Robert W. Livingston, Ph.D.

Curriculum Vitae

Contact Information:
Harvard Kennedy School
79 John F. Kennedy Street, Box 124
Cambridge, MA 02138
e-mail: robert_livingston@hks.harvard.edu
Office: (617) 495-8103

ACADEMIC APPOINTMENTS:

2015- present	**Harvard University** John F. Kennedy School of Government Center for Public Leadership Lecturer in Public Policy
2013- 2015	**University of Sussex** School of Business, Management, and Economics Professor of Organisational Behaviour Department Chair, Organisational Behaviour Director, Centre for Leadership, Ethics, and Diversity (LEAD)
2007- 2013	**Northwestern University** Kellogg School of Management Associate Professor of Management and Organizations Assistant Professor of Management and Organizations
2001-2007	**University of Wisconsin-Madison** Assistant Professor of Psychology and Afro-American Studies Anna Julia Cooper Postdoctoral Fellow
Sabbaticals:	**Princeton University** Department of Psychology Visiting Professor of Psychology
	Carnegie Mellon University Tepper School of Business Visiting Professor of Organizational Behavior

EDUCATION:

B.A., 1993, *cum laude* with departmental honors, Tulane University
Junior Year Abroad, 1991-1992, Universidad Complutense de Madrid
(Major: Spanish; Minor: Latin American Studies)

M.A., 1996, Romance Literature and Linguistics, University of California, Los Angeles
(Major: 19th Century French Literature; Minor: 20th Century Spanish Literature)

M.A., 1998, Psychology, The Ohio State University
(Major: Social Psychology)

Ph.D., 2001, Psychology, The Ohio State University
(Major: Social Psychology; Minors: Cognitive Psychology, Quantitative Psychology)

PUBLICATIONS:

Books

Livingston, R. W. (2025). *Play the Game. Change the Game. Leave the Game: Pathways to Black Empowerment, Prosperity, and Joy.* New York. Penguin Random House (Crown Currency).

Livingston, R. W. (2021). *The Conversation: How Seeking and Speaking the Truth about Racism Can Radically Transform Individuals and Organizations.* New York. Penguin Random House (Crown Currency).

Kramer, R. M., Leonardelli, G. J., & Livingston, R. W. (2011). *Social Identity, Intergroup Relations and Social Cognition: A festschrift in honor of Marilynn Brewer*. Taylor and Francis: New York.

Book Chapters

Berdahl, J. L., Cooper, M., Glick, P., Livingston, R. W., & Williams, J. C. (2023). Work as a Masculinity Contest. To appear in J. Hearn, K. Aavik, D. Collinson, & A. Thym (Eds.), *Routledge Handbook on Men, Masculinities, and Organizations*. New York: Routledge.

Livingston, R. W. & Rosette, A. S. (2020). Stigmatization, Subordination, or Marginalization? The Complexity of Social Disadvantage across Race and Gender. In B. Ferdman, R. Riggio, & J. Prime (Eds.), *Inclusive Leadership: Transforming Diverse Lives, Organizations, and Societies (pp. 39-59).* New York: Routledge.

Chaio, J., Cheon, B., Livingston, R. W., & Hong, Y. Y. (2012). Gene x Environment interaction in social cognition. In S. Fiske & N. Macrae (Eds.), *Handbook of Social Cognition* (pp. 523-541). Sage: New York.

Livingston, R. W. (2011). What can tolerance teach us about prejudice? In L. Tropp & R. Mallett (Eds.), *Moving Beyond Prejudice Reduction: Pathways to Positive Intergroup Relations* (pp. 21-40). American Psychological Association: Washington, DC.

Ashburn-Nardo, L., Livingston, R. W., & Waytz, J. (2011). Implicit bias: A better metric for racial progress? In G. S. Parks & M. W. Hughey (Eds.), *The Obamas and a (Post) Racial America* (pp. 30-44). Oxford University Press: New York.

Livingston, R. W., Leonardelli, G. J., & Kramer, R. M. (2011). Rigor with relevance: The many legacies of Marilynn Brewer. In R. M. Kramer, G. J. Leonardelli, & R. W. Livingston (Eds.), *Social Identity, Intergroup Relations and Social Cognition: A festschrift in honor of Marilynn Brewer*. (pp.1-6). Taylor and Francis: New York.

Livingston, R. W. (2004). Demystifying the nonconscious: Unintentional bias in society and the media. In J. Williams, W. Lee, & C. Haugtvedt (Eds.), *Diversity in Advertising*. (pp. 59-73) Lawrence Erlbaum Associates: Mahwah, NJ.

Journal Articles

Shim, S., Livingston, R.W., Phillips, K.W., & Lam, S. K. (2020). The Impact of Leader Eye Gaze on Disparity in Member Influence: Implications for Process and Performance in Diverse Groups. *Academy of Management Journal* (August 24, 2020).

Livingston, R. W. (2020). How to Promote Racial Equity in the Workplace: A Five Step Plan. *Harvard Business Review,* 98, 64-72.

Berdahl, J. L., Cooper, M., Glick, P., Livingston, R. W., & Williams, J. C. (2018). Work as a Masculinity Contest. *Journal of Social Issues*, 74, 422-448.

Rosette, A.S., Koval, C. Z., Ma, A., & Livingston, R.W. (2016). Race matters for women leaders: A comprehensive consideration of agentic deficiencies and penalties. *The Leadership Quarterly*.

Cheon, B. K., Livingston, R. W., Chaio, J. Y. & Hong, Y. Y. (2015). Contribution of serotonin transporter polymorphism (5-HTTLPR) to automatic racial bias. *Personality and Individual Differences*, 79, 35-38.

Lucas, B., & Livingston, R. W. (2014). Feeling socially connected increases utilitarian choices in moral dilemmas. *Journal of Experimental Social Psychology,* 53, 1-5.

Cheon, B. K., Livingston, R. W., Hong, Y. Y., & Chaio, J. Y. (2014). Gene x Environment interaction on intergroup bias: The role of 5-HTTLPR and perceived outgroup threat. *Social Cognitive and Affective Neuroscience, 9, 1268-1275*.

Livingston, R. W., Rosette, A. S., & Washington, E. F. (2012). Can an angry Black woman get ahead? The impact of race and dominance on perceptions of female leaders. *Psychological Science, 23,* 354-358.

Rosette, A. S., & Livingston, R. W. (2012). Failure is not an option for Black women: Effects of organizational performance on leaders with single versus dual-subordinate identities. *Journal of Experimental Social Psychology, 48,* 1162-1167.

Hall, E. V., & Livingston, R. W. (2012) The hubris penalty: Biased responses to "celebration" displays of Black football players. *Journal of Experimental Social Psychology, 48,* 899-904.

Hunsinger, M., Livingston, R., & Isbell, L. (2012). The impact of loving-kindness meditation on affective conditioning and cognitive control. *Mindfulness, 4,* 126-136.

Halevy, N., Chou, E. Y., Cohen, T. R., & Livingston, R. W. (2012) Status conferral in intergroup social dilemmas: Behavioral antecedents and consequences of prestige and dominance. *Journal of Personality and Social Psychology, 102,* 351-366.

Livingston, R. W. & Pearce, N. A. (2009) The teddy bear effect: Does babyfaceness benefit Black CEOs? *Psychological Science*, 20, 1229-1236.

Livingston, R. W. & Drwecki, B. B. (2007). Why are some individuals *not* racially biased? Susceptibility to affective conditioning predicts nonprejudice toward Blacks. *Psychological Science, 18*, 816-823.

Alexander, M. G., Brewer, M. B., & Livingston, R. W. (2005). Putting stereotype content in context: Image theory and interethnic stereotypes. *Personality and Social Psychology Bulletin, 31*, 781-794.

Klein, O., Snyder, M., & Livingston, R. W. (2004). Prejudice on the stage: Self-monitoring and the public expression of group attitudes. *British Journal of Social Psychology, 43,* 299-314.

Livingston, R. W., & Brewer, M. B. (2002). What are we really priming? Cue-based versus category-based processing of facial stimuli, *Journal of Personality and Social Psychology, 82*, 5-18.

Livingston, R. W. (2002). The role of perceived negativity in the moderation of African Americans' implicit and explicit racial attitudes, *Journal of Experimental Social Psychology, 38,* 405-413.

Livingston, R. W. (2001). What you see is what you get: Systematic variability in perceptual-based social judgment, *Personality and Social Psychology Bulletin, 27,* 1086-1096.

CASE STUDIES

Livingston, R. W. & Winig, L. (2017). *Values-Based Leadership Across Difference: The Life and Legacy of Nelson Mandela.* HKS No. 2104.0. Harvard Kennedy School Case Program.

Livingston, R. W. & Winig, L. (2019). *The Massport Model: Integrating Diversity and Inclusion into Public-Private Partnerships.* HKS No. 2153.0. Harvard Kennedy School Case Program.

Livingston, R. W. & Winig, L. (2021). *Harvey Mudd College: Promoting Women in Computer Science through Inclusive Education*. HKS No. 2225.0. Harvard Kennedy School Case Program.

Livingston, R. W. & Winig, L. (2023). *Israel's Quest to Combat Racism Against Israelis of Ethiopian Descent.* HKS No. 2288.0. Harvard Kennedy School Case Program.

MEDIA:

Coverage in numerous news media outlets including: *The New York Times, Wall Street Journal, The Washington Post, Newsweek, Time, Forbes, Bloomberg Businessweek, ABC News, Associated Press, Financial Times, and MSNBC*

Op-Ed (USA Today):
Want a Fair Society? Stop Treating People the Same, and Start Treating them Differently
https://www.usatoday.com/story/opinion/2021/06/05/stop-treating-everyone-same-instead-treat-them-equity/7512750002/?gnt-cfr=1

HONORS AND DISTINCTIONS:

- *Play the Game. Change the Game. Leave the Game*. ranked #10 on the USA Today Bestsellers List
- *Play the Game. Change the Game. Leave the Game*. is a finalist for the 2025 Porchlight Business Book of the Year Award
- *Thinkers50* Radar Class of 2022

- Elected Fellow of the Society for Personality and Social Psychology (2022)

- *The Conversation* nominated for a 2022 NAACP Image Award for "Outstanding Literary Achievement" in the Instructional category

- Honorary Doctorate conferred by Cambridge College in June 2021

- *The Conversation* named a Best Book of 2021 by Financial Times.

- *The Conversation* selected as one of 6 finalists from 600 books considered for the 2021 Financial Times & McKinsey Book of the Year Award (The FT Best Book list stated above is separate and independent from the FT & McKinsey Award. The latter includes a £10,000 cash prize for all finalists)

- *How to Promote Racial Equity in the Workplace* selected as the Winner of the Warren Bennis Prize for Best Article on Leadership published in Harvard Business Review in 2020 ($2,000 honorarium)

- Harvard Kennedy School's Lunch on the Dean Award (award based on teaching evaluations)

- *Social Cognition, Social Identity, and Intergroup Relations* (co-edited with Rod Kramer and Geoffrey Leonardelli) won the Best Book of 2011 Award from Center of Optimal Adult Development

- Exceptional Professor Award; Undergraduate Residence Community; University of Wisconsin, Madison

- Society for the Psychological Study of Social Issues (SPSSI) Dissertation Award, Division 9 of the American Psychological Association

- National Science Foundation Graduate Fellowship, Ohio State University, 1997-2000

- 14th Annual Edward F. Hayes Graduate Research Forum Award Winner, Ohio State University

- Summer Institute Fellow, European Association of Social Psychology, Leuven, Belgium

- Regents Presidential Fellowship, University of California, Los Angeles, 1993-1994

- Premio Clavileño (Highest Departmental Award in Spanish), Tulane University

- Dean's Honor Scholarship (merit-based, full-tuition), Tulane University

- National Merit Scholarship

TEACHING AND MENTORING:

Harvard Kennedy School

- Fundamentals of Leadership across Difference, MPP core course
- Power and Politics, MPP core course
- Maximizing Human Capital and Organizational Performance, Graduate elective course
- How to Empower Black Leaders, Graduate elective course
- Strategies for Building and Leveraging Diversity, Executive Education program
- Program on Racial Equity, Executive Education program
- Empowering Black Leaders, Executive Education program
  https://www.forbes.com/sites/janicegassam/2025/09/04/this-harvard-program-is-helping-black-leaders-take-their-power-back-at-work-and-beyond/

University of Sussex

- Managing People and Organisations, MBA course
- Leadership Foundations, Undergraduate course

Kellogg School of Management, Northwestern University

- Leadership in Organizations, MBA course
- Research in Organizational Behavior—Methods and Practice, PhD course
- Diversity in Organizations, Executive Education course
- Negotiations, Executive Education course
- Leadership in Crisis and Conflict, Executive Education course

Carnegie Mellon University

- Leveraging Diversity in Organizations, MBA course
- Leveraging Diversity in Organizations, PhD course
- Leadership and Authority, Heinz Women's Leadership Academy (Executive Education Program)

University of Wisconsin--Madison

- Discrimination and Prejudice in American Society
- Social Psychology of Stigma and Marginality
- Topics in Stereotyping and Prejudice
- Introduction to Social Psychology

GRADUATE STUDENTS MENTORED:

- Marco Puente de la Vega (Sussex)
- Soroush Aslani (Northwestern)
- Bobby Cheon (Northwestern)*
- Eileen Chou (Northwestern)
- Erika Hall (Northwestern)
- Yu-Wei (Dennis) Hsu (Northwestern)

- Li Huang (Northwestern)*
- Brian Lucas (Northwestern)
- Nicholas Pearce (Northwestern)
- Destiny Peery (Northwestern)*
- Sohyeon Shim (Northwestern)*
- Ella Washington (Northwestern)
- Debbie Ma (University of Chicago)*
- Brian Drwecki (University of Wisconsin)
- Tattiya Kliengklom (University of Wisconsin)
- Joshua Waytz (Northwestern, Undergraduate Honors Student)*
  *(*chaired or served on thesis committee)*

PROFESSIONAL SERVICE:

- **Ad hoc reviewer**: Journal of Personality and Social Psychology; Journal of Experimental Social Psychology; Psychological Science; Science; Social Cognition; Group Processes and Intergroup Relations; Management Science; Journal of Applied Social Psychology; American Journal of Sociology; European Journal of Social Psychology; Basic and Applied Social Psychology; Personality and Social Psychology Review; Social Forces

EDITORIAL BOARDS:

- Personality and Social Psychology Bulletin (2006-2011)
- Basic and Applied Social Psychology (2008-2013)
- Social and Personality Psychology Science (2012-2014)
- Cultural Diversity and Ethnic Minority Psychology (2014-2016)

FOREIGN LANGUAGES:

- Spanish ((fluent)
- French (fluent)
- Portuguese (proficient)