

Evan P. Apfelbaum

Management and Organizations Phone: +847.467.3344
Kellogg School of Management Fax: +847.467.5700
Northwestern University Office: Jacobs Center 376
2001 Sheridan Road Evanston, IL 60208 E-mail: e-apfelbaum@kellogg.northwestern.edu

Personal: www.kellogg.northwestern.edu/faculty/apfelbaum
Faculty: www.kellogg.northwestern.edu/faculty/directory/apfelbaum_evan.aspx

ACADEMIC APPOINTMENTS

2009 – present Visiting Assistant Professor of Management and Organizations
Post Doctoral Fellow at the Kellogg Team and Group Research Center
Kellogg School of Management, Northwestern University, Evanston, IL

EDUCATION AND TRAINING

2009 Ph.D., Social Psychology, Tufts University, Medford, MA
Advisor: Sam Sommers

2007 M.S., Social Psychology, Tufts University, Medford, MA
Advisor: Sam Sommers

2003 Research Assistantship, Harvard University, Cambridge, MA
Supervisors: Nalini Ambady, Reginald Adams

2002 B.S., Psychology and Music, *magna cum laude*, Union College, Schenectady, NY

HONORS, GRANTS, AND AWARDS

2010 • *Society of Experimental Social Psychology Dissertation Award*, Finalist

2009 • *Gordon Allport Intergroup Relations Prize*, Honorable Mention, SPSSI

2008 • *Outstanding Contributions to Undergraduate Education Award*, Tufts University

2007 • *SPSP Travel Award*, SPSP Conference in Albuquerque, NM

2006 • *Early Researcher Award*, First Prize, American Psychological Association

- 2006 • *Grant-in-Aid Research Award*, Tufts University
- 2006 • *Graduate Poster Award*, First Prize, Society for Personality and Social Psychology (SPSP) Conference in Palm Springs, CA
- 2006 • *Graduate School of Arts and Sciences Travel Award*, Tufts University
- 2005 • *Clara Mayo Grant*, Society for the Psychological Study of Social Issues (SPSSI)
- 2005 • *Institute for Teaching Fellowship*, Tufts University

PUBLICATIONS

1. **Apfelbaum, E. P.**, Pauker, K., Sommers, S. R., & Ambady, N. (in press). In blind pursuit of racial equality? *Psychological Science*.
2. **Apfelbaum, E. P.**, Krendl, A. C., & Ambady, N. (in press). Age-related decline in executive function predicts better advice-giving in uncomfortable social contexts. *Journal of Experimental Social Psychology*.
3. **Apfelbaum, E. P.**, & Sommers, S. R. (in press). Facing diversity and the legal-social science divide in how to define, assess, and counteract bias. In Q. Robinson (Eds.), *The Oxford Handbook of Diversity and Work*. Oxford University Press.
4. Pauker, K., Ambady, N., & **Apfelbaum, E. P.** (in press). Race salience and essentialist thinking in racial stereotype development. *Child Development*.
5. Freeman, J. B., Pauker, K., **Apfelbaum, E. P.**, & Ambady, N. (2010). Continuous dynamics in the real-time perception of race. *Journal of Experimental Social Psychology*, *46*, 179-185.
6. **Apfelbaum, E. P.**, & Sommers, S. R. (2009). Liberating effects of losing executive control: When regulatory strategies turn maladaptive. *Psychological Science*, *20*, 139-143.
7. **Apfelbaum, E. P.**, Sommers, S. R., & Norton, M. I. (2008). Seeing race and seeming racist? Evaluating strategic colorblindness in social interaction. *Journal of Personality and Social Psychology*, *95*, 918-932.
8. **Apfelbaum, E. P.**, Pauker, K., Ambady, N., Sommers, S. R., & Norton, M. I. (2008). Learning (not) to talk about race: When older children underperform in social categorization. *Developmental Psychology*, *44*, 1513-1518.
9. Sommers, S. R., **Apfelbaum, E. P.**, Dukes, K. N., Toosi, N., & Wang, E. (2006). Race and media coverage of Hurricane Katrina: Analysis, implications, and future research questions. *Analysis of Social Issues and Public Policy*, *6*, 39-55.

10. Norton, M. I., Sommers, S. R., **Apfelbaum, E. P.**, Pura, N., & Ariely, D. (2006). Colorblindness and interracial interaction: Playing the political correctness game. *Psychological Science*, 17, 949-953.

WORK IN PROGRESS

- **Apfelbaum, E. P.**, Phillips, K. W., & Richeson, J. A. (in preparation). Bounded by belief in the inevitability of racially diverse groups.
- Pauker, K., & **Apfelbaum, E. P.** (in preparation). Intergroup relations as the push and pull of social ambiguity.
- **Apfelbaum, E. P.**, & Pauker, K. (in preparation). Navigating social interaction when group membership is fuzzy.
- **Apfelbaum, E. P.**, Pauker, K., Sommers, S. R., Wang, E., Ambady, N., & Adams, R. B., Jr. (in preparation). Eye-movements during contentious humor: A new look at social referencing in groups.
- Pauker, K., **Apfelbaum, E. P.**, & Ambady, N. (data collection). Political correctness and the reluctance of Latino and African American children to discuss racial difference.
- **Apfelbaum, E. P.**, & Galinsky, A. D. (data collection). The financial cost of political correctness.
- **Apfelbaum, E. P.** A colorblind diversity in organizations? (data collection). Ideological obstacles to the detection of discrimination in the workplace.
- **Apfelbaum, E. P.**, Peery, D., & Pauker, K. (data collection). Can prevailing cultural ideologies shape memory?
- Pauker, K., **Apfelbaum, E. P.**, Dweck, C. S., & Eberhardt, J. L. (data collection). The development of strategic intergroup interaction in children.

RESEARCH INTERESTS

- Strategic Behavior in Social Interaction
- Diversity in Groups and Institutions
- Team and Organizational Behavior
- Malleability of Social Norms
- Self-Regulation
- Social Development
- Ambiguity in Social Perception and Behavior

TEACHING EXPERIENCE

Kellogg School of Management, Northwestern University

MBA Courses

- *Leading and Managing Teams*
 - Instructor Evaluation (Spring 2010): Achieved 9.5/10
 - Instructor Evaluation (Winter 2010): Achieved 9.0/10

Executive Education and Workshops

- *Team Building*, Executive Education (Fall 2010)
- *Strategic Leadership in Teams and Groups*, Executive Education (Spring 2010)
- *High-Impact Team Primer*, MBA workshop (Winter 2010)
- *Leadership Core Series*, MBA workshop (Fall 2009, Winter 2010)

Department of Psychology, Tufts University

Undergraduate Courses

- *Advanced Research Methods in Social Psychology* (2008, 2009)
- *Research Methods in Psychology* (2006, 2007, 2008)
- *Abnormal Psychology* (2005)

CASES

Thompson, L. L., & **Apfelbaum, E. P.** (2010). *Combatfire.com*. Kellogg Team and Group Research Center.

TEACHING INTERESTS

- Leadership
- Diversity
- Teams and Groups
- Research Methods
- Ethics
- Intergroup Processes and Relations
- Negotiations
- Social Psychology
- Social Development

CONSULTING ENGAGEMENTS

2011	The Indian Institute of Planning and Management
2010	City Year, Inc.
2010	The Abelard Foundation

INVITED LECTURES, COLLOQUIA, AND PANELS

- 2010 • Sudan Good Governance Initiative, Northwestern University, Evanston, IL
 • Loyola University, Department of Psychology, Chicago, IL
 • Northwestern University, Department of Psychology, Evanston, IL
- 2009 • Yale University, Department of Psychology, New Haven, CT
 • Panel on Critical Race Studies, UCLA School of Law, Los Angeles, CA
 • Northwestern University, Kellogg School of Management, Evanston, IL
- 2008 • University of Chicago, Department of Psychology, Chicago, IL
 • New York University, Department of Psychology, New York, NY
 • Tufts University, Department of Psychology, Medford, MA

SELECTED CONFERENCE PRESENTATIONS

Apfelbaum, E. P., Pauker, K., Sommers, & Ambady, N. (2011). Cultural ideologies that justify intergroup inequality in the U.S. Paper to be presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Apfelbaum, E. P., Pauker, K., Sommers, & Ambady, N. (2010). In blind pursuit of racial equality? Paper to be presented at the annual meeting of the Society of Experimental Social Psychology, Minneapolis, MN.

Pauker, K., **Apfelbaum, E. P.**, Sommers, & Ambady, N. (2010). Colorblindness and racial equality. Paper presented at the biennial meeting of the Society for the Psychological Study of Social Issues, New Orleans, LA.

Apfelbaum, E. P.*, Krendl, A. C., Sommers, & Ambady, N. (2010). Maladaptive self-control: When lay strategies for self-control turn costly. Paper presented at the annual meeting of the Association for Psychological Science, Boston, MA.

***Symposium Chair**

Pauker, K., **Apfelbaum, E. P.**, Ambady, N., & Sommers, S. R. (2010). Teach your children well? The effects of promoting colorblindness in elementary schools. Paper presented at the annual meeting of the International Society of Political Psychology, San Francisco, CA.

Apfelbaum, E. P.*, Pauker, K.*, Ambady, N., Sommers, S. R., & Norton, M. I. (2009). Learning (not) to talk about race: Implications for social categorization and the pursuit of racial equality. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Tampa, FL.

***Symposium Co-Chair**

Pauker, K., **Apfelbaum, E. P.**, Ambady, N., Sommers, S. R., & Norton, M. I. (2009). Learning (not) to talk about race: An anomaly with social consequences. Poster symposium to be presented at the biennial meeting of the Society for Research in Child Development, Denver, CO.

Apfelbaum, E. P.*, Sommers, S. R., Norton, M. I., Pauker, K., & Ambady, N. (2008). Emergence, practice, and consequences of strategic colorblindness in interracial interaction. Paper presented at the annual meeting of the American Psychological Association, Boston, MA.

***Symposium Chair**

Apfelbaum, E. P., Sommers, S. R., & Norton, M. I. (2008). Efforts to avoid race during interracial interaction drain the capacity to regulate nonverbal behavior. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.

Norton, M. I., Sommers, S. R., **Apfelbaum, E. P.**, & Ariely, D. (2007). Strategic colorblindness and interracial interaction: Playing the "Political Correctness Game." Paper presented at the Academy of Management, Philadelphia, PA.

Apfelbaum, E. P., Sommers, S. R., & Norton, M. I. (2007). Strategic colorblindness: The paradox of unintended consequences. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN.

Anderson, A., Papp, L., Willcox, L., Skolnick, R., **Apfelbaum, E. P.**, & Sommers, S. R. (2007). Appearing politically correct: Factors that lead people to avoid the topic of race. Poster presented at the annual meeting of the New England Psychological Association, Manchester, NH.

Apfelbaum, E. P., & Sommers, S. R. (2006). Talk about race: Colorblindness and multiculturalism in interracial contact. Poster presented at the annual meeting of the Society for the Psychological Study of Social Issues, Long Beach, CA.

Apfelbaum, E. P., & Sommers, S. R. (2006). Racial composition and the acknowledgment of group membership. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Palm Springs, CA.

PROFESSIONAL ACTIVITIES

Student Editor (2008-2009)

- *Analyses of Social Issues and Public Policy*

Ad-hoc Journal Reviews

- *Analyses of Social Issues and Public Policy*
- *Child Development*
- *Developmental Psychology*
- *Journal of Experimental Social Psychology*

- *Journal of Personality and Social Psychology*
- *Psychological Science*
- *Science*

Ad-hoc Reviews for Conferences and Award Committees

- American Psychological Association Conference, Division 9
- Psychology and Social Justice Conference
- Grant-in-Aid Research Award Committee, Tufts University

PROFESSIONAL AFFILIATIONS

- Academy of Management
- American Psychological Association
- Association for Psychological Science
- Interdisciplinary Network for Group Research
- International Association of Conflict Management
- Society for Personality and Social Psychology
- Society for the Psychological Study of Social Issues
- Society for Research in Child Development
- Psi Chi National Honor Society in Psychology

UNIVERSITY SERVICE AND COMMITTEE MEMBERSHIPS

Northwestern University

2009 – present *Center on the Science of Diversity*

Tufts University

2007 – 2009 *Visibility, Web, and Communications Committee*

2006 – 2009 *Graduate Student Research Awards Committee*

2004 – 2009 *Psychology Human Subjects Committee*