

NICOLE M. STEPHENS

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

- 2013 – Present Associate Professor of Management and Organizations (without tenure), Kellogg School of Management, Northwestern University.
- 2010 – 2013 Assistant Professor of Management and Organizations, Kellogg School of Management, Northwestern University.
- 2010 – Present Associate Professor of Psychology (courtesy appointment without tenure), Northwestern University.

EDUCATION

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

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

AWARDS

Louise Kidder Early Career Award, 2014.

Otto Klineberg Intercultural and International Relations Award, 2014.

Stanley Reiter Best Paper Award, Kellogg School of Management, 2013.

National Science Foundation Graduate Research Fellowship, 2004 – 2007.

Fulbright Fellowship, University of Chile, 2002.

Phi Beta Kappa, Williams College, 2002.

PUBLICATIONS

* denotes equal contribution

1. **Stephens**, N. M., Brannon, T. N., Markus, H. R., & Nelson, J. E. (in press). Feeling at home in college: Fortifying school-relevant selves to reduce social class disparities in higher education. *Social Issues and Policy Review*.

2. **Stephens**, N. M., & Townsend, S. S. M. (in press). How can financial incentives improve the success of disadvantaged college students? Insights from the social sciences. In B. Castleman, S. Schwartz, & S. Baum (Eds.) *Decision-Making for College Success Behavioral Insights to Improve Access and Persistence*. Routledge.
3. **Stephens**, N. M., Cameron, J., & Townsend, S. S. M. (2014). Lower social class does not (always) mean greater interdependence: Women in poverty have fewer social resources than working-class women. *Journal of Cross-Cultural Psychology*, *45*, 1060-1072.
4. **Stephens**, N. M., Hamedani, M. G., & Destin, M. (2014). Closing the social class achievement gap: A difference education intervention improves first-generation students' academic performance and all students' college transition. *Psychological Science*, *25*, 943-953.
5. **Stephens**, N. M., Markus, H. M., & Phillips, L. T. (2014). Social class culture cycles: How three gateway contexts shape selves and fuel inequality. *Annual Review of Psychology*, *65*, 16.1-16.24.
6. **Stephens**, N. M., & Townsend, S. S. M (2013). How can incentives improve the success of disadvantaged college students? Insights from the Social Sciences. Policy brief for a project sponsored by the Bill and Melinda Gates Foundation at the George Washington University.
7. **Stephens**, N. M., & Townsend, S. S. M. (2013). Rank is not enough: Why we need a sociocultural perspective to understand social class. *Psychological Inquiry*, *24*, 126-130.
8. **Stephens**, N. M., Fryberg, S. A., Markus, H. R., & Hamedani, M. G. (2013). 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*, *44*, 607-619.
9. **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.
*Winner of Otto Klineberg Intercultural and International Relations Award
10. Kraus, M.,* & **Stephens**, N. M.* (2012). A road map for an emerging psychology of social class. *Social and Personality Psychology Compass*, *6*, 642-656.
11. **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.

12. **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.
***Winner of Stanley Reiter Best Paper Award: judged to be the best paper among those published by the Kellogg faculty in the preceding four years**
13. **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.
14. **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.
15. 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.
16. 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.
17. **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.
18. Fryberg, S. A., & **Stephens**, N. M. (2010). When the world is colorblind, American Indians are invisible. *Psychological Inquiry*, *21*, 115-119.
19. Shepherd, H.,* & **Stephens**, N. M.* (2010). Using culture to explain behavior: An integrated cultural approach. *Social Psychology Quarterly*, *73*, 353-354.
20. **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.
21. **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

22. Apfelbaum, E. P., **Stephens**, N. M., & Reagans, R. (invited revision). Beyond one-size-fits-all: A norm-fit model of managing diversity in organizations. *Administrative Science Quarterly*.
23. Savani, K., **Stephens**, N. M., & Markus, H. R. (under review). A cognitive consequence of choice: Selecting among alternatives promotes analytic thought and decreased attention to the context. *Organizational Behavior and Human Decision Processes*.

IN PREPARATION

Stephens, N. M., Townsend, S. S. M., Hamedani, M. G., Destin, M., & Manzo, V. Straddling two worlds: Integrating family with college improves first-generation students' coping with academic challenges.

Stephens, N. M., Townsend, S. S. M., & Nelson, J. E. Creating a cultural match: An intervention that includes interdependence in the college culture improves first-generation students' academic performance.

Stephens, N. M. & Hamedani, M. G. Difference-education: A new social psychological approach to improving educational outcomes for disadvantaged students.

Levine, C. S. & **Stephens**, N. M. Giving voice to underrepresented groups can reduce social identity threat and increase levels of social fit and trust.

McDonnell, M. H. & **Stephens**, N. M. Gender and punishment for ethical violations in the professions.

Fryberg, S. A., **Stephens**, N. M., & Leavitt, P. Teacher mindsets and diversity beliefs: Implications for closing the achievement gap.

Cheryan, S., Siy, J. O., Jones, V., & **Stephens**, N. M. Ethnic deviance and group status: Who is reprimanded for acting like the outgroup?

Destin, M., & **Stephens**, N. M. Looking beyond the individual can enhance academic motivation.

INVITED TALKS & CONFERENCE PRESENTATIONS

- 2014 Northwestern University Trustee Lunch on Diversity
 University of Washington, Foster School of Business
 University of California Santa Barbara, Sage Center for the Study of the Mind
 Stanford Graduate School of Business, Marketing Seminar Series

- London Business School Seminar Series
 MIT Sloan School of Management, Organization Studies Seminar Series
 Goizueta Business School (Emory), Management Seminar Series
 University of Washington, Social Psychology Colloquium
 Princeton University, Conference on Social Class Divides
 Academy of Management, Philadelphia, PA
 European Association of Social Psychology
 American Marketing Association Doctoral Consortium Program
 Haas School of Business, Management of Organizations Seminar
 Claremont Symposium on Applied Social Psychology
- 2013 Kellogg Attitudes Motivation and Processing (KAMP) Speaker Series
 Bill and Melinda Gates Foundation, Higher Education Conference
 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

TEACHING EXPERIENCE

Northwestern University, Kellogg School of Management:

Negotiations, Instructor, Full-time and Part-time MBAs, Spring 2010-2014.

Negotiations, Instructor, FDC Executive MBA Program, Fall 2013.

Negotiations, Instructor, Management for Scientists & Engineers, Summer 2014.

Stanford University, Psychology Department:

Introduction to Social Psychology, Co-Instructor, Summer 2007.

Mind, Culture, and Society Seminar, Guest Lecturer, Winter 2006 & 2007.

ADVISING EXPERIENCE

Dissertation Committee

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 (Journals), *American Psychologist, Analyses of Social Issues and Public Policy, Cultural Diversity and Ethnic Minority Psychology, Journal of Experimental Psychology, Journal of Experimental Social Psychology, Journal of Adolescent Research, Journal of Marketing Research, 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, Psychology and Aging, Sex Roles, Law and Society Review*

Ad-hoc Reviewer (Grants), Social Psychology Program, *National Science Foundation*; Education and Social Opportunity, *Spencer Foundation*; Center for Decision Research, *University of Chicago Booth School of Business*

SELECTED MEDIA COVERAGE

Huffington Post, June 9th, 2014
Reuters, February 24th, 2014
Huffington Post, January 15th, 2014
Insider Higher Education, February 17, 2014
Philly.com, August 6, 2013
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