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ACADEMIC POSITIONS

2018 – **Assistant Professor, Organizational Behavior** Stanford, CA
Graduate School of Business, Stanford University

Faculty Affiliate, Stanford Center for Longevity
Faculty Fellow, The Clayman Institute for Gender Research

EDUCATION

2018 **Graduate School of Business, Columbia University** New York, NY
Ph.D. in Management
• Dissertation: The divergent effects of diversity ideologies for race and gender relations
• Committee: Katherine Phillips (chair), Modupe Akinola, Adam Galinsky, Aaron Kay, Michael Slepian

2015 **Graduate School of Business, Columbia University** New York, NY
M.Phil in Management

2012 **Queen's School of Business, Queen's University** Kingston, ON
M.Sc. in Organizational Behaviour

2010 **Queen's School of Business, Queen's University** Kingston, ON
B.Comm (First Class Honours)

RESEARCH INTERESTS

- Diversity strategies and interventions
- Gender and (de)gendering
- Social cognition and stereotyping
- Intergroup relations

PEER REVIEWED AND FORTHCOMING PUBLICATIONS

Gündemir, S., **Martin, A.E.** & Homan, A. (*forthcoming*). Understanding diversity ideologies from the target's perspective: A review and future directions, *Frontiers in Psychology*.

Martin, A.E. & Phillips, K.W. (*in-press*). Blind to bias: The benefits of gender-blindness for STEM stereotyping. *Journal of Experimental Social Psychology*.

Martin, A.E., North, M.S. & Phillips, K.W. (2019). Intersectional Escape: Older women elude prescriptive stereotypes more than older men. *Personality and Social Psychology Bulletin*, 45(3), 342 – 359.

Martin, A. E. & Slepian, M.L. (2018). Dehumanizing gender: The de-biasing effects of gendering non-human entities. *Personality and Social Psychology Bulletin*, 44(12), 1681 – 1696.

Akinola, M.* **Martin, A.E.*** & Phillips, K.W. (2018). To delegate or not to delegate: Gender differences in affect and behavior during delegation. *Academy of Management Journal*, 61(4), 1467 –1491.

* denotes equal authorship

Martin, A.E. & Phillips, K.W. (2017). What “blindness” to gender differences helps women see and do: Implications for confidence, agency, and action in male-dominated environments. *Organizational Behavior and Human Decision Processes*, 142, 28 – 44.

Crum, A.J., Akinola, M., **Martin, A.E.**, & Fath, S. (2017). Improving stress without reducing stress: The benefits of a stress-is-enhancing mindset in challenging and threatening contexts. *Anxiety, Stress, and Coping*, 30(4), 379 – 395.

INVITED ARTICLES AND CHAPTERS

Lu, J. **Martin, A.E.**, Usova, A., & Galinsky, A. (2019). Creativity and humor across cultures: Where aha meets haha. In S. Luria, J. Baer, J. & J.C. Kaufman (Eds.), *Creativity and Humor*. Cambridge, MA: Academic Press

Martin, A.E. & Torres, N. (2018). Women benefit when they downplay gender. *Harvard Business Review*, 96(4), 30-31.

Martin, A.E. & Slepian, M.L. (2017). The Big Two. In V. Zeigler-Hill & T. Shackelford (Eds.) *The Encyclopedia of Personality and Individual Differences*. New York: Springer

WORKING PAPERS

Martin, A.E. The divergent effects of awareness and blindness diversity ideologies for race and gender relations (*reject and resubmit*).

Martin, A.E. & North, M.S. Equality for (almost) all: Social egalitarians reject sexism and racism, but not ageism (*under review*).

Martin, A.E. & Slepian, M. The primacy of gender: Gendered cognition underlies the “Big Two” dimensions of social perception (*under review*).

Martin, A.E. & Phillips, K.W. The power of a label: When masculinity is replaced with agency women feel more confident and take more action.

Martin, A.E. & Phillips, K. & Sasaki, S. Reducing men’s bias towards women in at work: The benefits of gender-blind diversity approaches.

Martin, A.E., Gündemir, S., Phillips, K.W & Homan, A. Women’s responses to gender-aware and gender-blind organizational approaches: The moderating role of career and family orientation.

Kuwabara, K. & **Martin, A.E.** Who says women shouldn't network? Lay theories predict social penalties for female networkers.

SELECTED WORKS IN PROGRESS

Martin, A.E. & Mason, M.F. Through gendered lenses: Gendering in anthropomorphism.

Pike, B.E. **Martin, A.E.** & Galinsky, A.D. Gender differences in, and implications of, shared first authorship.

Stillwell, A., Xiao, V. & **Martin, A.E.** "I thought he would help me": Protective framing buffers female accusers from backlash

Jachimowicz, J.M. Pike, B. **Martin, A.E.** & Galinsky, A. The passion double standard: Why expressing passion benefits men more than women.

Godart, F., **Martin, A. E.**, Swaab, R. I., & Galinsky, A.D. Gender empowerment is associated with cross-national innovation.

BUSINESS CASES AND TEACHING MATERIALS

Phillips, D.J. & **Martin, A.E.** (2013). Marissa Mayer at Yahoo!: A Case Study for Class Discussion. *Columbia Business School*

AWARDS AND SCHOLARSHIPS

| | |
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| 2018 | Clayman Institute's Stanford Faculty Research Fellowship |
| 2017 | PON Negotiation Fellowship, Harvard Business School |
| 2016 | Distinguished Deming Fellow, The W. Edwards Deming Center, Columbia Business School |
| 2016 | Roger F. Murray Award <ul style="list-style-type: none">Awarded to one PhD student annually for overall achievement and research potential across departments at Columbia Business School |
| 2015 | Deming Doctoral Fellowship, Columbia Business School |
| 2015 | Best Reviewer Award, OB Division of the Academy of Management |
| 2014 | Social Sciences & Humanities Research Council; Doctoral Scholarship |
| 2014, 2016 | Behavioral Research Lab Graduate Fellowship |
| 2012 | IBSHS, Beta Gamma Sigma <ul style="list-style-type: none">Distinction for top 20% of MSc. Class |
| 2012 | Ontario Graduate Scholarship (declined) |
| 2011, 2012 | Queen's Graduate Award, Queen's School of Business |
| 2011 | Queen's School of Business Award, Queen's School of Business |
| 2007 | D.I. McLeod Dean's List Scholarship, Queen's University |
| 2006 | Queen's University Excellence Scholarship, Queen's University |

PROFESSIONAL EXPERIENCE

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| 2010 – 2011 | Financial Analyst, Frontwater Capital, Toronto, Canada |
| 2009 (summer) | Treasury Analyst, George Weston Limited, Toronto, Canada |
| 2008 (summer) | Associate, Corporate Development, George Weston Limited, Toronto, Canada |
| 2007 (summer) | Futures and Commodities Analyst, George Weston Limited, Toronto, Canada |

TEACHING EXPERIENCE

FULL COURSES

- 2018 Design and Process of Experimental Research, Stanford Graduate School of Business
- Average Rating: 4.9/5
- Managing Groups and Teams, Stanford Graduate School of Business
- Average Rating: 4.7/5
- Cross Cultural Seminar, Columbia Business School (rating N/A)
- 2017 Instructor, Leadership Development, School of Professional Studies, Columbia University
- Average Rating: 4.6/5

MODULES

- 2017 *Gender Dynamics in Negotiations*, Columbia Business School
- 2016 *Talking about Diversity*, Columbia Business School
- 2015 *Just Ask for It*, Women's Negotiation Workshop/Initiative

INVITED PRESENTATIONS

- 2019 Duke University, New Directions in Leadership Research Conference (*scheduled*)
INSEAD, Women at Work Conference (*scheduled*)
- 2018 Stanford University, Clayman Institute for Gender Research
Stanford University, Department of Physics
Stanford University, Department of Psychology
Harvard Law School, Program on Negotiation
- 2017 Harvard Business School, Organizational Behavior Unit
Harvard Business School, Negotiation, Organizations & Markets Unit
University of Toronto, Rotman School of Management
Stanford University, Stanford Graduate School of Business
Cornell University, SC Johnson College of Business
University of Virginia, Darden School of Business
University of North Carolina at Chapel Hill, Kenan-Flagler Business School
University of Texas at Austin, McCombs School of Business
University of Illinois at Urbana Champaign, School of Labor and Industrial Relations
Ryerson University, Ted Rogers School of Management
London Business School
Harvard Kennedy School, Women and Public Policy Program
- 2016 The W. Edwards Deming Center, Deming Cup
The W. Edwards Deming Center, Annual Board Meeting
- 2015 AIG Global Women in Technology Conference

PRESENTATIONS

Martin, A.E. & Phillips, K.W. (2018). The power of a label: When “masculinity” is replaced with “agency” women feel more confident and take more action. Paper presented at Academy of Management Annual Meeting, Chicago, IL.

Martin, A.E. & Slepian, M. (2017). Dehumanizing gender: The Ironic effects of gendering non-human entities. Paper presented at Academy of Management Annual Meeting, Atlanta, GA.

Martin, A.E. & Phillips, K.W. (2017). The Divergent effects of blindness and awareness ideologies for intergroup friendships. Paper presented at Academy of Management Annual Meeting, Atlanta, GA.

Martin, A.E. (2017). Dehumanizing gender: The Ironic effects of gendering non-human entities. Paper presented at the East Coast Doctoral Conference, New York, NY.

Martin, A.E., North, M.S. & Phillips, K.W. (2016). The Granny buffer: Older women elude prescriptive stereotypes more than older men. Paper presented at Academy of Management Annual Meeting, Anaheim, CA.

Martin, A.E. & Phillips, K. W. (2016). What Blindness helps women see and do: Implications of gender blindness for confidence, power and negotiation. Paper presented at Academy of Management Annual Meeting, Anaheim, CA.

Martin, A.E., Phillips, K. & Sasaki, S. (2016). The Benefits of gender-blindness for men’s bias towards and inclusion of women. Paper presented at Academy of Management Annual Meeting, Anaheim, CA.

Martin, A.E. (2016). What blindness helps women see and do: The implications of gender-blindness for confidence, power, and negotiation. Paper presented at the Transatlantic Doctoral Conference, London, UK.

Crum, A.J., Akinola, M.A., **Martin, A.E.**, & Fath, S. (2016). The Benefits of a stress-is-enhancing mindset in both challenging and threatening contexts. Paper presented at Society for Personality and Social Psychology Annual Meeting, San Diego, CA.

Martin, A.E., Phillips, K.W. & Sasaki, S.J. (2015). What the blind man doesn’t see: gender blindness reduces men’s bias towards women. Paper presented at Academy of Management Annual Meeting, Vancouver, Canada.

Martin, A.E., Mishra, P., Swaab, R. & Galinsky, A.D. (2015). Empowering women leads men to victory. Paper presented at Academy of Management Annual Meeting, Vancouver, Canada.

Martin, A.E. & Phillips, K. (2015). Intergroup ideologies: The Contrasting effects of blindness and awareness on race and gender relations. Poster presented at Association for Psychological Science, New York, NY.

Martin, A.E. (2015). What the blind man doesn’t see: Gender blindness reduces men’s bias towards women. Paper presented at the Transatlantic Doctoral Conference, London, UK.

Martin, A.E. (2015). What the blind man doesn’t see: Gender blindness reduces men’s bias towards women. Paper presented at the Wharton Society for the Advancement of Women in Business Academia. Philadelphia, PA.

Martin, A.E. (2015). What the blind man doesn’t see: Gender blindness reduces men’s bias towards women. Paper presented at the CBS/NYU Doctoral Consortium, New York, NY.

Martin, A.E., Akinola, M. & Phillips, K.W. (2014). Gender differences in delegation. CBS/NYU Doctoral Consortium, New York, NY.

Martin, A.E., Phillips, K.W. & Akinola, M.N. (2014). Gender differences in delegation: The Role of relational orientation. Symposium conducted in the GDO Division at the annual meeting of the Academy of Management, Philadelphia, PA.

Martin, A.E., Crum, A.J., Akinola, M. (2014). The buffering effects of stress mindset on cognitive functioning during stress. Poster presented at Society for Personality and Social Psychology Conference, Austin, TX.

ORGANIZED SYMPOSIA

Thomason, B. & **Martin, A.E.** (Co-Chairs, 2015). A Few good (feminist) men: How to get men on board with gender equality and what men stand to gain. Academy of Management Annual Meeting, Vancouver Canada.
**Featured as a Showcase Symposium in the GDO, ODC, and OT Division.*

Martin, A.E. & Phillips, K.W (Co-Chairs, 2014). Navigating the labyrinth: Examining the importance of context and stereotypes in gender research. Academy of Management Annual Meeting, Orlando Florida.
**Featured as a Showcase Symposium in the GDO Division.*

ADDITIONAL ACTIVITIES

- 2018-
2014, 2018 Contributor, Behavioral Scientist Magazine
Research Consultant, Graduate School of Business, Columbia University
- Helped design, analyze, and interpret results of a survey distributed to 1,328 MBA students to gauge gender issues amongst Columbia MBA students
- 2013, 2015 Research Consultant, Columbia University
- Helped design, coordinate, and analyze a Quality of Life survey distributed to 36,000 Columbia University students to gauge stress and psychological well-being on campus

SERVICE AND LEADERSHIP

- 2017-
Reviewer, Academy of Management Journal
Reviewer, Journal of Personality and Social Psychology
Reviewer, Personality and Social Psychology Bulletin
Reviewer, Organizational Behavior and Human Decision Processes
Reviewer, Social and Personality Psychology Science
Reviewer, Social and Personality Psychology Compass
Reviewer, Academy of Management Annual Meeting
- 2016 Mentor, Women's International Leadership Program, New York
- 2014 - 2017 Student Representative, Behavioral Research Laboratory Committee, Columbia University
- 2014 - 2015 Student Representative, Management Department, Columbia University

ADDITIONAL TRAINING

- 2016 Multilevel Modeling Using Stata, Statistical Horizons
- 2015 Advanced Writing Seminar, Columbia University
- 2015 Regression Analysis using Stata (II), Timberlake Consultants
- 2013 Multilevel Modeling: Foundations & Applications, Kansas University

SELECTIVE MEDIA COVERAGE

[CNN](#) | [The Economist](#) | [Fortune](#) | [HBR](#) | [Inc.](#) | [CBS](#) | [Forbes](#) | [Behavioral Insights](#) | [Refinery29](#)

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)

Association for Psychological Science (APA)

Society for Personality and Social Psychology (SPSP)

Society for the Improvement of Psychological Science (SIPS)