

# NICOLE M. STEPHENS

Kellogg School of Management  
Northwestern University  
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Evanston, IL 60208  
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## ACADEMIC POSITIONS

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### **Kellogg School of Management, Northwestern University**

Sept. 2020      Jeanne Brett Chair in Negotiations;  
Professor of Management and Organizations  
2015–2020      Tenured Associate Professor of Management and Organizations  
2013–2015      Untenured Associate Professor of Management and Organizations  
2010–2013      Assistant Professor of Management and Organizations

### **Department of Psychology, Northwestern University**

2010–Present    Courtesy Appointment

## EDUCATION

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2004–2010      Ph.D., Social Psychology, Stanford University.  
1998–2002      B.A., Psychology, Williams College, *magna cum laude*.

## AWARDS & FELLOWSHIPS

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2021              Kabiller Science of Empathy Prize, Kellogg School of Management.  
2020              Otto Klineberg Intercultural and International Relations Award.  
2017              APA Award for Early Career Contribution (Social Psychology).  
2014              Louise Kidder Early Career Award.  
2014              Otto Klineberg Intercultural and International Relations Award.  
2014              Israel Organizational Behavior Conference, Best Paper Award.  
2013              Stanley Reiter Best Paper Award, Kellogg School of Management.  
2004              National Science Foundation Graduate Research Fellowship.  
2002              Fulbright Fellowship, University of Chile.  
2002              Phi Beta Kappa, Williams College.

## GRANTS

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2021              Society for the Psychological Study of Social Issues, Grant-in-Aid  
2019              Northwestern University, Dispute Resolution Research Center Grant

2017–2019 Templeton Foundation Grant, Diverse Intelligences Program, *Interdependence Promotes the Strengths of Employees from Working-class Contexts*, \$198,000.

## PUBLICATIONS

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<sup>+</sup> Indicates shared authorship.

\* Indicates collaboration with current or former doctoral students or postdocs.

1. **Stephens**, N. M., Emery, L. F., & Townsend, S. S. M. (In press). Social class. Invited chapter to appear in *The Handbook of Social Psychology*, 6th ed.
2. \*Goudeau, S., **Stephens**, N. M., Markus, H. R., Darnon, C., Croizet, J.-C., & Cimpian, A. (2024). What causes social class disparities in education? The role of the mismatches between academic contexts and working-class socialization contexts and how the effects of these mismatches are explained. *Psychological Review*. <https://doi.org/10.1037/rev0000473>
3. \*Dittmann, A. G., **Stephens**, N. M., & Townsend, S. S. M. (2024) Interdependent behavior only benefits employees from working-class backgrounds when it is both enacted and valued. *Journal of Experimental Psychology: General*.
4. **Stephens**, N. M., Townsend, S. S. M., \*Carey, R. M., Hamedani, M. G., \*Brannon, T. N., & Murphy, M. C. (2023). The benefits of difference-education interventions in lower-resourced institutions. *Journal of Experimental Psychology: General*.
5. \*Goudeau, S., Sanrey, C., Autin, F., **Stephens**, N. M., Markus, H. R., Croizet, J.-C., & Cimpian, A. (2023). Unequal opportunities from the start: Socioeconomic disparities in classroom participation in preschool. *Journal of Experimental Psychology: General*. Advance online publication. <https://doi.org/10.1037/xge0001437>
6. Müller, F., Goudeau, S., **Stephens**, N. M., Aelenei, C., & Sanitioso, R. B., (2023). Social-class inequalities in distance learning during the COVID-19 pandemic: Digital divide, cultural mismatch, and psychological barriers. *International Review of Social Psychology*, 36(1): 3, 1-17.
7. \*Birnbaum, H. J., \*Dittmann, A. G., **Stephens**, N. M., Reinhart, E., \*Carey, R. M., & Markus, H. R. (2022). Personal harm from the Covid-19 pandemic increases advocacy for equality. *Journal of Experimental Social Psychology*, 104(2023), 104400.
8. \*Carey, R. M., **Stephens**, N. M., Townsend, S. S. M., & Hamedani, M. G. (2022). Is diversity enough? Cross-race and cross-class interactions in college occur less often than expected, but benefit members of lower-status groups when they occur. *Journal of Personality and Social Psychology*, 123(5), 889-908.

9. **Stephens**, N. M., Rivera, L. A., & Townsend, S. S. M. (2021). The cycle of workplace bias and how to interrupt it. *Research in Organizational Behavior*, *40*, 1-12.
10. Townsend, S. S. M., **Stephens**, N. M., & Hamedani, M. G. (2021). Difference-education improves first-generation students' grades throughout college and increases comfort with social group difference. *Personality and Social Psychology Bulletin*, *47(10)*, 1510-1519.
11. \*Birnbaum, H. J., **Stephens**, N. M., Townsend, S. S. M., & Hamedani, M. G. (2020). A diversity ideology intervention: Multiculturalism reduces the racial achievement gap. *Social Psychological and Personality Science*, *12(5)*, 751-759.
12. \*Dittmann, A. G., **Stephens**, N. M., & Townsend, S. S. M. (2020). Achievement is not class-neutral: Working together benefits people from working-class contexts. *Journal of Personality and Social Psychology*, *119*, 517-539.  
**Winner of the Wheeler Institute Award: judged to be research with greatest potential for contribution to the field of business for development at the 2019 Trans-Atlantic Doctoral Conference at London Business School**
13. \*Phillips, L. T., **Stephens**, N. M., Townsend, S. S. M., & \*Goudeau, S. (2020). Access is not enough: Cultural mismatch persists to limit first-generation students' opportunities for achievement throughout college. *Journal of Personality and Social Psychology*, *119(5)*, 1112-1131.
14. **Stephens**, N. M., Hamedani, M. G., & Townsend, S. S. M. (2020). Difference-Education: Improving disadvantaged students' academic outcomes by changing their theory of difference. In G. Walton & A. Crum (Eds.) *Handbook of Wise Interventions: How Social-Psychological Insights Can Help Solve Problems*, New York, NY: Guilford Press.
15. **Stephens**, N. M. & Townsend, S. S. M. (2019). Understanding how people detect social class from speech requires taking a cultural psychological perspective. *Proceedings of the National Academy of Sciences*, *116*, 23871-23873 (commentary).
16. **Stephens**, N. M., Townsend, S. S. M., \*Dittmann, A. G. (2019). Social-class disparities in higher education and professional workplaces: The role of cultural mismatch. *Current Directions in Psychological Science*, *28*, 67-73.
17. **Stephens**, N. M., Hamedani, M. G., & Townsend, S. S. M. (2019). Difference matters: Teaching students a contextual theory of difference can help them succeed. *Perspectives on Psychological Science*, *14*, 156-174.  
**Winner of Otto Klineberg Intercultural and International Relations Award**
18. Townsend, S. S. M., **Stephens**, N. M., \*Smallets, S., & Hamedani, M. G. (2019). Empowerment through difference: An online Difference-Education intervention

- closes the social class achievement gap. *Personality and Social Psychology Bulletin*, 45, 1068-1083.
19. \*Bencharit, L. Z., Ho, Y. W., Fung, H., Yeung, D., **Stephens**, N. M., Romero-Canyas, R., & Tsai, J. L. (2019). Should job applicants be excited or calm?: The role of culture and ideal affect in employment settings. *Emotion*, 19, 377-401.
  20. Markus, H. R., & **Stephens**, N. M. (2017). Editorial overview: Inequality and social class: The psychological and behavioral consequences of inequality and social class: A theoretical integration. *Current Opinion in Psychology*, 18, iv-xii.
  21. \*Dittmann, A. G., & **Stephens**, N. M. (2017). Interventions aimed at closing the social class achievement gap: Changing individuals, structures, and construals. *Current Opinion in Psychology*, 18, 111-116.
  22. Savani, K., **Stephens**, N. M., & Markus, H. R. (2017). Choice as an engine of analytic thought. *Journal of Experimental Psychology: General*, 146, 1234-1246.
  23. **Stephens**, N. M., \*Dittmann, A. G., & Townsend, S. S. M. (2017). Social class and models of competence: How gateway institutions disadvantage working-class Americans and how to intervene. In C. Dweck, A. Elliot, & D. Yeager (Eds.), *Handbook of competence and motivation (2nd Edition): Theory and application*. New York, NY: Guilford Press.
  24. \*Jury, M., Smeding, A., **Stephens**, N. M., \*Nelson, J., Aelenei, C., & Darnon, C. (2017). The experience of low-SES students in higher education: Psychological barriers to success and interventions to reduce social class inequality. *Journal of Social Issues*, 73, 16-34.
  25. \*Apfelbaum, E. P., **Stephens**, N. M., & Reagans, R. (2016). Beyond one-size-fits-all: Tailoring diversity approaches to the representation of social groups. *Journal of Personality and Social Psychology*, 111, 547-566.  
**Winner of Israel Organizational Behavior Conference Best Paper Award**
  26. **Stephens**, N. M., & Townsend, S. S. M. (2015). The norms that drive behavior: Implications for Cultural Mismatch Theory. *Journal of Cross-Cultural Psychology*, 46, 1304-1306 (commentary).
  27. **Stephens**, N. M., Townsend, S. S. M., Hamedani, M. G., Destin, M., & \*Manzo, V. (2015). A Difference-Education intervention equips first-generation students to thrive in the face of stressful college situations. *Psychological Science*, 26, 1556-1566.
  28. **Stephens**, N. M., & Townsend, S. S. M. (2015). How can financial incentives improve the success of disadvantaged college students? Insights from the social sciences. In B. Castleman, S. Schwartz, & S. Baum (Eds.), *Decision making for student success:*

- Behavioral insights to improve college access and persistence.* New York, NY: Routledge.
29. **Stephens, N. M., \*Brannon, T. N., Markus, H. R., & \*Nelson, J. E.** (2015). Feeling at home in college: Fortifying school-relevant selves to reduce social class disparities in higher education. *Social Issues and Policy Review, 9*, 1-24.
  30. **Stephens, N. M., Cameron, J., & Townsend, S. S. M.** (2014). Lower social class does not (always) mean greater interdependence: Women in poverty have fewer social resources than working-class women. *Journal of Cross-Cultural Psychology, 45*, 1060-1072.
  31. **Stephens, N. M., Hamedani, M. G., & Destin, M.** (2014). Closing the social-class achievement gap: A Difference-Education intervention improves first-generation college students' academic performance and all students' college transition. *Psychological Science, 25*, 943-953.
  32. **Stephens, N. M., Markus, H. M., & \*Phillips, L. T.** (2014). Social class culture cycles: How three gateway contexts shape selves and fuel inequality. *Annual Review of Psychology, 65*, 611-634.
  33. **Stephens, N. M., & Townsend, S. S. M** (2013). How can incentives improve the success of disadvantaged college students? Insights from the Social Sciences. Policy brief for a project sponsored by the Bill and Melinda Gates Foundation at the George Washington University.
  34. **Stephens, N. M., & Townsend, S. S. M.** (2013). Rank is not enough: Why we need a sociocultural perspective to understand social class. *Psychological Inquiry, 24*, 126-130 (commentary).
  35. **Stephens, N. M., Fryberg, S. A., Markus, H. R., & Hamedani, M. G.** (2013). Who explains Hurricane Katrina and the Chilean earthquake as an act of God? The experience of extreme hardship predicts religious meaning-making. *Journal of Cross Cultural Psychology, 44*, 607-619.
  36. **Stephens, N. M., Markus, H. R., & Fryberg, S. A.** (2012). Social class disparities in health and education: Reducing inequality by applying a Sociocultural Self Model of behavior. *Psychological Review, 119*, 723-744.  
**Winner of Otto Klineberg Intercultural and International Relations Award**
  37. **+Kraus, M., & +Stephens, N. M.** (2012). A road map for an emerging psychology of social class. *Social and Personality Psychology Compass, 6*, 642-656.
  38. **Stephens, N. M., Townsend, S. S. M., Markus, H. R., & \*Phillips, L. T.** (2012). A cultural mismatch: Independent cultural norms produce greater increases in cortisol

- and more negative emotions among first-generation college students. *Journal of Experimental Social Psychology*, 48, 1389-1393.
39. **Stephens**, N. M., Fryberg, S. A., Markus, H. R., Johnson, C., & \*Covarrubias, R. (2012). Unseen disadvantage: How American universities' focus on independence undermines the academic performance of first-generation college students. *Journal of Personality and Social Psychology*, 102, 1178-1197.  
**Winner of Stanley Reiter Best Paper Award: judged to be the best paper among those published by the Kellogg faculty in the preceding four years**
40. **Stephens**, N. M., Fryberg, S. A., & Markus, H. R. (2012). It's your choice: How the middle-class model of independence disadvantages working-class Americans. In S. T. Fiske & H. R. Markus (Eds.), *Facing social class: How societal rank influences interaction* (pp. 87-106). New York, NY: Russell Sage Foundation.
41. Fryberg, S. A., **Stephens**, N. M., \*Covarrubias, R., Markus, H. R., Carter, E. D., Laiduc, G. A., & Salido, A. J. (2012). How the media frames the immigration debate: The critical role of location and politics. *Analyses of Social Issues and Public Policy*, 12, 96-112.
42. <sup>+</sup>**Stephens**, N. M., & <sup>+</sup>Levine, C. S. (2011). Opting out or denying discrimination? How the framework of free choice in American society influences perceptions of gender inequality. *Psychological Science*, 22, 1231-1236.
43. Savani, K., **Stephens**, N. M., & Markus, H. R. (2011). The unanticipated interpersonal and societal consequences of choice: Victim blaming and reduced support for the public good. *Psychological Science*, 22, 795-802.
44. **Stephens**, N. M., Fryberg, S. A., & Markus, H. R. (2011). When choice does not equal freedom: A sociocultural analysis of agency in working-class American contexts. *Social and Personality Psychology Science*, 2, 33-41.
45. Fryberg, S. A., & **Stephens**, N. M. (2010). When the world is colorblind, American Indians are invisible: A diversity science approach. *Psychological Inquiry*, 21, 115-119.
46. <sup>+</sup>Shepherd, H., & <sup>+</sup>**Stephens**, N. M. (2010). Using culture to explain behavior: An integrative cultural approach. *Social Psychology Quarterly*, 73, 353-354.
47. **Stephens**, N. M., Hamedani, M. G., Markus, H. R., Bergsieker, H. B., & Eloul, L. (2009). Why did they "choose" to stay? Perspectives of Hurricane Katrina observers and survivors. *Psychological Science*, 20, 878-886.
48. **Stephens**, N. M., Markus, H. R., & Townsend, S. S. M. (2007). Choice as an act of meaning: The case of social class. *Journal of Personality and Social Psychology*, 93, 814-830.

## INVITED REVISION AND UNDER REVIEW

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49. \*Carey, R. M., **Stephens**, N. M., & Markus, H. R. (Invited revision). Can close relationships reduce social class health disparities? Supportive and trusting relationships are more consequential for health and well-being in lower social class contexts. *Psychological Science*.
50. \*Truong, M., Townsend, S. S. M., **Stephens**, N. M., & Smallets, S. (Invited revision). Crossing the class divide: Social class background moderates threat in cross-class versus same-class interactions. *Journal of Experimental Social Psychology*.
51. \*Truong, M., \*Birnbaum, H., \*Dittmann, A. G., **Stephens**, N. M., Townsend, S. S. M., \*Emery, L., & \*Carey, R. M. (Under review). Feminine defaults are associated with a reduction in the gender participation gap in MBA classrooms. *Journal of Applied Psychology*.
52. Garr-Schultz, A., Emery, L., **Stephens**, N., Townsend, S., & Gardner, W. (Under review). Gender and relationship covering in professional contexts. *Personality and Social Psychology Bulletin*.
53. \*Dittmann, A. G., \*Birnbaum, H. J., **Stephens**, N. M., \*Carey, R. M., Markus, H. R., & Reinhart, E. C. (Under review). Free to be isolated?: A longitudinal study of gig workers' interdependent relational behaviors and well-being in the COVID-19 pandemic. *Journal of Organizational Behavior*.
54. Bauer, C. A., Walton, G. M., Job, V., & **Stephens**, N. (Under review). The strengths of people in low-SES positions: An identity-reframing intervention improves low-SES students' achievement over one semester. *Psychological Science*.

## WORKING PAPERS

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55. \*Dittmann, A. G., **Stephens**, N. M., Townsend, S. S. M., & Rivera, L. A. The double-edged sword of elite preparation: Elite preparation sensitizes professionals from working-class backgrounds to interpersonal challenges and strengths.
56. **Stephens**, N. M., Emery, L. F., & Townsend, S. S. M. Moving toward a social-class-in-context perspective.

## ARTICLES FOR A POPULAR AUDIENCE

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57. Dittmann, A. G., **Stephens**, N. M., & Townsend, S. S. M. (July 20, 2021). Research: How Our Class Background Affects the Way We Collaborate. *Harvard Business Review*.

58. **Stephens**, N. M. (February 6, 2020). Are you giving all of your employees an equal chance to succeed? *Kellogg Insight*.
59. Townsend, S. S. M. & **Stephens**, N. M. (September 17, 2019). A surprising path to improving working-class students' academic achievement. *SPSP News*.
60. **Stephens**, N. M., & Townsend, S. S. M. (January 16, 2019). The unseen reason working-class students drop out. *Politico*.
61. **Stephens**, N. M. (September 14, 2018). Why do people stay when a hurricane comes? *The New York Times*.
62. **Stephens**, N. M., & Townsend, S. S. M. (May 22, 2017). Research: How you feel about individualism is influenced by your social class. *Harvard Business Review*.
63. **Stephens**, N. M., & Apfelbaum, E. (August 16, 2016). The real reasons diversity programs don't work. *Fortune*.
64. **Stephens**, N. M., Hamedani, M. G., & Destin, M. (March 18, 2014). Talk about class. *InsideHighered.com*
65. Savani, K., **Stephens**, N. M., & Markus, H. R. (May 4, 2011). Stories of choice in India and the US. *Livemint.com*

## INVITED TALKS

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2023	Bridging Social Class Divides Conference, Kellogg School of Management
2022	Society in the Classroom Conference (EASP-SPSSI), London School of Economics
2022	Western Psychological Association, Psi Chi Distinguished Speaker
2021	Kellogg School of Management, Diversity, Equity, and Inclusion Webinar
2021	Kellogg School of Management, Inclusive Teaching Seminar
2021	University of Clermont Auvergne, Psychology of Disasters Seminar
2020	Northwestern University, Psychology Diversity Salon
2019	University of California San Diego, Social Mobility Symposium
2019	New York University Wagner School of Public Service Seminar Series
2018	OneGoal, presentation to organization's employees
2018	Mindset Scholars Network Funders Briefing
2018	Kellogg Global Women's Summit
2018	Forefront: Engaging for Impact Research Briefing
2018	Harvard Higher Education Leaders Forum
2018	Goethe University (Frankfurt, Germany), Psychology Colloquium
2018	Rotman School of Management Seminar Series
2017	Brown University, Cognitive, Linguistic, and Psychological Sciences Colloquium
2017	University of British Columbia, Social Psychology Seminar Series
2016	Global Advisory Board, Kellogg School of Management
2016	Wharton Decision Processes Seminar Series

- 2016 Yale School of Management, Organizations and Management Seminar Series
- 2015 OneGoal, presentation to program administrators
- 2015 Bias Interrupters Working Group, University of California Hastings
- 2015 Chief Diversity Officer Summit, Kellogg School of Management
- 2015 University of Wisconsin, Institute of Education Sciences Seminar
- 2015 Princeton University, Inequality Science Series
- 2015 London Business School Forum on Social Psychological Intervention
- 2015 Brown University, Inter-Ivy First Generation College Student Conference
- 2015 University of Poitiers (France) Psychology Department Seminar
- 2015 University of California Irvine, Diverse Educational Community and Doctoral Experience Speaker Series
- 2015 United States Department of Education, Student Support Services Webinar
- 2015 Radcliffe Institute Seminar on Collective Social Identities and Good Society
- 2015 University of California San Diego, Rady School of Management, Power, Status, and Influence Conference
- 2014 Harvard Business School, Organizational Behavior Seminar
- 2014 Northwestern University, Trustee Lunch on Diversity and Inclusion
- 2014 University of Washington Foster School of Business Seminar
- 2014 University of California Santa Barbara, Sage Center for the Study of the Mind
- 2014 Stanford Graduate School of Business, Marketing Seminar
- 2014 London Business School, Organizational Behavior Seminar
- 2014 MIT Sloan School of Management, Organization Studies Seminar
- 2014 Emory University Goizueta Business School, Management Seminar
- 2014 University of Washington, Social Psychology Colloquium
- 2014 Princeton University, Panel on Inequality and Social Class Divides
- 2014 Kellogg School of Management, Marketing Doctoral Consortium
- 2014 Haas School of Business, Management of Organizations Seminar
- 2014 Claremont Graduate University, Panel on Applied Social Psychology
- 2013 Kellogg School of Management, Marketing Seminar
- 2013 Bill and Melinda Gates Foundation, Panel on Access to Higher Education
- 2013 Stanford Graduate School of Business, Organizational Behavior Seminar
- 2013 Harvard Business School, Negotiation, Organization, and Markets Seminar
- 2013 Columbia Business School, Management Seminar
- 2013 University of Michigan, Research Center for Group Dynamics Speaker Series
- 2012 Duke Fuqua School of Business, Management Speaker Series
- 2012 University of Chicago Booth School of Business, Behavioral Science Seminar
- 2012 Summer Seminar, Higher Education Marketing and Management
- 2012 University of Kansas, Presentation to university administrators
- 2012 University of Kansas, Social Psychology Brownbag
- 2012 University of Illinois Chicago, Social Psychology Brownbag
- 2011 University of Wisconsin, Psychology Colloquium
- 2011 University of Chicago, Social Psychology Seminar
- 2011 University of Maryland, Multidisciplinary University Research Initiative
- 2010 Northwestern University, Social Psychology Seminar
- 2010 Russell Sage Foundation, Panel on Social Class and Intergroup Relations
- 2009 Kellogg School of Management, Management and Organizations

- 2009 Harvard University Law School, Conference on Law and Mind Sciences  
 2008 Stanford University, Consortium on Financing Higher Education  
 2007 Colby College, Goldfarb Center for Public Affairs and Civic Engagement

## **CONFERENCE PRESENTATIONS**

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- 2022 Society of Personality and Social Psychology, Legacy Symposium for Hazel Markus, San Francisco, CA  
 2020 Society of Personality and Social Psychology, Psychology of Inequality pre-conference, New Orleans, LA  
 2018 Templeton Foundation Diverse Intelligences conference, St. Andrews, Scotland  
 2017 Society of Personality and Social Psychology annual conference, San Antonio, TX  
 2016 Academy of Management annual conference, Anaheim, CA  
 2015 American Educational Research Association annual conference, Chicago, IL  
 2015 Society of Personality and Social Psychology annual conference, Long Beach, CA  
 2014 Academy of Management annual conference, Philadelphia, PA  
 2014 European Association of Social Psychology annual conference, Amsterdam, NL  
 2013 Society of Personality and Social Psychology annual conference, New Orleans, LA  
 2012 Society of Experimental Social Psychology annual conference, Austin, TX  
 2012 Association for Psychological Science annual conference, Chicago, IL  
 2012 Society of Personality and Social Psychology annual conference, San Diego, CA  
 2011 Society of Personality and Social Psychology annual conference, San Antonio, TX  
 2010 Society of Personality and Social Psychology annual conference, Las Vegas, NV  
 2009 Association for Psychological Science annual conference, San Francisco, CA  
 2009 Center for the Advanced Study in Behavioral Sciences, Stanford, CA  
 2008 Society for Personality and Social Psychology annual conference, Albuquerque, NM  
 2007 Expanding Horizons of Cultural Psychology Conference, Stanford, CA  
 2007 Society for Personality and Social Psychology annual conference, Memphis, TN  
 2006 American Psychological Association annual conference, New Orleans, LA  
 2006 Society of Personality and Social Psychology annual conference, Palm Springs, CA  
 2006 RAND/NSF Hurricane Katrina Research Meeting, Washington, DC  
 2005 Society of Personality and Social Psychology annual conference, New Orleans, LA  
 2005 Society for the Study of Human Development, Asilomar, CA

## **SELECTED MEDIA COVERAGE**

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- Kellogg Insight*, January 2, 2023  
*Kellogg Insight*, December 1, 2022  
*The Hill*, October 13, 2022  
*New York Times*, January 17, 2020  
*Vox*, September 20, 2019  
*The Chronicle of Higher Education*, March 29, 2019  
*Vox*, August 3, 2018  
*Vox*, September 11, 2017  
*Harvard Business Review*, August 8, 2016

*New York Times*, April 8, 2015  
*Cafe.com*, January 6, 2015  
*Huffington Post*, June 9, 2014  
*Reuters*, February 24, 2014  
*Huffington Post*, January 15, 2014  
*Philly.com*, August 6, 2013  
*NBC News*, August 30, 2012  
*Washington Post*, April 26, 2012  
*New York Times*, March 12, 2012  
*Insider Higher Education*, March 1, 2012  
*MSNBC*, October 17, 2011  
*Huffington Post*, August 30, 2011  
*Journal and Courier*, August 14, 2011  
*Financial Times*, July 29, 2011  
*AOL.com (AOL Jobs)*, July 29, 2011  
*Huffington Post*, July 4, 2011  
*Psychology Today*, July 3, 2011  
*Smartmoney.com*, May 27, 2011  
*Discover Magazine*, May 7, 2011  
*Chicago Tribune*, September 8, 2009  
*Los Angeles Times*, September 5, 2009  
*Miller-McCune*, August 28, 2009  
*Stanford Social Innovation Review*, Fall 2009  
*New York Times Magazine*, February 26, 2006

## **TEACHING EXPERIENCE**

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\*Indicates new course developed

Northwestern University, Kellogg School of Management:

\*The Science and Strategy of Bias Reduction, Instructor, MBA course, Spring 2020–present.

\*Inclusive teaching workshop for professors, Fall 2021.

The Individual and the Organization, Instructor, PhD Seminar, Fall 2015–2020.

Negotiations, Instructor, Executive Education, Fall 2013–present.

Diversity and Inclusion, Instructor, Executive Education, Fall 2016–present.

Negotiations, Instructor, MBA course, Spring 2010–present.

Summer Institute for Social and Personality Psychology:

\*Psychology of Inequality, Instructor, Summer 2017.

Stanford University, Psychology Department:

Introduction to Social Psychology, Co-Instructor, Summer 2007.

Mind, Culture, and Society Seminar, Guest Lecturer, Winter 2006 & 2007.

## **ADVISING EXPERIENCE**

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## Postdoctoral Advising

- Mindy Truong (MORS, Northwestern University, 2021–2023, Current Position: Assistant Professor at UC-Riverside School of Business)
- Lydia Emery (MORS, Northwestern University, 2020–2023, Current Position: Assistant Professor of Psychology at University of Chicago).
- Dylan Wiwad (MORS, Northwestern University, 2019–2022, Current Position: Senior Quantitative Researcher, SLACK).
- Rebecca Carey (MORS, Northwestern University, 2018–2021, Current Position: Assistant Professor of Psychology at Princeton University).
- Kelly Hoffman (MORS, Northwestern University, 2016–2018, Current Position: Associate Researcher at The Future Company).
- Abbie Wazlawek (MORS, Northwestern University, 2015–2017, Current Position: User Researcher at ClassPass).
- Tiffany Brannon (MORS, Northwestern University, 2013–2015, Current Position: Professor of Psychology at UCLA).
- Sarah Townsend (MORS, Northwestern University, 2011–2013, Current Position: Professor at USC Marshall School of Business).
- Evan Apfelbaum (MORS, Northwestern University, 2010–2012, Current Position: Professor at Boston University Questrom School of Business).

## Graduate Student Advising

### *PhD Advisees*

- Yumeka Hirayama (MORS, Northwestern University, Expected 2028).
- Kathy Thuy Vo (MORS, Northwestern University, Expected 2027).
- Jennie Kim (MORS, Northwestern University, Expected 2026).
- Hannah Birnbaum (MORS, Northwestern University 2022; Current Position: Assistant Professor at Washington University’s Olin School of Business).
- Andrea Dittmann (MORS, Northwestern University 2020; Current Position: Assistant Professor at Emory University’s Goizueta Business School).
- Ella Washington (MORS, Northwestern University 2014, Current Position: Clinical Professor at Georgetown University).

### *Dissertation Committees*

- Holly Engstrom (Psychology, University of British Columbia 2023)
- Medhi Marot (Psychology, Université Clermont Auvergne 2022)
- Hannah Waldfogel (MORS, Northwestern University 2021)
- Lydia Emery (Psychology, Northwestern University 2020, Current Position: Postdoctoral Fellow at Kellogg School of Management).
- Alex Browman (Psychology, Northwestern University 2017, Current Position: Assistant Professor at College of the Holy Cross).
- Sébastien Goudeau (Psychology, University of Poitiers 2016, Current Position: Assistant Professor at University of Poitiers).

- Vida Manzo (Psychology, Northwestern University 2016, Current Position: Senior Research Analyst at College of the Canyons).
- Dennis Hsu (MORS, Northwestern University 2015, Current Position: Assistant Professor at Hong Kong University).
- Erika Hall (MORS, Northwestern University 2014, Current Position: Assistant Professor at Emory University).
- Maureen Craig (Psychology, Northwestern University 2014, Current Position: Assistant Professor at New York University).
- Jiyin Cao (MORS, Northwestern University 2014, Current Position: Assistant Professor at Stony Brook University).
- Soroush Aslani (MORS, Northwestern University 2014, Current Position: Assistant Professor at the University of Wisconsin, Whitewater).
- Sunny Kim (MORS, Northwestern University 2013).

## **EDITORIAL SERVICE**

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### **Editorial Board Member:**

*Journal of Personality and Social Psychology* (2018–2020)

### **Co-Editor:**

*Current Opinion in Psychology, Social Class and Inequality* (2017)

### **Ad-hoc Reviewer (Journals):**

*American Psychologist*

*Analyses of Social Issues and Public Policy*

*Cultural Diversity and Ethnic Minority Psychology*

*Journal of Experimental Psychology*

*Journal of Experimental Social Psychology*

*Journal of Adolescent Research*

*Journal of Marketing Research*

*Journal of Personality and Social Psychology*

*Journal of Social and Political Psychology*

*Journal of Social Issues*

*Law and Society Review*

*Learning and Individual Differences*

*Organizational Behavior and Decision Processes*

*Personality and Social Psychology Bulletin*

*Personality and Social Psychology Review*

*Proceedings of The National Academy of Sciences*

*Psychological Review*

*Psychological Science*

*Psychology and Aging*

*Sex Roles*

*Social Psychology Quarterly*

*Strategic Management Journal*

*The Russell Sage Foundation Journal of the Social Sciences*

*Qualitative Sociology*

**Ad-hoc Reviewer (Grants):**

*National Science Foundation  
Education and Social Opportunity  
Spencer Foundation  
Center for Decision Research  
University of Chicago Booth School of Business*

**Ad-hoc Reviewer (Books):**

*Oxford University Press*

**UNIVERSITY SERVICE**

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**MORS Service**

- Comprehensive Exam Grader, 2010–2022.
- Dispute Resolution Research Center Post-Doc Hiring Committee, 2011–2012; 2012–2015 (Chair), 2019–2022.
- Junior Faculty Hiring Committee, 2012–2014, 2017–2018, 2019–2020, 2021–2022.
- MORS Micro Lab Organizer, 2011–2014.
- MORS Speaker Series Organizer, 2011–2014.
- PhD Admissions Committee, 2010–2021; 2015–2019, 2021–2023 (Chair).
- Senior Faculty Hiring Committee, 2017–2018 (Chair); 2019–2020.

**Kellogg Service**

- Center on the Science of Diversity Faculty Affiliate, 2010–2012.
- Dispute Resolution Research Center Executive Committee, 2011–2015.
- Kellogg Global Women’s Summit Planning Committee, 2017–2018.
- Kellogg MBA Gender Program, 2015–2016.
- Kellogg Women’s Leadership Summit Advisory Committee, 2016–2017.
- Personnel Committee Junior Faculty Observer, 2011–2012.
- Women Negotiate Forum, 2013–2016.
- Faculty Sponsor for DEI Pathway, 2020–present
- Kellogg Inclusion Coalition (Faculty Member), 2020–present.
- Delivered Inclusive Teaching Sessions for Faculty, 2021.
- Research Support Faculty Advisory Board, 2021–2023.
- Adhoc Chair for Personnel Committee, 2021.
- Northwestern Faculty Appeals Member, 2023–present.
- Junior Faculty Mentor, 2020–present.

**Northwestern Service**

- Socioeconomic Diversity Initiative, 2013–2014.
- Trustee Lunch on Diversity and Inclusion, 2014.

## **PROFESSIONAL EXPERIENCE & SERVICE**

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Advisory Board, America Needs You, a non-profit devoted to helping first-generation students succeed in college, Chicago, IL., 2018–2020.

Marketing Consultant, Widgetbox, Inc., Internet start-up, San Francisco, CA., Winter 2007.

Textbook Consultant, *Social Psychology* (S. S. Brehm, S. M. Kassin, & S. Fein: Editors; Houghton Mifflin Company: Publisher), 2006.

Research Analyst, Marketing and Planning Systems, Marketing Consulting Firm, Waltham, MA., Sept. 2003–May 2004.

Fulbright Scholar, Universidad de Chile, Santiago, Chile. August–June 2003.

Research Associate, The Parthenon Group, Strategy Consulting Firm, Boston, MA. Summer 2001.

## **WORKING GROUPS (INVITED)**

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The Bias Interrupters Working Group: seeks to reduce bias against women and racial minorities in the workplace.

The Harvard Higher Education Leaders Forum: seeks to solve problems in higher education through evidence-based solutions.

The Mindset Scholars Network: seeks to expand educational opportunity through the science of psychological intervention.

## **MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS**

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Academy of Management

American Psychological Association

International Association for Conflict Management

Society for Personality and Social Psychology

The Society for the Psychological Study of Social Issues