

AMELIA STILLWELL

PHD CANDIDATE

47 Olmsted Road #106

Stanford, CA 94305

astillwe@gmail.com • (209) 981-7251 • ameliastillwell.com

EDUCATION

Stanford University Graduate School of Business, Stanford, California Sept 2014-Present

Ph.D. in Organizational Behavior (Exp. 2020)

Dissertation: *Gendered Norms for Interracial Contact: Social Penalties for White Women in Interracial Relationships* (defended March 2019, expected completion May 2020)

Haverford College, Haverford, Pennsylvania May 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

Stillwell, A. & Lowery, B. (under review, Journal of Personality and Social Psychology). *Gendered Norms for Interracial Contact: Social Penalties for White Women in Interracial Relationships*.

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

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. *"I thought he would help me": Protective Framing Buffers Female Accusers from Backlash.* Target Journal: Journal of Experimental Social Psychology.

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

Stillwell, A., Xiao, V., Lowery, B, & Reit, E. (in prep). *Enticing Submission: Status Differences between Men and Women Predict Benevolent Sexism*

Stillwell, A. & Lowery, B. (in prep). *Shared Racial Group Membership & Backlash in Negotiations.*

Lowery, B., Xiao, V., & **Stillwell, A.** (in prep). *The Gender Conferral Hypothesis.*

CONFERENCE PRESENTATIONS & INVITED TALKS

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.

ORGANIZED SYMPOSIA

Stillwell, A. & Kray, L. (Co-Chairs, 2019). *Sex and Power in the Workplace: Understanding Barriers to Gender Inclusion in the #MeToo Era*. Academy of Management Annual Meeting, Boston, MA.

****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.

TEACHING

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)

Designed and taught 14 three-hour lectures, incorporating original interactive cases and exercises, and a novel module on scientific literacy and data-driven decision making.

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)

Designed and taught 14 three-hour lectures, integrated interactive classroom technology, and created a new extra credit assignment encouraging community engagement.

Stanford Graduate School of Business

OB 205: Managing Groups & Teams

Lead Teaching Assistant – 6 sections of 70 MBA students Fall 2018
Coordinated teaching assistant staff, set-up and managed interactive cases and exercises.

Teaching Assistant – 70 MBA students Fall '16, '17, & '19
Prepped and managed interactive cases and exercises.

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
Coordinated teaching assistant staff, prepped and managed interactive exercises, graded all written assignments.

Teaching Assistant – 40 MBA students Spring '15, '16, & '17
Set-up and managed interactive exercises, graded all written assignments.

OB 581: Negotiations

Teaching Assistant – 45 MBA students Fall '17 & Winter '18
Prepped and managed interactive exercises, gave student feedback on written assignments, graded all participation and written work.

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

Led weekly 1-hr discussion section for 20 students, created optional writing bootcamp for final paper, held weekly office hours, set-up and managed in-lecture exercises, gave extensive feedback on writing assignments, graded all participation and written work.

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

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

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

Academy of Management Annual Meeting Reviewer 2017-2019

Meeting of the International Association for Conflict Management Reviewer 2018-2019

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

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

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.

Writing Tutor Haverford College Writing Center 2010-2012

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

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)

PROFESSIONAL REFERENCES

Dr. Brian Lowery - Dissertation adviser

Professor and Senior Associate Dean
Stanford University Graduate School of Business
Best way to reach: pmattish@stanford.edu
(650) 380-4217

Dr. Ashley Martin - Faculty adviser and collaborator

Assistant Professor
Stanford University Graduate School of Business
Best way to reach: sophias1@stanford.edu
(646) 520-5142

Dr. Michele J. Gelfand - Former supervisor and coauthor

Distinguished Professor of Psychology
University of Maryland, College Park
Best way to reach: sophias1@stanford.edu
(301) 405-6972

Dr. Elizabeth Mullen – Bus160 Course Coordinator and colleague

Associate Professor of Management
Lucas College and Graduate School of Business
San Jose State University
Best way to reach: elizabeth.mullen@sjsu.edu
408-924-7883