

Nour Kteily

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Northwestern University,
Department of Management and Organizations
2211 Campus Drive, Office 5319
Evanston, IL

POSITIONS

- 2021- James M. Collins Visiting Associate Professor of Business Administration, Negotiation, Organizations & Markets (NOM) Unit, Harvard Business School, Harvard University
- 2018- Associate Professor (with tenure), Department of Management and Organizations, Kellogg School of Management, Northwestern University
- 2018- Associate Professor (by courtesy), Department of Psychology, Northwestern University
- 2014-18 Assistant Professor, Department of Management and Organizations, Kellogg School of Management, Northwestern University
- 2013-14 Social Sciences and Humanities Research Council of Canada Postdoctoral Fellow
- 2013-14 Postdoctoral Fellow, Department of Psychology, Harvard University

EDUCATION

- 2008-2013 **Ph.D.**, Psychology, Harvard University
- 2008-2010 **M.A.**, Psychology, Harvard University
- 2004-2008 **B.Sc. First-Class Honors**, Psychology, McGill University

AWARDS & HONORS

- 2021 Jim Sidanius Early Career Award, International Society for Political Psychology
- 2020 Selected as a Fellow of the Association for Psychological Science
- 2020 Janet Taylor Spence Award for Transformative Early Career Contributions, Association for Psychological Science
- 2019 Roberta Sigel Early Career Scholar Paper Award, International Society for Political Psychology
- 2018 Selected as a Fellow of the Society of Experimental Social Psychology
- 2018 Selected for Best 40 Professors Under Age 40, Poets & Quants
- 2018 SAGE Young Scholar Award, Foundation for Personality and Social Psychology

- 2017 Roberta Sigel Early Career Scholar Paper Award, International Society for Political Psychology
- 2017 Kellogg MSMS Faculty Member of the Year Award '17
- 2017 Association for Psychological Science Rising Star Award
- 2016 Kellogg MSMS Faculty Member of the Year Award '16
- 2016 Best Empirical/Theoretical Paper Award, Academy of Management, Conflict Management Division
- 2014 Gordon Allport Intergroup Relations Prize for Best Paper or Article of the Year on Intergroup Relations. Awarded by the Society for the Psychological Study of Social Issues.
- 2011 Harvard University Certificate of Distinction in Teaching. Awarded by the Derek Bok Center for Teaching and Learning at Harvard University.
- 2010 Raiffa Best Doctoral Student Paper Award. Awarded by the Program on Negotiation at Harvard University
- 2008 Awarded First-Class Honors Distinction by McGill University
- 2007 Dow-Hickson Prize for Distinguished Academic Achievement. Awarded by McGill University
- 2007 J. W. McConnell Award for Distinguished Academic Achievement. Awarded by McGill University.

PUBLICATIONS

- * Denotes equal contribution. **Denotes co-corresponding author.
Underlined names indicate doctoral student or postdoctoral mentee (at the time project began).
1. Waldfoegel, H. B., Sheehy-Skeffington, J., Hauser, O., Ho, A. K., & **Kteily, N. S.**** (in press). Ideology Selectively Shapes Attention to Inequality. *Proceedings of the National Academy of Sciences*.
 2. Petsko, C. D., Lei, R. F., Kunst, J. R., Bruneau, E. G., & **Kteily, N.S.**** (in press). Blatant Dehumanization in the Mind's Eye: Prevalent Even Among Those Who Explicitly Reject It? *Journal of Experimental Psychology: General*.
 3. Ho, A. K., & **Kteily, N. S.** (in press). Monoracial Perceivers' Sociopolitical Motives and their Inclusion versus Exclusion of Multiracial People. *European Review of Social Psychology*.
 4. Roberts, S. O., Ho, A. K., **Kteily, N. S.**, & Gelman, S. Beyond Black and White: Conceptualizing and Essentializing Black-White identity. (in press). *Cultural Diversity and Ethnic Minority Psychology*.
 5. Dittmann, A. G., **Kteily, N. S.**, & Bruneau, E. G. (in press). When Getting More Makes Groups Seem Worth Less: Negotiating a 'Better' Deal in Prisoner Swaps can

Ironically Signal Low Self-Regard and Engender Disrespect. *Journal of Experimental Social Psychology*.

6. Bruneau, E. G., Hameiri, B., Moore-Berg, S., & **Kteily, N. S.** (in press). Intergroup Contact Reduces Dehumanization and Meta-Dehumanization: Cross-sectional, Longitudinal, and Quasi-Experimental Evidence From 16 Samples in 5 Countries. *Personality and Social Psychology Bulletin*.
7. Ho, A. K., **Kteily, N. S.**, & Chen, J. M. (2020). Introducing the Sociopolitical Motive x Intergroup Threat Model to Understand How Monoracial Perceivers' Sociopolitical Motives Influence their Categorization of Multiracial People. *Personality and Social Psychology Review*, 24 (3), 260-286.
8. Ho, A. K., & **Kteily, N.S.** (2020). The Role of Group-based Egalitarianism in Collective Action. *Current Opinion in Psychology*, 35, 108-113.
9. Kachanoff, F. J., **Kteily, N. S.**, Khullar, T. H., Park, H. J., & Taylor, D. M. (2020). Determining our Destiny: Do Restrictions to Collective Autonomy Fuel Disadvantaged Group Members' Desire for Power? *Journal of Personality and Social Psychology*, 119 (3), 600-632.
10. Bruneau, E., Szekeres, H., **Kteily, N. S.**, Tropp, L., & Kende, A. (2020). Beyond Dislike: Blatant Dehumanization Predicts Teacher Discrimination Even (and Especially) Among Teachers Low in Prejudice. *Group Processes and Intergroup Relations*, 23 (4), 560-577.
11. Bruneau, E., **Kteily, N.S.**, & Urbiola, A. (2020). A Collective Blame Hypocrisy Intervention Enduringly Reduces Hostility towards Muslims. *Nature Human Behavior*, 4, 45-54.
12. Forscher, P., & **Kteily, N. S.** A Psychological Profile of the Alt-right. (2020). *Perspectives on Psychological Science*, 15 (1), 90-116.
13. **Kteily, N. S.**, & McClanahan, K. J. (2020). Incorporating Insights about Intergroup Power and Dominance to Help Increase Harmony and Equality between Groups in Conflict. *Current Opinion in Psychology*, 33, 80-85.
14. **Kteily, N. S.***, Rocklage, M.*, McClanahan, K. J. & Ho, A. K. (2019). Political Ideology Shapes the Amplification of the Accomplishments of Disadvantaged vs. Advantaged Group Members. *Proceedings of the National Academy of Sciences*, 116 (5), 1559-1568.
15. Chen, J. M., **Kteily, N.S.**, & Ho, A. K. (2019). Whose Side Are You On? Mistrust of Asian-White Biracials' Allegiances Leads Asian Americans to Deny Them Group Membership. *Personality and Social Psychology Bulletin*, 45 (6), 827-841.

16. Fousiani, K., Yzerbyt, V., **Kteily, N. S.**, & Demoulin, S. (2019). Justice Reactions to Deviant Ingroup Members: Ingroup Identity Threat Motivates Utilitarian Punishments. *British Journal of Social Psychology*, *58*, 869-893.
 17. McClanahan, K. J., Ho, A. K., & **Kteily, N. S.** (2019). Which Group to Credit (and Blame)? Whites Make Attributions about White-Minority Biracials' Successes and Failures Based on Their Own (Anti-)Egalitarianism and Ethnic Identification. *Group Processes and Intergroup Relations*, *22* (5), 631-654.
 18. Kunst, J., **Kteily, N. S.**, & Thomsen, L. (2019). "You Little Creep": Evidence of Blatant Dehumanization of Short Groups. *Social Psychological and Personality Science*, *10* (2) 160-171.
 19. Noor, M., **Kteily, N. S.**, Siem, B., & Mazziota, A. (2019). 'Terrorist' or 'Mentally Ill': A Motivated Reasoning Perspective. *Social Psychological and Personality Science*, *10* (4), 485-493.
 20. **Kteily, N.S.**, Hodson, G., Dhont, K., & Ho, A. K. (2019). Predisposed to Prejudice but Responsive to Intergroup Contact? Testing the Unique Benefits of Intergroup Contact Across Different Types of Individual Differences. *Group Processes and Intergroup Relations*, *22* (1), 3-25.
 21. Bruneau, E. Jacoby, N., **Kteily, N. S.**, & Saxe, R. (2018). Denying Humanity: The Distinct Neural Correlates of Blatant Dehumanization. *Journal of Experimental Psychology: General*, *147* (7), 1078-1093.
 22. †Lucas, B., & **Kteily, N. S.** (2018). (Anti-)Egalitarianism Differentially Predicts Empathy for Members of Advantaged versus Disadvantaged Groups. *Journal of Personality and Social Psychology*, *114* (5), 665-692.
- † **Awarded the Best Theoretical/Empirical Paper Award by the Academy of Management's Conflict Management Division**
23. Kouchaki, M., Dobson, K., Waytz, A., & **Kteily, N. S.** (2018). The Link between Self-Dehumanization and Immoral Behavior. *Psychological Science*, *29* (8), 1234-1246.
 24. Obaidi, M., Kunst, J., **Kteily, N. S.**, Thomsen, L., & Sidanius, J. (2018). Living Under Threat: Mutual Threat Perception Drives Anti-Muslim and Anti-Western Hostility in the Age of Terrorism. *European Journal of Social Psychology*, *48* (5), 567-584.
 25. Bruneau, E., **Kteily, N. S.**, & Falk, E. (2018). Interventions Highlighting Hypocrisy Reduce Collective Blame of Muslims for Individual Acts of Violence and Assuage Anti-Muslim Hostility. *Personality and Social Psychology Bulletin*, *44* (3), 430-448.

26. Bruneau, E.*, **Kteily, N. S.***, & Laustsen, L. (2018). The Unique Effects of Blatant Dehumanization on Attitudes and Behavior Towards Muslim Refugees During the European ‘Refugee Crisis’ Across Four Countries. *European Journal of Social Psychology, 48* (5), 645-662.
27. **Kteily, N.S.**, & Bruneau, E. (2017). Darker Demons of Our Nature: The Need to (Re-)Focus Attention on Blatant Forms of Dehumanization. *Current Directions in Psychological Science, 26* (6), 487-494.
28. Bruneau, E.*, & **Kteily, N. S.*** (2017). The Enemy as Animal: Symmetric Dehumanization During Asymmetric Warfare. *PLoS ONE, 12*(7): e0181422.
29. †Ho, A. K., **Kteily, N.S.**, & Chen, J. M. (2017). “You’re One of Us”: Black Americans’ Use of Hypodescent and its Association with Egalitarianism. *Journal of Personality and Social Psychology, 113* (5), 753-768.
- † Awarded the International Society for Political Psychology Roberta Sigel Early Career Scholar Paper Award in 2019
30. †**Kteily, N. S.***, & Bruneau, E*. (2017). Backlash: The Politics and Real-World Consequences of Minority Group Dehumanization. *Personality and Social Psychology Bulletin, 43* (1), 87-104.
- † Awarded the International Society for Political Psychology Roberta Sigel Early Career Scholar Paper Award in 2017
31. **Kteily, N. S.**, Sheehy-Skeffington, J., & Ho, A. K. (2017). Hierarchy in the Eye of the Beholder: (Anti-)Egalitarianism Shapes Perceived Levels of Social Inequality. *Journal of Personality and Social Psychology, 112* (1), 136-159.
32. **Kteily, N. S.**, Hodson, G., & Bruneau, E. (2016). “They See us as Less Than Human”: Meta-Dehumanization Predicts Intergroup Conflict via Reciprocal Dehumanization. *Journal of Personality and Social Psychology, 110* (3), 343-370.
33. Levin, S., **Kteily, N. S.**, Pratto, F., Sidanius, J., & Matthews, M. (2016). Muslims’ Emotions Towards Americans Predict Support for Hezbollah and Al Qaeda for Threat-Specific Reasons. *Motivation and Emotion, 40* (1), 162-177.
34. Ho, A. K., Sidanius, J., **Kteily, N.S.***, Sheehy-Skeffington, J.*, Pratto, F., Henkel, K., Foels, R., & Stewart, A. (2015). The Nature of Social Dominance Orientation: Theorizing and Measuring Preferences for Intergroup Inequality Using the New SDO7 Scale. *Journal of Personality and Social Psychology, 109* (6), 1003-1028.
35. **Kteily, N. S.***, Bruneau, E.*, Waytz, A., & Cotterill, S. (2015). The Ascent of Man: Theoretical and Empirical Evidence for Blatant Dehumanization. *Journal of Personality and Social Psychology, 109* (5), 901-931.

36. Sidanius, J.*, **Kteily, N. S.***, Levin, S., Pratto, F., & Obaidi, M. (2015). Support for Asymmetric Violence Among Arab Populations: The Clash of Cultures, Social Identity, or Counter-Dominance? *Group Processes and Intergroup Relations*, 18, 1-17.
37. Saguy, T., & **Kteily, N. S.** (2014). Power, Negotiations, and the Anticipation of Intergroup Encounters. *European Review of Social Psychology*, 25 (1) 107-141.
38. **Kteily, N.S.***, Cotterill, S.*, Sidanius, J., Sheehy-Skeffington, J., & Bergh, R. (2014). “Not one of us”: Predictors and Consequences of Denying Ingroup Characteristics to Ambiguous Targets. *Personality and Social Psychology Bulletin*, 40 (10), 1231-1247.
39. Pratto, F., Sidanius, J., BouZeineddine, F., **Kteily, N. S.**, & Levin, S. (2014). When Domestic Policies and International Relations Intermesh: Subordinated Publics’ Factional Support within Layered Power Structures. *Foreign Policy Analysis*, 10, 127-148.
40. †**Kteily, N. S.**, Saguy, T., Sidanius, J., & Taylor, D. M. (2013). Negotiating Power: Agenda Ordering and the Willingness to Negotiate in Asymmetric Intergroup Conflicts. *Journal of Personality and Social Psychology*, 105 (6), 978-995.

† **Awarded the Raiffa Doctoral Student Paper Award by the Harvard Program on Negotiation**

41. †Guimond, S., Crisp, R. J., DeOliviera, P., Kamiejski, R., **Kteily, N. S.**, Kuepper, B., Lalonde, R. N., Levin, S., Pratto, F., Tougas, F., Sidanius, J., & Zick, A. (2013). Diversity Policy, Social Dominance, and Intergroup Relations: Predicting Prejudice in Changing Social and Political Contexts. *Journal of Personality and Social Psychology*, 104, 941-958.

† **Awarded the Gordon Allport Prize in Intergroup Relations**

42. Sidanius, J., **Kteily, N. S.**, Sheehy-Skeffington, J., Ho, A. K., Duriez, B., & Sibley, C. (2013). You’re Inferior and Not Worth Our Concern: The Interface Between Empathy and Social Dominance Orientation. *Journal of Personality*, 81, 313-323.
43. **Kteily, N.S.**, Ho, A.K., & Sidanius, J. (2012). Hierarchy in the Mind: The Predictive Power of Social Dominance Orientation Across Social Contexts and Domains. *Journal of Experimental Social Psychology*, 48, 543-549.
44. Levin, S., Pratto, F., Matthews, M., Sidanius, J., & **Kteily, N. S.** (2012). A Dual Process Approach to Understanding Prejudice Toward Americans in Lebanon: An Extension to Intergroup Threat Perceptions and Emotions. *Group Processes and Intergroup Relations*, 14, 1-20.

45. Ho, A. K., Sidanius, J., Pratto, F., Levin, S., Thomsen, L., **Kteily, N. S.**, & Sheehy-Skeffington, J. (2012). Social Dominance Orientation: Revisiting the Structure and Function of a Variable Predicting Social and Political Attitudes. *Personality and Social Psychology Bulletin*, *38*, 583-606.
46. Levin, S., Matthews, M., Guimond, S., Sidanius, J., Pratto, F., **Kteily, N. S.**, Pitpitan, E. V., & Dover, T. (2012). Assimilation, Multiculturalism, and Colorblindness: Mediated and Moderated Relationships Between Social Dominance Orientation and Prejudice. *Journal of Experimental Social Psychology*, *48*, 207-212.
47. Saguy, T.*, & **Kteily, N. S.*** (2011). Inside the Opponent's Head: Losses in Group Position Predict Accuracy in Metaperceptions Between Groups. *Psychological Science*, *22*, 951-958.
48. **Kteily, N. S.**, Sidanius, J., & Levin, S. (2011). Social Dominance Orientation: Cause or Mere Effect? Evidence for SDO as a Causal Predictor of Prejudice and Discrimination Against Ethnic and Racial Outgroups. *Journal of Experimental Social Psychology*, *47*, 108-114.

OTHER (CHAPTERS/INVITED SUBMISSIONS/COMMENTARIES)

49. Fincher, K. M., **Kteily, N. S.**, & Bruneau, E. G. (2018). Our Humanity Contains Multitudes: Dehumanization is More than Overlooking Mental Capacities. *Proceedings of the National Academy of Sciences*, *115*, E3329-E3330.
50. Baron, D. E., Sheehy-Skeffington, J., & **Kteily, N. S.** Ideology and Perceptions of Inequality (2018). In B. Rutjens & M. Brandt (Eds.), *Belief Systems and the Perception of Reality* (pp. 45-62) Abingdon, UK: Routledge.
51. **Kteily, N. S.**, & Richeson, J. A. (2016). Perceiving the World through Hierarchy-shaped Glasses: On the Need to Embed Social Identity Effects on Perception within the Broader Context of Intergroup Hierarchy. *Psychological Inquiry*, *27* (4), 327-334.
52. Sidanius, J., Cotterill, S., Sheehy-Skeffington, J., **Kteily, N. S.**, & Carvacho, H. (2016). Social Dominance Theory: Explorations in the Psychology of Oppression. In C. Sibley & F. Barlow (Eds.), *Cambridge Handbook of the Psychology of Prejudice* (pp. 149-187) Cambridge: Cambridge University Press.
53. Hodson, G., **Kteily, N. S.**, & Hoffarth, M. (2014). Of Filthy Pigs and Subhuman Mongrels: Dehumanization, Disgust, and Intergroup Prejudice. *Testing, Psychometrics, Methodology in Applied Psychology*, *21* (3), 267-284.
54. Thomsen, L., Obaidi, M., Sheehy-Skeffington, J., **Kteily, N. S.**, & Sidanius, J. (2014). Individual Differences in Relational Motives Interact with the Political

Context to Produce Terrorism and Terrorism-Support. *Behavioral and Brain Sciences*, 37 (4), 377-378.

WORKING PAPERS (R&R/UNDER REVIEW/IN REVISION)

* Denotes equal contribution. ** Denotes co-corresponding author
Underlined names indicate doctoral student or postdoctoral collaborator working under my supervision (at the time project began).

55. **Kteily, N. S.***, Kachanoff, F. J.*, Sheehy-Skeffington, J., Ho, A. K. & Richeson, J. A. Beliefs about What Disadvantaged Groups Would Do with Power Shape Advantaged Groups' (Un)Willingness to Relinquish it.
56. **Kteily, N. S** & Landry, A. Dehumanization: Emerging Trends, Insights, and Challenges.
57. **Kteily, N. S.***, & Bruneau, E.* Longitudinal and Experimental Evidence for Causal Effects of Blatant Dehumanization on Aggressive Intergroup Attitudes and Behavior.
58. Jordan, J. & **Kteily, N. S.** Reputation Drives Morally Questionable Punishment.
59. Casas, A., Hameiri, B., **Kteily, N. S.****, & Bruneau, E. G. Single Exposure to a Media Intervention Helps Promote Peace in Colombia.
60. Kachanoff, F. J., **Kteily, N. S.**, Cohen, A., & Taylor, D. M. The Consequences of Acculturation Strategies for Intergroup Relations During a Simulated Migration Scenario.
61. **Kteily, N. S.**, Kachanoff, F. J., Ho, A. K., & Sheehy-Skeffington, J. Supporting Your Group's Dominance or Dominance in General? Exploring the Roots and Consequences of the (Partial) Overlap Between Two Distinct Intergroup Motives.
62. Fine, R. D., **Kteily, N. S.**, Roberts, S. O., Chen, J. M., & Ho, A. K. United We Stand? Perceived Loyalty of Dual Nationals and Multiracials and its Political Consequences.

PAPERS IN PROGRESS

63. **Kteily, N. S.***, Kachanoff, F. J., Ho, A. K., & Sheehy-Skeffington, J. Hierarchy Redux? How Formerly Oppressed Groups Behave After Gaining Power.

64. Candia, C., Hoover, J., **Kteily, N. S.****, & Uzzi, B. When Moralization Backfires: Identifying a Saturation Effect of Moral Language on the Diffusion of Online Content.
65. Jordan, J., & **Kteily, N. S.** Punishing Without Looking.
66. Wiwad, D., Shariff, A., & **Kteily, N. S.**** A Typology of Economic Distribution Preferences.
67. Kachanoff, F. J., **Kteily, N. S.**, & Gray, K. When it's our Right to Restrict: Justification of Cultural Restriction as a Means of Harm Prevention.
68. Littman, R., Scacco, A., Hameiri, B., Moore-Berg, S., & **Kteily, N. S.** Reducing Intergroup Conflict Between Christians and Muslims in Nigeria.
69. Vossoughi, N., **Kteily, N. S.**, & Ho, A. K. Contrasting Black-White Multiracials' Identification and Allegiances with Black and White Monoracials' Assumptions of Them.
70. **Kteily, N. S.** & Petsko, C.D. Exploring Convergence and Divergence in Democrats' and Republicans' Mental Representations and Meta-Representations.
71. Dorison, C., & **Kteily, N. S.** Hoping for the Worst? Trading off Material Harm to the Ingroup for Reputational Gain.

COURSE MATERIALS

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| 2021 | “Project Restart: Deciding the Future of English Football”, Harvard Business School Case 921-050 (April 2021). |
| 2020 | “Fillmore Lawns” negotiation exercise (co-authored with Cynthia Wang, Jennifer Whitson, and Denise Akason; Available at negotiationexercises.com) |

ARTICLES FOR A POPULAR AUDIENCE

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| 2017 | Kteily, N. S. , & Gino, F. (Aug 21, 2017). Why CEOs Can't Stay Silent in the Wake of Events like Charlottesville. <i>Harvard Business Review</i> . |
| 2017 | Kteily, N. S. , & Bruneau, E. (Jan 30, 2017). Trump Says his Travel Ban will Make Americans Safer. Our Research Shows it will do the Exact Opposite. <i>Washington Post</i> . |
| 2015 | Kteily, N. S. , & Bruneau, E. (Sep 8, 2015). No Wonder Ahmed was Arrested. <i>Washington Post</i> . |

- 2015 **Kteily, N. S., & Cotterill, S.** (Jan 23, 2015). Is the Defendant White or Not? *New York Times*, SR9.

INVITED TALKS

- 2021 Department of Psychology, University of North Carolina, Chapel Hill, NC
 2021 New England Managerial Decision Making Symposium, Boston, MA
 2021 Invited address, Western Psychological Association Annual Conference (virtual)
 2021 Rubin Museum, New York City, NY
 2021 Department of Psychology, University of Massachusetts Amherst
 2021 Department of Psychology, University of Waterloo, Ontario, Canada
 2020 Conflict and Conflict Resolution Preconference, Society for Personality and Social Psychology Annual Conference, New Orleans, LA
 2020 Social Cognition Preconference, Society for Personality and Social Psychology Annual Conference, New Orleans, LA
 2019 Fuqua School of Business, Duke University, Durham, NC
 2019 Invited Symposium, Society for Experimental Social Psychology, Annual Conference, Toronto, Canada
 2019 Department of Management and Organizations, University of California Berkeley, Berkeley, CA
 2019 Working Group in Political Psychology and Behavior, Department of Government, Harvard University, Cambridge, MA
 2019 Department of Psychology, Stanford University, Palo Alto, CA
 2019 Department of Psychology, Northwestern University, Evanston, IL
 2019 Organizational Behavior & Theory, Tepper School of Business, Carnegie Mellon University, Pittsburgh, PA
 2018 Department of Psychology, University of Kentucky, Lexington, KY
 2018 Invited Symposium, International Society for Political Psychology Annual Conference, San Antonio, TX
 2018 Group Processes and Intergroup Relations Mini-Conference, Graduate School of Business, Stanford University, Palo Alto, CA
 2018 Department of Psychology, Yale University, New Haven, CT
 2018 Department of Psychology, University of British Columbia, Vancouver, B.C., Canada
 2018 Invited Symposium, Society for Personality and Social Psychology Annual Conference, Atlanta, GA
 2018 Political Psychology Preconference, Society for Personality and Social Psychology Annual Conference, Atlanta, GA
 2018 Buffett Institute, Faculty & Fellows Colloquium, Northwestern University, Evanston, IL
 2017 Illinois Legal Aid Advocates Conference, Chicago, IL
 2017 Department of Management, Rotman School of Management, University of Toronto, Toronto, Ontario, Canada

- 2017 Negotiations, Organizations, and Markets (NOM) Unit, Harvard Business School, Harvard University, Cambridge, MA
- 2017 Center for Decision Research, Booth School of Business, University of Chicago, Chicago, IL
- 2016 Department of Psychology, McGill University, Montreal, Quebec, Canada
- 2016 Department of Psychology, Purdue University, West Lafayette, IN
- 2016 Department of Psychology, Princeton University, Princeton, NJ
- 2016 Department of Economics and Strategic Management, UCSD Rady School of Management, San Diego, CA
- 2016 Justice and Morality Preconference, Society for Personality and Social Psychology Annual Conference, San Diego, CA
- 2015 Department of Management and Organizations, UCLA Anderson School of Management, Los Angeles, CA
- 2015 Department of Psychology, University of Wisconsin-Madison. Madison, WI
- 2015 Department of Psychology, Université Catholique de Louvain, Louvain-La-Neuve, Belgium
- 2015 Department of Psychology, DePaul University, Chicago, IL
- 2014 Department of Psychology, American University of Beirut, Beirut, Lebanon
- 2014 Department of Psychology, Northwestern University, Evanston, IL
- 2014 Department of Brain and Cognitive Sciences, Massachusetts Institute of Technology, Cambridge, MA
- 2013 Psychology Department, Boston College, Chestnut Hill, MA
- 2013 Kellogg School of Management, Northwestern University, Evanston, IL
- 2012 Graduate School of Business, Stanford University, Palo Alto, CA
- 2012 Department of Applied Psychology, New York University, New York City, NY
- 2012 Department of Psychology, Clark University, Worcester, MA
- 2012 Program on Human Rights and Conflict Resolution, Tufts University, Medford, MA
- 2012 Department of African and African American Studies, Harvard University, Cambridge, MA

SYMPOSIA CHAIRED

- 2019 The Return of Blatant Intergroup Hostility. Society for Experimental Social Psychology Annual Conference, Toronto, Canada
- 2018 Challenges to and Opportunities for Increased Intergroup Equality and Inclusion. (with Arnold Ho). Society for Personality and Social Psychology Annual Conference, Atlanta, GA
- 2016 “The Forces that (Continue to) Divide Us: Why Blatant Intergroup Perceptions Still Matter and How to Ameliorate Them.” (with Emile Bruneau). Association for Psychological Science Annual Convention, Chicago, IL

- 2016 “The Forces that Divide Us: The Roles of Social Dominance, Hatred and (Meta)Dehumanization in Real Intergroup Conflict”. (with Emile Bruneau). Society for Personality and Social Psychology, San Diego, CA
- 2016 “Dehumanization as a Fundamental Barrier to Intergroup Harmony and Equality.” (with Emile Bruneau). International Society for Political Psychology, Warsaw, Poland
- 2014 The Psychology of Ingroup-Outgroup Distinctions in the Aftermath of Terrorism. (with Sarah Cotterill). Society for Personality and Social Psychology, Austin, TX

REFEREED CONFERENCE PRESENTATIONS

- 2020 Academy of Management Annual Conference, Vancouver, Canada
- 2020 Association for Psychological Science Annual Conference, Chicago, IL
- 2019 International Society for Political Psychology Annual Conference, Lisbon, Portugal
- 2018 Association for Psychological Science Annual Conference, San Francisco, CA
- 2018 Society for Personality and Social Psychology Annual Conference, Atlanta, GA
- 2017 Society for Experimental Social Psychology Annual Conference, Boston, MA
- 2017 International Society for Political Psychology Annual Conference, Edinburgh, Scotland
- 2017 Association for Psychological Science Annual Conference, Boston, MA
- 2017 Society for Personality and Social Psychology Annual Conference, San Antonio, TX
- 2016 Society for Experimental Social Psychology Annual Conference, Santa Monica, CA
- 2016 Academy of Management Annual Conference, Anaheim, CA (Two talks)
- 2016 International Association of Conflict Management Annual Conference, New York City, NY
- 2016 Association for Psychological Science Annual Conference, Chicago, IL (Two talks)
- 2016 Canadian Psychological Association Annual Conference, Victoria, British Columbia, Canada
- 2016 International Society for Political Psychology Annual Conference, Warsaw, Poland (Five talks)
- 2016 Society for Personality and Social Psychology Annual Conference, San Diego, CA
- 2016 Justice and Morality Preconference at Society for Personality and Social Psychology Annual Conference, San Diego, CA

- 2015 International Society for Political Psychology Annual Conference, San Diego, CA
- 2014 Society for Experimental Social Psychology Annual Conference, Columbus, OH
- 2014 Society for Personality and Social Psychology Annual Conference, Austin, TX
- 2014 European Association of Social Psychology Conference, Amsterdam, Netherlands
- 2014 International Society for Political Psychology Annual Conference, Rome, Italy (Two talks)
- 2013 Political Psychology Preconference at Society for Personality and Social Psychology Annual Conference, New Orleans, LA
- 2011 International Society for Political Psychology Annual Conference, Istanbul, Turkey (Three talks)
- 2011 European Association for Social Psychology Conference, Stockholm, Sweden

DISSERTATION COMMITTEES

Andrea Dittmann (Northwestern University), Alexandra Garr-Schultz (Northwestern University), Julia Hur (Northwestern University), Kaylene McClanahan (Northwestern University), Mikkader Okayan (Clark University), Christopher Petsko (Northwestern University), Mario Sainz (University of Granada) Russell Steiger (DePaul University), Hannah Waldfogel (Northwestern University)

EDITORIAL POSITIONS

- 2021-Present Proceedings of the National Academy of Sciences, Guest Editor
- 2018-2021 Group Processes and Intergroup Relations, Action Editor
- 2018-Present Journal of Personality and Social Psychology, Guest Editor
- 2017-Present Journal of Personality and Social Psychology, Consulting Editor
- 2017-Present Personality and Social Psychology Bulletin, Consulting Editor

AD HOC REVIEWER

Nature, Science, Nature Human Behavior, Proceedings of the National Academy of Sciences, Journal of Personality and Social Psychology, Personality and Social Psychology Review, Personality and Social Psychology Bulletin, Journal of Experimental Social Psychology, Social Psychological and Personality Science, Journal of Peace Research, Journal of Personality, Political Psychology, Group Processes and Intergroup Relations, European Journal of Social Psychology, British Journal of Psychology,

Journal of Social and Political Psychology, International Journal of Intercultural Relations, Justice Quarterly, Social Justice Research, Behavioral Sciences of Terrorism and Political Aggression, Social Psychology of Education, Polish National Science Center, Research Foundation of Flanders, Psychology, Crime and Law, Spanish Journal of Psychology, Politics, Groups, and Identities, Leverhulme Trust, Social Sciences and Humanities Research Council of Canada.

TEACHING EXPERIENCE

- 2014-present *Negotiations* (MORS 472-5; MORS 470; MORS-X-470; MORS-M-472-5), Kellogg School of Management, Evanston, IL (Average Instructor Rating: 5.8/6)
- 2020-present *Leadership in Organizations* (MORS 430), Kellogg School of Management, Evanston, IL (Average Instructor Rating: 5.5/6)
- 2021 *Negotiation*. Harvard Business School, Cambridge, MA (Instructor rating: 6.9/7)

SELECTED MEDIA COVERAGE

New York Times; Discovery Channel; Washington Post; Science Magazine; Boston Globe; Yahoo News; NPR; Vice News; The Atlantic; Vox; Global News; Slate, Business Insider; Psychology Today; APS Observer. [*Links available upon request*].