

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:

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
Stanford University	
Early Career Scholar Speaker	2016
Social Class Pre-Conference, Society for Personality & Social Psychology	
AOM Organizational Behavior Doctoral Consortium	2015
<i>Department Nominee, Graduate School of Business, Stanford University</i>	
Early Career Scholar	2015
<i>Selected Speaker, 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:

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

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

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.

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. & Jun, S. Why benefitting from discrimination is not seen as discrimination.

*Tomova Shakur, T.S., & **Phillips, L.T.** What counts as discrimination? The role of relevance and controllability in understanding how demographic decisions affect fairness.

Phillips, L.T., Kreps, T.A., & Chugh, D. Allies for whom? How self-transcendence and self-enhancement affect ally engagement and effectiveness.

Belmi, P., **Phillips, L.T.**, & Laurin, K. Is it fair to get ahead by playing politics? The flexibility of merit enables self-serving judgments of political maneuvering.

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.

SELECTED WORK IN PROGRESS:

*Foster-Gimbel, O.A., & **Phillips, L.T.** Competitive victimhood and system-justifying spillover.

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

INVITED TALKS:

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:

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 (Undergraduates; TA)	2011
Introduction to Personality (Undergraduates; TA)	2008

SERVICE:

- Academy of Management** (member; reviewer)
- Society for Personality and Social Psychology** (member)
- PhD Organization of Women** (Co-Founder; President 2014-2015; Stanford Graduate School of Business)