



Dr. Mary C. Murphy

Dr. Mary Murphy is the Herman B Wells Endowed Professor of Psychological and Brain Sciences at Indiana University and Founder of the Equity Accelerator, a research, practice, and policy organization focused on creating more equitable learning and working environments through social and behavioral science. In the realm of education, her research illuminates the situational cues—like faculty and institutional mindset—that influence students’ academic motivation and achievement with an emphasis on understanding when those processes are similar and different for structurally advantaged and disadvantaged students. She develops, implements, and evaluates social psychological interventions that reduce identity threat and spur students’ motivation, persistence, and performance. In the realm of organizations and tech, her research examines barriers and solutions for building dynamic organizations, with an emphasis on gender and racial diversity and inclusion in STEM fields. In particular, she examines the role of organizational mindset in companies’ organizational culture, employee engagement and performance, and diversity, equity, and inclusion. Mary is Latina from San Antonio, Texas and earned her B.A. from the University of Texas at Austin and her PhD from Stanford University. She completed a National Science Foundation (NSF) postdoctoral fellowship at Northwestern University. In 2012, she joined the faculty of Indiana University and, in 2013, was named a Rising Star by the Association for Psychological Science. In 2019, she was awarded the Presidential Early Career Award for Scientists and Engineers (PECASE)—the highest honor bestowed on early career scientists by the United States Government. She is the recipient of over \$9 million in federal and foundation grants including a \$2.2 million NSF CAREER award for her research on strategies to improve diversity in STEM. She has published more than 100 articles in top academic journals and her research has been profiled in *The New York Times*, *Forbes*, *Harvard Business Review*, *Scientific American*, and *NPR*, among other outlets. Mary’s new book on organizational mindset, *Cultures of Growth: How the New Science of Mindset Can Transform Individuals, Teams, and Organizations* will be published by Simon & Schuster March 12, 2024.