

REBECCA PONCE DE LEON

Columbia Business School | 341 Kravis Hall | rmp2208@gsb.columbia.edu

ACADEMIC POSITIONS

Columbia Business School July 2022 – present
Assistant Professor of Business

EDUCATION

Ph.D. **Duke University, Fuqua School of Business** 2022
Management & Organization

B.A. **Duke University** 2015
Major: Psychology, *summa cum laude*

PUBLICATIONS

Ma, A., **Ponce de Leon, R.**, & Rosette, A. S. (In Press). Asking for less (but receiving more): Women avoid impasses and outperform men when negotiators have weak alternatives. *Journal of Applied Psychology*.

Wingrove, S., Paek, J. J. W., **Ponce de Leon, R.**, & Fitzsimons, G. M. (In Press). Tying the value of goals to social class. *Journal of Personality and Social Psychology*.

Kay, A. C., **Ponce de Leon, R.**, Kteily, N., & Ho, A. K. (In Press). Motivated Egalitarianism. *Current Directions in Psychological Science*.

Ponce de Leon, R. & Rosette, A. S. (2022). “Invisible” discrimination: Divergent outcomes for the non-prototypicality of Black women. *Academy of Management Journal*, 65(3), 784-812.
*Winner of the 2021 INFORMS/Organization Science Dissertation Proposal Competition
*Responsible Research in Management in Business and Management Honor Roll

Ponce de Leon, R.*, Rifkin, J. R.*, & Larrick, R. P. (2022). “They’re everywhere!”: Symbolically threatening groups seem more pervasive than non-threatening groups. *Psychological Science*, 33(6), 957-970.
*Media coverage: *Psychology Today*, *American Psychological Association*

Carter, J. T. & **Ponce de Leon, R.** (2022). Double jeopardy or intersectional invisibility? Reconciling (seemingly) opposing perspectives. *Research on social issues in management (V. 3): The future of scholarship on race in organizations* (pp. 233-256). Charlotte, NC: Information Age Publishing.

Ponce de Leon, R. & Kay, A. C. (2021). Ironic egalitarianism: When hierarchy-attenuating motives increase hierarchy-enhancing beliefs. *Organizational Behavior and Human Decision Processes*, 164, 86–101.

Ponce de Leon, R., Wingrove, S., & Kay, A. C. (2020). Scientific skepticism and inequality: Political and ideological roots. *Journal of Experimental Social Psychology*, 91, 104045.
*Media coverage: *MarketWatch*

Ponce de Leon, R. & Kay, A. C. (2020). Political ideology and compensatory control mechanisms. *Current Opinion in Behavioral Sciences*, 34, 112–117.

Rosette, A. S., **Ponce de Leon, R.**, Koval, C. Z., & Harrison, D. A. (2019). Intersectionality: Connecting experiences of gender with race at work. *Research in Organizational Behavior*, 38, 1–22.
*Runner up, Saroj Parasuraman Outstanding Publication Award, Academy of Management (GDO)

UNDER REVIEW AND WORKING PAPERS

Ponce de Leon, R., Carter, J. T. & Rosette, A. S. [Topic: Organizational allyship]. Under second revision at *Organizational Behavior and Human Decision Processes*.

Ponce de Leon, R.*, Du, K. M.*, & Dobson, K. Stigma and authenticity. *Working paper*.

Ponce de Leon, R.* & Bailey, E. R.* Communalism and leadership. *Working paper*.

Ponce de Leon, R.* & Carter, J. T.* Demographic characteristics shape perceptions of diversity expertise. *Working paper*.

Ponce de Leon, R. & Rosette, A. S. Race, agency, and leadership: Intersectional stereotypes shape hiring outcomes for women leaders. *Working paper*.

SELECT RESEARCH IN PROGRESS

Ponce de Leon, R., Kim, J. Y., & Kay, A. C. Gender differences in beliefs about the changes that will promote workplace equality.

Ponce de Leon, R. & Germano, A. L. Who is viewed as deserving of diversity resources?

Rifkin, J. R., **Ponce de Leon, R.**, & Sharma, E. The emotional health tax.

Petsko, C., **Ponce de Leon, R.**, & Rosette, A.S. Intersectional stereotypes as a function of intergroup contrast: Implications for hiring decisions.

Woehler, M., Stevenson-Street, J. M., Hart, C., & **Ponce de Leon, R.** Intersectional stereotypes and network effects.

NON-ACADEMIC PUBLICATIONS

Rifkin, J. R.* & **Ponce de Leon, R.*** (June 2022). [People overestimate groups they find threatening – when ‘sizing up’ others, bias sneaks in](#). *The Conversation*.

INVITED TALKS

The Technology, Race and Prejudice Lab	April 2023
Columbia Business School – MGMT	January 2022
Booth School of Business, University of Chicago – Behavioral Science	January 2022
Marshall School of Business, University of Southern California – MOR	November 2021
Harvard Business School – OB	November 2021
SC Johnson College of Business, Cornell University – M&O	November 2021
Darden School of Business, University of Virginia – Leadership & OB	November 2021
Harvard Kennedy School	November 2021
Kellogg School of Management, Northwestern University – MORS	November 2021
Olin Business School, Washington University in St. Louis – OB	October 2021
Kenan-Flagler Business School, University of North Carolina at Chapel Hill – OB	October 2021
Terry College of Business, University of Georgia – MGMT	October 2021
Herbert Business School, University of Miami – MGMT	October 2021
McCombs School of Business, University of Texas at Austin – MGMT	October 2021

SELECT CONFERENCE PRESENTATIONS

Ponce de Leon, R. & Carter, J. T. Race as a proxy for diversity expertise.

International Association for Conflict Management, Thessaloniki, Greece, 2023

Academy of Management, Boston, Massachusetts, 2023

Ponce de Leon, R., Kim, J. Y., & Kay, A. C. Should men “lean out”? Gendered beliefs about reducing workplace inequality.

Society for Personality and Social Psychology, Atlanta, Georgia, 2023

Ponce de Leon, R., Du, K. M., & Dobson, K. Low system justifiers reject authenticity advice as privileged.

Society of Experimental Social Psychology, Philadelphia, Pennsylvania, 2022

Ponce de Leon, R., Carter, J. T. & Rosette, A. S. Sincere solidarity or performative pretense? Perceptions of organizational allyship displays.

Academy of Management, Seattle, Washington, 2022

Academy of Management, Virtual, 2021

Ponce de Leon, R. & Rosette, A. S. “Invisible” discrimination: Divergent outcomes for the non-prototypicality of Black women.

Academy of Management, Seattle, Washington, 2022

Rising Scholars Conference, Virtual, 2021

Society for Personality and Social Psychology, Virtual, 2021

Academy of Management, Virtual, 2020

East Coast Doctoral Conference, New York, New York, 2019

Ponce de Leon, R. & Kay, A. C. Ironic egalitarianism: When hierarchy-attenuating motives increase hierarchy-enhancing beliefs.

Society for Personality and Social Psychology, San Francisco, California, 2022

Academy of Management, Virtual, 2021

Carolina Research in Social and Personality Psychology Conference, Durham, North Carolina, 2019

Academy of Management, Boston, Massachusetts, 2019

Ponce de Leon, R., Rifkin, J., & Larrick, R. P. “They’re everywhere!?”: Symbolically threatening groups seem more pervasive than non-threatening groups.

Society of Southeastern Social Psychologists, Virtual, 2020

Society for Personality and Social Psychology, New Orleans, Louisiana, 2020

Ponce de Leon, R. & Rosette, A. S. Intersectional stereotypes at the leadership level: The impact of differential agentic perceptions.

Academy of Management, Virtual, 2020

Society for Personality and Social Psychology, Portland, Oregon, 2019

Academy of Management, Chicago, Illinois, 2018

Ponce de Leon, R., Rosette, A. S., Koval, C. Z., & Harrison, D. A. Intersectionality and the changing meaning of gender, subordination, and dominance at work.

Academy of Management, Boston, Massachusetts, 2019

International Association for Conflict Management, Philadelphia, Pennsylvania, 2018

Ponce de Leon, R., Wingrove, S., & Kay, A.C. A multiple mechanism account of scientific skepticism: The case of income inequality.

Society for Personality and Social Psychology, Atlanta, Georgia, 2019

CHAired SYMPOSIA

Combating Workplace Inequality: Lay Beliefs and Practical Solutions (Co-chair with Erika L. Kirgios)

Society for Personality and Social Psychology, Atlanta, Georgia, 2023

Allyship in the Workplace: An Examination of Antecedents and Consequences

Academy of Management, Seattle, Washington, 2021

**Selected as a Showcase Symposium*

The Structural, Organizational, and Societal Shape of Authenticity (Co-chair with Erica R. Bailey)

Academy of Management, Virtual, 2021

Thinking, Black and White: The Structure and Consequences of Social Categorization

Society for Personality and Social Psychology, Virtual, 2021

Dissecting Dominant Diversity Narratives: Challenging Assumptions and Paving New Paths (Co-chair with Gabrielle Lopiano)

Academy of Management, Boston, Massachusetts, 2019

TEACHING

Leadership (MBA Core Class), *Columbia Business School*

Fall 2022-Spring 2023

Guest Lecturer

Negotiations Workshop <i>Master's in Data Science Program, Duke University</i>	Spring 2020
Thinking Differently about Leadership <i>Leadership, Education, and Development Program, Duke University</i>	Summer 2019
Negotiations <i>Duke Summer Doctoral Academy, Duke University</i>	Fall 2018
Foundations of Management and Organizations <i>Duke Master's in Management Studies, Fuqua School of Business</i>	Fall 2018

Teaching Assistant, Fuqua School of Business

Leadership and Development	2020, 2021
Foundations of Management and Organizations	2018, 2021
Leadership, Ethics & Organizations	2017, 2018, 2020
Human Assets and Organizational Change	2016, 2020
Negotiations	2017 – 2019
Culture, Civilization, and Leadership	2018

FELLOWSHIPS, AWARDS, AND HONORS

Provost's Grant for Junior Faculty who Contribute to Columbia's Diversity Goals (\$21,065)	2022
Responsible Research in Business and Management Honor Roll	2022
Fuqua School of Business Best Dissertation Award	2022
University of Wisconsin, Milwaukee Advancing Research and Creativity Award (\$11,726)	2022
Dean's Graduate Fellowship, Fuqua School of Business, Duke University	2016 – 2022
James B. Duke Fellowship, Fuqua School of Business, Duke University	2016 – 2022
University Scholars Fellowship, Duke University	2016 – 2022
Society of Duke Fellows, Duke University	2016 – 2022
Winner, INFORMS/Organization Science Dissertation Proposal Competition	2021
NTR-INGROUP Grant for Research Contributing to the Understanding of Groups (\$10,000)	2020
Saroj Parasuraman Award Finalist (best peer-reviewed journal article by GDO division)	2019
Ph.D. Project Promising Young Scholar Research Excellence Award	2019
Phi Beta Kappa Society, Duke University	2015

SERVICE

Editorial Board Member

<i>Organization Science</i>	2023 – present
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Ad Hoc Reviewer

Academy of Management Annual Meeting	2019 – present
Society for Personality and Social Psychology Annual Meeting	2018 – present
<i>Academy of Management Journal</i>	
<i>European Journal of Social Psychology</i>	
<i>Journal of Experimental Psychology: General</i>	

Journal of Experimental Social Psychology
Organizational Behavior and Human Decision Processes
Organization Science
Personality and Social Psychology Bulletin

Columbia Business School

Organizing Committee, CBS Management Research Conference 2023

Duke University

Co-founder and leader, Fuqua Society to Advance Gender Equality 2018 – 2022

New student mentor 2018 – 2022

Seminar series organizer, Management & Organization 2018 – 2019

Graduate student liaison, Business Administration 2017 – 2019

PROFESSIONAL AFFILIATIONS

Academy of Management

International Association for Conflict Management

INGRoup

The Ph.D. Project

The Tenure Project

Society for Personality and Social Psychology

OUTSIDE ACTIVITIES

Columbia Business School requires faculty members to disclose any activities that might present a real or apparent conflict of interest. There are none to report.