

L TAYLOR PHILLIPS

EDUCATION:

Stanford University, PhD, 2016 (expected). Organizational Behavior, Graduate School of Business
Stanford University, BA, 2010. Psychology with Honors, with Distinction; Human Biology, with Distinction

Dissertation: On the Psychology of Privilege: Merit and Maintenance Motivate the Mobilization and Concealment of Advantage

Research Interests: Advantage/privilege, inequality/hierarchy, diversity/inclusion
 Intergroup perception, interaction, and relations
 Policy and legal applications, interventions

SELECTED AWARDS:

AOM Organizational Behavior Doctoral Consortium <i>Department Nominee</i> , Graduate School of Business, Stanford University	2015
Early Career Scholar <i>Selected Speaker</i> , Group Process & Intergroup Relations, Society for Personality & Social Psychology	2015
DARE Doctoral Fellowship (Diversifying Academia Recruiting Excellence) <i>Award Winner</i> , Vice Provost for Graduate Education, Stanford University	2014-2016
National Science Foundation <i>Award Winner</i> , Graduate Research Fellowship Program	2011-2014
Graduate Voice and Influence Program <i>Nominated and Selected</i> , Clayman Institute for Gender Research, Stanford University	2014-2015
SPARQ (Social Psychological Answers to Real-World Questions) <i>Doctoral Fellow</i> , Stanford University	2013-2016

PUBLICATIONS:

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.

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 Study.

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. & Lowery, B.S. (revise & resubmit, *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 review). 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 review). 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 inattention to minorities.

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

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.

TEACHING:

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

SERVICE:

PhD Organization of Women (Co-Founder; President 2014-2015; Stanford Graduate School of Business)
RHH Interdisciplinary Student Lab Group (Co-Founder; Co-Director 2012-2015; Stanford Graduate School of Business)
Society for Experimental Social Psychology (Head Student Coordinator; Annual Conference 2013)
Academy of Management (Member; Reviewer; Symposia Chair & Presenter 2015)
Society for Personality and Social Psychology (Member; Symposia Chair & Presenter 2014, 2015)

REFERENCES:

Brian Lowery

Walter Kenneth Kilpatrick Professor of Organizational Behavior
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Nicole Stephens

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