

Carmel S. Saad

Born: Carmel S. Gabriel
Department of Psychology
Westmont College
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Education

- 2012** Ph.D., Psychology
Social and Personality Psychology with Emphasis in Cultural Psychology
University of California, Davis
Advisors: Drs. Stanley Sue and Richard W. Robins
- 2005** B.A., Psychology (*Magna Cum Laude*)
University of California, Santa Barbara
Undergraduate Honors Thesis Advisor: Dr. Heejung Kim

Professional Positions

- 2018-
Present** Associate Professor, Department of Psychology, Westmont College
- 2012-
2018** Assistant Professor, Department of Psychology, Westmont College
- 2009-
2011** Associate Instructor, Department of Psychology, UC Davis
- 2009-
2011** Adjunct Professor, Department of Psychology, Napa Valley College

Grants, Honors, & Awards

- 2019-
2020** Santa Barbara County Department of Behavioral Wellness Research Grant, “Studying the Impact of Implicit Bias Training and the Breaking the Bias Habit® Bench Card on Documentation Practices of Behavioral Health Clinicians”, \$53,442 award to University of California, Santa Barbara, Carmel Saad Co-Principal Investigator (Co-Principal Investigator sub-award: \$24,000)
- 2018** Westmont College Sabbatical Research Grant, “Breaking the Bias Habit in the Classroom”, \$3,600, Principal Investigator
- 2017-
2019** Fuller Theological Seminary Research Grant, “Breaking the Bias Habit® in Christian Contexts”, \$3,500, Co-Principal Investigator

- 2017-2019** Santa Barbara Unified School District Grant, “Breaking the Bias Habit® in the Classroom”, \$196,000, Principal Investigator
- 2017** Santa Barbara Police Department Grant, “Implicit Bias Training”, \$10,000, Co-Principal Investigator
- 2016** Westmont College Professional Development Grant, “Biculturalism and Cognitive Depletion”, \$3,600, Principal Investigator
- 2013** Paul C. Wilt Phi Kappa Phi Lecture, “Biculturalism in Action: Emotional and Cognitive Correlates of Identity Integration”
- 2012** Westmont College Professional Development Grant, “Biculturalism in a Global World: Examining the Relationship Among Bicultural Identity Integration, Emotion Regulation, and Stress Reduction”, \$3,600, Principal Investigator
- 2008** American Psychological Association Quantitative Training Award
- 2006-2007** UC Davis Graduate Research Fellowship for Exceptional Research Promise
- 2005** UC Santa Barbara Undergraduate Research and Creative Activities (URCA) Grant
- 2004** UC Santa Barbara Campbell Scholarship
- 2003-Present** Psi Chi Honors Society

Peer Reviewed Publications

- Saad, C. S.**, Abernethy, A., & Cosse, T. (in preparation). Implicit bias in Christian communities.
- Saad, C. S.**, Gibbs, W. C., Cox, W. T. L., Devine, P. G., Gehlbach, H., McIntyre, J., & Xie, X. (in preparation). Breaking the bias habit® in class: Teacher implicit bias training reduces the achievement gap.
- Saad, C. S.** (invited submission). Bicultural identity. *Online Readings in Psychology and Culture*.
- Saad, C. S.**, Meyer, O. L., Dhindsa, M., & Zane, N. (2015). Domain identification moderates the effect of positive stereotypes on Chinese American women’s math performance. *Cultural Diversity and Ethnic Minority Psychology, 21*, 162-167.
- Hughes, S., Lyddy, F., Kaplan, R., Nichols, A. L., Miller, H., **Saad, C. S.**, Dukes, K., & Lynch, A., (2015). Highly prevalent but not always persistent: Undergraduate and graduate students’ misconceptions about psychology. *Teaching of Psychology, 42*, 34-42.
- Saad, C. S.**, Damian, R. I., Benet-Martínez, V., Moons, W. G., & Robins, R. W. (2013). Multiculturalism and creativity: Effects of cultural context, bicultural identity, and ideational fluency. *Social Psychological and Personality Science, 4*, 369-375.

Saad, C. S., Sue, S., Zane, N., & Cho, Y. I. (2012). The relationship between education and ethnic minority factors in income among Asian Americans. *Asian American Journal of Psychology*, 3, 66-78.

Sue, S., Cheng, J., **Saad, C. S.**, & Chu, J. P. (2012). Asian American mental health: A call to action. *American Psychologist*, 67, 532–544.

Meyer, O. L., Dhindsa, M., **Gabriel, C. S.**, & Sue, S. (2008). Psychopathology and clinical issues with Asian American populations. In N. Tewari and A. N. Alvarez (Eds.). *Asian American Psychology: Current perspectives*, Mahwah, NJ: Lawrence Erlbaum & Associates.

Non Peer-Reviewed Publications

Sharkey, J., Der Sarkissian, A., Whaling, K., **Saad, C. S.**, Gonzalez, J. C., Janes, L., & Jaramillo, N. (2018). Reducing racial and ethnic disparities in mental health. Research report submitted to Santa Barbara County Department of Behavioral Wellness based on program evaluation of services.

Saad, C. S. (2017). Implicit bias: Do hidden attitudes predict our behavior? *Westmont Magazine*.

Gabriel, C. S. (2010). Excelling during tough times: Strategies for improving your employability. *The Forum: The Newsletter of the Graduate Student Committee of the Society for Personality and Social Psychology*.

Gabriel, C. S. (2010). How to improve your teaching style. *The Forum: The Newsletter of the Graduate Student Committee of the Society for Personality and Social Psychology*.

Gabriel, C. S. (2010). Maximizing your conference experience. *The Forum: The Newsletter of the Graduate Student Committee of the Society for Personality and Social Psychology*.

National Conference Symposia & Poster Presentations

Saad, C. S., Gibbs, W. C.*, Cox, W. T. L., Devine, P. G., Gehlbach, H., & McIntyre, J. (2019). Addressing the achievement gap: Breaking the bias habit® in the classroom. Chair and speaker. Society for Personality and Social Psychology, Portland, OR.

Gibbs, W. C.*, **Saad, C. S.**, & Hahn, A. (2019). Combining bias interventions: The effect of bias prediction and self-affirmation on reducing prejudice. Society for Personality and Social Psychology, Portland, OR.

Gibbs, W. C.*, & **Saad, C. S.** (2018). The Christianity-prejudice link: The moderating effect of right-wing authoritarianism. Poster presented at the Association for Psychological Science Annual Convention, San Francisco, CA.

- Gibbs, W. C.* & **Saad, C. S.** (2018). The effect of cultural attachment anxiety on cognitive performance. Poster presented at the Society for Personality and Social Psychology Annual Convention, Atlanta, GA.
- Saad, C. S.** (2018). Feeling good while insecure: Match between one's cultural attachment style and cultural attachment norms enhances mood. Poster presented at the Society for Personality and Social Psychology Conference, Atlanta, GA.
- Saad, C. S.**, & Kim, H. S. (2018). Insecure cultural attachment can diminish cognitive performance. Chair and speaker. Association for Psychological Science Convention, San Francisco, CA.
- Saad, C. S.**, & Kim, H. S. (2017). The moderating effect of bicultural identity integration on cultural frame switching of a math memory task. Poster presented at the Society for Personality and Social Psychology Conference, San Antonio, TX.
- Gibbs, W. C.* & **Saad, C. S.** (2017). The relationship between bicultural identity blendedness and cultural identification as a function of social context. Poster presented at the Society for Personality and Social Psychology Annual Convention, San Antonio, TX.
- Saad, C. S.**, Gibbs, W. C.* & Hahn, A. (2017). Joining forces: Combining self-affirmation and prediction to control the consequences of bias. Chair and speaker. Association for Psychological Science Convention, Boston, MA.
- Gibbs, W. C.* & **Saad, C. S.** (2017). Prediction of bias increases acknowledgement of positive stereotypes. Association for Psychological Science Convention, Boston, MA.
- VandeBunte, A.* & **Saad, C. S.**, & Eom, K., & Kim, H. S. (2016). Biculturalism and abstract thinking. Poster presented at the Association for Psychological Science Annual Convention, Chicago, IL.
- Stangeland, K.* & **Saad, C. S.** (2016). Bicultural identity integration as a function of social context. Poster presented at the Association for Psychological Science Annual Convention, Chicago, IL.
- Saad, C. S.**, & Benet-Martínez, V. (2016). The calming effect of cultural cues: Identity harmony moderates biculturals' affective responses to cultural cues. Poster presented at the Association for Psychological Science Annual Convention, Chicago, IL.
- Saad, C. S.** (2016). Stress-induced self-control depletion and implicit bias. Poster presented at the Society for Personality and Social Psychology Conference, San Diego, CA.
- Mukai, K. J.* & **Saad, C. S.** (2015). And the beat goes on: Exploring potential effects of music tempo on the cognitive performance of introverts and extraverts. Poster presented at the American Psychological Association Annual Convention, Toronto, ON.
- Saad, C. S.** (2015). Bicultural identity harmony moderates the effect of cultural cues on cognitive depletion. Poster presented at the Society for Personality and Social Psychology Annual Convention, Long Beach, CA.

- Saad, C. S.** (2014). Biculturalism from around the world: East Asians report more bicultural identity harmony than other bicultural groups. Poster presented at the Society for Personality and Social Psychology Annual Convention, Austin, TX.
- Saad, C. S.** (2014). Implicit attitudes and motives: New correlates, measurement, and analysis of the IAT. Chair and speaker. American Psychological Association Convention, Washington, D.C.
- Benet-Martínez, V., **Saad, C. S.**, & Moons, W. (2014). Differential affective responses to cultural cues by low and high harmony biculturals. Invited speaker for symposium "New Frontiers in Work and Management Research" (Chair: Steve Frenkel), Australia School of Business, University of New South Wales, Sydney, Australia.
- Saad, C. S.**, & Benet-Martínez, V. (2013). The mediating role of emotion regulation on the well-being of highly integrated biculturals. Poster presented at the American Psychological Association Convention, Honolulu, HI.
- Saad, C. S.**, Moons, W. G., & Benet-Martínez, V. (2013). Cultural cues, bicultural identity, and affect. Poster presented at the Society for Personality and Social Psychology Annual Convention, New Orleans, LA.
- Saad, C. S.**, Damian, R. I., Benet-Martínez, V., Moons, W. G., & Robins, R. W. (2012). Moderators and mediators of the link between biculturalism and creativity. Chair and speaker. American Psychological Association Convention, Orlando, FL.
- Saad, C. S.**, Benet-Martínez, V., Robins, R. W., & Moons, W. G. (2012). Culture and emotion: Effects of cultural frame switching and bicultural identity on ideal affect. Poster presented at the Society for Personality and Social Psychology Annual Convention, San Diego, CA.
- Gabriel, C. S.**, Benet-Martínez, V., Robins, R. W., & Sue, S. (2011). Defying expectations: The effects of bicultural identity integration on personality, self-esteem, and self-concept. Speaker. Association for Research in Personality Conference, Riverside, CA.
- Sloan, A. *, **Gabriel, C. S.**, & Moons, W. G. (2011). Cultural frame switching effects on self-construals among Chinese Americans. Poster presented at the 2011 UC Davis Undergraduate Research, Scholarship and Creative Activities Conference, Davis, CA.
- Lee, G. *, **Gabriel, C. S.**, & Moons, W. G. (2011). The effects of culture and emotion regulation on cognition in biculturals. Poster presented at the 2011 UC Davis Undergraduate Research, Scholarship and Creative Activities Conference, Davis, CA.
- Gabriel, C. S.**, & Damian, R. (2011). Multiculturalism and creativity: The effects of cultural cues on the creativity of Chinese Americans. Poster presented at the Society for Personality and Social Psychology Conference, San Antonio, TX.

*Undergraduate student mentee

- Hughes, S., Dukes, K, **Gabriel, C. S.**, Gomez, H., Kaplan, R., Lynch, A., Lee Nichols, A., & Lyddy, F. (2011). Do graduate students really think straight about weird things? Poster presented at the Society for Personality and Social Psychology Conference, San Antonio, TX.
- Sison, S.*, **Gabriel, C. S.**, Benet-Martínez, V., Robins, R. W., & Sue, S. (2010). The effect of cultural priming on the personalities of bicultural individuals. Poster presented at the 2010 UC Davis Undergraduate Research, Scholarship and Creative Activities Conference, Davis, CA.
- Sloan, A.*, **Gabriel, C. S.**, Benet-Martínez, V., Robins, R. W., & Sue, S. (2010). Cultural frame switching and self-enhancement among Chinese American biculturals. Poster presented at the 2010 UC Davis Undergraduate Research, Scholarship and Creative Activities Conference, Davis, CA.
- Gabriel, C. S.**, Benet-Martínez, V., Robins, R. W., Sue, S., Sison, S., & Brown, M. (2010). Defying expectations: The effects of Chinese American bicultural identity on self-esteem, emotion, and personality. Poster presented at the Asian American Psychological Association Convention, San Diego, CA.
- Meyer, O. L., **Gabriel, C. S.**, & Berger, L. K. (2010). Leadership in APA training/mentoring workshop. Speaker. American Psychological Association Convention, San Diego, CA.
- Gabriel, C. S.**, Berger, L. K., Ku, H., Cheng, J., & Zane, N. (2010). Cultural variation in emotion regulation: The case of anger. Poster presented at the Society for Personality and Social Psychology Conference, Las Vegas, NV.
- Berger, L., & **Gabriel, C. S.** (2009). Emotion regulation among Asian Americans. Speaker. Asian American Mental Health Working Conference, South Lake Tahoe, NV.
- Gabriel, C. S.**, Meyer, O. L., Dhindsa, M., & Zane, N. (2008). Effects of positive stereotypes on math performance among Chinese Americans. Poster presented at the Asian American Psychological Association Convention, Boston, MA.
- Gabriel, C. S.** (2007). What moderates the payoff for educational investment among Asian Americans? Findings from the National Latino and Asian American Study (NLAAS). Speaker. Asian American Psychological Association Convention, San Francisco, CA.
- Gabriel, C. S.**, Valdez, R. T., & Henry, P. J. (2004). The effect of social status and perceived legitimacy on aggression: Studies of social comparison. Poster presented at the annual Undergraduate Research and Creative Activities Conference at the University of California, Santa Barbara.

*Undergraduate student mentee

Invited Presentations

- 2019** *Breaking the Bias Habit®: How Implicit Bias Affects our Work and Relationships*
Santa Barbara County Department of Behavioral Wellness
- 2019** *Breaking the Bias Habit®: How Implicit Bias Affects our Work and Relationships*
Deckers Outdoor Corporation Employee Training
- 2019** *Breaking the Bias Habit®: How Implicit Bias Affects our Work and Relationships*
Santa Barbara County Housing Authority
- 2019** *Breaking the Bias Habit®: How Implicit Bias Affects our Work and Relationships*
Fuller Theological Seminary Staff Training
- 2019** *Breaking the Bias Habit®: A Deep Dive into Strategies to Mitigate the Impact of Implicit Bias*
Santa Barbara Family Service Agency
- 2019** *Breaking the Bias Habit®: How Implicit Bias Affects Healthcare*
Santa Barbara Cottage Hospital
- 2019** *Breaking the Bias Habit®: How Implicit Bias Affects our Work and Relationships*
Santa Barbara County Employee University
- 2019** *Progress of Implicit Bias Work with the Santa Barbara Unified School District*
Santa Barbara Unified School District School Board Meeting
- 2019** *Breaking the Bias Habit®: How Implicit Bias Affects Healthcare*
Vizient, Inc.
- 2019** *Breaking the Bias Habit®: How Implicit Bias Affects our Work and Relationships*
Santa Barbara City College
- 2019** *Breaking the Bias Habit®: How Implicit Bias Affects our Work and Relationships*
University of California, Santa Barbara Associated Students
- 2019** *Breaking the Bias Habit®: How Implicit Bias Affects our Work and Relationships*
Fuller Theological Seminary Faculty Training
- 2018** *Breaking the Bias Habit®: How Implicit Bias Affects our Work and Relationships*
Santa Barbara Family Service Agency
- 2018** *Breaking the Bias® Habit: A Training for School Psychology Trainees and Their Supervisors*
University of California, Santa Barbara Department of Counseling, Clinical, and School Psychology
- 2018** *Breaking the Bias Habit®: How Implicit Bias Affects our Work and Relationships*
Santa Barbara County Child Welfare Services

- 2018** *Breaking the Bias Habit®: How Implicit Bias Affects our Work and Relationships*
Santa Barbara County Department of Behavioral Wellness
- 2018** *Breaking the Bias Habit®: How Implicit Bias Affects our Work and Relationships*
Leading from Within, Alumni Board for the Emerging Leaders Program
- 2018** *Breaking the Bias Habit®: How Implicit Bias Affects our Work and Relationships*
AppFolio, Inc.
- 2018** *Race and Justice*
Westmont College Trailhead Program
- 2018** *Hidden in Plain Sight: The Powerful Influence of Implicit Bias*
Santa Barbara Rotary Club
- 2018** *Hidden Prejudices: How Implicit Bias Affects Our Work*
Santa Barbara County Department of Behavioral Wellness
- 2018** *Hidden Prejudices: How Implicit Bias Affects Our Work and Relationships*
Emerging Leaders Program: Leading from Within, Santa Barbara
- 2018** *Hidden in Plain Sight: The Powerful Influence of Implicit Bias on Our Leadership*
Lead Where You Stand Conference, Westmont College
- 2018** *Hidden Prejudices: How Implicit Bias Affects Our Work and Relationships*
Westmont College Downtown Lecture Series
- 2018** *Addressing the Achievement Gap: Breaking the Bias Habit in the Classroom*
Invited Colloquium at the University of California, Santa Barbara
- 2017-
2019** *Breaking the Bias Habit: Breaking the Link Between Implicit Bias and Behavior in
Schools*
Santa Barbara Unified School District
- 2017-
2019** *Implicit Bias in Policing: Breaking the Link Between Implicit Bias and Behavior*
Santa Barbara Police Department
- 2017-
2019** *Understanding Difference: Implicit Bias and Its Impact on Our Leadership*
Lead Where You Stand Conference, Westmont College
- 2017** *Implicit Bias*
Santa Barbara County Education Office Child Care Planning Council
- 2017** *Implicit Bias*
Partnership for Excellence Conference on Unlocking the Power of Diversity,
Inclusion and Equity in Our Community
- 2017** *Implicit Bias in Christian Contexts*
Fuller Seminary President's Implicit Bias Taskforce

- 2017** *The Path as an Academic: From UCSB Honor's Student to Professor at Westmont College*
Dr. Heejung Kim's UCSB Honor's Seminar on Former UCSB Students Who Are Now Academics
- 2017** *Implicit Bias*
Ventura County School Boards Association Meeting
- 2017** *Hidden Prejudice: Barriers to Success in Education*
Ventura Social Justice Fund
- 2017** *Implicit Bias*
Westmont College Human Resources Department
- 2016-
2017** *The Unconscious Mind*
Westmont College Augustinian Scholars Selection Weekend
- 2016** *On Biculturalism and Diversity*
Westmont in San Francisco
- 2016** *Implicit Bias Workshop: How to Spread the Word*
Santa Barbara County Office of Probation
- 2016** *Implicit Bias in the Probation System*
Santa Barbara County Office of Probation
- 2015** *Personality and Generational Differences*
Carpinteria/Summerland Fire Department
- 2015** *The Nature of Implicit Bias*
Santa Barbara County Office of Probation
- 2015** *Religion and Happiness*
Saint Mark's University Parish, Isla Vista, CA
- 2015** *Implicit Bias in our Daily Lives*
Westmont College Staff Forum
- 2014-
2015** *Multiculturalism and Creativity*
Westmont College Monroe Scholars Selection Weekend
- 2014** *The Psychological Benefits of Studying Abroad: Implications for Creativity*
President's Weekend at Pebble Beach for the Westmont College Institute for Global Learning
- 2014** *Diversifying Experiences and Creativity*
Westmont College Board of Advisors Meeting
- 2014** *Multiculturalism and Creativity*
Westmont College Foundation Meeting

- 2014** *Westmont's Conversation on Pope Francis's Mission to Unify Catholic and Protestant Christians*
Westmont College Vatican Visit Discussant
- 2014** *Interracial Marriage and Multiracial Identity*
Multi-Ethnic Student Association, Westmont College
- 2013** *Conducting Biculturalism Research with Undergraduates at Westmont College*
Westmont College Board of Trustees Dinner
- 2013** *Cultural Adjustment*
Westmont College International Student Orientation
- 2013** *Living in Multicultural Worlds*
University of California, Santa Barbara
- 2011** *Culture and Emotion*
Sacramento State University

Teaching Experience

Private Liberal Arts Colleges

Cultural Psychology—Westmont College
General Psychology—Westmont College
Research Methods—Westmont College
Statistics in Psychology Laboratory—Westmont College
Abnormal Psychology—University of the Pacific
Social Psychology—Westmont College
Psychology of Emotion—Westmont College
Senior Research Capstone—Westmont College

Research Institutions

Introductory Psychology—UC Davis
Social Psychology—UC Davis
Personality Theory—UC Davis

Community Colleges

Introductory Psychology—Napa Valley College
Cross-Cultural Psychology—Napa Valley College

Professional Service

- 2020-
Present** Westmont College Academic Senate
- 2017-
2018** Diversity and Global Engagement Track of Work (Westmont Strategic Plan Committee)

2016-2018	Chair, Westmont College Institutional Review Board (IRB)
2016-2017	Diversity and Global Learning Institutional Learning Outcome Assessment Team
2016-Present	Research Consultant, Breaking the Bias Habit in Police Departments (Santa Barbara Police Department)
2016-Present	Research Consultant, Breaking the Bias Habit in Schools (Santa Barbara Unified School District)
2015-2017	Research Consultant, Breaking the Bias Habit in Probation Departments (Santa Barbara Office of Probation)
2015	Research Consultant, United States Army, Department of Army Medicine
2013-2016	Westmont College Budget and Salary Committee
2010-2011	Society for Personality and Social Psychology Undergraduate Affairs Committee

Mentoring Training & Experience

2015-Present	Undergraduate Summer Research Advisor, Westmont College
2013-Present	Undergraduate Advisor, Psychology Department, Westmont College
2012-Present	Director, Biculturalism Laboratory, Psychology Department, Westmont College
2009	Specialized Training, Teaching of Psychology, Psychology Department, UC Davis
2009	Instructor Training Seminar, Teaching Resources Center, UC Davis
2006-2011	Undergraduate Mentor, Asian American Center on Disparities Research, Psychology Department, UC Davis

Journal Article Reviews

American Psychologist
 Cultural Diversity and Ethnic Minority Psychology
 International Journal for the Psychology of Religion
 International Psychology Bulletin
 Journal of Personality and Social Psychology
 Learning and Individual Differences

Personality and Social Psychology Bulletin
Social Psychological and Personality Science
Social Psychology
Theory and Psychology

Book Endorsements

Cleveland, C. (2013). *Disunity in Christ: Uncovering the hidden processes that keep us apart*.
Downer's Grove, IL; InterVarsity Press.