**NICOLE M. STEPHENS**

Kellogg School of Management

Northwestern University

2211 Campus Drive

Evanston, IL 60208

n-stephens@kellogg.northwestern.edu

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| **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.

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| **EDUCATION** |

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

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

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| 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.

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| 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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| PUBLICATIONS |

1. **Stephens**, N. M. (2017). Award to distinguished scientific early career contributions to psychology: Nicole M. Stephens. *American Psychological Association*.

2. 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.

3. Dittmann, A. G., & **Stephens**, N. M. (2017). Interventions aimed at closing the social class achievement gap in education: changing individuals, structures, and construals. *Current Opinion in Psychology*, *18*, 111-116.

4. Savani, K., **Stephens**, N. M., & Markus, H. R. (2017). Choice as an engine of analytic thought. *Journal of Experimental Psychology: General*, *146*(9), 1234- 1246.

5. **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.

6. 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(1)*, 16-34.

7.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(4),* 547-566.

\***Winner of Israel Organizational Behavior Conference Best Paper Award**

8. **Stephens**, N. M., & Townsend, S. S. M. (2015). The norms that drive behavior: Implications for Cultural Mismatch Theory. *Journal of Cross-Cultural Psychology* (commentary), *46*, 1304-1306*.*

9. **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.

10. **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.

11. **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.

12. **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*.*

13. **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.

14. **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*, 16.1-16.24.

15. **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.

16. **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.

17. **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.

18. **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**

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

20. **Stephens**, N. M., Townsend, S. S. M., Markus, H. R., & Phillips, 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.

21. **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**

22. **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.

23. 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.

24. **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. [\*equal authorship].

25. 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.

26. **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.

27. Fryberg, S. A., & **Stephens**, N. M. (2010). When the world is colorblind, American Indians are invisible. *Psychological Inquiry*, *21*, 115-119.

28. Shepherd, H.,\* & **Stephens**, N. M.\* (2010). Using culture to explain behavior: An integrated cultural approach. *Social Psychology Quarterly*, *73*, 353-354. [\*equal authorship].

29. **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.

30. **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.

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| UNDER REVIEW |

31. **Stephens**, N. M., Hamedani, M. G., & Townsend, S. S. M. (invited revision). Difference Matters: Teaching Students a Contextual Theory of Difference Can Help Them Succeed. *Perspectives on Psychological Science*.

32. Levine, C. S., & **Stephens**, N. M., & Chentsova-Dutton, Y. (invited revision). Giving voice to underrepresented groups can reduce social identity threat and increase levels of social fit and trust**.** *Journal of Experimental Social Psychology*.

33. Kennedy, J. A., McDonnell, M. H., & **Stephens**, N. M. (invited revision). Does gender raise the ethical bar? Exploring the punishment of ethical violations at work. *Organization Science*.

34. Townsend, S. S. M., **Stephens**, N. M., Smallets, S., & Hamedani, M. G. (invited revision). Empowerment through difference: A scalable difference-education intervention closes the social class achievement gap. *Personality and Social Psychology Bulletin.*

35. Phillips, T., **Stephens**, N. M., & Townsend, S. S. M. (under review). Access is not enough: Cultural mismatch persists to limit first-generation students’ opportunities for achievement throughout college. *Personality and Social Psychology Bulletin.*

36. Smallets, S., Townsend, S. S. M., & **Stephens**, N. M. (under review). Is grit enough? Personal control is necessary for grit to produce increased engagement and performance. *Journal of Experimental Social Psychology*.

37.**Stephens**, N. M., Townsend, S. S. M., Dittmann, A. G. (under review). [Social class disparities in higher education and in the workplace: The role of cultural mismatch.](http://www.nicolemstephens.com/uploads/3/9/5/9/39596235/cdp_final_submission.pdf) *Current Directions in Psychological Science*.

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| WORKING PAPERS |

38. 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.

39. Wazlawek, A., & **Stephens**, N. M. Women give more than they receive: The role of gender in reciprocal concessions.

40. Dittmann, A. G., **Stephens**, N. M., & Townsend, S. S. M. Situations that require interdependence promote greater fit and performance in working- compared to middle-class individuals.

41. **Stephens**, N. M., Townsend, S. S. M., Hamedani, M. G., & Destin, M. Difference-education improves first-generation students’ grades throughout college and increases enrollment in diversity courses.

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| SELECTED RESEARCH IN PROGRESS |

Cultural mismatch and access to college; Cultural mismatch interventions in diverse university settings; Cultural mismatch theory from college to the workplace; Difference-education interventions in diverse university settings; Disentangling chronic social class from situational differences in status; Extending difference-education to women in business; Gender and punishment in the professions; Social class and competence; Social class and the meaning of work; Teacher mindsets and diversity beliefs.

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| ARTICLES FOR A POPULAR AUDIENCE |

**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*.

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

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

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

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| 2018 | Forefront: Engaging for Impact Research Briefing |
| 2018 | Harvard Higher Education Leaders Forum |
| 2018 | University of Frankfurt, 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  2016  2016 | Global Advisory Board, Kellogg School of Management  Wharton Decision Processes Seminar Series  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  2015 | Brown University, Inter-Ivy First Generation College Student Conference  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 | 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 |

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| 2017 | Society of Personality and Social Psychology annual conference, San Antonio, TX |
| 2016 | Academy of Management annual conference, Anaheim, CA |
| 2015  2015 | American Educational Research Association annual conference, Chicago, IL  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 |

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| SELECTED MEDIA COVERAGE |

*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

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| **TEACHING EXPERIENCE** |

Northwestern University, Kellogg School of Management:

Negotiations, Instructor, Full-time and Part-time MBAs, Spring 2010-present.

Negotiations Instructor, Executive Education Programs, Fall 2013-present.

The Individual and the Organization, PhD Seminar Instructor, Fall 2015 & 2016.

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.

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| **ADVISING EXPERIENCE** |

**Dissertation Committee**

Soroush Aslani, MORS, Northwestern University

Jiyin Cao, MORS, Northwestern University

Maureen Craig, Psychology, Northwestern University

Erika Hall, MORS, Northwestern University

Dennis Hsu, MORS, Northwestern University

Ella Washington, MORS, Northwestern University (primary adviser)

Vida Manzo, Psychology, Northwestern University

Alex Browman, Psychology, Northwestern University

Sébastien Goudeau, Psychology, University of Poitiers

**Candidacy Paper Committee**

Erika Hall, MORS, Northwestern University

Ella Washington, MORS, Northwestern University

Sunny Kim, MORS, Northwestern University

Andrea Dittmann, MORS, Northwestern University (primary adviser)

Jessica Nelson, MORS, Northwestern University (primary adviser)

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| **EDITORIAL SERVICE** |

**Editorial Board Member:**

*Frontiers in Psychology*

*Journal of Personality and Social Psychology*

**Editor:**

*Current Opinion in Psychology, “Social Class and Inequality” Special Edition*

**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*

*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*

*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*

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| PROFESSIONAL EXPERIENCE |

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.

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| WORKING GROUPS |

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.

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| PROFESSIONAL AFFILIATIONS |

Academy of Management

Association for Psychological Science

American Psychological Association

International Association for Conflict Management

Society for Personality and Social Psychology

The Society for the Psychological Study of Social Issues