NICOLE M. STEPHENS

Kellogg School of Management
Northwestern University
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Evanston, IL 60208
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ACADEMIC POSITIONS

Assistant Professor of Management and Organizations, 2010 – 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

1. 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*.

2. **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.

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

4. **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.

5. **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.

6. **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.

7. **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]

8. 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.

9. 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.

10. **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.

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

12. 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]

13. **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.

14. **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

15. **Stephens**, N. M., Hamedani, M. G., & Destin, M. Closing the social class achievement gap: A diversity education intervention improves the academic performance of first-generation college students and the college transition for all students. Under review at *Science.*

16. **Stephens**, N. M., & Cameron, J. More than material resources and rank: Women in poverty lack social support and trust. Under review at *Journal of Cross-Cultural Psychology.*

IN PREPARATION

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

Stephens, N. M., & Edens, G. 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. Choice in America leads to increased holistic thinking and decreased attention to the context.

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

Stephens, N. M., Markus, H. R., & Phillips, T. Social Psychology of Inequality: The case of social class.

Stephens, N. M., & Markus, H. R. Models of self and the social class divide.

INVITED TALKS & CONFERENCE PRESENTATIONS

Invited 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

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.

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

Ella Washington, MORS, Northwestern University

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 and Political Psychology, Journal of Social Issues, Learning and Individual Differences, Personality and Social Psychology Bulletin, Psychological Review, Psychological Science, Sex Roles, Law and Society Review*

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

UNIVERSITY SERVICE

Kellogg School of Management

Junior faculty observer, Kellogg Personnel Committee, 2011-2012

Adviser, Kellogg Diversity and Inclusion, 2012-present

Executive committee, Dispute Resolution Research Center (DRRC), 2011-present
Faculty affiliate, Center on the Science of Diversity, 2010-2012

Management and Organizations Department
Member, PhD admissions committee, 2010-present
Co-chair, Management and Organizations (MORS) Speaker Series, 2011-present
Member, DRRC post-doc selection committee, 2011-present
Co-founder and member, MORS Micro Lab, 2011-present
Co-founder and member, Culture and Inequality Lab, 2012-present

SELECTED MEDIA COVERAGE

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