

## MICHAEL S. NORTH

### Curriculum Vitae

NYU Stern School of Business  
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New York, NY 10012

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#### ACADEMIC EMPLOYMENT

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- 2015-pres.      Assistant Professor of Management and Organizations  
                    *New York University, Stern School of Business*
- 2017              Visiting Research Scholar  
                    *University of Melbourne (Australia), Centre for Workplace Leadership*
- 2013-2015      Postdoctoral Researcher, Department of Psychology  
                    *Columbia University*

#### EDUCATION

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- 2013              Ph.D. in Psychology and Social Policy  
                    *Princeton University*
- 2010              M.A. in Psychology  
                    *Princeton University*
- 2006              B.A. in Psychology (Highest Distinction, High Honors)  
                    *University of Michigan, Ann Arbor*

#### AWARDS, HONORS, FELLOWSHIPS, & GRANTS

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- 2019              Swiss National Science Foundation Research Grant ("Fighting discrimination at employment: Can applicants help reduce bias?"; Project Partner with PI Franciska Krings, University of Lausanne, Switzerland.) *Total award: 630,000 Swiss Franc (\$630,000 USD)*
- 2016-2020      Center for Global Economy and Business Research Award
- 2017              Society for Human Resource Management Foundation (Research Donation)
- 2015              Rising Star, Association for Psychological Science
- 2014              Justice Initiative Pilot Grant, Columbia University
- 2013              Nominee, Emerging Alumni Scholars Award, Princeton University Alumni Association
- 2011              American Psychological Association Dissertation Research Award
- 2010              SPSSI Clara Mayo Award for Pre-Dissertation Research on Prejudice
- 2010              Social Science Research Council, Dissertation Proposal Development Fellowship in Discrimination Studies
- 2009-2013      Joint Degree Program in Psychology and Social Policy Fellowship
- 2009              Finalist, Humane Studies Fellowship
- 2008              Princeton First Year Science/Engineering Fellowship
- 2006              Phi Beta Kappa
- 2005              Otto Graf Undergraduate Honors Research Grant (declined)

- 2005            Tanner Memorial Research Award (for Innovative and Meritorious Undergraduate Research in Psychology)
- 2003-2006     James B. Angell Scholar (7 terms)

## SCHOLARLY JOURNAL PUBLICATIONS

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1. Zhang, T., & **North, M.S.** (in press). What goes down when advice goes up: Younger advisers underestimate their impact. *Personality and Social Psychology Bulletin*.
2. **North, M.S.** & Shakeri, A. (2019). Workplace subjective age multidimensionality: Generation, Age, Tenure, Experience (GATE). *Work, Aging, & Retirement*, 5(4), 281-286.
3. Nagy, N., Fasbender, U., & **North, M.S.** (2019). Youthfuls, Matures, and Veterans: Subtyping subjective age in late career employees. *Work, Aging, & Retirement*. 5(4), 307-322.
4. **North, M.S.** (2019). A GATE to understanding “older” workers: Generation, Age, Tenure, Experience. *Academy of Management Annals*, 13(2) 414-443.
5. Martin, A.E., **North, M.S.**, & Phillips, K.W. (2019). Intersectional escape: Older women elude prescriptive stereotypes more than older men. *Personality and Social Psychology Bulletin*, 45(3), 342-359.
6. **North, M.S.**, & Fiske, S.T. (2016). Resource scarcity and prescriptive attitudes generate subtle, intergenerational older-worker exclusion. *Journal of Social Issues*, 72(1), 119-141.
7. **North, M.S.**, & Fiske, S.T. (2015). Modern attitudes toward older adults in the aging world: A cross-cultural meta-analysis. *Psychological Bulletin*, 141(5), 993-1021.
8. **North, M.S.**, & Fiske, S.T. (2015). Intergenerational resource tensions in the workplace and beyond: Individual, Interpersonal, Institutional, International. *Research in Organizational Behavior*, 35, 159-179. *Translated into Spanish as: Tensiones intergeneracionales sobre recursos en el lugar de trabajo y más allá: Individual, interpersonal, institucional, internacional. (George A. Jachewatzky-Hashaviah, Ecuadorian National Council for Intergenerational Equality, Trans.)*
9. Masip, D., **North, M.S.**, Todorov, A., & Osherson, D.N. (2014). Automated prediction of preferences using facial expressions. *PLoS ONE*, 9(2), e87434.
10. **North, M.S.**, & Fiske, S.T. (2013). A prescriptive, intergenerational-tension ageism scale: Succession, Identity, and Consumption (SIC). *Psychological Assessment*, 25(3) 706-713. *Scale translated into Lithuanian as: Nuostatų dėl amžiaus skalė. (Tomas lazdauskas, Trans.)*
11. **North, M.S.**, & Fiske, S.T. (2013). Act your (old) age: Prescriptive, ageist biases over Succession, Consumption, and Identity. *Personality and Social Psychology Bulletin*, 39(6), 720-734.
12. **North, M.S.**, & Fiske, S.T. (2013). Subtyping ageism: Policy issues in Succession and Consumption. *Social Issues and Policy Review*, 7(1), 36-57.
13. **North, M.S.**, Todorov, A., & Osherson, D.N. (2012). Accuracy of inferring self- and other-preferences from spontaneous facial expressions. *Journal of Nonverbal Behavior*, 36(4), 227-233.
14. **North, M.S.**, & Fiske, S.T. (2012). An inconvenienced youth? Ageism and its potential intergenerational roots. *Psychological Bulletin*, 138(5), 982-997.

\* Reprinted in S.T. Fiske (Ed.) (2013), *Social Cognition*. Sage.

15. **North, M.S.**, Todorov, A., & Osherson, D.N. (2010). Inferring the preferences of others from spontaneous, low-emotional facial expressions. *Journal of Experimental Social Psychology*, 46(6), 1109-1113.
16. Melamed, D.\*, & **North, M.S.\*** (2010). The future in inequality. *Social Psychology Quarterly*, 73(4), 346-347.

\* Equal author contribution.

17. Niiya, Y., Ballantyne, R., **North, M.S.**, & Crocker, J. (2008). Gender, contingencies of self-worth, and achievement goals as predictors of academic cheating in a controlled, laboratory setting. *Basic and Applied Social Psychology*, 30(1), 76-83.

## **BOOK CHAPTERS AND SPECIALIZED JOURNAL ARTICLES**

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18. Francioli, S., & **North, M.S.** (2019). The older worker: Gender and age discrimination in the workplace. In K.W. Schaie and S.L. Willis (Eds.), *Handbook of the Psychology of Aging* (9<sup>th</sup> Edition). London: Elsevier.
19. **North, M.S.** (2019). Intergenerational resource tensions. In D. Gu & M.E. Dupre (Eds.), *Encyclopedia of Gerontology and Population Aging*. New York: Springer.
20. **North, M.S.**, & Fiske, S.T. (2017). Succession, consumption, and identity: Prescriptive ageism domains. In T.D. Nelson (ed.), *Ageism: Stereotyping and Prejudice against Older Persons* (2<sup>nd</sup> Edition) (pp. 77-103). New York: Oxford University Press.
21. **North, M.S.** (2015). Ageism stakes its claim in the social sciences. *Generations*, 39(3), 29-33.
22. **North, M.S.**, & Fiske, S.T. (2014). Social categories create and reflect inequality: Psychological and sociological insights. In J. Cheng, J. Tracy, & C. Anderson (Eds.), *The Psychology of Social Status* (pp. 243-265). New York: Springer.
23. Fiske, S.T., & **North, M.S.** (2014). Measures of stereotyping and prejudice: Barometers of bias. In G. Boyle & D. Saklofske (Eds.), *Measures of Personality & Social Psychological Constructs* (pp. 684-718). Elsevier/Academic Press.
24. **North, M.S.**, & Fiske, S.T. (2013). Driven to exclude: How core social motives explain social exclusion. In C.N. DeWall (Ed.), *Handbook of Social Exclusion* (pp. 31-42). New York: Oxford University Press.
25. **North, M.S.**, & Fiske, S.T. (2012). The history of social cognition. In A.W. Kruglanski & W. Stroebe (Eds.), *Handbook of the History of Social Psychology* (pp. 81-100). New York: Psychology Press.
26. **North, M.S.**, Gleacher, A.A., Radigan, M., Greene, L., Levitt, J.M., Chassman, J., & Hoagwood, K. (2008). Evidence-Based Treatment and Dissemination Center (EBTDC): Bridging the research-practice gap in New York State. *Report on Emotional & Behavioral Disorders in Youth*, 8(1), 9-16.

## **WORKING PAPERS (UNDER REVIEW / IN REVISION)**

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27. Martin, A.E., & **North, M.S.** Equality for (almost) all: Social egalitarians reject sexism and racism, but not ageism. (*Reject and Resubmit, JPSP.*)

28. Francioli, S., & **North, M.S.** Youngism: The content, causes, and consequences of prejudice toward younger adults. (*Reject and Resubmit, JEP-General.*)
29. Sharps, D., Chatman, J., Kray, L., & **North, M.S.** Gendered discrimination through the ages: An intersectional investigation of perceptions of men and women at different career stages. (*Under Revision, OBHDP.*)
30. Flamion, A., & **North, M.S.** The ebb and flow of age attitudes among the young over time. (*In Revision, Psych Review.*)
31. To, C.\*, O'Connor, K.\*, & **North, M.S.\*** Sagacity spillover: Relative maturity fosters conscientious cognition and behavior. (*Under Review, PSPB.*)  
[\*Equal author contribution]
32. **North, M.S.**, O'Connor, K., & To, C. Maturity balance. (*In Revision, AMR.*)
33. **North, M.S.**, & Zhang, X. Pension tension: Retirement annuity predicts ageism across countries and cultures. (*In Preparation, AMJ.*)
34. Abdou, C.M., Gonzales, K., Harawa, N., **North, M.S.**, Acosta Valle, D., Bisht, C., del Pino, H., Johansson, P., McBride, S., Roman, C., Sirey, J., Thomas, C.S., & Vasi, E. Stigma and minority aging. (*In Preparation, Social Science, Medicine, & Health.*)
35. Tomova, T., **North, M.S.**, Berson, Y., & Oreg, S. Age and leadership. (*In Preparation, JAP.*)
36. **North, M.S.** A PORTAL to productive age diversity: A career-stage, complementary work motivation account. (*In Preparation, AMR.*)
37. Gundemir, S., Homan, A., & **North, M.S.** The impact of organizational age diversity ideologies on older workers. (*In Preparation, OBHDP.*)

## OTHER WRITING

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- North, M.S.**, & Wiesenfeld, B. (2020, May 18). Isn't COVID bad enough without us making it about Boomers vs Snowflakes? *Newsweek*. <https://www.newsweek.com/covid-generational-divide-young-old-1504891>
- North, M.S.** (2017, March 24). Millennials and baby boomers are taught to hate each other—but they need each other to survive. *Quartz*. <https://qz.com/940686>
- North, M.S.** (2017, March 9). Young workers expect their older colleagues to get out of the way. *The Conversation*. <https://theconversation.com/young-workers-expect-their-older-colleagues-to-get-out-of-the-way-73194>
- North, M.S.** (2017, February 15). Millennials and Boomers feel like they're living in two different Americas—and that's a big problem. *Quartz*. <https://qz.com/909448>
- North, M.S.** (2016, October 5). Don't let rift between generations spark a toxic era of ageism. *New Scientist*. <https://www.newscientist.com/article/2108131-dont-let-rift-between-generations-spark-a-toxic-era-of-ageism/>

**North, M.S.** (2014). Changing our perceptions of older workers. Executive briefing for the Society for Human Resource Management Foundation. <https://www.shrm.org/foundation/ourwork/initiatives/the-aging-workforce/Documents/Changing%20Perceptions%20Older%20Workers.pdf>

**North, M.S., & Hershfield, H.E.** (2014). Four ways to adapt to an aging workforce. *Harvard Business Review*. <https://hbr.org/2014/04/four-ways-to-adapt-to-an-aging-workforce>

\* *HBR* "Management Tip of the Day" (2014, June 16).

**North, M.S., & Hershfield, H.E.** (2014). Psychologists report: Getting older isn't all bad. *SPSP Blog*.

**North, M.S., & Fiske, S.T.** (2013). Great (age-based) expectations. *SPSP Connections*. <https://spsptalks.wordpress.com/2013/09/05/great-age-based-expectations/>

## INVITED TALKS

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National Academies of Sciences, Engineering, and Medicine, Committee on Understanding the Aging Workforce and Employment at Older Ages (June 2020)

University of Lausanne (Switzerland), Organizational Behavior Department (April 2019)

New York University, NYU Aging Incubator Seminar Series (February 2019)

Harvard University, Center for Population and Development Studies (November 2018)

Purdue University, Department of Psychological Sciences (April 2018)

National Academies of Science, Engineering, and Medicine, Workshop on Ageing and Disability: Beyond Stereotypes to Inclusion (October 2017)

Society for Human Resource Management, Aging Workforce Executive Forum (October 2017)

Berkeley Haas School of Business, Management of Organizations Colloquium (April 2017)

University of Melbourne (Australia), Faculty of Business and Economics, public lecture (February 2017)

University of Melbourne (Australia), Panel on the Future of Health Care in an Ageing Australia (February 2017)

University of Melbourne (Australia), The Ageing Workforce in Australia: Trends and Challenges Workshop (February 2017)

Resource Centers for Minority Aging Research Preconference (Keynote) (November 2016)

Rutgers University, Department of Psychology, Social Psychology Colloquium (October 2016)

Aging as Future Conference, Nuremberg, Germany (Keynote) (July 2016)

University of Zurich (Switzerland), Department of Psychology, Developmental Colloquium (March 2016)

Columbia University, Mailman School of Public Health (April 2015)

LiveOn NY, Annual Conference (January 2015)

New York University, Stern School of Business (November 2014)

Society for Human Resource Management, Executive Roundtable on the Aging Workforce (June 2014)

New York University, Department of Psychology (April 2014)

Columbia University, Department of Psychology (November 2013)

Columbia University, Columbia Business School (February 2013)

Princeton University, Alumni Association (December 2010)

## CHAired SYMPOSIA

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Kaufmann, M., & **North, M.S.** (May 2017). Promoting age diversity and preventing age discrimination in the workplace. Presented at the 2017 Congress of the European Association of Work and Organizational Psychology, Dublin, Ireland. Speakers: Michael S. North, David Weiss, Irina Gioaba, Michele Kaufmann, Lisa Finkelstein.

Wallen, A.S., & **North, M.S.** (August 2015). *Challenges and considerations for employing the aging workforce*. Presented at the 75<sup>th</sup> annual meeting of the Academy of Management, Vancouver, Canada. Speakers: Michael S. North, Aaron S. Wallen, Ursula Staudinger, Cheryl Paullin, Mark Schmit.

**North, M.S.**, & Fiske, S.T. (January, 2012). *Prejudice against some prejudices? Under-studied biases in social psychology*. Presented at the 13<sup>th</sup> Annual Society for Personality and Social Psychology Conference, San Diego, CA. Speakers: Michael S. North, Nicole M. Stephens, Peter Hegarty & Chris Crandall.

## **SELECTED CONFERENCE TALKS & PRESENTATIONS**

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Zhang, T., & **North, M.S.** (August 2019). Reverse advising: What goes down when advice goes up the hierarchy. Presented at the 79<sup>th</sup> annual meeting of the Academy of Management, Boston, MA.

Martin, A.E., & **North, M.S.** (July 2019). Equality for (almost) all: Social egalitarians reject sexism and racism, but not ageism. Presented at the 2019 International Association for Conflict Management Conference, Dublin, Ireland.

Zhang, T., & **North, M.S.** (July 2019). Wunderkind wisdom: Younger advisers discount their effectiveness. Presented at the 2019 International Association for Conflict Management Conference, Dublin, Ireland.

Francioli, S., & **North, M.S.** (February 2019). Anti-young ageism: Content, causes, and consequences of prejudice toward young adults. Presented at the 20<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Portland, Oregon.

**North, M.S.** (November 2018). Intersectional escape: Older women elude prescriptive stereotypes more than older men. Presented at the annual scientific meeting of the Gerontological Society of America, Boston, MA.

Francioli, S., & **North, M.S.** (August 2018). Unpacking stereotype content and key predictors of attitudes toward younger adults. Presented at the 78<sup>th</sup> annual meeting of the Academy of Management, Chicago, Illinois.

Zhang, T., & **North, M.S.** (August 2018). Wunderkind wisdom: Younger advisers discount their impact in reverse advising contexts. Presented at the 78<sup>th</sup> annual meeting of the Academy of Management, Chicago, Illinois.

**North, M.S.** (April 2018). Intersectional escape: Older women elude prescriptive stereotypes more than older men. Presented at Society for Industrial and Organizational Psychology Conference, Chicago, IL.

**North, M.S.** (May 2017). Intergenerational tensions in the workplace and beyond: Individual, interpersonal, institutional, and international. Presented at the 2017 Congress of the European Association of Work and Organizational Psychology, Dublin, Ireland.

**North, M.S.** & Hershfield, H.E. (August 2016). The future is yours: Cultivating the entrepreneurial spirit with a future-self approach. Presented at the 76<sup>th</sup> annual meeting of the Academy of Management, Anaheim, California.

Martin, A.E., **North, M.S.**, & Phillips, K.W. (August 2016). The granny buffer: Older women avoid prescriptive stereotypes more than older men. Presented at the 76<sup>th</sup> annual meeting of the Academy of Management, Anaheim, California.

- North, M.S.** (August 2015). Intergenerational tensions in the workplace and beyond. Presented at the 75<sup>th</sup> annual meeting of the Academy of Management, Vancouver, Canada.
- North, M.S.** (May 2015). Prescriptive age stereotypes: Individual, interpersonal, institutional, and international. Presented at the 27<sup>th</sup> Annual Convention of the Association for Psychological Science, New York, NY.
- North, M.S., & Fiske, S.T.** (January, 2012). An inconvenienced youth: Ageism as intergenerational tension. Presented at the 13<sup>th</sup> Annual Society for Personality and Social Psychology Conference, San Diego, CA.
- North, M.S., & Fiske, S.T.\*** (July, 2011). An inconvenienced youth: Ageism's intergenerational tensions over Succession, Identity, Consumption (SIC). Presented as part of *Symposium on Complicating demographic categories: The social psychology behind the boxes checked*, at the meetings of the European Association of Social Psychology, Stockholm, Sweden. \*(presenter)
- North, M.S.** (April, 2010). Succession, Identity, and Consumption: An intergenerational, prescriptive approach to ageism. Presented at the Four College Conference, New York University, New York, NY.
- North, M.S.** (November, 2009). A new approach to ageism: Succession, Identity and Consumption. Presented at the Bridging Social Psychologies Conference, Northwestern University, Evanston, IL.

## TEACHING EXPERIENCE

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*New York University Stern School of Business*  
Management and Organizations, Spring 2020  
Average Instructor Rating (2 sections): 5.0/5.0, 5.0/5.0

*New York University Stern School of Business*  
Management and Organizations, Fall 2018  
Average Instructor Rating (3 sections): 5.0/5.0, 5.0/5.0, 4.9/5.0

Understudied 101: Overlooked Topics in Social Cognition and Organizational Behavior, Spring 2018  
(Self-developed Ph.D seminar; instructor rating N/A)

Management and Organizations, Fall 2017  
Average Instructor Rating (3 sections): 7.0/7.0, 7.0/7.0 7.0/7.0

Management and Organizations, Fall 2016  
Average Instructor Rating (1 section): 7.0/7.0

Management and Organizations, Fall 2015  
Average Instructor Rating (2 sections): 6.9/7.0, 6.8/7.0

*Princeton University (Assistant Instructor)*  
Quantitative Methods, Fall 2011  
Average Instructor Rating (3 sections): 4.8/5.0, 4.6/5.0, 4.8/5.0

## PROFESSIONAL SERVICE

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- NYU Stern Department of Management & Organizations
- Course Coordinator, undergraduate core course "Management & Organizations" (2017-)

- Faculty Annual Merit Review Committee (2018)
- Management & Organizations Department Faculty Liaison, Stern Behavioral Lab (2016-2018)
- External Review Committee, Research (2018)

#### NYU Stern Management & Organizations Graduate Program

- Faculty Reader, Doctoral Student 2<sup>nd</sup>-year Paper (2018, Thea Tomova)
- Faculty Grader, Doctoral Student Competency Exam (2018, Thea Tomova; 2017, Stephane Francioli)
- Faculty Discussant, East Coast Doctoral Conference (previously called Columbia-Stern Ph.D Student Conference) (2015, 2016, 2019)

#### NYU Stern Undergraduate Program

- Honors Thesis Supervisor, Stern Honors Program (2017-2018; 2019-2020) (3 students; Samyak Jain, Jodie Miller, Angela Shakeri\*) [\*winner of the 2020 Dean Menon Undergraduate Research Award]
- Session Leader, Undergraduate Orientation Social Dialogue (2019)
- Faculty Mentor, “Proud to Be First” (First Year, First Gen) (2019)
- Faculty Supervisor, Stern Program for Undergraduate Research (2017-) (15 students Fall 2017-Spring 2019)
- Independent Study Supervisor (2 student) (Fall 2017, Spring 2020)

#### NYU Stern MBA Program

- LAUNCH Facilitator (2017)

#### NYU Stern (General)

- New Faculty Orientation, Teaching Faculty Panel (2018)
- AACSB Reaccreditation, Junior Faculty Meeting Group (2019)
- Diverse Pathways in Academia Workshop, Panel on “How We Got to Business School, and Why We Stayed” (2020)

#### New York University (School-wide)

- Faculty Advisory Board, Wasserman Center for Career Development
- Steering Committee, NYU Aging Incubator

#### External Service

- Thesis Committee Member: Irina Gioaba (University of Lausanne, Switzerland), Tomoe Hashimoto (Minerva University) (2019)
- Invited Committee Member, National Academies of Sciences, Engineering, and Medicine, Committee on Consideration of Generational Issues in Workforce Management and Employment (2019-)

#### Visiting Scholar Host

- Noemi Nagy, University of Bern, Switzerland (August 2019-)
- Allison Flamion, University of Liege, Belgium (September 2018-December 2018)
- Peter Gahan, University of Melbourne, Australia (January 2018-March 2018)

#### Ad-hoc reviewer:

*American Psychologist; British Journal of Social Psychology; Chinese Science Bulletin; Current Biology; Current Psychology; Developmental Psychology; Emotion; Frontiers in Psychology; Group Processes & Intergroup Relations; In-Mind Magazine; International Journal of Aging and Human Development; International Journal of Ageing and Later Life; International Journal of Psychology; Journal of Aging Science; Journal of Applied Social Psychology; Journal of Experimental Social Psychology; Journal of Gerontology, Series B: Psychological Sciences; Journal of Organizational Behavior; Journal of Personality and Social Psychology; Journal of Population Ageing; Journal of Social Issues; Nordic Psychology; Personality and Social Psychology Bulletin; Perspectives on Psychological Science; PlosONE; Psychological*



*Record; Psychological Reports; Psychological Science; Psychology and Aging; Psychology, Public Policy, & Law; Research on Aging; Sex Roles; Social Cognition; Social Currents; Social Psychology*

## **PROFESSIONAL MEMBERSHIPS**

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Academy of Management (AOM)  
Association for Psychological Science (APS)  
Society for Industrial and Organizational Psychology (SIOP)  
Society for Personality and Social Psychology (SPSP)

## **SELECTED MEDIA COVERAGE**

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New York Times; Wall Street Journal; Washington Post; New Yorker; CNN; Time; Inc; Mother Jones; Society for Human Resource Management; Scientific American; NPR; APS Observer, Huffington Post; Psychology Today; San Francisco Chronicle; NationSwell; ThriveGlobal; PayScale; Boston Globe; City Limits; HR Magazine; MEL Magazine; Princeton Alumni Weekly; Maeil Business Newspaper [Korea]; El País [Spain]; NRC Handelsblad [Netherlands]; Deloitte [Australia]. *[Links available upon request.]*

## **CONSULTING (SELECTED)**

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AARP (Washington, DC)  
Heimerl & Lammers LLC (Minneapolis, MN)