

THE EFFECT OF NARCISSISTIC GROUP IDENTITY AND GROUP-LEVEL PROVOCATION
ON U.S. CITIZENS' ATTITUDES AND BEHAVIOR
TOWARD ARAB IMMIGRANTS

by

PATRICIA A. LYONS

Presented to the Faculty of the Graduate School of
the University of Texas at Arlington in Partial Fulfillment
of the Requirements
for the Degree of

MASTER OF SCIENCE IN PSYCHOLOGY

THE UNIVERSITY OF TEXAS AT ARLINGTON

AUGUST 2008

Copyright © by Patricia A. Lyons 2008

All Rights Reserved

ACKNOWLEDGEMENTS

I am deeply grateful to Dr. Jared Kenworthy, my faculty advisor and mentor. His patience, honesty, knowledge, and high standards were instrumental in my completing this thesis and presenting a solid body of research. I also would like to acknowledge the input from my committee members, Dr. Angela Liegey Dougall, and Dr. Lauri Jensen-Campbell. I am grateful for their thorough and honest review of my thesis, and for their time and interest in this project. The University of Texas' Psychology department is comprised of an interesting group of people pursuing fascinating areas of research. I am grateful for their support, interest, inspiration, and encouraging words. At the risk of leaving an important person off the list, there are a few people I would like to recognize: Jason Popan, for his invaluable statistics help and stimulating conversation; Krista Howard, Smruthi Murthy, Jen Knack, Shanna Wiggins, Wen Chen, Jenny Jones, Melisa Holovics, Kyutoku Yasushi, Deb McArthur, and Theresa Moehrle for their friendship and moral support; and Lara Kachlich for her formatting wizardry.

I am fortunate to have a wonderful support network of friends, family, and professional colleagues who have supported me with love and laughter throughout this process. I would especially like to thank my daughter, Elizabeth, and her husband, Chuck; Mary Lyons; Caitriona and John; Des and Barb; Bren, Seiko, and Siobhàn; my large, extended family and, my partner in life, Tom Perkins, who made this journey possible.

June 25, 2008

ABSTRACT

THE EFFECT OF NARCISSISTIC GROUP IDENTITY GROUP-LEVEL PROVOCATION ON U.S. CITIZENS ATTITUDES AND BEHAVIOR TOWARD ARAB IMMIGRANTS

Patricia A. Lyons, MS

The University of Texas at Arlington, 2008

Supervising Professor: Jared B. Kenworthy

A measure of Narcissistic Group Identity was developed and tested in a cross-sectional pilot study of 319 university students. Analyses revealed that Narcissistic Group Identity predicted more negative attitudes toward Arab immigrants, compared to Asian, Latino, and European immigrant target groups. A subsequent laboratory study explored the hypotheses that Narcissistic Group Identity would again predict negative attitudes and behavior toward an Arab immigrant target group, and that a group-level provocation would exacerbate the effect. As expected, Narcissistic Group Identity predicted more negative attitudes and higher aggression toward an Arab target group, but did not predict attitudes or behavior toward Latino or European target groups. Also, a significant simple effect of Narcissistic Group Identity was found in the provocation condition, but not in the control condition. Implications, limitations, and future research directions are discussed.

TABLE OF CONTENTS

ACKNOWLEDGEMENTS.....	iii
ABSTRACT.....	iv
LIST OF ILLUSTRATIONS.....	vii
LIST OF TABLES.....	viii
Chapter	Page
1. INTRODUCTION.....	1
1.1 Arab Immigrants in the U.S. Post 9/11.....	2
1.2 Theoretical Support	4
2. PILOT STUDY.....	10
2.1 Method.....	10
2.2 Results and Discussion.....	11
3. MAIN STUDY	13
3.1 Method.....	13
3.2 Results and Discussion.....	17
4. GENERAL DISCUSSION	30
4.1 Implications and Future Research	32
4.2 Limitations and Conclusion.....	38
APPENDIX	
A. SURVEY CONSTRUCTS FOR PILOT STUDY AND MAIN STUDY.....	40
B. PROVOCATION AND CONTROL SCRIPTS FOR AUDIO RECORDINGS.....	43
C. MONEY ALLOCATION TASK INSTRUCTIONS.....	47

REFERENCES.....51

BIOGRAPHICAL INFORMATION.....56

LIST OF ILLUSTRATIONS

Figure		Page
2.1	The effects of U.S. Identity and Group Narcissism on U.S. citizens' attitudes toward Arab Immigrants.....	11
3.1	The effects of U.S. Identity and Group Narcissism on U.S. citizens' attitudes and aggression (Evaluation) toward Arab immigrants by Provocation (top) and Control (bottom) conditions (N = 90).....	25
3.2	The effects of U.S. Identity and Group Narcissism on U.S. citizens' attitudes and aggression (Evaluation) toward Latino immigrants by Provocation (top) and Control (bottom) conditions (N = 90).....	26
3.3	The effects of U.S. Identity and Group Narcissism on U.S. citizens' attitudes and aggression (Evaluation) toward European immigrants by Provocation (top) and Control (bottom) conditions (N =90).....	27

LIST OF TABLES

Table	Page
3.1 Descriptive Statistics for Key Study Variables.....	17
3.2 Intercorrelations Among Key Study Variables.....	18
3.3 Paired T-Test Analyses of Arab, Latino, and European Chip and Deservingness Scores.....	20
3.4 Regression Statistics for Variables Predicting Arab Target Evaluations.....	22
3.5 Effects of U.S. Identity and Group Narcissism on Arab Target Evaluations by Provocation Condition (n=44) and Control Condition (n=46).....	23
3.6 Regression Statistics for Variables Predicting Latino Target Evaluations.....	28
3.7 Regression Statistics for Variables Predicting European Target Evaluations.....	29

CHAPTER 1

INTRODUCTION

I stand for America all the way! I'm an American.
Go ahead. Arrest me and let those terrorists run wild!

Frank Roque (Human Rights Watch, 2002)

Balbir Singh Sodhi was a Sikh businessman who, with his wife, relocated to a quiet suburb of Phoenix, Arizona, from India. His two children were born in the United States and attended the local public schools. On September 15, 2001, he was murdered by Frank Roque, who went on a shooting rampage to kill some "towel heads" (Yaeger, 2008) in reaction to the terrorist attacks on September 11, 2001. About one year later, Balbir Sodhi's brother, Sukhpal Sodhi, a taxi driver in San Francisco, California, was murdered. Frank Roque was found guilty of first degree murder; Sukhpal's assailant has not been caught.

The tragic irony of Balbir Sodhi's murder is that he was not Arab, but because of the distinct dress required by his religion – a turban and beard - he was mistaken for an Arab. Crimes like these and more than 750 hate crimes directed toward ethnic minorities of Arab descent, and those stereotyped as Arab, were reported after 9/11 (EEOC, 2002; U.S. Department of Justice, 2007). Some predict that the true number of violent and discriminatory acts perpetrated against Arab immigrants is actually twice that number, but that many crimes were not reported for fear of retaliation (Yaeger, 2008).

Almost seven years after September 11, 2001, Americans are still talking about and experiencing repercussions of the tragic events that took place on that day. And Arab-Americans are still victims of discrimination and hate crimes.

Overview of Current Research

The current research begins with a summary of recent social influences that have affected the relationship between some U.S. citizens and Arab immigrants. I will discuss theoretically-proposed causes of intergroup conflict and prejudice in the context of the Integrated Threat Theory (Stephan, Ybarra, & Bachman, 1999) that helps to explain the heightened perception of threat from Arab immigrants. I follow with theories that have been empirically vetted and that support our position that individuals high in Narcissistic Group Identity (hereafter, NGI), an interaction between group narcissism and U.S. Identity, are more likely to hold negative attitudes, practice discrimination, and exhibit aggressive behavior toward Arab immigrants. Specifically, the aims of this research were the following: (1) Build on existing research to further develop a new measure, NGI, which will further understanding of how group-based narcissism combined with U.S. Identity interact to create a more accurate predictor of negative attitudes, prejudice, and discrimination toward Arab immigrants in the United States; and (2) examine NGI in a laboratory setting to explore how NGI predicts negative behavior toward Arab immigrants in the United States, especially when members of the ingroup are provoked or feel threatened.

1.1. Arab Immigrants in the U.S. Post 9/11

Complaints from Arab immigrants in the U.S. range from racial profiling and workplace harassment to hate crimes, including verbal threats, vandalism, serious bodily injury, and even death (EEOC, 2002; U.S. Department of Justice, 2007). These reports coincide with the attacks of September 11, 2001, and the U.S. wars in the Middle East. To date, there has been only limited research focused on discrimination and negative attitudes toward Arabs in the United States (Bushman & Bonacci, 2004). In 2004, Bushman and Bonacci conducted a “lost e-mail” field study and found that Arab students in the U.S. were more discriminated against than were their white counterparts. In their research, participants received a misdirected e-mail indicating that the intended recipient, a scholarship candidate, had received or had not received a scholarship for which they had applied. Participants were less likely to forward the positive message if the intended

scholarship recipient had an Arab sounding name (e.g., Mohammed Hameed), compared to a non-Arab recipient. However, if the intended recipient received an e-mail in which they were turned down for the scholarship, and had an Arab sounding name, the message was more likely to be returned to the sender, compared to a non-Arab recipient. The authors concede that there were some limitations in this study, including a low participation rate. However, the overriding finding is that discrimination toward Arab-Americans and people living in the United States of Arab ethnicity is pervasive. It is important for us to understand the underlying psychological mechanisms that influence discrimination and aggressive behavior toward any potential outgroup, especially one, such as Arab immigrants, that has been welcomed to the U.S. and lived here in relative peace for decades.

The attacks on September 11, 2001, launched the U.S. into a “war on terrorism.” These attacks were carried out by members of the Middle Eastern terrorist group, Al Qaeda, in the name of fundamentalist Islam – an extreme set of beliefs unfamiliar to most U.S. citizens and rejected by most mainstream Muslims. The mastermind behind the attacks was Osama bin Laden, a charismatic and elusive figure, who has called the U.S. “an unjust, criminal and tyrannical” superpower (Smith, 2001). More than six years after 9/11, Osama bin Laden has evaded capture, he and his operatives continue to carry out terrorist attacks, and periodic video tapes are released of bin Laden making remarks in part to prove that he is still alive. Key findings of sections of a declassified National Intelligence Estimate report released in July, 2007, state, among other things, that extremist groups in the Middle East are planning further attacks on the United States.

American citizens are reminded regularly about threats to their national security and safety. Securing the United States against future terrorist attacks is a major election issue during the current 2008 presidential campaign. As a result of threats of imminent danger from people from Arab countries, especially fundamentalist Muslims, negative perceptions of Arabs are kept in the forefront of the minds of many U.S. citizens. These negative perceptions can lead to discrimination of people of Arab origin, even those who have lived in the U.S. for several years.

1.2 Theoretical Background

The Integrated Threat Theory

The integrated threat model of prejudice (Stephan, Ybarra, & Bachman, 1999) is a theory that supports why I propose that immigrants of Arab descent are experiencing heightened levels of discrimination. In a recent meta-analysis, Riek, Mania, and Gaertner (2006) examined the relationship between intergroup threats and outgroup attitudes. In their analysis of several different theories and models of intergroup threat, they concluded that the integrated threat theory, while not generalizable in all contexts, is one of the most effective models for explaining how perceived threat influences intergroup bias, attitudes and behavior.

The integrated threat model (Stephan et al., 1999) includes four types of threat that create conditions that affect attitudes toward immigrants and can lead to hostility toward the immigrant outgroup: (1) realistic; (2) symbolic; (3) negative stereotypes; and (4) intergroup anxiety. For our discussion on intergroup relations at the group level, I will focus on the realistic and symbolic dimensions of the integrated threat model; negative stereotypes and intergroup anxiety are related to individual interactions with members of the outgroup (see also Leong, 2008). Realistic threat encompasses perceived threats to the group's "political and economic power...and the well-being of the ingroup and its members" (Stephan, Renfro, Esses, Stephan, & Martin, 2005, p. 2). This part of the model relates to the threat posed by uncontrollable, violent attacks on the U.S., as well as the threats posed by physical representatives of perpetrators of the "war on terrorism" in the U.S. and abroad. Additionally, realistic threat comprises the perceived costs posed by or as a result of immigrants, such as financing anti-terrorist efforts in the U.S., the wars in the Middle East, the loss of resources and jobs; and perceived sacrifices Americans may feel they are making in order to accommodate immigrants. Symbolic threats stem from perceived differences in values, customs, laws, and religious beliefs between groups. Arab immigrants have filed reports of discrimination based on religious beliefs, attacks on Islamic mosques, and on their choice of clothing or distinctive

facial hair (e.g., women wearing the hijab, long beards and turbans on males), as well as intimidating assaults on Muslim schools and community organizations.

The integrated threat theory defines how structural relations between groups, such as perceived threats, and situational factors, such as anxiety caused by loss of jobs and the fear of future terrorist attacks, may predict negative attitudes. I am interested in an individual difference measure that will add to other predictors of negative attitudes and behavior. For that, I now turn to a discussion of the psychological constructs that comprise the primary research focus: social identity and group narcissism.

Social Identity Theory

Social identity theory (hereafter SIT; see Tajfel & Turner, 1986) describes the consequences of people grouping themselves with similar others, for example, those of similar race, gender, or ethnicity. In a broad sense, it explains how one's identity with an ingroup may help form attitudes toward outgroups. SIT emphasizes that discrimination is an intergroup phenomenon that results from internalizing group membership and from seeking to positively differentiate ingroups from outgroups. Simply seeing a person from the outgroup can be enough to create or heighten ingroup cohesion and identification (Tajfel & Turner, 1986). A strong ingroup alliance can cause misunderstandings and tension between groups.

A basic tenet of SIT is that individuals identify with social groups to enhance their self-esteem (Tajfel & Turner, 1986). Self-esteem and ingroup identity are protected by enhancing the perceived similarities with other members of the ingroup and psychologically increasing the differences between ingroup members and outgroup. This helps individual group members to "maintain a positive sense of personal identity" (Crocker & Luhtanen, 1990, p. 90; italics added). However, the basic instrument used in research in the SIT tradition measures ingroup identification, or collective self-esteem (Luhtanen & Crocker, 1992). Collective self-esteem is to group members what personal self-esteem is to individuals. Crocker and Luhtanen (1990) argued that individuals with high collective self-esteem, when threatened or provoked, will engage in "ingroup-enhancing

biases or distortions” (p. 61). Although they manipulated success or failure of the ingroup in their study, they did not find an increase of outgroup derogation in the failure (threat) condition, for either those high or low in collective self-esteem. Thus, they did not find evidence that high collective self-esteem was sufficient to yield ingroup-serving responses in the face of group threat or failure.

Brewer (1999) argued that a strong sense of social identity with the ingroup may not be enough to foster strong negative attitudes toward the outgroup (see also Allport, 1954). This was consistent with Crocker and Luhtanen’s (1990) findings as well. However, as Brewer (1999) theorized, certain conditions, such as a feeling of “moral superiority” (p. 435) on the part of the ingroup and “perceived threat” (p. 436) by the outgroup, may justify hate and disapproval toward the outgroup and may lead to hostility. This research was intended, in part, to explore that possibility. I proposed that high collective self-esteem, in addition to what we called group-level narcissism, would predict negative attitudes and behavior toward relevant outgroups.

Narcissism

The American Psychiatric Association’s Diagnostic and Statistical Manual of Mental Disorders (4th ed., 1994), characterized narcissism as “an inflated sense of self, reflected in feelings of superiority, arrogant behavior, and a need for constant attention and admiration” (Bogart, Benotsch, & Pavlovic, 2004, p. 36). Narcissism has been operationalized as egotism or a sense of entitlement. A threat to either of these areas increased the likelihood of aggression (Konrath, Bushman, & Campbell, 2006, p.996).

Individual narcissism runs along a continuum from healthy to unhealthy. A healthy state of narcissism indicates a stable ego, whereas unhealthy narcissism is characterized by an unstable ego, fear, insecurity, and hypersensitivity (Brown, 1997). Pathological or unhealthy narcissism is exhibited in people with a grandiose sense of self and entitlement, and may be demonstrated by behavior that can be violent, anti-social, exploitative, and lacking in empathy (Baumeister & Bushman, 1998; Baumeister, Bushman, & Campbell, 2000; Bogart et. al., 2004; Morf & Rhodewalt, 2001).

Narcissism has been shown to be associated with aggressive behavior when one's sense of superiority and entitlement are threatened (Baumeister et al., 2000; Bushman & Baumeister, 1998; Twenge & Campbell, 2003). Aggression was used to reestablish "deserved respect" (Twenge & Campbell, 2003). Baumeister, Smart, and Boden (1996) provided evidence that high self-esteem was correlated with narcissism, not low self-esteem, which was the accepted belief for decades. They found, similar to Crocker et al. (1987), that people with high self-esteem were more likely to feel comfortable asserting their sense of superiority and ensuring that their positive self-image was preserved. Crocker, Thompson, McGraw, and Ingerman (1987) found that individuals with high self-esteem were more likely to enhance their image when they were threatened. Likewise, there was evidence to suggest that group members with high collective self-esteem may have been more likely to engage in activities to enhance their social identity if they felt threatened (Crocker & Luhtanen, 1990). However, in their (Crocker & Luhtanen, 1990) research, threats to collective self-esteem did not result in negative behavior toward outgroup members.

At the group level, perceived threat to a group's feeling of superiority and entitlement could result in aggressive behavior in the form of physical violence and discrimination toward the offending outgroup. In the extreme, group acts of violence, such as war, have been called "narcissistic rage...in response to narcissistic injury" (Altman, 2004, p. 2).

Very little research exists on the implications of narcissism at the group level. Brown (1997) explored group narcissism at the organizational level and suggested that organizational identity and self-esteem were regulated through narcissistic cognitive and behavioral traits such as "attributional egotism, a sense of entitlement, denial, rationalization, and ego aggrandizement" (p. 643). He posited that organizational narcissism regulates the organization's collective self-esteem and legitimizes one's association with the organization. For example, if the organization that one works with is a leader in the industry, well-respected, and successful, then, by association, he or she is well-respected and successful. Organizations reduce anxiety by promoting "ego-defensive behaviors" at the organizational level (Brown, 1997, pp. 664-665).

A Narcissistic Personality Inventory (NPI) that measures individual personality traits associated with narcissism in non-clinical populations was created by Raskin and Hall (1979) and validated by Emmons (1984). The NPI was based, in part, on criteria from the Diagnostic and Statistical Manual (DSM-III), and resulted in four factors defining different characteristics of individual narcissism: Entitlement/Exploitativeness; Leadership/Authority; Superiority/Arrogance; and Self-absorption/Self-admiration. Our measure included questions adapted from the Entitlement and Superiority categories as these lend themselves more appropriately to a group measure. Entitlement was characterized by manipulation of others, ambition, the need for power, a lack of self-control, and intolerance for others. The Superiority component of the NPI was characterized by social status, inflated ego, and self confidence (Raskin & Terry, 1988, p. 899). Both factors were highly correlated with dominant personality traits (Emmons, 1984). For this project, I adapted portions of Raskin and Hall's (1979; see also Emmons, 1984) Narcissistic Personality Inventory (NPI), and created a corresponding group-level scale to predict group-based narcissism at the national identity level. So, for instance, if the question on the NPI read, "I think that I am a special person," I adapted it to read, "We Americans think that we are a special country."

Group-level narcissism is analogous to individual narcissism, but it is not contingent upon nor is it intended to diagnose an enduring personality characteristic such as individual narcissism. Likewise, unhealthy levels of individual narcissism do not presume high levels of group narcissism, or vice versa. Foster and Campbell (2007) conducted a taxometric review of how best to measure narcissism in social psychology research. Their efforts found that, unlike clinical narcissism, which defines narcissism as a categorical structure, narcissism was more effectively measured as a continuous dimension in social psychology.

Collective Self-Esteem and Group Narcissism

A strong sense of national social identity (high collective self-esteem) does not, by itself, provide an adequate explanation for predicting negative attitudes toward outgroups (Brewer, 1999). In fact, to the contrary, Leong (2008) found that people high in collective self-esteem and national

pride held more positive attitudes toward immigrants. This research presents a measure of Narcissistic Group Identity as part of an attempt to better predict negative attitudes and aggressive behavior toward outgroups (in the present study, immigrants), especially when members of the ingroup were provoked or felt threatened.

CHAPTER 2

PILOT STUDY

I conducted a pilot study to explore the degree to which the NGI measure predicted attitudes toward immigrant outgroups. The principal hypothesis was that a combination of high collective self-esteem (ingroup identification) and group-level narcissism would be associated with more negative attitudes toward Arab immigrants, compared to Latino, Asian, and European immigrant groups. These groups were chosen with the rationale that Arabs are seen as more of a threat to the safety and identity of America, compared to the other groups, who were used as comparison controls.

2.1 Method

I administered online questionnaires on each of the four target immigrant groups using the university's online research system, SONA. Participants included undergraduate psychology students, who participated for class credit ($N_{\text{total}} = 395$; $N_{\text{females}} = 271$, $N_{\text{males}} = 124$). Each participant was required to be at least 18 years of age and an American citizen to qualify. Participants completed a survey with respect to one of the four target immigrant group (Arab, Asian, European, or Latino) conditions. I omitted participants' surveys if they were of the same ethnicity as the target survey they completed. As a result, the analyses were conducted with the following sample sizes for each of the respective immigrant target conditions: Arab ($N = 97$); Asian ($N = 88$); European ($N = 48$); and Latino ($N = 86$).

Prior to performing analyses, several factors were created from groups of questions to test the hypotheses. The hypothesis included the dependent variable, "Attitudes toward Immigrants," which comprised seven questions. I standardized this scale because of the different range of answers to the questions on the survey. This scale exhibited good reliability (Cronbach's $\alpha = .89$). I created an independent variable called Group Narcissism, which was based on the

Narcissistic Personality Inventory scale (Emmons, 1984), and comprised 14 questions (Cronbach's alpha = .92). I also created an independent variable called U.S. Identity, made up of nine questions (Cronbach's alpha = .89). (Please see Appendix A for a list of the questions used to measure Attitudes toward Immigrants, U.S. Identity, and Group Narcissism.) I centered the U.S. Identity and Group Narcissism variables in order to create and test the interaction term, NGI, without introducing multicollinearity to the model (Jaccard, Turrsi, & Wan, 1990).

2.2 Results and Discussion

As anticipated, I found that NGI significantly predicted negative attitudes toward Arab immigrants, $F(3, 93) = 6.1$, $p < .02$, $B = -.16$. There were no significant main effects or interaction effects for the Latino, Asian, and European immigrant groups, except a main effect of U.S. Identity predicting positive attitudes toward European immigrants. Figure 1 illustrates the moderating effect of Group Narcissism on U.S. Identity in predicting negative attitudes toward the Arab target group. These findings supported our hypothesis that of the four target immigrant groups, NGI predicted more negative attitudes toward the Arab immigrant group.

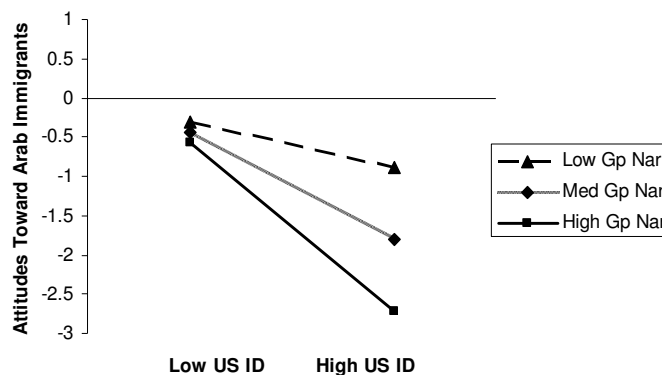


Figure 2.1 The effects of U.S. Identity and Group Narcissism on U.S. citizens' attitudes toward Arab Immigrants

The pilot study was correlational, and therefore no inferences could be made about causality of attitudes or about the relationship between NGI and behavior. In light of the pilot study, a laboratory experiment was designed and conducted to replicate and extend the findings.

CHAPTER 3

MAIN STUDY

Overview and Hypotheses

A laboratory study expanded on the examination of NGI as a predictor of negative attitudes toward Arab immigrants. In this experiment, participants were randomly assigned to a group level provocation or a control condition, and were subsequently asked to help allocate university money to three immigrant groups – an Arab group, a Latino group, and a European group. Based on the pilot study, I generated the following hypotheses.

Hypothesis 1: I expected a main effect of NGI, such that NGI would predict negative attitudes and behavior toward the Arab immigrant group.

Hypothesis 2: Group provocation was expected to moderate the main effect of NGI, such that the simple effect of NGI should be more pronounced in the provocation condition than in the control condition.

Hypothesis 3: The expected effects of NGI and group provocation should be most pronounced for the Arab immigrant group, as compared to the Latino and European immigrant groups.

3.1 Method

Participants and Design

Participants were recruited from University of Texas at Arlington's undergraduate subject pool via the SONA system. Each participant was required (a) to complete a pretest questionnaire administered at the beginning of the semester, (b) to be a U.S. citizen, (c) to be at least 18 years of age, and (d) to speak English. A total of 115 students participated. Data from the laboratory phase of the study were linked back to data from the prescreening surveys completed earlier in the semester. I omitted data from 15 participants who did not complete the prescreening survey or did

not meet the eligibility requirements, and 10 participants' data were omitted because they were suspicious about or did not follow directions during the laboratory procedure. Data from 90 participants were used for these analyses (Females: $N = 68$; Males: $N = 22$). On average, participants were 20.86 years old ($SD = 2.88$), and they were categorized into four ethnic groups: White ($N = 47$); Black ($N = 19$); Asian ($N = 8$); and Other ($N = 16$). "Other" includes non-white Hispanics, Pacific Islanders, Multiracial, and Native Americans.

The prescreening questionnaire included questions that assessed NGI using the U.S. Identity ($\alpha = .84$) and Group Narcissism ($\alpha = .83$), items from the pilot study (see Appendix A for scales). These scales were used to compute the NGI independent variable – a cross-product of ingroup identification and group-level narcissism such that the highest values were from individuals with high collective self-esteem as well as high group narcissism, whereas the lowest values were from individuals with low collective self-esteem and low group narcissism. NGI was used as a continuous factor in the design. Participants were randomly assigned to one of two between-subjects conditions. The experiment used a 2 (Group Provocation: anti-America provocation vs. control) \times 3 (Target immigrant group: Arab, Latino, or European) mixed factorial design, in which the first factor was manipulated between subjects and the second factor was manipulated within subjects. NGI was employed as a quasi-experimental, continuous factor.

Laboratory Procedure

Only participants who completed the prescreening survey were eligible for participation in the laboratory portion of the study. The experiment had two phases: (1) A provocation phase that attempted to provoke threats to one's collective sense of entitlement and superiority as an American; and (2) a purported decision-making exercise that measured aggression toward the three target immigrant groups (this phase was also called the money-allocation task). At the end of the second phase, the participants were given a deservingness questionnaire that measured attitudes toward the three target immigrant groups. All participants were tested individually.

Phase 1: Provocation

To involve the participant in the provocation phase of the experiment, the researcher told participants that she was working on a pilot study for another research project that involved interviews with different people. Part of the purported pilot required that she edit the interviews and, therefore, she would appreciate the participant's input on how the interviews make the participant feel. Upon agreement from the participant to help out, the researcher played one of two interview sessions, (1) an anti-American provocation, or (2) a non-provocative control, and left the room. All participants agreed to participate in this phase of the experiment.

The anti-American provocation condition involved a fabricated interview with an individual, who was speaking about a book she had (purportedly) recently written titled, *America: The Most Hated Country in the World*. The "author" made sensational, negative comments about the United States and its people. The control condition was a non-provocative interview, in which a student talks about why she chose UT-Arlington when she returned to school after many years' absence. It should be noted that the nature of the provocation employed in this study results in a rather conservative test of the theoretical hypothesis. Specifically, there was no mention or implication of any specific group in the narrative, and so any potential alternative explanations invoking demand characteristics or a tit-for-tat motivation are precluded. Written copy for the scripts used to create the audio recordings is provided in Appendix B.

Manipulation Check for Provocation Condition Measure

After each participant listened to either the control or provocation audio recording, I administered the Positive and Negative Affect Schedule (PANAS: Watson, Clark, & Tellegen, 1988) as a manipulation check on whether or not the tape elicited the negative, neutral, or positive emotions that I expected. The PANAS scale lists 20 adjectives describing an array of positive and negative emotions (e.g., interested, anxious, sad, angry, enthusiastic, etc.), each measured on a 5-point scale (1=not at all, 5=very much). I performed a factor analysis with varimax rotation on the 20 emotion adjectives, which resulted in five distinct emotion measures, which were used to gauge

the effect of the audiotapes' contents on each participant: Hostile ($\alpha = .92$), Anxious ($\alpha = .86$), Enthusiastic ($\alpha = .82$), Interested ($\alpha = .78$), and Proud ($\alpha = .70$).

Phase 2: Money Allocation

Phase 2 measured aggressive behaviorⁱ toward the three target immigrant groups. Immediately following Phase 1, participants were taken to another room and asked for their input on how a limited amount of funding should be distributed among three non-academic social groups on campus. They were told that Student Congress, under the direction of the university's Division of Student Affairs, was planning to allocate a one-time amount of special funding for a new, non-academic student organization on campus for the 2008 academic year, and that their input was needed in helping decide how the money should be allocated. Each student organization could receive up to, but not more than, \$1,000. Participants were told that any remaining "money" would go into a general fund for existing student organizations. It was conveyed, orally and in writing, to the participant that withholding money from a group will result in a harmful outcome to that group in the sense that the group with the least amount of money would not be supported by the university, and that such group(s) would be asked not to organize on campus for at least one year. Appendix C presents the instructions that were given to participants, and descriptions of the non-academic organizations that were presented for consideration for funding.

Dependent measures. On a table in the lab, there were four, large opaque containers with a slot in each lid. Three of the containers were labeled with one of the names of the three potential recipient groups; the fourth container was labeled "General Fund." Participants were presented with thirty white poker chips. They were informed that each poker chip represented \$100, and were instructed to distribute up to, but not more than, 10 chips to each group. Participants were informed that any unallocated chips should be placed in the General Fund container. The researcher casually shook the containers to demonstrate that other people had placed chips in the containers. She then left the participant alone in the room to complete the money allocation task. The participant was not able to see the other chips in the containers, which were multi-colored, but not

white. The colors of the unseen “seed” chips allowed the researcher to retrieve, count, and record how the white chips were distributed in each experimental session. In addition to the chip allocation task, participants were given a brief questionnaire and were asked to rate how deserving each of the target groups was to receive funding (1=very deserving, 2=somewhat deserving, 3=neutral, 4=somewhat undeserving, 5=not deserving at all; reverse-coded). Participants were asked to place their completed questionnaire in a sealed, slotted box. I created the dependent measure – Target Evaluation (e.g., Arab Evaluation = attitudes and aggression toward Arab immigrants) – by combining the standardized scores for aggression (chip allocation) and attitude (viz., deservingness ratings), which were highly correlated within each Target group.

Once the exercises were completed, participants were informed that the study was over. The researcher probed each participant for suspicion, and then conducted a full debriefing. The participant was then asked to keep the study confidential, thanked, and excused.

Data Analysis

Analyses were conducted using a multiple regression approach. Narcissistic Group Identity (NGI), a continuous variable, was the primary predictor in the model. As noted above, NGI is the cross-product of ingroup identification and group-level narcissism. Analyses were conducted by regressing the Target Evaluation scores for each target group separately onto the NGI scores (centered), the provocation factor, and then the interaction between the two independent variables. All terms were centered before interaction terms were created.

3.2 Results and Discussion

Prior to analyses, data screening was performed to check for outliers, homogeneity of variance, and to account for missing data. There were missing data on more than 15 surveys. These participants were omitted after conducting extensive missing data analyses using the Missing Value Analysis in SPSS, which revealed that the missing data was completely at random. Descriptive statistics for key variables can be found in Table 3.1, and their intercorrelations can be found in Table 3.2.

Table 3.1 Descriptive Statistics for Key Study Variables

Variable	Mean (SD)
Group Narcissism	4.48 (.80)
US Social Identity	5.18 (.98)
Arab Chip	5.56 (2.87)
Latino Chip	6.74 (2.84)
European Chip	7.98 (2.28)
Arab Deservingness	2.50 (1.11)
Latino Deservingness	2.18 (1.05)
European Deservingness	1.85 (.94)
Hostile	1.80 (.94)
Anxious	1.42 (.71)
Enthusiastic	2.53 (.92)
Interested	3.52 (1.00)
Proud	2.69 (.97)

Table 3.2 Intercorrelations Among Key Study Variables

Variable	1	2	3	4	5	6	7	8	9
1. Arab Chips	--								
2. Latin Chips	.49**	--							
3. Euro Chips	-.01	-.14	--						
4. Arab Deservingness	-.75**	-.33**	.10	--					
5. Latin Deservingness	-.16	-.58**	.06	.38**	--				
6. Euro Deservingness	.08	.09	-.57**	.08	.17	--			
7. Group Narcissism	-.17	-.10	.14	.19^	-.05	-.10	--		
8. US Social Identity	-.22*	-.08	.19	.19^	-.08	-.25*	.27**	--	
9. Hostile	-.18^	-.26*	.11	.19^	.16	-.12	.23*	.04	--
10. Anxious	.06	.03	.04	-.09	-.01	-.01	.25*	-.08	.48**

Note: N = 90. Higher scores on deservingness indicate less deservingness.

^ $p < .10$, * $p < .05$, ** $p < .01$

Manipulation Check for Provocation Condition

As expected, the PANAS (Watson et al., 1988) questionnaire, which was administered as a manipulation check to measure participants' reactions to the audio taped messages, revealed that participants in the provocation condition reported significantly higher mean scores than did participants in the control condition for the Hostile index, $F(1, 88) = 64.73$, $p < .001$, $\eta^2_p = .42$, ($M = 2.50$, $SD = 1.14$ vs. $M = 1.09$, $SD = .27$, respectively) and the Anxious index, $F(1, 88) = 16.06$, $p < .001$, $\eta^2_p = .15$, ($M = 1.70$, $SD = .87$ vs. $M = 1.15$, $SD = .31$, respectively). There also was a significant difference between the provocation and control conditions for the Interest index $F(1, 88) = 6.41$, $p < .02$, $\eta^2_p = .07$, ($M = 3.79$, $SD = .97$ vs. $M = 3.26$, $SD = .98$, respectively). The mean score differences between participants in the provocation and control conditions for the Enthusiastic index ($M = 2.47$, $SD = .90$ vs. $M = 2.48$, $SD = .92$) and the Proud index ($M = 2.59$, $SD = .90$ vs. $M = 2.48$, $SD = .92$) were not significant.

= .94 vs. $M = 2.80$, $SD = 1$) were not significant. These results confirm a successful manipulation of group provocation.

Mean Target Differences

Paired t-test comparisons between the Arab and Latino, Arab and European, and Latino and European immigrant groups revealed significantly more aggression (chip allocation) and negative attitude (deservingness) scores for the Arab immigrant group, compared to the Latino and European immigrant groups (see Table 3.3). Although these findings are interesting on their own, I had hypothesized that negative evaluations toward Arab immigrants could be explained by psychological factors such as high levels of Group Narcissism and strong U.S. Identity (NGI), as well as provoked feelings of threat to a group member's sense of superiority and entitlement. Therefore, it was important to examine the differences in Evaluation scores among the target immigrant groups as a function of Group Narcissism and U.S. Identity and their interaction (NGI), and as a function of experimental condition (provocation vs. control).

Target Evaluations: Regression Analyses

For Hypothesis 1, I examined the effect of NGI on attitudes and aggression (Evaluation) toward the target Arab immigrant group, regardless of experimental condition. Sequential regression analyses revealed a main effect of U.S. Identity on Evaluation toward Arab immigrants, $F(3, 86) = 6.31$, $p < .02$, $B = -.26$. There was no main effect for Group Narcissism, $F(3, 86) = .004$, $p = .95$. As expected, I found that Arab Evaluation scores decreased significantly as a function of increasing NGI (the interaction term), $F(3, 86) = 8.55$, $p < .01$, $B = -.40$, supporting the hypothesized moderational role of group narcissism. There was a significant main effect of U.S. Identity for the European immigrant group, $F(3, 86) = 4.09$, $p < .05$, $B = .21$, indicating a positive relationship between identity as an American and Evaluation toward European immigrants. There was no main effect for Group Narcissism, nor was there an effect of NGI on European Evaluation. There were no main effects of U.S. Identity or Group Narcissism, nor was there an interaction effect of U.S. Identity and Group Narcissism (NGI) on Evaluation for the Latino immigrant group.

Table 3.3 Paired T-Test Analyses of Arab, Latino, and European
Chip and Deservingness Scores

Comparison	t
Aggression	
Arab-Latino Chip	-3.88**
Arab-European Chip	-6.25**
Latino-European Chip	-3.05**
Attitude	
Arab-Latino Deservingness	2.53*
Arab-European Deservingness	4.44**
Latino-European Deservingness	2.45*

Note: For these tests, a positive t-value indicates that the first group in each pair scored lower than the second, and a negative t-value indicates the reverse. For the attitude measure, lower scores indicate less deservingness.

* $p < .05$, ** $p < .01$

Hypothesis 2 predicted that group provocation would moderate the effect of NGI, such that the simple effect of NGI on Arab Evaluations would be more pronounced in the provocation condition than in the control condition. For this analysis, I conducted a three-step sequential regression. In the first step, I entered the variables U.S. Identity, Group Narcissism, and Provocation, a dummy-coded variable for the provocation factor (control = 1; provocation = -1). In step two, I added the NGI interaction term, the interaction term of U.S. Identity and Provocation, and the interaction term of Group Narcissism and Provocation. Finally, for step 3, I entered a three-way interaction term between U.S. Identity, Group Narcissism, and Provocation. Parallel to hypothesis 1, the model revealed a significant main effect of U.S Identity on Arab Evaluation, $F(1, 82) = 6.40$, $p < .02$, $B = -.27$, $sr^2 = .07$. Paralleling and replicating hypothesis 1, the NGI interaction significantly predicted negative Evaluation toward the Arab target immigrant group, $F(1, 82) = 5.24$, $p < .03$, $B = -.37$, $sr^2 = .05$. There were no main effects for Group Narcissism or Provocation, and

there were no effects of the interaction terms, U.S. Identity X Provocation or Group Narcissism X Provocation. There was no three-way interaction. The regression coefficients for the main effects and interaction terms are presented in Table 3.4.

Table 3.4 Regression Statistics for Variables Predicting Arab Target Evaluations

Variable	B	SE B	p	sr ²
Model 1				
US Identity	-.178	.103	.09	.03
Group Narcissism	-.156	.136	n.s.	
Provocation Condition	-.049	.097	n.s.	
Model 2				
US Identity	-.268	.105	.012	.07*
Group Narcissism	-.009	.136	n.s.	
Provocation Condition	-.013	.095	n.s.	
US Identity x Group Narcissism	-.387	.140	.007	.08*
US Identity x Provocation	.099	.102	n.s.	
Group Narcissism x Provocation	-.032	.123	n.s.	
Model 3				
US Identity	-.267	.106	.013	.065*
Group Narcissism	-.018	.143	n.s.	
Provocation	-.014	.095	n.s.	
US Identity x Group Narcissism	-.370	.161	.025	.05*
US Identity x Provocation	.093	.106	n.s.	
Group Narcissism x Provocation	-.016	.143	n.s.	
US Identity x Group Narcissism x Provocation	-.036	.161	n.s.	

* $p < .05$

Exploration of Effects of NGI on Arab Target Evaluations

Theoretically, I presented NGI as a measure of attitudes and aggression toward targeted outgroups. Therefore, exploring further the effect of NGI (U.S. Identity X Group Narcissism) on Arab Target Evaluations in the provocation and control conditions separately, while unorthodox, was germane to the analysis of NGI as a predictor of attitudes and evaluation. Regression

analyses revealed that high levels of Group Narcissism significantly moderated U.S. Identity in the Anti-American provocation condition, $F(1, 42) = 6.05, p < .02, B = -.41; sr^2 = .13$. In the control condition there was a main effect of U.S. Identity on Evaluation toward Arab immigrants, $F(1, 44) = 5.23, p < .03, sr^2 = .11$, but Group Narcissism did not significantly moderate U.S. Identity to predict negative Evaluation toward this target group, $F(1, 44) = 1.46, p = .23, B = -.33$. Unstandardized regression coefficients are presented in Table 3.5 (parallel analyses for the other target groups yielded no significant effects).

Table 3.5 Effects of U.S. Identity and Group Narcissism on Arab Target Evaluations by Provocation Condition (n=44) and Control Condition (n=46)

Variable	B	SE B	p	sr ²
Arab Provocation				
US Identity	-.174	.140	n.s.	
Group Narcissism	-.304	.185	n.s.	
US Identity x Group Narcissism	-.406	.165	.018	.13*
Arab Control				
US Identity	-.361	.158	.027	.11*
Group Narcissism	-.002	.218	n.s.	
US Identity x Group Narcissism	-.334	.276	n.s.	

* $p < .05$

In order to interpret the interaction effect of Group Narcissism and U.S. Identity (NGI) on Evaluation toward Arab immigrants in the provocation and control conditions separately, I performed simple slopes analyses regressing Group Narcissism onto U.S. Identity at high (1 SD above), medium (at the mean), and low (1 SD below) levels of Group Narcissism. In the provocation condition, high levels of Group Narcissism significantly moderated the effect of U.S. Identity, such that group members who were high in Group Narcissism and high in U.S. Identity demonstrated more negative Evaluation toward the Arab immigrant group, $B = -.518, p < .05$.

Group Narcissism did not significantly moderate U.S. Identity at the medium and low levels of Group Narcissism in the provocation condition for Arab Evaluation, $p = .222$ and $p = .32$, respectively. In the control condition, there was a main effect of U.S. Identity predicting Evaluation toward Arab immigrants, $B = -.361$, $p < .05$. There was no main effect of Group Narcissism, nor was there an interaction. Figure 3.1 depicts the moderating effect of Group Narcissism on U.S. Identity in the anti-American provocation condition (top), and the control condition (bottom) for Evaluation toward the Arab immigrant group.

Finally, addressing hypothesis 3, I examined the independent and interactive effects of U.S. Identity, Group Narcissism, and the Provocation factor for the two control immigrant groups (Latino and European). I expected these effects to be weaker or absent for these groups. As noted above, there was a main effect of U.S. Identity on Evaluation for the European immigrant group indicating positive attitudes toward this immigrant group as a function of stronger identity with an American ingroup. There were no interaction effects for the European immigrant group, and there were no main effects or interaction effects for the Latino immigrant group. Furthermore, as expected, an examination of the moderating effects of Group Narcissism on U.S. Identity in predicting Evaluation by provocation condition resulted in no significant effects. Figures 3.2 and 3.3 illustrate the simple slopes analyses of these relationships. Tables 3.6 and 3.7 present the unstandardized regression coefficients for the independent and interactive effects of NGI as a function of experimental condition for the Latino and European immigrant groups, respectively.

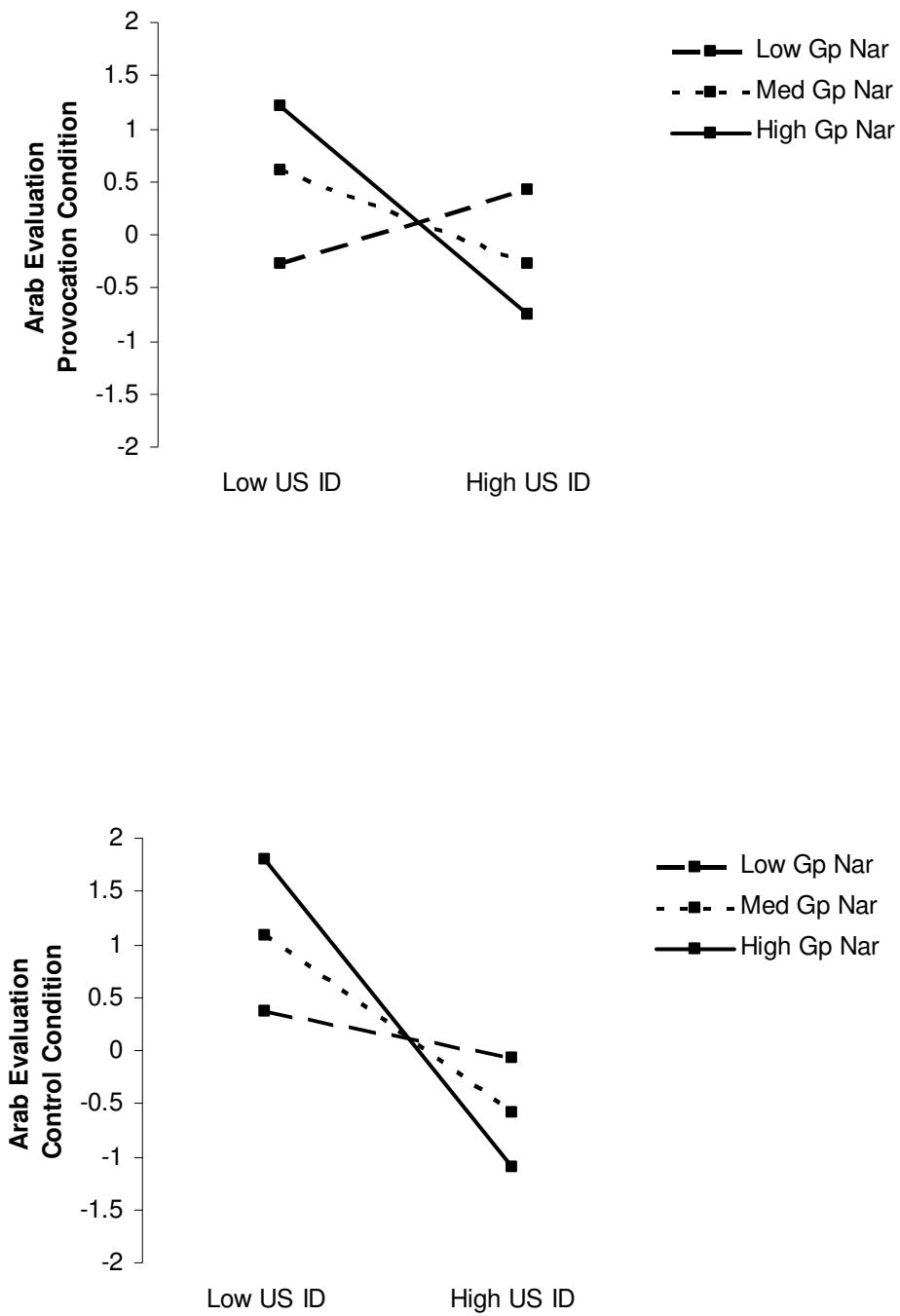


Figure 3.1 The effects of U.S. Identity and Group Narcissism on U.S. citizens' attitudes and aggression (Evaluation) toward Arab immigrants by Provocation (top) and Control (bottom) conditions (N = 90)

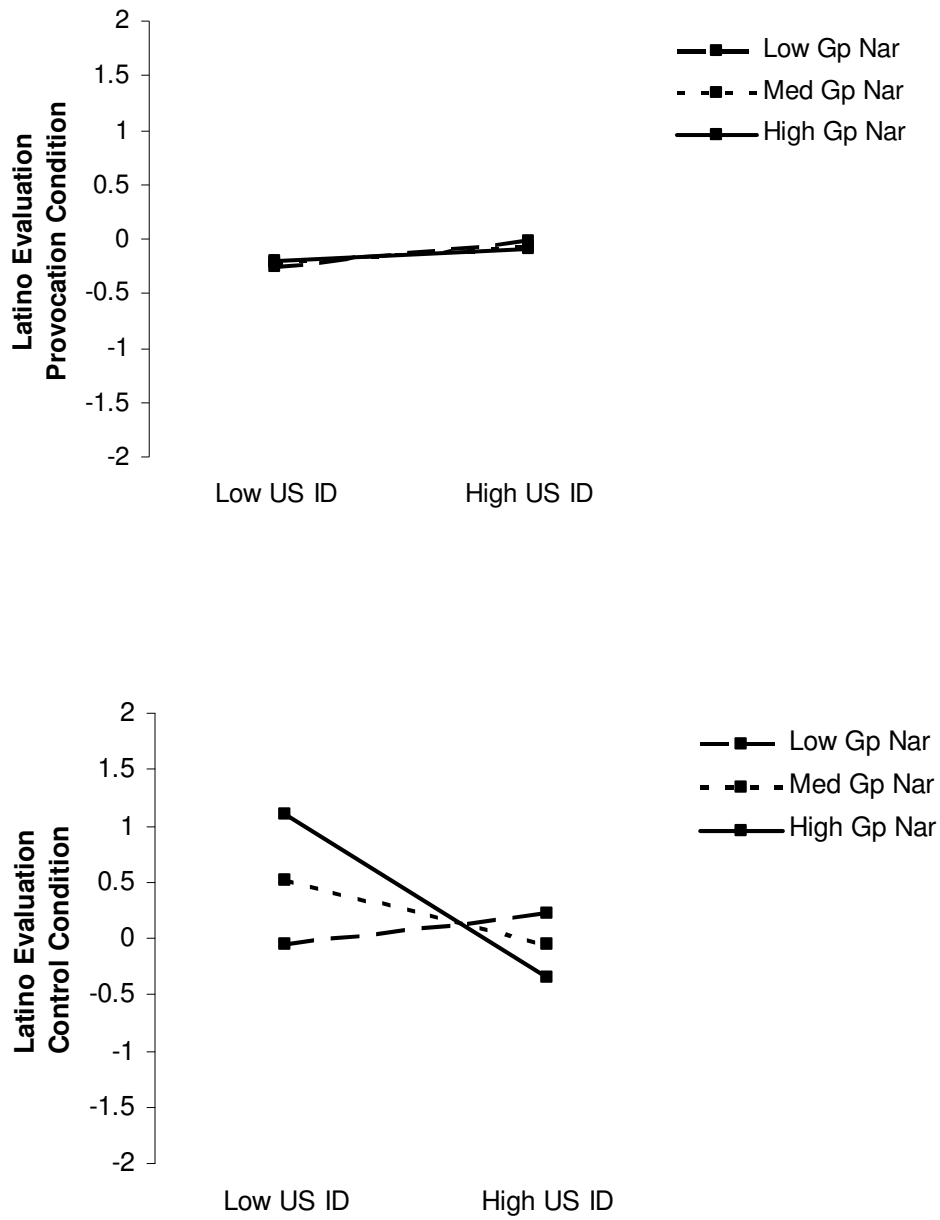


Figure 3.2 The effects of U.S. Identity and Group Narcissism on U.S. citizens' attitudes and aggression (Evaluation) toward Latino immigrants by Provocation (top) and Control (bottom) conditions (N =90)

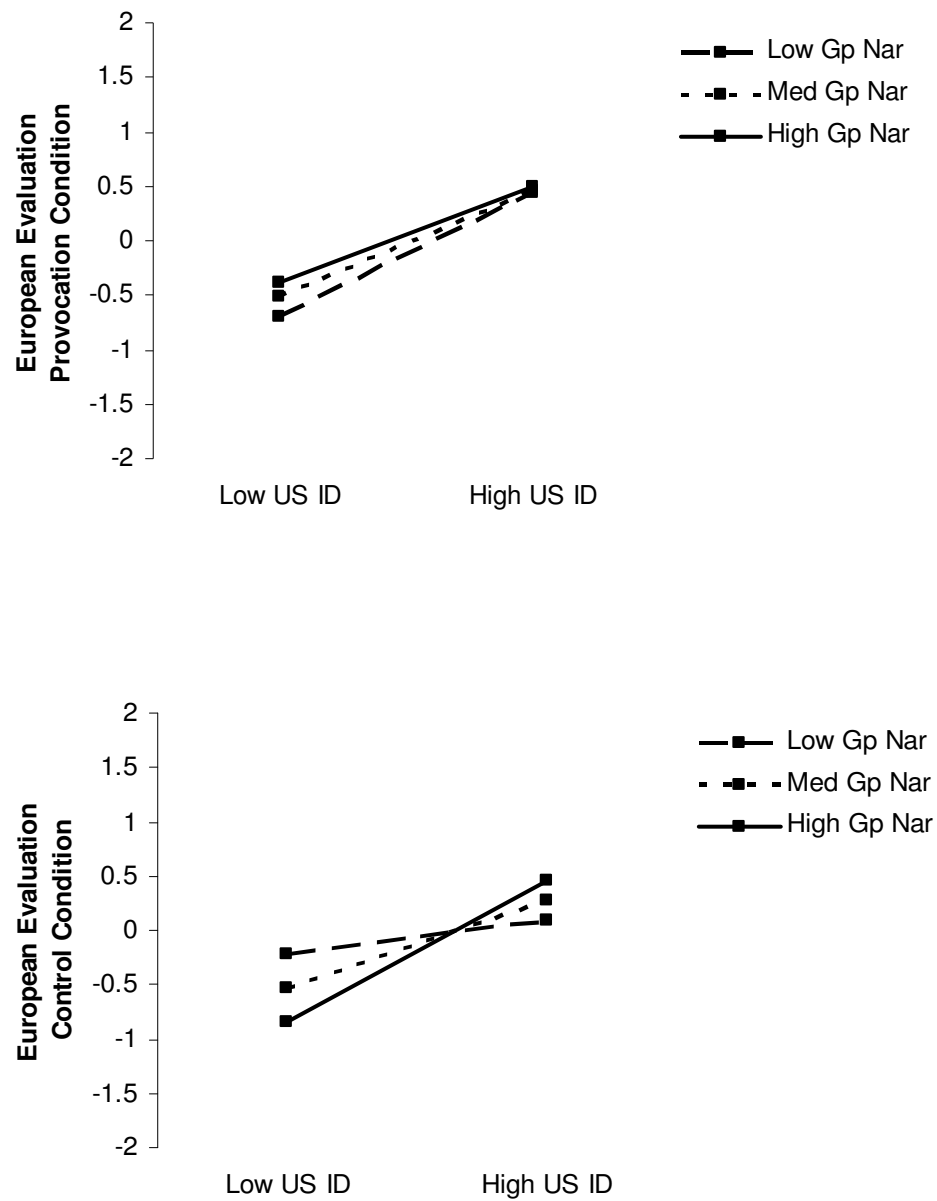


Figure 3.3 The effects of U.S. Identity and Group Narcissism on U.S. citizens' attitudes and aggression (Evaluation) toward European immigrants by Provocation (top) and Control (bottom) conditions (N = 90)

Table 3.6 Regression Statistics for Variables Predicting Latino Target Evaluations

Variable	B	SE B	<i>p</i>	<i>sr</i> ²
Model 1				
US Identity	-.010	.101	n.s.	
Group Narcissism	-.011	.124	n.s.	
Provocation Condition	-.144	.095	n.s.	
Model 2				
US Identity	-.036	.108	n.s.	
Group Narcissism	-.012	.141	n.s.	
Provocation Condition	-.438	.695	n.s.	
US Identity x Group Narcissism	-.077	.145	n.s.	
US Identity x Provocation	.061	.105	n.s.	
Group Narcissism x Provocation	-.004	.127	n.s.	
Model 3				
US Identity	-.040	.109	n.s.	
Group Narcissism	-.039	.148	n.s.	
Provocation	-.306	.728	n.s.	
US Identity x Group Narcissism	-.128	.166	n.s.	
US Identity x Provocation	.078	.109	n.s.	
Group Narcissism x Provocation	-.051	.148	n.s.	
US Identity x Group Narcissism x Provocation	-.105	.166	n.s.	

* *p* < .05

Table 3.7 Regression Statistics for Variables Predicting European Target Evaluations

Variable	B	SE B	<i>p</i>	<i>sr</i> ²
Model 1				
US Identity	.210	.098	.035	.05*
Group Narcissism	.073	.120	n.s.	
Provocation Condition	.042	.093	n.s.	
Model 2				
US Identity	.200	.105	.062	.04
Group Narcissism	.063	.137	n.s.	
Provocation Condition	-.302	.676	n.s.	
US Identity x Group Narcissism	.005	.141	n.s.	
US Identity x Provocation	.040	.103	n.s.	
Group Narcissism x Provocation	-.030	.124	n.s.	
Model 3				
US Identity	.203	.106	.059	.04
Group Narcissism	.040	.144	n.s.	
Provocation	-.414	.709	n.s.	
US Identity x Group Narcissism	.049	.162	n.s.	
US Identity x Provocation	.027	.106	n.s.	
Group Narcissism x Provocation	.070	.144	n.s.	
US Identity x Group Narcissism x Provocation	-.089	.162	n.s.	

* *p* < .05

CHAPTER 4

GENERAL DISCUSSION

This research contributes to the study of intergroup relations in at least three ways. First, we presented Narcissistic Group Identity, a new measure for predicting ingroup attitudes and behavior toward an outgroup. Secondly, we contributed to the examination of attitudes and behavior toward Arab immigrants in the U.S. since the September 11, 2001, attacks on the U.S., the wars in Iraq and Afghanistan, and the “war on terrorism.” Third, we conducted an experiment to investigate the effects of an ingroup’s narcissism on an outgroup, which to our knowledge at this time, has not been done.

I set out to explore the relationship between Narcissistic Group Identity and attitudes and behavior toward Arab immigrants in the United States. Prompted by the reports of continued discrimination and violence directed toward this specific group of immigrants in the United States almost seven years after the events of 9/11, I wanted to understand what psychological factors would explain this behavior. The findings provide a new approach to exploring this complex situation. In two studies, I have demonstrated that Narcissistic Group Identity predicted more negative attitudes toward Arab immigrants, when compared to Latino and European immigrant groups in the United States. In the current study, I operationalized aggression in the laboratory and found that Narcissistic Group Identity predicted more negative attitudes and aggressive behavior toward the Arab target immigrant group, compared to Latino and European immigrant groups.

Hypothesis 1 was supported indicating that NGI predicted more negative attitudes and aggression toward Arab immigrants when compared to Latino and European target immigrant groups, regardless of the provocation condition. For Hypothesis 2, I was interested in exploring the effects of group-level provocation and NGI on attitudes and aggression toward the Arab immigrant target group. This hypothesis was based on the theory that group members high in NGI will exhibit

more aggressive behavior if their sense of entitlement and superiority is threatened. While the interaction of NGI and provocation was not significant in this study, further examination of the effects of an interaction between Group Narcissism and U.S. Identity (NGI) by condition revealed that the tendency of NGI to predict more negative Evaluation toward the Arab immigrant group was strongest in the provocation condition, as expected. In the control condition, we found that U.S. Identity predicted negative Evaluation toward the Arab immigrant group, but that U.S. Identity was not moderated by group narcissism. Furthermore, there were no significant effects of NGI predicting negative Evaluation toward the Latino and European immigrant groups. Interestingly, the analyses revealed that U.S. Identity was significant in predicting positive Evaluation toward the European immigrant group in Hypothesis 1, and U.S. Identity had a marginally significant effect on Evaluation toward this immigrant group in Hypothesis 2. These findings indicated that a strong ingroup identification predicted more favorable attitudes and behavior toward this immigrant group, which represents the majority ingroup in America.

Overall, these findings are consistent with the theory that Arab immigrants in the United States pose a perceived threat to a group's sense of entitlement and superiority. Continuous reminders of potential terrorist attacks, the unresolved war in Iraq, and heightened security measures in the U.S. and abroad, raise questions about the United States' position as the world's greatest super power and its ability to resolve conflict and protect its citizens. From this research we can infer that for some Americans, specifically those high in NGI, Arabs in the U.S. engender negative attitudes. Furthermore, the interaction between Group Narcissism and U.S. Identity (NGI) in the anti-American provocation condition supports the position that group members high in Group Narcissism may be more prone to display aggressive behavior when they feel threatened or are provoked.

Li and Brewer (2004) discussed how the period of increased American nationalism following September 11, 2001, led to an increase in "hypernationalism" (p. 728) which has been associated with authoritarianism and decreased levels of tolerance for diversity, both within the

country and toward foreign nations. Nationalism is defined as strong ingroup attitudes that “America is superior and should be dominant” (Kosterman & Feshbach, 1989, p. 261), and can be associated with attitudes of hostility, aggression, and derogation of the outgroup brought on by perceived threat from the outgroup, or when ingroup members organize around events that highlight their sense of superiority (Blank & Schmidt, 2003; Kosterman & Feshbach, 1989; Pedersen, Attwell, & Heveli, 2005). Patriotism, which is often used incorrectly to represent nationalism, is regarded as love of country and “feelings of attachment toward America” (Kosterman & Feshbach, 1989, p. 261), and manifests itself as positive feelings toward the national ingroup – or high collective self-esteem – without negative attitudes toward the outgroup. Nationalism is more directly related to the feelings that ensue when members of the in-group feel threatened, or when national circumstances create situations in which members of the ingroup are brought together by shared feelings of superiority or pride, that leads to more negative attitudes toward ethnic minorities and multiculturalism (Li & Brewer, 2004).

Emmons (1987) suggested that “racism, sexism, and nationalism can be viewed as examples of a narcissistic tendency manifested at group levels” (p. 11). As expected, because of the context of the research presented here, there are similarities between nationalism and NGI. However, I contend that the two measures are conceptually distinct. NGI has implications beyond attitudes tied to strong national feelings.ⁱⁱ NGI results from inflated ingroup identity and strong feelings of superiority and entitlement at the group level. In light of these empirical findings, NGI can and should be applied as a relevant measure for intergroup relations ranging from ethnic and national groups to non-ethnic outgroups such as political, religious, and social groups.

4.1 Implications and Future Research

In the area of intergroup relations and immigration issues, NGI presents a unique opportunity to explore its effects in different contexts. This research revealed no significant effects for NGI predicting attitudes and behavior toward Latino immigrants as a whole. However, the next phase of this research should examine attitudes and behavior toward undocumented Latino

immigrants in the U.S. Specifically, research might focus on the conditions under which NGI will predict negative responses toward Latinos.

According to the Department of Homeland Security (2006), almost five million people from Asian, Arab, European, and Latin countries were granted permanent residency in the United States between 2001 and 2005. The number of undocumented immigrants is difficult to confirm, but estimates range between eight and twenty million illegal immigrants living in the U.S. today, the majority of them from Mexico and other Latin countries.

The Pew Hispanic Center (2008) recently published some dramatic population projections for the U.S. for 2050. If current trends continue, the U.S. population is expected to increase from 296 million recorded in 2005 to 438 million in 2050. It is projected that 82 percent of that growth will be due to immigrants arriving in the U.S. between those dates and their children. Perhaps most relevant to the current issues discussed herein is the projection that 67 million, or 57 percent, will be the immigrants themselves. Their children born in the U.S. will comprise about 50 million of the population growth. Furthermore, Latinos, the fastest growing minority group in the U.S., could comprise between 24 to 29 percent of the population in 2050 (Pew Hispanic Center, 2008; U.S. Census Bureau, 2004).

Different types of fears are associated with attitudes toward immigrants. For example, as we proposed, Arab immigrants may threaten feelings of national safety and security, while Latino immigrants may threaten one's perception of national economic and cultural wellbeing. The meta-analysis by Riek et al. (2006) concluded that the integrated threat theory more completely defines the types of threats that influence negative attitudes and behavior toward outgroups. However, it does not necessarily apply across all contexts, nor does it completely explain the role that threat plays in mediating attitudes toward immigrant outgroups.

Other theories that explain how threat influences attitudes, behavior, and discrimination toward outgroups are (a) racism in the form of "political scapegoating" (Short and Magaña, 2002, p.

701), and (b) psychological threats caused by zero-sum beliefs that “more for immigrants means less for nonimmigrants” (Esses, Dovidio, Jackson, & Armstrong, 2001, p. 391).

Short and Magaña (2002) revealed that racial discrimination surrounding the illegal immigration debate, especially when discussing illegal immigration, may be shrouded in legal rhetoric which suggests that illegal immigrants are not welcome because they have broken the law, not because of their ethnicity nor the threats that they may pose to one’s national identity. Illegal immigrants, by definition, have no political or legal recourse. It becomes convenient, then, to blame immigrants for other anxiety-causing issues such as rising health-care costs; increasing crime rates; declining educational standards and property values; and loss of jobs, culture, and language. Accompanying such blaming are denials that racial or ethnic prejudice is a motivation for discrimination in the immigration discussion. To test this premise, Short and Magaña (2002) conducted an experiment in which participants were asked to determine guilt based on similar traffic violations committed by illegal Mexican immigrants and illegal Canadian immigrants. They found that illegal Mexican immigrants received harsher penalties than the English-speaking, illegal Canadian immigrants for the same violations. People who know that racism is inherently wrong and may not feel comfortable talking openly about racial or ethnic differences may be relatively more comfortable using the legal angle as a reason for their anti-immigrant stance because it is a more objective justification for anti-immigration actions.

Zero-sum beliefs (Esses et al., 2001) are guided by the instrumental model of group conflict (Esses, Jackson, & Armstrong, 1998), which suggests that anti-immigrant attitudes and behaviors are caused by resource stress: a perceived threat from competitive outside groups for limited resources. The perceived threat is stronger if members of the outgroup are considered very different from the members of the ingroup, and if the outgroup members are in a position to be in competition for resources. To impede the competition, the ingroup may “engage in strategic attempts to remove the source of competition ... [including] outgroup derogation, discrimination, and avoidance” (Esses et al., 2001, p. 394).

The implications that population trends and immigration policies present for future research on intergroup relations in the U.S. are clear. The U.S. White population is currently the dominant ingroup, and the Judeo-Christian ethic is considered the foundation of American values, morals, and beliefs. The influence of immigrants in the U.S. may drastically challenge these positions in the coming decades. Threat models offer a framework for explaining how such changes may engender fear, prejudice and discrimination toward an outgroup. NGI, brought about by threats to a group's perceived sense of superiority and entitlement, offers a different approach for understanding the psychological causes of intergroup conflict. However, the research should not stop at uncovering the psychological reasons for intergroup conflict. With an understanding of the role that NGI can play in predicting negative attitudes and behavior toward outgroups (e.g., immigrants), intergroup contact methods that are designed to reduce prejudice and discrimination are not only desirable, but necessary. They should be tested with individuals high in NGI in order to find effective ways for reducing NGI's negative affects.

Deaux, Reid, Martin, and Bikmen (2006) suggest that salient ethnic identity, especially among Blacks and Latinos, and those with immigrant status, can affect support for social diversity. That is, those who rate their ethnicity as an important aspect of their identity may be more likely to empathize with and support other ethnic minorities and ethnic immigrants in relation to collective action that promotes social diversity and rejects social inequality. Further examination of NGI among different ethnic and immigrant groups may reveal that Blacks, Latinos, and U.S. citizens who immigrated to the United States would have more favorable attitudes and exhibit less negative behavior toward Arab and other ethnic immigrant groups. This level of examination should be undertaken in a future study with a larger number of participants.

Intergroup Contact

The ultimate purpose for understanding the psychological causes of intergroup conflict, especially between a dominant ingroup such as native-born American citizens and immigrants in the U.S., is to create programs to mitigate prejudice, discrimination, and even violence toward

outgroup members. Without knowledge of the predictors of discrimination and behavior, policy decisions and outreach efforts to stem further discrimination will be misguided and ineffective.

Various intervention methods have been developed and implemented over the years to try and counteract ethnic prejudice and discrimination between groups. Stephan, Renfro, and Stephan (2004) conducted a meta-analysis of direct and indirect intervention programs including multicultural education, diversity training, and intergroup dialogues. These programs can be voluntary or mandatory and are implemented primarily through public schools, in the workplace, in colleges and universities, and occasionally in recreational facilities. Their review found that the success rate of these programs was encouraging, however they caution taking the results as conclusive. Many of the studies they examined were difficult to assess because of the way in which the programs were tested, the unreliability of the measures employed, the inexperience of the personnel conducting the tests, and the differences between the programs (Stephan & Stephan, 2005). One program that has showed promise for creating lasting, positive change between groups is cooperative learning. In a cooperative learning environment, students from different ethnic groups are placed in work teams in which “students can only reach their individual goals through the success of the group” (p. 437), therefore emphasizing the interdependence of group members and the need for cooperation to meet goals.

Integral to successful intergroup contact is the necessity for groups to find a way to interact on equal ground in a non-threatening way. Intervention programs that reduce anxiety and promote mutual respect of differences among intergroup members are optimal (Kenworthy, Turner, Hewstone, & Voci, 2005). In 1954, Gordon Allport outlined a hypothesis for reducing intergroup conflict between ethnic and racial groups. Aptly named the contact hypothesis, it posits that, ideally, four conditions should be present to achieve successful intergroup relations between ethnic and racial groups: (1) equal status among group members; (2) a common goal; (3) support from authority figures; and (4) cooperation between groups. For more than five decades, Allport’s contact hypothesis has been scrutinized, criticized, researched, and improved upon (Pettigrew &

Tropp, 2006). In 1998, Thomas Pettigrew updated Allport's hypothesis with the Intergroup Contact Theory. Pettigrew's (1998) theory incorporates the four essential conditions presented by Allport, but he adds a fifth to ensure successful intergroup contact (i.e., change in behavior and attitudes toward members of the outgroup): members of ingroups and outgroups must be able to establish friendships; and friendships require repeated contact. His model incorporates a contact process that occurs over time across three-phases of generalized intergroup categorization: (1) decategorization (Brewer & Miller, 1984); (2) salient categorization (Hewstone & Brown, 1986); and (3) recategorization (Gaertner, Mann, Murrell, & Dovidio, 1989). During the decategorization phase, members of the ingroup and outgroup learn about each other on an individual basis. At the salient categorization phase, ingroup and outgroup members learn that they are from different groups, but the initial decategorization phase has helped them overcome differences that may impede further contact. Recategorization finds ingroup and outgroup members identifying with each other on another level (superordinate), either through shared values, experiences, and goals, or because they are interested in knowing more about each other (Eller & Abrams, 2004). Implicit within this longitudinal Intergroup Contact Model (Pettigrew, 1998) are four overlapping processes of change: (1) learning about the outgroup; (2) changes in behavior, which often precede changes in attitudes; (3) generating positive emotional ties, such as those developed between friends; and (4) reappraisal of the ingroup, which may lead ingroup members to realize that their way is not the only way. Taken together, the four processes of change can lead to less bias toward the outgroup (Pettigrew, 1998; Eller & Abrams, 2004). From the perspective of improving relations between Arab immigrants and U.S. citizens high in NGI, the Intergroup Contact model could be effective in reducing perceived threats to superiority and entitlement by highlighting similarities between the groups while preserving differences important to each ethnic group.

More recently, Pettigrew & Tropp (2006) conducted an extensive meta-analysis, which reviewed more than 500 studies on intergroup contact theory. Their findings put to rest any questions about whether or not intergroup contact can reduce prejudice. Furthermore, the

intergroup contact hypothesis extends successfully to groups that are not differentiated by race or ethnicity. It is interesting to note that their summary concluded that intergroup contact can be successful even if all four of Allport's essential conditions are not present.

4.2 Limitations and Conclusion

The university setting presents a limitation in that students are in an environment that promotes interaction with people of different ethnicities and races. The university at which these studies were conducted has a diverse, minority population of about 50 percent; and ethnic minority students comprised almost half of the total number of participants for this study. In some respects, the ethnic composition of many university campuses bodes well for future intergroup relationships. While proximity does not ensure reduced discrimination, one could argue that the conditions necessary for successful intergroup contact, as outlined in Allport's contact hypothesis (1954) (see discussion above), exist to a greater degree on college campuses than in the society at large. Ethnically-diverse students are in class together on a daily basis; they engage in projects and class discussions; and they are encouraged by faculty and staff to interact. I suggest that these studies should be replicated with a community population outside of the university setting to more completely examine the effects of Narcissistic Group Identity on attitudes and behavior toward targeted immigrant groups.

There is a potential for experimenter bias in the current research. As the primary researcher, I randomly assigned participants to the control or provocation conditions, I administered the manipulation checks, and conducted the laboratory procedures, which may have had an indirect effect on some participant responses.

Finally, the reliability of the Attitudes scale (deservingness) is questionable as it was created for this study. This measure should be tested and validated in further research.

Conclusion

As Leong (2008) suggested, intergroup variables are subject to change depending on the context in which they are used. This study represents only a beginning for the potential of the NGI

measure to be used to explore a wide range of intergroup relations, from ethnic and racial groups, to social, sports, political, and religious ingroup—outgroup dynamics.

Notes

¹ Aggression is defined as intentional behavior that harms another person, or in this case, a group (e.g., Konrath et al., 2006; Stucke & Soper, 2002). In a laboratory setting, aggression is operationalized by (a) inflicting a negative, physical outcome on a person, such as administering shock waves or blasts of loud noises, immersing a hand in cold water, or having the participant eat hot sauce; (b) withholding a benefit, such as a job promotion or money; or (c) social rejection or ostracism (Twenge & Campbell, 2003).

¹ Supporting this assertion, a follow-up survey found that pre-test levels of group-level narcissism were moderately correlated with nationalism ($r = .37$, $p = .01$), as measured by a nationalism scale adapted from Kosterman and Feshbach (1989) and Sidanius, Feshbach, Levin, & Pratto (1997). In the same follow-up survey, we administered the Narcissistic Personality Inventory (NPI: Emmons, 1984). There was a moderate correlation between nationalism and individual narcissism ($r = .25$, $p = .01$), and no correlation between individual narcissism and group-level narcissism ($r = -.075$, $p = .36$), further supporting the position that group-level narcissism and nationalism are different constructs.

APPENDIX A

SURVEY CONSTRUCTS FOR PILOT STUDY AND MAIN STUDY

Dependent Variable in Pilot Study: Attitudes Toward Immigrants Scale

How do you feel about (name of immigrant group) in general? Please rate this group on a thermometer that runs from zero (0) to a hundred (100) degrees. The higher the number, the warmer or more favorable you feel towards this group. The lower the number, the colder or less favorable you feel. If you feel neither warm nor cold towards them, rate them at 50.

0 10 20 30 40 50 60 70 80 90 100

Please indicate how you feel about (immigrant group) immigrants in general by making ratings on the following scales. Just circle the number on each scale that describes how you personally feel toward this group:

Warm	1	2	3	4	5	Cold
Negative	1	2	3	4	5	Positive
Friendly	1	2	3	4	5	Hostile
Suspicious	1	2	3	4	5	Trusting
Respect		1	2	3	4	5 Contempt
Admiration	1	2	3	4	5	Disgust

Group Narcissism Scale

7-point Likert scale 1 = Strongly Disagree 7 = Strongly agree

1. America will never be satisfied until we get all that we deserve.
2. America expects a lot from other people.
3. America wants to amount to something in the eyes of the world.
4. If America ruled the world it would be a much better place.
5. America has a strong will to power.
6. America insists upon getting the respect that is due.
7. America deserves a lot of respect from others.

8. America is an extraordinary country.
9. We Americans know that we are good because everyone says so.
10. America likes to be complimented.
11. America's destiny is to be the greatest country of all.
12. We Americans think that we are a special country.
13. Somebody should someday write a history of America.
14. America is the best country in the world.

U.S. Identity Scale

7-part Likert Scale 1 = Strongly Disagree 7 = Strongly Agree

1. I see myself as an American
2. Being an American is central to my sense of who I am.
3. Overall, being an American has very little to do with how I feel about myself
4. Being an American is an important reflection of who I am.
5. In general, being an American is an important part of my self-image
6. I value being an American
7. I feel proud to be an American
8. Being an American is unimportant to my sense of what kind of person I am.
9. I feel strong ties to other Americans.

APPENDIX B

PROVOCATION AND CONTROL SCRIPTS FOR AUDIO RECORDINGS

PROVOCATION SCRIPT (3 min, 19 sec)

INTERVIEWER: Good Evening, I'm here with Susan Green, who has just written a new book titled, "America the Most Hated Country in the World." Hello, Susan and welcome.

AUTHOR: Hello, I'm delighted to be here.

INTERVIEWER: Tell us about your new book...

AUTHOR: I think it's time to face the fact that the U.S. is a large, arrogant, and self-centered country. For more than 2 centuries, the U.S. lived under the delusion of being the greatest power in the world. Well, the empire is fast declining. I live in Europe now, but my work takes me throughout the world, and the attitude is the same: the rest of the world is completely fed up with Americans. Americans think they're loved by everyone. Well, the funny thing is that the only people who really like Americans are Americans.

INTERVIEWER: Those are strong statements...

AUTHOR: The U.S. is the most greedy, selfish place on earth. And, just look at the foreign policy of the U.S. It's all about "what's in it for me." Power hungry leaders are dragging this country into the ground. This need to dominate and dictate to other countries how they should operate is so arrogant. The U.S. deserves all of the negative feelings it's engendering. All this flag waving and "proud to be an American" is crap. It's just an act to cover up the country's insecurities and feelings of inferiority.

INTERVIEWER: You sound very angry toward the U.S...

AUTHOR: Yes, I'm angry. But also disgusted and embarrassed by Americans. They're fat, sloppy, ignorant, superficial and uncultured. The education level is slipping, there is no organized health care, and Americans suck up most of the world's resources without any regard for how they're affecting the rest of the world. Americans are more interested in the goings on of the likes of

Brittney Spears and Paris Hilton – than world affairs. Throughout the world, it's quite fashionable now to speak disparagingly about Americans. You rarely meet someone abroad who has anything good to say about Americans or the U.S. Americans are frequently characterized as loud and buffoonish.

What's really ironic is that Americans give off such an air of superiority and yet less than 20% have traveled outside of the US and even fewer can speak a foreign language. If they do travel to other places around the world, they expect everyone to speak English, American English --- And then there's "where's McDonald's? Don't you have Dr. Pepper? Oooh, I can't use that bathroom. Why does the money look different? Do you take dollars? I shouldn't have to wait in line like everyone else, I'm American – I'm special." Blah, blah, blah.

It's as if the U.S. has isolated itself from the rest of the world intentionally. Now, people abroad are saying --- just stay where you are and leave us alone.

Interviewer: Let's stop there for a moment...

End

CONTROL SCRIPT (2 min, 04 sec)

INTERVIEWER: I'm going to ask you a few questions about your experience at UTA.

INTERVIEWER: What prompted you to choose UTA?

STUDENT: I moved to the Arlington/Fort Worth area in 1999. When I decided to return to school about two years ago to complete my bachelor's degree, I looked for a large school that was close to my home, offered the degree I was interested in, and was affordable.

I like the fact that UTA is part of the University of Texas system.

INTERVIEWER: What is your major and what year are you in?

STUDENT: I'm a business major with a concentration in accounting, but I'm also interested in management. I'm a junior; I plan to graduate in either December '08, or May '09, depending on whether or not I can get all the classes I need.

INTERVIEWER: What made you decide on accounting?

STUDENT: Since I'm a returning student, also known as a bit older, I was looking for a degree plan that would pretty much guarantee me a job when I graduated. Plus, I like working with numbers, I'm kind of an organization geek, and I like things coming out either right or wrong so that I can fix what's wrong.

INTERVIEWER: What were you doing before you returned to school?

STUDENT: I was a retail manager. I like the work – the numbers thing, you know – but I wasn't too crazy about the hours – working weekends, holidays and long days. And you have to deal with lots of turnover, people not showing up for work, and that kind of thing. Eventually, I'd like to start a family, so having a regular, weekday job, sort of 9-5 sounds appealing.

INTERVIEWER: When you're not at school, and not studying, what do you like to do?

STUDENT: The usual things like shopping and going to movies, but I also enjoy listening to music and playing the guitar. I have a garage band. I don't have much time to practice, but when I get together with some friends just to play music, that's lots of fun.

INTERVIEWER: Thank you very much for your time.

STUDENT: You're welcome.

End

APPENDIX C

MONEY ALLOCATION TASK INSTRUCTIONS

Money Allocation Task Instructions

This is an example of the instructions that was given to participants to read prior to their completing the money allocation task and a description of the non-academic groups for funding consideration as presented in the laboratory experiment:

Student Congress and The Division of Student Affairs are actively seeking input from students to determine how a one-time funding opportunity should be distributed among non-academic groups on campus. This is the first time the Division of Student Affairs has pursued this type of input. It is part of the University's ongoing efforts to expand diversity awareness and include more students in decision-making processes on campus. Your input will be seriously considered as we appropriate the funds and give support to student activities. This funding will give recipient groups much-needed seed money to establish their groups among the university's growing non-academic groups. Seed money can be used for many activities including fundraising, meetings, social events, advertising, and recruitment of new members.

Please be aware that, due to limited funding and university staff to oversee student activities, the organization(s) that receives the least amount of funding will not be given permission to organize on campus during the 2008 school year. The organizations being considered for special funding in 2008 include the following: NAAS – National Association of Arab Students; La Esperanza; and the European Students' Association. A brief description of each group is attached.

You will be given thirty chips valued at \$100 each. Each group can receive up to \$1,000 (10 - \$100 tokens), but not more than \$1,000. Any remaining tokens will be designated to a general fund to be used for existing groups on campus. We would like you to decide anonymously by distributing the chips given to you by the attendant into the containers provided. At the end of the information-gathering period (May 8, 2008), we will count how the chips have been distributed and allocate funding depending on how students have "voted." We have determined that this is a non-biased, anonymous method for measuring student

opinions. Thank you for participating in this important decision-making process. We appreciate your time and input in helping us determine how to enhance each student's experience at UTA.

SOCIAL GROUPS ON CAMPUS

The following groups are non-academic social groups that are being considered for funding in the 2008-2009 school year.

These groups are seeking to organize in response to the University of Texas Arlington's efforts to expand cultural and ethnic diversity on our campus.

National Association of Arab Students

Advisor: Ahmed bin Shafiq

The purpose of the NAAS is to provide a transition community for new Arab immigrant students by introducing them to other Arab students on campus, and to promote the relationship between Arab students and other students at UTA. NAAS will help Arab immigrant students find Arab-language media resources; mosques and other religious institutions important to the culture; and local establishments that serve people from Arab/Muslim countries. At the same time, NAAS will ensure that new Arab students are introduced to local people and institutions to facilitate smooth assimilation in the community.

La Esperanza

Advisor: Maria Rodriguez

La Esperanza will be a group dedicated to helping new immigrant students from primarily Latin America and Mexico assimilate into the community and university environment. La Esperanza will provide important resources for new Latin-American and Mexican immigrant students including Spanish-speaking mentors who will serve as guides to places around town, and introduction to local establishments. New immigrant students will be encouraged to share their culture with UTA students, while learning about their new home.

European Students' Association

Advisor: Dieter Schmidt

In concert with the university's efforts to expand diversity and attract students from all places around the world, the European Student Association will work closely with the Academic Offices to prepare marketing tools to attract students from European countries to UTA. The ESA will provide native language speaking mentors (e.g. German, French, Spanish, and Italian) to newly arriving students. The mentors will provide resources to new students including native-language newspapers and magazines; tours of Arlington, Dallas, Fort Worth, and surrounding sites; and guides to restaurants, retail establishments and other institutions important to the culture. Ultimately, the goal of the ESA is to provide a rich, cultural exchange between American and European students at UTA.

General Fund

Any money not allocated to potential new groups on campus will be redeposited in the general fund for non-academic social groups on campus in the Office of Student Affairs.

REFERENCES

- Altman, N. (2004). Humiliation, Retaliation, and Violence, *TIKKUN*, 19, 16-59.
- American Psychiatric Association (1994). *Diagnostic and statistical manual of mental disorders* (4th ed.). Washington, DC.
- Bogart, L., Benotsch, E., & Pavlovic, J. (2004) Feeling superior but threatened: A relation of narcissism to social comparison. *Basic and Applied Social Psychology*, 26, 35-44.
- Baumeister, R. F., Bushman, B. J., & Campbell, W. K. (2000). Self-esteem, narcissism, and aggression: Does violence result from low self-esteem or from threatened egotism? *Current Directions in Psychological Science*, 9, 26-29.
- Baumeister, R. F., Smart, L., & Boden, J. (1996). Relation of theoretical egotism to violence and aggression: The dark side of high self-esteem. *Psychological Review*, 103, 5-33.
- Blank, T., & Schmidt, P. (2003). National identity in a united Germany: Nationalism or patriotism? An empirical test with representative data. *Political Psychology*, 24, 289-312.
- Brewer, M. B. (1999). The psychology of prejudice: Ingroup love or outgroup hate? *Journal of Social Issues*, 55, 429-444.
- Brewer, M. B., & Miller, N. (1984). Beyond the contact hypothesis: Theoretical perspectives on segregation. In N. Miller and M. B. Brewer (Eds.). *Groups in contact: The psychology of desegregation*. Orlando, FL: Academic Press.
- Brown, A. (1997). Narcissism, identity, and legitimacy. *Academy of Management Review*, 22, 643-686.
- Brown, R., Eller, A., Leeds, S., & Stace, K. (2007). Intergroup contact and intergroup attitudes: A longitudinal study. *European Journal of Social Psychology*, 37, 692-703.
- Bushman, B. J., & Baumeister, R. F. (1998). Threatened egotism, narcissism, self-esteem, and direct and displaced aggression: Does self-love or self-hate lead to violence? *Journal*

- of *Personality and Social Psychology*, 1, 219-229.
- Bushman, B. J., & Bonacci, A. M. (2004). You've got mail: Using e-mail to examine the effect of prejudiced attitudes on discrimination against Arabs. *Journal of Experimental Psychology*, 40, 753-759.
- Crocker, J., & Luhtanen, R. (1990). Collective self-esteem and ingroup bias. *Journal of Personality and Social Psychology*, 58, 60-67.
- Crocker, J., Thompson, L., McGraw, K. M., & Ingerman, C. (1987). Downward comparison, prejudice, and evaluations of others: Effects of self-esteem and threat. *Journal of Personality and Social Psychology*, 52, 907 – 916.
- Deaux, K., Reid, A., Martin, D., & Bikmen, N. (2006). Ideologies of diversity and inequality: Predicting collective action in groups varying in ethnicity and immigrant status. *Political Psychology*, 27, 123-146.
- Declassified Key Judgments of the National Intelligence Estimate. Trends in Global Terrorism: Implications for the United States (2006). Retrieved July 25, 2007, from [http://www.dni.gov/press_releases/Declassified NIE Key Judgments.pdf](http://www.dni.gov/press_releases/Declassified_NIE_Key_Judgments.pdf).
- Eller, A., & Abrams, D. (2004). Come together: longitudinal comparisons of Pettigrew's reformulated intergroup contact model and the Common Ingroup Identity Model in Anglo-French and Mexican-American contexts. *European Journal of Social Psychology*, 34, 229-256.
- Emmons, R. (1984). Factor analysis and construct validity of the narcissistic personality inventory. *Journal of Personality Assessment*, 48, 291-299.
- Emmons, R., (1987). Narcissism: Theory and measurement. *Journal of Personality and Social Psychology*, 52, 11-17.
- Foster, J. D., & Campbell, W. K. (2007). Are there such things as "narcissists" in social psychology? A taxometric analysis of the narcissistic personality inventory. *Personality and Individual Differences*, 43, 1321-1332
- Gaertner, S. L., Mann, J., Murrell, A., & Dovidio, J. F. (1989). Reducing intergroup bias: The

- benefits of recategorization. *Journal of Personality and Social Psychology*, 57, 239-249.
- Hewstone, M., & Brown, R. (1986). Contact is not enough: An intergroup perspective on the "contact hypothesis." In M. Hewstone and R. Brown (Eds.). *Contact and conflict in intergroup encounters*. Oxford: Blackwell.
- Human Rights Watch USA (2002, November). We are not the enemy. Hate crimes against Arabs, Muslims, and those perceived to be Arab or Muslim after September 11, 2001. Retrieved March 17, 2008, from www.hrw.org/reports/2002/usahate/usa1102.pdf
- Jaccard, J., Turrsi, R., & Wan, C. K. (1990). *Interaction effects in multiple regression*. Newbury Park, CA: Sage.
- Kenworthy, J., Turner, R., Hewstone, M., & Voci, A. (2005). Intergroup contact: When does it work, and why? *On the Nature of Prejudice, Fifty Years after Allport* (pp. 278-292). Malden, MA: Blackwell.
- Konrath, S., Bushman, B. J., & Campbell, W. K. (2006). Attenuating the link between threatened egotism and aggression. *Psychological Science*, 17, 995-1001.
- Kosterman, R., & Feshbach, S. (1989). Toward a measure of patriotic and nationalistic attitudes. *Political Psychology*, 10, 257-274.
- Leong, C-H. (2008). A multi-level research framework for the analyses of attitudes toward immigrants, *International Journal of Intercultural Relations*, 32, 115-129.
- Luhtanen, R., & Crocker J. (1992). A collective self-esteem scale: Self-evaluation of one's social identity. *Personality and Social Psychology Bulletin*, 18, 302-318.
- Li, Q., & Brewer, M. (2004). What does it mean to be an American? Patriotism, nationalism, and American identity after 9/11. *Political Psychology*, 25, 727-739.
- Morf, C. & Rhodewalt, F. (2001). Unraveling the paradoxes of narcissism: A dynamic for a self-regulatory processing model. *Psychological Inquiry*, 4, 177-196.
- Pettigrew, T. (1998). Intergroup contact theory. *Annual Review of Psychology*, 49, 65-85.
- Pettigrew, T., & Tropp, L. (2006). A Meta-analytic test of intergroup contact theory. *Journal*

of *Personality and Social Psychology*, 90, 751-783.

Pew Hispanic Center (2008). U.S. Population Projections: 2005-2050. Retrieved June 2, 2008, from <http://pewhispanic.org/reports/report.php>.

Raskin, R., & Terry, H. (1988). A principle-components analysis of the narcissistic personality inventory and further evidence of its construct validity. *Journal of Personality and Social Psychology*, 54, 890-902.

Raskin, R., Novacek, J., & Hogan, R. (1991). Narcissistic self-esteem management. *Journal of Personality and Social Psychology*, 60, 911-918.

Riek, B., Mania, E., & Gaertner, S., (2006). Intergroup threat and outgroup attitudes: A meta-analytic review. *Personality and Social Psychology Review*, 10, 336-353.

Sidanius, J., Feshbach, S., Levin, S., & Pratto, F. (1997). The interface between ethnic and national attachment. *Public Opinion Quarterly*, 61, 102-133.

Smith, M. (2001, September 13). Frontline: Hunting bin Laden. Public Broadcasting Service. Retrieved July 21, 2007, from <http://www.pbs.org/wgbh/pages/frontline/shows/binladen/who/edicts.html>.

Stephan, W., & Stephan, C. (2005). Intergroup relations program evaluation. *On the Nature of Prejudice, Fifty Years after Allport* (pp. 431-446). Malden, MA: Blackwell.

Stephan, W., Renfro, L., Stephan, C. (2004). The evaluation of intergroup relations: Programs, techniques and a meta-analysis. In W. G. Stephan & W. P. Vogt (Eds.), *Learning Together: Intergroup Relations Programs*. New York: Teachers College Press.

Stephan, W., Ybarra, O., & Bachman, G. (1999) Prejudice toward immigrants, *Journal of Applied Social Psychology*, 29, 2221-2237.

Stephan, W., Renfro, L., Esses, V., Stephan, C., & Martin, T. (2005). The effects of feeling threatened on attitudes toward immigrants. *International Journal of Intercultural Relations*, 29, 1-19.

Stucke, T., & Sporer, S. (2002). When a grandiose self-image is threatened: Narcissism and

- self-concept clarity as predictors of negative emotions and aggression following ego-threat. *Journal of Personality*, 70, 509-532.
- Tajfel, H., & Turner, J. C. (1986). The social identity theory of intergroup behavior. In S. Worchel & W. Austin (Eds.), *Psychology of intergroup relations* (pp. 7-24). Chicago, Nelson-Hall.
- Twenge, J., & Campbell, W. K. (2003). "Isn't it fun to get the respect that we're going to deserve?" Narcissism, social rejection, and aggression. *Personality and Social Psychology Bulletin*, 29, 261-272.
- U.S. Census Bureau (2004). U.S. Population Projections: National interim projections (released March 2004), retrieved June 3, 2008, from <http://www.census.gov/population/www/projections/index.html>
- U.S. Department of Homeland Security (2006). 2005 Yearbook of immigrant statistics. Retrieved April 11, 2007, from http://www.dhs.gov/xlibrary/assets/statistics/yearbook/2005/OIS_2005_Yearbook.pdf
- U.S. Department of Justice Civil Rights Division (2007). Enforcement and outreach following the September 11 terrorist attacks. Retrieved April 11, 2007, from <http://www.U.S.doi.gov/crt/legalinfo/discrimupdate.htm>.
- U.S. Equal Employment Opportunity Commission, (2002). Questions and answers about the workplace rights of Muslims, Arabs, South Asians, and Sikhs under the Equal Employment Opportunity laws. Retrieved April 11, 2007, from <http://www.eeoc.gov/facts/backlash-employee.html>.
- Watson, D., Clark, L. A., & Tellegen, A. (1988). Development and validation of brief measures of positive and negative affect: The PANAS scales. *Journal of Personality and Social Psychology*, 54, 1063-1070.
- Yaeger, T. (2008, May 20). Independent Lens: A dream in doubt. Public Broadcasting Service. Retrieved May 20, 2008, from <http://www.pbs.org/independentlens/dreamindoubt/film>.

BIOGRAPHICAL INFORMATION

Patricia Lyons earned a BA in Political Science and an MS in Psychology at the University of Texas Arlington. She is currently pursuing a PhD in Psychology with a focus on Social Psychology. Her research interests include intergroup relations, especially between immigrants and host country citizens, and developing programs to facilitate successful, long-term intergroup contact.

Prior to returning to graduate school, Patricia was Vice President of Membership Development at the public radio and television affiliates in North Texas.