

**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 Business

**EDUCATION**

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

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

**PUBLICATIONS**

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Goya-Tochetto, D., **Ponce de Leon, R.**, & Jost, J. T. (Forthcoming). A system justification perspective on law, human behavior, and society. *Research Handbook on Law and Psychology*. Elgar Publishing.

**Ponce de Leon, R.**, Carter, J. T. & Rosette, A. S. (2024). Sincere solidarity or performative pretense? Evaluations of organizational allyship. *Organizational Behavior and Human Decision Processes*, 180, 104296.

Ma, A., **Ponce de Leon, R.**, & Rosette, A. S. (2023). 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. (2023). Tying the value of goals to social class. *Journal of Personality and Social Psychology*, 125(4), 699–719.

Kay, A. C., **Ponce de Leon, R.**, Kteily, N., & Ho, A. K. (2023). Motivated egalitarianism. *Current Directions in Psychological Science*, 24(3), 293–299.

**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). 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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- Ponce de Leon, R.** & Carter, J. T. DEI job fit. Revise and resubmit at *Academy of Management Journal*.
- Ponce de Leon, R.\*** & Bailey, E. R.\* Communitary and leadership. Under review at *Organizational Behavior and Human Decision Processes*.
- Ponce de Leon, R.\***, Du, K. M.\*, & Dobson, K. Stigma and authenticity. Under review at *Journal of Personality and Social Psychology*.
- Petsko, C. D., **Ponce de Leon, R.**, & Rosette, A. S. Race and parenthood boosts. Under review at *Journal of Applied Psychology*.
- Ponce de Leon, R.\***, Rifkin, J. R.\*, & Sharma, E. The emotional health tax. *Working paper*.
- Seegars, L. B. & **Ponce de Leon, R.** Latent privilege and intersectionality. *Working paper*.
- Degefe, E. D., **Ponce de Leon, R.** & Rosette, A. S. Race, agency, and leadership. *Working paper*.
- White, M. W., **Ponce de Leon, R.**, & Akinola, M. Awe and inclusive behavior in organizations. *Working paper*.
- Zambrotta, N., White, M. W., **Ponce de Leon, R.**, Boland, F. K., & Akinola, M. A. Deep-level similarity in teams and authenticity. *Working paper*.

## SELECT RESEARCH IN PROGRESS

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**Ponce de Leon, R.**, Kim, J. Y., & Kay, A. C. Femininity, masculinity, and beliefs about workplace gender equality.

**Ponce de Leon, R.**, Germano, A. L., & McMahon, C. E. Deservingness of diversity resources.

**Ponce de Leon, R.\*** & Bailey, E. R. Agency, communality, and immutability.

Kearse, T., Petsko, C. D., **Ponce de Leon, R.**, & Rosette, A.S. Intersectional stereotypes as a function of intergroup contrast and hiring.

Santoro, E. & **Ponce de Leon, R.** Gender and mansplaining.

Zambrotta, N., White, M. W., & **Ponce de Leon, R.** Effects of sexuality and race on authenticity.

## OTHER 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 Department of Psychology – Social & Affective Processes Seminar	October 2023
Fair360 Women of Color and Their Allies	September 2023
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

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**Ponce de Leon, R.**, Rifkin, J. R., & Sharma, E. The emotional health tax.  
*Society for Personality and Social Psychology*, San Diego, California, 2024

**Ponce de Leon, R.** & Carter, J. T. Diversity leader qualifications.  
*Ethical Issues of Our Time Conference*, Park City, Utah, 2024

*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. Stigma and reactions to authenticity advice.

*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.

*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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Combating Workplace Inequality: Lay Beliefs and Practical Solutions (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 (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 (with Gabrielle Lopiano)  
*Academy of Management*, Boston, Massachusetts, 2019

## TEACHING

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### Columbia Business School

*MBA*

Lead: People, Teams, Organizations (Core Course) Fall 2022-present  
 \*Average Rating: 4.9/5.0

*Executive Education*

Advanced Management Program – Leading Inclusively Module Summer 2023

*PhD*

Proseminar Fall 2022

### Duke University

*Guest Lecturer*

MBA – Women in Leadership Fall 2021, Fall 2023

Master's in Data Science – Negotiations Workshop Spring 2020

Master's in Management Studies – Foundations of MGMT & Organizations Fall 2018

*Workshop Facilitator*

Leadership, Education, & Development Program – Leadership Summer 2019

Duke Summer Doctoral Academy – Negotiations Fall 2018

## FELLOWSHIPS, AWARDS, AND HONORS

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Bernstein Center Faculty Research Grant (\$10,000)	2023
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

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### Editorial Board Member

*Organization Science* 2023 – present

### Ad Hoc Reviewer

Academy of Management Annual Meeting 2019 – present

Society for Personality and Social Psychology Annual Meeting 2018 – present

*Academy of Management Journal*

*European Journal of Social Psychology*

*Journal of Experimental Psychology: General*

*Journal of Experimental Social Psychology*

*Organizational Behavior and Human Decision Processes*

*Personality and Social Psychology Bulletin*

### Columbia Business School

Management Faculty Search Committee, *Member* 2023

CBS Management Research Conference, *Organizing Committee Member* 2023

### Duke University

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

New student mentor 2018 – 2022

Management & Organization Seminar Series, *Organizer* 2018 – 2019

Business Administration Graduate Student Liaison 2017 – 2019

## DOCTORAL STUDENTS

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Michael White – Management Ph.D. student, Dissertation Committee Member

## PROFESSIONAL AFFILIATIONS

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Academy of Management

International Association for Conflict Management

INGRoup

The Tenure Project

Society for Personality and Social Psychology

## **OUTSIDE ACTIVITIES**

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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.