

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 Management

EDUCATION

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

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

DISSERTATION

Title: “Invisible” Discrimination: The Effects of Intersecting Subordinated Identities on Discrimination Outcomes

Committee: Dr. Ashleigh S. Rosette, Duke University (chair); Dr. Aaron C. Kay, Duke University (co-chair); Dr. Richard P. Larrick, Duke University; Dr. Jennifer A. Richeson, Yale University

Winner of the 2021 INFORMS/Organization Science Dissertation Proposal Competition

PUBLICATIONS

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.

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, The Saroj Parasuraman Outstanding Publication Award, Academy of Management, GDO Division

WORKING PAPERS AND UNDER REVIEW

Ma, A., **Ponce de Leon, R.,** & Rosette, A. S. [Topic: Gender dynamics in distributive negotiations].
Revise and resubmit at *Journal of Applied Psychology*.

Wingrove, S., **Ponce de Leon, R.,** & Fitzsimons, G. M. [Topic: Social class and perceived goal value]. Under second-round review at *Journal of Personality and Social Psychology*.

Kay, A. C., **Ponce de Leon, R.,** Kteily, N., & Ho, A. K. [Topic: Egalitarian motives]. Revise and resubmit at *Current Directions in Psychological Science*.

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

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

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., Campbell, T. H., & Kay, A. C. Psychological solution aversion: When need for control and solution restrictiveness produce scientific disbelief.

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

Du, K. M. & **Ponce de Leon, R.** Effect of stigma on evaluations of workplace authenticity advice.

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

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. & 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, Aaron 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

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 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

Negotiations Workshop Facilitator, *Duke Master's in Data Science* Spring 2020

Designed and instructed job negotiations workshop series for 84 Master's in Data Science students

Guest Lecturer, *LEAD Program* Summer 2019

Developed activities and content for seminar on gender, stereotypes, and leadership

Negotiations Instructor, *Duke Summer Doctoral Academy* Summer 2019

Led class on negative bargaining zones and walking away from negotiations

Guest Lecturer, *Duke Master's in Management Studies* Fall 2018

Created exercises and materials on diversity and cross-cultural communication for Foundations of Management and Organizations class

Teaching Assistant, *Duke University, 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

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

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
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>	
<i>Journal of Experimental Social Psychology</i>	
<i>Organizational Behavior and Human Decision Processes</i>	
<i>Personality and Social Psychology Bulletin</i>	

PROFESSIONAL AFFILIATIONS

INGRoup
 Academy of Management
 The Ph.D. Project
 Society for Personality and Social Psychology

OUTSIDE ACTIVITIES

None