

ANEETA RATTAN, PH.D.
LONDON BUSINESS SCHOOL
REGENT'S PARK, LONDON NW1 4SA
arattan@london.edu

ACADEMIC APPOINTMENTS

London Business School Assistant Professor of Organisational Behaviour	2013-present
Postdoctoral Research Scholar Department of Psychology, Stanford University with Nalini Ambady	2011 – 2013

EDUCATION

Stanford University Department of Psychology (Social Area)	Ph.D., September 2011 M.A., September 2007
--	---

Dissertation: Believe the change you wish to see in the world: The role of implicit theories in targets' responses to explicit bias.

- Committee: Carol S. Dweck (Advisor), Brian S. Lowery (Chair), Jennifer L. Eberhardt, Geoff Cohen, & Greg Walton

Columbia University Major: Psychology, Minor: English Literature	B.A., May 2003
--	----------------

RESEARCH INTERESTS

Social change, intergroup interactions, minority and majority group members' responses to prejudice, ideologies that legitimize inequality, visual perception, education policy, psychology and law.

PUBLICATIONS (IN REVERSE CHRONOLOGICAL ORDER)

* *denotes equal authorship*

Rattan, A. & Ambady, N. (in press). How "It gets better": Effectively communicating support to targets of prejudice. *Personality and Social Psychology Bulletin*.

Rattan, A. & Ambady, N. (2013). Diversity ideologies and intergroup relations: An Examination of Colorblindness and Multiculturalism. *European Journal of Social Psychology*, 43, 12-21.

Rattan, A.*, Savani, K.*, Naidu, N.V. R., & Dweck, C.S. (2012). Can Everyone Become Intelligent? Belief in a Universal Potential for Intelligence Increases Support for Affirmative Action and Educational Equality. *Journal of Personality and Social Psychology*, *103*, 787-803.

Savani, K.S.* & **Rattan, A.*** (2012). Explaining Americans' acceptance and maintenance of wealth inequality. *Psychological Science*, *7*, 796-804.

Rattan, A., Levine, C.S., Dweck, C.S., Eberhardt, J.L. (2012). Race and the Fragility of the Legal Distinction between Juveniles and Adults. *PLoS ONE*, *7*, e36680.

Carr, P.B., **Rattan, A.**, & Dweck, C.S. (2012). Implicit Theories Shape Intergroup Relations. In P. Devine and A. Plant (Eds.) *Advances in Experimental Social Psychology*, *45*, 127-165.

Rattan, A., Good, C., & Dweck, C.S. (2012). “It’s ok - not everyone can be good at math:” Instructors with an entity theory comfort (and demotivate) students. *Journal of Experimental Social Psychology*, *48*, 731-737.

Good, C., **Rattan, A.**, & Dweck, C.S. (2012). Why Do Women Opt Out? Sense of Belonging and Women’s Representation in Mathematics. *Journal of Personality and Social Psychology*, *102*, 700-717.

London, B., Romero-Canyas, R., Downey, G., **Rattan, A.**, & Tyson, D. (2012). Sensitivity to Gender-Based Rejection: Implications for psychological well-being and coping. *Journal of Personality and Social Psychology*, *102*, 961-979.

Rattan, A. & Dweck, C.S. (2010). Who confronts prejudice? The role of implicit theories in the motivation to confront prejudice. *Psychological Science*, *21*, 952-959.

Rattan, A. & Eberhardt, J.L. (2010). The role of social meaning in inattentive blindness: When the gorillas in our midst do not go unseen. *Journal of Experimental Social Psychology*, *46*, 1085-1088.

MANUSCRIPTS IN PREPARATION

Phillips, L.T., **Rattan, A.**, & Markus, H.R. Decoding Confederate Flag Support: The Multiple Determinants of White Southerners’ Preference for a Racially Divisive Symbol.

Rattan, A., Boggs, C.L., & Ambady, N. Perceptions of professor’s beliefs about scientific aptitude predict underrepresented students’ sense of belonging in scientific research careers.

Rattan, A. & Dweck, C.S. The consequences of confronting prejudice for minorities’ social relations in the workplace. The role of implicit theories.

Rattan, A., Steele, J., & Ambady, N. Who experiences more wage discrimination: Asian females or female Asians?

Savani, K. & Rattan, A. The implications of *choice* for the social sciences. under review at *Journal of Experimental Psychology: General*.

GRANTS, AWARDS, & FELLOWSHIPS

National Research Service Award (F32-NRSA), NIH-National Institute of Child and Human Development (declined for faculty position), 2013

Dissertation Award Finalist, Society for the Psychological Study of Social Issues, 2012

Psychology Summer Institute Fellow, American Psychological Association Minority Fellowship Program, 2012

Semi-finalist, National Academy of Education/Spencer Postdoctoral Fellowship, 2012

Research Grant (\$3,000 awarded), School of Humanities and Sciences Graduate Opportunity Fund, 2010

Research Grant (\$2,500 awarded), Vice Provost of Graduate Education Diversity Dissertation Research Opportunity Fund, 2010

Student Travel Award, Society for Personality and Social Psychology, 2011

Diversity Travel Fund Award, Society for Personality and Social Psychology, 2011

Diversity Travel Grant, Society for the Psychological Study of Social Issues, 2010

Research Grant, Time-Sharing Experiments for the Social Sciences (NSF Grant 0818839, Jeremy Freese and Penny Visser, Principal Investigators), Experiment conducted with a nationally representative sample of 1,000 American citizens, 2010

Diversifying Academia, Retaining Excellence (DARE) Fellowship, Vice Provost of Graduate Education, Stanford University, 2009-2011

Research Grant (\$2,500 awarded), Vice Provost of Graduate Education Diversity Dissertation Research Opportunity Fund, 2008

Department of Psychology Graduate Teaching Award, Stanford University, 2008

Norman H. Anderson Research Grant, Department of Psychology, Stanford University, 2008

National Science Foundation Graduate Research Fellowship, 2007-2010

Stanford Center for International Conflict Negotiation Fellow, 2006-2007

INVITED TALKS

Clinical Leaders Forum, National Health Service, University Hospitals of Morecambe Bay, United Kingdom, November 2013.

Nevada State College, October, 2013.

University of Chicago, January, 2013.

Pennsylvania State University, January, 2013.

London Business School, January, 2013.

MIT Sloan School of Management, January, 2013.

Yale School of Management, January, 2013.

Brooklyn College, December, 2012.

Wayne State University, December, 2012.

University of Arizona, December 2012.

University of Missouri, St. Louis, November, 2012.

University of Pittsburgh, November, 2012.

American Psychological Association Minority Fellowship Program Psychology Summer Institute, Washington, D.C., August 2012
Relationships and Social Cognition Lab, University of California, Berkeley, October, 2011.
Social Lab, Stanford University, May, 2011.
Social Lab, Stanford University, May 2007.
Stanford Center for International Conflict Negotiation, Stanford University, May, 2007.

CHAired SYMPOSIA

Rattan, A. (2013). Promoting diversity in the real world: What works? Society for Experimental Social Psychology Annual Conference.

Rattan, A. (2013). How much inequality is too much inequality? Exploring attitudes toward disparities in health, wealth, education, and gender. Society for Personality and Social Psychology Annual Conference.

Rattan, A. (2011). Culture justifies intergroup inequality in the U.S.: Intelligence, choice, colorblindness, and social location. Society for Personality and Social Psychology Annual Conference. (Diversity Committee Sponsored Symposium)

Rattan, A. (2010). Law&Order, Life&Death, Black&White: Racial disparities in justice. Society for the Psychological Study of Social Issues Biennial Conference.

Rattan, A. (2009). Implicit theories and real-world conflicts: How beliefs about others affect strategies for responding to racism, bullying, intergroup and relationship conflicts. American Psychological Society Annual Conference.

CONFERENCE PRESENTATIONS

Rattan, A. & Ambady, N. (2013) How “It Gets Better”: Effectively communicating support to LGBTQ targets of prejudice. Talk presented at the Society for Experimental Social Psychology Annual Conference.

Rattan, A., Savani, K., & Dweck, C.S. (2013). The denial of education as a fundamental right. Talk presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Dweck, C.S. (2012). Confronting prejudice: The consequences for minority-majority workplace interactions. Talk presented at the Academy of Management Annual Conference.

Rattan, A. (2012). Nonverbal expressivity in response to bias and minorities’ mental and physical health outcomes. Poster presented at the American Psychological Association Minority Fellowship Program Psychology Summer Institute.

Rattan, A. & Dweck, C. (2012). Why bother confronting? The role of implicit theories in targets' beliefs about the efficacy of confronting. Poster presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Dweck, C.S. (2011). Who confronts prejudice? The role of implicit theories in the motivation to confront prejudice. Talk presented at the American Psychological Association Annual Conference.

Rattan, A. & Dweck, C.S. (2011). Beliefs about the unequal distribution of the potential for intelligence justify inequality in the U.S. Talk presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A., Levine, C.S., Eberhardt, J.L., & Dweck, C.S. (2010). Locked up for life: racial bias in juvenile life sentences. Talk presented at the Society for the Psychological Study of Social Issues Biennial Conference.

Rattan, A. & Dweck, C. (2009). Confronting Bias: The immediate and long term impact of implicit theories. Poster presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Dweck, C.S. (2009) Confronting bias: The immediate and long-term impact of implicit theories. Talk presented at the American Psychological Society Annual Conference.

Rattan, A. & Dweck, C.S. (2008) The role of implicit theories in the motivation to confront bias. Talk presented at the Society for the Psychological Study of Social Issues Biennial Conference.

Rattan, A. & Lowery, B. (2008). Be careful what you ask for: Political ideology and aid allocation to historically wronged groups. Poster presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Dweck, C. (2007). A motivational approach to confronting behavior: The role of implicit theories of personality. Poster presented at the Society for Personality and Social Psychology Annual Conference.

Good, C., Dweck, C. & Rattan, A. (2005). Perceiving a Malleable-Ability Versus a Fixed Ability Environment: The Effect on Women's Sense of Belonging to Math. Poster presented at the Society for Personality and Social Psychology Annual Conference.

London, B., Downey, G., Rattan, A., & Velilla, E. (2004). Sensitivity to Gender-Based Rejection: Theory, Validation, and Implications for Psychosocial Well-Being. Poster presented at the Society for Personality and Social Psychology Annual Conference.

MEDIA COVERAGE:

Choice and wealth inequality (Savani & Rattan, 2012): *Huffington Post*, *Forbes Magazine*, *Scientific American*, *Pacific Standard*, *Business Insider*

Race and the fragility of juvenile status (Rattan, Levine, Dweck, & Eberhardt, 2012): *Slate*, Invited Op-Ed for *The New York Times Room for Debate*, Radio interview on *KQED Forum*, *National Journal*, *Wall Street Journal*, *Huffington Post*

Not everyone can be good at math (Rattan, Good, & Dweck, 2012): *Harvard Education Letter*

Social meaning & inattention blindness (Rattan & Eberhardt, 2010): *Miller-McCune Magazine*

Who confronts prejudice? (Rattan & Dweck, 2010): *ABCnews.com*, *Yahoo News*, *Psychology Today*, *Journal & Courier Online*

TEACHING

Managing Organisational Behaviour, London Business School, Spring 2014

Guest Lecturer on Negotiations, Social Psychology, Stanford University, Spring 2012

Guest Lecturer on Race and Crime, Introduction to African and African American Studies, Stanford University, Spring 2012 and Spring 2011

Teaching Assistant, The Environment in Context: Race, Ethnicity, and Environmental Conceptions, Stanford University, Winter 2011

Teaching Assistant, Managing Groups and Teams, Graduate School of Business, Summer 2011, Summer 2008, and Summer 2007

Instructor, The Psychology of Stigma, Stanford University, Summer 2011 and Summer 2009

Teaching Assistant, Organizational Behavior, Stanford Graduate School of Business & Stanford Law School, Winter 2010

Guest Lecturer on Implicit Theories and Bias, Self Theories Freshman Seminar, Stanford University, Fall 2010

Guest Lecturer on Leading Effective Discussions, Psychology TA Training, Stanford University, Fall 2010 and Fall 2009

Teaching Assistant, Introduction to Comparative Studies in Race and Ethnicity, Stanford University, Winter 2008

Guest Lecturer on Implicit Theories, Seminar for Coterminial Masters of the Arts, Stanford University, Fall 2008, Fall 2007

Teaching Assistant, Wise Interventions, Stanford University, Fall 2008

Co-Instructor, Social Psychology, Stanford University, Summer 2008

Teaching Assistant, Social Psychology, Stanford University, Spring 2007

Co-Instructor, Psychology Teaching Methods, Stanford University, Fall 2007

Guest Lecturer on Implicit Theories, Social Psychology, Stanford University, Spring 2007

Teaching Assistant, Introduction to Psychology, Stanford University, Winter 2007 and Fall 2006

Teaching Assistant, Introduction to Personality, Columbia University, Spring 2003

SERVICE:

Poster Review Committee, Society for Personality and Social Psychology 2013 Annual Conference

Human Subjects Committee, Stanford University, 2010-present

Graduate Student Representative, Institute for Research in the Social Sciences, Stanford University, 2011-2012

Member, Diversity Advocacy Committee, Stanford University, 2006-2011.

Co-Founder and Coordinator, Stanford Doctoral Students' Association for the Psychological Study of Social Issues, 2007-2010

Co-Coordinator, Stanford-Berkeley Graduate Student Conference, 2006 - 2007

AD-HOC REVIEWER

Basic and Applied Social Psychology (BASP)

Group Processes and Intergroup Relations (GPIR)

Journal of Experimental Social Psychology (JESP)

Journal of Experimental Psychology: General (JEP:G)

Journal of Personality and Social Psychology (JPSP)

Sex Roles

Social Influence

PROFESSIONAL AFFILIATIONS

Academy of Management

American Psychological Society

Association for Psychological Science

Society for Personality and Social Psychology

Society for the Psychological Study of Social Issues