

Lauren A. Rivera

Department of Management & Organizations
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EMPLOYMENT

Northwestern University, Kellogg School of Management, Evanston, IL	
<i>Peter G. Peterson Chair in Corporate Ethics</i>	2023-present
<i>Professor of Management & Organizations, Professor of Sociology (by courtesy)</i>	2020-present
<i>Associate Professor</i>	2013-2020
<i>Assistant Professor</i>	2009-2013
Let's Go Travel Guides , Various cities, Europe	2003-4
<i>Researcher-Writer</i> , Croatia, Czech Republic, and Slovenia	
Monitor Group , London, England	2000-2
<i>Consultant</i> , Marketing Strategy Practice (M2C)	

EDUCATION

Harvard University , Cambridge, MA	2009
<i>Ph.D. in Sociology</i>	
Dissertation Chair: Michèle Lamont	
Harvard University , Cambridge, MA	2006
<i>A.M. in Sociology</i>	
Yale University , New Haven, CT	2000
<i>B.A. in Psychology and Sociology</i>	
<i>Magna cum laude</i> ; distinction in both majors	

RESEARCH INTERESTS

Organizations, social inequalities, gatekeeping, interpersonal evaluation, social class, gender, intersectionality

SELECTED MEDIA COVERAGE OF RESEARCH

American Bar Association Journal, Atlantic, BILANZ, Bloomberg News, Boston Globe, CBS, Chicago Public Radio, Chronicle of Higher Education, CNBC, C-SPAN, Economist, Fast Company, Financial Times, Forbes, Fortune, Guardian, Harvard Business Review, Houston Chronicle, Huffington Post, Inside Higher Ed, Le Monde, MSNBC, NPR (Marketplace), NPR (On Point), New Yorker, New York Public Radio, New York Times, San Francisco Chronicle, Slate, Time, Today Show, Toronto Star, Toronto Sun, Wall Street Journal

BOOKS

Rivera, Lauren A. 2015. *Pedigree: How Elite Students Get Elite Jobs*. Princeton, NJ: Princeton University Press.

- American Sociological Association's Mary Douglas Prize for the best book in the sociology of culture (2016)
- American Sociological Association's Max Weber Book Award for the best book in organizations, occupations, and work (2016)
- American Sociological Association's Sociology of Law Distinguished Book Award (2016)
- Silver Medal in Career, Axiom Business Book Awards (2016)
- One of *Choice's* Outstanding Academic Titles (2015)
- #1 national best seller in career development, Amazon.com (May-June 2015)

ARTICLES

Rivera, Lauren A., 2023. "Beyond the Company Line: Studying Workplace Inequalities Ethnographically." *Research in the Sociology of Work* 35:183-195.

Rivera, Lauren A., and András Tilcsik, 2023. "Not in My Schoolyard: Disability Discrimination in Educational Access." *American Sociological Review* 88(2): 284-321.

Rivera, Lauren A., and Jayanti Owens. 2021. "Glass Floors and Glass Ceilings: Sex Homophily and Heterophily in Job Interviews." *Social Forces* 99(4): 1363-1393.

Rivera, Lauren A. 2020. "Employer Decision Making." *Annual Review of Sociology* 46(1): 215-232.

Stephens, Nicole, Lauren A. Rivera, and Sarah Townsend, 2020. "The Cycle of Workplace Bias and How to Interrupt It." *Research in Organizational Behavior* 40: 1-12.

Rivera, Lauren A., and András Tilcsik. 2019. "Scaling Down Inequality: Rating Scales, Gender Bias, and the Architecture of Evaluation." *American Sociological Review* 84: 248-274.

- American Sociological Association's Granovetter Award for the best article in economic sociology (2020)
- Runner up for the Academy of Management's Saroj Parasuraman Award for the most outstanding publication on gender and diversity (2020)

Rivera, Lauren A. 2017. "When Two Bodies Are (Not) a Problem: Gender and Relationship Status Discrimination in Academic Hiring." *American Sociological Review* 82: 1111-1138.

Rivera, Lauren A., and András Tilcsik. 2016. "Class Advantage, Commitment Penalty: The Interplay of Social Class and Gender in an Elite Labor Market." *American Sociological Review* 81: 1097-1131.

- American Sociological Association's Sex & Gender Distinguished Article Prize (2017)

Rivera, Lauren A. 2015. "Go with Your Gut: Emotion and Evaluation in Job Interviews." *American Journal of Sociology* 120: 1339-89.

- American Sociological Association's Inequality, Poverty, and Mobility Outstanding Article Prize (2016)

Rivera, Lauren A. 2012. "Hiring as Cultural Matching: The Case of Elite Professional Service Firms." *American Sociological Review* 77: 999-1022.

- American Sociological Association's Geertz Award for the best article in sociology of culture (2013)

- American Sociological Association's Granovetter Award for the best article in economic sociology (2013)

Rivera, Lauren A. 2012. "Diversity within Reach: Recruitment versus Hiring in Elite Firms." *ANNALS of the American Academy of Political and Social Science* 639: 70-89.

Rivera, Lauren A. 2011. "Ivies, Extracurriculars, and Exclusion: Elite Employers' Use of Educational Credentials." *Research in Social Stratification and Mobility* 29: 71-90.

- Runner up for the American Sociological Association's Coleman Award for the best article in sociology of education (2012)

Rivera, Lauren A. 2010. "Status Distinctions in Interaction: Social Selection and Exclusion at an Elite Nightclub." *Qualitative Sociology* 33: 229-55.

Rivera, Lauren A. 2008. "Managing 'Spoiled' National Identity: War, Tourism and Memory in Croatia." *American Sociological Review* 73: 613-634.

- Reprinted in *The Cultural Wealth of Nations* (2011), edited by N. Bandelj and F. Wherry. Stanford, CA: Stanford University Press.

OTHER ACADEMIC PUBLICATIONS

Rivera, Lauren A. 2021. "Getting Upsold by Real Estate." *Public Books* July 17.

Rivera, Lauren A. 2020. "L'émotion Comme Mode de Recrutement des Élités." Pp. 63-78 in *La Morale de Sociologues*, edited by B. Cousin and M. Lamont. Paris: PUF.

Rivera, Lauren A. 2020. "Book Review: *Stepping into the Elite: Trajectories of Social Achievement in India, France, and United States*." *American Journal of Sociology* 125(6):1712-1714.

Rivera, Lauren A. 2018. "Admitting Bias in Doctoral Programs: Review of *Inside Graduate Admissions: Merit, Admissions, and Faculty Gatekeeping*." *Contexts* 17:60-61.

Rivera, Lauren A. 2016. "Breaking Class Ceilings in Corporate Careers." *Qualitative Organizational Research* 3: 265-80.

Rivera, Lauren A. 2015. "Book Review: *Flawed System/Flawed Self: Job Searching and Unemployment Experiences*." *Contemporary Sociology* 44: 554-6.

Rivera, Lauren A. 2015. "Cognition, Face-to-Face Interactions, and Social Class." Pp. 1-15 in *Emerging Trends in the Social and Behavioral Sciences*, edited by R. Scott and S. Kosslyn. New York: Wiley.

Rivera, Lauren A. 2014. "Book Review: *Generations, Discourse, and Social Change*." *American Journal of Sociology* 119: 1198-1200.

Rivera, Lauren A., and Mitchell L. Stevens. 2013. "Why Economic Sociologists Should Care about Education." *Accounts* 12: 5-8.

Rivera, Lauren A. 2013. "Homosocial Reproduction." Pp. 377-80 in *Sociology of Work*, edited by V. Smith. Thousand Oaks, CA: Sage.

Rivera, Lauren A. 2011. "Social Distinction." Pp. 1315-19 in *Encyclopedia of Consumer Culture*, edited by D. Southerton. Thousand Oaks, CA: Sage.

Rivera, Lauren A. 2008. "Distinctions, Cultural, Social." Pp. 412-4 in *International Encyclopedia of the Social and Behavioral Sciences (2nd edition)*, edited by W. Darity. Farmington Hills, MI: Thompson Gale.

POPULAR PRESS PUBLICATIONS

- Rivera, Lauren. 2023. "Are Principals Steering Disabled Children Away from Their Schools?" *Chicago Tribune*. 9 May.
- Rivera, Lauren, Ann Shepherd, and Gené Teare. 2019. "Gender Diversity on Start-Up Boards is Worse Than You Think." *Harvard Business Review*. 11 December.
- Rivera, Lauren, and András Tilcsik. 2019. "One Way to Reduce Gender Bias in Performance Reviews." *Harvard Business Review* 17 April.
- Rivera, Lauren, and András Tilcsik. 2016. "How Subtle Class Cues Can Backfire on Your Résumé." *Harvard Business Review* 21 December.
- Rivera, Lauren. 2015. "Firms are Wasting Millions Recruiting on Only a Few Campuses." *Harvard Business Review* 23 October.
- Rivera, Lauren. 2015. "Were You Judged Fairly at Your Last Job Interview?" *Fortune* 15 June.
- Rivera, Lauren. 2015. "Guess Who Doesn't Fit in at Work?" *New York Times* 30 May.
- #1 Most-emailed article on Nytimes.com (May 30-31)

SELECTED WORKING PAPERS

- "An Empirical Test of an Intervention to Reduce Pandemic-related Inequities in Academic Science Evaluations" (w/ K. Weisshaar and A. Tilcsik)
- "Gendered Devaluation Underlies Faculty Stress and Retention" (w. K. Spoon, J. Mendy, M. Martinez, M. Galesic, D. Larremore, and A. Clauset)
- "Milestones as Merit: Selecting the Elite in Early Childhood Private School Admissions" (w/ E. Diaz).
- "The Double-Edged Sword of Elite Preparation: Elite Preparation Sensitizes Professionals from Working-Class Backgrounds to Interpersonal Challenges and Strengths" (w/ A. Dittman, N. Stephens, and S. Townsend)
- "Who Wins the Tournament of Lawyers? Gender and Promotions to Partner in a Large Law Firm" (w/ J. Owens)

SELECTED FELLOWSHIPS, GRANTS, AND AWARDS

Chair's Core Course Teaching Award, Kellogg School of Management	2021
Granovetter Best Article Prize in Economic Sociology, American Sociological Association	2020
Saroj Parasuraman Award (Runner-Up) in Gender and Diversity, Academy of Management	2020
Sex & Gender Distinguished Article Prize, American Sociological Association	2017
William Julius Wilson Early Career Award, American Sociological Association	2016
Mary Douglas Book Prize in the Sociology of Culture, American Sociological Association	2016
Max Weber Book Award in Organizations, Occupation, and Work, American Sociological Association	2016
Sociology of Law Distinguished Book Award, American Sociological Association	2016
Inequality, Poverty, and Mobility Outstanding Article Prize, American Sociological Association	2016
Named one of 40 Best Business School Professors Under 40 by <i>Poets and Quants</i>	2015
Chairs' Core Course Teaching Award, Kellogg School of Management	2014
Best Paper Prize, Davis Conference on Qualitative Research	2014

Geertz Best Article Prize in Sociology of Culture, American Sociological Association	2013
Granovetter Best Article Prize in Economic Sociology, American Sociological Association	2013
Coleman Best Article Prize in Sociology of Education (Runner-Up), American Sociological Association	2012
Faculty Associate, Institute for Policy Research, Northwestern University	2012-18
Best Papers Prize, Academy of Management	2011
Graduate Student Article Prize in Political Sociology, American Sociological Association	2009
Graduate Student Article Prize in Sociology of Law, American Sociological Association	2009
Rose Laub Coser Best Dissertation Award, Eastern Sociological Society	2008
Diversity Dissertation Fellowship, Ford Foundation	2008
Eliot Fellowship (awarded to top social science students; declined), Harvard University	2008
National Science Foundation Dissertation Improvement Grant (\$7500)	2007
REAI Grant (with Michèle Lamont), Harvard Graduate School of Design (\$17,500)	2007
Merit Fellowship, Harvard University (\$7500)	2006
Minda de Gunzburg Summer Research Fellowship, Harvard University (\$3500)	2005
National Hispanic Scholar	1995-6

SELECTED INVITED PRESENTATIONS

Columbia University, Department of Sociology	2024
University of Chicago Law School, First Generation Professionals Group, Chicago, IL	2024
Stanford University, Management Science & Engineering, Palo Alto, CA	2024
Berkeley Law School, Lauren Edelman Memorial Lecture, Berkeley, CA	2024
Keynote Speaker, CCWT, University of Wisconsin, Madison, WI	2023
Duke University, Department of Sociology, Durham, NC	2023
University of Amsterdam, Department of Sociology, Amsterdam, Netherlands	2023
Keynote Speaker, 7 th Circuit Bar Association DEI Seminar	2023
Yale School of Management, Department of Organizational Behavior, New Haven, CT	2023
UCLA Anderson School of Management, Management & Organizations, Los Angeles, CA	2023
University of Toronto, Center for Industrial Relations and Human Resources, Toronto, Canada	2023
George Mason University School of Business, Management Department, Fairfax, VA	2023
Keynote Speaker, Bourdieu Conference on Work and Inequalities, Paris, France	2022
Boston University, Precarity Lab, Boston, MA	2022
Harvard University, Kennedy School of Government, Cambridge, MA	2022
University of Michigan, Interdisciplinary Committee on Organizational Studies, Ann Arbor, MI	2022
UCSD Rady School of Management, Management Department, San Diego, CA	2022
OSU Fisher College of Business, Management & Human Resources, Columbus, OH	2022
Harvard University, Department of Sociology, Culture and Social Analysis, Cambridge, MA	2021
Notre Dame University, Department of Sociology, South Bend, IN	2021
Columbia Business School, Management Division, New York, NY	2021
University of California, Haas School of Business, Organizational Behavior Group (virtual)	2021
London Business School, Organisational Behaviour Group, London, UK	2021

University of Michigan, Ross School of Business, M&O Department, Ann Arbor, MI	2020
McGill University, Desautels Faculty of Management, Organizational Behavior, Montreal, CA	2020
Wharton School of the University of Pennsylvania, Management Department, Philadelphia, PA	2020
SCANCOR, Stanford University, Stanford, CA	2020
Northwestern University, Marketing Department, Evanston, IL	2020
Northwestern University, Department of Sociology, Evanston, IL	2020
UNC Chapel Hill, Department of Sociology, Chapel Hill, NC	2019
Russell Sage, New York, NY	2019
NYU Law, Center for Diversity, Inclusion, and Belonging, New York, NY	2019
NYU Stern Department of Management and Organizations, New York, NY	2019
USC Marshall Business School, Management and Organization Department, Los Angeles, CA	2018
USC Center for Economic and Social Research, Los Angeles, CA	2018
New York University, Department of Sociology, New York, NY	2018
University of Pennsylvania, Department of Sociology, Philadelphia, PA	2018
UC Berkeley, Center for the Study of Law and Society, Berkeley, CA	2017
Ohio State University, Department of Sociology, Columbus, OH	2017
Northwestern University Pritzker School of Law, Chicago, IL	2017
Emory University School of Law, Atlanta, GA	2017
UC Berkeley, Department of Sociology, Berkeley, CA	2017
UC Irvine, Paul Merage Business School, Organization & Management Group, Irvine, CA	2017
UC San Diego, Department of Sociology, San Diego, CA	2017
Yale School of Management, Department of Organizational Behavior, New Haven, CT	2016
Aspen Institute Forum on Higher Education, Aspen, CO	2016
Workshop on Global Inequality, Northwestern University, Evanston, IL	2016
Facebook.com, Menlo Park, CA	2015
Stanford University, Department of Sociology, Stanford, CA	2015
Stanford Graduate School of Business, Organizational Behavior Department, Stanford, CA	2015
MIT Sloan School of Management, Work and Organization Studies Department, Boston, MA	2015
Emory University, Goizueta Business School, Atlanta, GA	2015
UCLA Anderson School of Business, Los Angeles, CA	2015
University of Indiana, Department of Sociology, Bloomington, IN	2015
Northwestern University, Institute for Policy Research, Evanston, IL	2015
American Sociological Association Presidential Panel on Elites, San Francisco, CA	2014
University of California, Haas School of Business, Berkeley, CA	2014
Columbia University, Center for Wealth and Inequality, New York, NY	2014
Wharton School of the University of Pennsylvania, Management Department, Philadelphia, PA	2013
Duke Fuqua School of Business, Management & Organizations Department, Durham, NC	2013
Harvard Business School, Organizational Behavior Unit, Boston, MA	2013
Harvard-MIT Economic Sociology Seminar, Cambridge, MA	2013
Harvard University, Department of Sociology, Cambridge, MA	2013
Carnegie Mellon, Tepper School of Business, Organizational Behavior Group, Pittsburgh, PA	2013
University of Toronto, Rotman School of Management, OBHR Department, Toronto, Canada	2012

University of Michigan, Interdisciplinary Committee on Organizational Studies, Ann Arbor, MI	2012
Stanford University, SCANCOR, Stanford, CA	2012
American Bar Foundation, Taskforce on Legal Diversity, Chicago, IL	2012
University of Amsterdam, Centre for Inequality Studies, Amsterdam, Netherlands	2012
Council for European Studies, Symposium on Elites, Barcelona, Spain	2011
Ben Gurion University, Department of Sociology, Be'er Sheva, Israel	2011
Tel Aviv University, Department of Sociology, Tel Aviv, Israel	2011
Princeton University, Department of Sociology, Princeton, NJ	2011
Northwestern University, Department of Psychology, Evanston, IL	2011
University of Michigan, Ross School of Business, Strategy Department, Ann Arbor, MI	2010
Chicago Booth School of Business, Strategy Group, Chicago, IL	2010

SELECTED CONFERENCE PRESENTATIONS

Pacific Sociological Association	2024
Eastern Sociological Association	2024
Academy of Management Annual Meeting	2023
Revolution U: Dismantling Systematic Racism in Faculty Hiring	2023
Conference on Discrimination in the 21 st Century, University of Chicago, Chicago, IL	2023
American Sociological Association Annual Meeting, Los Angeles, CA	2022
A New Synthesis for the Science of Science, Santa Fe Institute, Santa Fe, NM	2022
American Sociological Association Annual Meeting (virtual)	2021
Structural Inequality in the Legal Profession (virtual)	2021
ASU+GSV Summit (virtual)	2020
American Sociological Association Annual Meeting (scheduled)	2020
Achieving Equity and Diversity in Faculty Recruiting, Davis, CA	2019
Organization Science Winter Conference, Chandler, AZ	2019
Berkeley Haas Culture Conference, Berkeley, CA	2019
Eastern Sociological Association Annual Meeting, Baltimore, MD	2018
Sociologists for Women in Society Winter Meeting, Atlanta, Georgia	2018
American Sociological Association Annual Meeting, Montreal, Canada	2017
Eastern Sociological Association Annual Meeting, Boston, MA	2016
Social Science History Association Annual Meeting, Baltimore, MD	2015
Southern Sociological Society Annual Meeting, New Orleans, LA	2015
Economy and Society at Yale Conference, New Haven, CT	2014
Academy of Management Annual Meeting, Philadelphia, PA	2014
The Davis Conference on Qualitative Research, Davis, CA	2014
International Sociological Association RC02, Moscow, Russia	2012
Academy of Management Annual Meeting, Boston, MA	2012
European Group of Organizational Studies Annual Meeting, Helsinki, Finland	2012
Eastern Sociological Society Annual Meeting, New York, NY	2012
American Sociological Association Junior Theorists Symposium, Las Vegas, NV	2011

Academy of Management Annual Meeting, San Antonio, TX	2011
Society for the Advancement of Socio-Economics, Madrid, Spain	2011
American Sociological Association Annual Meeting, Atlanta, GA	2010
American Sociological Association Annual Meeting, San Francisco, CA	2009
European Sociological Association Annual Meeting, Torun, Poland	2005
American Sociological Association Annual Meeting, Philadelphia, PA	2005

SELECTED TEACHING EXPERIENCE

Leadership and Organizations (Core MBA Course), Kellogg School of Management	2010-25
Navigating Workplace Conflict (Executive Education), Kellogg School of Management	2018-19
Advanced Interview and Field Methods (PhD Seminar), Kellogg School of Management	2011
Sociology Teaching Practicum (Required PhD Course), Harvard University	2006-7
Seminar on Nonprofit Management (Undergraduate Elective), Harvard University	2005-7
Sociological Theory (Required Undergraduate Course), Harvard University	2005
Sociology Senior Thesis Research Seminar (Required Honors Course), Harvard University	2004-6
Teaching Fellow, Social Psychology of Organizations (Prof. Richard Hackman), Harvard University	2004-6
Resident Tutor (Race Relations, LGBTQ, Arts), Mather House, Harvard University	2003-7

SERVICE

Service to the Management & Organizations Department:

PhD Admissions Chair	2023-2024
MORS Personnel Committee Representative	2020-2023
Junior Faculty Search Committee (Co-Chair 2016-7)	2013-17, 19-20
Speaker Series Co-organizer	2012-14
Ph.D. Admissions Committee	2011-13

Service to Kellogg and Northwestern:

Kellogg Inclusion Committee: Faculty Hiring and Evaluation Training	2022
DEI Keynote Address, Day at Kellogg Prospective Students Weekend	2022
Kellogg Inclusion Committee	2020-22
Provost's Subcommittee on Faculty Retention	2019-21
Kellogg Recruiter Day: Employer Interview Training	2019
Kellogg Dean Search Committee	2017-18
Senior Faculty Search on Conflict, Negotiations, and Dispute Resolution (Chair)	2017-18
Kellogg Global Women's Summit, Faculty Advisor	2017-18
Provost's Advisory Council on Women Faculty	2016-20
Provost's Subcommittee on Work-Life Policies and Practices	2016-20
Organization of Women Faculty Steering Committee	2016-18
Advisory Board, Women's Business Association	2015-18
Speaker and Moderator, Women's Business Association Panel on Gender Bias	2015
Anti-Bias Training for Kellogg MBA Admissions Committee and Interviewers	2014-17

Mini-Class Instructor, Day at Kellogg	2013,15,17,18,22
Speaker and Case Instructor, National MBA LGBT+ (ROMBA) Leadership Conference	2011-13
Speaker, Minority Prospective MBA Students Panel	2011
Speaker, Diversity Sneak Peek Preview Day at Kellogg	2011
<i>Service to the Profession:</i>	
Editorial Advisory Board Member, Princeton University Press Series in Cultural Sociology	2023
Discussant, American Sociological Association Race, Class, and Gender Session on Disability and Society	2023
Best Book Award Committee, American Sociological Association, Inequality, Poverty and Mobility	2023
Member, American Sociological Association W.E.B. Du Bois Career Award Committee	2018-21
Editorial Board Member, <i>American Sociological Review</i>	2021-23
Organizer, American Sociological Association, Session on Exclusion in Hiring	2020
Consulting Editor, <i>American Journal of Sociology</i>	2017-20
Editorial Board, <i>Research in the Sociology of Work</i>	2017-20
Best Article Award Committee (Chair), American Sociological Association, Section on Inequality, Poverty and Mobility	2017
Best Book Award Committee, American Sociological Association, Section on Sociology of Law	2017
Co-Organizer, Economic Sociology Conference at Kellogg	2016
Co-Organizer, Economic Sociology Mini-Conference	2016
Elected Council Member, American Sociological Association, Economic Sociology	2015-18
Organizer, American Sociological Association, Session on Culture and Inequality	2015
Organizer, American Sociological Association, Sociology of Culture Roundtables	2015
Elected Council Member, American Sociological Association, Sociology of Culture	2014-17
Editorial Board Member, <i>Sociology of Education</i>	2014-17
Associate Editor, <i>Management Science</i>	2014-17
Nominations Committee (Chair), American Sociological Association, Emotions Section	2014-15
Nominations Committee, American Sociological Association, Organizations, Occupations, and Work Section	2014-15
Best Article Prize Committee, American Sociological Association, Sociology of Culture	2014
Best Article Prize Committee, American Sociological Association, Economic Sociology	2014
Organizer, American Sociological Association, Conference Session on Elites	2014
Elected Council Member, American Sociological Association, Emotions Section	2012-15
Organizer, Academy of Management, Symposium on Inequality in Social Capital and Labor Market Outcomes	2012
Best Student Paper Committee, American Sociological Association, Political Sociology	2010

Ad hoc reviewer for *Administrative Science Quarterly*, *American Journal of Sociology*, *American Economic Journal*, *American Sociological Review*, *British Journal of Sociology*, *Management Science*, *Organization Science*, *Social Forces*, *Social Psychology Quarterly*, *Sociological Forum*, *Sociological Inquiry*, *Sociological Theory*, and *Sociology of Education*.

