

Julia L. Melin

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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
- 2019 M.A. in Sociology
- 2013 **Swarthmore College**
B.A. in Comparative Religion & Gender Studies (*Phi Beta Kappa*)

PEER-REVIEWED PUBLICATIONS

Melin, Julia L. 2023. “The Help-seeking Paradox: Gender and the Consequences of Using Career Re-entry Assistance.” *Social Psychology Quarterly*. [\[Link\]](#)

Media coverage: *Dartmouth News Weekly*, *Tuck Research Insights*
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

Melin, Julia L. & 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 & **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. “Within-Gender Inequality in Labor Markets.” (Revise and resubmit, *Administrative Science Quarterly*)

Meuris, Jirs, Jennifer Merluzzi, Alexis Avery, & **Julia L. Melin**. “Incumbent Response to Women Entering Masculine Occupations.” (Under review)

Melin, Julia L. “Gender, Remote Work, and Psychological Safety.”

Melin, Julia L. & Sofoklis Goulas. “Gender Homophily and Online Career Training.”

Melin, Julia L. & Jennifer Merluzzi. “Changes in Discrimination Against Stay-at-Home Parents.”

OTHER PUBLICATIONS

Li, Jennifer J. & **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, & 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

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
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

2024	Work and Family Researchers Network Conference; Academy of Management Annual Meeting; Economic Sociology Conference
2023	Wharton People and Organizations Conference (Plenary Session); Academy of Management Annual Meeting
2022	Wharton People and Organizations Conference (Roundtable Session); Academy of Management Annual Meeting; European Group for Organizational Studies (EGOS)
2021	Nagymaros Conference on Organizational Sociology; Wharton People and Organizations Conference (Roundtable Session)
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

RESEARCH EXPERIENCE

2018 – 2023	Stanford VMWare Women’s Leadership Innovation Lab (Principal Investigator: Shelley Correll), Research Fellow, Stanford University
2017 – 2023	Equity By Design Lab, Stanford Graduate School of Business (Principal Investigator: Adina Sterling), Research Fellow, Stanford University
2017 – 2019	Michelle R. Clayman Institute for Gender Research, Research Assistant for Shelley Correll, Stanford University
2016	Stanford Center on Poverty and Inequality, Summer Research Assistant for David Grusky, Stanford University

REVIEWER

Organization Science, Industrial Relations, Time-sharing Experiments for the Social Sciences (TESS), Academy of Management

TEACHING EXPERIENCE

Instructor

2024	Managing Organizations (Core MBA); Equity Analytics in Organizations (MBA Elective)
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Course Assistant

2022	Equity By Design: Building Diverse and Inclusive Organizations, Stanford Graduate School of Business (MBA), Instructors: Adina Sterling, Dino Anderson
2020	Strategic Leadership: Crafting and Leading Strategy, Stanford Graduate School of Business (Core MBA), Instructor: Jesper Sørensen
2017 – 2018	Organizational Design, Stanford Graduate School of Business (MSx), Instructor: Adina Sterling

Teaching Assistant & Section Leader

- 2018 Interpersonal Relations, Stanford University, Instructor: Cecilia Ridgeway
 2017 Introduction to Sociology, Stanford University, Instructor: Tomás Jiménez

SERVICE AND LEADERSHIP

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*

Stanford University

- 2019 – 2021 Association of Sociology Graduate Students, *Alumni Relations Chair*
 2017 – 2018 Association of Sociology Graduate Students, *Community Service Chair*
 2016 – 2017 Association of Sociology Graduate Students, *First Year Representative*

Swarthmore College

- 2014 – 2016 Swarthmore Kappa Alpha Theta Alumnae Council, *Co-Founder and Co-Chair*
 2012 – 2013 Kappa Alpha Theta Women's Fraternity (Alpha Beta Chapter), *Co-Founder*
 2011 – 2012 Dean's Advisory Council, *Appointed Member*
 2011 – 2013 College Judiciary Committee, *Appointed Member*
 2010 – 2013 Swarthmore Office of Academic Success, *Student Academic Mentor*
 2010 – 2013 Swarthmore Career Services, *Career Peer Advisor*

PROFESSIONAL AFFILIATIONS

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