

# **Melissa Williams**

Associate Professor of Organization & Management at Emory University, Goizueta Business School  
Atlanta, GA, US

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## **Biography**

Melissa J. Williams joined the Goizueta faculty in 2011, after completing a postdoctoral fellowship at the Graduate School of Business at Stanford. She earned a PhD in psychology from the University of California, Berkeley. Professor Williams' research focuses on the components of interpersonal interaction that operate outside of conscious awareness, and how they affects decision-making, teamwork, success, and relationships at work and in life. She is particularly interested in what happens when power, dominance, and organizational hierarchy intersect with individuals' social identities, such as gender, race, and culture.

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## **Industry Expertise**

Education/Learning, Research, Business Services

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## **Areas of Expertise**

Gender in the Workplace, Diversity in Organizations, Leadership Power and Dominance, Culture, Social Psychology

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## **Affiliations**

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

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## **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

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## **Education**

**University of California, Berkeley**  
Ph.D. Social / Personality Psychology

**Rice University**  
B.A. Psychology

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## **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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