

Curriculum Vitae

Evan P. Apfelbaum

Boston University
Questrom School of Business
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ACADEMIC APPOINTMENTS

Boston University, Questrom School of Business	
Associate Professor of Management & Organizations	2018
Research Director, Human Resources Policy Institute	
Massachusetts Institute of Technology, Sloan School of Management	
Associate Professor of Work and Organization Studies	2017
W. Maurice Young (1961) Career Development Professorship	2012
Assistant Professor of Work Organization Studies	2011
Northwestern University, Kellogg School of Management	
Visiting Assistant Professor of Management and Organizations	2009
Post Doctoral Fellow at the Kellogg Team and Group Research Center	

EDUCATION

Tufts University	
Ph.D., Social Psychology	2009
Union College	
B.S., Psychology and Music, <i>magna cum laude</i>	2002

HONORS, GRANTS, AND AWARDS

McCombe Research Award, Boston University	2021
Elected <i>Fellow of the Society for Personality and Social Psychology</i> , in recognition of impact on “leadership, research, pedagogy, outreach and advocacy”	2020
<i>5th-most influential paper on Social Impact (out 100 peer-nominated papers from business schools worldwide over past five years)</i> , Financial Times	2020
<i>Faculty Thought Leader</i> , Susilo Institute for Ethics in the Global Economy	2018
<i>World’s Top 40 Business School Professors Under 40</i> , Poets & Quants	2017
<i>JFRAP Award</i> , MIT	2016
IOBC Best Paper Award	2015
Elected <i>Fellow of the Society of Experimental Social Psychology</i> , in recognition of “substantial contribution to social psychology as an empirical science”	2014
<i>JFRAP Award</i> , MIT	2014
<i>Admired Scholar</i> , recognized for influential work on diversity, SPSP	2014
<i>James H. Ferry, Jr. Grant for Innovation in Research</i> , MIT	2012
<i>W. Maurice Young (1961) Career Development Professorship</i> , MIT	2012
<i>Society of Experimental Social Psychology Dissertation Award</i> , Finalist	2010
<i>Gordon Allport Intergroup Relations Prize</i> (“Best Paper or Article on Intergroup Relations”), Honorable Mention, SPSSI	2009
<i>Outstanding Contributions to Undergraduate Education Award</i> , Tufts University	2008
<i>Travel Award</i> , SPSP Conference in Albuquerque, NM	2007
<i>Early Researcher Award</i> , First Prize, American Psychological Association	2006

<i>Grant-in-Aid Research Award</i> , Tufts University	2006
<i>Graduate Poster Award</i> , First Prize, SPSP Conference in Palm Springs, CA	2006
<i>Graduate School of Arts and Sciences Travel Award</i> , Tufts University	2006
<i>Clara Mayo Grant</i> , Society for the Psychological Study of Social Issues	2005
<i>Institute for Teaching Fellowship</i> , Tufts University	2005

JOURNAL ARTICLES

Apfelbaum, E. P., & Suh, E. Y. (in press). Transparency about lagging diversity numbers signals genuine progress. *Journal of Experimental Psychology: General*.

Pauker, K., **Apfelbaum, E. P.**, Dweck, C. S., & Eberhardt, J. L. (2022). Believing that prejudice can change increases children's interest in interracial interactions. *Developmental Science*

Sullivan, J., Wilton, L. S., & **Apfelbaum, E. P.** (2022). How age and race affect the frequency, timing, and content of conversations about race with children. *Child Development*.

Meyers, C., Williams, A., Pauker, K., & **Apfelbaum, E. P.** (2022). The impact of social norms on navigating race in a racially diverse context. *Group Processes & Intergroup Relations*.

Amengual, M., & **Apfelbaum, E. P.** (2021). True motives: Prosocial and instrumental justifications for behavioral change in organizations. *Management Science*.

Brown, R. M., Craig, M. A., & **Apfelbaum, E. P.** (2021). European Americans' intentions to confront racial bias: Considering who, what (kind), and why. *Journal of Experimental Social Psychology*.

Sullivan, J., Wilton, L. S., & **Apfelbaum, E. P.** (2021). Adults delay conversations about race because they underestimate children's processing of race. *Journal of Experimental Psychology: General*.

Wilton, L. S., **Apfelbaum, E. P.**, & Good, J. J. (2019). Valuing differences and reinforcing them: Multiculturalism increases race essentialism. *Social Psychological and Personality Science*.

*Gaither, S., ***Apfelbaum, E. P.**, Birnbaum, H., Babbitt, L., & Sommers, S. R. (2017). Mere membership in a racially diverse group reduces conformity. *Social Psychological and Personality Science*.

***Equal contribution**

Duhaime, E., & **Apfelbaum, E. P.** (2017). Can information decrease political polarization? Evidence from the U.S. taxpayer receipt. *Social Psychological and Personality Science*.

Apfelbaum, E. P., Grunberg, R., Halevy, N., & Kang, S. K. (2017). From ignorance to intolerance: Perceived intentionality of racial discrimination predicts preferences for colorblindness versus multiculturalism. *Journal of Experimental Social Psychology*.

Apfelbaum, E. P., Stephens, N. M., & Reagans, R. E. Beyond one-size-fits-all: Tailoring diversity approaches to the representation of social groups. (2016). *Journal of Personality and Social Psychology*.

Pauker, K., **Apfelbaum, E. P.**, & Spitzer, B. (2015). When societal norms and social identity collide: The race talk dilemma for racial minority children. *Social Psychological and Personality Science*, 6, 887-895.

Galinsky, A. D., Todd, A. R., Homan, A. C., Phillips, K. W., **Apfelbaum, E. P.**, Sasaki, S. J., Richeson, J. A., Olayon, J. B., & Maddux, W. W. (2015). Maximizing the gains and minimizing the pains of diversity: A policy perspective. *Perspectives in Psychological Science*, 10, 742-748.

Levine, S. S., **Apfelbaum, E. P.**, Bernard, M., Bartelt, V. L., Zajac, E. J., & Stark, D. (2014). Ethnic diversity deflates price bubbles. *Proceedings of the National Academy of Sciences*, 111, 18524-18529.

Apfelbaum, E. P., Phillips, K. W., & Richeson, J. A. (2014). Rethinking the baseline in diversity research: Should we be explaining the effects of homogeneity? *Perspectives on Psychological Science*, 9, 235-244.

Shteynberg, G., Hirsch, J. B., **Apfelbaum, E. P.**, Larsen, J. T., Galinsky, A. D., & Roese, N. J. (2014). Feeling more together: Group attention intensifies emotion. *Emotion*, 14, 1102-1114.

Shteynberg, G., & **Apfelbaum, E. P.** (2013). The power of shared ingroup attention: Simultaneous observation with similar others facilitates social learning. *Social Psychological and Personality Science*, 4, 738-744.

Apfelbaum, E. P., Norton, M. I., & Sommers, S. R. (2012). Racial colorblindness: Emergence, practice, and implications. *Current Directions in Psychological Science*, 21, 205-209.

Apfelbaum, E. P., Pauker, K., Sommers, S. R., & Ambady, N. (2010). In blind pursuit of racial equality? *Psychological Science*, 21, 1587-1592.

Apfelbaum, E. P., Krendl, A. C., & Ambady, N. (2010). Age-related decline in executive function predicts better advice-giving in uncomfortable social contexts. *Journal of Experimental Social Psychology*, 46, 1074-1077.

Pauker, K., Ambady, N., & **Apfelbaum, E. P.** (2010). Race salience and essentialist thinking in racial stereotype development. *Child Development, 81*, 1799-1813.

Freeman, J. B., Pauker, K., **Apfelbaum, E. P.**, & Ambady, N. (2010). Continuous dynamics in the real-time perception of race. *Journal of Experimental Social Psychology, 46*, 179-185.

Apfelbaum, E. P., & Sommers, S. R. (2009). Liberating effects of losing executive control: When regulatory strategies turn maladaptive. *Psychological Science, 20*, 139-143.

Apfelbaum, E. P., Sommers, S. R., & Norton, M. I. (2008). Seeing race and seeming racist? Evaluating strategic colorblindness in social interaction. *Journal of Personality and Social Psychology, 95*, 918-932.

Apfelbaum, E. P., Pauker, K., Ambady, N., Sommers, S. R., & Norton, M. I. (2008). Learning (not) to talk about race: When older children underperform in social categorization. *Developmental Psychology, 44*, 1513-1518.

Sommers, S. R., **Apfelbaum, E. P.**, Dukes, K. N., Toosi, N., & Wang, E. (2006). Race and media coverage of Hurricane Katrina: Analysis, implications, and future research questions. *Analysis of Social Issues and Public Policy, 6*, 39-55.

Norton, M. I., Sommers, S. R., **Apfelbaum, E. P.**, Pura, N., & Ariely, D. (2006). Colorblindness and interracial interaction: Playing the political correctness game. *Psychological Science, 17*, 949-953.

BOOK CHAPTERS

Apfelbaum, E. P., & Sommers, S. R. (2013). Law and diversity: The legal-behavioral science divide in how to define, assess, and counteract bias. In Q. Robinson (Eds.), *The Oxford Handbook of Diversity and Work*, 442-457.

Phillips, K. W., & **Apfelbaum, E. P.** (2013). Delusions of homogeneity? Reinterpreting the effects of group diversity. In B. Mannix and M. Neale (Eds.), *The Handbook of Research on Managing Groups and Teams, 15*, 185-207.

OTHER PUBLICATIONS

Apfelbaum, E. P., & Pauker, K. (2022). What happens when kids learn that racism can't be overcome. Opinion piece for *TIME*.

Amengual, M., & **Apfelbaum, E. P.** (2020). Feel-good messaging won't always motivate your employees. *Harvard Business Review*.

Apfelbaum, E. P. (2017). The trouble with homogeneous teams. *Sloan Management Review*.

Apfelbaum, E. P. (2016). Why your diversity program may be helping women but not minorities (or vice versa). *Harvard Business Review*.

Norton, M. I., & **Apfelbaum, E. P.** (2013). The costs of racial “colorblindness.” *Harvard Business Review*, 704.

Apfelbaum, E. P. (2012). The risks of ignoring race in the workplace. Opinion piece for CNN.

Brief of Social and Organizational Psychologists et al. as Amici Curiae Supporting Respondents. Supreme Court of the United States, Fisher v. University of Texas, August 13, 2012 (No. 11-345).

Kang, S. K., & **Apfelbaum, E. P.** (2012). 5 tips on raising children to be prejudice-free. Professional Help piece for *The Atlantic*.

INVITED LECTURES, COLLOQUIA, AND PANELS

Harvard Kennedy School, Cambridge, MA	2022
Wheelock College of Education at Boston University, Boston, MA	
Innovative Outreach Program Panel of DEI, Boston, MA	
Race, Justice, and Equity in the Workplace and Beyond, University of Michigan	2020
Diversity, Equity, and Belonging in the Workplace, Slack Technologies Inc.	
Harvard Kennedy School, Cambridge, MA	2019
Association for HR Management in International Organizations, Boston, MA	
HR Policy Institute (Vertex Pharmaceuticals), Boston, MA	
Hebrew University, Department of Psychology, Jerusalem, Israel	
	2018
Interdisciplinary Center, Hertziliya, Israel	
Harvard University, Political Psychology and Behavior	
World Bank, Sustainable Development Group	
Yale University, Department of Psychology, New Haven, CT	2017
Bar-Ilan University, Department of Psychology, Ramat-Gan, Israel	2016
Harvard Business School, NOM, Cambridge, MA	
Boston University, Questrom School Management, Boston, PA	
University of Pennsylvania, Wharton, Philadelphia, PA	
Northwestern University, Kellogg School of Management, Evanston, IL	

Harvard Business School, Program on Negotiation, Cambridge, MA Harvard Kennedy School, BX2016, Cambridge, MA Union College, Department of Psychology, Schenectady, NY Tufts University, Department of Psychology, Medford, MA	
Columbia Business School, New York, NY Carnegie Mellon University, Tepper School of Business, Pittsburgh, PA University of Toronto, Rotman School of Management, Toronto, ON Yale University, Department of Psychology, New Haven, CT	2015
EASP Panel on Gender Inequality in Science, Amsterdam, The Netherlands University of Connecticut, Department of Psychology, Storrs, CT Harvard University, Department of Psychology, Cambridge, MA	2014
Stanford University, Graduate School of Business, Stanford, CA Duke University, Fuqua School of Business, Durham, NC MIT, Sloan School of Management, Cambridge, MA	2013
National Council for Research on Women, New York, NY Harvard Business School, Cambridge, MA MIT, Sloan School of Management, Cambridge, MA	2012
Northwestern University, Kellogg School of Management, Evanston, IL The Indian Institute of Planning and Management, New Delhi, India MIT, Sloan School of Management, Cambridge, MA University of California at Berkeley, Haas School of Business, Berkeley, CA New York University, Stern School of Business, New York, NY Harvard University, Kennedy School of Government, Cambridge, MA	2011
Yale School of Management, Organizational Behavior, New Haven, CT INSEAD, Organisational Behaviour, Fontainebleau, France London Business School, Organisational Behaviour, London, UK University of Utah, Department of Management, Salt Lake City, UT University of Chicago at Illinois, Department of Psychology, Chicago, IL Sudan Good Governance Initiative, Northwestern University, Evanston, IL Loyola University, Department of Psychology, Chicago, IL Northwestern University, Department of Psychology, Evanston, IL	2010
Yale University, Department of Psychology, New Haven, CT Panel on Critical Race Studies, UCLA School of Law, Los Angeles, CA Northwestern University, Kellogg School of Management, Evanston, IL	2009

University of Chicago, Department of Psychology, Chicago, IL 2008
 New York University, Department of Psychology, New York, NY Tufts
 University, Department of Psychology, Medford, MA

TEACHING EXPERIENCE

Boston University, Questrom School of Business

MBA Teaching

- The Leadership Challenge 2018 -
- Ethical Leadership in a Global Economy 2018 -

EMBA Teaching

- Leadership and Collaboration 2018

Massachusetts Institute of Technology, Sloan School of Management

MBA Teaching

- *Organizational Processes* (Instructor Evaluation achieved 4.82/5) 2011 - 2017

PhD Teaching

- *Applied Seminar in Experimental Research* (Instructor Evaluation achieved 5/5) 2013 - 2016

Northwestern University, Kellogg School of Management

MBA Teaching

- *Leading and Managing Teams* (Instructor Evaluation achieved 9.5/10) 2010 - 2011

Executive Education and Workshops

- *Teams and Groups* 2011
- *Maximizing the Collective Intelligence of Teams* 2010
- *Strategic Leadership in Teams and Groups* 2010
- *High-Impact Team Primer* 2010
- *Leadership Core Series* 2009 - 2010

Tufts University, Department of Psychology

Undergraduate Teaching

- *Advanced Research Methods in Social Psychology* 2008 - 2009
- *Research Methods in Psychology* 2006 - 2008
- *Abnormal Psychology* 2005

CASES

Thompson, L. L., & **Apfelbaum, E. P.** (2011). *Combatfire.com*. Kellogg Team and Group Research Center.

INSTITUTIONAL AND DEPARTMENTAL SERVICE

- BU Antiracist Working Group, Policy Subcommittee Chair 2022 –
- BU Antiracist Working Group, HR Subcommittee Chair 2021
- BU Strategic Planning Task Force (Chaired by Provost) 2018 – 2021
- Research Director, HRPI 2018 –
- Social Impact Program Development Committee 2018 – 2021
- Management & Organizations Hiring Committee(s) 2018 –

PROFESSIONAL ACTIVITIES

Editorial Board

- *Journal of Personality and Social Psychology: IRGP* (2017-present)
- *Journal of Personality and Social Psychology: ASC* (2018-present)

Guest Editor

- *Proceedings of the National Academy of Sciences* (2018-present)

Ad-hoc Journal Reviews

- *Academy of Management Discoveries*
- *Analyses of Social Issues and Public Policy*
- *Behavior Science and Policy*
- *British Journal of Social Psychology*
- *Child Development*
- *Cultural Diversity and Ethnic Minority Psychology*
- *Developmental Psychology*
- *European Journal of Social Psychology*
- *Group Processes and Intergroup Relations*
- *ILR Review*
- *Journal of Experimental Psychology: General*
- *Journal of Experimental Social Psychology*
- *Journal of Personality and Social Psychology*
- *Management Science*
- *Organization Studies*
- *Organization Science*
- *Personality and Social Psychology Bulletin*
- *Perspectives on Psychological Science*
- *Proceedings of the National Academy of Sciences*
- *Psychological Science*
- *Race and Social Problems*
- *Science*

- *Social Cognition*
- *Social and Personality Psychology Compass*
- *Social Psychological and Personality Science*

Student Editor

- *Analyses of Social Issues and Public Policy* 2008 – 2009

Ad-hoc Reviews for Conferences and Award Committees

- American Psychological Association Conference, Division 9
- Psychology and Social Justice Conference
- Grant-in-Aid Research Award Committee, Tufts University

Society for Personality and Social Psychology

- Convention Committee Member 2017 – 2018
- Convention Committee Chair 2019

PROFESSIONAL AFFILIATIONS

- Academy of Management
- American Psychological Association
- Association for Psychological Science
- International Association of Conflict Management
- Interdisciplinary Network for Group Research
- Psi Chi National Honor Society in Psychology
- Society for Personality and Social Psychology
- Society for the Psychological Study of Social Issues
- Society for Research in Child Development