

FRANCESCA MANZI

Postdoctoral Fellow
Utrecht University
Department of Social, Health, and Organisational Psychology
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Education

- 2018 **New York University, Ph.D. in Social Psychology**
Minor in Quantitative Psychology
Primary Advisor: Prof. Madeline E. Heilman
- 2007 **Universidad Católica de Chile, Psychology Degree** (Título de Psicóloga):
Concentration in Industrial/Organisational Psychology
Primary Advisor: Prof. Antonio Mladinic
- 2004 **Sussex University, Visiting Student**
Department of Psychology
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Publications

Zehnter, M., **Manzi, F.**, Shrout, P., & Heilman, M. E. (2021). Belief in sexism shift: Defining a new form of contemporary sexism and introducing the belief in sexism shift scale (BSS scale). *PLOS ONE*.

Manzi, F. & Heilman, M. E. (2020). Breaking the glass ceiling: For one and all? *Journal of Personality and Social Psychology*.

Manzi, F. (2019). Are the Processes Underlying Discrimination the Same for Women and Men? A Critical Review of Congruity Models of Gender Discrimination. *Frontiers in Psychology*.

Heilman, M. E., **Manzi, F.**, & Caleo, S. (2019). Updating impressions: The differential effects of new performance information on evaluations of women and men. *Organizational Behavior and Human Decision Processes*.

Heilman, M. E., & **Manzi, F.** (2016). Sex discrimination. In N. Naples (Ed.), *The Wiley-Blackwell encyclopedia of gender and sexuality studies*. Wiley-Blackwell.

Heilman, M. E., **Manzi, F.**, & Braun, S. (2015). Presumed incompetent: Perceived lack of fit and gender bias in recruitment and selection. In A. Broadbridge & S. Fielden (Eds.), *Handbook of Gendered Careers in management: getting in, getting on, getting out*. Edward Elgar Publishing.

Manuscripts under review or in preparation

Manzi, F., Rosen, Z., Rosenzweig, C., Jaffe, S.N., Robinson, J., & Litman, L. (under review). New job economies and old pay gaps: Pay expectations explain the gender pay gap in gender-blind workplaces.

Heilman, M. E., & **Manzi, F.**, (invited submission under review). Revisiting Schein's think manager-think male study. In N. Steffens, F. Rink, & M. Ryan (Eds.), *Organizational Psychology: Revisiting the Classic Studies*. Sage.

Ruisch, B. C., **Manzi, F.**, & Scheepers, D. T. (under review). *How the (Perceived) Ideological Trajectory of Society Drives Support for Anti-Democratic Behavior.*

Riedijk, L., Derks, B., van Veelen, R., & **Manzi, F.** (under review). A lot to lose, little to gain: Are female breadwinners pushed back into traditional gender roles during the Covid-19 pandemic?

Manzi, F. (preparing for submission). *A change will (not) do you good. The effects of gender stereotypes on the updating of self-perceptions of competence.*

Derks, B., **Manzi, F.**, Van Laar, C., & Ellemers, N. (preparing for submission). *Does it pay to be a Queen Bee? Male preference for women who distance themselves from other women.*

Manzi, F., Derks, B., & Ryan, M., (in prep). *Choosing women to maintain inequality: Men's preference for Queen Bees.*

Manzi, F., & Derks, B. (in prep). COVID-19: *Can a pandemic change gender stereotypes?*

Manzi, F., Morgenroth, T., Derks., B., & Ryan., M. (in prep). *Explaining mansplaining.*

Teaching

2020-2021 **Utrecht University, Department of Social, Health and Organisational Psychology**
Bachelor Thesis, Course instructor
Nudging, Course instructor

2011-2018 **New York University, Department of Psychology**
Statistics for the Behavioral Sciences, Course instructor
Research Methods in Social and Organizational Psychology, Laboratory instructor
Research Methods in Personality and Social Psychology, Laboratory instructor
Analysis of Variance (ANOVA), Teaching assistant
Statistics in the Behavioral Sciences, Recitation instructor
Social Psychology, Recitation instructor

2003-2006 **Universidad Católica de Chile, Department of Psychology**
Social Psychology, Teaching assistant
Cognitive Psychology, Teaching assistant
Psychosocial Issues, Teaching assistant

Masters Student Supervision

2020-2021 **Dominique Rijshouwer (Research Masters, Utrecht University)**
Thesis: COVID-19 and gender stereotypes

Manon Spee (Social Psychology Masters, Utrecht University)
Thesis: Gendered task-division during COVID-19

2016-2017 **Tomas Cousillas (Masters in I/O Psychology, New York University)**
Thesis: "Trickle Down Gender Stereotyping: The Impact of Female Leaders on the Evaluations of Other Women at the Workplace"

Honors Student Supervision

- 2017-2018 **Dorottya Kenessey**, Recipient of two Dean's Undergraduate Research Fund grants
- 2015-2016 **Eliana Ajodan**, Recipient of a Dean's Undergraduate Research Fund grant
- 2015-2016 **Kathryn Weidmann**, Recipient of a Dean's Undergraduate Research Fund grant
- 2013-2014 **Morgan Schusterman**, Recipient of a Dean's Undergraduate Research Fund grant
"Best Poster Award"

Conference Presentations

Manzi, F. (2021). *Choosing women to maintain gender inequality: men's preference for Queen Bees*. Talk presented at the 2021 Meeting of the Association for Women in Psychology. Virtual Conference.

Manzi, F. (2020). *Symposium: Exploring Differential Outcomes by Gender in the Workforce and Academia*. Talk presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Manzi, F. (2019). *A change will (not) do you good: The Effects of Gender Stereotypes on the Updating of Competence Perceptions*. Talk presented at the EASP Small Conference "Defeating the Seven-Headed Dragon: An Exploration into the Complex Self-Maintaining System that Causes Gender Inequality", Utrecht, NL.

Manzi, F. & Heilman, M. E. (2018). *Symposium: Leaning In (or Out): Correcting Misperceptions of Women in Management*. Talk presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Manzi, F. & Heilman, M. E. (2018). *Breaking the glass ceiling?* Talk presented at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Manzi, F. & Heilman, M. E. (2017). *The Effects of Gender Stereotypes on the Updating of Competence Perceptions*. Talk presented at the Academy of Management Meeting, Atlanta, GA.

Manzi, F. & Heilman, M. E. (2017). *Breaking the glass ceiling?* Talk presented at the General Meeting of the European Association of Social Psychology, Granada, Spain.

Manzi, F. & Heilman, M. E. (2017). *Breaking the glass ceiling: For one and for all?* Talk presented at the SPSP-EASP Future of Gender Roles Conference, Berlin, Germany.

Manzi, F. & Heilman, M. E. (2017). *Breaking the glass ceiling: For one and for all?* Talk presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Manzi, F. & Heilman, M. E. (2017). *Breaking the glass ceiling: For one and for all?* Talk presented at the Annual Meeting of the Society for Personality and Social Psychology Gender Preconference, San Antonio, TX.

Manzi, F. & Heilman, M. E. (2016). *The effect of female leaders on other women's evaluations*. Talk presented at the Academy of Management Meeting, Anaheim, CA.

Manzi, F. & Heilman, M. E. (2016). *A change will (not) do you good: The role of gender stereotypes in revising evaluations of performance*. Talk presented at the Annual Meeting of the Society for Personality and Social Psychology Gender Preconference, San Diego, CA.

Manzi, F. (2015). *Trailblazers or trailblockers: The effect of female leaders on other women's evaluations*. Talk presented at the Four College Conference, New York, NY.

Poster Presentations

Manzi, F. & Heilman, M. E. (2017). *The effect of female leaders on other women's evaluations*. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Manzi, F. & Heilman, M. E. (2016). *Trailblazers or trailblockers: The effect of female leaders on evaluations of other women*. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.

Manzi, F. & Heilman, M. E. (2015). *Women at the top: Help or hindrance to other women's opportunities?* Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.

Manzi, F., Caleo, S. & Heilman, M. E. (2014). *A change will (not) do you good: The detrimental effects of stereotype-based expectations on the evaluation of changes in women's performance*. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.

Manzi, F., Caleo, S. & Heilman, M. E. (2012). *Improvement in performance but little change in evaluation: The tenacity of stereotype-based expectations about women*. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.

Guest Presentations, Lectures, and Workshops

2020

Universidad Católica de Chile

Colloquium: Cuando una mujer rompe el techo de cristal... ¿lo rompe para todas?

Ciudad Emergente, NGO for urban planning, Chile

Workshop: Género, prejuicio y discriminación: Una mirada desde la psicología social

Ohio State University, Department of Psychology

Presentation: "Gender bias in the 21st century: Identifying and understanding covert manifestations of bias"

2018

Utrecht University, Department of Social, Health, and Organisational Psychology

Colloquium: "A change will (not) do you good: the role of gender stereotypes in the updating of competence perceptions"

University of Exeter, Department of Social and Organisational Psychology

Presentation: "A change will (not) do you good: the role of gender stereotypes in the updating of competence perceptions"

Utrecht University, Department of Social and Organisational Psychology

Presentation: "Gender bias in the 21st century: Identifying and understanding covert manifestations of bias"

University of Groningen, Faculty of Economics and Business

Presentation: "Gender bias in the 21st century: Identifying and understanding covert manifestations of bias"

Erasmus University, Rotterdam School of Management

Presentation: "Gender bias in the 21st century: Identifying and understanding covert manifestations of bias"

University of Amsterdam, Amsterdam Business School

Presentation: "Gender bias in the 21st century: Identifying and understanding covert manifestations of bias"

2017

Baryshnikov Arts Center

Bilingual lecture: "Prejudice and Intergroup Attitudes"

The New School, Department of Psychology

Guest lecture: "Studying Gender in Social Psychology"

Awards, Fellowships and Honors

2017-2018	Graduate School of Arts and Sciences Dean's Dissertation Fellowship
2018	Friends of Katzell Summer Fellowship for Applied Research
2017	Selected for Organizational Behavior Doctoral Consortium, Academy of Management
2017	Center for Social and Political Behavior Graduate Student Conference Travel Award
2017	Richard J. Campbell Graduate Student Conference Travel Award
2016	Center for Social and Political Behavior Graduate Student Conference Travel Award
2016	The Society for Personality and Social Psychology Travel Award
2015	Graduate School of Arts and Sciences Dean's Student Travel Award
2012	Engberg Award
2012-2017	Henry M. MacCracken Fellowship

Press

2021

The Lily (United States of America)

"Women make less in the gig economy. A new study asked why"

<https://www.thelily.com/women-make-less-in-the-gig-economy-a-new-study-asked-why/>

Character & Context: Blog for the Society of Personality and Social Psychology

"Women in high places – an advantage for other women?"

<https://www.spsp.org/news-center/blog/manzi-heilman-gender-success>

- 2020 **Forbes (United States of America)**
 “Here’s why the glass ceiling may remain intact despite female leadership”
<https://www.forbes.com/sites/kimelsesser/2020/12/14/heres-why-glass-ceiling-may-remain-intact-despite-female-leadership/?sh=391d7cbe5175>
- 2018 **Volkskrant (Netherlands)**
 “Waarom vrouwen geniepig seksisme over hun kant laten gaan (spoiler: ze verwarren het met vriendelijkheid)” (*Why women let subtle sexism slide (spoiler: they confuse it with kindness)*)
<https://www.volkskrant.nl/wetenschap/waarom-vrouwen-geniepig-seksisme-over-hun-kant-laten-gaan-spoiler-ze-verwarren-het-met-vriendelijkheid~b2042878/>
- Society for Personality and Social Psychology Blog**
 “Gender diversity alone is not enough”
<https://www.spsp.org/news-center/blog/gender-stem-diversity>
- 2017 **El Mercurio Newspaper (Chile)**
 “Las niñas no creen que pueden ser brillantes como los niños” (*Girls do not think they can be as brilliant as boys*)
<http://www.economiaynegocios.cl/noticias/noticias.asp?id=331382>

Service

Outreach

2018-2019

Gender & Diversity Hub, Utrecht University
 Managing Team

Conference Organization

2019

EASP Small Conference: Defeating the Seven-Headed Dragon: An Exploration into the Complex Self-Maintaining System that Causes Gender Inequality
 Co-organizer

2014-2017

Annual Five College Conference (*Graduate student conference including Yale, Princeton, Columbia, Cornell and New York University*)
 Organizer

2014

Biennial Conference of the International Society for Justice Research
 Co-organizer

Peer Reviews

Journal of Experimental Social Psychology
 European Journal of Social Psychology
 Journal of Economic Psychology
 Social Psychological and Personality Science
 Group Processes and Intergroup Relations
 Time-Sharing Experiments for the Social Sciences (TESS)
 Revista Psykhe (Chile)

Committees

2012-2014

New York University, Department of Psychology
 Cohort representative, “Social ambiance” committee member

Professional Work Experience

2007-2010

Mide UC: Measurement Center of the Psychology Department at Universidad Católica de Chile

Project manager

Workshop instructor