

# 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)

---

## 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
- 

## Education

- 2018     **New York University, Ph.D. in Social Psychology**  
*Secondary specialization:* Quantitative methods  
*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
- 

## 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

Derks, B., **Manzi, F.**, Van Laar, C., Ellemers, N., & Faniko, K. (conditionally accepted). The Queen Bee phenomenon in academia. *Nature Human Behaviour*.

**Manzi, F.**, Caleo, S., & Heilman, M. E. (conditionally accepted). Gender-based discrimination in organizations. Special issue edited by Lisa Leslie & Astrid Homan. *Current Opinion in Psychology*.

Ruisch, B. C., Tepper, S., **Manzi, F.**, Lewis, Jr. N., A., Ferguson, M. J. (conditionally accepted). 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. (revise and resubmit). How the (Perceived) Ideological Trajectory of Society Drives Support for Anti-Democratic Behavior. *Nature Human Behaviour*.

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. *Journal of Applied Social Psychology*

Anderson, R., **Manzi, F.**, Stern, C., & Ruisch, B. C. (under review). Conservatives (but not liberals) become more politically extreme when living in ideological enclaves. *Journal of Personality and Social Psychology*.

Underhill, K., Rosen, Z., **Manzi, F.**, & Bates, L. (under review). Pay transparency laws and salary information sharing behavior among US workers. *Journal of Experimental Law Studies*.

---

## Manuscripts in preparation

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

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

**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.**, 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)

- 2024            **University College London, School of Management**  
Diversity Research Day
- 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

---

## Press and Media

- 2024            **Forbes**  
4 Ways to tackle gender discrimination in the workplace  
<https://www.forbes.com/sites/londonschoolofeconomics/2024/06/24/four-ways-to-tackle-gender-discrimination-in-the-workplace/>
- 2023            **BBC: Equality matters**  
"The bias that drives 'catty' workplace conflict."  
[The bias that drives 'catty' workplace conflict - BBC Worklife](https://www.bbc.com/worklife/article/2023/06/the-bias-that-drives-catty-workplace-conflict)
- 2022            **Fortune**  
"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)**

"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**

"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**

"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

2022-2024 Search committee for junior/senior faculty  
Doctoral student admissions

### Journal Editing

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

2022-2024 **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 **Mide 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