

ACADEMIC POSITIONS

Assistant Professor of Management 2020 - present
David Eccles School of Business, University of Utah

EDUCATION

Stanford University Graduate School of Business 2020
Ph.D. in Organizational Behavior
Dissertation: *Gendered Norms for Interracial Contact: Social Penalties for White Women in Interracial Relationships*

Haverford College 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 stereotypes and backlash that help maintain race and gender inequality. 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 intergroup bias in facial memory. This work investigates race, gender, and other group cleavages simultaneously, reflecting the nuanced and interactive nature of identity in modern and diverse organizations.

Race, Gender, & Diversity; Hierarchies; Stereotyping; Norms; Backlash; Intergroup Relations

PEER REVIEWED & MANUSCRIPTS UNDER REVIEW

Xiao, V., Lowery, B., & **Stillwell, A.** (revise and resubmit, *Personality & Social Psychology Bulletin*).
Gender-Norm Violation and Backlash: The Moderating Role of Shared Racial Group Membership.

Stillwell, A. & Lowery, B. (2020). *Gendered Racial Boundary Maintenance: Social Penalties for White Women in Interracial Relationships.* *Journal of Personality and Social Psychology*

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.*

WORKING PAPERS

Stillwell, A. & Martin, A. *Agentic Agitators or Damsels in Distress? Men's benevolent sexism promotes paternalistic support for sexual assault accusations.* Target Journal: Organizational Behavior & Human Decision Processes.

Stillwell, A. & Boltz, M.G. *Remember Me as I Was: Facial Affect Moderates Memory for In vs. Out-Group Members.* Target Journal: Social Psychological and Personality Science.

SELECTED WORKS IN PROGRESS

Calzado, T., **Stillwell, A.**, Anderson, A., Blair, A., Tenney, E. (in prep) *Racial Incivility & Voice Behavior in Groups.*

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

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

ORGANIZED SYMPOSIA

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.

CONFERENCE PRESENTATIONS & INVITED TALKS

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.* 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.

TEACHING

David Eccles School of Business, University of Utah

BCOR3030: Fundamentals of Management 2020-2021
Instructor of Record – 3 sections of 72 upper-division undergraduates

Lucas College and Graduate School of Business, San Jose State University

BUS161A: Applied Organizational Behavior Spring 2019

Instructor of Record – 43 upper-division undergraduates

Rating: 4.8 out of 5 (Department Average 4.5)

BUS160: Introduction to Management & Organizational Behavior Spring 2018

Instructor of Record – 46 upper-division undergraduates

Rating: 4.6 out of 5 (Department Average 4.5)

Stanford Graduate School of Business

OB 205: Managing Groups & Teams

Lead Teaching Assistant – 6 sections of 70 MBA students Fall 2018

Teaching Assistant – 70 MBA students Fall '16, '17, & '19

Executive Education: Managing Teams for Innovation and Success Fall 2018

Course Assistant – 70 Executive participants

Stanford LEAD Online Business Program On-site Day Spring 2018

Course Assistant – 300 On-site participants

OB 333: Acting with Power

Lead Teaching Assistant – 4 sections of 40 MBA students Spring '18 & Fall '19

Teaching Assistant – 40 MBA students Spring '15, '16, & '17

OB 581: Negotiations

Teaching Assistant – 45 MBA students Fall '17 & Winter '18

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

MENTORSHIP & OUTREACH

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

Journal of Personality & Social Psychology Reviewer 2020-2021

Multi-University Diversity Research Group Member 2020-2021

GDO Tenure Track Faculty Group Member 2020-2021

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 2020-present
David Eccles School of Business, University of Utah

Grader OB 206: Organizational Behavior 2014-2015
Stanford Graduate School of Business

Lecturer Department of Management 2014-2015
Lucas College of Business, San Jose State University
Instructor of Record for two 14-week 3 credit hour courses.

Lab Manager Multidisciplinary University Research Initiative (MURI) 2012-2014
University of Maryland Department of Psychology
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.

ADDITIONAL TRAINING

Stanford University Graduate Summer Institute 2016

Learning by Design: Designing Courses for Effective Student Learning

GRANTS/FELLOWSHIPS/AWARDS

Graduate Student Fellow Stanford Clayman Institute for Gender Research	2017
Graduate Travel Award Society for Personality and Social Psychology	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

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)