**Aneeta Rattan, Ph.D.**

London Business School

Regent’s Park, London NW1 4SA

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**Academic Appointments**

**London Business School**

Associate Professor with Tenure, Organisational Behaviour 2019-present

(awarded early tenure)

Assistant Professor, Organisational Behaviour 2013-2019

**Postdoctoral Research Scholar** 2011 – 2013

Department of Psychology, Stanford University

with Nalini Ambady

**Education**

**Stanford University** Ph.D., September 2011

Department of Psychology (Social Area) M.A., September 2007

Dissertation: Believe the change you wish to see in the world: The role of implicit theories in targets’ responses to explicit bias.

**Columbia University** B.A., May 2003

Major: Psychology, Minor: English Literature

**Research Interests**

Keywords: diversity, intergroup relations, implicit theories, mindsets, underrepresentation, prejudice confrontation, sense of belonging, inequality, race, gender, LGBTQ.

Short Summary: My research shows that it would be impossible to fully understand diversity in society and the workplace, with its associated challenges, without an understanding of lay theories (or mindsets). In one program of research, I study mindsets that promote belonging, commitment, and achievement among minorities and women in industries where they are underrepresented and negatively stereotyped. In another program of research, I investigate how mindsets shape individuals’, organizations’, and societies’ ability to foster positive interactions among diverse group members (across gender, race/ethnicity, and sexual orientation status), particularly after incidents of explicit bias.

**Formal Advisees**

Oriane Georgeac, Ph.D. (2020, faculty of Organizational Behavior at Yale School of Management)

Lily Jampol (postdoctoral fellow, Newton International Fellowship 2015-2017)

**Publications (in reverse chronological order)**

*\* denotes equal first authorship, underline denotes graduate student or postdoc mentees*

Brands, R. & **Rattan, A.** (2020). Perceived Centrality in Social Networks Increases Women’s Expectations of Confronting Sexism. *Personality and Social Psychology Bulletin*. DOI:0146167220912621.

**Rattan, A.,** Chilazi, S., Georgeac, O., & Bohnet, I. &(2019). Tackling the Underrepresentation of Women in the Media. *Harvard Business Review Digital Articles, June 6.*

Georgeac, O. & **Rattan, A.** (2019). Progress in women’s representation in top leadership weakens people’s disturbance with gender inequality in other domains. *Journal of Experimental Psychology: General, 148*, 1435-1453.

* *Finalist for the 2020 Responsible Research in Management Award, Academy of Management*

Georgeac, O. & **Rattan, A.** (2019). When People See More Women at the Top, They’re Less Concerned About Gender Inequality Elsewhere. *Harvard Business Review Digital Articles, March 8.*

**Rattan, A.** (2019). How lay theories (or mindsets) shape the confrontation of prejudice. In R.K. Mallett & M.J. Monteith (Eds.) *Confronting Prejudice and Discrimination: The Science of Changing Minds and Behaviors.* Elsevier.

Madan, S., Basu, S., **Rattan, A.,** & Savani, K. (2019). Support for Resettling Refugees: The Role of Fixed Versus Growth Mind-Sets. *Psychological science*, DOI: 0956797618813561.

* *Top 20 finalist for the 2020 Research Prize in Public Interest Communications, Center for Public Interest Communications*

Georgeac, O.\*, **Rattan, A.\***, & Effron, D. (2018). Did the 2016 U.S. Presidential Election Influence Gender Bias in the U.S.? *Social Psychological and Personality Science*. DOI: 10.1177/1948550618776624

**Rattan, A.**, Savani, S., Komarraju, M., Morrison, M., Boggs, C.L., & Ambady, N. (2018). Meta-lay theories of scientific potential drive STEM sense of belonging. *Journal of Personality and Social Psychology*, *115,* 54-75*.*

**Rattan, A.** (2018). When confronting a biased comment can increase your sense of belonging at work. *Harvard Business Review Digital Articles, May 4.*

**Rattan, A.** & Dweck, C.S. (2018). What happens after prejudice in the workplace? How minorities’ mindsets affect their outlook on future social relations. *Journal of Applied Psychology*, *103, 676-687.*

Wilton, L., **Rattan, A.**, & Sanchez, D. (2017). White’s perceptions of biracial individuals’ race shift when biracials speak out against bias. *Social Psychological and Personality Science*, 1948550617731497.

Savani, K.\*, **Rattan, A.\***, & Dweck, C. (2017). Is education a fundamental right or a scarce resource? Beliefs about intellectual potential shape people’s positions on education. *Personality and Social Psychology Bulletin*, 0146167217711935.

**Rattan, A.,** Steele, J., & Ambady, N. (2017). Identical applicant but different outcomes: The impact of gender versus race salience in hiring. *Group Processes and Intergroup Relations*, 1368430217722035.

Brands, R.A., **Rattan, A.,** Ibarra, H. (2017). Underrepresentation, social networks, and sense of belonging to organizational leadership domains. *Academy of Management Proceedings, 1*, 12798.

**Rattan, A.** & Georgeac, O. (2017). Understanding intergroup relations through the lens of implicit theories (mindsets) of malleability. *Social Personality Psychology Compass*. <https://doi.org/10.1111/spc3.12305>

**Rattan, A.** & Georgeac, O. (2017). Mindsets about malleability and intergroup relations. (pg. 127-156). In C. Zedelius, B. Mueller, J. Schooler (Eds.). *The Science of Lay Theories – How Beliefs Shape Our Cognition, Behavior, and Health.* Springer.

**Rattan, A.,** Savani, K., Chugh, D., Dweck, C.S. (2015). Leveraging mindsets to promote academic achievement: Policy recommendations. *Perspectives on Psychological Science*, 10, 721-726*.*

**Rattan, A.** & Ambady, N. (2014). How “It gets better”: Effectively communicating support to targets of prejudice. *Personality and Social Psychology Bulletin, 40*, 555-566.

**Rattan, A.** & Ambady, N. (2013). Diversity ideologies and intergroup relations: An Examination of Colorblindness and Multiculturalism. *European Journal of Social Psychology, 43*, 12-21.

**Rattan, A.**\*, Savani, K.\*, Naidu, N.V. R., & Dweck, C.S. (2012). Can Everyone Become Intelligent? Belief in a Universal Potential for Intelligence Increases Support for Affirmative Action and Educational Equality. *Journal of Personality and Social Psychology, 103*, 787-803*.*

Savani, K.S.\* & **Rattan, A.**\* (2012). Explaining Americans' acceptance and maintenance of wealth inequality. *Psychological Science, 7*, 796-804*.*

**Rattan, A.**, Levine, C.S., Dweck, C.S., Eberhardt, J.L. (2012). Race and the Fragility of the Legal Distinction between Juveniles and Adults. *PLoS ONE*, 7, e36680.

Carr, P.B., **Rattan, A.**, & Dweck, C.S. (2012). Implicit Theories Shape Intergroup Relations. In P. Devine and A. Plant (Eds.) *Advances in Experimental Social Psychology, 45*, 127-165.

**Rattan, A.**, Good, C., & Dweck, C.S. (2012). “It’s ok - not everyone can be good at math:”

Instructors with an entity theory comfort (and demotivate) students. *Journal of Experimental Social Psychology, 48*, 731-737.

Good, C., **Rattan, A.**, & Dweck, C.S. (2012). Why Do Women Opt Out? Sense of Belonging and Women’s Representation in Mathematics. *Journal of Personality and Social Psychology, 102*, 700-717.

London, B., Romero-Canyas, R., Downey, G., **Rattan, A.**, & Tyson, D. (2012). Sensitivity to Gender-Based Rejection: Implications for psychological well-being and coping. *Journal of Personality and Social Psychology, 102*, 961-979.

**Rattan, A.** & Dweck, C.S. (2010). Who confronts prejudice? The role of implicit theories in the motivation to confront prejudice. *Psychological Science, 21,* 952-959.

**Rattan, A.** & Eberhardt, J.L. (2010). The role of social meaning in inattentional blindness: When the gorillas in our midst do not go unseen. *Journal of Experimental Social Psychology, 46,* 1085-1088.

**Invited Revise & Resubmit**

Brands, R., Huang, L., & **Rattan, A.** “I feel connected.”: The effect of network embeddedness on social identity threat amongst women entrepreneurs. (*Journal of Applied Psychology*).

Murphy, M., Mejia, A., Mejia, J., Yan, X., Cheryan, S., Dasgupta, N., Destin, M., Fryberg, S., Garcia, J.A., Haines, E.L., Harackiewicz, J., Ledgerwood, A., Moss-Racusin, C.A., Park, L.E., Perry, S.P., Ratliff, K.A., **Rattan, A.,** Sanchez, D.T., Savani, K., Sekaquaptewa, D., Smith, J.L., Taylor, V.T., Thoman, D.B., Wout, D.A., Mabry, P.L., Ressl, S., Diekman, A., Pestilli, F. Open science, communal culture, and women's participation in the movement to improve science. (Revise & Resubmit, *Proceedings of the National Academies of Science).*

**Rattan, A**. & Slepian, M. Thin slicing teachers’ implicit theories of intelligence. (Revise & Resubmit, *Journal of Experimental Psychology: General*).

**Under Review**

Jampol, L.\*, **Rattan, A.**\*, Wolf, E.B. A bias toward kindness in performance feedback to women.

Wilton, L. & **Rattan, A.,** Perez, G., & Abrams, S. Lay beliefs about who can bridge the Black-White racial gap during interracial exchanges.

**Working Papers**

Georgeac, O. & **Rattan, A.** The Business Case for Diversity Undermines LGBTQ+ Individuals’ and Women’s Sense of Belonging and Interest in Joining Organizations. (*in preparation for submission to Academy of Management Journal*).

Lassetter, B., Neel, R., & **Rattan, A.** Age Bias in the Desire to Confront Sexism:

Older Perpetrators are Judged as Less Able to Change. (*in preparation for submission to Group Processes and Intergroup Relations*).

Savani, K., Kouchaki M., & **Rattan, A.** Not everyone can be highly moral, so why not cheat? Nonuniversal moral potential beliefs and unethical behavior. (*in preparation for submission to Nature Human Behavior*).

**Honors & Awards**

Overall Winner, The Case Centre Awards and Competitions for *Satya Nadella at Microsoft: Instilling a Growth Mindset* (together with Herminia Ibarra), 2020.

Society for Personality and Social Psychology SAGE Young Scholar Award, 2019

Thinkers50 Radar List, Thinkers50 Radar Award Finalist, 2019

Member, Society for Experimental Social Psychology, 2017

Junior Faculty Research Award, London Business School, 2017

Rising Star Award, Association for Psychological Science, 2017

Core Teaching Award, 2016 (Selected by the MBA 2017 graduating class)

Dissertation Award Finalist, Society for the Psychological Study of Social Issues, 2012

Psychology Summer Institute Fellow, American Psychological Association Minority Fellowship Program, 2012

Department of Psychology Graduate Teaching Award, Stanford University, 2008

**Grants & Fellowships**

Leadership Institute, London Business School, 2018 (£15,000 awarded)

Leadership Institute, London Business School, 2016 (£15,000 awarded, with Oriane Georgac)

Leadership Institute, London Business School, 2015 (£15,000 awarded)

Aditya Birla India Center, London Business School, 2015 (£10,000 awarded)

Research Grant, HopeLab, 2014 ($4,500 awarded)

National Research Service Award (F32-NRSA), NIH-National Institute of Child and Human Development, 2013 (award declined for faculty position)

Semi-finalist, National Academy of Education/Spencer Postdoctoral Fellowship, 2012

Research Grant ($3,000 awarded), School of Humanities and Sciences Graduate Opportunity Fund, 2010

Research Grant ($2,500 awarded), Vice Provost of Graduate Education Diversity Dissertation Research Opportunity Fund, 2010

Student Travel Award, Society for Personality and Social Psychology, 2011

Diversity Travel Fund Award, Society for Personality and Social Psychology, 2011

Diversity Travel Grant, Society for the Psychological Study of Social Issues, 2010

Research Grant, Time-Sharing Experiments for the Social Sciences (NSF Grant 0818839, Jeremy Freese and Penny Visser, Principal Investigators), Experiment conducted with a nationally representative sample of 1,000 American citizens, 2010

Diversifying Academia, Retaining Excellence (DARE) Fellowship, Vice Provost of Graduate Education, Stanford University, 2009-2011

Research Grant ($2,500 awarded), Vice Provost of Graduate Education Diversity Dissertation Research Opportunity Fund, 2008

Norman H. Anderson Research Grant, Department of Psychology, Stanford University, 2008

National Science Foundation Graduate Research Fellowship, 2007-2010

Stanford Center for International Conflict Negotiation Fellow, 2006-2007

**Invited Talks**

Carnegie Mellon Tepper School of Business, 2020.

Yale School of Management, 2020.

University of Kent, 2019.

FT Women at the Top, 2019

Behavioural Exchange, 2019.

Cheltenham Science Festival, 2019.

Ascend Summit, 2019

Columbia Business School, 2019.

Cognition Seminar, University College London, 2019.

Insead (Fontainebleau), January 2019.

Department of Psychology, Exeter University, 2019.

Workplace and Gender Equality Research Programme Seminar, UK Government Equalities Office, 2018.

Behavioural Insights Team, London, 2018.

The European House – Ambrosetti Global Future of Leadership Conference, 2018

Harvard Kennedy School of Public Policy Conference on Gender & Technology: Debiasing Tech, 2018

Insead Women at Work Conference, 2018

Environmental Defense Fund, 2017

Harvard Kennedy School of Public Policy, Women and Public Policy Program, 2017

University College London, 2017

George Washington University, 2016

Woodrow Wilson School of Public Policy, Princeton University, 2016

Harvard Business School Gender Institute, 2016

Columbia University Department of Psychology, 2016

Leadership Institute Conference, London Business School, 2016.

London Business School Women in Business Conference, 2016, Opening Address.

Center for Leadership, Ethics, and Diversity, University of Sussex, 2014.

University of Exeter, June 2014.

National University of Singapore Business School, March 2014.

INSEAD Singapore Brownbag Seminar, March 2014.

Singapore University of Technology and Design, March, 2014.

Clinical Leaders Forum, National Health Service, University Hospitals of Morecambe Bay, United Kingdom, November 2013.

Nevada State College, October, 2013.

University of Chicago, January, 2013.

Pennsylvania State University, January, 2013.

London Business School, January, 2013.

MIT Sloan School of Management, January, 2013.

Yale School of Management, January, 2013.

Brooklyn College, December, 2012.

Wayne State University, December, 2012.

University of Arizona, December 2012.

University of Missouri, St. Louis, November, 2012.

University of Pittsburgh, November, 2012.

American Psychological Association Minority Fellowship Program Psychology Summer Institute, Washington, D.C., August 2012

Relationships and Social Cognition Lab, University of California, Berkeley, October, 2011.

Social Lab, Stanford University, May, 2011.

Social Lab, Stanford University, May 2007.

Stanford Center for International Conflict Negotiation, Stanford University, May, 2007.

**Conferences Organized**

Mindsets & Organisational Transformation Conference, March, 2019, London Business School. Co-organized with Herminia Ibarra.

**Chaired Conference Symposia**

Rattan, A. & Ibarra, H. (2019). Growth mindsets transform organizational cultures: Impact on collaboration, burnout, bias, & equity. Presented at the Academy of Management Annual Conference.

Rattan, A. (2019). Four motivational interventions to foster persistence, belonging, and interdisciplinary thinking in STEM. Presented at the Association for Psychological Science Annual Conference.

Georgeac, O. & Rattan, A. (2018). Business or fairness case for social issues? Influencing stakeholders in organizations. Presented at the Academy of Management Annual Conference.

Rattan, A. (2018). Mindsets about malleability shape intergroup relations. Presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Georgeac, O. (2017). Making a case for diversity it organizations: Pros, cons, and complexities. Academy of Management Annual Conference.

Rattan A. & Adams, G. (2016). Understanding nonverbal organizational behavior. Academy of Management Annual Conference.

Rattan, A. & Wilmot, M. (2016). Integrating social networks approaches into intergroup relations research. Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Savani, K. (2014). New insights into wage inequality: evidence from experimental and field studies across nations. Academy of Management Annual Conference.

Rattan, A. & Ehrlinger, J. (2014). New directions in research on implicit theories. Association for Psychological Science.

Rattan, A. (2013). Promoting diversity in the real world: What works? Society for Experimental Social Psychology Annual Conference.

Rattan, A. (2013). How much inequality is too much inequality? Exploring attitudes toward disparities in health, wealth, education, and gender. Society for Personality and Social Psychology Annual Conference.

Rattan, A. (2011). Culture justifies intergroup inequality in the U.S.: Intelligence, choice, colorblindness, and social location. Society for Personality and Social Psychology Annual Conference. (Diversity Committee Sponsored Symposium)

Rattan, A. (2010). Law&Order, Life&Death, Black&White: Racial disparities in justice. Society for the Psychological Study of Social Issues Biennial Conference.

Rattan, A. (2009). Implicit theories and real-world conflicts: How beliefs about others affect strategies for responding to racism, bullying, intergroup and relationship conflicts. American Psychological Society Annual Conference.

**Conference Talks**

*(Conference talks presented by co-authors available by request.)*

Rattan, A. (2020). The growth mindset and prejudice confrontation: Benefits and Limitations. Talk presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. (2019). Bettering organizations after overt bias: Mindsets & the confrontation of biased statements in the workplace. Talk presented at the Academy of Management Annual Conference.

Rattan, A. & Savani, K. (2019). STEM potential meta-lay theories bridge the identification gap between outgroup role models and stigmatized individuals. Talk presented at the Association for Psychological Science Annual Conference.

Rattan, A. & Georgeac, O. (2019). Progress in women’s representation in top leadership weakens people’s disturbance with gender inequality in other domains. Talk presented at the Society for the Study of Motivation Annual Conference.

Rattan, A. & Brands, R. (2019). Centrality in social networks increases women’s intentions to confront sexism. Talk presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. (2019). Mentoring graduate students and post-doctoral fellows in social and personality psychology. Invited professional development panel presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Georgeac, O. (2019). Keeping sexism modern: How current events shape the expression of gender bias. Invited talk presented at the Gender Preconference of the Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Brands, R. (2018). Social network centrality empowers women to confront sexism. Talk presented at the Academy of Management Annual Conference.

Rattan, A. (2018). Mindsets and prejudice confrontation: Boundaries and benefits of a growth mindset. Talk presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. (2017). Addressing gender bias in the global workplace: Preferences and Norms. Talk presented at the Academy of Management Annual Conference.

Rattan, A. & Georgeac, O. (2017). Does celebrating women’s advancements heighten or reduce concerns about gender discrimination? Talk presented at the Harvard Business School Gender & Work Symposium.

Rattan, A. & Brands, R. (2016). Evidence of accurate thin slice perceptions of social network positions. Talk presented at the Academy of Management Annual Conference.

Rattan, A. (2016). Addressing gender bias in the global workplace: Cultural preferences and norms. Talk presented at the International Association of Cross-Cultural Psychology Annual Conference.

Rattan, A., Savani, K., & Romero-Canyas, R. (2016). Culturally-Relevant Frames Increase Indian Consumers’ Willingness to Purchase Carbon Offsets. Talk presented at the China-India Insights Conference.

Rattan, A., & Brands, R. (2016). A cognitive social network theory of women’s interpersonal responses to prejudice in the workplace. Talk presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A., Steele, J., & Ambady, N. (2014). It’s all in *their* heads: The impact of gender vs. race salience on the wage gap. Talk presented at the Academy of Management Annual Conference.

Rattan, A., Boggs, C., & Ambady, N. (2014). Perceptions that undermine vs. promote underrepresented students’ sense of belonging in scientific research careers. Talk presented at the Academy of Management Annual Conference.

Rattan, A. & Dweck, C.S. (2014). The consequences of confronting prejudice for minority-majority social interactions. Talk presented at the Association for Psychological Science Annual Conference.

Rattan, A., Boggs, C., & Ambady, N. (2014). Underrepresented students’ perceptions of professors’ scientific aptitude beliefs predict sense of belonging in scientific research careers. Talk presented at the Society for the Study of Motivation Annual Conference.

Rattan, A. & Ambady, N. (2013). How “It Gets Better”: Effectively communicating support to LGBTQ targets of prejudice. Talk presented at the Society for Experimental Social Psychology Annual Conference.

Rattan, A., Savani, K., & Dweck, C.S. (2013). The denial of education as a fundamental right. Talk presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Dweck, C.S. (2012). Confronting prejudice: The consequences for minority-majority workplace interactions. Talk presented at the Academy of Management Annual Conference.

Rattan, A. (2012). Nonverbal expressivity in response to bias and minorities’ mental and physical health outcomes. Poster presented at the American Psychological Association Minority Fellowship Program Psychology Summer Institute.

Rattan, A. & Dweck, C. (2012). Why bother confronting? The role of implicit theories in targets’ beliefs about the efficacy of confronting. Poster presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Dweck, C.S. (2011). Who confronts prejudice? The role of implicit theories in the motivation to confront prejudice. Talk presented at the American Psychological Association Annual Conference.

Rattan, A. & Dweck, C.S. (2011). Beliefs about the unequal distribution of the potential for intelligence justify inequality in the U.S. Talk presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A., Levine, C.S., Eberhardt, J.L., & Dweck, C.S. (2010). Locked up for life: racial bias in juvenile life sentences. Talk presented at the Society for the Psychological Study of Social Issues Biennial Conference.

Rattan, A. & Dweck, C. (2009). Confronting Bias: The immediate and long term impact of implicit theories. Poster presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Dweck, C.S. (2009) Confronting bias: The immediate and long-term impact of implicit theories. Talk presented at the American Psychological Society Annual Conference.

Rattan, A. & Dweck, C.S. (2008) The role of implicit theories in the motivation to confront bias. Talk presented at the Society for the Psychological Study of Social Issues Biennial Conference.

Rattan, A. & Lowery, B. (2008). Be careful what you ask for: Political ideology and aid allocation to historically wronged groups. Poster presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Dweck, C. (2007). A motivational approach to confronting behavior: The role of implicit theories of personality. Poster presented at the Society for Personality and Social Psychology Annual Conference.

Good, C., Dweck, C. & Rattan, A. (2005). Perceiving a Malleable-Ability Versus a Fixed Ability Environment: The Effect on Women's Sense of Belonging to Math. Poster presented at the Society for Personality and Social Psychology Annual Conference.

London, B., Downey, G., Rattan, A., & Velilla, E. (2004). Sensitivity to Gender-Based Rejection: Theory, Validation, and Implications for Psychosocial Well-Being. Poster presented at the Society for Personality and Social Psychology Annual Conference.

**Selected Media Coverage:**

Mindsets: *Financial Times*, *Harvard Business Review, Insead Knowledge, London Business School Review*

Gender/Race Bias in Hiring Evaluatins: *HR Magazine, London Business School Review*

Choice and wealth inequality (Savani & Rattan, 2012): *Huffington Post, Forbes Magazine, Scientific American, Pacific Standard, Business Insider*

Race and the fragility of juvenile status (Rattan, Levine, Dweck, & Eberhardt, 2012): *Slate,* Invited Op-Ed for *The* *New York Times Room for Debate*, Radio interview on *KQED Forum,* *National Journal, Wall Street Journal, Huffington Post*

Not everyone can be good at math (Rattan, Good, & Dweck, 2012): *Harvard Education Letter*

Social meaning & inattentional blindness (Rattan & Eberhardt, 2010): *Miller-McCune Magazine*

Who confronts prejudice? (Rattan & Dweck, 2010): *ABCnews.com, Yahoo News, Psychology Today, Journal & Courier Online*

**Teaching Materials: Case & Teaching Note**

Ibarra, H., **Rattan, A.,** Johnson, A. Satya Nadella at Microsoft: Instilling a Growth Mindset. London Business School. 2018.

**Teaching**

Negotiations & Bargaining, London Business School, Summer 2020-present.

Advanced Development Programme, London Business School, Fall 2018-present.

Global Leadership Assessment for Managers, London Business School, Fall 2014-present.

Ph.D. Seminar on Threatened Social Identities, 2018

Managing Organizational Behavior, London Business School, Spring 2014-2018.

Unconscious Bias & Diversity, Masters in Finance Program, London Business School, 2018.

Global Business Assignment, South Africa, 2017.

Guest Lecturer on Negotiations, Social Psychology, Stanford University, Spring 2012

Guest Lecturer on Race and Crime, Introduction to African and African American Studies, Stanford University, Spring 2012 and Spring 2011

Teaching Assistant, The Environment in Context: Race, Ethnicity, and Environmental Conceptions, Stanford University, Winter 2011

Teaching Assistant, Managing Groups and Teams, Graduate School of Business, Summer 2011, Summer 2008, and Summer 2007

Instructor, The Psychology of Stigma, Stanford University, Summer 2011 and Summer 2009

Teaching Assistant, Organizational Behavior, Stanford Graduate School of Business & Stanford Law School, Winter 2010

Guest Lecturer on Implicit Theories and Bias, Self Theories Freshman Seminar, Stanford University, Fall 2010

Guest Lecturer on Leading Effective Discussions, Psychology TA Training, Stanford University, Fall 2010 and Fall 2009

Teaching Assistant, Introduction to Comparative Studies in Race and Ethnicity, Stanford University, Winter 2008

Guest Lecturer on Implicit Theories, Seminar for Coterminal Masters of the Arts, Stanford University, Fall 2008, Fall 2007

Teaching Assistant, Wise Interventions, Stanford University, Fall 2008

Co-Instructor, Social Psychology, Stanford University, Summer 2008

Teaching Assistant, Social Psychology, Stanford University, Spring 2007

Co-Instructor, Psychology Teaching Methods, Stanford University, Fall 2007

Guest Lecturer on Implicit Theories, Social Psychology, Stanford University, Spring 2007

Teaching Assistant, Introduction to Psychology, Stanford University, Winter 2007 and Fall 2006

Teaching Assistant, Introduction to Personality, Columbia University, Spring 2003

**Service to the Field:**

Shapiro Awards Panel Member, Society for Personality and Social Psychology, 2020.

Grant Reviewer, The Research Foundation, Flanders, 2018

NSF Ad-hoc Grant Reviewer, 2016

Review Panelist, National Science Foundation Graduate Research Fellowship, 2015

Program Committee, Society for the Study of Motivation 2015 Annual Conference

Poster Review Committee, Society for Personality and Social Psychology 2013 Annual Conference

Human Subjects Committee, Stanford University, 2010-present

Graduate Student Representative, Institute for Research in the Social Sciences, Stanford University, 2011-2012

Member, Diversity Advocacy Committee, Stanford University, 2006-2011.

Co-Founder and Coordinator, Stanford Doctoral Students’ Association for the Psychological Study of Social Issues, 2007-2010

Co-Coordinator, Stanford-Berkeley Graduate Student Conference, 2006 - 2007

**Editorial Roles:**

Associate Editor, *Social Personality Psychology Compass*, Diversity & Culture Section, 2018 – present

Editorial Board Member, *Journal of Personality and Social Psychology*, 2019-present*.*

Editorial Board Member, *Organizational Behavior and Human Decision Processes*, 2020-present*.*

**Ad-hoc Reviewer**

*Basic and Applied Social Psychology (BASP)*

*European Journal of Social Psychology (EJSP)*

*Group Processes and Intergroup Relations (GPIR)*

*Journal of Cross-Cultural Psychology (JCCP)*

*Journal of Experimental Social Psychology (JESP)*

*Journal of Experimental Psychology: General (JEP:G)*

*Journal of Personality and Social Psychology (JPSP)*

*Management Science*

*Organizational Behavior and Human Decision Processes (OBHDP)*

*Personality and Social Psychology Bulletin (PSPB)*

*Perspectives on Psychological Science (PPS)*

*Psychological Science (PS)*

*Psychology of Women Quarterly (PWQ)*

*Science Advances*

*Sex Roles*

*Social Influence*

*Social Justice Research (SJR)*

*Time-Sharing Experiments in the Social Sciences (TESS)*

**Professional Affiliations**

Academy of Management

Association for Psychological Science

Society for Experimental Social Psychology

Society for Personality and Social Psychology