

PROMOTION RECOMMENDATION  
The University of Michigan  
College of Literature, Science, and the Arts

Arnold K. Ho, assistant professor of organizational studies, and assistant professor of psychology, College of Literature, Science, and the Arts, is recommended for promotion to associate professor of organizational studies, with tenure, and associate professor of psychology, with tenure, College of Literature, Science, and the Arts.

Academic Degrees:

Ph.D.	2011	Harvard University
M.A.	2008	Harvard University
M.A.	2005	University of California, Los Angeles
B.A.	2002	University of California, Davis

Professional Record:

2014-present	Assistant Professor, Department of Organizational Studies, Department of Psychology, University of Michigan
2014-present	Faculty Associate, Research Center for Group Dynamics, Institute for Social Research, University of Michigan
2018-2019	Visiting Scholar, Russell Sage Foundation
2013-2014	Post-doctoral Fellow, National Center for Institutional Diversity, University of Michigan
2012-2014	Assistant Professor, Colgate University

Summary of Evaluation:

Teaching: Professor Ho has done substantial teaching in both Psychology and Organizational Studies (OS), and his teaching advances our units' DEI efforts. He has taught courses in the psychology of inequality and prejudice (at the undergraduate and graduate levels), intergroup relations, and the required OS core course, "Inside Organizations." His course and instructor ratings have exceeded 4.0 in his last seven courses. Professor Ho has also been an outstanding mentor of graduate and undergraduate students, training a diverse group of nearly 50 students in his lab over the past six years.

Research: Professor Ho is a social psychologist, whose primary interest is in intergroup relations focused on discrimination and inequality between racial and ethnic groups. This area is critical to both psychology and organizational analysis. In one line of work, Professor Ho has examined "social dominance orientation," the extent to which members of a dominant group hold anti-egalitarian views. He has shown that people high on this dimension tend to underestimate the degree of inequality in the society and tend to oppose measures to reduce it. His second line of work focuses on "hypodescent," in which people with multi-racial identities tend to be identified by others as members of the lower-status identity. This is especially likely to occur, he has shown, among White Americans who hold relatively inegalitarian views on race and who view race as essential (rather than socially constructed). He is also extending his work to include work on Asian Americans, whose status in the American racial hierarchy is more ambiguous,

situations in which lower-status groups gain power, and the ways in which groups that believe they are under threat increase their hostility toward outsiders. Professor Ho has been extremely productive, and his work has appeared in a wide range of top-level journals.

Recent and Significant Publications:

*Underline denotes student author supervised by Professor Ho; ^ indicates equal contributions as first author*

Ho, A. K., Kteily, N., & Chen, J. M. (2020). Introducing the Sociopolitical Motive × Intergroup Threat Model to understand how monoracial perceivers' sociopolitical motives influence their categorization of multiracial people. *Personality and Social Psychology Review*, 24, 260-286.

Roberts, S. O.^, Ho, A. K.^, Gulgoz, S., Leeka, J., & Gelman, S. A. (2020). The role of group status and group membership in the practice of hypodescent. *Child Development*, 91, e721-e732.

Ho, A. K., Kteily, N., & Chen, J. M. (2017). "You're one of us": Black Americans' use of hypodescent and its association with egalitarianism. *Journal of Personality and Social Psychology*, 113, 753-768.

Ho, A. K.^, Sidanius, J.^, Kteily, N., Sheehy-Skeffington, J., Pratto, F., Henkel, K. E., Foels, R., & Stewart, A. L. (2015). The nature of social dominance orientation: Theorizing and measuring preferences for intergroup inequality using the new SDO7 scale. *Journal of Personality and Social Psychology*, 109, 1003-1028.

Service: Professor Ho has made significant service contributions to both of his units, and to his discipline. He has served on several Psychology committees, where he has participated in the department's diversity recruitment efforts and coordinated brown-bag series. In OS, he has served multiple times on the admissions and search committees and has spoken to multiple student groups on diversity issues. He has also served on the executive committee at the Research Center for Group Dynamics at ISR. Professionally, he is an editorial board member of two leading journals in social psychology and has reviewed manuscripts for virtually every major journal in his field (as well as the NSF). He has also conducted workshops on implicit bias for a local African American bar association.

External Reviewers:

Reviewer (A): "Dr. Ho's publication record is so strong that when I was asked to write this letter, I had to double check whether Dr. Ho was going up for Associate or for Full Professor. Because of the sheer number and quality of the papers and the impact his work has already made on the field, it was very possible in my mind that he already had received tenure years ago."

Reviewer (B): "Dr. Ho's theoretical integration of the literature embodied in his sociopolitical motive X intergroup threat model, currently in press in *Personality & Social Psychology Review*, is a tour de force."

Reviewer (C): "As a whole I find Dr. Ho's work on multiracial categorization extremely impressive. The topic is important, novel and interesting. The work itself is cleverly designed

and solid empirically ... This is an impressive and increasingly influential body of research, and Dr. Ho deserves credit for his central role in its development.”

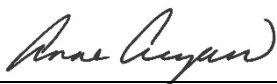
Reviewer (D): “Based on his remarkable research record, he would easily sail past promotion and tenure at my own institution. I would rank him amongst the top 10 social psychologists in the world investigating stereotyping, intergroup relations, and social categorization at his career stage.”

Reviewer (E): “His work is incredibly important. I cite it often and consider Arnold to be among the most important scholars [of his cohort] working in the space of intergroup relations and inequality.”

Reviewer (F): “To put it bluntly, [Professor Ho] has essentially shown us that Blacks can never be White but Asians can. When I teach this research (which I like to do) my students are simultaneously outraged, not surprised, and have ideas for future research by these findings, which to me signal it is good research to pursue. Professor Ho has captured with empirical evidence (!) what we felt in our gut about racial issues, we are outraged by the racial/ethnic comparison, and his work sparks future ideas.”

Summary of Recommendation:

Professor Ho has amassed an outstanding record of scholarship. He has been a strong and successful mentor of both graduate and undergraduate students. He has conscientiously performed a significant amount of service, both inside and outside of his units. The Executive Committee of the College of Literature, Science, and the Arts and I recommend that Assistant Professor Arnold K. Ho be promoted to the rank of associate professor of organizational studies, with tenure, and associate professor of psychology, with tenure, College of Literature, Science, and the Arts.



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Anne Curzan, Dean  
Geneva Smitherman Collegiate Professor of  
English Language and Literature, Linguistics,  
and Education  
Arthur F. Thurnau Professor  
College of Literature, Science, and the Arts

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