

DR. CHRISTA NATER

University of British Columbia / University of Bern

PUBLICATIONS

JOURNAL ARTICLES

- Nater, C.**, Heilman, M. E., & Sczesny, S. (2022). Footsteps I would like to follow? How gender quotas affect the acceptance of women leaders as role models and inspirations for leadership. *European Journal of Social Psychology*, 53, 129-146. <https://doi.org/10.1002/ejsp.2892>
- Malayeri, S., **Nater, C.**, Krahe, B., Sczesny, S. (2022). Sexual aggression among women and men in an Iranian sample: Prevalence and correlates. *Sex Roles*, 87, 139-153. <https://doi.org/10.1007/s11199-022-01312-2>
- Sczesny, S., **Nater, C.**, & Haines, S. (2021). Perceived to be incompetent, but not a risk: Why men are evaluated as less suitable for childcare work than women. *Journal of Applied Social Psychology*, 52, 693-703. <https://doi.org/10.1111/jasp.12845>
- Eagly, A. H., **Nater, C.**, Miller, D., Kaufmann, M., & Sczesny, S. (2020). Gender stereotypes have changed: A cross-temporal meta-analysis of U.S. public opinion polls from 1946-2018. *American Psychologist*, 75, 301-315. <https://doi.org/10.1037/amp0000494>
- Nater, C.**, & Sczesny, S. (2018). Managing gender balance: How policy interventions may increase women's striving for leadership. *Academy of Management Proceedings*, 1, 16334. <https://doi.org/10.5465/AMBPP.2018.16334symposium>
- Nater, C.**, & Sczesny, S. (2016). Affirmative action policies in job advertisements for leadership positions: How they affect women's and men's inclination to apply. *European Journal of Social Psychology*, 46, 891-902. <https://doi.org/10.1002/ejsp.2200>
- Nater, C.**, & Zell, E. (2015). Accuracy of social perception: An integration and review of meta-analyses. *Social and Personality Psychology Compass*, 9, 481-494. <https://doi.org/10.1111/spc3.12194>

BOOK CHAPTERS

- Schmader, T., & **Nater, C.** (2024). The social psychology of gender. In D. Gilbert, S. Fiske, E. Finkel, W. B. Mendes (Eds.), *The Handbook of Social Psychology* (pp. xx-xx). Princeton University Library Publishing.
- Sczesny, S., **Nater, C.**, & Eagly, A. H. (2019). Agency and communion: Their implications for gender stereotypes and gender identities. In A. E. Abele & B. Wojciszke (Eds.), *Current Issues in Social Psychology. Agency and Communion in Social Psychology* (pp. 103-116). New York, NY: Routledge.

MANUSCRIPTS UNDER REVIEW

- Nater, C.**, Eagly, A. H., Heilman, M. E., Messerli-Bürge, N., & Sczesny, S. (revise and resubmit). Emphasizing the communal demands of a leader role makes job interviews less stressful for women but not more successful.
- Haines, S., **Nater, C.**, & Sczesny, S. (revise and resubmit). How to best encourage men to care? An integrative review and recommendations for men's sustainable representation in care-oriented careers.
- Sczesny, S.*, **Nater, C.***, Rudman, L., Lohmore, A., Malayeri, S., Sakalli, N., Saxler, F., & Gustafsson Sendén, M. (in prep.). How women and men should (not) be: Gender rules and their alignment with status beliefs in seven nations.
- Zehnter, M., & **Nater, C.** (in prep.). Beyond Being Beneficiaries: Explaining Women's More Favorable Explicit and Implicit Attitudes Towards Women Quotas.

MANUSCRIPTS IN PREPARATION

- Nater, C.**, Eagly, A. H., Miller, D., & Sczesny, S. (in prep.). Gender stereotypes vary across nations: A cross-cultural meta-analysis of representative public opinion polls. Progress: 80%, Target: *PNAS*.
- Dorough, A. R.*, **Nater, C.***, Eagly, A. H., Miller, D. I., Greitemeyer, T., Fischer, P. & Kastenmüller A. (in prep.). Exposure to misogynous media is associated with greater hostility towards women: A meta-analysis. Progress: 95%, Target: *Psychological Bulletin*.
- Pietraszkiewicz, A., **Nater, C.**, & Sczesny, S. (in prep.). Female candidates describe themselves as more communal, but not as less agentic, than male candidates: Capturing the Big Two in natural language during self-presentation in organizational contexts.
- Nater, C.**, Schmader, T., et al. (in prep.). How an inclusive organizational culture frees women from the male default of dominance-based leadership behavior
- Nater, C.**, Cabrera, S., Schmader, T. (in prep.). Rolling towards gender equality in leadership: Effects of focal random selection on evaluations of women and men leaders.

PRESS & PUBLIC DISSEMINATION

- Pratelli, C. & **Nater, C.** (2021) Führungskräfte als Rollenmodelle [Corporate leaders as role models]. [*HR Today*](#), 7-8.
- Nater, C.** (2021) So wirken Sie «Gender Biases» entgegen [How to reduce gender biases] [*Werkplatz Égalité*](#).
- Dorough, A. R., **Nater, C.**, & Leszczyńska, M. (2019). Die Frauenquote greift in mehreren europäischen Ländern: Was sind die positiven und negativen Nebenwirkungen? [The women's quota is taking effect in several European countries: What are its positive and negative side effects?] [*Das In-Mind Magazin*](#), 1.
- Dorough, A. R., **Nater, C.**, & Leszczyńska, M. (2019). What are positive and negative side effects of gender quotas? [*International In-Mind Magazin*](#), 12.

INVITED TALKS & KNOWLEDGE TRANSFER

- Nater, C.** (2023, January). Gender Diversity and Inclusion in STEM. Guest lecturer at the Department of Mechanical Engineering. University of British Columbia, Canada.
- Nater, C.** (2022, April). Herausforderung Gender Diversity: Ursprung und Auswirkungen von Gender Bias [The challenge of gender diversity: the origins and consequences of gender biases]. Kadertagung des Bundesamts für Zivilluftfahrt BAZL, Flughafen Zürich, Switzerland.
- Nater, C.** (2021, December). «Unconscious biases»: Ursprung und Auswirkungen für die Arbeitswelt [«Unconscious biases»: Origins and consequences for the workplace]. Kadertagung des Bundesamts für Raumentwicklung ARE, Switzerland. (delivered remotely)
- Nater, C.** (2021, October). Understanding and addressing gender segregation and gender bias in workplace settings. Department of Psychology, Social and Personality Psychology Colloquium Series. University of British Columbia, Canada.
- Nater, C.** (2021, June). Teilnahme an der Kadertagung des Eidgenössisches Department für Verkehr, Umwelt, Energie und Kommunikation (UVEK) mit Schwerpunkt Geschlechterdiversität, in Magglingen, auf Einladung der Bundesrätin Simonetta Sommaruga. [Participation at the management conference of the Federal Department of the Environment, Transport, Energy and Communications (DETEC) on gender diversity, in Magglingen, by invitation from the Federal Council Simonetta Sommaruga].
- Nater, C.** (2021, June) Vorurteile und Stereotype und deren Auswirkungen in der Rekrutierung und Entwicklung von Mitarbeitenden [Prejudices and stereotypes and how they may affect recruitment and development of employees]. HR-Tagung des Eidgenössischen Departments für Verkehr, Umwelt, Energie und Kommunikation (UVEK), Switzerland. (delivered remotely due to Covid-19)
- Nater, C.** (2021, June) «Gender Biases» in Rekrutierung und Beförderung: Wirkungsvolle Massnahmen und Tools [Gender biases in recruitment and promotion: Effective measures and tools]. Werkplatz Égalité des Kantons Bern, Switzerland. (delivered remotely due to Covid-19)
- Nater, C.** (2020, January). Geschlechtsstereotype und ihre Auswirkungen im beruflichen Kontext [Gender stereotypes and their implications for the workplace]. Neue Helvetische Gesellschaft, Switzerland.
- Nater, C.** (2019, September). Frauenquoten im europäischen Vergleich: Wie erfolgreich sind sie? [Comparing gender quotas across Europe: How successful are they?]. Faculty of Law, University of Lucerne, Switzerland.
- Nater, C.** (2019, March). Do affirmative action measures help or hinder the development of gender balance in leadership positions in the long-run? INSEAD Business School, Singapore.

CONFERENCE PRESENTATIONS

- Nater, C., Schmader, T., Bergsieker, H., Koyama, J., Hall, W.** (2023, February). Explaining how inclusive cultures free women from dominant behaviors. In **Christa Nater & Toni Schmader** (Co-Chairs), *Implications of masculine defaults for organizations and academia*. Society for Social and Personality Psychology (SPSP), Atlanta, GA.

- Nater, C.**, Schmader, T., Bergsieker, H., Koyama, J., Hall, W. (2022, October). Does an inclusive culture free women from masculine defaults: Implications for dominant leadership and career constraints. In **Christa Nater** & Toni Schmader (Co-Chairs), *Novel insights on masculine defaults' far-reaching consequences for organizations and academia*. Society of Experimental Social Psychology (SESP), Philadelphia, PA.
- Cabrera, S., **Nater, C.**, Schmader, T. (2022, September). Rolling towards gender equality in leadership: Effects of focal random selection on how women are perceived. Western Canadian Conference on Undergraduate Research & Psychology (CURP), Kelowna, BC, Canada.
- Moor, J., Baumgartner, C., Streit, S., **Nater, C.**, (2022, June). Do women not want to become senior-level physicians in General Internal Medicine? Swiss Society of General Internal Medicine, Lausanne, Switzerland.
- Malayeri, S., **Nater, C.**, Krahé, B., Sczesny, S. (2022, February). How prevalent is sexual aggression in Iran? A detailed understanding of victimization and perpetration between women and men. Society for Personality and Social Psychology (SPSP), San Francisco, CA.
***** Graduate Student Travel Award awarded to Shera Malayeri *****
- Nater, C.**, & Sczesny, S., & Rudman, L. (2022, February). How women and men should (not) be: Gender rules and their alignment with social status beliefs in seven nations. Society for Personality and Social Psychology (SPSP), San Francisco, CA.
***** Selected for Single Presenter Panel (as one of 72, out of 1900 submissions) *****
- Pietraszkiewicz, A.*, **Nater, C.***, & Sczesny, S. (2022, February). Agentic vs. Communal Self-Presentation: Women's and Men's Spoken and Written Language Use Depends on the Framing of the Leadership Position. Society for Personality and Social Psychology (SPSP), San Francisco, CA.
***** Selected for Data Blitz Presentation (as one of 30, out of 1900 submissions) *****
- Pietraszkiewicz, A.*, **Nater, C.***, & Sczesny, S. (2022, February). "I'm an Agentic Leader": How Women Adjust Their Natural Language When Interviewing for a Masculine Construed Leadership Position. Gender Preconference, Society for Personality and Social Psychology (SPSP), San Francisco, CA.
- Nater, C.** (2021, December). Change in gender stereotypes over time: What does U.S. public opinion poll data say? Annual UBC Postdoctoral Research Conference, Vancouver, Canada.
- Nater, C.** (2021, November). The burden of stereotypes: How an inclusive culture frees women from the male default and backlash for dominant leadership. Engendering Success in STEM Consortium Annual Meeting. virtual.
- Malayeri, S., **Nater, C.**, Krahé, B., Sczesny, S. (2021, May). High prevalence of sexual aggression in Iran: Examining antecedents of sexual victimization and perpetration between women and men. Association for Psychological Science (APS), virtual.
- Nater, C.**, Eagly, A. H., Heilman, M. E., Messerli-Bürgy, N., & Sczesny, S. (2021, February). Women's difficulties in attaining leadership begin with the stresses of the job interview. Society for Personality and Social Psychology (SPSP), virtual.
- Pietraszkiewicz, A., **Nater, C.**, & Sczesny, S. (2021, February). Women's and men's self-presentation in job interviews for leadership positions: Expressions of agency and communion in natural language use. Society for Personality and Social Psychology (SPSP), virtual.
- Nater, C.**, Eagly, A. H., Heilman, M. E., Messerli-Bürgy, N., & Sczesny, S. (2020, July – accepted symposium; cancelled due to Covid-19). Explaining women's vulnerability in job interviews for leadership positions: The implications of stress for performance quality. In **Christa Nater** (Chair), *Novel insights on why women are less likely to strive for leadership than men*. European Association of Social Psychology (EASP), Krakow, Poland.

- Eagly, A. H., **Nater, C.**, Miller, D., Kaufmann, M., & Sczesny, S. (2020, July – accepted symposium; cancelled due to Covid-19). Gender stereotypes have changed, and the changes are surprising. In Renata Bongiorno (Chair), *A new look at gender stereotype content and implications for overcoming bias*. European Association of Social Psychology (EASP), Krakow, Poland.
- Nater, C.** (2019, September). Gender quotas for leadership: Can they help establish effective role models for the next generation of women leaders? Swiss Society for Psychology (SGP), Bern, Switzerland.
- Sczesny, S., **Nater, C.**, & Rudman, L. (2019, July). Contemporary gender rules: A cross-cultural comparison. European Congress of Psychology (ECP), Moscow, Russia.
- Nater, C.**, Heilman M. E., & Sczesny, S. (2019, May). Inspired to become a leader: Are gender quotas helpful in establishing effective role models for other women? In Julie Brückner (Chair), *Women's underrepresentation in leadership: The role of self and others' perceptions*. European Association of Work and Organizational Psychology (EAWOP), Turin, Italy.
- Sczesny, S., **Nater, C.**, Messerli-Bürky, N., Heilman M. E., & Eagly, A. H. (2019, May). Women's lack of fit for leadership predicts their physiological stress response and performance evaluations in simulated job interviews for leadership positions. In Tanja Hentschel (Chair), *Understanding gendered career trajectories: A focus on self-stereotyping and women's reactions in the face of bias*. European Association of Work and Organizational Psychology (EAWOP), Turin, Italy.
- Nater, C.**, Heilman M. E., & Sczesny, S. (2019, March). Gender quotas for corporate boards across Europe: Can they help establish effective female role models for the next generation of women leaders? In April Bailey (Chair), *Approaching gender equity: Evidence from research on quota-based hiring, #metoo, and language change*. International Convention of Psychological Science (ICPS) in Paris, France.
- Nater, C.**, Heilman M. E., & Sczesny, S. (2019, February). How preferentially selected female leaders impact other women's and men's interest in aspiring to leadership positions. Society for Personality and Social Psychology (SPSP), Portland, OR.
***** Graduate Student Poster Award *****
- Nater, C.**, & Sczesny, S. (2018, August). Managing gender balance: How policy interventions may increase women's striving for leadership positions. In Zoe Kinias (Chair), *Novel insights on improving gender balance*. Academy of Management Meeting, Chicago, IL.
***** Best Paper Award *****
- Nater, C.**, Sczesny, S., & Heilman M. E. (2018, March). Can preferentially selected female leaders impact other women's leadership inclinations? Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- Nater, C.**, & Sczesny, S. (2017, July). Managing diversity at the workplace: Can affirmative action policies increase interest in leadership positions? In Miguel Ramos (Chair), *The positive and negative effects of social diversity: Explaining its impact on individuals and groups*. European Association of Social Psychology (EASP), Granada, Spain.
- Nater, C.**, Sczesny, S., Rudman, L., Gustafsson Sendén, M., Sakallı-Uğurlu, N., & Lohmore, A. (2017, June). Cross-cultural variations of gender rules: How women and men should (not) be in Sweden, Switzerland, Turkey, India, and the United States. EASP Small Group Meeting "Gender Roles in the Future", Berlin, Germany.
- Kocher, D., **Nater, C.**, & Sczesny, S. (2017, June). Why are men perceived to be unsuitable for work in childcare? EASP Small Group Meeting "Gender Roles in the Future", Berlin, Germany.

Nater, C., Kocher, D., & Sczesny, S. (2017, May). Men's lack of fit for childcare: A matter of denying childcare competences or of suspecting child abuse? European Association of Work and Organizational Psychology (EAWOP), Dublin, Ireland.

Nater, C., & Sczesny, S. (2016, September). The impact of affirmative action policies on the self-ascribed fit and motivation to apply for leadership positions. In Myriam Bechtoldt (Chair), *Bridging the gender divide: Structural approaches to gender equality at work*. German Society for Psychology (DGP), Leipzig, Germany.

Nater, C., & Sczesny, S. (2016, July). Affirmative action policies for leadership positions? Certain policies may pave the way for female applicants. EAWOP Small Group Meeting "Applicant Behavior", Vrije Universiteit Amsterdam, The Netherlands.

Nater, C., & Sczesny, S. (2016, April). How policy interventions may enhance women's striving for leadership positions. Society for Industrial and Organizational Psychology (SIOP), Anaheim, CA.

Zell, E., & **Nater, C.** (2015, October). Accuracy of social perception: A metasynthesis. Southeastern Society for Social Psychology (SSSP), Winston-Salem, NC.

Nater, C., & Sczesny, S. (2015, September). How quota-based procedures affect the self-ascribed fit and motivation of European women and men striving for leadership positions. Swiss Society for Psychology (SGP), Geneva, Switzerland.

Morf, C. C., Torchetti, L., & **Nater, C.** (2015, February). How narcissistic self-construction sabotages their relationships: Accuracy and bias in partner perception. Society for Personality and Social Psychology (SPSP), Long Beach, CA.

MEDIA COVERAGE (selected)

Die Zeit: Campus (2023, February). Mansplaining: Benevolent sexism persists all the more tenaciously [Mansplaining: Wohlwollender Sexismus hält sich umso hartnäckiger] ([Link](#)).

Über Medien (2022, November). Finally explained: Why men like to explain [Endlich erklärt: Warum Männer so gerne erklären] ([Link](#)).

Engendering Success in STEM Consortium (2021, December). Consortium member feature: Dr. Christa Nater ([Link](#)).

Interdisciplinary Centre for Gender Studies at University of Bern (2020, September). Portrait of Dr. Christa Nater: Durch Wissenschaft die soziale Diskriminierung in der Arbeitswelt verringern [Portrait of Dr. Christa Nater: Using science to address social biases in workplaces] ([Link](#))

New York Times (2019, July). Americans finally consider women as competent as men ([Link](#))

Business Insider (2019, July). Women are now seen as just as competent as men, but less ambitious—and it's a good and bad thing ([Link](#))

USA Today (2019, July). Women are now seen as equally intelligent as men, study finds ([Link](#))

Yahoo!Finance (2019, July). Women in the US are seen to be as smart as men, but not ready to lead ([Link](#))

Psychology Today (2019, July). Have gender stereotypes changed since the mid-20th century? ([Link](#))

Atlanta TV station (2019, July). Women seen as more competent than men, but less ambitious, study says ([Link](#))

Der Bund (2019, July). Frauen gelten jetzt als gleich kompetent wie Männer ([Link](#))

China Internet Information Center (2019, July). Women no longer regarded as less competent than men: study ([Link](#))

Med India (2019, July). Women now seen as equally as or more competent than men: Study ([Link](#))

INSEAD Knowledge (2019, April). What makes for inclusive working cultures? ([Link](#))