

NICOLE M. STEPHENS

Kellogg School of Management
Northwestern University
2001 Sheridan Road
Evanston, IL 60208
n-stephens@kellogg.northwestern.edu

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 – 2009.

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

RESEARCH INTERESTS

The sociocultural patterning of mind and behavior: how social class, race/ethnicity, and gender shape people's understandings of their own and others' behavior.

FELLOWSHIPS & AWARDS

National Science Foundation (NSF) Graduate Research Fellowship, 2004 – 2007.

Visiting Fellow, Goldfarb Center for Public Affairs and Civic Engagement, Colby College, 2007.

Graduate Research Opportunity (GRO) 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.

Psychology Class of 1960's Scholar, Williams College, 2002.

PAPERS

- Stephens**, N. M., Fryberg, S. A., Markus, H. R., Johnson, C., & Covarrubias, R. (in press). Unseen disadvantage: How American universities' focus on independence undermines the academic performance of first-generation college students. *Journal of Personality and Social Psychology*.
- Stephens**, N. M., Fryberg, S. A., & Markus, H. R. (in press). 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: Social Psychology of Social Class*, 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 REVIEW

Stephens, N. M., Townsend, S. S. M., Markus, H. R., & Phillips, T. (2012). A cultural mismatch: Independent cultural norms contribute to increased stress among first-generation students in American universities. Under review at *Psychological Science*.

Stephens, N. M., Fryberg, S. A., Markus, H. R., & Hamedani, M. G. (2012). Who explains Hurricane Katrina and the Chilean earthquake as an act of God? The experience of extreme hardship predicts religious meaning-making. Under review at *Journal of Applied Psychology*.

Stephens, N. M., Markus, H. R., & Fryberg, S. A. (2012). Understanding social class disparities in education and health: Individual, Structural, and Sociocultural Models of behavior. Invited revision at *Psychological Review*.

Stephens, N. M., & Cameron, J. (2012). More than material resources and rank: Women in poverty lack social support and trust. Under review at *Social and Personality Psychology Science*.

Kraus, M., & **Stephens**, N. M. (2012). A road map for an emerging psychology of social class. Under review at *Social and Personality Psychology Compass*.

PAPERS IN PREPARATION

Stephens, N. M., & Edens, G. (2011). 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. (2011). Choice in America leads to increased holistic thinking and decreased attention to the context.

Fu, A., Markus, H. R., & **Stephens**, N. M. (2011). After failure, can interdependence increase persistence? A cultural comparison of the influence of others on motivation.

Cheryan, S., Siy, J. O., Jones, V., & **Stephens**, N. M. (2011). Betraying the team: How group status influences perceptions of group loyalty.

INVITED TALKS

University of Wisconsin, Psychology colloquium (2011)

University of Chicago, Social Psychology speaker series (2011)

Multidisciplinary University Research Initiative webinar (2011)

Northwestern University, Social Psychology speaker series (2010)

Harvard University Law School, Conference on Law and Mind Sciences (2009)

CONFERENCE PRESENTATIONS

Stephens, N. M. (2011). Unseen disadvantage: How American universities' focus on independence undermines the academic performance of first-generation college students. Annual Meeting of the Society of Personality and Social Psychology, San Antonio, TX.

Savani, K. Stephens, N. M., & Markus, H. R. (2011). A culture of choice leads to victim blaming and opposition to collectively beneficial social policies. Annual Meeting of the Society of Personality and Social Psychology, San Antonio, TX.

Fu, A., Markus, H. R., & Stephens, N. M. (2011). After failure, can interdependence increase persistence? A cultural comparison of the influence of others on motivation. Annual Meeting of the Society of Personality and Social Psychology, Palm Springs, CA.

Stephens, N. M. (2010). Cultural matching: small changes to the university culture can enhance the performance of first-generation college students. *Social Class Divides in Face-to-face Encounters*. Russell Sage Foundation, New York, NY.

Stephens, N. M. (2010). A cultural mismatch: The experience of first-generation college students in elite universities. Cultural psychology pre-conference at the Annual Meeting of the Society of Personality and Social Psychology, Las Vegas, NV.

Stephens, N. M. (2009). The racism and classism of choice: Explanations for outcomes in Hurricane Katrina. Annual Meeting of the Association for Psychological Science, San Francisco, CA.

Stephens, N. M. (2009). Choice as an instrument of discrimination. Critical Sociocultural Psychology Meeting, Center for the Advanced Study in Behavioral Sciences, Stanford, CA.

Stephens, N. M., & Markus, H. R. (2008). Independence as cultural capital: The experience of first-generation college students. Annual Meeting of the Consortium on Financing Higher Education, Stanford, CA.

Stephens, N. M. (2008). Social class, choice, and agency. Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM.

Stephens, N. M., Hamedani, M. G., & Markus, H. R. (2007). Applying a sociocultural analysis: The case of Hurricane Katrina. Expanding Horizons of Cultural Psychology Conference, Stanford, CA.

Stephens, N. M. (2007). Hurricane Katrina and (mis)understanding behavior. Goldfarb Center for Public Affairs and Civic Engagement, Waterville, ME.

Stephens, N. M., & Hamedani, M. G. (2007). Hurricane Katrina and (mis)understanding behavior. Annual Meeting of the Society for Personality and Social Psychology, Memphis, TN.

Stephens, N. M., & Hamedani, M. G. (2006). Confronting Hurricane Katrina: Social class and race shape responses to disaster. RAND/NSF Hurricane Katrina Research Meeting, Washington, DC.

Stephens, N. M., Hamedani, M. G., & Markus, H. R. (2006). Confronting Katrina: Social class and race shape responses to disaster. Annual Meeting of the American Psychological Association, New Orleans, LA.

Stephens, N. M. (2006). Choice in working class and middle class contexts: To be similar or different? Annual Meeting of the Society of Personality and Social Psychology, Palm Springs, CA.

Stephens, N. M. (2005). Social class and the divergent outcomes of choice. Biennial Meeting of the Society for the Study of Human Development, Asilomar, CA.

Stephens, N. M., Duncan, S. & Ben-Zeev, T. (2005). When the rich get “smarter” and the poor get “dumber.” Socioeconomic status and stereotype threat. Annual Meeting of the Society of Personality and Social Psychology, New Orleans, LA.

TEACHING EXPERIENCE

Northwestern University, Kellogg School of Management:

Negotiations, Instructor, Spring 2010, 2011.

Stanford University, Graduate School of Business:

Groups and Teams, Teaching Assistant, Fall 2008.

Stanford University, Psychology Department:

Experimental Design and Research Methods, Teaching Assistant, Fall 2008.

Community Health Psychology, Teaching Assistant, Winter 2008.

Cultural Psychology, Teaching Assistant, Spring 2005 & 2007.

Mind, Culture, and Society Graduate Seminar, Teaching Assistant, Winter 2007.

Comparative Studies in Race and Ethnicity, Teaching Assistant, Winter 2006.

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.

SELECTED MEDIA COVERAGE

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/>

PsychCentral, Societal barriers push women out of workforce, July 29, 2011
<http://psychcentral.com/news/2011/07/29/societal-barriers-push-women-out-of-workforce/28179.html>

Asian News International, Why women 'opt out' of the workforce, July 28, 2011
<http://www.newstrackindia.com/newsdetails/232589>

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/evacuation-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

New York Times Magazine, Is freedom just another word for many things to buy?

February 26, 2006

http://www.nytimes.com/2006/02/26/magazine/26wwln_essay.html

EDITORIAL SERVICE

Ad-hoc reviewer: *American Psychologist*; *Analyses of Social Issues and Public Policy*; *Blackwell Publishing*; *Journal of Experimental Social Psychology*; *Journal of Personality and Social Psychology*; *Journal of Social Issues*; *Personality and Social Psychology Bulletin*; *Psychological Science*; *Law and Society Review*.

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.

Research Assistant, Dr. Talia Ben-Zeev, San Francisco State University, San Francisco, CA. Summer 2003.

Fulbright Scholar, Universidad de Chile, Santiago, Chile. August – June 2003.

Research Assistant, Dr. Steve Fein, Williams College, Williamstown, MA. January – June 2002.

Research Associate, The Parthenon Group, Strategy Consulting Firm, Boston, MA. Summer 2001.

Research Assistant, Dr. Ken Savitsky, Williams College, Williamstown, MA. Summer 2000.

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Society for Personality and Social Psychology (SPSP)

American Psychological Society (APS)

American Psychological Association (APA)