

Ka Wai Lau

Lexington, KY 40517

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EDUCATION

Ph.D. – Experimental Psychology University of Kentucky Program Area: Development, Social, and Health Anticipated Graduation: May 2030	August 2025 – Present Lexington, KY
B.A. – Honors in Psychology Baruch College, City University of New York <i>Weissman School of Arts and Sciences</i> Major: Psychology Minors: Computer Science, Japanese Cumulative GPA: 3.99 Major GPA: 4.00	May 2024 New York City, NY

GRANTS, HONORS & SCHOLARSHIPS

Honorable Mention for NSF Graduate Research Fellowship Program	April 2025
Baruch College’s Faculty Research Support Award (\$2,000)	Spring 2025
Baruch College’s Kanner Prize for Best Undergraduate Honors Thesis (\$500)	May 2024
Benjamin Balinsky Excellence in Psychology Award (\$200)	May 2024
Dr. Lawrence Balter Excellence in Psychology Scholarship (\$1,463)	Fall 2023 – Spring 2024
National Science Foundation Research Experience for Undergraduates (\$4,480)	Fall 2022 – Spring 2023

MANUSCRIPTS

Under Review

- Bray, J. R., **Lau, K. W.**, & Taylor, P. A. (2026). Anger fuels intentions to collectivize and confront prejudice via discrimination-based rumination. *Manuscript under review at Cultural Diversity & Ethnic Minority Psychology*.
- Bray, J. R., Aguilar, D. J., **Lau, K. W.**, Oldfield, C., Taylor, P. A., & Armenta, A. D. (2026). Investigating the replicability of spontaneous warmth and competence inferences across target race. *Manuscript under review at Social Cognition*.
- Bray, J. R., Taylor, P. A., **Lau, K. W.**, Aguilar, D. J., & Armenta, A. D. (2025). Spontaneous individuating, not gender stereotyping, impacts intentions to friend and punish. *Manuscript under review at Sex Roles*.

In Progress

- Lau, K. W.**, Bray, J. R., & Mangels, J. (In Preparation). “Asians = Math” even in their accents: How Chinese accents activate stereotypes and influence evaluations of individuals and groups. *Anticipated Submission by August 30, 2026*.

TALKS

- Lau, K. W.**, Taylor, P. A., Aguilar, D. J., & Bray, J. R. (2027, Feb). *Linking Rumination to Confronting Racial Discrimination: Minority and Majority Perspectives*. Talk submitted to presented at the Society for Personality and Social Psychology, Philadelphia, PA.
- Lau, K. W.**, & Bray, J. R. (2026, April). *Simple Regression*. Invited guest lecturer at the University of Kentucky for the Applications of Statistics in Psychology Course, Lexington, KY.

- Bray, J. R., Taylor, P. A., & **Lau, K. W.** (2026, February). *Individuation or stereotyping? How gender stereotypic behaviors impact spontaneous inferences*. Symposium talk presented at the Society for Personality and Social Psychology, Chicago, IL.
- Taylor, P. A., **Lau, K. W.**, & Bray, J. R. (2026, February). *Investigating the role of gender stereotypes on spontaneous impressions*. Symposium talk presented at the Society for Personality and Social Psychology, Chicago, IL.
- Armenta A. D., McAweeney, K. A., **Lau, K. W.**, Aguilar, D. J. (2025, November). *Graduate School, Research, and Internships*. Talk presented at the University of Kentucky for the Psychology Student Association, Lexington, KY.
- Rodriguez, K., & **Lau, K. W.** (2025, April). *Poster Workshop* [Invited speaker]. Talk presented at Brooklyn College, CUNY, New York City, NY.
- Lau, K. W.**, Saleem, M., Chen, D., & Park, J. (2023, May). *Effects of verbal framing on the perception of visual evidence and legal judgments*. Talk presented at the Annual NSF REU Conference, Baruch College, CUNY, New York City, NY.

POSTER PRESENTATIONS

- Lau, K. W.**, Aguilar, D. J., Taylor, P. A., Armenta, A. D., & Bray, J. R. (2026, April). *The role of racial stereotypes in spontaneous trait inferences*. Poster presented at the Midwestern Psychological Association, Chicago, IL.
- Lau, K. W.**, Aguilar, D. J., Taylor, P. A., Armenta, A. D., & Bray, J. R. (2026, February). *Trait inferences for White and Asian targets: Warmth vs. competence*. Poster presented at the Society for Personality and Social Psychology, Chicago, IL.
- Oldfield, C., **Lau, K. W.**, Aguilar, D. J., Yoon, Y., Armenta, A. D., & Bray, J. R. (2026, February). *Differential spontaneous warmth/competence inferences among Black and White targets*. Poster presented at the Society for Personality and Social Psychology, Chicago, IL.
- Lau, K. W.**, & Mangels, J. (2025, February). *Accent bias toward Asian and Latino instructors: Trust, competence, and memory in math and literature domains*. Poster presented at the Society for Personality and Social Psychology, Denver, CO.
- Lau, K. W.**, Saleem, M., Chen, D., & Park, J. (2024, May). *Effects of verbal framing on mock jurors' legal decision-making*. Poster presented at the Association for Psychological Science, San Francisco, CA.
- Lau, K. W.**, & Mangels, J. (2024, May). *Listener biases toward Chinese and Latino instructor accents: Their impact on subjective evaluations and objective memory measures*. Poster presented at the Research & Creative Inquiry Expo, Baruch College, New York City, CUNY, NY.
- Lau, K. W.**, & Mangels, J. (2024, May). *Listener biases toward Chinese and Latino instructor accents: Their impact on subjective evaluations and objective memory measures*. Poster presented at the 52nd Annual Psychology Convention, Hunter College, CUNY, New York City, NY.

RESEARCH EXPERIENCE

Social Cognition and Intergroup Processes Lab | University of Kentucky | PI: Dr. Jessica Bray

Principal Investigator

Accents, Introspection, and Perceived Influence Project Spring 2026 – Present

- Preparing the IRB protocol and study materials.

Stereotypes in Dynamic Intergroup Sensitivity Project | Master's Thesis Fall 2025 – Present

- Preparing the IRB protocol and study materials.
- Proposed to and approved by the master's committee.

Research Assistant

- Confrontation and Rumination Project Fall 2025 – Present
- Engaged in the IRB protocol and study material development.
 - Drafted and submitted for OSF registrations.
 - Created syntax for data coding and analysis in R.
 - Engaging in manuscript preparation and writing.
- Spontaneous Trait Inference and Racism Project Fall 2025 – Spring 2026
- Engaged in data analysis in R and manuscript writing.
- Familiarity and Recollection Project Fall 2025 – Spring 2026
- Created syntax for data coding and analysis in R.
 - Mentored undergraduate research assistants in R, poster development, and research project understanding.
- Spontaneous Trait Inference and Sexism Project Fall 2025– Spring 2026
- Engaged in data analysis in R and manuscript writing.

Dynamic Learning Lab | Baruch College, CUNY | PI: Dr. Jennifer Mangels

Co-Principal Investigator

- Accents, Evaluations, and Learning Project | Honors Thesis Fall 2023 – Present
- Crafted a comprehensive research proposal, containing an abstract, literature review, research methodology, implications, and rationale.
 - Collaborated with Baruch's Tools for Clear Speech program to recruit 4 non-native speakers as voice actors in the stimulus videos; hosted meetings and recording sessions with them.
 - Prepared research materials, which included adopting existing online educational videos; recording and editing 12 stimulus videos; designing 3 reliable evaluation measures (i.e., competence, trustworthiness, and warmth); developing memory tests for the videos; formulating various questionnaires; and the informed consent and debriefing forms.
 - Completed and submitted the research protocol to the Institutional Review Board (IRB).
 - Trained 2 research assistants on study protocol and procedures.
 - Constructed Baruch Qualtrics to collect data from 446 participants, with an average of approximately 16 participants per study session.
 - Employed the statistical software R, SPSS, and Jamovi for in-depth data cleaning, analysis, and interpretation.
 - Composed a complete thesis, revised it based on feedback from two readers, and ultimately submitted it.

Project Manager

- Boredom and Engagement in Learning Project Spring 2025 – Summer 2025
- Supervised a high school student (project owner) on study design, material development, and data coding/analysis, providing mentorship on research procedures.
 - Contributed to the development of IRB protocol and the Qualtrics survey.
 - Managed digital equipment, including two Canon cameras, tripods, and memory cards, as well as troubleshoot technical issues as needed.
 - Trained and led a team of five in participant recruitment, data collection, and coding, collecting data from 105 participants across 25 sessions.

Research Assistant

- Collaborative Memory, Group Identity, and Competence Project | Co-PI: Karen Rodriguez, Ph.D. Candidate (now Ph.D.) Fall 2023 – Present

- Engaged in data collection, running study sessions as the main experimenter, and acting as a confederate for 20+ sessions.
- Employed the experimental software PsychoPy for the study phase, group recognition, and individual retrieval sections during study sessions.
- Engaged in data cleaning and verification.
- Attended bi-weekly team meetings to develop plans, design, run pilot sessions, and discuss study procedures and protocol.

Collaborative Memory and Confidence Project | Co-PI: Karen Rodriguez, Ph.D. Student (now Ph.D.) Spring 2023 – Fall 2023

- Engaged in data collection, which included running or assisting with 18+ two-hour study sessions, where the main experimenter's responsibility was to guide participant(s) throughout the session.
- Employed the online platform Pavlovia and guided participant(s) through the group recognition section during study sessions.
- Engaged in data cleaning and verification, and basic data analysis through Microsoft Excel.
- Attended weekly team meetings to discuss study procedures and protocols.

Rewarding Effort Project Spring 2023 – Spring 2024

- Utilized Baruch Qualtrics to collect data from 20+ one-hour survey study sessions, with an average of approximately 16 participants per study session.
- Employed the experimental software PsychoPy to collect data from 15+ three-hour empirical experimental study sessions.
- Engaged in data cleaning and verification through Microsoft Excel.

Social Cognition Lab | Baruch College, CUNY | PI: Dr. Jaihyun Park

Research Assistant

Impacts of Verbal Framing on Legal Judgment Project Fall 2022 – Spring 2023

- Developed plans for accomplishing ongoing research project during biweekly lab meetings with other student researchers and the principal investigator.
- Employed Baruch Qualtrics to collect data from 140+ undergraduate participants.
- Informed participants about their right to consent, facilitated their debriefing, and assisted them with any questions or concerns they had during their participation.
- Conducted literature reviews of over 30 articles related to visual instruction, verbal/semantic framing, and framing and expectations/expectancies through PsycINFO.

National Science Foundation Research Experience for Undergraduates (REU) Fall 2022 – Spring 2023

Advisor: Dr. Jaihyun Park

- Engaged in weekly seminars to enhance academic and professional development, prepare for graduate school, and understand best practices for the Institutional Review Board process.
- Enriched experience with SPSS using an existing dataset.
- Engaged in Dr. Park's lab as a research fellow and assisted in his ongoing research study.
- Presented findings of a research project at Baruch's annual REU conference.

PROFESSIONAL SERVICE & WORK EXPERIENCE

Reviewer for Society for Personality and Social Psychology's Student Poster Awards Spring 2026

- Evaluated two undergraduate psychology posters and research summaries, providing feedback on background, research design, data analysis, and implications.

Judge of Research Day at Brooklyn College, CUNY May 9, 2025

- Evaluated three undergraduate psychology posters and provided feedback on study design, analysis, and presentation quality.

Assessment Assistant at Baruch College, CUNY

Spring 2025

- Collaborated on developing a Qualtrics survey for online and in-person assessment.
- Managed participant sign-ups, email communications, and compensation through the Baruch College Psychology and Management Participant Pool (SONA) system.
- Organized and hosted 14 in-person assessment sessions.

TEACHING EXPERIENCE

Teaching Assistant | University of Kentucky

Experimental Psychology

Spring 2026

Instructor of Record: Dr. Krista Ramage

- Managed and taught two lab sections (45 students in total) independently.
- Lectured and guided students through experimental psychology content, including research methods, APA style, and academic writing.
- Graded and providing feedback to students' lab work and assignments.
- Proctored exams and assisting with exam procedures.
- Mentored students through the development and completion of research proposals for their final projects.

Experimental Psychology

Fall 2025

Instructors of Record: Dr. Krista Ramage & Dr. Cassidy Leibold

- Managed and taught two lab sections (48 students in total) independently.
- Lectured and guided students through experimental psychology content, including research methods, APA style, and academic writing.
- Graded and provided feedback to students' lab work and assignments.
- Proctored exams and assisted with exam procedures.
- Mentored students through the development and completion of research proposals for their final projects.
- Received positive evaluations from instructors of record, noting "excellent" for overall TA performance.

PROFESSIONAL AFFILIATION

Psi Chi

The Society for Personality and Social Psychology (SPSP)

Midwestern Psychological Association (MPA)

METHODOLOGICAL SKILLS

- Proficiencies: SONA; Qualtrics; R; SPSS; Jamovi; PsychoPy; Pavlovian; Microsoft Office; Adobe (Photoshop, Premiere Pro); iMovie
- Languages: Fluent in Chinese (Mandarin and Cantonese); beginner in Japanese
- Coding Languages: Python (Intermediate); C++ (Intermediate); R (Intermediate)