

Curriculum Vitae

Evan P. Apfelbaum

Massachusetts Institute of Technology
Sloan School of Management
100 Main Street, E62-319
Cambridge, MA 02142

(p) +1 617.252.1427 | (f) +1 617.253.2660
epa1@mit.edu | <http://web.mit.edu/epa1/www>

ACADEMIC APPOINTMENTS

Massachusetts Institute of Technology, Sloan School of Management

W. Maurice Young (1961) Career Development Professorship	2012
Assistant Professor of 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

<i>James H. Ferry, Jr. Grant for Innovation in Research</i> , MIT (\$76,498)	2012
--	------

<i>W. Maurice Young (1961) Career Development Professorship</i>	2012
---	------

<i>Society of Experimental Social Psychology Dissertation Award</i> , Finalist	2010
--	------

<i>Gordon Allport Intergroup Relations Prize</i> , Honorable Mention, SPSSI	2009
---	------

<i>Outstanding Contributions to Undergraduate Education Award</i> , Tufts University	2008
--	------

<i>SPSP 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

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

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

Phillips, K. W., & **Apfelbaum, E. P.** (in press). 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*.

Apfelbaum, E. P., & Sommers, S. R. (in press). 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*. Oxford University Press.

OTHER PUBLICATIONS

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).

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

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

Stanford University, Graduate School of Business, Stanford, CA	2013
Duke University, Fuqua School of Business, Durham, NC	
MIT, Sloan School of Management, Cambridge, MA	

National Council for Research on Women, New York, NY	2012
Harvard Business School, Cambridge, MA	
MIT, Sloan School of Management, Cambridge, MA	

Northwestern University, Kellogg School of Management, Evanston, IL	2011
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

Yale School of Management, Organizational Behavior, New Haven, CT 2010
 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

Yale University, Department of Psychology, New Haven, CT 2009
 Panel on Critical Race Studies, UCLA School of Law, Los Angeles, CA
 Northwestern University, Kellogg School of Management, Evanston, IL

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

Massachusetts Institute of Technology, Sloan School of Management MBA Teaching

- *Organizational Processes* 2011 – present
- Instructor Evaluation: Achieved 4.82/5

Northwestern University, Kellogg School of Management MBA Teaching

- *Leading and Managing Teams* 2010 – 2011
- Instructor Evaluation: Achieved 9.5/10

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.

PROFESSIONAL ACTIVITIES

Ad-hoc Journal Reviews

- *Analyses of Social Issues and Public Policy*
- *British Journal of Social Psychology*
- *Child Development*
- *Cultural Diversity and Ethnic Minority Psychology*
- *Developmental Psychology*
- *Group Processes and Intergroup Relations*
- *Journal of Experimental Psychology: General*
- *Journal of Experimental Social Psychology*
- *Journal of Personality and Social Psychology*
- *Organization Studies*
- *Psychological Science*
- *Science*
- *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

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

SELECTED CONFERENCE PRESENTATIONS

Apfelbaum, E. P., Phillips, K. W., & Richeson, J. A. (2013). The value of diversity: Racially homogeneous groups can promote an oversimplified mindset. Paper presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Phillips, K. W., & **Apfelbaum, E. P.** (2011). Delusions of homogeneity: How our feelings have us all fooled. Paper presented at the annual meeting of the Research on Managing Groups and Teams, Evanston, IL.

Apfelbaum, E. P., Pauker, K., Sommers, & Ambady, N. (2011). Cultural ideologies that justify intergroup inequality in the U.S. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Apfelbaum, E. P., Pauker, K., Sommers, & Ambady, N. (2010). In blind pursuit of racial equality? Paper presented at the annual meeting of the Society of Experimental Social Psychology, Minneapolis, MN.

Pauker, K., **Apfelbaum, E. P.**, Sommers, & Ambady, N. (2010). Colorblindness and racial equality. Paper presented at the biennial meeting of the Society for the Psychological Study of Social Issues, New Orleans, LA.

Apfelbaum, E. P.*, Krendl, A. C., Sommers, & Ambady, N. (2010). Maladaptive self-control: When lay strategies for self-control turn costly. Paper presented at the annual meeting of the Association for Psychological Science, Boston, MA.

***Symposium Chair**

Pauker, K., **Apfelbaum, E. P.**, Ambady, N., & Sommers, S. R. (2010). Teach your children well? The effects of promoting colorblindness in elementary schools. Paper presented at the annual meeting of the International Society of Political Psychology, San Francisco, CA.

Apfelbaum, E. P.*, Pauker, K.*, Ambady, N., Sommers, S. R., & Norton, M. I. (2009). Learning (not) to talk about race: Implications for social categorization and the pursuit of racial equality. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Tampa, FL.

***Symposium Co-Chair**

Pauker, K., **Apfelbaum, E. P.**, Ambady, N., Sommers, S. R., & Norton, M. I. (2009). Learning (not) to talk about race: An anomaly with social consequences. Poster symposium to be presented at the biennial meeting of the Society for Research in Child Development, Denver, CO.

Apfelbaum, E. P.*, Sommers, S. R., Norton, M. I., Pauker, K., & Ambady, N. (2008). Emergence, practice, and consequences of strategic colorblindness in interracial interaction. Paper presented at the annual meeting of the American Psychological Association, Boston, MA.

***Symposium Chair**

Apfelbaum, E. P., Sommers, S. R., & Norton, M. I. (2008). Efforts to avoid race during interracial interaction drain the capacity to regulate nonverbal behavior. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.

Norton, M. I., Sommers, S. R., **Apfelbaum, E. P.**, & Ariely, D. (2007). Strategic colorblindness and interracial interaction: Playing the "Political Correctness Game." Paper presented at the Academy of Management, Philadelphia, PA.

Apfelbaum, E. P., Sommers, S. R., & Norton, M. I. (2007). Strategic colorblindness: The paradox of unintended consequences. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN.

Anderson, A., Papp, L., Willcox, L., Skolnick, R., **Apfelbaum, E. P.**, & Sommers, S. R. (2007). Appearing politically correct: Factors that lead people to avoid the topic of race. Poster presented at the annual meeting of the New England Psychological Association, Manchester, NH.

Apfelbaum, E. P., & Sommers, S. R. (2006). Talk about race: Colorblindness and multiculturalism in interracial contact. Poster presented at the annual meeting of the Society for the Psychological Study of Social Issues, Long Beach, CA.

Apfelbaum, E. P., & Sommers, S. R. (2006). Racial composition and the acknowledgment of group membership. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Palm Springs, CA.