

# 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:

<b>Center for Global Economy and Business Grant (\$5000; Funding “Social Class Over Time”)</b>	2019
<i>Award Winner.</i> Stern School of Business, New York University	
<b>SPARQ Faculty Affiliate</b>	2018
Stanford University	
<b>Early Career Scholar Speaker</b>	2016
Social Class Pre-Conference, Society for Personality & Social Psychology	
<b>AOM Organizational Behavior Doctoral Consortium</b>	2015
<i>Department Nominee,</i> Graduate School of Business, Stanford University	
<b>Early Career Scholar</b>	2015
<i>Selected Speaker,</i> Group Process & Intergroup Relations, Society for Personality & Social Psychology	
<b>DARE Doctoral Fellowship (Diversifying Academia Recruiting Excellence)</b>	2014-2016
<i>Award Winner,</i> Vice Provost for Graduate Education, Stanford University	
<b>National Science Foundation</b>	2011-2014
<i>Award Winner,</i> Graduate Research Fellowship Program	
<b>Graduate Voice and Influence Program</b>	2014-2015
<i>Nominated and Selected,</i> Clayman Institute for Gender Research, Stanford University	
<b>SPARQ (Social Psychological Answers to Real-World Questions)</b>	2013-2016
<i>Doctoral Fellow,</i> Stanford University	

## 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. (2020). 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.

**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:**

<b>Management &amp; Organizations</b> (Undergraduate; 4.8/5 average rating)	2016-present
<b>Research Methods</b> (Undergraduate; 6.7/7 average rating)	2016-present
<b>Managing Groups and Teams</b> (MBA; TA)	2012- 2015
<b>Acting with Power</b> (MBA; TA)	2015
<b>Negotiations</b> (MBA & PhD; TA)	2013, 2015
<b>Organizational Behavior</b> (MBA; TA)	2013
<b>Introduction to Cultural Psychology</b> (Undergraduates; TA)	<b>2011</b>
<b>Introduction to Personality</b> (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)