

Robert W. Livingston, Ph.D.

Curriculum Vitae

Contact Information:

Harvard Kennedy School
79 John F. Kennedy Street, Box 124
Cambridge, MA 02138

ACADEMIC APPOINTMENTS:

2015- present	Harvard University John F. Kennedy School of Government Center for Public Leadership Lecturer in Public Policy
2013- 2015	University of Sussex 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	Northwestern University Kellogg School of Management Associate Professor of Management and Organizations Assistant Professor of Management and Organizations
2001-2007	University of Wisconsin-Madison Assistant Professor of Psychology and Afro-American Studies Anna Julia Cooper Postdoctoral Fellow
Sabbatical:	Princeton University Department of Psychology Visiting Professor of Psychology
	Carnegie Mellon University 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: 19th Century French Literature; Minor: 20th 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
- 14th 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