

## 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 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* [[Link](#)]

Media coverage: *Tuck Knowledge in Practice*, *Knowledge at Wharton*, *Penn Today*, *Women in Academia Report*.

**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*)

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

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

## **SELECT WORKS IN PROGRESS**

---

“Gender and the career trajectories of conductors.” With Sofoklis Goulas and Tiantian Yang. (Collecting data)

“AI and performance assessments.” With Sonya Mishra. (Designing study)

“AI and talent screening.” With Sofoklis Goulas and Sahit Kathika. (Designing study)

## **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*