

N. Derek Brown

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ACADEMIC APPOINTMENTS

Columbia Business School	2023 - Present
Assistant Professor of Management	

EDUCATION

University of California, Berkeley	2023
Ph.D. in Business Administration (Management of Organizations)	
M.S. in Business Administration	2020
Portland State University	2018
M.S. in Industrial-Organizational Psychology	
Rice University	2016
B.A. in Psychology <i>w/ Honors and Distinction in Research and Creative Works</i>	

RESEARCH INTERESTS

Diversity; Perceptions of equality; Prejudice; Hierarchy and status; Nonverbal behavior.

PUBLICATIONS

**Indicates equal contribution *Indicates work with doctoral student*

Brown, N. D. & Jacoby-Senhor, D. S. (in press). Equality in the eye of the advantaged beholder: Group status shapes perceptions of equality as zero-sum. *Journal of Personality and Social Psychology*.

Brown, N. D., Jacoby-Senhor, D. S., Mackey, A. P., & Slepian, M. L. (2026). Managing threatened identities across everyday situations. *Journal of Experimental Social Psychology*, 125, 104906. <https://doi.org/10.1016/j.jesp.2026.104906>

Starck, J.G., **Brown, N.D.**, Hurd, K., Plaut, V., Tian, H., & Jacoby-Senhor, D. S. (2025). Support for diversity and the racial status quo in lay and legal samples. *Communications Psychology*, 3, 67 <https://doi.org/10.1038/s44271-025-00242-5>

Brown, N. D., Mishra, S., Jarvis, S. N., & Anderson, C. (2024). Diversity deflation: The effect of hierarchical representation on perceived diversity, conflict, and attraction to work teams. *Personality and Social Psychology Bulletin*. <https://doi.org/10.1177/01461672241287581>
- Best paper award at 2024 Diversity in Management and Organizations Conference

Corrington, A., Fa-Kaji, N. M., Hebl, M., Salgado, A., **Brown, N. D.**, & Ng, L. (2023). The influence of social norms on the expression of anti-Black bias. *Journal of Business and Psychology*, 38(1), 89-108. <https://doi.org/10.1007/s10869-022-09822-2>

- Brown, N. D.**, Jacoby-Senhor, D. S., & Raymundo, I. (2022). If you rise, I fall: Equality is prevented by the misperception that it harms advantaged groups. *Science Advances*, 8(18), eabm2385. <https://doi.org/10.1126/sciadv.abm2385>
- Brown, N. D.**, & Jacoby-Senhor, D. S. (2022). Majority members misperceive even “win-win” diversity policies as unbeneficial to them. *Journal of Personality and Social Psychology*, 122(6), 1075–1097. <https://doi.org/10.1037/pspi0000372>
- Rosenblum, M., Jacoby-Senhor, D. S., & **Brown, N. D.** (2022). Detecting prejudice from egalitarianism: Why Black Americans don't trust White egalitarians' claims. *Psychological Science*, 33(6), 889-905. <https://doi.org/10.1177/09567976211054090>
- *Nguyen, L. & ***Brown, N. D.** (2022). But I'm not diverse: Exploring the contexts and consequences of calling individual people (versus groups of people) diverse. In E. King, Q. Roberson, & M. Hebl (Eds.), *Research on Social Issues in Management (V. 3): The Future of Diversity & Inclusion*.
- Jacoby-Senhor, D. S., Rosenblum, M., & **Brown, N. D.** (2021). Not all egalitarianism is created equal: Claims of nonprejudice inadvertently communicate prejudice between ingroup members. *Journal of Experimental Social Psychology*, 94, 104104. <https://doi.org/10.1016/j.jesp.2021.104104>
- O'Donnell, M... **Brown, N. D.**, ...Nelson, L. D. (2021). The empirical audit and review and an assessment of evidentiary value in research on the psychological consequences of scarcity. *Proceedings of the National Academy of Sciences*, 118(44), e2103313118. <https://doi.org/10.1073/pnas.2103313111>
- *Boykin, C. M., ***Brown, N. D.**, *Carter, J. T., *Dukes, K., *Green, D., *Harrison, T., *Hebl, M. R., *McCleary-Gaddy, A., *Membere, A., *McJunkins, C., *Simmons, C., *Singletary Walker S., *Smith, A. N., & *Williams, A. D. (2020). Anti-racist actions and accountability: Not more empty promises. *Equality, Diversity, and Inclusion*, 39, 755-786. <https://doi.org/10.1108/EDI-06-2020-0158>
- Awarded the Emerald Literati Outstanding Paper Award in 2021
- Perry, M. L., El-Askari, L. M., Hammer, L. B., & **Brown, N. D.** (2020). Securing your own mask before assisting others: Effects of a supervisor training intervention on supervisors and employees. *Occupational Health Science*, 4, 417-443. <https://doi.org/10.1007/s41542-020-00075-0>
- Brown, N. D.**, Martinez, L. R., & Hebl, M. (2018). Prejudice in perceptions of physicians?: The influence of race and gender on evaluations of medical errors. *Journal of General Internal Medicine*, 33, 807-808. <https://doi.org/10.1007/s11606-018-4385-y>
- Ruggs, E. N., Harrington, N. T., **Brown, N. D.**, Park, L. S., Marshburn, C. K., & Martinez, L. R. (2018). Understanding bias in the workplace and strategies to combat it. In C. Cooper and R. Burke (Eds.), *Violence and abuse in the workplace*, 1st Ed, United Kingdom: Gower.

UNDER REVIEW AND WORKING PAPERS

°Baltiansky, D. & **Brown, N. D.** [topic: zero-sum beliefs and solidarity]. Reject and resubmit at *Journal of Personality and Social Psychology*.

Brown, N. D., Stein, D. °Kim, M., & Carney, D. R. [topic: detecting group commitment]. Under review at *Personality and Social Psychology Bulletin*.

Brown, N. D., Berkebile-Weinberg, M., & °Raymundo, I., & Waldfogel, H. [topic: mental representations of equality]. Under review at *Nature Human Behavior*.

SELECTED RESEARCH IN PROGRESS

Brown, N. D. & Nguyen, L. (writing). *Resource fungibility myths*.

Waldfogel, H. & Brown, N. D. (writing). *Divergent reactions to diversity rollbacks*.

Abraham, M. & Brown, N. D. (data collection). *Racialized and gendered evaluations of remote work*.

Brown, N. D. & Nguyen, L. (data collection). *The misconception of labeling individual people (vs groups) as diverse*.

°McMahon, C., Ponce de Leon, R., & Brown, N. D. (data collection). *Intersectionality and linked fate*.

°Grayson, S., °Raymundo, I., Brown, N. D., & Galinsky, A. (data collection). *Status expansion beliefs*.

Osborne, M., Brown, N. D., Jacoby-Senghor, D. S. (writing). *Voice solicitation for DEI*.

°Raymundo, I., Choi, A., & Brown, N. D. (data collection). *Status downplaying*.

ARTICLES FOR POPULAR AUDIENCE

Brown, N. D., Chen, Y, Harrington, H, Vicinanza, P, Chatman, J. A., Goldberg, A, & Srivastava S. B. (2021, July 31). How Have Organizational Cultures Shifted During the COVID-19 Pandemic. *California Management Review*. <https://cmr.berkeley.edu/2021/07/how-have-organizational-cultures-shifted/>

INVITED TALKS

Yale University, Psychology Department Brown Bag	2027 (scheduled)
Cornell University, ILR School, OB	2026
New York University, The Identities and Ideologies Project	2023
New York University, Department of Psychology	2023
University of Southern California, Marshall School of Business, MOR	2022
Northwestern University, Kellogg School of Management, Management	2022
Harvard Business School, NOM	2022
Columbia Business School, Management	2022
University of Michigan, Ross School of Business, M&O	2022
Georgetown University, McDonough School of Business, OB	2022
Stanford University, GSB, OB	2022
Yale University, School of Management, OB	2022
New York University, Stern School of Business, Management	2022

Dartmouth College, Tuck School of Business, OB	2022
Boston University, Questrom School of Business, M&O	2022
MIT, Sloan School of Management, WOS	2022
Cornell University, ILR School, OB	2022
UNC Chapel Hill, Kenan-Flagler Business School, OB	2022
University of Notre Dame, Mendoza College of Business, M&O	2022
Rice University, Jones School of Business, OB	2022
Boston University, Questrom Emerging Scholars Symposium	2022
Harvard Business School, Jachimowicz Lab	2022

CONFERENCE PRESENTATIONS

Chaired Symposia

No or slow progress? Emerging work on the perceptions of inequality. (2022, February). Society for Personality and Social Psychology Annual Conference (virtual).

Makers and breakers: An examination of social norm emergence and deviance in organizations. (2021, August). Academy of Management Annual Meeting (virtual). Chair: Hope Harrington

How perceptions of advantaged groups stifle diversity. (2021, February). Society for Personality and Social Psychology Annual Conference (virtual).

Select Conference Presentations

Brown, N. D., & Jacoby-Senhor, D. S. (2025, October). Seeing Harm Where None Exists: Group Status Predicts Accuracy in Perceiving Non-zero-Sum Equality. Talk presented in symposium: *Heterogeneity in the Social Mind*. Society of Experimental Social Psychology (Lisbon, PT).

Berkebile-Weinberg, M., **Brown, N. D.**, & Raymundo, I. (2025, October). Representations of Equality Default to Zero-Sum Across Contexts. Talk presented (by Berkebile-Weinberg) in symposium: *Lay Beliefs of Social Inequality: Defaults and Implications for Equality-enhancing Action*. Society of Experimental Social Psychology (Lisbon, PT).

McMahon C., Ponce de Leon, R., & **Brown, N. D.** (2025, August). Perceptions of Intersectional Linked Fate in Organizations. Talk presented (by McMahon) in symposium: *Identity Management in Organizations: The Role of Context, Relationships, and Leader Behavior*. Society of Experimental Social Psychology (Copenhagen, DK).

Osborne, M., **Brown, N. D.**, & Jacoby-Senhor, D. S. (2024, August). Who is the Right Person for This?: Voice Solicitation Decisions in the Context of DEI. Talk presented (by Osborne) in symposium: *Speaking Up: In, And About, Groups*. Academy of Management Annual Meeting (Chicago, IL).

Rosenblum, M., Jacoby-Senhor, D. S., & **Brown, N. D.** (2021, October). Detecting prejudice from egalitarianism: Why Black Americans' don't trust White egalitarians' claims. Talk presented (by Rosenblum) in symposium: *Inequality without egalitarians: How people perpetuate prejudice without overt bigotry*. Society of Experimental Social Psychology Annual Meeting (Santa Barbara, CA).

Harrington, H., **Brown, N. D.**, Chatman, J., & Dannals, J. (2021, August). Who gets to change norms?: Perceptions of norm deviance based on gender. Talk presented (by Chatman) in symposium: *Makers and breakers: An examination of social norm emergence and deviance in organizations*. Academy of Management Annual Meeting (virtual).

Mittal, A., **Brown, N. D.**, Belmi, P., & Schroeder, J. (2021, August). The outgroup exaggeration effect: Outgroup members exaggerate each other's negative affective reactions to majority-group privilege. Talk presented (by Mittal) in symposium: *Putting your best foot forward: Understanding missteps and misperceptions in impression management*. Academy of Management Annual Meeting (virtual).

Brown, N. D., Jacoby-Senhor, D. S., Slepian, M., & Mackey, A. (2021, August). Psychological consequences of distancing from threatened identities. Talk presented in symposium: *The structural, organizational, and societal shape of authenticity*. Academy of Management Annual Meeting (virtual).

Brown, N. D. & Jacoby-Senhor (2021, August). Majority group members misperceive the effects of diversity policies that benefit them. Talk presented in symposium: *An examination of why diversity initiatives are implemented and how to do so effectively*. Academy of Management Annual Meeting (virtual).

Rosenblum, M., Jacoby-Senhor, D. S., & **Brown, N. D.** (2021, February). *It's not what you said, it's how you said it: Black Americans' perceptions of white egalitarianism*. Talk presented (by Rosenblum) in symposium: *Are we even on the same side? Pitfalls of allyship*. Society for Personality and Social Psychology Conference (virtual).

Brown, N. D. & Jacoby-Senhor, D. S. (2021, February). Majority group members misperceive the effects of diversity policies that benefit them. Talk presented in symposium: *How perceptions of advantaged groups stifle diversity*. Society for Personality and Social Psychology Conference (virtual).

Rosenblum, M., Jacoby-Senhor, D. S., & **Brown, N. D.** (2019, October). *Not all egalitarianism is created equal: How underlying prejudice leaks from expressions of egalitarian beliefs*. Talk presented (by Rosenblum) at the Society of Social Experimental Social Psychology, Toronto, Ontario.

GRANTS + FELLOWSHIPS + AWARDS

Russel Sage Foundation (\$50,000)	2024
NSF TESS Short Studies Proposal	2021
Graduate Research Award, IRLE, UC Berkeley (\$5,800)	2021
Promising Young Scholar Research Excellence Award, The PhD Project	2021
Jenessa Shapiro Graduate Research Award, SPSP	2020
Graduate Student Travel Grant, SPSP	2020
EGAL Research Grant, UC Berkeley (\$4,100)	2019
Mini Research Grant, IPSR, UC Berkeley (\$1,200)	2019
Behavioral Lab Research Grant, Haas School of Business, UC Berkeley (\$1,200)	2019
Linda Williams Prize in Social Justice, Rice University	2019
Dean's Scholarship, Portland State University	2016-2018
Brelsford Award, Rice University	2016

TEACHING EXPERIENCE

Professor, Columbia Business School

Managerial Negotiations
Management PhD Proseminar

2024 – Present
2024

Teaching Assistant, UC Berkeley Haas School of Business

Business Communication in Diverse Work Environments

2022-2023

Work, Wisdom, and Happiness

2021-2023

Leading People

2020

Negotiations and Conflict Resolution

2020

DISSERTATION COMMITTEES

Aastha Mittal (2025). *Success as Payback: The Antecedents and Consequences of Spiteful Striving in Organizations*

Dean Baltiansky (2025). *The Erosion of Interpersonal, Organizational, and Political Legitimate Authority.*

Michael Berkebile-Weinberg (2024). *Individual Causes and Consequences of Collective Social Phenomena.*

SERVICE

Ad Hoc Reviewer

Journal of Personality and Social Psychology: IRGP

Journal of Personality and Social Psychology: ASC

Nature Human Behavior

Personality and Social Psychology Bulletin

Journal of Experimental Psychology: Applied

Equity, Diversity, and Inclusion

Journal of Business Ethics

Sex Roles

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM), International Association of Conflict Management (IACM), Society for Industrial and Organizational Psychology (SIOP), Society for Personality and Social Psychology (SPSP), The Tenure Project, The Ph.D. Project

OUTSIDE ACTIVITIES

Columbia Business School requires faculty members to disclose any activities that might present a real or apparent conflict of interest. There are none to report.