

ASHLEY E. MARTIN

Address:

Graduate School of Business
Stanford University
655 Knight Way, E10
Stanford, CA, 94305

Email:

Email: Ashley.Martin@stanford.edu

ACADEMIC POSITIONS

Graduate School of Business, Stanford University

2022 – Present

Associate Professor, Organizational Behavior
Spence Faculty Scholar (2022 – 2023)

2018 – 2022

Assistant Professor, Organizational Behavior
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
Ph.D. in Management

2015

Graduate School of Business, Columbia University
M.Phil in Management

2012

Queen's School of Business, Queen's University
M.Sc. in Organizational Behaviour

2010

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

RESEARCH INTERESTS

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

PEER REVIEWED PUBLICATIONS

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

Martin, A.E. (forthcoming). The divergent effects of diversity ideologies for race and gender relations. *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 Newman Award for Best Paper Based on a Dissertation, Academy of Management

Martin, A.E. (in press). Gender relativism: How context shapes what is seen as male and female. *Journal of Experimental Psychology: General*, 152(2), 322–345.

Martin, A.E., & Mason, M.F. (in press). Hey Siri, I love you: People feel more attached to gendered technology. *Journal of Experimental Social Psychology*, 104, 1-7.

Lawson, M.A.⁺ **Martin, A.E.**, Huda, I. & Matz, S.C. (2022). Hiring women into senior leadership positions is associated with a reduction in gender stereotypes in organizational language. *Proceedings of the National Academy of Sciences*, 119(9), 1-11.

Martin, A.E. & Mason, M.F. (2022). What does it mean to be (seen as) human? The importance of gender in humanization. *Journal of Personality and Social Psychology*, 123(2), 292-315.

Martin, A.E. & North, M.S. (2022). Equality for (almost) all: Egalitarian advocacy predicts lower endorsement of sexism and racism, but not ageism. *Journal of Personality and Social Psychology*, 123(2), 373-399.

Chu, C.⁺ & **Martin, A.E.** (2021). The primacy of communality in humanization. *Journal of Experimental Social Psychology*, 97, 1-11.

Martin, A.E. & Slepian, M.L. (2021). The primacy of gender: Gendered cognition underlies the Big Two dimensions of social perception. *Perspectives on Psychological Science*, 16(6), 1143 – 1158.

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.

CHAPTERS AND PRACTITIONER PUBLICATIONS

Martin, A.E. & Gündemir, S. (forthcoming). Diversity ideologies. *The SAGE Encyclopedia of Leadership Studies*.

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.

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 OR PAPERS UNDER REVIEW

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

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

Martin, A.E. & Chu, C.⁺ The role of social affiliation in the choice for feminized products (*under review at Organizational Behavior and Human Decision Processes*).

Martin, A.E.* & Melumad, S.* The ideological paradox of technologism (*working paper*).

Onyeador, I., Mobasseri, S. & **Martin, A.E.** Diversity trainings meet diversity research: An integrated review (*working paper*).

Stillwell, A.M.⁺ & **Martin, A.E.** Agentic agitators or damsels in distress? How men's protective paternalism promotes individual, but not systemic, support for female accusers (*working paper*).

Lawson, A.⁺ Matz, S., Gotz, F., & **Martin, A.E.** Female leaders are more trusted but less effective when they use gender-stereotypical language (*working paper*).

AWARDS AND SCHOLARSHIPS

2022	Spence Faculty Scholar, Stanford Graduate School of Business
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 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
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 – 2021) Managing Groups and Teams, Stanford Graduate School of Business <ul style="list-style-type: none">• Average Rating: 4.7/5 (2022); 4.9/5 (2021); 4.9/5 (2020); 4.6/5 (2019); 4.7/5 (2018) Cross Cultural Seminar, Columbia Business School
2017	Leadership Development, School of Professional Studies, Columbia University <ul style="list-style-type: none">• Average Rating: 4.6/5

MODULES

2022/2023	<i>Gendered Cognition: How Gender Infiltrates the Human Mind</i> , Stanford GSB
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

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*

MENTORING AND ADVISING

Josephine Tan	Second Year Paper Reader (anticipated 2026)
Chelsea Lide	Dissertation Committee Member (anticipated 2024)
Preeti Srivanithan	Second Year Paper Reader (anticipated 2024)
Shilaan Alzahawi	Dissertation Committee Member (anticipated 2024)
Erik Santoro	Dissertation Committee Member (2023)
Shwetha Mariadassou	Dissertation Committee Member (2023)
Andrea Freund	Dissertation Chair (2022)
Charles Chu	Dissertation Proposal Reader (2022)
Vivian Xaio	Dissertation Committee Member (2022)
Jen Park	Dissertation Committee Member (2020)
Amelia Stillwell	Dissertation Committee Member (2020)
Naomi Fa-Kaji	Dissertation Committee Member (2020)
Octavia Zahrt	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

- 2023 University of California, Los Angeles, Communications Department (scheduled)
Imperial College London, Imperial College Business School
University of British Columbia, Social and Personality Psychology
- 2022 University of California, San Diego, Rady School of Management
George Mason, George Mason University School of Business
- 2021 Stanford University, Distinguished Careers Institute
University of Chicago, Booth School of Business
University of Michigan, The Stephen M. Ross School of Business
University of Pennsylvania, The Wharton School of Business
Carnegie Mellon University, Tepper School of Management
- 2020 University of Illinois, Urbana Champaign, Gies College of Business
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

Matz, S., Lawson, M., **Martin, A.E.**, & Huda, I. (2023). Hiring women into leadership positions affects the gendering of language. Paper presented at Society for Personality and Social Psychology, Atlanta, GA.

Lawson, M., Götz, F. & Matz, S., & **Martin, A.E.** (2023). Doomed if they do, doomed if they don't: Female leaders are more trusted but less effective when they use gender-stereotypical language. Paper presented at Society for Personality and Social Psychology, Atlanta, GA.

Martin, A.E., Lawson, M.A. & Huda, I. & Matz, S.C. (2022). Benefits of women's representation in leadership: Evidence from the field. Paper presented at Academy of Management Annual Meeting, Seattle, WA.

Martin, A.E. & Flynn, F. (2022). Behind closed doors: The uncommunal feminine stereotype. Paper presented at Academy of Management Annual Meeting, Seattle, WA.

Martin, A.E. & North, M.S. (2022). Equality for (almost) all: Social egalitarians reject sexism and racism, but not ageism. Paper presented at the Society for Personality and Social Psychology, San Francisco, CA.

Martin, A.E., (2021). The Divergent effects of diversity ideologies on race and gender relations. Paper presented at the Society of Experimental Social Psychology, Santa Barbara, CA.

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 gender-blindness 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.** (2019). "I thought he would help me": Protective framing buffers women from backlash. Paper presented at the 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., (2019). The Divergent effects of diversity ideologies on race and gender relations. Paper presented at the INSEAD Women at Work Conference, Singapore.

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. Paper to be presented at Academy of Management Annual Meeting, Seattle, WA.

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.*

SERVICE AND LEADERSHIP

2023	Committee Member, Best Symposium Award (OB), Academy of Management
2020	Committee Member, Best Dissertation Award (GDO), Academy of Management
2022	Panelist/Faculty Mentor, Rising Scholars Conference
2019	Panelist, OB Doctoral Consortium, Academy of Management Annual Meeting
2019	Spotlight Ambassador, OB Division, Academy of Management Annual Meeting
2018	Contributor, Behavioral Scientist Magazine
2016	Mentor, Women's International Leadership Program, New York
2014 - 2021	Research Consultant, Graduate School of Business, Columbia University
2014 - 2017	Student Representative, Behavioral Research Laboratory, Columbia University
2014 - 2015	Student Representative, Management Department, Columbia University

SELECTIVE MEDIA COVERAGE

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

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

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)

International Association for Conflict Management (IACM)

Association for Psychological Science (APS)

Society for Personality and Social Psychology (SPSP)