

L TAYLOR PHILLIPS

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, hierarchy, diversity

Meritocracy, justice, inequity, and inequality beliefs

Intergroup perception, interaction, and relations (e.g., race, social class, gender, region)

Policy and legal applications, interventions

SELECTED AWARDS:

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| Association for Psychological Science: Rising Star Early Career Award | 2021 |
| <i>Award Winner</i> | |
| Poets & Quants Best Undergraduate Professors | 2020 |
| <i>Award Winner</i> | |
| IN-Group Research Grant (\$10,000; Funding "Ally Conflicts") | 2020 |
| <i>Award Winner. with Maureen Craig</i> | |
| Center for Global Economy and Business Grant (\$5000; Funding "Social Class Over Time") | 2019 |
| <i>Award Winner. Stern School of Business, New York University</i> | |
| SPARQ Faculty Affiliate | 2018 |
| <i>Stanford University</i> | |
| Early Career Scholar Speaker | 2016 |
| <i>Social Class Pre-Conference, Society for Personality & Social Psychology</i> | |
| AOM Organizational Behavior Doctoral Consortium | 2015 |
| <i>Department Nominee, Graduate School of Business, Stanford University</i> | |
| Early Career Scholar Speaker | 2015 |
| <i>Group Process & Intergroup Relations, 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> | |

PUBLICATIONS:

*indicates student co-author

Phillips, L.T., Jun, S., & *Shakeri, A. (forthcoming). Barriers and boosts: Using inequity frames theory to understand mechanisms of race and gender inequity in organizations. *Academy of Management Annals*.

*Tomova Shakur, T.K., & **Phillips, L.T.** (2022). What counts as discrimination? How principles of merit shape fairness of demographic decisions. *Journal of Personality and Social Psychology*.

***Proceedings Best Paper Award, AOM 2021**

Phillips, L.T. & Jun, S. (2021). Why benefiting from discrimination is less recognized as discrimination. *Journal of Personality and Social Psychology*.

***Proceedings Best Paper Award, AOM 2020**

Alt, N. & **Phillips, L.T.** (2021). Person perception, meet people perception: Exploring the social vision of groups. *Perspectives on Psychological Science*.

***shared first-authorship**

Craig, M.A. & **Phillips, L.T.** (2021). Group-based hierarchies of power and status. In L. Huddy, D. O. Sears, J. S. Levy, & J. Jerit (Eds.) *The Oxford Handbook of Political Psychology* (3rd Edition).

Anicich, E.M., Jachimowicz, J.M., *Osborne, M., & **Phillips, L.T.** (2021). Structuring local environments to avoid racial diversity: Anxiety drives Whites' geographical and institutional self-segregation preferences. *Journal of Experimental Social Psychology*, 95, 104-117.

***Runner-Up; Dorothy Harlow Best GDO Paper Award, AOM 2020**

***Proceedings Best Paper Award, AOM 2020**

Phillips, L.T. & Lowery, B.S. (2020). I ain't no fortunate one: On the motivated denial of class privilege. *Journal of Personality and Social Psychology*, 119, 1403-1422.

Phillips, L.T., Stephens, N.M, Townsend, S.S.M., & Goudeau, S. (2020). Access is not enough: Cultural mismatch persists to limit first-generation students' opportunities for achievement throughout college. *Journal of Personality and Social Psychology*, 119, 1112-1131.

Phillips, L.T. Martin, S.R., & Belmi, P. (2020). Social class transitions: Three guiding questions for moving the study of class to a dynamic perspective. *Social and Personality Psychology Compass*, 14, e12560.

Zitek, E.M., & **Phillips, L.T.** (2020). Ease and control: The cognitive benefits of hierarchy. *Current Opinion in Psychology*, 33, 131-135.

Phillips, L.T., & Lowery, B.S. (2018). Herd invisibility: The psychology of racial privilege. *Current Directions in Psychological Science*, 27, 156-162.

Phillips, L.T., Slepian, M.L, Hughes, B.L., & Ambady, N. (2018). Perceiving groups: The people perception of diversity and hierarchy. *Journal of Personality and Social Psychology*, 114, 766-785.

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

***Reprinted for JESP (2020) Special Issue on Racism & Justice for Black Lives**

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.

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 OR REVIEW:

Phillips, L.T., *Tepper, S., *Goya-Tochetto, D....Jachimowicz, J. (R&R). Inequality in people's minds. *Perspectives on Psychological Science*.

Jun, S., **Phillips, L.T., & *Foster-Gimbel, O. (R&R).** The missing middle: Asian employees' experience of workplace discrimination and pro-Black workplace allyship. *Journal of Applied Psychology*.

***Tomova Shakur, T.K., & Phillips, L.T. (manuscript R&R).** Using a motives framework to understand network tie favoritism in organizations. *Academy of Management Annals*.

Belmi, P., **Phillips, L.T., & Laurin, K. (reject & resubmit).** Is it fair to get ahead by playing politics? The flexibility of merit enables self-serving judgments of political maneuvering. *Journal of Personality and Social Psychology*.

***Foster-Gimbel, O.A., & Phillips, L.T. (reject & resubmit).** Competitive victimhood and system-justifying spillover. *Journal of Personality and Social Psychology*.

Phillips, L.T., Kreps, T.A., & Chugh, D. (under review) Different allies, different outcomes? How self-transcendence and self-enhancement affect ally engagement and effectiveness.

Jachimowicz, J., Davidai, S..... **Phillips, L.T., ...Hauser, O. (R&R).** Inequality in researcher's minds. *Journal of Economic Surveys*.

SELECTED WORK IN PROGRESS:

Phillips, L.T., Malahy, S.C., *Suh, E., & Cohen, G.L. Be the Donor: A field experiment to jump-start identity and increase donor conversion.

Phillips, L.T., Slepian, M.L, & Hughes, B.L. First impressions apply to groups too: Group properties shape individuals' decision-making via automatic visual processes

***Flynn, E.B., & Phillips, L.T.** Benefitting from bloodlines: Inherited privilege.

***Munguia Gomez, D., Levine, E.E., & Phillips, L.T.** Selectors adjust their impression of a candidate more based on disadvantage than advantage.

SELECTED INVITED TALKS:

University of North Carolina, Chapel Hill, Kenan-Flagler Business School, 2022

University of Maryland, Department of Psychology, 2022

New York University, Department of Psychology, 2022

Duke University, Fuqua School of Business, 2022

Stanford University, Graduate School of Business, 2021

University of California, Berkeley, Haas School of Business, 2020

Boston University, Questrom School of Business, 2020

University of Virginia, Darden School of Business, 2019

University of Chicago, Booth School of Business, 2018

MIT, Sloan School of Business, 2018

Rutgers University, Department of Psychology, 2017

Princeton University, Department of Psychology, 2016

Yale University, School of Management, 2016

University of Utah, Eccles School of Business, 2015

UCLA, Luskin School of Public Affairs, 2015

Harvard Business School, Organizational Behavior, 2015
New York University, Stern School of Business, 2015
Columbia University, Graduate School of Business, 2015
Stanford University, Department of Psychology, 2014

TEACHING:

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| Management & Organizations (Undergraduate) | 2016-present |
| Research Methods (Undergraduate) | 2016-present |
| Managing Groups and Teams (MBA; TA) | 2012- 2015 |
| Acting with Power (MBA; TA) | 2015 |
| Negotiations (MBA & PhD; TA) | 2013, 2015 |
| Organizational Behavior (MBA; TA) | 2013 |
| Introduction to Cultural Psychology (Undergraduate; TA) | 2011 |
| Introduction to Personality (Undergraduate; TA) | 2008 |

SERVICE:

Editorial Board: JESP, OBHDP
Ad Hoc Reviewer: JPSP, PSPB, PsychSci, PPS, NSF, JEP:G, AMJ, JAP, SPPS, Social Forces, various
Academy of Management (member)
Society for Personality and Social Psychology (member)
International Association for Conflict Management (member)
International Society for Justice Research (member)
PhD Organization of Women (Co-Founder; President 2014-2015; Stanford Graduate School of Business)

OTHER OUTLETS:

Chow, R., **Phillips, L.T.**, Lowery, B.S., & Unzueta, M.M. (2021). Fighting backlash to racial equity efforts. *MIT Sloan Management Review*, Summer.

Anicich, E.M., Jachimowicz, J., Osborne, M.R., & **Phillips, L.T.** (2021). Design physical and digital spaces to foster inclusion. *Harvard Business Review*, Summer.

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 Study.