

Rebecca L. Mitchell

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Academic Employment

University of Colorado – Boulder

2022 - Present

Leeds School of Business, Organizational Leadership and Information Analytics Division
Assistant Professor

Education

Michigan State University

2017 - 2022

The Eli Broad Business School, Department of Management
Ph.D. in Organizational Behavior

University of Michigan

2010 - 2014

Bachelor of Arts, Organizational Studies (High Distinction)

Published Manuscripts

Mitchell, R.L., Matusik, J.G., & Johnson, R.E. (2023) Backlashes or Boosts? The Role of Warmth and Gender in Relational Uncertainty Reductions. *Human Resource Management*.

Matusik, J.G., Mitchell, R.L., Hays, N.A., Fath, S., Hollenbeck, J.R. (2022) The Highs and Lows of Hierarchy in Multiteam Systems. *Academy of Management Journal*.

Matusik, J.G., Hollenbeck, J.R., Mitchell, R.L. (2021). Latent Change Score Models for the Study of Development and Dynamics in Organizational Research. *Organizational Research Methods*.

Scott, B.A., Lennard, A. C., Mitchell, R.L., & Johnson, R.E. (2020). Emotions Naturally and Laboriously Expressed: Antecedents, Consequences, and the Role of Valence. *Personnel Psychology*.

Mitchell, R.L. *, Bae, K. *, Hays, N.A., & Case, C. (2020). Drivers of Desire for Social Rank. *Current Opinion in Psychology*.

* denotes shared first authorship

Book Chapter

Peng, A.C., Mitchell, R.L., & Schaubroeck, J. (2019). Abusive supervision. In Oxford Research Encyclopedia of Business and Management. Oxford University Press.

Manuscripts Under Review

Mitchell, R.L. & Hollenbeck, J.R. Dimensional Comparisons at Work: The Process and Proclivity to Double Down on One's Strengths. Under review at *Administrative Sciences Quarterly*.

Mitchell, R.L., Awasty, N., Griffin, D., Hahn, R., Hollenbeck, J.R. I'm Not Feeling It: The Role of Affective Diversity in Team Performance. Under review at *Human Resource Management*

Mitchell, R.L. & Hollenbeck, J.R. Better Than Myself: Internal Comparison Theories in Management. Under review at *Journal of Management*.
Academy of Management Conference, OB Division - Best Dissertation-Based Paper Award Winner, 2023

Selected Research in Progress

Mitchell, R.L., Matusik, J.G., & Hays, N.A. Power and status dynamics.

Eisenhard, C., Matusik, J. G., Boora, L., Mitchell, R.L., Hays, N.A. Dark horses, underdogs, and favorites.

Hahn, R., Hays, N.A., Mitchell, R.L., Awasty, N. Dressing the Part: The Impact of Self-Objectification, Power, and Gender on Dress Labor and Goal Progress.

Mitchell, R.L., Roberson, Q.M, Briggs, C. Employee resource groups.

Mitchell, R.L., Fernandes, C.R., Oh, J.K. & Hays, N.A. Status variance.

Mitchell, R.L., Hahn, R., Boora, L., Hollenbeck, J.R. Gender & leadership risk.

Conference Presentations

Better Than Myself: Internal Comparison Theories in Management. Academy of Management, Boston, MA – 2023

Status variance. Academy of Management, Boston, MA – 2023

Backlashes or Boosts? The Role of Warmth and Gender in Relational Uncertainty Reductions. Academy of Management, Boston, MA – 2023

Backlashes or Boosts? The Role of Warmth and Gender in Relational Uncertainty Reductions. International Association for Conflict Management, Thessaloniki, Greece – 2023

Power and status dynamics. International Association for Conflict Management, Thessaloniki, Greece – 2023

Power and Status Dynamics. Academy of Management, Seattle, WA - 2022

Unrequited Love in the Workplace. Academy of Management, Seattle, WA - 2022

The Highs and Lows of Hierarchy in Multiteam Systems. Academy of Management, Virtual - 2020

Greater or Less Than the Sum of Its Parts? The Impact of Component Team Ability on Multiteam System Performance. Academy of Management, Boston, MA - 2019

When Blindsides Aren't So Bad: Legitimacy of Status Changes. Academy of Management, Boston, MA - 2019

Teaching Experience

ORGN 3030 Instructor – *Critical Leadership Skills*. University of Colorado – Boulder (Fall 2022, Fall 2023)

MGT 315 Instructor – *Managing Human Resources and Organizational Behavior*. Michigan State University (Summer 2021)

Grants

University of Colorado – Boulder Center for Leadership Seed Grant (\$2,000)

Michigan State University Dissertation Completion Fellowship (\$7,000)