

DR. AMELIA M. STILLWELL

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ACADEMIC POSITIONS

Assistant Professor of Management

2020 - present

David Eccles School of Business, University of Utah

EDUCATION

Stanford University Graduate School of Business

2014-2020

Ph.D. in Organizational Behavior

Dissertation: *Gendered Norms for Interracial Contact: Social Penalties for White Women in Interracial Relationships*

Haverford College

2008-2012

Bachelor of Art in Psychology, Gender & Sexuality Studies

Magna Cum Laude

Thesis: *Social Categorization and Intergroup Bias in Affective Facial Memory*

RESEARCH INTERESTS

My research explores the microaggressions, stereotypes, and backlash that help maintain race and gender inequality in organizations. I investigate gender backlash against women in interracial relationships, gender backlash towards same-race female leaders, backlash towards women making harassment claims, stereotyping in high conflict nations, and voice behavior in diverse groups. My work investigates race, gender, and other identities simultaneously, reflecting the nuanced and interactive nature of modern and diverse organizations.

Race, Gender, & Diversity; Social Hierarchies; Employee Voice; Backlash; Intergroup Relations

PEER REVIEWED PUBLICATIONS

Note: *denotes Utah current or former PhD student; **denotes Utah current or former undergraduate

Xiao, V. L., Lowery, B. S., & **Stillwell, A.** (2023). Gender Backlash and the Moderating Role of Shared Racial Group Membership. *Personality and Social Psychology Bulletin*, 49(4), 554-570. <https://doi.org/10.1177/01461672221074543>

*Wiseman, J., & **Stillwell, A.** (2022). Organizational justice: Typology, antecedents and consequences. *Encyclopedia of Social Sciences*, 2(3), 1287-1295.
<https://doi.org/10.3390/encyclopedia2030086>

Stillwell, A. & Lowery, B. (2021). Gendered racial boundary maintenance: Social penalties for White women in interracial relationships. *Journal of Personality and Social Psychology*, 121(3), 548–572. <https://doi.org/10.1037/pspi0000332>

Durante, F., Fiske, S.T., Gelfand, M., Crippa, F., Suttora, C., & **Stillwell, A.** ... (2017). Ambivalent stereotypes link to peace, conflict, and inequality across 38 nations. *Proceedings of the National Academy of Sciences*, 114(4), 669-674. <https://doi.org/10.1073/pnas.1611874114>

WORKING PAPERS & PAPERS UNDER REVIEW

Note: *denotes Utah current or former PhD student; **denotes Utah current or former undergraduate

Stillwell, A., Anderson, A*, Blair, A., Tenney, E., Calzado, T**. (under review, AMJ). Topic: Voice, race, and microaggressions (actual title hidden for review).

Stillwell, A., Bain, K.*, Chen, J., Tenney, E., & Liu, C.* (working paper) An integrated model of gender backlash avoidance. Target: *Journal of Applied Psychology*.

Warner, T., Cyrus-Lai, W., ... **Stillwell, A.**, ... (working paper) Who respects an angry woman? A pre-registered reexamination of the relationships between gender, emotion expression, and status conferral. Target: *Organizational Behavior and Human Decision Processes*.

Stillwell, A. & Martin, A. Agentic agitators or damsels in distress? Men's benevolent sexism promotes paternalistic support for sexual assault accusations. (working paper) Target: *Personality & Social Psychology Bulletin*.

Stillwell, A. & Boltz, M.G. Remember Me as I Was: Facial Affect Moderates Memory for In vs. Out-Group Members. (working paper) Target: *Psychological Science*.

Wiseman*, J., Poole*, J., & **Stillwell, A.** (working paper) Optimizing the other: Relational identities in intergroup work dyads.

SELECTED WORKS IN PROGRESS

Note: * denotes Utah current or former PhD student; ** denotes Utah current or former undergraduate

***Stillwell, A.**, Ivankelvitich, M., & Wiseman, J.*, Houck, A. (in prep) Crossing boundaries, breaking stereotypes: Racially diverse Americans hold gendered norms for intergroup contact. Target: *Journal of Personality and Social Psychology*.

Stillwell, A., Al Bugami, R.**; Blair, A. (in prep). Voice and dissent in the new Saudi workplace. Target journal: *Organization Science*.

Stillwell, A., Xiao, V., Martin, A., Chen, J. (in prep). A Comparative Study of Masculinity and Femininity Beliefs Across Racial Groups.

Stillwell, A. & Wiseman, J*. (in prep) Effects of body doubling on emotions and productivity.

Stillwell, A. & Martin, A. (in prep) COVID and the Second Shift: Associations Between Prevention Behaviors and the Gendered Division of Labor.

Osborne, M., Stillwell, A., Anderson, A*. (in prep). Gender backlash and boosts for incivility in response to injustice.

ORGANIZED SYMPOSIA

Note: *denotes Utah current or former PhD student; **denotes Utah current or former undergraduate

Stillwell, A. (2020). Pluralizing Gender's Barriers and Boosts: Intersections with Race and Age. *Meeting of the International Association for Conflict Management, Thessaloniki, Greece.*

Stillwell, A., Foster-Gimble, O. A., Chambers, M*, & Srinivasan, P. (2020). Observers, Offenders, and Allies: New Insights on Men's Roles in the Post #MeToo Era. *Academy of Management Proceedings, 2020.*

*****Selected for OB Division's Best Symposium Award, AOM 2020**

Stillwell, A., Kray, L., & Ruttan, R. L. (2019). Sex and Power in the Workplace: Understanding Barriers to Gender Inclusion in the #MeToo Era. *Academy of Management Proceedings, 2019(1), 16538.* <https://doi.org/10.5465/AMBPP.2019.16538symposium>

*****Selected for inclusion in the All-Academy Theme (AAT)**

Stillwell, A. & Lowery, B. (Co-Chairs, 2018). *Status and Stigma: Multi-Method Perspectives on Race and Gender.* Meeting of the Society for Social and Personality Psychology, Atlanta, GA.

INVITED TALKS, PANELS, & WORKSHOPS

Stillwell, A. (2023). *Writing a Publishable Paper.* Invited workshop hosted by the PhD Project's Management Student Doctoral Association Annual Conference 2023, virtual.

Stillwell, A. Figueroa, A. Blair, A., Tenney, L., Calzado-Real, T. (2023). *Racial Microaggressions at School and Work: What Can Future Leaders Do?* Invited speaker for David Eccles School of Business's Annual Inclusion Week, Salt Lake City, UT.

Stillwell, A. (2022). *Diversity Dilemmas: Defining, Measuring, and Accessing Diverse Samples*. Invited panelist on the PhD Project's PDW at the Academy of Management Annual Meeting, Seattle, WA.

Stillwell, A. (2022). *AMA: Life as Junior Faculty*. Invited panelist hosted by the PhD Project's Management Student Doctoral Association Annual Conference, Seattle, WA.

Stillwell, A. (2022). *Writing a Publishable Paper*. Invited workshop hosted by the PhD Project's Management Student Doctoral Association Annual Conference 2022, Seattle, WA.

Stillwell, A. (2021). *Groups, Power, & Hierarchy*. Invited workshop hosted by Frontier Annual Meeting (501c), Austin, TX.

Stillwell, A. (2021). *Women in Science*. Invited panelist hosted by the Snowmass Annual Particle Physics Community Planning Exercise, virtual meeting.

Stillwell, A (2020). *Gendered racial boundary maintenance: Social penalties for women in interracial relationships*. Invited talk at the Department of Psychology, University of Utah.

Stillwell, A (2019). *White Americans' gendered norms for interracial relations*. Invited talk at the Goizueta School of Business, Emory University.

Stillwell, A (2019). *White Americans' gendered norms for interracial relations*. Invited talk at the Willie A. Deese College of Business and Economics, North Carolina A&T.

Stillwell, A (2019). *White Americans' gendered norms for interracial relations*. Invited talk at the David Eccles School of Business, University of Utah.

CONFERENCE PRESENTATIONS

Note: *denotes Utah current or former PhD student; **denotes Utah current or former undergraduate

Stillwell, A., Figueroa, A. N.*, Tenney, E. R., Blair, B., & Calzado Real, T.** (2023). Risk and Responsibility: Paradoxical Effects of Witnessing Racial Mistreatment on Employee Voice. Presented at Diversity in Management and Organizations Conference; virtual.

Figueroa, A. N.*, **Stillwell, A.,** Tenney, E. R., Blair, B., & Calzado Real, T.** (2023). Safe to Speak? Witnessing Racial Microaggressions Decreases Employee Voice. In *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 16040). Briarcliff Manor, NY 10510: Academy of Management.

Al Bugami, R.** , **Stillwell, A.** (2023). *Employee Voice in Saudi Arabia*. Poster presented at the Utah Undergraduate Research Conference, Salt Lake City, UT.

Stillwell, A., Lowery, B., Iankilevitch, M., Wiseman, J. *, Houck, A. (2023). *Gender Backlash for Interracial Relationships: Gender Norms Uphold Whites' Racial Boundaries*, in the symposium, "Pluralizing Gender's Barriers and Boosts: Intersections with Race and Age." Presented at the International Association for Conflict Management Annual Meeting, Thessaloniki, Greece.

Stillwell, A., Figueroa Anderson, A. N. *, Calzado Real, T. **, Tenney, E. R., & Blair, B. A. (2022). *Compared to What? Witnessing microaggressions increases and decreases voice, depending on study temporal perspective*. Poster presented at the Annual Society for Personality and Social Psychology Conference, Atlanta, GA.

Figueroa Anderson *, A. N., **Stillwell, A.,** Calzado Real, T. **, Tenney, E. R., & Blair, B. A. (2022). *Microaggressions Suppress Workplace Voice, but Accountability Can Help*, in the symposium, "How Contextual Cues Shape Employee Voice." Presented by Figueroa Anderson at the Academy of Management Annual Meeting, Seattle, WA; virtual.

Blair, A., Figueroa Anderson, A. N. *, **Stillwell, A.,** Tenney, E. R., & Calzado Real, T. ** (2022), *Microaggressions Suppress Workplace Voice... Accountability Can Help*. Presented at the International Leadership Association 6th Women and Leadership Conference, Portsmouth, United Kingdom.

Calzado Real, T. **, Figueroa Anderson, A. *, **Stillwell, A.,** Tenney, E. R., & Blair, B. A. (2022). *The Effect of Racialized Incivility on Voice in Groups*. Poster presented by Calzado Real at the Annual Society for Personality and Social Psychology Conference, San Francisco, CA.

Stillwell, A. & Lowery, B. (2022). *The Gendered Maintenance of Racial Boundaries: Backlash towards women in interracial relationships*. Research presented at the Meeting of the Society for Social and Personality Psychology, San Francisco, CA.

Stillwell, A. & Martin, A. (2021). *Agentic Agitators or Damsels in Distress? Men's Protective Paternalism Towards Female Accusers*. Research presented at the Virtual Academy of Management Annual Meeting.

*****Part of OB Division's Best Symposium, AOM 2021**

Stillwell, A. (2020). *Gendered Racial Boundary Maintenance: Social Penalties for White Women in Interracial Relationships*. Invited talk at the Department of Psychology, University of Utah.

Stillwell, A. & Martin, A. (2020). *Benevolent Heroes? Men's Protective Paternalism Towards Female Accusers*. Research presented at the Virtual Academy of Management Annual Meeting.

Stillwell, A. & Lowery, B. (2020). *Gendered Racial Boundary Maintenance: Social Penalties for White Women in Interracial Relationships*. Research presented at the Virtual Academy of Management Annual Meeting.

- Stillwell, A. & Lowery, B. (2020).** *Gendered Racial Boundary Maintenance: Social Penalties for White Women in Interracial Relationships*. Paper presented at the Virtual Meeting of the International Association for Conflict Management.
- Stillwell, A. & Martin, A. (2019).** *I thought he would help me”: Protection Framing Buffers Accusers from Backlash by Benevolently Sexist Men*. Research presented at the Academy of Management Annual Meeting, Boston, MA.
- Stillwell, A. & Martin, A. (2019).** *Protective Frames, Benevolent Sexism, & Backlash towards Female Accusers*. Invited talk given at Negotiation, Teams & Diversity: A Meeting in Honor of Margaret A. Neale, Stanford, CA.
- Stillwell, A. & Boltz, M.G (2019).** *Remember Me as I Was: Facial Affect Moderates Memory for In vs. Out-Group Members*. Poster presented at the Meeting of the Society for Social and Personality Psychology, Portland, OR.
- Stillwell, A. & Lowery, B. (2018).** *Hetero(Sexual) Dominance: Understanding Hostility Toward Women Who Date Outside The Group*. Paper presented at the Meeting of the International Association for Conflict Management, Philadelphia, PA.
- Stillwell, A. & Lowery, B. (2018).** *Whose Status Matters? Women’s Sexual Behavior as a Status Cue for Ingroup Men*. Research presented at the Meeting of the Society for Social and Personality Psychology, Atlanta, GA.
- Stillwell, A. & Lowery, B. (2017).** *Whose Status Matters? Women’s Sexual Behavior as a Status Cue for Ingroup Men*. Paper presented at the Meeting of the Interdisciplinary Network for Group Research, St. Louis, MO.
- Stillwell, A. & Lowery, B. (2017,).** *Race & Gender in Reactions to Interracial Sexuality*. Poster presented at the Meeting of the Society for Social and Personality Psychology, San Antonio, TX.
- Stillwell, A. & Lowery, B. (2015).** *Interracial Couples: Crossing Race and Gender Hierarchies*. Poster presented at the Stanford Institute for Research in the Social Sciences, Stanford, CA.
****Won Best Student Poster Award**
- Boltz, M. & Stillwell, A. (2015).** *Social Categorization and Intergroup Bias in Affective Facial Memory*. Poster presented at the Annual Meeting of the Psychonomics Society, Chicago, IL.
- Stillwell, A., Gelfand, M. J., Ting, H., Salmon, E. D., & Fulmer A. (2013).** *Correlates of national impatience*. Poster presented at University of Maryland BRIDGES Research Interaction Day, College Park, MD.
- Stillwell, A., Gelfand, M. J., Ting, H., Salmon, E. D., & Fulmer A. (2013).** *Correlates of national impatience*. Research presented at the regional meeting of the International Association of Cross-Cultural Psychology, Los Angeles, CA.

ADVISEES

Coco Liu Ph.D. Student in Management Faculty Adviser	2023-2024
Jennifer Wiseman Ph.D. Candidate in Management Faculty Chair	2021-2024
Rajeh AlBugami Undergraduate UROP student Faculty Adviser	2022-2023
Alexandra Figueroa Anderson Ph.D. Candidate in Management Faculty Adviser	2020-2023

TEACHING

David Eccles School of Business, University of Utah BCOR3030: Fundamentals of Management <i>Instructor of Record</i> – 8 sections of 75 upper-division undergraduates Rating: 2.8 out of 3	2020-2023
Lucas College and Graduate School of Business, San Jose State University BUS161A: Applied Organizational Behavior <i>Instructor of Record</i> – 43 upper-division undergraduates Rating: 4.8 out of 5 (Department Average 4.5)	Spring 2019
BUS160: Introduction to Management & Organizational Behavior <i>Instructor of Record</i> – 46 upper-division undergraduates Rating: 4.6 out of 5 (Department Average 4.5)	Spring 2018
Stanford Graduate School of Business OB 205: Managing Groups & Teams <i>Lead Teaching Assistant</i> – 6 sections of 70 MBA students <i>Teaching Assistant</i> – 70 MBA students Executive Education: Managing Teams for Innovation and Success <i>Course Assistant</i> – 70 Executive participants Stanford LEAD Online Business Program On-site Day <i>Course Assistant</i> – 300 On-site participants OB 333: Acting with Power <i>Lead Teaching Assistant</i> – 4 sections of 40 MBA students <i>Teaching Assistant</i> – 40 MBA students OB 581: Negotiations	Fall 2018 Fall '16, '17, & '19 Fall 2018 Spring 2018 Spring '18 & Fall '19 Spring '15, '16, & '17

Stanford University Department of Psychology

PSYCH 75: Introduction to Cultural Psychology

Teaching Assistant – 300 undergraduate students, all levels

Winter 2016

Rating: 4.5 out of 5

GRANTS/FELLOWSHIPS/AWARDS

Career Mentor Award David Eccles School of Business	2023
Ethics in Education Award David Eccles School of Business	2022
Graduate Student Fellow Stanford Clayman Institute for Gender Research	2017
Graduate Student Fellow Stanford Center for Ethics in Society	2016
Phi Beta Kappa International Honors Society Haverford College	2012
David Olton Award for Student Achievement in Psychology Haverford College	2012
Departmental High Honors Haverford College Department of Psychology	2012

MENTORSHIP & OUTREACH

Camp Melanin Organizer & Volunteer	2020-2023
Organizer and counselor for annual community-run camp for Black youth and families in Utah.	
PhD Job Market Program Mentor	2022
Provided 1:1 mentoring for underrepresented PhD job market candidate throughout cycle.	
Stanford GSB PhD Organization of Women Events Officer	2018-2020
Organized events to facilitate recruitment, professional development, & gender inclusion.	
Society for Personality and Social Psychology Peer Mentor	2019
Volunteer 1:1 mentor for junior student applying to graduate schools.	
Stanford Diversity in Doctoral Education and Scholarship Volunteer	2018
Mentor and team leader for underrepresented undergraduates interested in research.	
Allied Students for Consent Founder & Co-President	2011-2012
Lead educational outreach for preventing gender harassment and intimate partner violence.	
**Received The 2012 Edmund J. Lee Memorial Award, for the student organization which accomplished the most to advance the interests of Haverford College during the year.	

PROFESSIONAL SERVICE & REVIEWING

Organizational Behavior and Human Decision Processes Adhoc Reviewer	2021-2023
Journal of Experimental Social Psychology Adhoc Reviewer	2022-2023
Journal of Personality & Social Psychology Adhoc Reviewer	2020-2022
Multi-University Diversity Research Group Member	2020-2022

GDO Tenure Track Faculty Group Member	2020-2022
Academy of Management Annual Meeting Reviewer	2017-2021
Meeting of the International Association for Conflict Management Reviewer	2018-2020
Stanford Academy of Management Alumni Social Co-Chair	2019
Stanford GSB PhD Student Association	
President	2017-2018
Vice-President	2016-2017
Social Chair	2015-2016
Meeting of the Interdisciplinary Network for Group Research Reviewer	2017
Haverford College Sexual Misconduct Advisory Committee Member	2011-2012
Joint student-faculty committee to advise the President on Title IX education and policy.	

EMPLOYMENT

Assistant Professor Department of Management <i>David Eccles School of Business, University of Utah</i>	2020-present
Lecturer Department of Management <i>Lucas College of Business, San Jose State University</i> Instructor of Record for two 14-week 3 credit hour courses.	2014-2015
Lab Manager Multidisciplinary University Research Initiative (MURI) <i>University of Maryland Department of Psychology</i> Principle Investigator: Dr. Michele Gelfand Coordinated survey translation and data collection in 10 nations, conducted data analysis and reporting of results in manuscripts and at professional meetings, lead 8-member team of undergraduate research assistants, and managed grant reports and ethical review.	2012-2014
Writing Tutor Haverford College Writing Center	2010-2012

ADDITIONAL TRAINING

Stanford University Graduate Summer Institute 2016
Learning by Design: Designing Courses for Effective Student Learning

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)
Interdisciplinary Network for Group Research (INGRoup)
International Association for Conflict Management (IACM)
Society for Personality and Social Psychology (SPSP)

Phi Beta Kappa Honors Association, Northern California (Haverford College, 2012)
Psi Chi International Honor Society in Psychology (Haverford College Chapter, 2012)