

# Robert W. Livingston

Curriculum Vitae

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## Contact Information:

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## ACADEMIC APPOINTMENTS:

July 2007 - present

Assistant Professor of Management and Organizations,  
Northwestern University, Kellogg School of Management

July 2002 – June 2007

Assistant Professor of Psychology and Afro-American Studies,  
University of Wisconsin-Madison

## EDUCATION AND TRAINING:

2001- 2002

Anna Julia Cooper Postdoctoral Fellowship, University of Wisconsin-Madison, June 2001-June 2002

2001

Ph.D., Social Psychology, The Ohio State University

1998

M.A., Social Psychology, The Ohio State University

1996

M.A., Romance Literature and Linguistics, University of California, Los Angeles

1993

B.A., Spanish, Tulane University

## RESEARCH FOCUS:

Diversity; Stereotyping; Prejudice; Intergroup Relations; Social Justice

Face Perception; Social Accuracy; Implicit Social Cognition

Leadership; Status; Dominance; Ethics; Morality

## **PUBLICATIONS:**

- Chaio, J., Cheon, B., **Livingston, R. W.**, & Yi, Y. (in press). Gene x Environment interaction in social cognition. In S. Fiske & N. Macrae (Eds.), *Handbook of Social Cognition*. Sage: New York.
- Livingston, R. W.**, Leonardelli, G. J., & Kramer, R. M. (in press). 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*. Taylor and Francis: 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.** & Pearce, N. A. (2009) The teddy bear effect: Does babyfaceness benefit Black CEOs? *Psychological Science*, 20, 1229-1236.  
\*Research covered in multiple top media outlets
- 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.
- 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.
- 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.**, & 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.

#### **EDITED BOOKS:**

R. M. Kramer, G. J. Leonardelli, & **R. W. Livingston** (2011). *Social Identity, Intergroup Relations and Social Cognition: A festschrift in honor of Marilyn Brewer*. Taylor and Francis: New York.

#### **MANUSCRIPTS UNDER REVIEW:**

Shim, S., & **Livingston, R. W.** Who pays attention to whom?: The impact of third-party eye contact on status and group performance. *Academy of Management Journal*.

**Livingston, R. W.**, & Mendoza, S. A. Can Blacks See Racial Bias?: Accuracy in prejudice detection from static facial cues. *Personality and Social Psychology Bulletin*.

Halevy, N., Chou, E. Y., Cohen, T. R., & **Livingston, R. W.** Status Conferral in Social Dilemmas. *Journal of Personality and Social Psychology*.

Hunsinger, M., & **Livingston, R. W.**, & Isbell, L. Spiritual paths to intergroup harmony: The relationship between meditation and prejudice. *Group Processes and Intergroup Relations*.

Cohen, T. R., **Livingston, R. W.**, Halevy, N., & Aslani, A. S. Direct versus indirect effects of selfishness on leader emergence. *Personality and Social Psychology Bulletin*.

#### **WORKING PAPERS AND RESEARCH IN PROGRESS:**

Livingston, R. W., Cohen, T. R., Halevy, N., Berson, Y., & Oreg, S. Why people don't get the leaders that they want: Ironic effects of prosociality on leader evaluation and selection.

Livingston, R. W., Cohen, T. R., & Halevy, N. On the complex relationship between prosociality and social hierarchy.

Livingston, R.W. & Richardson, E. Bias in the In-Zone: Differential Effects of Celebratory Displays on the Penalization of Black versus White NFL Athletes

Livingston, R. W., Halevy, N., & Cohen, T. R. Who can you trust?: Why people are good judges of personality but bad judges of character.

Rosette, A. S., & Livingston, R. W. Race, Gender, and Leadership: Examining the intersection of stigma and power.

Livingston, R. W., Peery, D., & Devine, P. G. What is prejudice?: Subjective and objective indicators of mundane racism.

Aslani, A. S., & Livingston, R. W. The social benefits of selective altruism. Data collection.

Hsu, D., & Livingston, R. W. Bicultural identity and intergroup attitudes. Data collection.

Shim, S., Livingston, R. W., Loyd, D. L., & Egan, L. The impact of gender of perceptions of third-party eye contact. Data collection.

Cheon, B., Chiao, J., & Livingston, R. W. Genetic antecedents of affective orientation and racial bias. Data analysis phase.

Lucas, B., & Livingston, R. W. The impact of team diversity on creativity. Data analysis phase.

Washington, E., & Livingston, R.W. Examining the intersectionality of race and gender: Perceptions of Black female leaders.

Beverly, B. & Livingston, R. W. On the relationship between leader emergence and leader effectiveness.

#### **HONORS AND DISTINCTIONS:**

- Cole, Sullivan, Slichter Residence Hall Community Exceptional Professor Award, 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
- Dean's Dissertation Year Fellowship, Ohio State University, 2000-2001
- 14<sup>th</sup> Annual Edward F. Hayes Graduate Research Forum Award Winner, Ohio State University, 2000
- Regents Presidential Fellowship, University of California, Los Angeles, 1993-1994
- *cum laude* with highest Departmental Honors, Tulane University, 1993
- Premio Clavileño (Departmental Award in Spanish), Tulane University, 1993

- Dean’s Honor Scholarship (full-tuition), Tulane University, 1989-1993
- National Merit Scholarship, Tulane University, 1989-1993

**INVITED TALKS:**

- 2011            Harvard Business School (OB)  
Loyola University Chicago (Keynote Address for Black History Month)
- 2010            Harvard Business School (NOM)  
Massachusetts Institute of Technology (Sloan)  
Stanford University  
Ohio State University (Fisher)  
Purdue University  
University of Illinois, Chicago
- 2009            Princeton University  
Tufts University  
University of California, Los Angeles (Anderson)  
University of Colorado, Boulder
- 2008            Duke University (Fuqua)  
University of Tel-Aviv
- 2007            University of Chicago  
University of Massachusetts, Amherst  
Yale University
- 2006            Northwestern University
- 2005            University of Chicago
- 2004            University of Illinois, Chicago  
University of Kentucky
- 2003            University of Virginia

**CONFERENCE PRESENTATIONS:**

Livingston, R. W. (October, 2010). *Status, Yes; Power; No: Why nice guys don’t become leaders*. Paper presented at the 2010 SESP Groups Preconference on Trust, Power, and Cooperation. Minneapolis, MN.

- Livingston, R. W. (October, 2010). *The teddy bear effect: Why facial cues of warmth benefit Black males (but not White females)*. Paper presented at the 36<sup>th</sup> Annual Meeting of the Society for Experimental Social Psychology. Minneapolis, MN.
- Shim, S., & Livingston, R. W. (June, 2010). *Who pays more attention to whom? Gender differences in the effects of third-party eye contact*. Paper presented at the annual meeting of the International Association of Conflict Management (IACM). Boston, MA.
- Livingston, R. W. & Pearce, N. A. (August, 2009). *The Teddy Bear Effect: Facial cues of warmth benefit Black CEOs*. Paper presented at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.
- Livingston, R. W. (June, 2009). *What is Prejudice? The subjectivity and reality of mundane racism*. Paper presented at the 32<sup>nd</sup> Annual Meeting of the International Society of Political Psychology, Dublin, Ireland.
- Livingston, R. W. (February, 2009). *What is Prejudice? The subjectivity and reality of mundane racism*. Paper presented at the 10<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Tampa, FL.
- Livingston, R. W. & Pearce, N. A. (October, 2008). *The Teddy Bear Effect: Facial cues of warmth predict the success of Black leaders*. Paper presented at the Center for Scientific Study of Diversity. Evanston, IL.
- Livingston, R. W. (June, 2008). *Why are some individuals not biased? Racial tolerance as affective resilience*. Paper presented at the 3<sup>rd</sup> Meeting on the Psychology of Attitudes (Small group meeting on Affective Processes in Evaluation). Nijmegen, Netherlands.
- Livingston, R. W. (June, 2008). *Why are some individuals not biased? Racial tolerance as affective resilience*. Paper presented at the 15<sup>th</sup> General Meeting of the European Association of Experimental Social Psychology. Opatija, Croatia.
- Livingston, R. W., McGill, R. M., & Devine, P.G. (April, 2008). *What is "prejudice"?*. Paper presented at the Annual conference of the Social Psychologists of Chicago (SPOC).
- Livingston, R. W. (August, 2008). *What is "prejudice"?*. Paper presented at the OSU conference in honor of the retirement of Marilyn Brewer. Columbus, OH.
- Livingston, R. W. (February, 2008). *Why are some individuals not racially biased?* Paper presented at the 9<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Livingston, R. W. (May, 2007). *Why are some individuals not biased?* Paper presented at the 34<sup>th</sup> Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

- Livingston, R. W. & Drwecki, B. B. (July, 2006). *Dispositional and cognitive predictors of the tolerant personality*. Paper presented at the 13<sup>th</sup> European Conference on Personality, Athens, Greece.
- Kliengklom, T. & Livingston, R. W. (January, 2006). *Intergroup images as a function of race and perceived power* Poster presented at the 7<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Palm Springs, CA.
- Livingston, R. W. & Drwecki, B. B. (September, 2005). Why are some people not prejudiced? Exploring the psychological antecedents of nonprejudice. Paper presented at “Looking toward the Future: Discrimination and Prejudice in the 21<sup>st</sup> Century” Conference. Madison, WI.
- Livingston, R. W. (June, 2004). *Implicit Controlled Discrimination?: Exploring the Intentionality and Inevitability of Racial Bias in Deliberative Courtroom Decisions*. Paper presented at the EAESP Small Group Meeting on Conscious and Unconscious Attitudinal Processes, Madrid, Spain.
- Livingston, R. W., Brewer, M. B., & Alexander, M. G. (January, 2004). *Images, Emotions, and Prejudice: Qualitative Differences in the Nature of Black and White Racial Attitudes*. Paper presented at the 5<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.
- Livingston, R. W. (June, 2002). *Systemic Injustice in an Egalitarian Society?: The Paradox of Unintentional Discrimination*. Paper presented at the IX<sup>th</sup> International Social Justice Research Conference, Skovde, Sweden. June, 2002
- Livingston, R. W. (June, 2002). *Bias in the Absence of Malice: The Paradox of Unintentional Discrimination*. Paper presented at the IV<sup>th</sup> Biennial Society for the Psychological Study of Social Issues (SPSSI) Convention, Toronto, Canada.
- Livingston, R. W. (July, 2000). *What Are We Really Priming? Cue-Based versus Category-Based Processing of Facial Stimuli*. Hot Topic Paper presented at the 12<sup>th</sup> Annual Meeting of the American Psychological Society, Miami, FL.
- Livingston, R. W. (February, 2000). *Collective Self-Esteem as a Moderator of African Americans’ Implicit and Explicit Racial Attitudes*. Poster presented at the 1<sup>st</sup> Annual Meeting of the Society for Personality and Social Psychology, Nashville, TN.
- Livingston, R. W., & Brewer, M. B. (May, 1998). *Not Everything is Black and White: Physical Prototypicality as a Moderator of Racial Priming Effects*. Poster Presented at the 10<sup>th</sup> Annual Meeting of the American Psychological Society, Washington, D.C.

## **PROFESSIONAL SERVICE:**

## **TEACHING:**

Kellogg School of Management, Northwestern University

- Leadership in Organizations (MBA: 9.1/10)
- Research in Organizational Behavior—Methods and Practice (PhD: 9.4/10)

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

## **EDITORIAL BOARDS:**

Personality and Social Psychology Bulletin (2006-present)

Basic and Applied Social Psychology (2008-present )

## **GRADUATE STUDENT MENTEES AND COLLABORATORS:**

- A. Soroush Aslani (MORS)
- Blair Beverly (MORS)
- Bobby Cheon (Psychology)
- Eileen Chou (MORS)
- Li Huang (MORS)
- Dennis Hsu (MORS)
- Brian Lucas (MORS)
- Nicholas Pearce (MORS)
- Destiny Peery (Psychology)
- Erika Richardson (MORS)
- Sohyeon Shim (MORS)
- Ella Washington (MORS)

## **AD HOC REVIEWER:**

- Journal of Personality and Social Psychology;; Journal of Experimental Social Psychology; Psychological Science; Science; Social Cognition; Group Processes and Intergroup Relations; Journal of Applied Social Psychology; American Journal of Sociology; European Journal of Social Psychology; Personality and Social Psychology Review; Social Forces

## **MEDIA COVERAGE:**

Research and media mentions in scores of media outlets including: *Newsweek, Forbes, New York Times, Washington Post, MSNBC, ABC News, Associated Press, Yahoo, Chicago Sun Times*

#### **UNIVERSITY SERVICE:**

Dean's Equity and Diversity Committee (University of Wisconsin-Madison)

Fellow, Center on the Science of Diversity (CSD)

Volunteer Instructor, Kellogg LEAD Program (Summer 2008; 2009; 2010)

Volunteer Speaker, Black Management Association Conference (2008, 2009, 2010)

#### **CONFERENCES AND SYMPOSIA ORGANIZED:**

- Conference: *Looking toward the Future: Prejudice in the 21<sup>st</sup> Century*, Summer 2005, Conference brought thirty of the world's leading prejudice scholars to Madison, WI for a three-day scholarly event, including presentations, round-table discussions, and a community forum.(co-organizer Patricia G. Devine)
- Symposium: *Overcoming the obstacle of racial prejudice*. Symposium organized for the 2008 SPSP conference (co-organizers Robyn Mallett and Linda Tropp)
- Symposium: *Hierarchy, Race, and Gender: Examining the intersection of stigma and power*. Symposium organized for the 2010 SESP conference.

#### **PROFESSIONAL MEMBERSHIPS:**

- Academy of Management (AOM)
- Society for Experimental Social Psychology (SESP), Elected 2008
- International Association of Conflict Management (IACM)
- Society of Personality and Social Psychology (SPSP)
- Society for the Psychological Study of Social Issues (SPSSI)
- American Psychological Association (APA)
- American Psychological Society (APS)
- European Association of Experimental Social Psychology (EAESP)

#### **FOREIGN LANGUAGES:**

- Spanish (fluent)
- French (fluent)
- Portuguese (proficient)