

## Melissa J. Williams

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### POSITIONS HELD

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2017 to present	Associate Professor, Organization & Management Goizueta Business School Emory University  Affiliated Faculty, Department of Psychology
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

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

**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.

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

*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

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.

Underlined text indicates student co-author.

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#### OTHER PUBLICATIONS

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

Spencer-Rodgers, J., **Williams, M. J.**, & Peng, K. (2012). Culturally based lay beliefs as a tool for understanding intergroup and intercultural relations. *International Journal of Intercultural Relations, 36*(2), 169-178.

Spencer-Rodgers, J., **Williams, M. J.**, & Peng, K. (2007). How Asian folk beliefs of knowing affect the investigation of cultural differences. In J. Liu, C. Ward, A. B. I. Bernardo, M. Karasawa, & R. Fischer (Eds.), *Casting the individual in societal and cultural contexts: Social and societal psychology for Asia and the Pacific*. Seoul, Korea: Kyoyook-Kwahak-Sa Publishing Company.

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MEDIA COVERAGE (SELECTED)

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- *Atlanta Business Chronicle/WABE* – April 2013, Jan. 2018
- *Boston Globe* – Oct. 2016
- CBC (Canadian Broadcasting Company) – Dec. 2017
- CNN Money – Dec. 2017
- *Fast Company* – July 2016
- *Forbes* – June 2016, Aug. 2016
- *Fortune* – Aug. 2016
- *Harvard Business Review* – Nov. 2015
- *Huffington Post* – Jan. 2013, March 2013, Aug. 2016
- *Inc.* – Nov. 2015
- *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 radio news – Dec. 2017
- *Washington Post* – Nov. 2016
- *Wall Street Journal* – Feb. 2018

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HONORS AND AWARDS

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- *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
- *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 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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#### CONFERENCE PRESENTATIONS

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**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.** (2018, March). *Hostility toward women: Origins and outcomes*. Invited paper presented at the Gender preconference, Society for Personality and Social Psychology, Atlanta, GA.

**Williams, M. J.** (2018, March). *Women's relationship to power: Embracing a leader identity*. Invited paper presented at the Self & Identity preconference, Society for Personality and Social Psychology, Atlanta, GA.

Lee, S., & **Williams, M. J.** (2017, August). *Culture, communication style, and barriers to leadership ascent for Asian Americans*. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC.

**Williams, M. J.**, Wade, J. B., Swaminathan, A., Harrison, K. C., & 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, 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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#### INVITED PRESENTATIONS

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- Baylor College of Medicine (Eisenberg Center for Clinical Decisions)
- Georgetown University (McDonough School of Business)
- Georgia Southern University (Psychology Conference, keynote speaker)
- New York University (Stern School of Business)
- Ohio State University (Fisher College of Business)
- Rice University (Psychology)
- Stanford University (Psychology, Graduate School of Business)
- Texas A&M University (Psychology)
- University of California, Berkeley (Psychology)
- University of California, Los Angeles (Psychology)
- University of California, San Francisco (Pediatrics, Pediatric Hematology/Oncology)
- University of Chicago (Booth School of Business)
- University of Michigan (Psychology)
- University of Minnesota (Psychology)
- University of Southern California (Psychology)

- University of Texas at Arlington (Psychology)

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## TEACHING & MENTORING

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- Courses taught
  - *Principles of Organization & Management* (undergraduate level), Emory University
  - *Social Psychology* (doctoral level), Emory University
  - *Data Analysis & Research Methods* (undergraduate level), UC Berkeley
  - *Topics in Psychology* (undergraduate level), UC Berkeley
- Mentoring
  - Current doctoral advisees:
    - Sara Hendrick
    - Sarah Lee
    - Gabrielle Lopiano
    - Tosen Nwadei
  - Master's and dissertation committees:
    - Goizueta
      - Bright Hong (PhD in progress)
      - Melanie Millar (defended PhD 2015, now faculty at Baylor University)
      - Deirdre Popovich (defended PhD 2015, now faculty at Texas Tech University)
      - Daniel Zhou (defended PhD 2017, now faculty at University of Illinois)
    - Emory Sociology
      - Liz Alexander (PhD in progress)
      - Sascha Demerjian (defended PhD 2016, now at Social Development Research Group)
      - Tianyu He (defended master's 2015, now doctoral student at INSEAD)
  - Invited panelist in Professional Development Workshop on postdoctoral fellowships, Academy of Management Annual Meeting, August 2014, Philadelphia, PA.
  - Mentor to 2013 summer intern through SURE program (J. George-Jones, now doctoral student at UT Austin)
  - Mentor and supervisor to >50 undergraduate research assistants
  - Primary supervisor of 3 undergraduate honors theses at UC Berkeley (C. L. Arellano, S. W. Fraser, J. Y. Jang)
  - Statistics consultant to PhD students and undergraduates at UC Berkeley
- Guest lectures
  - *Navigating the Assertiveness/Likeability Tradeoff* (executive education, Emory)
  - *Intro to Psychology* (undergraduate, UC Berkeley)
  - *Stereotyping & Prejudice* (undergraduate, UC Berkeley)
  - *Leadership* (high school summer students, Emory)
  - *Organizational Behavior* (doctoral, Emory)
  - *Science and the Nature of Evidence* (undergraduate, Emory)



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 PROFESSIONAL SERVICE & MEMBERSHIPS
 

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- Editorial board memberships:
  - *British Journal of Social Psychology*, 2016-present
  - *Journal of Management*, 2017-present
  - *Journal of Personality and Social Psychology*, Intergroup Relations & Group Processes section, 2017-present
  - *The Leadership Quarterly*, 2016-present
  - *Psychology of Women Quarterly*, 2011-present
  
- Ad hoc reviewing:
  - *Academy of Management*
  - *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*
  - 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 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
  - PhD Program Coordinator, Organization & Management area, 2017-present
  - Behavioral Research Lab, Faculty Advisor, 2016-present
  - Honor Council member, 2012-present
  - O&M Hightower Seminar Series co-coordinator, 2012-16
  - Chair, faculty search committee, 2016-17

- 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
  - Emory Center for Mind, Brain, and Culture, Advisory Committee, 2014-18
  - Emory University Women's Club Memorial Fellowship Selection Committee, 2014-16
  - Laney Graduate School Appointments Committee, 2018-20
  
- Service to the Atlanta community
  - Presentation to annual meeting of Coca-Cola Bottling Investments Group on gender biases in the workplace, May 2014
  - Presentation to Waffle House headquarters on gender and assertiveness in the workplace, November 2016

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PRE-GRADUATE SCHOOL PROFESSIONAL EXPERIENCE

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