

L TAYLOR PHILLIPS

STERN SCHOOL OF BUSINESS
NEWYORK UNIVERSITY

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EMPLOYMENT:

New York University. Assistant Professor, Management & Organizations, Stern School of Business (2016- present)

EDUCATION:

Stanford University, PhD, 2016. Organizational Behavior, Graduate School of Business

Stanford University, BA, 2010. Psychology with Honors, with Distinction; Human Biology, with Distinction

RESEARCH INTERESTS:

Experiences of and responses to advantage/privilege, inequality, hierarchy, diversity
Intergroup perception, interaction, and relations (e.g., race, social class, gender, region)
Policy and legal applications, interventions

HONORS, AWARDS, & GRANTS:

Early Career Scholar Speaker	2016
<i>Social Class Pre-Conference, Society for Personality & Social Psychology</i>	
AOM Organizational Behavior Doctoral Consortium	2015
<i>Departmental Nomination and Selected, Graduate School of Business, Stanford University</i>	
Early Career Scholar Speaker	2015
<i>Group Process & Intergroup Relations Pre-Conference, Society for Personality & Social Psychology</i>	
DARE Doctoral Fellowship (Diversifying Academia Recruiting Excellence)	2014-2016
<i>Award Winner, Vice Provost for Graduate Education, Stanford University</i>	
National Science Foundation	2011-2014
<i>Award Winner, Graduate Research Fellowship Program</i>	
Graduate Voice and Influence Program	2014-2015
<i>Nominated and Selected, Clayman Institute for Gender Research, Stanford University</i>	
SPARQ (Social Psychological Answers to Real-World Questions)	2013-2016
<i>Doctoral Fellow, Stanford University</i>	
Lieberman Fellowship (Stanford University Academic Leadership)	2014
<i>Departmental Nomination, Vice Provost for Graduate Education, Stanford University</i>	
Ford Foundation Pre-Doctoral Fellowship	2011
<i>Honorable Mention</i>	
Doctoral Fellowships (various)	2011-2016
<i>Graduate School of Business, Stanford University</i>	
Robert B. Zajonc Award	2010
<i>Senior Honors Thesis Award of Excellence, Department of Psychology, Stanford University</i>	
UAR Major Grant (\$5200; Funded "Dehumanizing Race Associations")	2009
<i>Award Winner. One allowed per student career. Stanford University</i>	
UAR Minor Grant (\$1500; Funded "Can't Take the South Outta")	2009
<i>Award Winner. Stanford University</i>	
Commencement Speaker	2010
<i>Nominated and Selected, Department of Psychology, Stanford University</i>	

PUBLICATIONS:

Phillips, L.T. & Lowery, B.S. (2015). The hard-knock life? Whites claim hardships in response to racial inequity. *Journal of Experimental Social Psychology*, *61*, 12-18.

Halevy, N. & **Phillips, L.T.** (2015). Conflict templates in negotiations, disputes, joint decisions, and tournaments. *Social Psychological and Personality Science*, *6*, 13-22.

Phillips, L.T., Weisbuch, M., & Ambady, N. (2014). People perception: Social vision of groups and consequences for organizing and interacting. *Research in Organizational Behavior*, *34*, 101-127.

Stephens, N.M., Markus, H.R., & **Phillips, L.T.** (2014). Social class culture cycles: How three gateway contexts shape selves and fuel inequality. *Annual Review of Psychology*, *65*, 611-634.

Phillips, L.T., Conner, A.L., Cohen, G., Eberhardt, J.L., & Maitreyi, A. (2014). Identity activation to improve donor recruitment, retention, and conversion. *SPARQ Solutions Catalog*, Case Analysis.

Stephens, N.M., Townsend, S.S.M., Markus, H.R., & **Phillips, L.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.

UNDER REVISION & REVIEW:

Phillips, L.T. & Lowery, B.S. (*under revision, JPSP*). I ain't no fortunate one: On the motivated denial of class privilege.

Phillips, L.T., Stephens, N.M., & Townsend, S.S.M. (*under revision, PSPB*). Access is not enough: Institutional cultural mismatch persists to limit first-generation students' opportunities for achievement throughout college.

Phillips, L.T., Slepian, M.L., Hughes, B.L., & Ambady, N. (*under revision, JPSP*). Perceiving groups: The people perception of diversity and hierarchy.

Phillips, L.T., Rattan, A., & Markus, H.R. (*revising for JEP: Applied*). Decoding confederate flag support: The multiple determinants of white southerners' preference for a racially divisive symbol.

SELECTED WORK IN PROGRESS:

Phillips, L.T., Lowery, B.S., & Ambady, N. (*working manuscript*). How blind is colorblind? Motivated attention to minorities.

Phillips, L.T., & Lowery, B.S. (*working manuscript*). Gatekeepers of privilege: How privileged status motivates and excuses discrimination.

Phillips, L.T., & Lowery, B.S. (*in progress*). Maintenance motives in the mobilization and concealment of privilege.

Phillips, L.T., Belmi, P., & Laurin, K. (*in progress*). Construing advantage as merit in the workplace.

Phillips, L.T. & Stephens, N.M. (*in progress*). Upper-class while working, working-class at home: Upward social class mobility experiences at work.

Phillips, L.T., Cohen, G., & Eberhardt, J.L. (*in progress*). Be the Donor: A field experiment to jump-start identity and increase donor conversion.

Belmi, P., **Phillips, L.T.**, & Laurin, K. (*in progress*). Political skill as merit or unfair? Motivated construals.

CHAired SYMPOSIA:

Wynn, A. & **Phillips, L.T.** (2016). Positive Change in Diversity and Inclusion: Engaging Those in Power **Chaired Symposium**, presented at the 76th annual meeting of the Academy of Management (OB, GDO, ODC). Anaheim, California, August.

Phillips, L.T. & Zlatev, J.J. (2016). Merit as a Tool for Motivated (In)justice. **Chaired Symposium**, presented at the International Society for Justice Research. Canterbury, UK, July.

Phillips, L.T. & Belmi, P. (2016). Some Consequences of Having Too Much? The Psychology of Advantage. **Chaired Symposium**, presented at the 17th annual meeting of the Society for Personality and Social Psychology. San Diego, California, January.

Phillips, L.T. (2015). Opening Governance to All: A Call for Tailored Approaches to Increasing Diversity in Organizations. **Chaired Symposium**, presented at the 75th annual meeting of the Academy of Management (AATC). Vancouver, British Columbia, Canada, August.

***Featured by All-Academy Theme (Opening Governance)**

Phillips, L.T. (2015). People Perception: The Causes and Consequences of Perceiving Groups and Teams. **Chaired Symposium**, presented at the 75th annual meeting of the Academy of Management (GDO & MOC divisions). Vancouver, British Columbia, Canada, August.

Phillips, L.T. & Weisbuch, M. (2015). People Perception: Visual Bases of Evaluating Groups. **Chaired Symposium**, presented at the 16th annual meeting of the Society for Personality and Social Psychology. Long Beach, California, February.

Phillips, L.T. & Lowery, B.S. (2014). The View From the Top: How Group Dominance Shapes the Psychological Experience. **Chaired Symposium**, presented at the 15th annual meeting of the Society for Personality and Social Psychology. Austin, Texas, February.

INVITED PRESENTATIONS:

Phillips, L.T. (2016). Barriers and Bridges to Engaging the Privileged in Diversity Efforts. **Talk** presented for Gender & Work Symposium, Harvard Business School, March.

Phillips, L.T. (2016). I ain't no fortunate one: Motivated processes and the psychology of privilege. **Talk** presented for seminar for Social Area, Department of Psychology, Princeton University, January.

Phillips, L.T. (2016). I ain't no fortunate one: Motivated processes and the psychology of privilege. **Talk** presented for seminar for Organizational Behavior, School of Management, Yale University, January.

Phillips, L.T. (2015). I ain't no fortunate one: Motivated processes and the psychology of privilege. **Talk** presented for seminar for Organizational Behavior, Eccles School of Business, University of Utah, December.

Phillips, L.T. (2015). I ain't no fortunate one: Motivated processes and the psychology of privilege. **Talk** presented for seminar for Public Policy, Luskin School, UCLA, November.

Phillips, L.T. (2015). I ain't no fortunate one: Motivated processes and the psychology of privilege. **Talk** presented for seminar for Organizational Behavior, Harvard Business School, Harvard University, November.

Phillips, L.T. (2015). I ain't no fortunate one: Motivated processes and the psychology of privilege. **Talk** presented for seminar for Management, Stern School of Business, New York University, November.

Phillips, L.T. (2015). I ain't no fortunate one: Motivated processes and the psychology of privilege. **Talk** presented for seminar for Management, Columbia School of Business, Columbia University, November.

Phillips, L.T., & Cohen, G.L (2014). Using affirmation to jump-start identity: A large-scale intervention. **Talk** presented for seminar for Social Area, Department of Psychology, Stanford University, November.

PRESENTATIONS:

Phillips, L.T. (2016). Merit vs. maintenance: Using safety nets to promote merit motives among the powerful. **Talk** presented at the 76th annual meeting of the Academy of Management, Anaheim, California, August.

Phillips, L.T., Lowery, B.S., & Ambady, N. (2016). How blind is colorblind? Ideologically-motivated attention to diverse group members. **Talk** presented at the 76th annual meeting of the Academy of Management (GDO, CM; Showcase Symposium), Anaheim, California, August.

Phillips, L.T., Stephens, N.M, Townsend, S.S.M., & Goudeau, S. (2016). Access is not enough: Institutional cultural mismatch persists to limit fit & performance. **Talk** presented at the 76th annual meeting of the Academy of Management (GDO), Anaheim, California, August.

Phillips, L.T., & Lowery, B.S. (2016). Invisibility Cloaks and Knapsacks: Covering Privilege with Merit Claims. presented at the International Society for Justice Research. Canterbury, UK, July.

Phillips, L.T., & Lowery, B.S. (2016). Invisibility cloaks and knapsacks: How the advantaged work to conceal privilege. **Talk** presented at the 17th annual meeting of the Society for Personality and Social Psychology. San Diego, California, January.

Phillips, L.T. (2016). I ain't no fortunate one: On the motivated denial of class privilege. **Talk** presented at the Social Class Pre-Conference, presented at the 17th annual meeting of the Society for Personality and Social Psychology. San Diego, California, January.

***Selected as Early Career Flash Talk**

Phillips, L.T. (2015). I ain't no fortunate one: Motivated processes and the psychology of privilege. **Talk** presented for seminar for Organizational Behavior, Graduate School of Business, Stanford University, September.

Phillips, L.T., & Lowery, B.S. (2015). Gatekeepers of privilege: How privileged status motivates and excuses discrimination. **Talk** presented at the 75th annual meeting of the Academy of Management (AATC). Vancouver, British Columbia, Canada, August.

Phillips, L.T. (2015). I ain't no fortunate one: Motivated processes and the psychology of privilege. **Talk** presented at the 75th annual meeting of the Academy of Management (GDO division). Vancouver, British Columbia, Canada, August.

Phillips, L.T., Weisbuch, M., Slepian, M.L, Hughes, B.L. & Ambady, N. (2015). People perception: The SEA model and perception of group characteristics. **Talk** presented at the 75th annual meeting of the Academy of Management (GDO & MOC divisions). Vancouver, British Columbia, Canada, August.

Phillips, L.T. (2015). I ain't no fortunate one: Motivated processes and the psychology of privilege. **Talk** presented at the Group Processes and Intergroup Relations Pre-Conference, at the 16th annual meeting of the Society for Personality and Social Psychology. Long Beach, California, February.

***Selected as Early Career Scholar Talk**

Phillips, L.T., Weisbuch, M., Slepian, M.L, Hughes, B.L. & Ambady, N. (2015). People perception: SEA-ing social properties of groups. **Talk** presented at the 16th annual meeting of the Society for Personality and Social Psychology. Long Beach, California, February.

Halevy, N., & **Phillips, L.T.** (2014). What games do people think they are playing? Context effects and individual consistency in the construal of social interactions. **Talk** presented at Annual Conference of the International Association for Conflict Management. Leiden, The Netherlands, July.

Phillips, L.T., Slepian, M.L, Hughes, B.L. & Ambady, N. (2014). Perceiving groups: Rapid and accurate extraction of dominance and hierarchy information. **Talk** presented at the London Business School Trans-Atlantic Doctoral Conference. London, UK, May.

Phillips, L.T. & Lowery, B.S. (2014). A hard-knock life? Perceiving hardships in response to privilege. **Talk** presented at the 15th annual meeting of the Society for Personality and Social Psychology. Austin, Texas, February.

Phillips, L.T. & Lowery, B.S. (2014). A hard-knock life? Perceiving hardships in response to privilege. **Talk** presented at the Stanford/Berkeley Annual Organizational Behavior Student Conference. Stanford, California, February.

Phillips, L.T. & Lowery, B.S. (2013). The hard-knock life: Claiming hardships to protect privilege. **Talk** presented at the Organizational Behavior Faculty Seminar, Graduate School of Business, Stanford University, California, May.

POSTERS & UNDERGRADUATE WORK:

Phillips, L.T. & Lowery, B.S. (2013). The hard-knock life: Claiming hardships to protect privilege. **Poster** presented at the 14th annual meeting of the Society for Personality and Social Psychology. New Orleans, Louisiana, January.

Phillips, L.T., Rattan, A., & Markus, H.R. (2012). The effects of regional identity on confederate flag support. **Poster** presented at the 13th annual meeting of the Society for Personality and Social Psychology. San Diego, California, January.

Phillips, L.T., Rattan, A., & Markus, H.R. (2011). Can't take the south outta the girl (or boy): American south v. north regional identity. **Poster** presented at the 12th annual meeting of the Society for Personality and Social Psychology. San Antonio, Texas, January.

Phillips, L.T. (2010). Can't Take the South Out of the Boy (Or Girl): American Regional Identity in the South vs. North. *Undergraduate Senior Honors Thesis*. Department of Psychology, Stanford University, California.

Phillips, L.T. (2010). Put your money where your mouth is: The effects of Southern vs. Standard accent on perceptions of speakers. *Stanford Undergraduate Research Journal*, 9.

Phillips, L.T. (2010). *Can't take the south out of the girl (or boy): Exploring regional selves*. **Talk** given at Senior Honors Convention. Department of Psychology, Stanford University, California, June.

Phillips, L.T. (2010). *Can't take the south out of the boy (or girl): Region, self, and mobility beliefs*. **Talk** given at Stanford Undergraduate Psychology Conference. Stanford University, California, May.

Phillips, L.T., Rattan, A., & Markus, H.R. (2010). *Can't take the south out of the girl (or boy): Exploring regional identity and selves*. Poster presented at Senior Honors Convention. Department of Psychology, Stanford University, California, June.

Phillips, L.T., Rattan, A., & Markus, H.R. (2010). *Can't take the south out of the boy (or girl): American regional identity and mobility beliefs*. Poster presented at Stanford Symposium of Undergraduate Research and Public Service. Stanford University, California, April.

Phillips, L.T. (2009). Mutual constitution and Appalachian food habits: A more complete exploration of obesity and diabetes? *Problematics: Stanford Social Science Journal*, 3: 7-8.

Phillips, L.T., Eberhardt, J.L., & Rattan, A. (2009). *Dehumanizing Race Associations: Childhood Origins.* Poster presented at Stanford Symposium of Undergraduate Research and Public Service. Stanford University, California, October.

TEACHING:

Management & Organizations (Undergraduates, Stern School of Business) 2017

TEACHING

ASSISTANT:

Managing Groups and Teams (MBA; TA with Brian Lowery, Jim Phils, Margaret Neale) 2012- 2015
Acting with Power (MBA; TA with Deborah Gruenfeld & Benoît Monin) 2015
Negotiations (Sloan/MsX, PhD Workshop; TA with Margaret Neale) 2013, 2015
Organizational Behavior (MBA; TA with Frank Flynn) 2013
Introduction to Cultural Psychology (Undergraduate; course development with Hazel Markus) 2011
Introduction to Personality (Undergraduate; course development & TA with Jeanne Tsai) 2008
Research Mentor 2010-present

SERVICE & MEMBERSHIPS:

Academy of Management (member; reviewer)
Society for Personality and Social Psychology (member)
Editorial Board, Frontiers in Cultural Psychology
Ad-Hoc Reviewer (JEP:G, Social Psychology, various)
PhD Organization of Women (Co-Founder; President 2014-2015; Graduate School of Business, Stanford University)

- manage professional development workshops, small group sessions, panels, speaker series
- liase with administration and other groups across campus

RHH Student Research Group (Co-Founder; Co-Director 2012-2015; Graduate School of Business, Stanford University)

- organize biweekly meetings; introduce new lab formats
- encourage interdisciplinary communication and collaboration across disciplines

Society for Experimental Social Psychology (Head Student Coordinator; Annual Conference 2013)
Bureau of Inclusive Education, UNESCO (research internship, June-September 2010)
MCS Lab (2007-2011)

SELECTED MEDIA COVERAGE:

Phillips, L.T. & Lowery, B.S. (2015). The hard-knock life? Whites claim hardships in response to racial inequity. *Journal of Experimental Social Psychology, 61*, 12-18.

***National Public Radio (San Francisco); CBS Radio (San Francisco); Huffington Post; Stanford GSB Insights; Pacific Standard; New York Post**

Halevy, N. & **Phillips, L.T.** (2015). Conflict templates in negotiations, disputes, joint decisions, and tournaments. *Social Psychological and Personality Science, 6*, 13-22.

***Stanford GSB Insights**

Phillips, L.T., Conner, A.L., Cohen, G., Eberhardt, J.L., & Maitreyi, A. (2014). Identity activation to improve donor recruitment, retention, and conversion. *SPARQ Solutions Catalog*, Case Analysis.

***Stanford Report; Psychological Science Observer**