

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)

Organizational policy and legal applications, interventions

SELECTED AWARDS:

Dean Geeta Menon Undergraduate Research Mentor Award	2022
New York University	
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.</i> with Maureen Craig	
Center for Global Economy and Business Grant (\$5000; Funding "Social Class Over Time")	2019
<i>Award Winner.</i> Stern School of Business, New York University	
SPARQ Faculty Affiliate	2018
Stanford University	
Early Career Scholar Speaker	2016
Social Class Pre-Conference, Society for Personality & Social Psychology	
Early Career Scholar Speaker	2015
Group Process & Intergroup Relations, Society for Personality & Social Psychology	
DARE Doctoral Fellowship (Diversifying Academia Recruiting Excellence)	2014-2016
<i>Award Winner,</i> Vice Provost for Graduate Education, Stanford University	
National Science Foundation	2011-2014
<i>Award Winner,</i> Graduate Research Fellowship Program	
Graduate Voice and Influence Program	2014-2015
<i>Nominated and Selected,</i> Clayman Institute for Gender Research, Stanford University	
SPARQ Doctoral Fellow	2013-2016
Stanford University	

PUBLICATIONS:

*indicates student co-author

Phillips, L.T., Jun, S., & *Shakeri, A. (2022). 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. (2022). Why benefiting from discrimination is less recognized as discrimination. *Journal of Personality and Social Psychology*, *122*, 825-852.

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

Alt, N. & **Phillips, L.T.** (2022). Person perception, meet people perception: Exploring the social vision of groups. *Perspectives on Psychological Science*, *17*, 768-787.

***shared first-authorship**

Jachimowicz, J.M., Davidai, S..... **Phillips, L.T.**, ...Hauser, O.P. (2022). Inequality in researcher's minds: Four guiding questions for studying subjective perceptions of economic inequality. *Journal of Economic Surveys*.

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. (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:

Jun, S., **Phillips, L.T.**, & *Foster-Gimbel, O.A. (3rd round review). 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.** (2nd round review). Using a motives framework to understand network tie favoritism in organizations. *Academy of Management Annals*.

*Foster-Gimbel, O.A., & **Phillips, L.T.** (2nd round review). Competitive victimhood and system-justifying spillover. *Journal of Personality and Social Psychology*.

*Flynn, E.B., Allen, A.M., & **Phillips, L.T.** (under review). Benefits and burdens of history: Inequity frames and the perceived fairness of inherited historical inequity. *Organizational Behavior and Human Decision Processes*.

Phillips, L.T., *Tepper, S.J., *Goya-Tochetto, D....Jachimowicz, J.M. (submitting). Inequality in people's minds. *Personality and Social Psychology Review*.

Phillips, L.T., Kreps, T.A., & Chugh, D. (submitting). Different allies, different outcomes? How self transcendence and self-enhancement affect ally engagement and effectiveness. *Organizational Behavior and Human Decision Processes*.

Phillips, L.T., Malahy, S.C., *Suh, E.,Cohen, G.L. (submitting). Encouraging bone marrow donation through values affirmation: A field experiment. *Proceedings of the National Academy of Sciences*.

*Foster-Gimbel, O.A., Pillemer, J., & **Phillips, L.T.** (submitting). Ally authenticity: A field intervention. *Organizational Behavior and Human Decision Processes*.

Belmi, P., **Phillips, L.T.**, Laurin, K., & Engstrom, H.R. (submitting). 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*.

***Best Symposium Award, OB Division, AOM 2017**

SELECTED WORK IN PROGRESS:

Phillips, L.T., *Johnson, E., & Zlatev, J.J. Sticky social class: Early social class creates identity drag among the upwardly mobile.

Phillips, L.T., & *Foster-Gimbel, O.A. Maintenance versus merit: How the privileged mobilize and conceal their advantage.

*Flynn, E. & **Phillips, L.T.**, Beliefs about inheritance shape perceptions of privilege.

*Foster-Gimbel, O.A., & **Phillips, L.T.** Curvilinear threat reactions to privilege.

*Foster-Gimbel, O.A., & **Phillips, L.T.** Organizational allyship programs.

*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:

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: AMJ, JAP, OrgSci, JPSP, PSPB, PsychSci, PPS, NSF, JEP:G, SPSS, Social Forces, various
Academy of Management (member)
International Association for Conflict Management (member)
International Society for Justice Research (member)
Society for Personality and Social Psychology (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.