# NICOLE M. STEPHENS

Kellogg School of Management
Northwestern University
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## ACADEMIC POSITIONS

Assistant Professor of Management and Organizations, 2009 – Present,
Kellogg School of Management, Northwestern University.

Assistant Professor of Psychology (courtesy appointment), 2010 – Present,
Northwestern University.

## EDUCATION

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

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

## PUBLICATIONS

**Stephens**, N. M., Markus, H. R., & Fryberg, S. A. (in press). Social class disparities in health and education: Reducing inequality by applying a Sociocultural Self Model of behavior. *Psychological Review*.

**Stephens**, N. M., Fryberg, S. A., Markus, H. R., & Hamedani, M. G. (in press). 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*.

Kraus, M., & **Stephens**, N. M. (in press). A road map for an emerging psychology of social class. *Social and Personality Psychology Compass*. [The authors contributed equally]

**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.

**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.

**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.

**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. [The authors contributed equally]

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.

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.

**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.

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

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

**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.

**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.

## PAPERS UNDER REVISION/ IN PREPARATION

**Stephens**, N. M., Hamedani, M. G., & Destin, M. (in prep). Navigating the social class divide: A diversity intervention improves the college transition and academic performance of first-generation college students.

Apfelbaum, E. P., **Stephens**, N. M., & Reagans, R. (in prep). A mismatch in models of diversity predicts attrition of racial minorities and women at law firms.

**Stephens**, N. M., & Cameron, J. (under revision). More than material resources and rank: Women in poverty lack social support and trust.

**Stephens**, N. M., & Edens, G. (in prep). Is helping a choice or an act of solidarity? Models of helping in American and Mexican cultural contexts.

**Stephens**, N. M., Savani, K., & Markus, H. R. (in prep). Choice in America leads to increased holistic thinking and decreased attention to the context.

Cheryan, S., Siy, J. O., Jones, V., & **Stephens**, N. M. (in prep). When is "Acting White" an insult? Group status shapes responses towards members who engage in behaviors stereotypically associated with the outgroup.

## INVITED TALKS & CONFERENCE PRESENTATIONS

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| Invited | Harvard Business School, (NOM) Speaker Series<br>University of Chicago Booth School of Business, Speaker Series<br>Duke Fuqua School of Business, Management Speaker Series<br>Columbia Business School, Management Speaker Series<br>Society of Experimental Social Psychology, Austin, TX<br>Society of Personality and Social Psychology, New Orleans, LA |
| 2012 | Summer Seminar, higher education marketing and management<br>University of Kansas, Presentation to university administrators<br>University of Kansas, Social Psychology Brownbag<br>University of Illinois - Chicago, Social Psychology Brownbag<br>Association for Psychological Science, Chicago, IL<br>Society of Personality and Social Psychology, San Diego, CA |
| 2011 | University of Wisconsin, Psychology colloquium<br>University of Chicago, Social Psychology speaker series<br>Multidisciplinary University Research Initiative webinar<br>Society of Personality and Social Psychology, San Antonio, TX |
| 2010 | Northwestern University, Social Psychology speaker series<br>Russell Sage Foundation, New York, NY<br>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

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, Spring 2010-2012.

Instructor Evaluation: Achieved 9.1 (out of 10).

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 Member**

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

## SELECTED MEDIA COVERAGE

*NBC News*, Storm psychology: Why do some people stay behind? August 30, 2012
*http://vitals.nbcnews.com/_news/2012/08/30/13551209-storm-psychology-why-do-some-people-stay-behind*

*Washington Post,* Is college too much me, too little us? April 26, 2012
*http://www.washingtonpost.com/blogs/class-struggle/post/iscollege-too-much-me-too-little-us/2012/04/26/gIQAXb2TiT_blog.html*

*New York Times*, Focus on independence may hamper first-generation students once on campus. March 12, 2012
http://thechoice.blogs.nytimes.com/2012/03/12/independence-first-generation/

*Insider Higher Education*, Me or we. March 1, 2012
http://www.insidehighered.com/news/2012/03/01/study-collegiate-focus-independence-disadvantage-first-gen-students

*MSNBC*, Women doing all the right things, still lag men in business. October 17, 2011
http://bottomline.msnbc.msn.com/_news/2011/10/17/8322383-women-doing-all-the-right-things-still-lag-men-in-business

*Huffington Post*, Working moms: Work-life balance affected by language use, Kellogg study finds, August 30, 2011
http://www.huffingtonpost.com/2011/08/30/working-motherhood-work-life-balance-kellogg-study_n_941687.html

*Journal and Courier*, Why some stay at home mothers choose to opt-out of the workplace, August 14, 2011
http://www.jconline.com/article/20110815/LIFE/108150303/Why-some-stay-home-mothers-choose-opt-out-workplace

*Financial Times,* Something for the weekend, July 29, 2011
http://www.ft.com/intl/cms/s/2/2fc8cc3a-b9c9-11e0-8171 00144feabdc0.html

*AOL.com (AOL Jobs)*, Stay-at-Home moms, you may believe you left the workforce by choice, but did you?, July 29, 2011
http://jobs.aol.com/articles/2011/07/29/stay-at-home-moms-you-may-believe-you-left-the-workforce-by-cho/

*Huffington Post*, The dark side of choice in America, July 4, 2011
http://www.huffingtonpost.com/art-markman-phd/dark-side-of-choice_b_888751.html

*Psychology Today*, Freedom's foible: Do choices make us meaner?, July 3, 2011
http://www.psychologytoday.com/articles/201108/insights-news

*Smartmoney.com,* Does choice make us selfish?, May 27, 2011
http://www.smartmoney.com/invest/strategies/does-choice-make-us-selfish-1306514323397/

*Discover Magazine*, Not my concern: how choice can make us more selfish, May 7, 2011
http://blogs.discovermagazine.com/notrocketscience/2011/05/09/not-my-concern-%E2%80%93-how-choice-can-make-us-more-selfish/

*The Mint*, Stories of choice in India and the U.S., May 4, 2011
http://www.livemint.com/2011/05/04221437/Stories-of-choice-in-India-and.html

*Chicago Tribune*, Los Angeles wildfires: Survey of disaster survivors reveals why some stay, September 8, 2009
http://articles.chicagotribune.com/2009-09-08/news/0909070400_1_hurricane-katrina-survivors-survivors-well-being-evacuation

*Los Angeles Times,* Why do some people ignore evacuation orders? September 5, 2009
*http://latimesblogs.latimes.com/booster_shots/2009/09/evaculation-katrina-fires.html*

*Miller-McCune*, How could they have stayed behind? August 28, 2009
http://www.miller-mccune.com/culture-society/how-could-they-have-stayed-behind-3498/

*Stanford Social Innovation Review*, Why they stayed, Fall 2009
http://www.ssireview.org/images/ads/2009FA_research_MedicareSavesLives.pdf

## EDITORIAL SERVICE

**Ad-hoc Reviewer**, *American Psychologist, Analyses of Social Issues and Public Policy, Cultural Diversity and Ethnic Minority Psychology, Journal of Experimental Social Psychology, Journal of Personality and Social Psychology, Journal of Social Issues, Personality and Social Psychology Bulletin, Psychological Review, Psychological Science, Sex Roles, Law and Society Review*

**Ad-hoc Reviewer**, Social Psychology Program, *National Science Foundation*

## 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