
Fellow, Association for Psychological Science	(2019)
Hunsberger Memorial Award, Wilfred Laurier University	(2018)
Grand Prize for Best Paper, FRANK Public Interest and Communication Conference	(2018)
Sage Young Scholar Award	(2017)
Keynote Speaker, Morality in Psychology Conference (Milan, Italy)	(2017)
Keynote Speaker, Society of Southeastern Social Psychology	(2017)
International Social Cognition Network (ISCON) Early Career Award	(2016)
University of Waterloo Young Alumni Award	(2016)
RJ Reynolds Industries, Inc. Junior Faculty Development Award	(2015)
International Social Cognition Network (ISCON) Best Paper Award	(2015)
Fellow, Society for Experimental Social Psychology	(2015)
APS Janet Spence Award for Transformative Early Career Research	(2014)
Psychology Department Teaching Commendation	(2014)

Wegner Theoretical Innovation Award, Society Personality and Social Psychology	(2013)
Rising Star Award, Association for Psychological Science	(2013)
Psi Chi Undergraduate Teaching Award	(2013)
Eliot Fellowship, Graduate School of Arts and Sciences, Harvard University	(2010)
Humane Studies Fellowship, Institute for Humane Studies	(2007-2009)
Next Generation Fellowship, Harvard University Program on Negotiation	(2007)
Graduate Fellowship, Social Sciences and Humanities Research Council	(2005-2009)
Graduate Fellowship, Natural Science and Engineering Research Council	(2004)
Alumni Gold Medal, University of Waterloo	(2003)
Research Award, Natural Science and Engineering Research Council	(2002, 2003)
Canadian Society for Exploratory Geophysicists Scholarship	(2001)

Practitioner and Community Partners

Civic Health Project	(2023-)
National Institute for Civil Discourse	(2022-)
One America Movement	(2022-)
More in Common	(2021-)
The New Pluralists	(2021-)
Essential Partners	(2020-)
Narrative4	(2019-)
Polity	(2019-2021)

Manuscripts Under Review or Revision (Selected)

1. Affinito, S. J., [†] Christian, M. S., Zheng, X., Sherf, E., Keeney, J. E., Yang, J., Hofmann, D. A., Yu, Y., & Gray, K. (invited resubmission). *The cover-up process: Organizational punitiveness and the escalation of deviance*
2. Abrams, S., [†] Jackson, J. C., [†] Vonasch, A. J., Gray, K. (under revision). *Moralization of religiosity explains worldwide trends in religious belief*
3. Bigman, Y. E., Choshen-Hillel, S., & Gray, K. (under revision). *Motivation defines moral character, and self-sacrifice resolves its ambiguity*
4. Tang, S. & Gray, K. (under revision). *“Chelsea Clinton is a dog” and “Baron Trump is a home-schooled shooter”: Derogating children of politicians serves to increase perceived suffering and punishment satisfaction*

Refereed Papers (*refers to equal author, †refers to student co-author)

1. Gray, K.* & Kubin, E.* (conditional acceptance). Victimhood: The most powerful force in morality and politics. *Advances in Experimental Social Psychology*.
2. Puryear, C., Vandello, J. A. & Gray, K. (in press). Moral panics on social media are driven by signals of virality. *Journal of Personality and Social Psychology*
3. Yam, K. C., Tan, T., Jackson, J. C., Shariff, A., Gray, K. (in press). Cultural differences in people's reactions and applications of robots, algorithms, and artificial intelligence. *Management and Organization Review*
4. Jackson, J. C., Halberstadt, J., Takezawa, M., Liew, K., Smith, K., Apicella, C., Gray, K. (in press). Generalized morality culturally evolves as an adaptive heuristic in large social networks. *Journal of Personality and Social Psychology*
5. Jackson, J. C., Jasko, K., Abrams, S., Atkinson, T., Balkcom, E., Kruglanski, A., Gray, K., Halberstadt, J. (in press) Religious people view both science and religion as less epistemically valuable than non-religious people view science. *Religion, Brain and Behavior*
6. Affinito, S. J., Antoine, G. E., Gray, K., Maddux, W. W. (in press). Negative multicultural experiences can increase intergroup bias. *Journal of Experimental Social Psychology*.
7. Vuletich, H. A., Gray, K., & Payne, B. K. (in press). People's preferences for inequality respond instantly to changes in status: A simulated society experiment of conflict between the rich and the poor. *Cognitive Science*
8. Tang, S. & Gray, K. (in press). Do companies think and feel? Mind perception of organizations. *Cognitive Science*
9. DiMaggio, N., Kachanoff, F., Gray, K. (in press). Purity is still a problem. *Behavioral and Brain Sciences* [commentary]
10. Dillion, D., † Gu, Y., Tanden, N., Gray, K. (2023). Can AI language models replace human participants? *Trends in Cognitive Sciences*.
11. Jackson, J. C. † Dillion, D., † Bastian, B., Watts, J., DiMaggio, N., & Gray, K. (2023). Supernatural explanations across 114 societies are more common for natural than social phenomena. *Nature Human Behavior*, 7, 707-717.
12. Azevedo, F. et al. (2023). Social and moral psychology of COVID-19 across 69 countries. *Scientific Data*, 10.
13. Rogers, B.A., † Chicas, H., Kelly, J.M., † Kubin, E., † Christian, M.S., Kachanoff, F.J., Berger, J., Puryear, C., McAdams, D.P., Gray, K. (2023). Seeing your life story as a Hero's Journey increases meaning in life. *Journal of Personality and Social Psychology*.
14. Kubin, E., † Gray, K., von Sikorski, C. (2023). Reducing political dehumanization by pairing facts with personal experiences. *Political Psychology*.

15. Eng, Z. A., Yam, K. C., Wilbanks, D., Gray, K. (2023). People treat social robots as real social agents. *Behavioral and Brain Sciences* [commentary], 46.
16. Bigman, Y. E., Wilson, D., [†] Arnestad, M., Waytz, A., Gray, K. (2023). Algorithmic discrimination causes less moral outrage than human discrimination. *Journal of Experimental Psychology: General*, 152(1), 4-27.
17. Hartman, R., [†] Blakey, W., [†] Womick, J., Bail, C., Finkel, E., Han, H., Sarrouf, J., Schroeder, J., Sheeran, P., Van Bavel, J. J. Willer, R., Gray, K. (2022) Interventions to reduce partisan animosity. *Nature Human Behavior*, 6, 1194-1205.
18. Yam, K. C., Tang, P. M., Jackson, J. C., Runkun, S., Gray, K. (2023). *The rise of robots increases job security and maladaptive workplace behaviors: Multimethod evidence.* *Journal of Applied Psychology*, 108(5), 850-870.
19. Kubin, E., [†] Kachanoff, F., & Gray, K. (2023). Threat rejection fuels political dehumanization. *Social Psychological and Personality Science*, 14(5), 487-500.
20. Gray, K., DiMaggio, N., [†] Schein, C., [†] & Kachanoff, F. (2022). The problem of purity in moral psychology. *Personality and Social Psychology Review*, 1-37.
21. Carlson, R. W., Bigman, Y. E., Gray, K., Ferguson, M. J., & Crockett, M. J. (2022). How inferred motives shape moral judgment. *Nature Reviews Psychology*, 1, 468-478.
22. Kachanoff, F., Kteily, N., & Gray, K. (2022). Equating silence with violence: When White Americans feel threatened by anti-racist messages. *Journal of Experimental Social Psychology*, 102.
23. Yam, K. C., Goh, E-Y., Fehr, R., Lee, R., Soh, H., Gray, K. (2022). When your boss is a robot: Workers are more spiteful to robot supervisors that seem more human. *Journal of Experimental Social Psychology*, 102.
24. Pavolic, T., et al. (2022) Predicting attitudinal and behavioral responses to COVID-19 pandemic using machine learning. *Proceedings of the National Academy of Sciences NEXUS*, 1(3).
25. Gray, K., MacCormack, J. K., Henry, T., Banks, E., Schein, C., [†] Armstrong-Carter, E., [†] Abrams, S., [†] & Muscatell, K. A. (2022). The Affective Harm Account (AHA) of moral judgment: Reconciling cognition and affect, dyadic morality and disgust, harm and purity. *Journal of Personality and Social Psychology*, 126(6), 1199-1222.
26. Hartman R., [†] Hester, N., [†] & Gray, K. (2022). People see political opponents as more stupid than evil. *Personality and Social Psychology Bulletin*, 1-14.
27. Goranson A., [†] O'Fallon, C. [†] & Gray, K. (2021). The Moral Identity Picture Scale (MIPS): Measuring the full scope of moral identity. *Self and Identity*, 609-643.
28. Wilbanks, D., [†] Moon, J. W., Steward, B., Gray, K., & Varnum, M. E. W. (2022). Not just a hijack: Imaginary worlds can enhance individual and group-level fitness. *Behavioral and Brain Science* [commentary], 45.
29. Weis, P. P., Bigman, Y. E., Kapsaskis, K., [†] Gray, K., Wiese, E. (2022). It's a match: Task

- assignment in human-robot collaboration depends on mind perception. *International Journal of Social Robotics*, 14, 141–148.
30. Rosenfeld, D. L., Balcetis, E., Bastian, B., ... Gray, K., ... Zayas, V., Tomiyama, A. J. (2022). Psychological science in the wake of COVID-19: Social, methodological, and metascientific considerations. *Perspectives on Psychological Science*, 17(2), 311–333.
 31. Van Bavel, J. J., Cichocka, A., Capraro, V., Sjästad, H., Nezlek, J. B., Pavlović, T., Alfano M., Gelfand, M. J., Azevedo, F., ... Gray, K. ... Zwaan, R. A., & Boggio, P. S. (2022). National identity predicts public health support during a global pandemic. *Nature Communications*, 13(517)
 32. Kachanoff, F., Gray, K., Kteily, N., Koestner, R., & Wohl, M., (2021). Collective autonomy: Why groups fight for power and status. *Social Psychology and Personality Compass*, 16(1).
 33. Yam, K. C., Bigman, Y. Gray, K. (2021). Reducing the uncanny valley by dehumanizing humanoid robots. *Computers in Human Behavior*, 125.
 34. Tang, W., Wu, D., Yang, F., Wang, C., Gong, W., Gray, K., & Tucker, J. D. (2021). How kindness can be contagious in healthcare. *Nature Medicine*, 27, 1136–1144.
 35. Bigman, Y., Yam, K. C., Marciano, D., Reynolds, S. J., & Gray, K. (2021) Threat of racial and economic inequality increases preference for algorithm decision making. *Computers in Human Behavior*, 122.
 36. Jackson, J. C., [†] Caluori, N., Abrams, S., [†] Beckman, E., [†] Gelfand, M., & Gray, K. (2021). Tight cultures and vengeful gods: How culture shapes religious belief. *Journal of Experimental Psychology: General*, 150(10), 2057–2077
 37. Jackson, J. C., [†] Caluori, N., Gray, K. & Gelfand, M. (2021). The new science of religious change. *American Psychologist*, 76(6), 838–850
 38. Tang, S., & Gray, K. (2021) Feeling empathy for organizations: Moral consequences, mechanisms, and the power of framing. *Journal of Experimental Social Psychology*, 96, 104147.
 39. Kubin, E., Puryear, C., Schein, C., & Gray, K. (2021). Personal experiences bridge moral and political divides better than facts. *Proceedings of the National Academy of Sciences*, 118(6).
 40. Kachanoff, F. J., Bigman, Y. E., Kapsaskis, K., [†] & Gray, K. (2020). Measuring realistic and symbolic threats of COVID-19 and their unique impacts on well-being and adherence to public health behaviors. *Social Psychological and Personality Science*, 1948550620931634.
 41. Yam, K. C., Bigman, Y. E., Tang, P. M., Ilies, R., De Cremer, D., Soh, H., & Gray, K. (2020). Robots at work: People prefer—and forgive—service robots with perceived feelings. *Journal of Applied Psychology*, 106(10), 1557–1572.
 42. Abrams, S., [†] Jackson, J. C., [†] Gray, K. (2020). The new trinity of religious moral character: The cooperator, the crusader, and the complicit. *Current Opinion in Psychology*, 40, 99–105
 43. Bhattacharya, U., Roncal, C., Mittal, T., Chandra, R., Kapsaskis, K., Gray, K., Bera, A., Manocha, D. (2020). Take an emotion walk: Perceiving emotions from gaits using hierarchical attention pooling and affective mapping. *Proceedings of the 16th European Conference on Computer Vision*,

145-163.

44. Kenett, Y. N., Anderson, S. A., [†] Chen, E. E., Kelly, J. M., [†] Christian, M. S., Patrick, J., Huang, L., Lewis, K., Gray, K. (2020). Clarifying what Forward Flow is (and isn't): Reply to Rossiter. *American Psychologist*, 75(5), 727-728.
45. Goranson, A., [†] Sheeran, P., & Gray, K. (2020). Doctors are seen as Godlike: Moral typecasting in medicine. *Social Science and Medicine*, 113008.
46. Doyle, C. M., [†] & Gray, K. (2020). How people perceive the minds of the dead: The importance of consciousness at the moment of death. *Cognition*, 202, 104308.
47. Hester, N., [†] Payne, B. K., Brown-Iannuzzi, J., Gray, K. (2020). On intersectionality: How complex patterns of discrimination can emerge from simple stereotypes. *Psychological Science*, 31(8), 1013-1024.
48. Jackson, J. C., [†] Castelo, N., & Gray, K. (2020). Could a rising robot workforce make humans less prejudiced? *American Psychologist*, 75(7), 969-982.
49. Caluori, N., Jackson, J. C., [†] Gray, K., & Gelfand, M. (2020). Conflict changes how people view God. *Psychological Science*, 31(3), 280-292.
50. Hester, N., [†] & Gray, K. (2020). The moral psychology of raceless genderless strangers. *Perspectives on Psychological Science*, 15, 216-230.
51. Schein, C., [†] Jackson, J. C., [†] Frasca, T., [†] Gray, K. (2020). Praise-Many, Blame-Fewer: A common (and successful) strategy for attributing responsibility in groups. *Journal of Experimental Psychology: General*. 149, 855-869
52. Bigman, Y., & Gray, K (2020). Who should self-driving cars kill? *Nature*, 579, E1-E2.
53. Bera, A., Randhavane, T., Prinja, R., Kapsaskis, K., Wang, A., Gray, K., & Manocha, D. (2020). How are you feeling? Multimodal emotion learning for socially-assistive robot navigation. *Proceedings of 15th IEEE International Conference on Automatic Face and Gesture Recognition (FG 2020)*. p. 644-651.
54. Hester, N., [†] Payne, B. K., & Gray, K. (2020). Promiscuous condemnation: People assume ambiguous actions are immoral. *Journal of Experimental Social Psychology*, 86, 103910.
55. Jackson, J. C. [†] & Gray, K. (2019). When a good God makes bad people: Testing a theory of religion and immorality. *Journal of Personality and Social Psychology*, 117(6), 1203-1230
56. Yam, K. C., Fehr, R., Burch, T. C., Zhang, Y., & Gray, K. (2019). Would I really make a difference? Moral typecasting theory and its implications for helping ethical leaders. *Journal of Business Ethics*, 160(3), 675-692.
57. Brink, K. A. [†], Gray, K., Wellman, H. M. (2019). Creepiness creeps in: Uncanny valley feelings are acquired in childhood. *Child Development*, 90(4), 1202-1214.
58. Gray, K., Anderson, S. A., Chen, E. E., Kelly, J. M., Christian, M. S., Patrick, J., Huang, L., Kenett, Y. N., Lewis, K. (2019). "Forward Flow": A new measure to quantify free thought and predict creativity. *American Psychologist*, 74(5), 539-554.

59. Shepherd, S., Kay, A. C., Gray, K. (2019). Military veterans are morally typecast as agentic but unfeeling: Implications for veteran employment. *Organizational Behavior and Human Decision Processes*, 153, 75-88.
60. Bigman, Y., Waytz, A., Alterovitz, R., & Gray, K. (2019). Holding robots responsible: The elements of machine morality. *Trends in Cognitive Science*, 23(5), 365-368
61. Randhavane, T.,[†] Bera, A.,[†] Kubin, E.,[†] Gray, K. & Manocha, D. (2019). Modeling data-driven dominance traits for virtual characters using gait analysis. *IEEE transactions on visualization and computer graphics*, 27 (6), 2967-2979.
62. Bigman, Y., & Gray, K. (2018). People are averse to machines making moral decisions. *Cognition*, 181, 21-34.
63. Bera, A.,[†] Randhavane, T.,[†] Kubin, E.,[†] Wang, A., Gray, K. & Manocha, D. (2018). Classifying group emotions for socially-aware autonomous vehicle navigation. *Proceedings of the IEEE Conference on Computer Vision and Pattern Recognition Workshops*, 1152-1160.
64. Bera, A.,[†] Randhavane, T.,[†] Kubin, E.,[†] Wang, A., Shaik, H., Gray, K. & Manocha, D. (2018). Data-driven modeling of group entitativity in virtual environments. *Proceedings of the 24th ACM Symposium on Virtual Reality Software and Technology (VRST '18), Tokyo*, #31
65. Bera, A.,[†] Randhavane, T.,[†] Kubin, E.,[†] Wang, A., Gray, K. & Manocha, D. (2018). The socially invisible robot: Navigation in the social world using robot entitativity. *Proceedings of the IEEE/RSJ International Conference on Intelligent Robots and Systems (IROS)*, 4468-4475.
66. Cheung, E. C.,[†] Bera, A.,[†] Kubin, E.,[†] Gray, K., & Manocha, D. (2018). Identifying driver behaviors using trajectory features for vehicle navigation. *Proceedings of the IEEE/RSJ International Conference on Intelligent Robots and Systems (IROS)*, Madrid, 3445-3452, DOI: 10.1109/IROS.2018.8594348.
67. Tang, S.,[†] & Gray, K. (2018). CEOs imbue organizations with feelings, increasing punishment satisfaction and apology effectiveness. *Journal of Experimental Social Psychology*, 79, 115-125.
68. Jackson, J. C.,[†] Hester, N.[†] & Gray, K. (2018). The faces of God in America: Revealing religious diversity across people and politics. *PLoS One*, 13(6): e0198745.
69. Waytz, A. & Gray, K. (2018). Does online technology make us more or less sociable? A preliminary review and call for research. *Perspectives on Psychological Science*, 13(4), 473-491.
70. Gray, K., Anderson, S., Doyle, C. M.[†], Hester, N.[†], Schmitt, P., Vonasch, A.[†], Allison, S., & Jackson., J. C.[†], (2018). To be immortal, do good or evil. *Personality and Social Psychology Bulletin*, 44(6), 868-880.
71. Hester, N.[†] & Gray, K. (2018). For Black men, being tall increases threat stereotyping and police stops. *Proceedings of the National Academy of Sciences*, 115(11), 2711-2715.
72. Schein, C. [†] & Gray, K. (2018). The Theory of Dyadic Morality: Reinventing moral judgments by redefining harm. *Personality and Social Psychology Review*, 22(1), 32-70.

73. Schroeder, J., Fishbach, A., Schein, C. [†], & Gray, K. (2017). Functional intimacy: Needing—but not wanting—the touch of a stranger. *Journal of Personality and Social Psychology*, 113(6), 910-924.
74. Gray, K., Schein, C. [†] & Cameron, C. D. [†], (2017). How to think about emotion and morality: Circles, not arrows. *Current Opinion in Psychology*, 17, 41-46.
75. Goranson, A. [†], Ritter, R. S. [†], Waytz, A., Norton, M. I., & Gray, K. (2017). Dying is unexpectedly positive. *Psychological Science*, 28(7), 988-999.
76. Cooley, E. [†], Payne, B. K., Cipolli, W., Cameron, C. D. [†], Berger, A. & Gray, K. (2017). The paradox of group mind: “People in a group” have more mind than “a group of people.” *Journal of Experimental Psychology: General*, 146(5), 691-699.
77. Gray, K. (2017). How to map theory: Reliable methods are fruitless without rigorous theory. *Perspectives on Psychological Science*, 12(5), 731-741 .
78. Ben, B. [†], Hester, N. [†], Penn, D. L. & Gray, K. (2017). Differential patterns in mind perception in subclinical paranoia: relationships to self-reported empathy. *Cognitive Neuropsychiatry*, 22(2), 137-144
79. Spring, V. L. [†], Cameron, C. D. [†], Gray, K., Lindquist, K. A. (2017). Constructing contempt. *Behavioral and Brain Sciences*, 40, 37-38 [commentary]
80. Jackson, J. C. [†], Rand, D. G., Lewis, K., Norton, M. I., Gray, K. (2017). Agent-based modeling: A guide for social psychologists. *Social Psychological and Personality Science*, 8(4), 387-395.
81. Schein, C. [†], Ritter, R. S., & Gray, K. (2016). Harm mediates the disgust-immorality link. *Emotion*, 16(6), 862-876.
82. Strohminger, N., Gray, K., Chituc, V., Heffner, J., Schein, C. [†], & Heagins, T.B. (2016). The MR2: A multi-racial mega-resolution database of facial stimuli. *Behavior Research Methods*, 48, 1179-1204.
83. Gray, K. & Schein, C. [†] (2016). No absolutism here: Harm predicts moral judgment 30x better than disgust—Commentary on Scott, Inbar & Rozin (2015). *Perspectives on Psychological Science*, 11(3), 325-329.
84. Galak, J., Gray, K., Elbert, I., Strohminger, N. (2016). Trickle-Down preferences: Preferential conformity to high status peers in fashion choices. *PLoS One*, 11(5): e0153448. doi:10.1371/journal.pone.0153448
85. Schein, C. [†], Hester, N. & Gray, K. (2016). The visual guide to morality: Vision as an integrative analogy for moral experience, variability and mechanism. *Social and Personality Psychology Compass*, 10, 231-251.
86. Schein, C. [†], Goranson, A. [†], & Gray, K. (2016). Moralization and harmification: The dyadic loop explains how the innocuous becomes harmful and wrong. *Psychological Inquiry*, 27, 62-65.
87. Schein, C. [†], Goranson, A. [†], & Gray, K. (2015). The uncensored truth about morality: Ubiquitous harm and our dyadic moral minds. *The Psychologist*. 28, 982-985.
88. Schein, C. [†] & Gray, K. (2015). The eyes are the window to the uncanny valley: Mind perception, autism and missing souls. *Interaction studies*, 16, 173-179.

89. Cameron, C. D.[†], Lindquist, K. A., & Gray, K. (2015). A constructionist review of morality and emotions: No evidence for specific relationships between moral content and discrete emotions. *Personality and Social Psychology Review*, 19, 371-394.
90. Gray, K. & Keeney, J. E.[†] (2015). Impure, or just weird? Scenario sampling bias raises questions about the foundation of morality. *Social Psychological and Personality Science*, 6, 859-868.
91. Gray, K. & Keeney, J. E.[†] (2015). Disconfirming moral foundations theory on its own terms: Reply to Graham (2015). *Social Psychological and Personality Science*, 6, 874-877.
92. Schein, C.[†] & Gray, K. (2015). The unifying moral dyad: Liberals and conservatives share the same harm-based moral template. *Personality and Social Psychology Bulletin*, 41, 1147-1163.
93. Gray, K.^{*}, Schein, C.^{*†}, & Ward, A. F. (2014). The myth of harmless wrongs in moral cognition: Automatic dyadic completion from sin to suffering. *Journal of Experimental Psychology: General*, 143, 1600-1615
94. Gray, K., Schmitt, P.[†], Strohminger, N. & Kassam, K. S. (2014). The science of style: In fashion, colors should match only moderately. *PLoS One*, 9: e102772
95. Gray, K. (2014). Harm concerns predict moral judgments of suicide: Comment on Rottman, Kelemen and Young (2014). *Cognition*, 130, 217-226.
96. Schein, C.[†] & Gray, K. (2014). The prototype model of blame: Freeing moral cognition from linearity and little boxes. *Psychological Inquiry*, 25, 236-240.
97. Gray, K.^{*}, Rand, D. G.^{*}, Eyal, E., Lewis, K., Hershman, S. & Norton, M. I. (2014). The emergence of "Us and Them" in 80 lines of code: Modeling group genesis in homogeneous populations. *Psychological Science*, 25, 982-990. *Winner of ISCON Best Paper Award*
98. Lewis, K. & Gray, K. & Meierhenrich, J. (2014). The structure of online activism. *Sociological Science*, 1, 1-9.
99. Gray, K. & Ward, A. F. & Norton, M. I. (2014). Paying it forward: Generalized reciprocity and the limits of generosity. *Journal of Experimental Psychology: General*, 143, 247-254.
100. Leimgruber, K. L., Ward, A. F., Widness, J., Norton, M. I., Olson, K. R., Gray, K., Santos, L. R. (2014). Give what you get: Capuchin monkeys (*Cebus apella*) and 4-year-old children pay forward positive and negative outcomes to conspecifics. *PLoS One*, 9: e87035.
101. Gray, K. & Wegner, D. M. (2013). Six guidelines for interesting research. *Perspectives on Psychological Science*, 8(5), 549-553.
102. Gray, K. & Schein, C.[†] (2012). Two minds vs. two philosophies: Mind perception defines morality and dissolves the debate between deontology and utilitarianism. *Review of Philosophy and Psychology*, 3, 405-423
103. Gray, K., Young, L., Waytz, A. (2012). Mind perception is the essence of morality. *Psychological Inquiry*, 23(2), 101-124. [target article] *Winner of SPSP Theoretical Innovation Award*
104. Gray, K., Waytz, A., Young, L. (2012). The moral dyad: A fundamental template unifying moral

- judgment. *Psychological Inquiry*, 23, 206-215. [reply to commentaries]
105. Gray, K. & Wegner, D. M. (2012). Feeling robots and human zombies: Mind perception and the uncanny valley. *Cognition*, 125, 125-130.
 106. Gray, K. (2012). The power of good intentions: Perceived benevolence soothes pain, increases pleasure, and improves taste. *Social Psychological and Personality Science*, 3(5), 639-645.
 107. Cushman, F., Gray, K., Gaffey, A. & Mendes, W. B. (2012). Simulating murder: The aversion to harmful actions. *Emotion*, 12(1), 2-7.
 108. Gray, K., Knobe, J., Sheskin, M., Bloom, P. & Barrett, L. F. (2011). More than a body: Mind perception and the surprising nature of objectification. *Journal of Personality and Social Psychology*, 101(6), 1207-1220.
 109. Gray, K., Knickman, A. [†] & Wegner, D. M. (2011). More dead than dead: Perceptions of people in persistent vegetative states. *Cognition*, 121, 275-280.
 110. Gray, K. & Wegner, D. M. (2011). Dimensions of moral emotions. *Emotion Review*, 3(3), 227-229.
 111. Gray, K. & Wegner, D. M. (2011). To escape blame, don't be a hero – be a victim. *Journal of Experimental Social Psychology*, 47, 516-519.
 112. Gray, K., Jenkins, A. C., Heberlein, A. S., & Wegner, D. M. (2011). Distortions of mind perception in psychopathology. *Proceedings of the National Academy of Sciences*, 108(2), 477 -479.
 113. Gray, K. (2010). Moral transformation: Good and evil turn the weak into the mighty. *Social Psychological and Personality Science*, 1(3), 253-258
 114. Watyz, A., Gray, K., Epley, N. & Wegner, D. M. (2010). Causes and consequences of mind perception. *Trends in Cognitive Science*, 14, 383-388.
 115. Gray, K. & Wegner, D. M. (2010). Blaming God for our pain: Human suffering and the divine mind. *Personality and Social Psychology Review*, 14(1) 7-16.
 116. Gray, K. & Wegner, D. M. (2010). Torture and judgments of guilt. *Journal of Experimental Social Psychology*, 46(1), 233-235.
 117. Gray, K. & Wegner, D. M. (2009). Moral typecasting: Divergent perceptions of moral agents and moral patients. *Journal of Personality and Social Psychology*, 96(3), 505-520.
 118. Gray, K. & Wegner, D. M. (2008). The sting of intentional pain. *Psychological Science*, 19, 1260-1262.
 119. Gray, H. M., Gray, K. & Wegner, D. M. (2007). Dimensions of mind perception. *Science*, 315, 619.

Books and Chapters

1. Abrams, S. & Gray, K. (in press). The Moral Domain: What is wrong, what is right, and how your mind knows the difference. *The Cambridge Handbook of Moral Psychology*.

2. Dillion, D. & Gray. (in press). Psychedelics can make us more moral. *Oxford Handbook of Psychedelic, Religious, Spiritual, and Mystical Experiences*.
3. Gray, K., Waytz, A., Yam, K. C., Zhen'An, A. E., Wilbanks, D. (invited). The psychology of social robots and artificial intelligence. *The Handbook of Social Psychology* (4th edition). Eds: Gilbert, D. T., Fiske, S. T., Mendes, W. B., Finkel, E.
4. Gray, K. (under contract). *The Victim Within: Why your Moral Mind Feels Threatened*. Pantheon Books. New York, NY
5. Gray, K. & Graham, J. (Eds.) (2018). *The Atlas of Moral Psychology*. New York, NY: Guilford Press.
6. Goranson, A. & Gray, K. (2017). Moral transformation: The paths to heroism, villainy and victimhood. In: Allison, S., Goethals, G. R., and Kramer, R. M. (Eds.) *Handbook of Heroism and Heroic Leadership: Frameworks for an Emerging Science*. New York, NY: APA Press
7. Gray, K. (2016). We are not special. In Brockman, J. (Ed.) *Know This: Today's Most Interesting and Important Scientific Ideas, Discoveries, and Developments*. New York, NY: Harper Perennial.
8. Wegner, D. M. & Gray, K. (2016). *The Mind Club: Who Thinks, What Feels and Why It Matters*. New York, NY: Viking.
 WSJ: "So compelling, and so beautifully written."
 New Scientist: "a true page-turner: witty, quirky and insightful"
 Kirkus: "Complex science lightly delivered; a pleasure."
9. Gray, K. (2015). Killer machines keep consciences clean. In Brockman, J. (Ed.) *What to Think about Machines that Think*. New York, NY: Harper Perennial, 308-310.
10. Gray, K. (2014). Numbering nature. In Brockman, J. (Ed.) *This Idea Must Die*. New York, NY: Harper Perennial, 96-99.
11. Schwartz, C.E., Quaranto, B.R. & Gray K. (2013) Altruism and health: Theoretical perspectives. In: Efklides, A. and Moraitou, D. (Eds.) *Quality of Life: A Positive Psychology Perspective*. New York, NY: Springer, 107-124.
12. Gray, K. & Wegner, D. M. (2011). Morality takes two: Dyadic morality and mind perception. In P. Shaver & M. Mikulincer (Eds.), *The Social Psychology of Morality*. APA Press.
13. Morewedge, C. K., Gray, K. & Wegner, D. M. (2010). Perish the forethought: Premeditation engenders misperceptions of personal control. In R. Hassin, K. Ochsner, & Y. Trope (Eds.), *Self control in society, mind, and brain*. Oxford University Press, 260-278.

Other Products of Scholarship

1. Gray, K. (2018). Machines. Why we don't trust them. *Dialogue*, Q3, 48-49.
2. Gray, K. (2017). AI can be a troublesome teammate. *Harvard Business Review*, July 20, <https://hbr.org/2017/07/ai-can-be-a-troublesome-teammate>
3. Gray, K. (2016). Is there mind after death? The science of immortality and the loss of a friend. *Medium (Galleys)*. <https://medium.com/galleys/is-there-mind-after-death-yes-feec958f28d8#.3soonq8ve>

4. Gray, K. & Schein, C.[†] (2015). The myth of the harmless wrong. *The New York Times*, February 1, p. SR10.
5. Gray, K. & Schein, C.[†] (2011). When your life is on the line, be a victim, not a hero. *The Jury Expert*, 28(6), 1-7.
6. Gray, K. & Wegner, D. M. (2007). Apparent mental causation. In R. Baumeister, & K. Vohs (Eds.) *The Encyclopedia of Social Psychology*. Thousand Oaks, CA: Sage Publications.
7. Preston, J., Gray, K. & Wegner, D. M. (2006). The Godfather of soul. *Behavioral and Brain Sciences*, 29(5), 482-483.

Grants and Other Funding

Developing a Pluralism Pipeline for Researchers (\$298,400) The New Pluralists Principle Investigator, 13% Effort	(2024-2026)
Testing the "Morality and (Mis)Perception Model of Polarization" (\$249,948) Across Cultures and Contexts Templeton World Charity Foundation Principle Investigator 13% Effort	(2023-2025)
The Role of Motives in Lay Understandings of Divine Forgiveness (\$240,000) The John Templeton Foundation Principal Investigator, 10% Effort	(2023-2025)
Deference to Experts as an Aspect of Humble Inquiry (\$200,000) The John Templeton Foundation Co-Principal Investigator, 6% Effort	(2023-2025)
Research to Action Convening for Combating Polarization (\$289,325) The New Pluralists Collaborators: More in Common, Berkeley GGSC, Over Zero Co-Investigator, 3% Effort	(2023-2024)
Rapid Response Preparation and Toolkit for Polarized Times (\$140,000) The New Pluralists Collaborators: One America Movement, Beyond Conflict Co-Principal Investigator, 3% Effort	(2023-2024)
Vulnerability in Common (\$15,000) The New Pluralists Collaborator: One America Movement Principal Investigator, 1% Effort	(2022-2023)
Center for the Science of Moral Understanding Founding (\$2.7 million) Multiple funders across political spectrum, including The New Pluralists Acton Family Giving Charles Koch Foundation	(2019-2022)

Principal Investigator, 45% Effort	
Pay-it-forward gonorrhea testing among men who have sex with men: (\$3.1 million) The PIONEER pragmatic randomized controlled trial National Institutes of Allergy and Infectious Diseases Co-I (PI: Joseph Tucker, UNC), 1% Effort	(2021-2025)
Representations of Gods across Culture and History (\$243,000) The John Templeton Foundation Principal Investigator, 7% Effort	(2019-2022)
Rationality of Harm Avoidance and Political Tolerance (\$403,000) National Science Foundation Principal Investigator, 25.25% Effort	(2018-2021)
Tolerance and the Marketplace of Ideas (\$178,000) Charles Koch Foundation Principal Investigator, 33.33% Effort	(2018-2019)
The Morality of Mechanical Minds (\$138,000) National Science Foundation Principal Investigator, 0% Effort (funds SBE post-doc)	(2017-2019)
The Dimensions and Motivational Origins of Gods' Minds (\$10,425) The John Templeton Foundation Co-Principal Investigator, 1% Effort	(2017-2018)
Tolerance and the Marketplace of Ideas (\$133,290) Charles Koch Foundation Principal Investigator, 33.33% Effort	(2017-2018)
Cast as a Criminal: How Moral Typecasting Leads to Racial Prejudice (\$139,095) Russel Sage Foundation Principal Investigator, 11.11% Effort	(2016-2018)
Moral Markets and Taboos (\$73,000) Charles Koch Foundation Principal Investigator, 11.11% Effort	(2016-2017)
Understanding the Origins of Fairness and Freedom (\$129,376) Charles Koch Foundation Principal Investigator, 0% Effort (funds a post-doc)	(2016-2018)
RJ Reynolds Industries, Inc. Junior Faculty Development Award (\$7,500) University of North Carolina Principal Investigator	(2016)
Confessional Reluctance: Paradoxical Effects of Zero Tolerance Policies (\$408,752) National Science Foundation Principal Investigator, 25.25% Effort	(2015-2019)
Creativity and the Quantification of Free Thought (\$198,769)	(2015-2017)

The John Templeton Foundation via Imagination Institute. Principal Investigator, 16.25% Effort		
The Immortality of Morality (\$250,000)		(2013-2015)
The John Templeton Foundation via The Immortality Project. Principal Investigator, 25.25% Effort		
Eliot Fellowship (\$25,000)		(2009-2010)
Harvard University		
Restricted Funds Research Grant (\$3,500)		(2007,08,09)
Harvard Psychology Department (awarded 3 times) Principal Investigator, 15% Effort		
Humane Studies Fellowship (\$5,000)		(2007,08,09)
Institute for Humane Studies (awarded 3 times)		
Next Generation Grant (\$5,000)		(2007)
Harvard Program on Negotiation Principal Investigator, 25% Effort		
SSHRC Postgraduate Scholarship (\$80,000)		(2005-2009)
Social Sciences and Humanities Research Council		
NSERC Postgraduate Scholarship (\$18,000)		(2004)
Natural Science and Engineering Research Council		
NSERC Undergraduate Student Research Award (\$5,000)		(2002, 2003)
Natural Science and Engineering Research Council (awarded twice)		
CSEG Foundation Student Scholarship (\$2000)		(2000)
Canadian Society of Exploration Geophysicists		

Invited Talks and Panels

1. Yale University	New Haven, CT	March, 2022
2. Religion and Morality Round Table	Durham, NC	Sept, 2021
3. Primals Project, UPenn	Philadelphia, PA	May, 2021
4. Morality Lab, Harvard University	Cambridge, MA	April, 2021
5. Upswell Conference	Chicago, IL	November, 2019
6. Penn State University	State College, PA	March, 2019
7. UNC Highway Safety Research Center	Chapel Hill, NC	December, 2018
8. University of Michigan	Ann Arbor	September, 2018
9. NC State University	Raleigh, NC	February, 2018
10. Ohio State University	Columbus, OH	August, 2017
11. University of Glasgow	Glasgow, Scotland	June, 2016
12. University of Edinburgh	Edinburgh, Scotland	May, 2016
13. Booth/University of Chicago	Chicago, IL	April, 2016
14. NC Museum Science Café	Raleigh, NC	April, 2016
15. Duke University Periodic Tables	Durham, NC	April 2016
16. George Mason University	Fairfax, VA	September, 2015

17. University of Tennessee	Knoxville, TN	May, 2015
18. Wake Forest University	Winston-Salem, NC	September, 2014
19. Ohio University	Athens, OH	April, 2014
20. USC Marshall School of Business	Los Angeles, CA	April, 2014
21. Duke University	Durham, NC	September, 2012
22. UC – Irvine	Irvine, CA	January, 2012
23. UC – San Diego	San Diego, CA	January, 2012
24. University of North Carolina	Chapel Hill, NC	January, 2012
25. TEDx San Diego	San Diego, CA	November, 2011
26. Harvard University/Wegstock	Cambridge, MA	September, 2011
27. University of Waterloo	Waterloo, ON	June, 2011
28. MIT/Kavli Program	Cambridge, MA	June, 2011
29. Georgetown University	Washington, DC	March, 2011
30. Princeton University	Princeton, NJ	November, 2010
31. TEDx San Diego	San Diego, CA	November, 2010
32. Carnegie-Mellon University	Pittsburgh, PA	October, 2010
33. Chicago Booth School of Business	Chicago, IL	January, 2010
34. University of Maryland	College Park, MD	December, 2010
35. University of Toronto	Toronto, ON	November, 2009
36. Yale University	New Haven, CT	November, 2009
37. Dartmouth College/Minary	Holderness, NH	August, 2009
38. Northeastern University	Boston, MA	February, 2009
39. Amherst College	Amherst, MA	October, 2008

Classes Taught

Undergraduate courses

The Science of Moral Understanding (Psyc 574)	(2022-)
Class Size: 35	
Departmental Teaching Commendations	
Political Tolerance and Free Speech	(2017-2019)
Class Size: 15	
William C Friday Teaching Award	
Markets and Morality Seminar	(2016-2017)
Class Size: 12 students	
Everyday Wisdom from Advanced Social Psychology (Psyc 490/569)	(2013-2020)
Class Size: 35 students	
Departmental Teaching Commendations	
Independent Research (Psyc 395)	(2012-)
Fall 2012 (2 students), Spr 2013 (3 students), Fall 2013 (5 students)	
Spr 2014 (4 students)	
Honors Thesis (Psyc 693/694)	(2013-)
Fall 2013 (1 student), Spr 2014 (1 student)	

Graduate courses

Moral Psychology (Psyc 868)	(2019, 2022)
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Fall 2012 (10 students), Fall 2018, Fall 2022	
Special Topics in Organizational Behavior (Busi 858)	(2018)
Fall 2018 (4 students)	
Social Psychology of Organizations (Busi 899)	(2018)
Fall 2018 (2 students)	
Methods of Social Psychology (Psyc 863)	(2016)
Fall 2012 (14 students)	
Research Seminar in Social Psychology (Psyc 860)	(2014-)
Spr 2014 (16 students)	
Advanced Research (Psyc 991)	(2012-)
Spr 2014 (2 students), Spr 2013 (1 student), Fall 2013 (2 students)	
Fall 2012 (1 student)	

Professional Service

Editorial Service

Editorial Board, European Review of Social Psychology	(2024 -)
Editorial Board, Personality and Social Psychology Review	(2022 -)
Editorial Board, Journal of Personality and Social Psychology: ASC	(2020 -)
Associate Editor, Journal of Experimental Psychology: General	(2017 - 2020)
Guest Editor, Journal of Personality and Social Psychology: ASC	(2017 -)
Guest Editor, Proceedings of the National Academy of Sciences	(2019 -)
Editorial Board, Cognition	(2015 - 2020)
Editorial Board, Personality and Social Psychology Bulletin	(2014 - 2020)

Ad Hoc Reviewer, Journals

Science
 Nature
 Proceedings of the National Academy of Sciences
 Nature Human Behavior
 Nature Communications
 Science Advances
 Psychological Science
 Psychological Review
 Psychological Bulletin
 Nature Human Behavior
 Journal of Personality and Social Psychology
 Journal of Experimental Psychology: General
 Journal of Experimental Psychology: Applied
 Social Psychology and Personality Science
 Personality and Social Psychology Review
 Perspectives on Psychological Science
 Current Directions in Psychological Science
 Journal of Experimental Social Psychology
 Social Cognition
 Cognitive Science

British Journal of Social Psychology
 Behavioral and Brain Sciences
 Biological Psychology
 Philosophical Psychology
 Consciousness and Cognition
 Review of Philosophy and Psychology
 Religion, Brain & Behavior
 Autism
 Organizational Behavior and Human Decision Processes

Ad Hoc Reviewer, Grants

National Science Foundation
 Templeton Foundation

Conference and Award Committees

Chair, APS Janet Spence Award	(2022, 2023)
Committee Member, APS Janet Spence Award	(2020-2021)
Panel Member, Best Paper Committee at ISCON	(2016-2017)
Co-Organizer, Justice and Morality Pre-Conference at SPSP	(2015-2016)
Co-Chair, Theoretical Innovation Committee at SPSP	(2015)
Co-Organizer, Justice and Morality Pre-Conference at SPSP	(2015)
Panel Member, Theoretical Innovation Committee at SPSP	(2014)
Co-Organizer, Mind Perception Pre-Conference at SPSP	(2012)
Poster Evaluation Committee, SPSP Conference	(2012)

University Service

Search Committee, Dean for the School of Civic Life and Leadership	(2023-2024)
Inaugural Faculty, School of Civic Life and Leadership	(2023-)
Co-Chair, Communications and Transparency, Psychology DEI Committee	(2021-)
Panelist, Democracy and Public Discourse Panel, Program for Public Discourse	(2021)
Member, Reappointment committee for Patrick Harrison	(2019)
Chair, Reappointment committee for Vicki Chanon	(2019)
Committee member, Undergraduate Education Committee	(2018-)
Speaker, UNC Highway Safety Research Center	(2018)

Deans Task for on QEP: Creativity, Ethics, and Judgment	(2017)
Critical Thinking MOOC Contributor, Office of Undergraduate Education	(2016)
Food for Thought Speaker, UNC Honors College	(2014)
Panel Member, Graduate School in Psychology Information Event	(2014)
Committee member, Social Psychology Admissions	(2013)
Committee member, Psychology Dissertation Completion Fellowship	(2013)
Committee member, Social Psychology Admissions	(2012)

Service to the Public

Talks

Panelist, Frankenstein: 200 Years Later, Duke University Science and Society Initiative	(2018)
Speaker, Teen Science Café, North Carolina Museum of Natural Sciences	(2018)
Speaker, Science Café, North Carolina Museum of Natural Sciences	(2017)
Speaker, Periodic Tables, Duke University Science and Society Initiative	(2016)
Presenter, TED ^x San Diego, <i>Mind Perception</i>	(2011)
Presenter, TED ^x San Diego, <i>Becoming Superman</i>	(2010)