

# DREW JACOBY-SENGHOR

Haas School of Business  
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## EMPLOYMENT

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Assistant Professor	Haas School of Business Management of Operations	2016–
Provost Postdoctoral Research Scholar	Columbia Business School Department of Management	2014–2016

## EDUCATION

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Ph.D.	Princeton University Social Psychology	2014
M.A.	Princeton University	2011
B.A.	Stanford University with honors and distinction	2007

## PUBLICATIONS

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\*Equal contribution to first author  
Graduate student collaborator

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*.

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*.

Brown, N.D. & \*Jacoby-Senghor, D.S. (2021). Majority members misperceive even 'win-win' diversity policies as unbeneficial to them. *Journal of Personality and Social Psychology*.

- 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.
- Slepian, M. & \***Jacoby-Senghor, D.S.** (2021). Identity threats in everyday life: Distinguishing belonging from inclusion. *Social Psychological and Personality Science*, 12(3), 392-406.
- Jacoby-Senghor, D. S., Sinclair, S., Smith, C.T., & Skorinko, J. L.** (2019). Implicit bias predicts liking of ingroup members who are comfortable with intergroup interaction. *Personality and Social Psychology Bulletin*, 45(4), 603-615.
- Warikoo, N., Sinclair, S., Fei, J., & **Jacoby-Senghor, D.S.** (2016). Examining racial bias in education: A new approach. *Educational Researcher*, 45(9), 508-514.
- Jacoby-Senghor, D.S., Sinclair, S., & Shelton, J.N.** (2016). A lesson in bias: The relationship between implicit racial bias and performance in pedagogical contexts. *Journal of Experimental Social Psychology*, 63, 50-55.
- Jacoby-Senghor, D.S., Sinclair, S., & Smith, C.T.** (2015). When bias binds: Effect of implicit outgroup bias on ingroup affiliation. *Journal of Personality and Social Psychology*, 109(3), 415-433.
- Mackey, A.P., Finn, A.S., Leonard, J.S., **Jacoby-Senghor, D.S.**, West, M.S., Gabrieli C.F.O, and Gabrieli, J.D.E (2015). Neuroanatomical correlates of the income achievement gap. *Psychological Science*. 26(6), 925-933.
- Sinclair, S., Kenrick, A.C., & **Jacoby-Senghor, D.S.** (2014). Whites' interpersonal interactions shape, and are shaped by, implicit prejudice. *Policy Insights from Behavioral and Brain Sciences*. 1(1), 81-87.

## UNDER REVIEW

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- Jacoby-Senghor, D.S., Brown, N.D., Slepian, M., Mackey, A.P.** (SPPS). The cost of concealing: Managing visible and invisible threatened identities via identity distancing.
- Slepian, M., **Jacoby-Senghor, D.S.**, (SPPS). Everyday Inclusive Situations: Distinguishing Deep from Surface-Level Inclusion.
- Townsend, C., \***Jacoby-Senghor, D.S.** (OBHDP). The soundness of metrics: How do you solve a problem like hiring criteria?
- Townsend, C., \***Jacoby-Senghor, D.S.** (Psych Science). Similar job candidates are ironically perceived as improving diversity.

## IN PROGRESS

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**Jacoby-Senghor, D.S., & Raymundo, I.** (Working Paper). Perceived inequality shapes perceptions of diversity.

**Jacoby-Senghor, D.S.,** Sinclair, S., Bergsieker, H.B., West, T.V., & Shelton, J.N. (Working Paper). Implicit homophily predicts felt authenticity in relationships.

**Brown, N.D., Bean, O., Raymundo, I., & \*Jacoby-Senghor, D.S.** (Data Collection). Black American's economic progress and White Americans' acceptance of anti-Black violence.

**Brown, N.D. & \*Jacoby-Senghor, D.S.** (Data Collection). Why advantaged and disadvantaged groups view inequality differently.

**Choi, A. & \*Jacoby-Senghor, D.S.** (Data Collection). Similarity predicts misperceptions of network distance.

**Jacoby-Senghor, D.S.** (Data Collection). Effect of Diversity on Ethical Decision-Making.

Starck, J., **Brown, N.D., Jacoby-Senghor, D.S., Hurd, K.,** & Plaut, V. (Data Collection). Detecting opposition to diversity in legal arguments.

## AWARDS, HONORS, & FELLOWSHIPS

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Earl Hill Jr. Achievement and Diversity Leadership Award	2022
Schwabacher Award for excellence pre-tenure	2021
Hellman Fund Fellowship for Research Distinction	2021
UC Berkeley Graduate Assembly Faculty Mentor Award	2021
SESP Fellow	2019-
Center for Equity, Gender and Leadership Research Grant	2018
Haas "Club 6" for Teaching Excellence	2017-
Institute of Personality and Social Research Fellow	2017-
David Eckles Fund for Diversity and Social Impact Grant	2016
University of California President's Postdoctoral Fellowship Finalist	2014
Ford Foundation Dissertation Fellowship Honorable Mention	2013
Teagle Teaching Grant, Princeton University	2013–2014
William G. Bowen Merit Fellowship, Princeton University	2012
Summer Institute in Social and Personality Psychology	2011
Ford Foundation Predoctoral Fellowship Honorable Mention	2011

SPSP Diversity Fund Graduate Travel Award	2011
Resident Graduate Student Fellowship, Princeton University	2011–2014
Centennial Fellowship Award, Princeton University	2009–2013
National Science Foundation (NSF) Graduate Fellowship	2009–2012
Firestone Medal Thesis Distinction, Stanford University	2007
Phi Beta Kappa, Stanford University	2007

## INVITED TALKS

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Yale University, SOM	2022
Brown University, CLPS	2022
University of Southern California, MOR	2021
University of Pennsylvania, OIDD	2021
University of California, Berkeley, IPSR	2021
University of Washington, Psychology	2021
University of California, Santa Barbara, Psychology	2021
University of California, Los Angeles, Management	2021
Columbia University, Management	2020
University of Delaware, Psychology	2020
Washington University, OB	2020
Harvard University, NOM	2020
Cornell University, JCB	2020
University of Pennsylvania, Duckworth Lab	2020
Stanford University, Psychology	2018
University of California, Berkeley, IPSR	2016
University of California, Berkeley, MORS	2016
New York University, Management & Organizations	2015
Northwestern University, Psychology	2015
Santa Clara University, Psychology	2015
Columbia Business School, Management	2014
Northwestern University, Management	2014

## CONFERENCE PRESENTATIONS

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- No or slow progress? Emerging work on the perceptions of inequality. (2022, February). Meeting of the Society for Personality and Social Psychology, Co-chair.
- Inequality Without Inegalitarians: How People Perpetuate Prejudice Without Overt Bigotry. (2021, October). Society of Experimental Social Psychology, Co-chair.
- Are We Even On the Same Side?: Pitfalls to Allyship. (2021, July). Academy of Management, Co-chair.
- Reaching the Hard-to-Reach: Conducting High-Impact Research with Underrepresented Populations. (2021, February). Meeting of the Society for Personality and Social Psychology, Panelist.
- Are We Even on the Same Side?: Pitfalls of Allyship. (2021, February). Meeting of the Society for Personality and Social Psychology, Co-chair.
- How Perceptions of Advantaged Groups Stifle Diversity. (2021, February). Meeting of the Society for Personality and Social Psychology, Co-chair.
- Identity Threats in Everyday Life. (2020, February). Meeting of the Society for Personality and Social Psychology, New Orleans, Louisiana. Presentation.
- The effect of implicit bias match on relational outcomes. (2019, June). Meeting of the Society for the Psychological Study of Social Issues, San Diego, California. Presentation.
- When bias binds: Effect of implicit outgroup bias on ingroup affiliation. (2015, August). Academy of Management, Vancouver, Canada. Presentation.
- Implicit homophily: Effects of implicit outgroup bias on ingroup affiliation. (2015, May). Annual Convention of the Association for Psychological Science, New York. Presentation.
- The friends we seek: Implicit bias as predictor of indirect contact. (2014, February). Meeting of the Society for Personality and Social Psychology, Austin. Poster.
- Implicit assortment. (2013, May). Four College Conference, Princeton University. Presentation.
- The friends we keep: Implicit bias as a predictor of extended contact. (2013, January). Meeting of the Society for Personality and Social Psychology, New Orleans. Poster.
- It's who you know: Perceptions and consequences of intergroup contact. (2012, June). Meeting of the Society for the Psychological Study of Social Issues, Charlotte. Symposium Chair.
- Psychological underpinnings of stigma by association. (2012, June). Meeting of the Society for the Psychological Study of Social Issues, Charlotte. Presentation.

Hangin' with the out crowd: Implicit racial associations and interpersonal evaluation of people with cross-group friends. (2012, January). Meeting of the Society for Personality and Social Psychology, San Diego. Poster.

A lesson in bias: The effects of implicit racial bias in pedagogical contexts. (2011, January). Meeting of the Society for Personality and Social Psychology, San Antonio. Poster.

## TEACHING EXPERIENCE

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### PROFESSOR

Research Methods, Haas School of Business	2018–
Dialogues on Race, Faculty Advisor, Haas School of Business	2018–
Negotiations, Haas School of Business (Average 6.5 out of 7)	2017–
Research in Micro Organizational Behavior, Haas School of Business	2017–
Managerial Negotiations, Columbia Business School	2015–2016

## MEMBERSHIPS

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Academy of Management (AOM)

Society for Experimental Social Psychology (SESP)

Association for Psychological Science (APS)

Society for Personality and Social Psychology (SPSP)

Society for the Psychological Study of Social Issues (SPSSI)