Julia L. Melin

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RESEARCH INTERESTS

Gender and Work, 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
	Committee: 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 (*Phi Beta Kappa*)

PEER-REVIEWED PUBLICATIONS

Melin, Julia L., Tiantian Yang, and Sofoklis Goulas. Forthcoming. "With a Little Help from My (Girl) Friends: Field Evidence on Gender Homophily and Women's Training Outcomes in Remote Environments." *Organization Science.*

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*)

Mishra, Sonya, **Julia L. Melin**, Laura J. Kray, and Cameron Anderson. "Gender, Power, and Meritocracy." (R&R, *Journal of Organizational Behavior*)

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)

SELECT WORKS IN PROGRESS

"AI and performance assessments." With Sonya Mishra. (Collecting data)

"A field experiment examining mentorship as an intervention for addressing the gender gap in the semiconductor industry." With Sonya Mishra and Tianna Barnes. (Collecting data)

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

2026 – 2027	Early Career Fellow, Work and Family Researchers Network
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 (*cancelled due to COVID-19)*
	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, *Organization Science*

2023 – 2024   Ad Hoc Reviewer, *Organization Science*

2025 – present   Ad Hoc Reviewer, *Management Science*

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*