Updated January 2020

# NICOLE M. STEPHENS

Kellogg School of Management
Northwestern University
2211 Campus Drive
Evanston, IL 60208
n-stephens@kellogg.northwestern.edu

## ACADEMIC POSITIONS

2015–Present Tenured Associate Professor of Management and Organizations, Kellogg School of Management.

2013–2015 Untenured Associate Professor of Management and Organizations, Kellogg School of Management.

2010–2013 Assistant Professor of Management and Organizations, Kellogg School of Management.

2010–Present Courtesy Appointment in Psychology, Northwestern University.

## EDUCATION

2004–2010 Ph.D., Social Psychology, Stanford University.

1998–2002 B.A., Psychology, Williams College, *magna cum laude*.

## AWARDS & FELLOWSHIPS

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

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

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## GRANTS

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## PUBLICATIONS

[+] Indicates shared authorship.
* Indicates collaboration with current or former doctoral students or postdocs.

1. *Dittmann, A. G., **Stephens**, N. M., & Townsend, S. S. M. (Accepted pending minor revisions). Assessing achievement individually is not class-neutral: When and why working together benefits people from working-class contexts. *Journal of Personality and Social Psychology.*
   **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**

2. *Phillips, L. T., **Stephens**, N. M., Townsend, S. S. M., & *Goudeau, S. (In press). Access is not enough: Cultural mismatch persists to limit first-generation students' opportunities for achievement throughout college. *Journal of Personality and Social Psychology*.

3. **Stephens**, N. M. Hamedani, M. G., & Townsend, S. S. M. (In press). 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.

4. **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).

5. **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.

6. **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.

7. 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.

8. *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.

9. 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.

10. *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.

11. Savani, K., **Stephens**, N. M., & Markus, H. R. (2017). Choice as an engine of analytic thought. *Journal of Experimental Psychology: General*, *146*, 1234-1246.

12. **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.

13. *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.

14. *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**

15. **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).

16. **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.

17. **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.

18. **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.

19. **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.

20. **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.

21. **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.

22. **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.

23. **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).

24. **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.

25. **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**

26. [+]Kraus, M., & [+]**Stephens**, N. M. (2012). A road map for an emerging psychology of social class. *Social and Personality Psychology Compass, 6*, 642-656.

27. **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.

28. **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**

29. **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.

30. 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.

31. +**Stephens**, N. M., & +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.

32. 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.

33. **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.

34. 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.

35. +Shepherd, H., & +**Stephens**, N. M. (2010). Using culture to explain behavior: An integrative cultural approach. *Social Psychology Quarterly*, *73*, 353-354.

36. **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.

37. **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.

## UNDER REVIEW AND REVISION

38. Kennedy, J. A., *McDonnell, M. H., & **Stephens**, N. M. (Invited revision). Do women face a higher ethical bar? Exploring gender discrimination in the punishment of ethical violations at work. *Organization Science*.

39. *Birnbaum, H., **Stephens**, N. M., Townsend, S. S. M, & Hamedani, M. G. (Invited revision). A diversity ideology intervention: Multiculturalism reduces the racial achievement gap. *Social Psychological and Personality Science.*

40. Townsend, S. S. M., **Stephens**, N. M., & Hamedani, M. G. (Under review). Difference-Education improves first-generation students' grades throughout college and increases comfort with social group difference. *Journal of Experimental Social Psychology*.

41. *Truong, M., Townsend, S. S. M., Smallets, S., & **Stephens**, N. M. (Under review). Crossing up or down: When is anticipating cross-class interactions more threatening than same-class interactions? *Psychological Science*.

42. *Carey, R. M., **Stephens**, N. M., Townsend, S. S. M. & Hamedani, M. G. (Under review). 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*.

## WORKING PAPERS

43. *Goudeau, S., Sanrey, C., Autin, F., **Stephens**, N. M., Millet, M., Iuculano, T. M., ... & Croizet, J.-C. How preschool fails to level the playing field: Examining the role of language interactions in natural classroom settings.

44. *Smallets, S., Townsend, S. S. M., & **Stephens**, N. M. Uncovering the light and dark sides of grit by separately considering its underlying facets.

45. *Dittmann, A. G., *Birnbaum, H., **Stephens**, N. M. College financial resources shape the impact of a cultural match for Working-Class students.

46. *Dittmann, A. G., **Stephens**, N. M., & Townsend, S. S. M. Working in middle-class organizations, but still working class: How social class background impacts subjective workplace experience.

47. *Goudeau, S., **Stephens**, N. M., Markus, H. R., & Croizet, J.-C. Toward an integrated socio-cultural understanding of inequality in education: A social class-academic contexts (mis)match model.

48. **Stephens**, N. M., *Carey, R. M., Townsend, S. S. M., Hamedani, M. G., *Brannon, T. N., & Murphy, M. C. The academic benefits of Difference-Education and Belongingness interventions extend to diverse higher education settings.

49. *Carey, R. M., **Stephens**, N. M., & Markus, H. R. 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.

## ARTICLES FOR A POPULAR AUDIENCE

50. Townsend, S. S. M. & **Stephens**, N. M. (September 17, 2019). A surprising path to improving working-class students' academic achievement. *SPSP News*.

51. **Stephens**, N. M., & Townsend, S. S. M. (January 16, 2019). The unseen reason working-class students drop out. *Politico.*

52. **Stephens,** N. M. (September 14, 2018). Why do people stay when a hurricane comes? *The New York Times***.**

53. **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*.

54. **Stephens**, N. M., & Apfelbaum, E. (August 16, 2016). The real reasons diversity programs don't work. *Fortune*.

55. **Stephens**, N. M., Hamedani, M. G., & Destin, M. (March 18, 2014). Talk about class. *InsideHighered.com*

56. Savani, K., **Stephens**, N. M., & Markus, H. R. (May 4, 2011). Stories of choice in India and the US. *Livemint.com*

## INVITED TALKS

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

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

*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

*Indicates new course developed

Northwestern University, Kellogg School of Management:
*The Science and Strategy of Bias Reduction, Instructor, MBA course, Spring 2020.
The Individual and the Organization, Instructor, PhD Seminar, Fall 2015–present.
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

**Postdoctoral Advising**

- Dylan Wiwad (MORS, Northwestern University, 2019–present).
- Rebecca Carey (MORS, Northwestern University, 2018–present).
- 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 at UCLA).
- Sarah Townsend (MORS, Northwestern University, 2011–2013, Current Position: Professor at USC).
- Evan Apfelbaum (MORS, Northwestern University, 2010–2012, Current Position: Professor at Boston University).

**Graduate Student Advising**

*PhD Advisees*

- Hannah Birnbaum (MORS, Northwestern University, Expected 2022).
- Andrea Dittmann (MORS, Northwestern University, Expected 2020; Accepted Tenure-track Position at Emory University's Goizueta Business School).
- Ella Washington (MORS, Northwestern University 2014, Current Position: Clinical Professor at Georgetown University).

*Dissertation Committees*

- Lydia Emery (Psychology, Northwestern University, Expected 2020).
- Alex Browman (Psychology, Northwestern University 2017, Current Position: Postdoctoral Fellow at Boston College).
- Sébastien Goudeau (Psychology, University of Poitiers 2016, Current Position: Assistant Professor at Université Paris Descartes).
- 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

**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*
*Qualitative Sociology*

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

*Social Psychology Program*
*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

**MORS Service**

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

**Northwestern Service**

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

## PROFESSIONAL EXPERIENCE & SERVICE

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

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)

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

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