

## Julia L. Melin

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### ACADEMIC APPOINTMENTS

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2023 – present	<b>Tuck School of Business at Dartmouth College</b> , Hanover, NH
2026 – 2027	Assistant Professor of Organizational Behavior Wei-Chung Bradford Hu T’89 Faculty Fellow
2023 – present	<b>Stanford University</b> , Stanford, CA Faculty Affiliate, VMware Women’s Leadership Innovation Lab

### EDUCATION

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2023	<b>Stanford University</b> Ph.D. in Sociology, Ph.D. minor in Management Science & Engineering <i>Dissertation Committee:</i> Shelley Correll (chair), Adina Sterling, David Pedulla, Kathleen Gerson, Barbara Kiviat, Ashley Martin <i>Dissertation Title:</i> “Upskilled and Reskilled: How Generations Shape Career Transitions in the New Economy”
2019	M.A. in Sociology
2013	<b>Swarthmore College</b> B.A. in Comparative Religion & Gender Studies ( <i>Phi Beta Kappa</i> )

### RESEARCH INTERESTS

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Gender, Careers, Labor Market Stratification, Evaluations, Organization Theory, Field Experiments

### PEER-REVIEWED PUBLICATIONS

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**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

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**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

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"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

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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

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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**

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- 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**

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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**

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#### **Tuck School of Business**

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

### **PROFESSIONAL ACTIVITIES**

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#### **Editorial Work**

2024 – present	Editorial Review Board Member, <i>Organization Science</i>
2023 – 2024	Ad Hoc Reviewer, <i>Organization Science</i>
2025 – present	Ad Hoc Reviewer, <i>Management Science</i>
2024 – present	Ad Hoc Reviewer, <i>ILR Review</i>
2023 – present	Ad Hoc Reviewer, <i>Industrial Relations</i>
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

**PROFESSIONAL SERVICE**

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**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*

**PRIOR PROFESSIONAL EXPERIENCE**

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- 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