

Speaker Biographies

David Amodio is an assistant professor of psychology at New York University. After receiving his doctorate from the University of Wisconsin, Madison, Professor Amodio worked as a Post-Doctoral fellow at the University of California, Los Angeles, before joining the NYU faculty in 2005. His research examines the roles of social cognition and emotion in the regulation of behavior and the neural mechanisms underlying these processes. Much of his work examines these processes in the context of prejudice and stereotyping, although his interests extend to the areas of motivation and health psychology. His work has been published in leading academic journals, including *Nature*, the *Journal of Personality and Social Psychology* and *Psychological Science*.

Dana R. Carney is an assistant professor of management at Columbia Business School. Broadly speaking, Professor Carney studies connections between body and mind. She is interested in how humans reveal thought and feeling (conscious and less-conscious forms) through subtle nonverbal behaviors, how one's own nonverbal expressions can unconsciously shape thought and feeling, and how and when we use nonverbal behaviors as cues when trying to understand others' thought and feeling. She is also interested more generally in less-conscious modes of thought and feeling and how they influence social judgment and decision making.

Susan T. Fiske is the Eugene Higgins Professor of Psychology at Princeton University (Ph.D., Harvard University; honorary doctorates, Université Catholique de Louvain-la-Neuve, Belgium; Universiteit Leiden, Netherlands). She investigates cognitive stereotypes and emotional prejudices at cultural, interpersonal and neural levels. The U.S. Supreme Court cited her gender-bias testimony, and she testified before President Clinton's Race Initiative Advisory Board. Editor of *Annual Review of Psychology* and *Handbook of Social Psychology*, she wrote *Social Beings: A Core Motives Approach to Social Psychology and Social Cognition*. She won the American Psychological Association's Early Career Award for Distinguished Contributions to Psychology in the Public Interest, the Society for the Psychological Study of Social Issues' Allport Intergroup Relations Award and the Association for Psychological Science's William James Award. She was elected Association for Psychological Science President, Foundation for the Advancement of Behavioral and Brain Sciences President and Fellow of the American Academy of Arts and Sciences.

Lasana Harris is an assistant professor of psychology at Duke University. She initially sought to write about people, possibly as a journalist or novelist, but ended up manipulating and measuring instead of just reporting behavior. Her undergraduate work examined standardized testing and the black-white test score gap at Howard University. At Princeton University, she had the opportunity to simultaneously study social psychology and cognitive neuroscience, becoming a social neuroscientist. Under the supervision of Susan Fiske and as a graduate fellow Center for Human Values, Professor Harris found evidence for dehumanized perception, a phenomenon characterized by lack of spontaneous mentalizing to social-outcasts and indexed by reduced medial prefrontal cortex activation. She continued training at New York University with Elizabeth Phelps, where she currently explores emotion regulation, social cognition and decision-making—the same questions about people that intrigued her more than 20 years ago growing up on a small island in the Caribbean watching diverse people interact.

JoEllen Helmer currently serves as a lead partner assisting the Ernst & Young's Americas Inclusiveness Officer. In her role, she works to foster and maintain a diverse and inclusive workplace culture where all EY people can achieve their potential. While Helmer spends a significant amount of time on Inclusiveness, she continues to serve Health Sciences clients in an assurance and advisory role. She has served on the firm's National Gender Equity Steering Committee and currently serves on the Midwest Area Professional Women's Network and has also taken an active role with regard to advancing inclusiveness within the workplace.

Helmer has more than 20 years of experience and serves major health science clients (pharmaceutical/medical device companies and large academic medical centers), in both an external audit and business/risk advisory capacity. Organizations she has served include, Baxter International, Takeda Pharmaceuticals North America, Eli Lilly, Mayo Clinic, University of Pittsburgh Medical Center, Advocate Health Care and Northwestern Memorial Hospital.

Helmer graduated Magna Cum Laude from St. Joseph's College and is a member of the American Institute of Certified Public Accountants, Health Care Financial Management Association, and the Illinois, Indiana, Wisconsin, Pennsylvania and Minnesota CPA Societies. She serves on the board and audit committee of iBIO, participates in numerous community events and is frequently engaged in public speaking events.

Laura Liswood co-founded the Council of Women World Leaders with President Vigdís Finnbogadóttir of Iceland in August 1996. Liswood is the Secretary General of the Council, which is composed of women presidents, prime ministers and heads of government. The work of the Council expands the understanding of leadership, establishes a network of resources for high-level women leaders and provides a forum for the group to provide input and shape international issues important to all people. The Council's mission is to promote good governance and enhance the experience of democracy globally by increasing the number, effectiveness and visibility of women who lead at the highest levels in their countries. The Council is a policy program of the Aspen Institute and is currently chaired by President Tarja Halonen of Finland.

In 2001, Liswood was named Managing Director, Global Leadership and Diversity for Goldman Sachs, a premier global investment bank. She is now a Senior Advisor to the firm.

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Laura Liswood (continued) From 1992-1996, as director of the Women's Leadership Project, Liswood identified global leadership contributions by women heads of state. She interviewed 19 current and former women presidents and prime ministers, which is chronicled in her book and video documentary, *Women World Leaders* (1996, 2007 and 2009, Harper Collins). Her quest was to find out what it would take for a woman to become President of the United States.

In 1997, Liswood co-founded The White House Project, which is dedicated to electing a woman President of the U.S. Her work with women presidents and prime ministers was the inspiration for the Project, which seeks to change the cultural message in the U.S. about women as leaders.

Liswood's professional experience includes CEO/President of the American Society for Training and Development, executive-level consulting to Fortune 500 and international companies, and executive positions at Rainier National Bank and at Group W Cable, a subsidiary of Westinghouse Broadcasting and Cable. She received the Westinghouse Award of Excellence for her contribution to women and minorities in the work place. She has held management positions in the airline industry, including general manager for the Pacific Northwest and for TWA, and was a consultant for the Boston Consulting Group. She is the author of *Serving Them Right* (Harper Business, 1991). Liswood's latest book, *The Loudest Duck* (Wiley & Sons, November 2009), is a business guide that explores workplace diversity and uses practical stories to offer an alternate, nuanced approach to diversity to create a truly effective workplace for all.

Liswood, a nationally recognized speaker, author and advisor, has contributed to leadership and diversity in the women's community for more than 20 years as a member of the International Women's Forum, Leadership America, the board of the First Women's Bank of California, and the Washington Women's Political Caucus. Former commissioner of the City of Seattle Women's Commission, Liswood was the owner/publisher of *Seattle Woman* and is the founder of May's List, a bipartisan political donor network emphasizing women's leadership in the political arena. In 2000, the U.S. Secretary of Defense appointed her to a three-year term on the Defense Advisory Committee on Women in the Services (DACOWITS). After the events of September 11, 2001, Liswood became a reserve police officer in the Washington, D.C. Metropolitan Police Department and is now a Sergeant.

She holds an M.B.A. from Harvard Business School and a B.A. from California State University, San Diego. She holds a J.D. from the University of California, Davis School of Law, and is admitted to practice law in California and Massachusetts.

Bruce Kogut is a chaired professor in the management division at Columbia Business School. He is also the director of the Sanford C. Bernstein & Co. Center for Leadership and Ethics. His research includes but is not limited to international direct investment, development economics, technology policy, privatization, strategy, economic sociology and political economy. Professor Kogut has published several books covering various aspects of the global economy and technology in the workplace, in addition to an extensive list of journal publications.

Prior to joining the Columbia faculty, Professor Kogut served as the Eli Lilly Chair in Innovation, Business and Society at INSEAD and the Dr. Felix Zandman Professor at the Wharton School, University of Pennsylvania, where he headed the Reginald H. Jones Center. He has been a visitor at the École Polytechnique, Stockholm School of Economics, Wissenschaftszentrum and Santa Fe Institute. Professor Kogut is also the scientific director for EIASM, Brussels, and a member of the steering committee for the Advanced Institute of Management. Professor Kogut earned his PhD at the Massachusetts Institute of Technology's Sloan School of Management, a master's degree in international affairs at Columbia University, and a BA in political science at the University of California, Berkeley. He received an honorary doctorate from the Stockholm School of Economics in 2005.

Malia Mason is an assistant professor in the management division at Columbia Business School. After receiving her doctorate from Dartmouth College in 2005, Professor Mason worked as a Post-doctoral fellow at Harvard Medical School before joining the Columbia Business School faculty in the fall of 2007. Professor Mason is an expert on attention and decision-making. Using brain imaging (fMRI) and traditional experimental approaches, her research identifies strategies for managing attention, coping with indecision, and the benefits of mind-wandering. Her work has been published in leading academic journals including *Science* and *Psychological Science* and featured by *CNN*, *MSNBC*, *USA Today*, *Scientific American*, *Psychology Today*, *Lady's Home Journal* and *Match.com*.

Professor Mason teaches the core Leadership Development course (B6703) in the MBA program and an undergraduate course on Leadership in Organizations at Columbia College.

Monika Mantilla is the founder, CEO and President of Altura Capital. Mantilla's rich professional background includes investment management consulting, private equity, management consulting as well as a nine-year general management and international corporate law career. Prior to founding Altura Capital, Ms. Mantilla was a Principal with an investment management consulting firm that provided advice to more than 100 institutional and private clients, including pension plans, corporations, unions, endowments, foundations, universities, families and individuals. Ms. Mantilla's prior positions include: Managing Director at Discovery Advisory Group, a strategic and financial consulting firm; Managing Director for North America of FMG, a global logistics service provider; Partner in a Spanish private equity fund, Latinrim, and advisor to numerous small and mid-sized companies in both domestic and international emerging markets in the areas of general management, investment management, strategic partnerships and private equity financing. Mantilla holds an MBA from Columbia Business School and a Law degree from Universidad del Rosario, Bogotá, Colombia.

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Christopher Mayer is Senior Vice Dean and Paul Milstein Professor of Real Estate at Columbia Business School. He is also Research Director of the Paul Milstein Center for Real Estate, Visiting Scholar at the Federal Reserve Bank of New York, and Research Associate at the National Bureau of Economic Research. Professor Mayer serves on the Board of Editors of the *Journal of Urban Economics and Real Estate Economics* and is a Fellow of the Homer Hoyt Institute. He also serves on the Board of Directors of Oak Hill REIT Management, a REIT hedge fund. Dr. Mayer previously held positions at The Wharton School, the University of Michigan, and the Federal Reserve Bank of Boston. He holds a BA in Math and Economics from the University of Rochester and a PhD in Economics from MIT.

Professor Mayer has been active in advising policymakers on the current financial crisis. He has testified three times before the U.S. House of Representatives and the Senate on the use of TARP funds and how to reduce foreclosures. Dr. Mayer has presented at the Congressional Budget Office and the Federal Reserve and has written numerous op-ed articles on solutions to the crisis. His research explores a variety of topics in real estate and financial markets, including real estate cycles, debt securitization, house price dynamics, commercial real estate valuations, mortgages, property taxes, and reverse mortgages. He has also written on the economics of airline congestion. Dr. Mayer's research has been funded by the National Science Foundation, the Government of Canada, and the Real Estate Research Institute. He frequently appears on television, on the radio, and in print, including the *Wall Street Journal*, *NY Times*, *National Public Radio*, *ABC News*, *CNBC's The Kudlow Report*, and *Bloomberg*.

Michael Morris is the Chavkin-Chang Professor of Leadership in the Columbia Business School as well as a Professor in the Psychology Department of Columbia University. He is the founder and director of the Program on Social Intelligence at Columbia Business School, which emphasizes teaching collaboration skills based on psychological research. Professor Morris teaches MBA and executive classes on negotiation, decision-making and team dynamics. He is a founding editor of the journal *Management and Organization Review*, which promotes management research and teaching in China and is on the editorial board at several other journals. Prior to joining Columbia in 2001, Professor Morris was a tenured professor at Stanford in the Graduate School of Business. He has served as a visiting professor at the Chinese University of Hong Kong, UC-Berkeley, the University of Hong Kong, and Universitat Pompeu Fabra. He earned a Ph.D. from Michigan in 1993 and B.A. from Brown in 1986.

Valerie Purdie-Vaughns, assistant professor of psychology, joined the Columbia faculty in January 2009; previously she served on the faculty at Yale University. Professor Purdie-Vaughns began as an undergraduate at Columbia University (CC '93) and then went on to complete her doctoral work at Stanford University in 2004 as a student of Dr. Claude Steele. Her current work focuses on the role of identity in academic and workplace settings and how threats to one's group may undermine the achievement of under-represented groups in society. As a psychology professor, she has authored several publications that have appeared in journals such as *Science*, *Psychological Science* and *Journal of Personality & Social Psychology*. She has been awarded numerous grants from the National Science Foundation and Department of Education. Professor Purdie-Vaughns is also a regular guest on National Public Radio (NPR) as a psychology consultant on *The Take Away*. As a true believer in the power of psychology to effect social change she regularly provides consulting about how diversity works "on the ground" to corporations, universities and federal agencies. Here at Columbia, she teaches Introduction to Cultural Psychology, the Science of Diversity and Psychology in the Public Interest.

Susan Sturm is the George M. Jaffin Professor of Law and Social Responsibility at Columbia Law School, where her principal areas of teaching and research include institutional change, structural inequality in employment and higher education, employment discrimination, public law remedies, conflict resolution, and civil procedure. She is the founding director of the Center for Institutional and Social Change at the Law School, www.groundshift.org, and a founding member of the Presidential Advisory Committee on Diversity Initiatives at Columbia. She has published numerous articles and books on "the architecture of inclusion," institutional change, transformative leadership, workplace equality, legal education, and inclusion and diversity in higher education, which are available on her website at www2.columbia.edu/ssurm. She is also the principal investigator for grants from the Ford Foundation, Harvard University, and the Kirwan Institute, awarded to develop the architecture of inclusion in higher education. In 2007, she received the Presidential Teaching Award for Outstanding Teaching at Columbia.