

# Robert W. Livingston, Ph.D.

Curriculum Vitae

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## Contact Information:

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## ACADEMIC APPOINTMENTS:

2015- present	<b>Harvard University</b> John F. Kennedy School of Government Center for Public Leadership Lecturer in Public Policy
2013- 2015	<b>University of Sussex</b> School of Business, Management, and Economics Director, Centre for Leadership, Ethics, and Diversity (LEAD) Head of Organizational Behavior Professor of Organizational Behavior and Human Resource Management
2007- 2013	<b>Northwestern University</b> Kellogg School of Management Associate Professor of Management and Organizations Assistant Professor of Management and Organizations
2001-2007	<b>University of Wisconsin-Madison</b> Assistant Professor of Psychology and Afro-American Studies Anna Julia Cooper Postdoctoral Fellow
Sabbatical:	<b>Princeton University</b> Department of Psychology Visiting Professor of Psychology
	<b>Carnegie Mellon University</b> Tepper School of Business Visiting Professor of Organizational Behavior

## **EDUCATION:**

B.A., 1993, *cum laude* with departmental honors, Tulane University  
Junior Year Abroad, 1991-1992, Universidad Complutense de Madrid  
(Major: Spanish; Minor: Latin American Studies)

M.A., 1996, Romance Literature and Linguistics, University of California, Los Angeles  
(Major: 19<sup>th</sup> Century French Literature; Minor: 20<sup>th</sup> Century Spanish Literature)

M.A., 1998, Psychology, The Ohio State University  
(Major: Social Psychology)

Ph.D., 2001, Psychology, The Ohio State University  
(Major: Social Psychology; Minors: Cognitive Psychology, Quantitative Psychology)

## **PUBLICATIONS:**

Livingston, R. W. (2021). *The Conversation: How Seeking and Speaking the Truth about Racism Can Radically Transform Individuals and Organizations*. New York. Penguin Random House (Currency).

Shim, S., Livingston, R.W., Phillips, K.W., & Lam, S. K. (2020). The Impact of Leader Eye Gaze on Disparity in Member Influence: Implications for Process and Performance in Diverse Groups. *Academy of Management Journal* (August 24, 2020).

Livingston, R. W. (2020). How to Promote Racial Equity in the Workplace: A Five Step Plan. *Harvard Business Review*, 98, 64-72.

Livingston, R. W. & Rosette, A. S. (2020). Stigmatization, Subordination, or Marginalization? The Complexity of Social Disadvantage across Race and Gender. In B. Ferdman, R. Riggio, & J. Prime (Eds.), *Inclusive Leadership: Transforming Diverse Lives, Organizations, and Societies* (pp. 39-59). New York: Routledge.

Berdahl, J. L., Cooper, M., Glick, P., Livingston, R. W., & Williams, J. C. (2018). Work as a Masculinity Contest. *Journal of Social Issues*, 74, 422-448.

Rosette, A.S., Koval, C. Z., Ma, A., & Livingston, R.W. (2016). Race matters for women leaders: A comprehensive consideration of agentic deficiencies and penalties. *The Leadership Quarterly*.

Cheon, B. K., Livingston, R. W., Chaio, J. Y. & Hong, Y. Y. (2015). Contribution of serotonin transporter polymorphism (5-HTTLPR) to automatic racial bias. *Personality and Individual Differences*, 79, 35-38

- Lucas, B., & Livingston, R. W. (2014). Feeling socially connected increases utilitarian choices in moral dilemmas. *Journal of Experimental Social Psychology, 53*, 1-5.
- Cheon, B. K., Livingston, R. W., Hong, Y. Y., & Chaio, J. Y. (2014). Gene x Environment interaction on intergroup bias: The role of 5-HTTLPR and perceived outgroup threat. *Social Cognitive and Affective Neuroscience, 9*, 1268-1275.
- Livingston, R. W., Rosette, A. S., & Washington, E. F. (2012). Can an angry Black woman get ahead? The impact of race and dominance on perceptions of female leaders. *Psychological Science, 23*, 354-358.
- Rosette, A. S., & Livingston, R. W. (2012). Failure is not an option for Black women: Effects of organizational performance on leaders with single versus dual-subordinate identities. *Journal of Experimental Social Psychology, 48*, 1162-1167.
- Hall, E. V., & Livingston, R. W. (2012) The hubris penalty: Biased responses to “celebration” displays of Black football players. *Journal of Experimental Social Psychology, 48*, 899-904.
- Hunsinger, M., Livingston, R., & Isbell, L. (2012). The impact of loving-kindness meditation on affective conditioning and cognitive control. *Mindfulness, 4*, 126-136.
- Halevy, N., Chou, E. Y., Cohen, T. R., & Livingston, R. W. (2012) Status conferral in intergroup social dilemmas: Behavioral antecedents and consequences of prestige and dominance. *Journal of Personality and Social Psychology, 102*, 351-366.
- Chaio, J., Cheon, B., Livingston, R. W., & Hong, Y. Y. (2012). Gene x Environment interaction in social cognition. In S. Fiske & N. Macrae (Eds.), *Handbook of Social Cognition* (pp. 523-541). Sage: New York.
- Livingston, R. W. (2011). What can tolerance teach us about prejudice? In L. Tropp & R. Mallett (Eds.), *Moving Beyond Prejudice Reduction: Pathways to Positive Intergroup Relations* (pp. 21-40). American Psychological Association: Washington, DC.
- Ashburn-Nardo, L., Livingston, R. W., & Waytz, J. (2011). Implicit bias: A better metric for racial progress? In G. S. Parks & M. W. Hughey (Eds.), *The Obamas and a (Post) Racial America* (pp. 30-44). Oxford University Press: New York.
- Livingston, R. W., Leonardelli, G. J., & Kramer, R. M. (2011). Rigor with relevance: The many legacies of Marilynn Brewer. In R. M. Kramer, G. J. Leonardelli, & R. W. Livingston (Eds.), *Social Identity, Intergroup Relations and Social Cognition: A festschrift in honor of Marilynn Brewer*. (pp.1-6). Taylor and Francis: New York.
- Kramer, R. M., Leonardelli, G. J., & Livingston, R. W. (2011). *Social Identity, Intergroup Relations and Social Cognition: A festschrift in honor of Marilynn Brewer*. Taylor and Francis: New York.

- Livingston, R. W. & Pearce, N. A. (2009) The teddy bear effect: Does babyfacedness benefit Black CEOs? *Psychological Science*, 20, 1229-1236.
- Livingston, R. W. & Drwecki, B. B. (2007). Why are some individuals *not* racially biased? Susceptibility to affective conditioning predicts nonprejudice toward Blacks. *Psychological Science*, 18, 816-823.
- Alexander, M. G., Brewer, M. B., & Livingston, R. W. (2005). Putting stereotype content in context: Image theory and interethnic stereotypes. *Personality and Social Psychology Bulletin*, 31, 781-794.
- Klein, O., Snyder, M., & Livingston, R. W. (2004). Prejudice on the stage: Self-monitoring and the public expression of group attitudes. *British Journal of Social Psychology*, 43, 299-314.
- Livingston, R. W. (2004). Demystifying the nonconscious: Unintentional bias in society and the media. In J. Williams, W. Lee, & C. Haugtvedt (Eds.), *Diversity in Advertising*. (pp. 59-73) Lawrence Erlbaum Associates: Mahwah, NJ.
- Livingston, R. W., & Brewer, M. B. (2002). What are we really priming? Cue-based versus category-based processing of facial stimuli, *Journal of Personality and Social Psychology*, 82, 5-18.
- Livingston, R. W. (2002). The role of perceived negativity in the moderation of African Americans' implicit and explicit racial attitudes, *Journal of Experimental Social Psychology*, 38, 405-413.
- Livingston, R. W. (2001). What you see is what you get: Systematic variability in perceptual-based social judgment, *Personality and Social Psychology Bulletin*, 27, 1086-1096.

## **MEDIA:**

Coverage in numerous news media outlets including: *The New York Times*, *Wall Street Journal*, *The Washington Post*, *Newsweek*, *Time*, *Forbes*, *Bloomberg Businessweek*, *ABC News*, *Associated Press*, *Financial Times*, and *MSNBC*

Op-Ed (USA Today):

Want a Fair Society? Stop Treating People the Same, and Start Treating them Differently

<https://www.usatoday.com/story/opinion/2021/06/05/stop-treating-everyone-same-instead-treat-them-equity/7512750002/?gnt-cfr=1>

## **HONORS AND DISTINCTIONS:**

- Finalist for 2021 Financial Times & McKinsey Best Book Award (for *The Conversation: How Seeking and Speaking the Truth about Racism can Radically Transform Individuals and Organizations*)
- Winner of 2020 Warren Bennis Prize for Best Article on Leadership published in Harvard Business Review (for *How to Promote Racial Equity in the Workplace*)
- Harvard Kennedy School's Lunch on the Dean Award (award based on teaching evaluations)
- Best Book of 2011 Award from Center of Optimal Adult Development (for *Social Cognition, Social Identity, and Intergroup Relations*; co-edited with Rod Kramer and Geoffrey Leonardelli)
- Exceptional Professor Award; Undergraduate Residence Community; University of Wisconsin, Madison
- Society for the Psychological Study of Social Issues (SPSSI) Dissertation Award, Division 9 of the American Psychological Association
- National Science Foundation Graduate Fellowship, Ohio State University, 1997-2000
- 14<sup>th</sup> Annual Edward F. Hayes Graduate Research Forum Award Winner, Ohio State University
- Summer Institute Fellow, European Association of Social Psychology, Leuven, Belgium
- Regents Presidential Fellowship, University of California, Los Angeles, 1993-1994
- Premio Clavileño (Highest Departmental Award in Spanish), Tulane University
- Dean's Honor Scholarship (merit-based, full-tuition), Tulane University
- National Merit Scholarship

## **TEACHING AND MENTORING:**

### Harvard Kennedy School

- Fundamentals of Leadership across Difference, MPP core course
- Power and Politics, MPP core course
- Maximizing Human Capital and Organizational Performance, Graduate elective course
- Strategies for Building and Leveraging Diversity, Executive Education program

- Program on Racial Equity, Executive Education program

#### University of Sussex

- Managing People and Organisations, MBA course
- Leadership Foundations, Undergraduate course

#### Kellogg School of Management, Northwestern University

- Leadership in Organizations, MBA course
- Research in Organizational Behavior—Methods and Practice, PhD course
- Diversity in Organizations, Executive Education course
- Negotiations, Executive Education course
- Leadership in Crisis and Conflict, Executive Education course

#### Carnegie Mellon University

- Leveraging Diversity in Organizations, MBA course
- Leveraging Diversity in Organizations, PhD course
- Leadership and Authority, Heinz Women's Leadership Academy (Executive Education Program)

#### University of Wisconsin--Madison

- Discrimination and Prejudice in American Society
- Social Psychology of Stigma and Marginality
- Topics in Stereotyping and Prejudice
- Introduction to Social Psychology

#### Harvard Kennedy School

- Maximizing Human Capital and Organizational Performance
- Fundamentals of Leadership across Differences
- Conflict and Collaboration: Power and Politics
- Strategies for Building and Leveraging Diverse Organizations (Executive Ed Program)

#### **GRADUATE STUDENTS MENTORED:**

- Marco Puente de la Vega (Sussex)
- Soroush Aslani (Northwestern)
- Bobby Cheon (Northwestern)\*
- Eileen Chou (Northwestern)
- Erika Hall (Northwestern)
- Yu-Wei (Dennis) Hsu (Northwestern)
- Li Huang (Northwestern)\*
- Brian Lucas (Northwestern)
- Nicholas Pearce (Northwestern)
- Destiny Peery (Northwestern)\*
- Sohyeon Shim (Northwestern)\*
- Ella Washington (Northwestern)

- Debbie Ma (University of Chicago)\*
- Brian Drwecki (University of Wisconsin)
- Tattiya Kliengklom (University of Wisconsin)
- Joshua Waytz (Northwestern, Undergraduate Honors Student)\*  
(\**chaired or served on thesis committee*)

**PROFESSIONAL SERVICE:**

- **Ad hoc reviewer:** Journal of Personality and Social Psychology; Journal of Experimental Social Psychology; Psychological Science; Science; Social Cognition; Group Processes and Intergroup Relations; Management Science; Journal of Applied Social Psychology; American Journal of Sociology; European Journal of Social Psychology; Basic and Applied Social Psychology; Personality and Social Psychology Review; Social Forces

**EDITORIAL BOARDS:**

- Personality and Social Psychology Bulletin (2006-2011)
- Basic and Applied Social Psychology (2008-2013 )
- Social and Personality Psychology Science (2012-2014)
- Cultural Diversity and Ethnic Minority Psychology (2014-2016)

**PROFESSIONAL MEMBERSHIPS:**

- Academy of Management (AOM)
- Society for Experimental Social Psychology (SESP), Elected 2007
- Society of Personality and Social Psychology (SPSP)
- Society for the Psychological Study of Social Issues (SPSSI)
- American Psychological Society (APS)
- European Association of Social Psychology (EASP)

**FOREIGN LANGUAGES:**

- Spanish
- French
- Portuguese