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NICOLE M. STEPHENS

Kellogg School of Management
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ACADEMIC POSITIONS

2013 – Present Associate Professor of Management and Organizations (without tenure), Kellogg School of Management, Northwestern University.

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

2010 – Present Associate Professor of Psychology (courtesy appointment without tenure), Northwestern University.

EDUCATION

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

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

PUBLICATIONS

*** = equal contribution**

1. **Stephens**, N. M., Hamedani, M. G., & Destin, M. (in press). Closing the social class achievement gap: A diversity education intervention improves first-generation students' academic performance and all students' college transition. *Psychological Science.*

2. **Stephens**, N. M., Cameron, J., & Townsend, S. S. M. (in press). 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.*

3. **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.

4. **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.

5. **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.

6. **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.

7. **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.

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

9. **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.

10. **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**

11. **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.

12. **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.

13. Fryberg, S. A., **Stephens**, N. M., Covarrubias, R., Markus, H. R., Carter, E. D., Laiduc, G. A., & Salido, A. J. (2011). How the media frames the immigration debate: The critical role of location and politics. *Analyses of Social Issues and Public Policy*, *0*, 1-17.

14. 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.

15. **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.

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

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

18. **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.

19. **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

20. Apfelbaum, E. P., **Stephens**, N. M., & Reagans, R. Beyond one-size-fits-all: A norm-fit model of managing diversity in organizations (invited revision). *Administrative Science Quarterly.*

21. Cheryan, S., Siy, J. O., Jones, V., & **Stephens**, N. M. Ethnic deviance and group status: Who is reprimanded for acting like the outgroup? (under review) *Journal of Experimental Social Psychology*.

22. Destin, M., & **Stephens**, N. M. Looking beyond the individual can enhance academic motivation (under review). *Journal of Experimental Social Psychology*.

23. Savani, K., **Stephens**, N. M., & Markus, H. R. A Cognitive Consequence of Choice: Selecting among Alternatives Promotes Analytic Thought and Decreased Attention to the Context (under review). *Journal of Personality and Social Psychology*.

IN PREPARATION

Stephens, N. M., Townsend, S. S. M., Hamedani, M. G., Destin, M., & Manzo, V. Connecting students' backgrounds to the college experience predicts better coping among first-generation college students.

Stephens, N. M. & Levine, C. S. Giving voice to underrepresented groups can reduce social identity threat and increase levels of social fit and trust**.**

Stephens, N. M., Brannon, T. N., Markus, H. R., & Nelson, J. E. Leveraging a sociocultural self approach to reduce social class disparities in higher education.

Fryberg, S. A., **Stephens**, N. M., & Leavitt, P. Teacher mindsets and diversity beliefs: Implications for closing the achievement gap.

INVITED TALKS & CONFERENCE PRESENTATIONS

2014 European Association of Social Psychology
Haas School of Business, Management of Organizations Seminar
Claremont Symposium on Applied Social Psychology

2013 Kellogg Attitudes Motivation and Processing (KAMP) Speaker Series
Bill and Melinda Gates Foundation, Higher Education Conference
Stanford Graduate School of Business, Organizational Behavior Seminar
Harvard Business School, (NOM) Speaker Series
Columbia Business School, Management Speaker Series
University of Michigan, Research Center for Group Dynamics Speaker Series
Society of Personality and Social Psychology, New Orleans, LA

2012 Duke Fuqua School of Business, Management Speaker Series
Society of Experimental Social Psychology, Austin, TX
University of Chicago Booth School of Business, Speaker Series
Summer Seminar, Higher Education Marketing and Management
University of Kansas, Presentation to university administrators
University of Kansas, Social Psychology Brownbag
University of Illinois Chicago, Social Psychology Brownbag
Association for Psychological Science, Chicago, IL
Society of Personality and Social Psychology, San Diego, CA

2011 University of Wisconsin, Psychology colloquium
University of Chicago, Social Psychology speaker series
Multidisciplinary University Research Initiative webinar
Society of Personality and Social Psychology, San Antonio, TX

2010 Northwestern University, Social Psychology speaker series
Russell Sage Foundation, New York, NY
Society of Personality and Social Psychology, Las Vegas, NV

2009 Harvard University Law School, Conference on Law and Mind Sciences
Association for Psychological Science, San Francisco, CA
Center for the Advanced Study in Behavioral Sciences, Stanford, CA

2008 Stanford University, Consortium on Financing Higher Education
Society for Personality and Social Psychology, Albuquerque, NM

2007 Expanding Horizons of Cultural Psychology Conference, Stanford, CA
Goldfarb Center for Public Affairs and Civic Engagement, Waterville, ME
Society for Personality and Social Psychology, Memphis, TN

2006 RAND/NSF Hurricane Katrina Research Meeting, Washington, DC
American Psychological Association, New Orleans, LA
Society of Personality and Social Psychology, Palm Springs, CA

2005 Society for the Study of Human Development, Asilomar, CA
Society of Personality and Social Psychology (poster), New Orleans, LA

FELLOWSHIPS & AWARDS

Stanley Reiter Best Paper Award, Kellogg School of Management, 2013.

National Science Foundation Graduate Research Fellowship, 2004 – 2007.

Graduate Research Opportunity Research Grant, Stanford University, 2007.

Society for Personality and Social Psychology (SPSP) Travel Award, 2006.

Fulbright Fellowship, University of Chile, 2002.

Phi Beta Kappa, Williams College, 2002.

TEACHING EXPERIENCE

Northwestern University, Kellogg School of Management:

Negotiations, Instructor, Full-time and Part-time MBAs, Spring 2010-2014.

Negotiations, Instructor, Kellogg-FDC Executive MBA Program, Fall 2013.

Stanford University, Psychology Department:

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

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

Proseminar for Master's and honors students, Guest Lecturer, Winter 2005.

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)

Candidacy Paper Committee
Erika Hall, MORS, Northwestern University
Sunny Kim, MORS, Northwestern University
Ella Washington, MORS, Northwestern University

EDITORIAL SERVICE

Ad-hoc Reviewer (Journals), *American Psychologist, Analyses of Social Issues and Public Policy, Cultural Diversity and Ethnic Minority Psychology, Journal of Experimental Social Psychology, Journal of Marketing Research, Journal of Personality and Social Psychology, Journal of Social and Political Psychology, Journal of Social Issues, Learning and Individual Differences, Personality and Social Psychology Bulletin, Psychological Review, Psychological Science, Psychology and Aging, Sex Roles, Law and Society Review*
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*
Consultant (Grants), *National Science Foundation*

SELECTED MEDIA COVERAGE

Insider Higher Education, February 17, 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

The Mint, May 4, 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

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.

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