

**REBECCA PONCE DE LEON**

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

**ACADEMIC POSITIONS**

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**Columbia Business School** July 2022 – present  
Assistant Professor of Management

**EDUCATION**

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

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

**PUBLICATIONS**

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- 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*
- 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

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

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

Ma, A., **Ponce de Leon, R.**, & Rosette, A. S. [Topic: Gender dynamics in distributive negotiations]. Revise and resubmit at *Journal of Applied 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.**, Yan, A., & Rosette, A. S. Race, agency, and leadership: Intersectional stereotypes shape hiring outcomes for women leaders. *Working paper*.

## SELECT RESEARCH IN PROGRESS

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**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.** & Carter, J. T. Demographic characteristics shape perceptions of diversity expertise.

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

**Ponce de Leon, R.\*** & Bailey, E. R.\* Communalism, gender, and leadership.

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

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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

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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**

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**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, 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**

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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**

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**Leadership (MBA Core Class), *Columbia Business School*** 2022

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

### **Guest Lecturer**

Duke Summer Doctoral Academy, Duke University Fall 2018

Leadership, Education, and Development Program, Duke University Summer 2019

Duke Master's in Management Studies, Fuqua School of Business 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**

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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**

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### 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**

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### INGRoup

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

## **OUTSIDE ACTIVITIES**

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None