

Julia L. Melin

Tuck School of Business • Dartmouth College • 100 Tuck Hall, Hanover NH 03755
julia.l.melin@tuck.dartmouth.edu • juliamelin.com

RESEARCH INTERESTS

Gender, Careers, Labor Market Inequality, Organizational Theory, Field Experiments

ACADEMIC APPOINTMENTS

2023 – present	Tuck School of Business at Dartmouth College , Hanover, NH Assistant Professor of Organizational Behavior
2023 – present	Stanford University , Stanford, CA Faculty Affiliate, VMware Women's Leadership Innovation Lab

PROFESSIONAL EXPERIENCE

2021 – 2022	RAND Corporation , Pittsburgh, PA Adjunct Researcher
2020 – 2021	Summer Associate
2015	Hired , New York, NY Talent Consultant
2013 – 2014	Goldman Sachs , New York, NY Analyst
2011 – 2012	Summer Analyst

EDUCATION

2023	Stanford University Ph.D. in Sociology, Ph.D. minor in Management Science & Engineering <i>Committee:</i> Shelley Correll (chair), Adina Sterling, David Pedulla, Kathleen Gerson, Barbara Kiviat, Ashley Martin
2019	M.A. in Sociology
2013	Swarthmore College B.A. in Comparative Religion & Gender Studies (<i>Phi Beta Kappa</i>)

PEER-REVIEWED PUBLICATIONS

Melin, Julia L. 2024. The Help-seeking Paradox: Gender and the Consequences of Using Career Re-entry Assistance. *Social Psychology Quarterly*, 87(2):152-174 [\[Link\]](#)

Stanford University, Barbara & Sandy Dornbusch Award in Social Psychology
ASA Economic Sociology Section, Ron Burt Award for Best Student Paper, Honorable Mention
ASA Social Psychology Section, Graduate Student Paper Award, Honorable Mention
ASA Sex & Gender Section, Sally Hacker Graduate Student Paper Award, Honorable Mention
Media coverage: Dartmouth News Weekly, Tuck Research Insights

Melin, Julia L. and Shelley J. Correll. 2022. Preventing Soft Skill Decay Among Early-career Women in STEM During COVID-19: Evidence from a Longitudinal Intervention. *Proceedings of the National Academy of Sciences*, 119(32): e2123105119. [\[Link\]](#)

Media coverage: *Physics World*, *Insights by Stanford Business*, *The Stanford Report*

Young, Cristobal and **Julia L. Melin**. 2019. Time is a Network Good. *Current Opinion in Psychology*, 26: 23-27. [\[Link\]](#)

UNDER REVIEW AND WORKING PAPERS

Melin, Julia L., Jennifer Merluzzi, and Vanessa Conzon. Perceptions of Women in Masculine Occupations. (R&R, *Administrative Science Quarterly*)

Melin, Julia L., Tiantian Yang, and Sofoklis Goulas. Gender Homophily and Remote Career Training. (R&R, *Organization Science*)

Mishra, Sonya, **Julia L. Melin**, Laura J. Kray, and Cameron Anderson. Gender, Power, and Meritocracy. (Under review, *Journal of Applied Psychology*)

Jennifer Merluzzi, **Julia L. Melin**, Alexis Avery, and Jirs Meuris. Officer Behavioral Response to More Women in Law Enforcement. (Preparing to submit)

Melin, Julia L. and Jennifer Merluzzi. Changes in Hiring Discrimination Against Stay-at-Home Parents. (Preparing to submit)

Melin, Julia L. The Impact of Remote Work on Early-Career Women. (Preparing to submit)

RESEARCH IN PROGRESS

Boosting Women's Representation in the Semiconductor Industry. With Sonya Mishra and Tianna Barnes. (In design phase)

Gender, Network Centrality, and Performance in Teams. With Adam Kleinbaum. (In design phase)

OTHER PUBLICATIONS AND PEER-REVIEWED REPORTS

Li, Jennifer J. and **Julia L. Melin**. 2023. Developing Space Force Culture with Future-facing Intention. Santa Monica, CA: RAND Corporation. [\[Link\]](#)

Posard, Marek N., Christian Johnson, **Julia L. Melin**, Emily Ellinger, & Hilary Reininger. 2022. Looking for Lies: An Exploratory Analysis for Automated Detection of Deception. Santa Monica, CA: RAND Corporation. [\[Link\]](#)

Krueger, Tracy C., Sandra Kay Evans, Sara E. Barth, Angela Clague, Diana Gehlhaus, Norah Griffin, Ryan Haberman, Jennifer J. Li, **Julia L. Melin**, Claude Messan Setodji, and Nelson Lim. 2022. A Snapshot of the Department of the Air Force Total Force Recruiting Integration: Survey Results and Implications. Santa Monica, CA: RAND Corporation. [\[Link\]](#)

Melin, Julia L. 2016. Desperate Choices: Why Black Women Join the U.S. Military at Higher Rates Than Men and All Other Racial and Ethnic Groups. *New England Journal of Public Policy*, 28(2): Article 8. [\[Link\]](#)

Media coverage: *Fortune*

FELLOWSHIPS, HONORS, AND GRANTS

2025 AOM Social Issues in Management Division Best Dissertation Award, Finalist

2023	Barbara & Sandy Dornbusch Award in Social Psychology, Stanford University ASA Social Psychology Section, Graduate Student Paper Award, Honorable Mention ASA Sex and Gender Section, Sally Hacker Graduate Student Paper Award, Honorable Mention
2022	ASA Economic Sociology Section, Ron Burt Award for Best Student Paper, Honorable Mention
2021 – 2022	The Clayman Institute for Gender Research, Graduate Dissertation Fellowship (\$48,979), Stanford University
2021	Stanford Institute for Research in the Social Sciences, Dissertation Fellowship (\$5,500), Stanford University Phi Beta Kappa of Northern California Graduate Scholarship (\$7,500) Harvard Business School Gender and Work Symposium, Selected Attendee, Harvard University Stanford Center for American Democracy, Fellowship and Research Grant (\$2,000), Stanford University
2020	Stanford Impact Labs Collaborative, Research Fellowship (\$3,500), Stanford University Stanford Institute for Research in the Social Sciences, Research Grant (\$1,500), Stanford University Medici Summer School in Management Studies, Selected Attendee, MIT Sloan School of Management Western Academy of Management Doctoral Student Consortium, Selected Attendee (<i>cancelled due to COVID-19</i>) Stanford Laboratory for Social Research, Research Grant (\$750), Stanford University
2019	National Science Foundation (NSF) Graduate Research Fellowship Program, Honorable Mention NSF-Funded Time-Sharing Experiments for the Social Sciences (TESS), Research Grant, “Testing a Theory of Hybrid Femininity” (\$16,380) The Mary Anne Bours Nimmo Graduate Fellowship (\$34,000), School of Humanities and Sciences, Stanford University Stanford Laboratory for the Study of American Values, Research Grant (\$2,000), Stanford University Stanford VMware Women’s Leadership Innovation Lab, Research Grant (\$2,500), Stanford University Stanford Lab for Social Research, Research Grant (\$1,487), Stanford University
2017 – 2019	Stanford Department of Sociology, Summer Research Fellowship (\$7,000), Stanford University
2016 – 2021	Stanford Department of Sociology, Graduate Funding Package (full tuition & stipend), Stanford University
2016	Phi Beta Kappa Fellowship (\$4,000), Swarthmore College

	The Hannah A. Leedom Fellowship (\$5,500), Swarthmore College
2013	Phi Beta Kappa Initiate, Swarthmore College
2012	Rhodes Scholar Nominee, Swarthmore College

SEMINARS AND OTHER INVITED PRESENTATIONS

2025	Duke University, Fuqua School of Business; Inequality Conference, Columbia Business School; McGill University, Desautels Faculty of Management
2024	Massachusetts Institute of Technology, Sloan School of Management
2023	RAND Corporation, Engineering and Applied Sciences Department
2022	Dartmouth College, Tuck School of Business; Carnegie Mellon University, Tepper School of Business; Stanford University, Department of Sociology
2021	Carnegie Mellon University, Tepper School of Business

CONFERENCE PRESENTATIONS

2025	Academy of Management Annual Meeting; Wharton People and Organizations Conference
2024	Work and Family Researchers Network Conference; Academy of Management Annual Meeting; Economic Sociology Conference
2023	Wharton People and Organizations Conference (Plenary Speaker); Academy of Management Annual Meeting
2022	Wharton People and Organizations Conference; Academy of Management Annual Meeting; European Group for Organizational Studies (EGOS)
2021	Nagymaros Conference on Organizational Sociology; Wharton People and Organizations Conference
2020	Academy of Management Annual Meeting; Work and Family Researchers Network Conference; European Group for Organizational Studies (EGOS) Colloquium
2019	American Sociological Association Annual Meeting; Eastern Sociological Society Annual Conference

TEACHING

Tuck School of Business

2024 – present	Managing Organizations (Core MBA)
2024 – present	People Analytics (MBA Elective)

PROFESSIONAL ACTIVITIES

Editorial Work

2024 – present	Editorial Review Board Member, <i>Organization Science</i>
2023 – 2024	Ad Hoc Reviewer, <i>Organization Science</i>

2024 – present Ad Hoc Reviewer, *ILR Review*
 2023 – present Ad Hoc Reviewer, *Industrial Relations*
 2022 – present Ad Hoc Reviewer, Time-sharing Experiments for the Social Sciences

Professional Affiliations

2018 – present Academy of Management
 2017 – present American Sociological Association
 2017 – present Work and Family Researchers Network

SERVICE

American Sociological Association

2024 ASA Decision-Making, Social Networks, and Society Section, James Coleman Outstanding Article Award, *Committee Member*
 ASA Social Psychology Section, Graduate Student Investigator Award, *Committee Member*
 2023 ASA Economic Sociology Section Awards Winner Showcase, *Invited Panelist*

Academy of Management

2024 AOM Symposium on Gender and Organizational Context, *Co-Organizer*
 2020 AOM Symposium on Gendered Stereotypes in the Workplace, *Co-Organizer*