

## Melissa J. Williams

Goizueta Business School  
Emory University  
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Atlanta, GA 30322  
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### POSITIONS HELD

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| 2025 to present | Professor<br>Organization & Management<br>Goizueta Business School<br>Emory University              |
| 2017 to present | Affiliated Faculty<br>Department of Psychology<br>Emory University                                  |
| 2017-2025       | Associate Professor<br>Organization & Management<br>Goizueta Business School<br>Emory University    |
| 2017-2020       | Goizueta Term Chair   |
| 2011-2017       | Assistant Professor<br>Organization & Management<br>Goizueta Business School<br>Emory University    |
| 2008-2010       | Postdoctoral Scholar, Organizational Behavior<br>Graduate School of Business<br>Stanford University |

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### EDUCATION

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| PhD | University of California, Berkeley – Social and Personality Psychology, 2008 |
| BA  | Rice University – Psychology and English, 1995                               |

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PUBLICATIONS

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Underlined text indicates co-author was a Ph.D. student as of project initiation.

Hendrick, S., Williams, M. J., & Bianchi, E. C. (in press). Gender differences in parents' well-being reverse during unemployment. *Personality and Social Psychology Bulletin*.

**Williams, M. J.,** Esianor, B., Hendrick, S., Farlow, J. L., Farrell, A., Kupfer, R. A., Meyer, T. K., Vinson, K. N., Wandell, G. M., & Chen, A. Y. (2025). Everyday questioning of women's authority and legitimacy at work yields greater burnout and less persistence in a male-dominated profession. *Proceedings of the National Academy of Sciences*, 122(20), e2415826122.

**Williams, M. J.,** Wade, J. B., Nwadei, T., Swaminathan, A., Harrison, K., & Bukstein, S. (2024). Looking the part: Stereotypicality in appearance among White professionals predicts leadership attainment and perceived leadership suitability. *Personality and Social Psychology Bulletin*, 50(4), 613-628.

**Williams, M. J.,** Lopiano, G., & Heller, D. (2022). When the boss steps up: Workplace power, task responsibility, and unpleasant work. *Organizational Behavior and Human Decision Processes*, 170, 104-140.

He, T., & Williams, M. J. (2021). Interdependence and reflected failure: Cultural differences in stigma by association. *Journal of Experimental Social Psychology*, 95, 104-130.

Negro, G., **Williams, M. J.,** Pontikes, E., & Lopiano, G. (2021). Destigmatization and its imbalanced effects in labor markets. *Management Science*, 67(12), 7669-7686.

**Williams, M. J.,** George-Jones, J., & Hebl, M. R. (2019). The face of STEM: Racial phenotypic stereotypicality predicts STEM persistence by – and ability attributions about – students of color. *Journal of Personality and Social Psychology*, 116(3), 416-443.

**Williams, M. J.,** Gruenfeld, D. H., & Guillory, L. (2017). Sexual aggression when power is new: Effects of situational high power on chronically low-power individuals. *Journal of Personality and Social Psychology*, 112(2), 201-223.

**Williams, M. J.,** Tiedens, L. Z. (2016). The subtle suspension of backlash: A meta-analysis of penalties for women's implicit and explicit dominance behavior. *Psychological Bulletin*, 142(2), 165-197.

**Williams, M. J.** (2014). Serving the self from the seat of power: Goals and threats predict self-interested leader behavior. *Journal of Management*, 40(5), 1365-1395.

**Williams, M. J.,** & Chen, S. (2014). When "mom's the boss": Control over domestic decision making reduces women's interest in workplace power. *Group Processes and Intergroup Relations*, 17(4), 436-452.

Hebl, M. R.\*, **Williams, M. J.\*,** Sundermann, J., Kell, H., & Davies, P. G. (2012). Selectively friending:

Racial stereotypicality and social rejection. *Journal of Experimental Social Psychology*, 48, 1329-1335. \*Authors contributed equally; order is alphabetical.

Li, Y. J., Johnson, K. A., Cohen, A. B., **Williams, M. J.**, Knowles, E. D., & Chen, Z. (2012). Fundamental(ist) attribution error: Protestants are dispositionally focused. *Journal of Personality and Social Psychology*, 102(2), 281-290.

Spencer-Rodgers, J., **Williams, M. J.**, & Peng, K. (2010). Cultural differences in expectations of change and tolerance for contradiction: A decade of empirical research. *Personality and Social Psychology Review*, 14(3), 296-312.

**Williams, M. J.**, Paluck, E. L., & Spencer-Rodgers, J. (2010). The masculinity of money: Nonconscious stereotypes predict gender differences in salary estimates. *Psychology of Women Quarterly*, 34, 107-120.

*Winner:* University of California Institute for Labor & Employment Master's/Pre-Dissertation Fellowship

*Winner:* Association for Women in Psychology/Society for the Psychology of Women Annual Prize for Student Research

**Williams, M. J.**, & Spencer-Rodgers, J. (2010). Culture and stereotyping processes: Integration and new directions. *Social and Personality Psychology Compass*, 4(8), 591-604.

**Williams, M. J.**, & Eberhardt, J. L. (2008). Biological conceptions of race and the motivation to cross racial boundaries. *Journal of Personality and Social Psychology*, 94(6), 1033-1047.

**Williams, M. J.**, & Mendelsohn, G. A. (2008). Gender clues and cues: Online interactions as windows into lay theories about men and women. *Basic and Applied Social Psychology*, 30(3), 278-294.

Goff, P. A., Eberhardt, J. L., **Williams, M. J.**, & Jackson, M. C. (2008). Not yet human: Implicit knowledge, historical dehumanization, and contemporary consequences. *Journal of Personality and Social Psychology*, 94(2), 292-306.

*Cited in:* [California Racial Justice Act](#) of 2020, Calif. Stat. AB 2452, § 2e (2020)

*Cited in:* Brief *Amicus Curiae* of the American Civil Liberties Union and the ACLU of Texas in Support of Respondents, *Fisher v. University of Texas* (2016), U.S. Supreme Court

*Winner:* Honorable Mention, Gordon Allport Intergroup Relations Prize, Society for the Psychological Study of Social Issues, 2007

Hebl, M. R., King, E. B., Turchin, J., & **Williams, M. J.** (2008). The grapefruit race: Demonstrating the influence of competition on gender differences in intimacy. *Teaching of Psychology*, 35(1), 18-21.

Spencer-Rodgers, J., **Williams, M. J.**, Hamilton, D. L., Peng, K., & Wang, L. (2007). Culture and group

perception: Dispositional and stereotypic inferences about novel and national groups. *Journal of Personality and Social Psychology*, 93(4), 525-543.

**Williams, M. J., & Hebl, M. R.** (2005). Warding off the attacker: Self-defense in theory and in practice. *Journal of Applied Social Psychology*, 35(2), 366-382.

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#### GENERAL-AUDIENCE WRITING

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Negro, G., Lopiano, G., **Williams, M. J.**, Roemerma, R. M., & Petion, A. R. (2023). State of the South: A snapshot on the conditions and life experiences of LGBTQ Southerners. [Report]. Research collaboration with the LGBTQ Institute at the National Center for Civil and Human Rights, Atlanta, GA. Retrieved from: <https://www.lgbtqsouthernsurvey.org/>

**Williams, M. J.** (2019, Nov. 19). It's OK if he leans out [Blog post]. Retrieved from <https://www.psychologytoday.com/us/blog/powers-be/201911/it-s-ok-if-he-leans-out>

**Williams, M. J.** (2019, Aug. 16). She can execute ... but can she innovate? A gender bias in beliefs about creativity holds women back at work [Blog post]. Retrieved from <https://www.psychologytoday.com/us/blog/powers-be/201908/why-do-we-treat-womens-creativity-differently>

**Williams, M. J.** (2019, May 1). Race, amplified: How what you look like affects when and how you're stereotyped [Blog post]. Retrieved from <https://www.psychologytoday.com/us/blog/powers-be/201905/race-amplified>

**Williams, M. J.** (2019, Feb. 14). Are men overpaid? How we think about the wage gap misses the point [Blog post]. Retrieved from <https://www.psychologytoday.com/us/blog/powers-be/201902/are-men-overpaid>

**Williams, M. J.** (2016, May 31). The price "assertive" women pay – and how to minimize it. *The Wall Street Journal*, pp. R3.

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#### INVITED PRESENTATIONS (SELECTED)

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- London Business School, March 2025
- University of Maryland (Robert H. Smith School of Business), April 2023
- Intragroup Processes Preconference at the Society for Personality and Social Psychology annual meeting, February 2023
- Rutgers Business School, September 2021
- Northwestern University (Kellogg School of Management), May 2021
- MIT (Sloan School of Management), April 2021
- University of Illinois (Geis College of Business), Oct. 2020

- Gender Preconference at the Society for Personality and Social Psychology annual meeting, March 2018
- Self & Identity Preconference at the Society for Personality and Social Psychology annual meeting, March 2018
- Georgia Southern University (Department of Psychology), keynote speaker, April 2017

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#### MEDIA COVERAGE (SELECTED)

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- 11Alive (WXIA) News – Dec. 2017; Dec. 2023
- *Atlanta Business Chronicle*/WABE – April 2013, Jan. 2018, Aug. 2020, Dec. 2020, Jan. 2021
- *Atlanta Journal-Constitution* – July 2019
- *Boston Globe* – Oct. 2016
- CBC (Canadian Broadcasting Company) – Dec. 2017
- CNN Money – Dec. 2017
- *El Mercurio* (Chile) – Sept. 2019
- *Fast Company* – July 2016
- *Forbes* – June 2016, Aug. 2016
- *Fortune* – Aug. 2016
- *Grit in the Oyster* (podcast) – June 2020
- *Harvard Business Review* – Nov. 2015
- *Huffington Post* – Jan. 2013, March 2013, Aug. 2016
- *Inc.* – Nov. 2015
- MarketWatch Guides – March 2024
- *MoneyGeek.com* – Sept. 2022
- *Nautilus* – Mar. 2017
- *New York Times* – Jan. 2013, June 2016, May 2017
- *New York* magazine – June 2016
- NPR – Feb. 2013, April 2016
- *Pacific Standard* – Nov. 2017
- *Psychology Today* – Nov. 2017
- *Science Daily* – Jan. 2013
- *U.S. News & World Report* – Jan. 2013
- WSB (Channel 2) news – March 2022
- WSB radio news – Dec. 2017
- *Washington Post* – Nov. 2016
- *Wall Street Journal* – Feb. 2018

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#### CONFERENCE PRESENTATIONS

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Bowes, S. M., McKenna, B. G., & Williams, M. J. (2026, July). Do intellectually humble people change their minds? In L. Knöchelmann & I. Nuel. (Chairs). *Intellectual humility in politics: Psychological underpinnings and societal consequences*. Paper accepted for presentation at the annual meeting of the European Association of Social Psychology, Strasbourg, France.

**Williams, M. J., Kherde, S., & Priest, R.** (2025, August). *Scrutiny of the romantic relationships of female leaders*. Paper presented at the annual meeting of the Academy of Management, Copenhagen, Denmark.

**Williams, M. J., & Kherde, S.** (2025, February). *Scrutiny of the romantic relationships of female leaders*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Denver, CO.

Hendrick, S., **Williams, M. J.**, & Bianchi, E. C. (2025, February). *Unemployment reverses the tendency for men to benefit from parenthood more than women*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Denver, CO.

**Williams, M. J.**, Esianor, B., Hendrick, S., Farlow, J. L., Farrell, A., Kupfer, R. A., Meyer, T. K., Vinson, K. N., Wandell, G. M., & Chen, A. Y. (2024, October). *Everyday questioning of women's authority and legitimacy at work yields greater burnout and less persistence in a male-dominated profession*. Paper presented at the annual meeting of the Society for Experimental Social Psychology, Santa Fe, NM.

**Williams, M. J.** (2023). *Power, status, and leadership: How we form, portray, and react to social rank at work*. Invited discussant, annual meeting of the Academy of Management, Boston, MA.

**Williams, M. J.**, Esianor, B., Hendrick, S., & Chen, A. Y. (2023, February). *Women professionals experience more challenges to their authority and legitimacy than do men: Evidence from a longitudinal field study of surgeons*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Lopiano, G., **Williams, M. J.** (2021, August). *Coping with devaluation: Socioemotional assets arising from the experience of stigma*. Paper presented at the annual meeting of the Academy of Management [virtual].

Selected as a *Showcase Symposium*

Hendrick, S., **Williams, M. J.**, & Bianchi, E. C. (2021, August). *Unemployment flips effects of parenthood on life satisfaction, benefiting women more than men*. Paper presented at the annual meeting of the Academy of Management [virtual].

Nwadei, T., Lewis, A., & **Williams, M. J.** (2021, May). *Getting workplace inclusion straight: Natural hairstyles as a diversity cue in recruitment material*. Paper presented at the annual meeting of the Association for Psychological Science [virtual].

Hendrick, S., **Williams, M. J.**, & Bianchi, E. C. (2021, February). *Unemployment flips effects of parenthood on life satisfaction, benefiting women more than men*. Paper presented at the annual meeting of the Society for Personality and Social Psychology [virtual].

**Williams, M. J.,** Wade, J. B., Nwadei, T., Swaminathan, A., Harrison, K. C., & Bukstein, S. (2020, August). *Racial stereotypicality in appearance and leadership attainment: Opposing effects for White and Black football coaches*. Paper presented at the annual meeting of the Academy of Management [virtual].

Negro, G., **Williams, M. J.**, & Pontikes, E. G., Lopiano, G. (2019, August). *Destigmatization: Imbalanced effects in labor markets*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

**Williams, M. J.** (2019, August). *Responses to self-enhancement behaviors: Beyond the White male norm*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

**Williams, M. J.**, Gruenfeld, D. H., Guillory, L. (2019, May). *Powerlessness and men's hostility toward women*. Paper presented at the annual meeting of the Association for Psychological Science, Washington, DC.

**Williams, M. J.**, Gruenfeld, D. H., Guillory, L. (2018, August). *Predicting sexual harassment among leaders: The paradoxical role of chronic powerlessness*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Winner – *Best Symposium Award*, Organizational Behavior Division  
Selected as a *Showcase Symposium*

**Williams, M. J.**, Wade, J. B., Swaminathan, A., Harrison, C. K., & Bukstein, S. (2016, January). *Looking the part: Racial stereotypicality in appearance helps White coaches but hurts Black coaches in NCAA football*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

**Williams, M. J.**, Gruenfeld, D. H., & Guillory, L. (2015, September). *Sexual aggression when power is new: Effects of situational high power on chronically low-power individuals*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, Denver, CO.

**Williams, M. J.**, Tiedens, L. Z. (2015, August). *A meta-analysis of penalties for women's implicit and explicit leadership behaviors*. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC.

Negro, G., **Williams, M. J.**, & Pontikes, E. (2015, August). *Destigmatization improves hiring and liking for the stigmatized more than for their mere associates*. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC.

**Williams, M. J.**, Tiedens, L. Z. (2015, February). *Women are penalized more than men for explicit – but not implicit – dominance: A meta-analysis*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.

**Williams, M. J.,** Wade, J. B., & Swaminathan, A. (2014, October). *Race and racial stereotypicality as predictors of career outcomes: Evidence from coaching careers in NCAA football*. Presented at the People and Organizations conference, Wharton School of Business, University of Pennsylvania, Philadelphia, PA.

Negro, G., **Williams, M. J.,** & Pontikes, E. (2014, October). *Observational and experimental evidence of destigmatization*. Paper presented at the Economy and Society @ Yale conference, New Haven, CT.

**Williams, M. J.** (2013, August). *Who serves the self from the seat of power? Predicting self-interested leader behavior*. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.

Selected for *Best Paper Proceedings*

**Williams, M. J.,** Chen, S. (2013, January). *When “mom’s the boss”: Control over domestic decision making reduces women’s interest in workplace power*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

**Williams, M. J.,** Gruenfeld, D. H., Guillory, L. (2012, August). *The ultimate aphrodisiac: Power’s effects on women’s and men’s responses to subordinates*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

**Williams, M. J.,** Gruenfeld, D. H., Guillory, L. (2011, November). *With me or against me: Powerholders’ anger at uncooperative subordinates*. Paper presented at the annual meeting of the Society of Southeastern Social Psychologists, East Tennessee State University, Johnson City, TN.

Spencer-Rodgers, J., Hamilton, D., Sherman, S. J., **Williams, M. J.,** Peng, K., & Wang, L. (2007, September). *The central role of entitativity in stereotyping processes*. Paper presented at the Annual British Psychological Society Social Psychology Section Conference, University of Kent, Canterbury, U.K.

**Williams, M. J.,** & Chen, S. (2007, August). *Lay theories of power, gender, and domain specificity*. Paper presented at the annual meeting of the American Psychological Association, San Francisco, CA.

**Williams, M. J.,** Paluck, E. L., & Spencer-Rodgers, J. S. (2003, February). *The price of being female: Implicit economic stereotypes as obstacles to pay equity*. Invited paper presented at the University of California Institute for Labor & Employment conference, Santa Barbara, CA.

Mendelsohn, G. A., Bleiweiss, O., **Williams, M. J.,** & Canny, J. (2002, April). *Variations in role-playing and personality “leakage” as a function of communication medium*. Paper presented at the Computer-Supported Social Interaction Conference, Oxford, OH.

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## HONORS AND AWARDS

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- *Holland Award for Excellence in Research*  
Granted to a faculty member at the associate professor level based on research contribution. 2023, 2025
- *Best Symposium Award, Academy of Management, Organizational Behavior Division*  
Symposium selected as best of OB division for annual AoM conference. 2018
- *Goizueta Term Chair*  
Selected to hold endowed faculty chair from Goizueta Foundation for 3-year term. 2017-20
- *Goizueta Alumni Award for Excellence in Research*  
Granted to a faculty member at the assistant professor level based on research contribution. 2013
- *Elected into Society of Experimental Social Psychology*  
Limited, peer-reviewed membership; applicants must have demonstrated a “substantial contribution to psychology as an empirical science.” 2013
- *Best Paper Proceedings, Academy of Management*  
Compilation of top 10 percent of conference papers. 2013
- *Fellowship, Michelle R. Clayman Research Institute, Stanford University*  
Postdoctoral research fellowship (declined). 2010
- *Honorable Mention, Gordon Allport Intergroup Relations Prize*  
Award granted by the Society for the Psychological Study of Social Issues for papers in the area of intergroup relations, awarded to Goff et al. paper. 2008
- *UC Berkeley Conference Travel Award*  
University-level financial support to present dissertation research. 2008
- *Geis Memorial Award for Dissertation Research*  
National dissertation award presented by Div. 35 of the American Psychological Association. 2007
- *Society for Personality and Social Psychology Conference Travel Award*  
National conference travel award based on individual merit and poster submission. 2006
- *UC Berkeley Department of Psychology Research Fellowship*  
Departmental award for research support. 2005

- *Outstanding Graduate Student Instructor Award – University of California, Berkeley*  
University-level award for excellence in teaching. Based on faculty nomination and teaching evaluations. 2004
- *Association for Women in Psychology/Society for the Psychology of Women Annual Prize for Student Research*  
National prize awarded for a pre-dissertation paper. 2003
- *Society for Personality and Social Psychology Graduate Student Poster Award*  
Conference award based on merit of poster presentation. 2003
- *University of California Institute for Labor & Employment Master's/Pre-Dissertation Fellowship.*  
Prize awarded for a pre-dissertation paper in the University of California system. 2002-03

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#### TEACHING & MENTORING

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- Courses taught
  - *Leading with Evidence* (undergraduate level), Emory University
  - *Principles of Organization & Management* (undergraduate level), Emory University
  - *Doctoral Seminar in Social Psychology* (doctoral level), Emory University
  - *Data Analysis & Research Methods* (undergraduate level), UC Berkeley
  - *Topics in Psychology* (undergraduate level), UC Berkeley
- Mentoring
  - Current doctoral students (primary advisor):
    - Sharvika Kherde
    - Raigan Priest
    - Jungmin Lee
  - Former doctoral students (primary advisor):
    - Tosen Nwadei (defended PhD 2023, placed at University of Toronto-Scarborough)
    - Sara Hendrick (defended PhD 2023, placed at University of Northern Colorado)
    - Gabrielle Lopiano (defended PhD 2021, placed at Vanderbilt University)
    - Sarah Lee (defended PhD 2019, placed at Dominican University)
  - Thesis committees/co-advising:
    - Goizueta
      - Kyle Broderick (PhD in progress)
      - Arielle Lewis (defended PhD 2025, placed at University of Toronto-Rotman)
      - Hayden Gunnell (defended PhD 2025, placed at University of Texas-Austin)
      - Leonardo Barcellos (defended PhD 2022, placed at Arizona State University)
      - Jake Zureich (defended PhD 2020, placed at Tilburg University)
      - Bright Hong (defended PhD 2019, placed at DePaul University)
      - Daniel Zhou (defended PhD 2017, placed at University of Illinois)
      - Melanie Millar (defended PhD 2015, placed at Baylor University)
      - Deirdre Popovich (defended PhD 2015, placed at Texas Tech University)

- Emory Sociology
      - Liz Alexander (defended PhD 2021, placed at Emory Office for Undergraduate Education)
      - Sascha Demerjian (defended PhD 2016, placed at Social Development Research Group)
      - Tianyu He (defended master's 2015, placed in PhD program at INSEAD, now faculty at National University of Singapore)
    - London Business School – Ezgi Ozgumus (defended PhD 2024, placed at New York University-Abu Dhabi)
    - Fundação Getulio Vargas (FGV) University, Rio de Janeiro – Bianca Sa (visiting PhD student, 2023)
  - Comprehensive exam committees:
    - Tamera Shaw (2025)
    - Raigan Priest (2025)
    - Sharvika Kherde (2024)
    - Sara Hendrick (2020)
    - Sara Kaplan (2020)
    - Tosen Nwadei (2019)
  - Honors theses:
    - Tyler Yamato-Chang (Emory Psychology, 2025, now at Fortress Investment Group)
    - Amy Ma (Emory Psychology, 2020, placed in Northwestern master's program)
    - Skye Fraser Stifel (UC Berkeley Psychology, now adjunct faculty at California Lutheran U)
    - Cris Arellano (UC Berkeley Psychology)
    - Jun Yung Jang (UC Berkeley Psychology)
  - SURE (Summer Undergraduate Research Experience) program interns
    - Renée Gonzalez, 2022 (Smith College)
    - Cherice Chan, 2021 (UCLA, now research assistant at Brigham and Women's Hospital)
    - Shelby Holmes, 2019 (Davidson College, now master's student at Boston College)
    - Julia George-Jones, 2013 (Rice University, now doctoral student at UT Austin)
  - Mentor and supervisor to countless undergraduate research assistants
  - Statistics consultant to PhD students and undergraduates at UC Berkeley
- Guest lectures
  - *Navigating the Assertiveness/Likeability Tradeoff* (executive education, Emory Goizueta)
  - *Identifying and Developing Ethical Leaders* (executive education, Emory Goizueta)
  - *Organizational Behavior* (doctoral, Emory Goizueta)
  - *Mechanisms of Learning* (doctoral, Emory Psychology)
  - *Science and the Nature of Evidence* (undergraduate, Emory Psychology)
  - *Leadership* (high school summer students, Emory Goizueta)
  - *Stereotyping & Prejudice* (undergraduate, UC Berkeley)
  - *Intro to Psychology* (undergraduate, UC Berkeley)

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EDITORIAL SERVICE

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- Associate Editor, *Organizational Behavior and Human Decision Processes*, 2021-24
- Editorial board memberships:
  - *Organizational Behavior and Human Decision Processes*, 2024-present
  - *Journal of Personality and Social Psychology*, Intergroup Relations & Group Processes section, 2017-21
  - *Journal of Management*, 2017-present
  - *The Leadership Quarterly*, 2016-21
  - *British Journal of Social Psychology*, 2016-19
  - *Psychology of Women Quarterly*, 2011-19
- Ad hoc reviewing:
  - *Academy of Management*
  - *Administrative Science Quarterly*
  - *Basic and Applied Social Psychology*
  - *Cultural Diversity & Ethnic Minority Psychology*
  - *Group Processes & Intergroup Relations*
  - *Journal of Applied Social Psychology*
  - *Journal of Experimental Social Psychology*
  - *Journal of Personality and Social Psychology*, Attitudes & Social Cognition
  - *Journal of Personality and Social Psychology*, Intergroup Relations & Group Processes
  - *Journal of Personality and Social Psychology*, Personality Processes & Individual Differences
  - National Science Foundation
  - *Organizational Behavior and Human Decision Processes*
  - *Personality and Social Psychology Bulletin*
  - *PLoS ONE*
  - *Psychological Science*
  - *Self & Identity*
  - *Sex Roles*
  - *Social & Personality Psychology Compass*
  - *Social Cognition*
  - *Social Justice Research*
  - *Social Psychological & Personality Science*
  - *Social Psychology Quarterly*
  - Society for Personality and Social Psychology Annual Meeting (Graduate Student Committee Outstanding Research Award, poster submissions)

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PROFESSIONAL SERVICE & MEMBERSHIPS

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- Professional memberships:
  - Academy of Management
  - Association for Psychological Science
  - Society for Experimental Social Psychology (elected 2013)
  - Society for Personality and Social Psychology
  
- Service to Goizueta Business School
  - GBS Research Committee, 2025-present
  - BBA student panel on Bias in the Workplace, Sept. 2024
  - Postdoc search committee (chair), 2020-21, 2023-24
  - Goizueta Executive Program for Women Leaders Program instructor, August 2017, 2018, 2019, 2023
  - “Business over Breakfast” webinar presenter – Emory Executive Education, March 2023
  - “Goizueta Greats” speaker – Goizueta Impact Showcase, May 2022
  - Organization & Management Area Coordinator, 2020-24
  - Behavioral Research Lab, Faculty Advisor, 2016-20
  - PhD Program Coordinator, Organization & Management area, 2017-20
  - O&M curriculum review committee, 2019-20
  - Goizueta MBA Admissions Event on Women’s Leadership (presenter), Oct. 2020
  - Goizueta Online Teaching Academy (presenter), June 2020
  - PhD Program Review Committee, 2018-19
  - Faculty search committees, 2016-17, 2017-18, 2018-19, 2024-25
  - Honor Council member, 2012-19
  - O&M Hightower Seminar Series co-coordinator, 2012-16
  - Presentation to Goizueta Engage Conference for executive women, Dec 2017
  - Panelist for Lenz on Business WSB radio show, Dec 2017
  - Presentation to Goizueta Advisory Board, Oct 2017
  - Keynote seminar presented to Executive Women of Goizueta (alumni group), Sept 2013
  - Goizueta Scholar interviews, 2013
  - MBA Super Saturday, 2012
  - BBA course offerings panel, 2011, 2016
  
- Service to Emory University
  - GBS elected representative to Emory Faculty Council/University Senate, 2025-present
  - Invited speaker for Constructive Collisions: Race, Equity, and Social Justice, Office of the Senior Vice President, February 2022
  - Panelist, Laney Admissions event for prospective doctoral students from underrepresented backgrounds, Sept. 2020
  - Laney Graduate School Appointments Committee, 2018-20
  - Emory Center for Mind, Brain, and Culture, Advisory Committee, 2014-18
  - Emory University Women’s Club Memorial Fellowship Selection Committee, 2014-16

- Service to the profession
  - Co-chair, Self & Identity preconference, Society for Personality and Social Psychology annual meeting, New Orleans, LA, Feb. 2020, and virtual, Feb. 2021
  - Invited panelist in research panel on “Self-Enhancement in Organizations,” presented at the Academy of Management Annual Meeting, August 2019, Boston, MA.
  - Invited panelist for Professional Development workshop on involving undergraduates in research, Social and Personality Psychology Annual Meeting, March 2018, Atlanta, GA
  - Invited panelist for Professional Development Workshop on postdoctoral fellowships, Academy of Management Annual Meeting, August 2014, Philadelphia, PA.
  
- Service to the Atlanta community
  - Presentation to Deloitte Center for Integrated Research, February 2019
  - Presentation to Waffle House headquarters on gender and assertiveness in the workplace, November 2016
  - Presentation to annual meeting of Coca-Cola Bottling Investments Group on gender biases in the workplace, May 2014

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PRE-ACADEMIA PROFESSIONAL EXPERIENCE

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- Newspaper copy editing and fact checking (*San Francisco Chronicle, The New York Times, The Houston Post, Amarillo Globe-News*)
- Grant writing and technical writing