

Melissa J. Williams

Goizueta Business School
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POSITIONS HELD

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

EDUCATION

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

PUBLICATIONS

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

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.

GENERAL-AUDIENCE WRITING

Negro, G., Lopiano, G., **Williams, M. J.**, Roemerman, 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.

INVITED PRESENTATIONS (SELECTED)

- 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

MEDIA COVERAGE (SELECTED)

- 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

CONFERENCE PRESENTATIONS

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.

HONORS AND AWARDS

- *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

TEACHING & MENTORING

- 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:
 - Sharvika Kherde
 - Raigan Priest
 - Jungmin Lee
 - Former doctoral students:
 - 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)
 - Master's and dissertation 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)
 - 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)

EDITORIAL SERVICE

- Associate Editor, *Organizational Behavior and Human Decision Processes*, 2021-24
- Editorial board memberships:
 - *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

- *Organizational Behavior and Human Decision Processes*, 2024-present
- *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)

PROFESSIONAL SERVICE & MEMBERSHIPS

- 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

PRE-ACADEMIA PROFESSIONAL EXPERIENCE

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