

# FRANCESCA MANZI

London School of Economics and Political Science

Department of Management

[f.manzi@lse.ac.uk](mailto:f.manzi@lse.ac.uk)

[www.francesca-manzi.com](http://www.francesca-manzi.com)

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## Employment

- 2021-present     **London School of Economics and Political Science**  
**Department of Management**  
Assistant Professor of Management
- 2018-2021     **Utrecht University**  
**Department of Social, Health, and Organisational Psychology**  
Postdoctoral Fellow

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## Education

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

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## Publications

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

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.

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## Manuscripts under review

**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.

Ruisch, B. C., Tepper, S., **Manzi, F.**, Lewis, Jr. N., A., Ferguson, M. J. (accepted in principle). When and why women are (dis)favored in the hiring process: The effects of gender and qualification strength on hiring decisions. *Nature Human Behaviour*. (original research and registered report proposal)

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?

Kruger, J., Derks, B., Aarntzen, L., & **Manzi, F.** (under review). Gendered work-family guilt during the COVID-19 pandemic straightjackets women into prioritizing their family.

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## Manuscripts in preparation

**Manzi, F.** (in prep). *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. (in prep). *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.**, Rosen, Z., Bates, L., O'Brien, L., Litman, L. (in prep). *What did you expect? The effect of pay history on the gender pay gap*.

**Manzi, F.** & Zehnter, M. (in prep). *Belief in sexism shift predicts support for authoritarian leaders*.

**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*.

Ruisch, B. C., **Manzi, F.**, & Stern, C. (in prep). *The extremizing effects of ideological enclaves*.

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## Teaching

2022	<b>London School of Economics and Political Science</b> People Analytics and Technology
2020-2021	<b>Utrecht University, Department of Social, Health and Organisational Psychology</b> Bachelor Thesis Nudging
2011-2018	<b>New York University, Department of Psychology</b> Statistics for the Behavioral Sciences Research Methods in Social and Organizational Psychology Research Methods in Personality and Social Psychology Analysis of Variance (ANOVA)

Social Psychology

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

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## Mentorship and 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"

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

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## 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

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## Conference Presentations

Manzi, F. (2021). New job economies and old pay gaps: Pay expectations explain the gender pay gap in gender-blind workplaces. Talk presented at the 2021 at the Innovations in Online Research Conference. Virtual Conference.

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.

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## 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.

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## Guest Presentations and Lectures

- 2021 **New York University**  
Guest presentation: Gender at Work
- 2020 **Universidad Católica de Chile**  
Colloquium: Cuando una mujer rompe el techo de cristal... ¿lo rompe para todas?
- Ohio State University, Department of Psychology**  
Guest 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**  
Guest 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**  
Guest presentation: "Gender bias in the 21st century: Identifying and understanding covert manifestations of bias"
- University of Groningen, Faculty of Economics and Business**  
Guest presentation: "Gender bias in the 21st century: Identifying and understanding covert manifestations of bias"
- Erasmus University, Rotterdam School of Management**  
Guest presentation: "Gender bias in the 21st century: Identifying and understanding covert manifestations of bias"
- University of Amsterdam, Amsterdam Business School**  
Guest presentation: "Gender bias in the 21st century: Identifying and understanding covert manifestations of bias"
- 2017 **The New School, Department of Psychology**  
Guest lecture: "Studying Gender in Social Psychology"
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## Press and Media

- 2021 **Lead Read Today (Fisher College of Business' Leadership Initiative, Ohio State University)**  
"When a woman makes it to the top, is the glass ceiling really broken?"  
<https://fisher.osu.edu/blogs/leadreadtoday/when-a-woman-makes-it-top-glass-ceiling-really-broken>
- 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>

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>

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## Academic Service and Outreach

### Outreach

2018-2019

**Gender & Diversity Hub, Utrecht University**  
Managing Team

### Conference Organization

2020

**EASP General Meeting**  
Submission reviews

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*)  
Primary Organizer

2014

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

### Peer Reviewer

2014-2022

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

**Grant Reviewer**

2021 National Science Centre Poland (NCN)

**Committees**

2012-2014 **New York University, Department of Psychology**  
Cohort representative, "Social ambiance" committee member

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**Professional Work Experience**

2007-2010 **Mid UC: Measurement Center of the Psychology Department at Universidad Católica de Chile**  
Project manager  
Workshop instructor

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**Workshops and Professional Training**

2020 **Ciudad Emergente, NGO for urban planning, Chile**  
Género, prejuicio y discriminación: Una mirada desde la psicología social

2017 **Baryshnikov Arts Center, United States of America**  
Prejudice and Intergroup Attitudes

2007-2010 **Latam Airlines, Chile**  
Instructor workshop for Corporate Academy

**Transparency Commission, Chile**  
Expediting client claims

**Ministry of Education, Chile**  
Recruitment and selection of text-book evaluators

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**Main References**

**Belle Derks**  
Utrecht University  
[b.derks@uu.nl](mailto:b.derks@uu.nl)

**Madeline E. Heilman**  
New York University  
[madeline.heilman@nyu.edu](mailto:madeline.heilman@nyu.edu)

**Michelle Ryan**  
University of Exeter  
[m.ryan@exeter.ac.uk](mailto:m.ryan@exeter.ac.uk)

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**Additional References**

**Kay Deaux**  
City University of New York  
[kdeaux@qc.cuny.edu](mailto:kdeaux@qc.cuny.edu)

**Andrei Cimpian**  
New York University  
[andrei.cimpian@nyu.edu](mailto:andrei.cimpian@nyu.edu)

**Eric Knowles**  
New York University  
[eric.knowles@nyu.edu](mailto:eric.knowles@nyu.edu)

**Tanja Hentschel**  
University of Amsterdam  
[t.hentschel@uva.nl](mailto:t.hentschel@uva.nl)

**Ruthie Pliskin**  
Leiden University  
[r.pliskin@fsw.leidenuniv.nl](mailto:r.pliskin@fsw.leidenuniv.nl)

**Patrick Shrout**  
New York University  
[pat.shrout@nyu.edu](mailto:pat.shrout@nyu.edu)