

# DENISE LEWIN LOYD

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## ACADEMIC POSITIONS

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- 2005 – present **Massachusetts Institute of Technology** Cambridge, MA  
Sloan School of Management  
Assistant Professor of Organization Studies  
Sloan School Career Development Asst. Prof. (2007 – present)
- 2007 – 2008 **Northwestern University** Evanston, IL  
Kellogg School of Management  
Visiting Assistant Professor of Management

## EDUCATION

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- 1999 – 2005 **Northwestern University** Evanston, IL  
Kellogg School of Management  
PhD in Management and Organizations
- 1992 – 1994 **Massachusetts Institute of Technology** Cambridge, MA  
MS in Civil and Environmental Engineering
- 1988 – 1992 **University of Miami** Coral Gables, FL  
BS in Civil Engineering, General Honors  
BS in Architectural Engineering, General Honors

## PUBLICATIONS

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Loyd, D. L. & Amoroso, L. (in press). Complicating the Complicated: The Importance of Status in Understanding Constrained Career Choices. Psychological Inquiry.

Loyd, D. L.\*, Wang, C.\*, Phillips, K. W., & Lount, R. (conditionally accepted). Social category diversity promotes pre-meeting elaboration: The role of relationship focus. Organization Science.  
\*First authors

Duguid, M., Loyd, D.L., & Tolbert, P. S. (in press). The Impact of Categorical Status, Numeric Representation and Work Group Prestige on Preference for Demographically Similar Others: A Value Threat Approach. Organization Science. Published online in *Articles in Advance*, August 30, 2010. DOI: 10.1287/orsc.1100.0565

Loyd, D.L., Phillips, K. W., Whitson, J., & Thomas-Hunt, M. (2010). Expertise in your midst: How congruence between status and speech style affects reactions to unique knowledge. Group Processes and Intergroup Relations, 13, 379-395.

Amoroso, L., Loyd, D. L., & Hoobler, J. (2010). The diversity education dilemma: Exposing status hierarchies without reinforcing them. Journal of Management Education, 34, 795-822  
• Awarded JME 2010 Best Paper of the Year

Loyd, D. L., White, J. B., & Kern, M. (2008). Duo status: Disentangling the complex interactions within a minority of two (pp. 75-92). In K. W. Phillips, E. Mannix, & M. A. Neale (Eds.), Research on Managing Groups and Teams, Vol. 11.

Phillips, K. W., & Loyd, D. L. (2006). When surface and deep-level diversity collide: The effects on dissenting group members. Organizational Behavior & Human Decision Processes, 99, 143-160.

Loyd, D. L., & Phillips, K. W. (2006). Managing perceptions of ethical behavior in evaluative groups: The implications for diversity in organizations (pp. 225-245). In A. Tenbrunsel, E. Mannix, & M. A. Neale (Eds.), Research on Managing Groups and Teams, Vol. 8.

Loyd, D. L., Kern, M., & Thompson, L. (2005). Classroom Research: Bridging the ivory divide. Academy of Management Learning and Education, 4, 8-21.

- Nominated for AMLE 2005 Best Paper of the Year

Thompson, L., Kern M., & Loyd, D. L. (2003). Research Methods of Micro Organizational Behavior. In Sansone, C., Morf, C., & Panter, A. (Eds.), Handbook of Methods in Social Psychology.

#### UNDER REVIEW

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Loyd, D. L., White, J., & Kern, M. Unkind to Two of a Kind: Stereotyping Women with Duo Status in a Work Group. Revise and resubmit requested at Organization Science.

#### WORKING PAPERS

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Leonardelli, G. & Loyd, D. L. Relative Group Size as a Marker of Membership Trust: When Smaller is Better.

Loyd, D. L. Undermining diversity: How favoritism threat alters evaluations by women.

#### WORK IN PROGRESS

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Loyd, D. L., Brown, A., & Thomas-Hunt, M. C. From different worlds: The impact of nationality diversity and leader status on group experience and perceptions of influence.

Loyd, D. L. & Phillips, K. W., Kim-Jun, S.Y., Shim, S. When an Out-Group Member Comes Between Us: The Impact of Status on the Relationship between Disagreeing In-group Members.

Loyd, D. L., Todd, A., Phillips, K. W., & Bodenhausen, G. The conundrum of the lone woman: Unexpected opinions are persuasive but expected opinions can backfire.

Loyd, D. L., Duguid, M., Thomasen, B. Helping you may hurt me: The impact of time constraints and social status on willingness to help others.

Loyd, D.L. Status Awareness and Importance: Individual difference in the impact of status.

Shim, S., Livingston, R., Loyd, D. L., & Egan, L. The influence of differential attention on status conflict and performance in mixed-gender groups.

## HONORS

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- Best Paper of the Year, Journal of Management Education, 2010
- Best Paper Based on a Dissertation Award, Academy of Management GDO Division, 2006
- Best Paper of the Year Nominee, Academy of Mgmt. Learning and Education Journal, 2005
- GE Faculty for the Future Fellowship Award, 2004
- State Farm Dissertation Proposal Fellowship, Competition Winner, 2003
- Outstanding Empirical Paper Award, International Association for Conflict Management, 2000
- Northwestern University Fellowship, 1999-2003
- Massachusetts Institute of Technology Graduate Fellowship, 1992 – 1994
- Engineering Honor Societies (Tau Beta Pi, Chi Epsilon, Phi Alpha Epsilon), Univ. of Miami

## INVITED TALKS

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- 2012 University of Michigan, Interdisciplinary Committee on Organizational Studies (ICOS) Seminar  
Stanford University, Center for Work Technology and Organization (WTO) Seminar
- 2011 Carnegie Mellon, Tepper School of Business, Organization Behavior and Theory Seminar  
Harvard University, Harvard Business School, Organizational Behavior Seminar  
New York University, Stern School of Business, Management Seminar  
University of Pennsylvania, Wharton School, Management Seminar Series
- 2010 University of Illinois at Chicago, Liautaud Graduate School of Business, Management Seminar  
Massachusetts Institute of Technology, Sloan School of Management, Marketing Group
- 2008 University of Pennsylvania, Wharton School, Organizational Behavior Conference  
University of Chicago, Booth School, Managerial and Organizational Behavior Workshop
- 2005 Massachusetts Institute of Technology Sloan School of Management, Organization Studies Group  
Northwestern University, Department of Social Psychology  
University of Miami, Department of Management  
Northern Illinois University, Department of Management

## CONFERENCE PRESENTATIONS

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- 2011 Loyd, D. L., White, J. B., & Kern, M. *Unkind to Two of a Kind: Stereotyping Women with Duo Status in a Work Group*. 71<sup>st</sup> Annual National Academy of Management (AoM) Conference (AoM), San Antonio, IL.
- 2010 Duguid, M., Loyd, D.L., & Tolbert, P. *The Impact of Categorical Status, Numeric Representation and Work Group Prestige on Preference for Demographically Similar Others: A Value Threat Approach*. 70<sup>th</sup> Annual National AoM Conference, Montreal, Quebec.
- Kim, S., Loyd, D. L., Shim, S., & Phillips, K.W. *Reactions to Disagreement from an In-group Member: The Impact of Out-group Member Status*. 23<sup>rd</sup> Annual International Association for Conflict Management (IACM) Conference, Boston, MA.
- Leonardelli, G. & Loyd, D. L. *Optimally Distinct Groups as a Marker of Membership Trust*. 5<sup>th</sup> Annual INGRoup (interdisciplinary network for group research) Conference, Alexandria, VA.
- 2009 Loyd, D. L., White, J. B., & Kern, M. *Stereotyping and Visibility of Duos: The Numbers Don't Always Add Up for a Minority of Two*. 69<sup>th</sup> Annual National AoM Conference, Chicago, IL.

- Brown, A. Loyd, D.L., & Thomas-Hunt, M. C. *From different worlds: The impact of nationality diversity and relative status on group experience*. 4<sup>th</sup> Annual INGRoup Conference, Colorado Springs, CO.
- 2008 Loyd, D.L., White, J. B., & Kern, M. *Token Pressure on Duos: The Numbers Don't Always Add Up for a Minority of Two*. 3<sup>rd</sup> Annual INGRoup Conference, Kansas City, MO.
- 2007 Loyd, D. L. *Avoiding the appearance of bias in evaluative groups: The impact of distinctiveness, status, and anonymity*. 67<sup>th</sup> Annual National AoM Conference, Atlanta, GA.
- Loyd, D. L. White, J.B., & Kern, M. *When two is the loneliest number*. 67<sup>th</sup> Annual National AoM Conference, Atlanta, GA.
- Loyd, D. L., White, J. B., & Kern, M. *Duo Status: Disentangling the complex interactions within a minority of two*. 11th Annual Conference on Research on Managing Groups and Teams (RMGT) in Organizations, Palo Alto, CA.
- Loyd, D.L. *Diversity, Identity, and Knowledge-Sharing: Lessons for the Classroom*. North American Management Society Conference, Chicago, IL.
- 2006 Loyd, D. L. *Avoiding the appearance of favoritism in evaluating others: The impact of status and distinctiveness*. 66<sup>th</sup> Annual National AoM Conference, Atlanta, GA.
- Loyd, D. L., Phillips, K. W., Thomas-Hunt, M., & Whitson, J. (2006). *Can low status experts be influential?: An examination of the impact of confidence and timing*. 1<sup>st</sup> Annual INGRoup Conference, Pittsburgh, PA.
- Wang, C., Phillips, K. W., Loyd, D. L., & Lount, R. *Social Similarity and Opinion Conflict: The Impact of Relationship Concerns*. 19<sup>th</sup> Annual IACM Conference, Montreal, Quebec.
- 2005 Wang, C., Phillips, K. W., Loyd, D. L., & Lount, R. *The battle between how we feel and how we think: The impact of social similarity on affective and cognitive reactions to opinion conflict*. 65<sup>th</sup> Annual National AoM Conference, Honolulu, HI
- 2004 Phillips, K. W., Thomas-Hunt, M., Loyd, D. L., & Whitson, J. *Who gets heard? The impact of status on perceptions of experts' behavior in groups*. 64<sup>th</sup> Annual National AoM Conference, New Orleans, LA.
- Loyd, D. L., & Phillips, K. W. *Managing perceptions of ethical behavior in evaluative groups: When trying to do the right thing can lead you to do the wrong thing*. 8<sup>th</sup> Annual Conference on RMGT in Organizations, Palo Alto, CA.
- Loyd, D. L. *Avoiding the appearance of bias: The effects of group composition and status on evaluations of similar others*. 8<sup>th</sup> Annual Graduate and Professional Student Research Conference. Northwestern University Black Graduate Student Association, Evanston, IL.
- 2003 Loyd, D. L. *There is an I in researcher, or how I chose my dissertation topic*. Gender and Diversity in Organizations. Doctoral Student Consortium at the 63<sup>rd</sup> Annual National AoM Conference, Seattle, WA.
- 2001 Phillips, K. W., & Loyd, D. L. *Task conflict in decision-making groups: The interplay of group composition and members' expectations*. 61<sup>st</sup> Annual National AoM Conference, Washington, DC.
- 2000 Phillips, K. W., & Loyd, D. *The Effects of Group Composition on Minority Opinion Holders: Task Conflict in Decision-Making Groups*. 13<sup>th</sup> Annual IACM Conference, St Louis, MO.  
 = Winner of IACM Outstanding Empirical Paper Award.

## TEACHING

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- Instructor
- Organizational Processes. MBA Core course. Sloan School of Management
  - Power and Negotiations. MBA Elective course. Sloan School of Management
  - Negotiations. MBA Elective course. Kellogg School of Management

## PROFESSIONAL EXPERIENCE

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- 1997 – 1999      Project Manager, Cotter Consulting      Chicago, IL  
Project manager for owner's representative on both public and private construction projects.
- 1994 – 1997      Project Manager, Morse Diesel Construction      Chicago, IL & Boston, MA  
Project manager on new Chicago Board of Trade facility and Boston World Trade Center Hotel bid process – providing scheduling, budgeting, value engineering, change order processing, and AutoCAD updating services for construction and preconstruction project.

## PROFESSIONAL SERVICE AND ACTIVITIES

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- Ad-hoc Reviewer  
Academy of Management Learning and Education Journal, Human Relations, Journal of Organizational Behavior, Organization Science, Organizational Behavior and Human Decision Processes, Academy of Management Conference – Conflict Management and Gender and Diversity in Organizations Divisions
- Organizer, BPS Junior Faculty Retreat, 2010
- Negotiations Workshop for Sloan Women in Management, 2009, 2011
- Presentation to Black Graduate Students Association, Spring 2006
- Negotiations instructor for LEAD and “Take our Children to Work” programs, 2004
- Member, Leadership committee, Chicago Chapter of the Black Alumni of MIT 2000 – 2005
- Admissions committee, Management and Organizations Department, 2000, 2004
- Co-chair, Management and Organizations, Student Social Committee, 2001 – 2004
- Co-organizer, Management and Organizations, Student Recruitment Weekend, 2001
- Organizer, Management and Organizations, New Student Orientation, 2000
- University representative at PhD Project Doctoral Program Fair, Fall, 2002, 2003, 2005, 2007

## MEMBERSHIPS

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- Academy of Management
- Interdisciplinary Network for Group Research
- Society for Personality and Social Psychology
- International Association for Conflict Management