Updated 5.2013

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EDUCATION

- **KELLOGG SCHOOL OF MANAGEMENT** 2009-PRESENT
  NORTHWESTERN UNIVERSITY
  M.A. In Management & Organizations, Spring 2012
  Ph.D. In Management & Organizations, Expected Spring 2014
  Dissertation Proposal: *Gender matching 2.0: Gendered persons and positions in person-position fit*

- **ROBERT H. SMITH SCHOOL OF BUSINESS** 2003-2007
  UNIVERSITY OF MARYLAND
  Bachelor of Science in Finance, June 2007

WORK EXPERIENCE

- **HARVARD BUSINESS SCHOOL, BOSTON, MA** 2007-2009
  Research Associate to Mukti Khaire and Edward Riedl

PUBLICATIONS

- Galinsky, A., *Hall, E.V.*, & Cuddy, A. (2013). Gendered races: Implications for interracial marriage, leadership selection, and athletic participation. *Psychological Science, 24*(4), 498-506.

- *Hall, E.V.* & Livingston, R. (2012). The hubris penalty: Biased responses to "Celebration" displays of black football players. *Journal of Experimental Social Psychology, 48*, 899-904.

MANUSCRIPTS UNDER REVIEW

- *Hall, E.V.*, Galinsky, A., & Phillips, K.W. (2013). Gender profiling: A gendered-race perspective on person-position fit. *Invited resubmission at Journal of Personality and Social Psychology.*

- Khaire, M. & *Hall, E.V.* (2013). Medium and message: The role of the media in establishing institutional logics. *Invited resubmission at Organization Studies.*

PUBLISHED CHAPTERS AND CONFERENCE PROCEEDINGS

- Thompson, L. Lucas, B., & *Hall, E.V.* (in press). "Negotiator Bandwith" To appear in Neal M. Ashkansay, Oluremi B. Ayoko, and Karen Jehn, Eds. *Handbook of Research in Conflict Management*. Edward Edgar Publishing, UK.

- *Hall, E.V.* & Phillips, K. (2012). Optimal masculinity: Gendered races and prescriptions of dominance. *Academy of Management Best Paper Proceedings*, Boston, MA.

- Thompson, L. Lucas, B., & *Hall, E.V.* (2012). "Upstream and Downstream Negotiation Research." In R. Croson and G. Bolton (Eds.). *Oxford Handbook of Economic Conflict Resolution*. New York: Oxford University press.

- Thompson, L., *Richardson, E.V.*, & Lucas, B. (2012). "Integrating Negotiation Research with Team Dynamics." In Goldman and D. Shapiro (Eds.). *The Psychology of Negotiations in the 21st Century workplace*. SIOP Frontiers Series.

RESEARCH IN PROGRESS

- *Hall, E.V.*, Phillips, K.W., & Galinsky, A.D. Exploring gender beyond biological sex: A contemporary approach to gendered person-position fit. Writing stage. (Target: *Academy of Management Review*)

- *Hall, E.V.*, Thompson, L, & Apfelbaum, E. Seeing racism and forecasting worth: Perceived prejudice decreases Black professionals' propensity to negotiate. Writing stage. (Target: *Journal of Applied Psychology*)

- *Hall, E.V.*, Phillips, K, & Townsend, S. A rose by any other name?: Differential discrimination for 'African-Americans' than for 'Blacks.' Writing stage. (Target: *Psychological Science)*

- *Hall, E.V.*, Johnson, K., Galinsky, & A.D., Phillips, K.W. Perceptions of gender optimality: Gendered race stereotypes affect the representation of Asians and Blacks in Love, War, and Work. Writing stage (Target: *American Psychologist*).

POSTERS AND PRESENTATIONS

- *Hall, E.V.*, Phillips, K.W, Williams, J. (2013, August). Gender prescriptions and cultural misalignments: An analysis of multicultural female scientists in STEM. To be presented in the 'New Leaders in a Changing World? Elaborating on the Challenges of Ethnic/Minority Leadership' OB Division Showcase Symposium at the Academy of Management meetings, Orlando, Florida.

- Phillips, K.W. & *Hall, E.V.* (2013, August). Advancing the research on stereotypes in the management field: What is shared and what is different across diverse groups? To be

presented as a Panel Symposium at the Academy of Management meetings, Orlando, Florida.

- *Hall, E.V.*, Thompson, L, & Apfelbaum, E. (2013, July). Seeing racism and forecasting worth: Perceived prejudice decreases Black professionals' propensity to negotiate. To be presented at the International Association for Conflict Management conference, Tacoma, WA.

- Galinsky, A.* & *Hall, E.V.** (2013, January). Transcending Race: How Gender, Status, and Essentialism Help To Explain the Effects of Race. Presented at the Society for Personality and Social Psychology conference, New Orleans, LA.
  **Symposium Co-chair*

- *Hall, E.V.*, Phillips, K. (2012, August). Optimal masculinity: Gendered races and prescriptions of dominance. Paper presented at the Academy of Management Annual Meeting, Cross Divisional Paper session, Boston, Massachusetts. **Included in the Best Paper Proceedings.*

- *Hall, E.V.*, Phillips, K. & Galinsky, A. (2012, July). Optimal masculinity: Gendered races and prescriptions of dominance. Paper presented at the Annual Conference of the International Association for Conflict Management in Stellenbosch, South Africa.

- *Hall, E.V.*, Phillips, K., & Galinsky, A (2012, May). Optimal masculinity: Gendered races and prescriptions of dominance. Poster presented at the Association for Psychological Science conference, Chicago, IL.

- *Hall, E.V.*, Phillips, K., & Galinsky, A (2012, May). Optimal masculinity: Gendered races and prescriptions of dominance. Paper presented at the Annual London Business School Trans-Atlantic Doctoral Conference, London, England.

- *Hall, E.V.*, Phillips, K., & Galinsky, A (2012, January). Gender (in)congruence and gender role expectations: Consequences of the race and gender overlap. Poster presented at the Society for Personality and Social Psychology conference, San Diego, CA.

- *Richardson, E.V.*, Phillips, K.W, Rudman, L.A., Glick, P. (2011, August). Double jeopardy or Greater latitude: Black women escape backlash for dominance displays. Paper presented in the 'Black Faces in White Places: Redefining the Black Experience in Organizations & Management' GDO Showcase Symposium at the Academy of Management meetings, San Antonio, Texas.

- *Richardson, E.V.*, Phillips, K.W, Rudman, L.A., Glick, P. (2011, August). Double jeopardy or Greater latitude: Black women escape backlash for dominance displays. Paper presented in the 'Black Faces in White Places: Redefining the Black Experience in Organizations & Management' Professional Development Workshop at the Academy of Management meetings, San Antonio, Texas.

- Khaire, M. & *Richardson, E.V.* (2010, August). Medium and message: The role of the media in establishing institutional logics. Paper presented at the Academy of Management meetings, Montreal, Canada.

- Khaire, M. & *Richardson, E.V.* (2010, June). Medium and message: The role of the media in establishing institutional logics. Paper presented at European Group of Organization Studies (EGOS) conference, Lisbon, Portugal.

ACADEMIC HONORS AND AWARDS

- Travel Grant Award, Dispute Resolution Research Center, 2013 - $1,500
- Travel Grant Award, Dispute Resolution Research Center, 2012 - $1,000
- Travel Grant Award, Society for Personality and Social Psychology, 2012 - $500
- Northwestern University Travel Scholarship, Northwestern University, 2010, 2012 -$700
- Buffett Center Conference Travel Grant Award - $300

TEACHING EXPERIENCE

- SOLE INSTRUCTOR, KELLOGG SCHOOL OF MANAGEMENT, FULL-TIME MBA
  Leading and Managing Teams, Winter 2013

- TEACHING ASSISTANT, KELLOGG SCHOOL OF MANAGEMENT
  - *Negotiations* – (Prof. Ersner-Hershfield, Winter 2011, Spring 2011; Prof. Kim, Summer 2012; Prof. Thompson, Fall 2012, Executive Education Program)
  - *Leadership in Organizations* – (Prof. Galinsky, Fall 2010; Prof. Rivera, Spring 2011)
  - *Leading and Managing Teams* – (Prof. Thompson, 2010-2011, Winter 2012, Miami Kellogg Campus, Executive Education Program; Winter 2013, Evanston Campus, Executive Education Program; Prof. Townsend, Spring 2012, Fall 2012)
  - *Bargaining* – (Prof. Murnighan, 2012)

SELECTED MEDIA MENTIONS

- *PsychCentral.com*, "Study Finds Overlap in Race-Gender Stereotypes." December 4, 2012
  http://psychcentral.com/news/2012/12/04/study-finds-overlap-in-race-gender-stereotypes/48553.html

- *HeraldOnline.com*, "Gender and Race: How overlapping stereotypes affect interracial dating, leadership selection, and athletic participation." December 3, 2012
  http://www.heraldonline.com/2012/12/03/4456690/gender-and-race-how-overlapping.html

- *WGN Radio*, *Sports Night*, live guest. November 14, 2012. http://www.wgnradio.com/shows/wgnsportsnight/wgnam-sn-hall-20121114,0,6011024.mp3file

- *The New York Times,* "Study looks at bias in celebration penalty calls." November 7, 2012 (Online and in print) http://www.nytimes.com/2012/11/07/sports/football/experiment-examines-racial-bias-in-penalties-for-touchdown-celebrations.html?_r=0

- *Phys.org*, "How race and touchdown celebrations affect football player rewards." November 1, 2012 http://phys.org/news/2012-11-touchdown-celebrations-affect-football-player.html

- *UPI.com*, "Study: Racism may affect sports penalties." October 31, 2012 http://www.upi.com/Sports_News/2012/10/31/Study-Racism-may-affect-sports-penalties/UPI-65541351725906/

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

- Ad-hoc reviewer for the Journal of Experimental Social Psychology
- Reviewer, IACM conference
- Reviewer, Academy of Management Conference
- Academy of Management 2006 - Present
- PHD Project 2009- Present
- SPSP Member 2011- Present
- APS Member 2011-Present
- PhD MORS Admissions committee

DISSERTATION COMMITTEE

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