

Melissa J. Williams

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POSITIONS HELD

2011 to present	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

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

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.

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

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., & 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

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.

CHAPTERS

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.

SELECTED MEDIA COVERAGE

- Inc. (2015)
- HBR Blog Network (2015)
- Atlanta Business Chronicle/WABE (2013)
- Huffington Post (2013)
- KCSN Los Angeles (2013)
- MSN.com (2013)
- New York Times (2013)
- Science Daily (2013)
- U.S. News & World Report (2013)

HONORS AND AWARDS

- *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; significant publication in recognized journals or books.” 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

CONFERENCE PRESENTATIONS

- 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 accepted for presentation 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.

 INVITED PRESENTATIONS

- Baylor College of Medicine (Eisenberg Center for Clinical Decisions)
- Georgetown University (McDonough School of Business)
- 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)

 TEACHING & MENTORING

- Courses taught
 - *Principles of Organization & Management*, Emory University
 - *Data Analysis & Research Methods*, UC Berkeley
 - *Topics in Psychology*, UC Berkeley
- Mentoring
 - Dissertation committees:
 - Deirdre Popovich (Goizueta, defended 2015, now faculty at Texas Tech University)
 - Melanie Millar (Goizueta, in progress)
 - Sascha Demerjian (Emory Dept. of Sociology, in progress)
 - Liz Alexander (Emory Dept. of Sociology, in progress)
 - Master's thesis committees:
 - Tianyu He (Emory Dept. of Sociology, defended 2015, now doctoral student in Organizational Behavior at University of Maryland)
 - Current pre-dissertation advisees:
 - Sarah Lee (Goizueta)
 - Gabrielle Lopiano (Goizueta)
 - 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)
 - Mentor and supervisor to 51 undergraduate research assistants, to date
 - 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

PROFESSIONAL SERVICE & MEMBERSHIPS

- Editorial board member, *Psychology of Women Quarterly*, 2011-present
- Ad hoc reviewing, social psychology:
 - *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
 - *Personality and Social Psychology Bulletin*
 - *PLoS ONE*
 - *Psychological Science*
 - *Self & Identity*
 - *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)
- Ad hoc reviewing, organizational behavior:
 - *Journal of Management*
 - *The Leadership Quarterly*
 - *Organizational Behavior and Human Decision Processes*
- 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
 - Leadership curriculum subcommittee, 2013-present
 - O&M Hightower Seminar Series co-coordinator, 2012-present
 - BBA Honor Council member, 2012-present
 - 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

- 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-present
- Service to the Atlanta community
 - Presentation to annual meeting of Coca-Cola Bottling Investments Group on gender biases in the workplace, May 2014

PRE-GRADUATE SCHOOL PROFESSIONAL EXPERIENCE

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