

REBECCA PONCE DE LEON

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

ACADEMIC POSITIONS

Columbia Business School

Assistant Professor of Business

July 2022 – present

EDUCATION

- Ph.D. **Duke University, Fuqua School of Business** 2022
Management & Organizations
- B.A. **Duke University** 2015
Major: Psychology, *summa cum laude*

PUBLICATIONS

**equal authorship, †mentee/student collaborator*

- Ponce de Leon, R.*** & Bailey, E. R.* (2025). The preeminence of communality in the leadership preferences of followers. *Journal of Personality and Social Psychology*, 129(2), 226–243.
- Petsko, C. D., **Ponce de Leon, R.**, & Rosette, A. S. (2025). Beyond the motherhood penalty: Evidence of a (potentially race-based) parenthood boost in workplace evaluations. *Journal of Experimental Social Psychology*, 119, 104753.
- Goya-Tochetto, D., **Ponce de Leon, R.**, & Jost, J. T. (2024). A system justification perspective on law, human behavior, and society. *Research Handbook on Law and Psychology* (pp. 233–256). 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*, 109(7), 1145–1158.
- 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*

**Winner of the 2024 Responsible Research in Management Award*

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.

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.

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, 2019 Saroj Parasuraman Outstanding Publication Award, Academy of Management (GDO)*

UNDER REVIEW AND WORKING PAPERS

White, M. W.[†], **Ponce de Leon, R.** Awe, empathy, and AI-generated art. Revise and resubmit at *Journal of Experimental Social Psychology*.

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

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

Ponce de Leon, R. & Carter, J. T. DEI leadership fit. *Working paper*.

Seegars, L. B. & **Ponce de Leon, R.** Intersectionality and relational invisibility. *Working paper*.

Ponce de Leon, R., Kim, J. Y., McMahon, C. E.[†], & Kay, A. C. Femininity, masculinity, and beliefs about workplace gender equality.

Zambrotta, N.[†], **Ponce de Leon, R.**, White, M. W.[†], Boland, F. K.[†], & Akinola, M. A. Effects of surface-level and deep-level diversity on team member authenticity. *Working paper*.

** Best Paper Designation, 2025 Academy of Management Annual Meeting*

SELECT RESEARCH IN PROGRESS

- McMahon, C. E.[†], **Ponce de Leon, R.**, & Brown, N. D. Intersectionality and linked fate.
- Mittal, A.[†], Horton, C. B.[†], & **Ponce de Leon, R.** Discussing personal identity in professional bios.
- Chen, Y.[†], Huang, K., & **Ponce de Leon, R.** Stigma management among entrepreneurs.
- White, M. W.[†], **Ponce de Leon, R.**, & Akinola, M. Awe and workplace inclusivity.
- Kearse, T.[†], Petsko, C. D., **Ponce de Leon, R.**, & Rosette, A.S. Intersectional stereotypes as a function of intergroup contrast.
- Ponce de Leon, R.**, Santoro, E.[†], & Waldfogel, H. B.[†] Perceptions of men versus women falling behind.
- Zambrotta, N.[†], White, M. W.[†], & **Ponce de Leon, R.** Effects of sexuality and race on authenticity.

OTHER 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

IESE Business School	June 2025
Columbia Department of Psychology	October 2023
Fair360 Women of Color and Their Allies	September 2023
The Technology, Race and Prejudice Lab	April 2023
Columbia Business School	January 2022
Booth School of Business, University of Chicago	January 2022
Marshall School of Business, University of Southern California	November 2021
Harvard Business School	November 2021
SC Johnson College of Business, Cornell University	November 2021
Darden School of Business, University of Virginia	November 2021
Harvard Kennedy School	November 2021
Kellogg School of Management, Northwestern University	November 2021
Olin Business School, Washington University in St. Louis	October 2021
Kenan-Flagler Business School, University of North Carolina at Chapel Hill	October 2021
Terry College of Business, University of Georgia	October 2021
Herbert Business School, University of Miami	October 2021
McCombs School of Business, University of Texas at Austin	October 2021

SELECT CONFERENCE PRESENTATIONS

- Ponce de Leon, R.**, McMahon, C. E., & Brown, N. D. Intersectionality and linked fate.
Wharton Organizational Behavior Conference, Philadelphia, Pennsylvania, 2024

- Ponce de Leon, R.** & Carter, J. T. Diversity leader qualifications.
INFORMS Annual Meeting, Seattle, Washington, 2024
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.**, Du, K. M., & Dobson, K. Stigma and reactions to authenticity advice.
Academy of Management, Chicago, Illinois, 2024
Society of Experimental Social Psychology, Philadelphia, Pennsylvania, 2022
- 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.**, 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.**, 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

CHAired SYMPOSIA

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

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

High Impact Leadership Program

Fall 2024

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

International Society for the Science of Existential Psychology Grant (\$2,400)	2025
Responsible Research in Business and Management Award	2024
DEI Office Faculty Grant (\$10,000)	2024
Bernstein Center Faculty Research Grant (\$10,000)	2023
Provost's Grant for Junior Faculty who Contribute to Columbia's Diversity Goals (\$21,065)	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
N'TR-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 TO THE FIELD

INFORMS/Organization Science Dissertation Proposal Competition

<i>Committee Member</i>	2025 – present
<i>Chair</i>	2024 – 2025

Editorial Board Member

<i>Journal of Experimental Social Psychology</i>	2025 – present
<i>Organizational Behavior and Human Decision Processes</i>	2025 – present
<i>Organization Science</i>	2023 – present

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>Administrative Science Quarterly</i>	
<i>American Psychologist</i>	
<i>Equality, Diversity and Inclusion: An International Journal</i>	
<i>European Journal of Social Psychology</i>	
<i>Journal of Applied Psychology</i>	
<i>Journal of Experimental Psychology: General</i>	
<i>Journal of Personality and Social Psychology</i>	
<i>Personality and Social Psychology Bulletin</i>	
<i>Responsible Research in Business and Management Dare to Care Scholarship</i>	

Columbia Business School

PhD Student Recruitment Committee	2025 – present
Seminar Series Organizer	2024 – present

Management Faculty Search Committee	2023
CBS Management Research Conference, <i>Organizing Committee</i>	2023

Duke University

Fuqua Society to Advance Gender Equality, <i>Co-founder and co-leader</i>	2018 – 2022
New Student Mentor	2018 – 2022
Management & Organization Seminar Series, <i>Organizing Committee</i>	2018 – 2019
Business Administration Graduate Student Liaison	2017 – 2019

DOCTORAL STUDENTS

Casey McMahon– Management Ph.D. student, Second-Year Paper Reader
Michael White – Management Ph.D. student, Dissertation Committee Member
Aastha Mittal – Management Ph.D. student, Second-Year Paper Reader

PROFESSIONAL AFFILIATIONS

Academy of Management
International Association for Conflict Management
INGRoup
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.