

FRANCESCA MANZI

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Department of Management
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Academic 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
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Publications

Heilman, M. E., Caleo, S., & **Manzi, F.** (2024). Women at work: Pathways from gender stereotypes to gender bias and discrimination. *Annual Review of Organizational Psychology and Organizational Behavior*, 11.
<https://doi.org/10.1146/annurev-orgpsych-110721-034105>

Heilman, M. E., & **Manzi, F.** (2022). 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*.
<https://doi.org/10.1371/journal.pone.0248374>

Manzi, F. & Heilman, M. E. (2020). Breaking the glass ceiling: For one and all? *Journal of Personality and Social Psychology*. <https://doi.org/10.1037/pspa0000260>

Manzi, F. (2019). Are the processes underlying discrimination the same for women and men? A critical review of congruity models of gender discrimination. Special issue edited by Alice Eagly & Sabine Sczesny. *Frontiers in Psychology*.
<https://doi.org/10.3389/fpsyg.2019.00469>

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*.
<https://doi.org/10.1016/j.obhdp.2019.03.010>

Heilman, M. E., & **Manzi, F.** (2016). Sex discrimination. In N. Naples (Ed.), *The Wiley-Blackwell encyclopedia of gender and sexuality studies*. Wiley-Blackwell.
<https://doi.org/10.1002/9781118663219.wbegss647>

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.
<https://doi.org/10.4337/9781782547709>

Manuscripts conditionally accepted or under review

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

Anderson, R., **Manzi, F.**, Stern, C., & Ruisch, B. C. (revise and resubmit). Conservatives (but not liberals) become more politically extreme when living in ideological enclaves. *Psychological Science*

Van Veelen, R., Kruger, J.S.W., Derks, B., **Manzi, F.**, Vink, M., & Yerkes, M. (under review). *Declared Non-Essential during the COVID-19 Pandemic: Effects on Professional Identity*

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

Manuscripts in preparation

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

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

Manzi, F., Hentschel, T., Caleo., & Heilman, M. E. (in prep). 40 years of lack of fit: A systematic review.

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*.

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

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

Teaching

2022-2024

London School of Economics and Political Science

People Analytics and Technology

The Science and Art of Decision Making

The Management of People in Global Companies

Employment Relations and Human Resource Management Seminar

2020-2021	Utrecht University, Department of Social, Health and Organisational Psychology Bachelor Thesis Seminar Nudging
2011-2018	New York University, Department of Psychology 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

Awards, Grants, Fellowships, and Honors

2023-2025	Russell Sage Foundation Grant
2023	Top ten teacher in LSE Department of Management
2022-2023	LSE Department of Management Research Investment Funding
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

Conference Presentations (most recent)

Manzi, F. (2023). *Symposium: Detecting blindspots in gender inequality at work: Signals that reinforce a masculine stereotype of occupational status, salary, and success*. Talk presented at the General Meeting of the European Association of Social Psychology, Krakow, Poland.

Manzi, F. (2023). *A Gender Pay Gap Despite Gender-Blindness: The Hidden Effect of Pay Expectations*. Talk presented at the Gender Pre-Conference of the General Meeting of the European Association of Social Psychology, Krakow, Poland.

Manzi, F. (2023). *Symposium: Identity management in stigmatized and minoritized contexts: When, how, why?*. Talk presented at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, USA.

Manzi, F. (2022). Keynote speech delivered at the Bridge the Gap! Conference: How to attract and retain technical talent in school and work contexts, University of Twente, Enschede, NL.

Invited Presentations and Seminars (most recent)

- 2023 **University College London, School of Management**
Diversity Research Day
- University of Kent, School of Psychology**
Guest lecture
- 2022 **Leuven University**
Brownbag talk
- University of Kent, School of Psychology**
Guest lecture
- Northwestern University, Kellogg School of Management**
Kellogg MORS Seminar Series
- Purdue University, Department of Psychology**
Brownbag talk
- University of California Irvine, Department of Psychology**
Guest lecture
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Press and Media

- 2023 **BBC: Equality matters**
"The bias that drives 'catty' workplace conflict."
[The bias that drives 'catty' workplace conflict - BBC Worklife](#)
- 2022 **Fortune (United States of America)**
"Sheryl Sandberg is officially done as Meta COO. What really changed for women during her tenure?"
<https://fortune.com/2022/08/08/sheryl-sandberg-facebook-meta-lean-in-women-leaders-progress/>
- 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 (The Washington Post, 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>

Academic Service and Outreach

Departmental Service

2023 Search committee for junior faculty hire

2022 Search committee for junior faculty hire
Search committee for senior faculty hire
Doctoral student admissions

Journal Editing

2023-2024 **Journal of Personality and Social Psychology**
Editorial Fellow

2022-2023 **British Journal of Psychology**
Associate Editor

Peer Review

2014-2023
Journal of Personality and Social Psychology
Journal of Experimental Social Psychology
Organizational Behavior and Human Decision Processes
European Journal of Social Psychology
Social Psychological and Personality Science
Academy of Management Discoveries
Journal of Occupational and Organizational Psychology
Journal of Economic Psychology
Group Processes and Intergroup Relations
PlosOne
Sex Roles
Revista Psykhe (Chile)
Time-Sharing Experiments for the Social Sciences (TESS)

Grant Review

2021 National Science Centre Poland (NCN)

Invited Conference/Panel Participation

2023 **LSE Women’s Day Alumni Panel**
Chair

2022 **LSE SU India Forum (LIF). First Women Empowerment Panel, LSE**
Moderator

Equity, Diversity, and Inclusion Student Initiative Conference, LSE
Moderator, Panellist

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

Professional Employment

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

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