

Melissa Williams

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

Atlanta, GA, US

Expert on social identities (gender, race, culture, stigma) and workplace hierarchies.

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 the intersection between social identities (gender, race, stigma, or national culture) and workplace hierarchies. Her research has been published in major journals (Journal of Personality and Social Psychology, Personality and Social Psychology Bulletin, Organizational Behavior and Human Decision Processes, Management Science) and covered in the media. She previously served as an Associate Editor at Organizational Behavior and Human Decision Processes (2021-24) and as Area Coordinator for the Organization & Management area at Goizueta (2020-24). Professor Williams can be reached directly at [mjwilliams \(at\) emory.edu](mailto:mjwilliams@emory.edu).

Industry Expertise

Education/Learning, Research, Business Services

Areas of Expertise

Gender Wage Gap?, Women in the Workplace, Diversity & Inclusion, Evidence-Based Management, Social Psychology, Power & Leadership

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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