

Melissa Williams

Goizueta Foundation Term Associate Professor of Organization & Management at Emory University,
Goizueta Business School

Atlanta, GA, US

Biography

Melissa J. Williams joined the Goizueta faculty in 2011, after completing a postdoctoral fellowship at the Stanford Graduate School of Business. She earned a PhD in psychology from the University of California, Berkeley. Professor Williams studies what happens when social identities (gender, race, stigma, or national culture) collide with workplace hierarchies. She also investigates the consequences of putting people in positions of power and leadership. Her research has been published in top journals (Journal of Personality and Social Psychology, Psychological Bulletin, Journal of Management), and covered in major media outlets (Forbes, The New York Times, Wall St. Journal). She serves on the editorial boards of several journals and coordinates the PhD program for the Organization & Management area. Selected recent papers: 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.

Industry Expertise

Education/Learning, Research, Business Services

Areas of Expertise

Women in the Workplace, Gender wage gap, Diversity & Inclusion, Leadership, Power & Corruption, Evidence-Based Management, Social Psychology

Affiliations

Professional Memberships : Academy of Management Society for Personality and Social Psychology Society for Experimental Social Psychology, Consulting editor : *Psychology of Women Quarterly* (Journal)

Event Appearances

Looking the part: Racial stereotypicality in appearance helps White coaches but hurts Black coaches in NCAA football

Annual Meeting of the Society for Personality and Social Psychology

Sexual aggression when power is new: Effects of situational high power on chronically low-power individuals

Annual Meeting of the Society of Experimental Social Psychology

A meta-analysis of penalties for women's implicit and explicit leadership behaviors

Annual Meeting of the Academy of Management

Destigmatization improves hiring and liking for the stigmatized more than for their mere associates

Annual Meeting of the Academy of Management

Women are penalized more than men for explicit – but not implicit – dominance: A meta-analysis

Annual Meeting of the Society for Personality and Social Psychology

Education

University of California, Berkeley

PhD Social / Personality Psychology

Rice University

BA Psychology

Accomplishments

Alumni Award for Excellence in Research

Goizueta Business School, Emory University

Geis Memorial Award for Dissertation Research

Div. 35, American Psychological Association

Outstanding Graduate Student Instructor Award

University of California, Berkeley

Master's Fellowship

University of California Institute for Labor & Employment

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