

# N. Derek Brown

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## ACADEMIC APPOINTMENTS

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**Columbia Business School** 2023 - Present  
Assistant Professor of Management

## EDUCATION

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**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 *w/ Honors and Distinction in Research and Creative Works*

## RESEARCH INTERESTS

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

## PUBLICATIONS

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\*Indicates equal contribution

°Indicates work with doctoral student

**Brown, N. D.**, Mishra, S., & Anderson, C. (in press). Diversity Deflation: The effect of hierarchical representation on perceived diversity, conflict, and attraction to work teams. *Personality and Social Psychology Bulletin*.

Corrington, A., Fa-Kaji, N. M., Hebl, M., Salgado, A, **Brown, N. D.**, & Ng, L. (2023). The influence of proximal and distal norms on anti-Black racism. *Journal of Business and Psychology*. Advance online publication. <https://doi.org/10.1007/s10869-022-09822-2>

**Brown, N. D.**, & Jacoby-Senghor, 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>

**Brown, N. D.**, Jacoby-Senghor, 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>

Rosenblum, M., Jacoby-Senghor, 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-Senghor, 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., Dev, A. S., Antonoplis, S., Baum, S. M., Benedetti, A. H., **Brown, N. D.**, Carrillo, B., Choi, A., Connor, P., Donnelly, K., Ellwood-Lowe, M. E., Foushee, R., Jansen, R., Jarvis, S. N., Lundell-Creagh, R., Ocampo, J. M., Okafor, G. N., Rahmani Azad, Z., Rosenblum, M., Schatz, D., Stein, D. H., Wang, Y., Moore, D. A., 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*, 18(44), e2103313118. <https://doi.org/10.1073/pnas.2103313118>

\*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 (Ed.), *Violence and abuse in the workplace, 1<sup>st</sup> Ed*, United Kingdom: Gower.

#### **UNDER REVIEW AND WORKING PAPERS**

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Starck, J., **Brown, N. D.**, Hurd, K., Plaut, V., Jacoby-Senghor, D. S. *Diversity rationales*. Revise and resubmit at *Communications Psychology*.

\*Jacoby-Senghor, D. S., \***Brown, N. D.**, Slepian, M. L., & Mackey, A. P. (working paper). *Psychological, professional, and health consequences of distancing from threatened identities.*

**Brown, N. D.** & Jacoby-Senghor, D. S. (working paper). *The causes and consequences of the misperception that equality harms advantaged groups.*

**Brown, N. D.**, Mendes, W. B., & Carney, D. R. (working paper). *Behavioral regulation of racial bias.*

Fa-Kaji, N., **Brown, N. D.**, Mittal, A., Belmi, P., & Schroeder, J. (working paper). *Impressions of privilege: An emotion exaggeration effect.*

**Brown, N. D.**, Stein, D. & Carney, D. R. (working paper). *Detecting inclusion via thin slices of affective commitment.*

### **SELECTED RESEARCH IN PROGRESS**

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Brown, N. D. (data collection). *How the perception that equality harms advantaged groups shapes anti-egalitarian ideological beliefs.*

Brown, N. D., Berkebile-Weinberg, M. & Raymundo, I. (data collection). *Mental representations of equality as a zero-sum game.*

°Raymundo, N. D., °Freiberg, B., & Brown, N. D. (data collection). *How diversity and hierarchy influence promotion and turnover: Evidence from the field and lab.*

°McMahon, C. & Brown, N. D. (data collection). *Diversity backtracking: When expressing a commitment to DEI invites hypocrisy judgments.*

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

°Grayson, S., Chatman, J., & Brown, N. D. (data collection). *Intersectionality and linked fate.*

°Baltiansky, D. & Brown, N. D. (data collection). *Fostering solidarity via class zero-sum beliefs..*

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

### **ARTICLES FOR POPULAR AUDIENCE**

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**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**

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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

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### *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*

Rosenblum, M., Jacoby-Senghor, 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 inequalities: 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).

Jacoby-Senghor, D. S., **Brown, N. D.**, 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-Senghor (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-Senghor, 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-Senghor, 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).

**Brown, N. D.**, Rosenblum, M., & Jacoby-Senghor, D. S., (2020, February). *It's not what you said, it's how you said it: Black Americans' perceptions of white egalitarianism*. Poster presented at the Society for Personality and Social Psychology Conference, New Orleans, LA.

Rosenblum, M., Jacoby-Senghor, 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..

**Brown, N. D.**, Smith, N. A., & Martinez, L. R. (2018, April). Transcending boundaries or engendering burdens? Impact of workplace gender transitions. Talk presented in symposium: *Transgender employee experiences: Understanding the issues to create solutions*. Society of Industrial Organizational Psychology Annual Meeting, Chicago, IL.

\*Symposium selected for Best LGBT Research Award

**Brown, N. D.**, Hebl, M. R., Martinez, L. R., & Smith, N. A. (2017, April). *When doctors err: Stigmatization of minority physicians who commit errors*. Poster presented at the Society of Industrial and Organizational Psychology Annual Meeting, Orlando, FL.

## **GRANTS + FELLOWSHIPS + AWARDS**

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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**

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**Professor, Columbia Business School**

*Managerial Negotiations* 2024

## **Teaching Assistant, UC Berkeley Haas School of Business**

<i>Business Communication in Diverse Work Environments</i>	2022-2023
<i>Work, Wisdom, and Happiness</i>	2021-2023
<i>Leading People</i>	2020
<i>Negotiations and Conflict Resolution</i>	2020

## **SERVICE**

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### **Ad Hoc Reviewer**

<i>Journal of Personality and Social Psychology: ASC</i>	2023
<i>Journal of Experimental Psychology: Applied</i>	2023
<i>Academy of Management Annual Meeting</i>	2019-present
<i>Society for Personality and Social Psychology Annual Meeting</i>	2020-present

## **PROFESSIONAL AFFILIATIONS**

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

## **OUTSIDE ACTIVITIES**

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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.