

ASHLEY E. MARTIN

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ACADEMIC POSITIONS

2018 – **Assistant Professor, Organizational Behavior** Stanford, CA
Graduate School of Business, Stanford University
Shanahan Family Faculty Scholar (2019 – 2021)
Faculty Affiliate, Stanford Center for Longevity (2019 – present)
Faculty Fellow, The Clayman Institute for Gender Research (2018 – 2019)

EDUCATION

2018 **Graduate School of Business, Columbia University** New York, NY
Ph.D. in Management

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

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

PUBLICATIONS

+ indicates graduate student co-author; * indicates shared authorship

Martin, A.E. & Mason, M.F. (forthcoming). What does it mean to be (seen as) human? The Importance of gender in humanization. *Journal of Personality and Social Psychology*.

Chu, C.⁺ & **Martin, A.E.** (2021). The Primacy of communality in humanization. *Journal of Experimental Social Psychology, 97*.

Martin, A.E. & North, M.S. (2021). Equality for (almost) all: Egalitarian advocacy predicts lower endorsement of sexism and racism, but not ageism. *Journal of Personality and Social Psychology*.

Martin, A.E. & Slepian, M.L. (2020). The primacy of gender: Gendered cognition underlies the “Big Two” dimensions of social perception. *Perspectives on Psychological Science*.

Gündemir, S., **Martin, A.E.** & Homan, A. (2019). Understanding diversity ideologies from the target’s perspective: A review and future directions, *Frontiers in Psychology, 10*(282), 1 – 14.

Martin, A.E. & Phillips, K.W. (2019). Blind to bias: The benefits of gender-blindness for STEM stereotyping. *Journal of Experimental Social Psychology, 82*, 294 – 306.

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.

Martin, A.E. & Phillips, K.W. (2017). What blindness helps women see and do: Implications of gender-blindness 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.

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

CHAPTERS AND PRACTITIONER PUBLICATIONS

Lu, J.G., **Martin, A.E.**, Usova, A., & Galinsky, A.D. (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.

PAPERS UNDER REVIEW OR REVISION

+ indicates graduate student co-author; * indicates shared authorship

Lawson, M.A.⁺ **Martin, A.E.**, Huda, I. & Matz, S.C. Hiring women into senior leadership positions is associated with a reduction in gender stereotypes in organizational language (*under third round review at Proceedings of the National Academy of Sciences*).

Martin, A.E. (2022). The divergent effects of awareness and blindness diversity ideologies for race and gender relations (*invited for revision at Organizational Behavior and Human Decision Processes*)

- *Winner of the Best Paper Based on a Dissertation Award; GDO Division of the Academy of Management*
- *Finalist for the William H. Newman Award for Best Paper Based on a Dissertation, Academy of Management*

Martin, A.E. (2022) Gender relativism: How context shapes the perception of male and female (*invited for revision at Journal of Experimental Psychology: General*).

Freund, A.⁺ **Martin, A.E.**, & Neale, M.A. (2022). Well but unwelcome? The Career consequences of prioritizing wellbeing at work (*under second round review at Organizational Behavior and Human Decision Processes*).

Flynn, F.* & **Martin, A.E.*** Dr. Jekyll or Mrs. Hyde? The Public-private paradox of the communal feminine stereotype (reject and resubmit at *Organization Science*).

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

2021	Top 40 Business School Professors Under 40, Poets and Quants
2019 - 2021	Shanahan Family Faculty Scholar, Stanford Graduate School of Business
2019	Best Paper Based on a Dissertation, Gender, Diversity and Organizations (GDO) Division, Academy of Management
2019	Finalist for the William H. Newman Award for Best Paper Based on a Dissertation, Academy of Management (top four dissertations across all divisions)
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; Columbia Business School
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

TEACHING EXPERIENCE

FULL COURSES

2018-	Design and Process of Experimental Research, Stanford Graduate School of Business <ul style="list-style-type: none">• Average Rating: 5/5 (2018 – 2020) Managing Groups and Teams, Stanford Graduate School of Business <ul style="list-style-type: none">• Average Rating: 4.9/5 (2020): 4.6/5 (2019): 4.7/5 (2018) Cross Cultural Seminar, Columbia Business School (rating N/A)
2017	Leadership Development, School of Professional Studies, Columbia University <ul style="list-style-type: none">• Average Rating: 4.6/5

MODULES

2021	<i>Gender Difference: What Difference Does It Make?</i> Stanford/Harvard Business School
2017	<i>Gender Dynamics in Negotiations</i> , Columbia Business School
2016	<i>Talking about Diversity</i> , Columbia Business School
2015	<i>Just Ask for It</i> , Women's Negotiation Workshop/Initiative

MENTORING AND ADVISING

Chelsea Lide	Second Year Paper Reader (anticipated 2024)
Preeti Srivanithan	Second Year Paper Reader (anticipated 2023)
Shilaan Alzahawi	Dissertation Committee Member (anticipated 2023)
Charles Chu	Dissertation Proposal Reader (anticipated 2022)
Shwetha Mariadassou	Dissertation Committee Member (anticipated 2021)
Andrea Freund	Dissertation Chair (anticipated 2021)
Vivian Xaio	Dissertation Committee Member (anticipated 2021)
Jen Park	Dissertation Committee Member (2020)
Amelia Stillwell	Dissertation Committee Member (2020)
Naomi Fa-Kaji	Dissertation Committee Member (2020)
Octavia Zhart	Dissertation Committee Member (2020)

PROFESSIONAL EXPERIENCE

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

INVITED PRESENTATIONS

2021	Booth School of Business, University of Chicago (scheduled) The Stephen M. Ross School of Business, University of Michigan (scheduled) The Wharton School of Business, University of Pennsylvania Tepper School of Management, Carnegie Mellon University
2020	Gies College of Business, University of Illinois, Urbana Champaign The W. Edwards Deming Center, Annual Board Meeting
2019	University of Southern California, Marshall School of Business University of California, Berkeley, Haas School of Business Duke University, New Directions in Leadership Research Conference INSEAD (Singapore), Women at Work Conference

- 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., (2021). The Divergent effects of diversity ideologies on race and gender relations. Paper to be presented at the Society of Experimental Social Psychology, Santa Barbara, California.

Lawson, M., **Martin, A.E.**, Huda, I. & Matz, S. (2021). Hiring women into leadership positions affects the gendering of language. Paper presented at Academy of Management Annual Meeting, online.

Martin, A.E. (2021). Gender relativism: How context shapes the perception of “male” and “female”. Paper presented at Academy of Management Annual Meeting, online.

Lawson, M.A. **Martin, A.E.**, Huda, I. & Matz, S.C. (2021). Hiring women into leadership positions affects the gendering of language. Paper presented at Society for Personality and Social Psychology, online.

Martin, A.E., North, M.S. & Phillips, K.W. (2020). Intersectional Escape: Older women elude prescriptive stereotypes more than older men. Paper presented at Academy of Management Annual Meeting, online.

Stillwell, A.M. & **Martin, A.E.** (2020). “I thought he would help me”: Protective framing buffers females from backlash. Paper presented at Academy of Management Annual Meeting, online.

Martin, A.E. & North, M.S. (2020). Equality for (almost) all: Social egalitarians reject sexism and racism, but not ageism. Paper presented at the Academy of Management Annual Meeting, online.

Martin, A.E. & Mason, M.F. (2020). Gender is a central aspect of (de)humanization. Paper presented at the Society for Personality and Social Psychology, New Orleans, LA.

Martin, A.E. & Phillips, K.W. (2019). Blind to Bias: The benefits of genderblindness for STEM stereotyping. Paper presented at the Society for Experimental Social Psychology, Toronto, ON.

Martin, A.E. (2019). The Divergent effects of diversity ideologies for race and gender relations. Paper presented at Academy of Management Annual Meeting, Boston, MA.

Martin, A.E., Gündemir, S., Phillips, K.W. & Homan, A. (2019). Women's responses to gender-aware and gender-blind organizational approaches: The moderating role of career and family orientation. Paper presented at Academy of Management Annual Meeting, Boston, MA.

Stillwell, A.M. & **Martin, A.E.** "I thought he would help me": Protective framing buffers females from backlash. Paper presented at Academy of Management Annual Meeting, Boston, MA.

Gündemir, S., **Martin, A.E.**, & Homan, A.C. (2019). Understanding Diversity Ideologies from the Target's Perspective: A Review and Future Directions. Paper presented at Academy of Management Annual Meeting, Boston, MA.

Martin, A.E. (2019). The Divergent effects of diversity ideologies for race and gender relations. Paper presented at the International Association for Conflict Management, Dublin, Ireland.

Martin, A.E. & North, M.S. (2019). Equality for (almost) all: Social egalitarians reject sexism and racism, but not ageism. Paper presented at the International Association for Conflict Management, Dublin, Ireland.

Martin, A.E. & Phillips, K.W. (2019). 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. & 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. & Phillips, K. (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 blind men don'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 Contributor, Behavioral Scientist Magazine

2014, 2018 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

2019 Panelist, OB Doctoral Consortium, Academy of Management Annual Meeting
Spotlight Ambassador, OB Division Spotlight, Academy of Management Annual Meeting

2016 Mentor, Women's International Leadership Program, New York

2014 - 2017 Student Representative, Behavioral Research Laboratory, Columbia University

2014 - 2015 Student Representative, Management Department, Columbia University

AD-HOC REVIEWER

Administrative Science Quarterly; Organization Science; Management Science; Nature: Human Behavior; Academy of Management Journal; Journal of Personality and Social Psychology; Journal of Experimental Psychology: General; Personality and Social Psychology Bulletin; Organizational Behavior and Human Decision Processes; Psychological Science; Social and Personality Psychology Science; Social and Personality Psychology Compass; Journal of Applied Social Psychology; Academy of Management Annual Meeting

SELECTIVE MEDIA COVERAGE

Wall Street Journal, CNN, The Economist, Fortune, Harvard Business Review, Inc., CBS, Forbes, Psychology Today, Behavioral Insights, Refinery29

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)

International Association for Conflict Management (IACM)

Society for Personality and Social Psychology (SPSP)