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, Stone Family Faculty Fellow

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. & Hollenbeck, J.R. (in press) Better Than Myself: Internal Comparison Theories in Management. *Journal of Management.*
Academy of Management Conference, OB Division - Best Dissertation-Based Paper Award Winner, 2023

Mitchell, R.L., Awasty, N., Hahn, R., Griffin, D., Hollenbeck, J.R (2024) I'm Not Feeling It: The Role of Affective Diversity in Team Performance. *Human Resource Management.*

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.

Revise & Resubmit/Under Review Manuscripts

Mitchell, R.L., Matusik, J.G., & Hays, N.A. The Self-Reinforcing Nature of Social Hierarchies: Unpacking the Dynamic Relationship Between Power and Status. 2nd Round Revise & Resubmit at *Organization Science.*

Mitchell, R.L. Hollenbeck, J.R., Ragaglia, R.† Know When to Hold Them, Know When to Fold Them: Dimensional Comparison Theory and Commitments to Competencies. 1st Round Revise & Resubmit at *Academy of Management Journal*

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. Under initial review at *Organizational Behavior and Human Decision Processes*

Selected Research in Progress

Mitchell, R.L., Decker, M.†, Kong, D.T. Agentic Virtue Signaling in Self-Promotion: The Causes and Consequences of Blended Signals of Dominance, Prestige, and Virtue. Target: *Organizational Behavior and Human Decision Processes*

Mitchell, R.L., Roberson, Q.M, Briggs, C. Employee resource groups. Target: *Journal of Applied Psychology*

Lacerenza, C.N, Mitchell, R.L., Decker, M.†, The Leader-AI Partnership: Why and When AI Work Integration Improves Leader Mental Health. Target: *Organizational Behavior and Human Decision Processes*

Eisenhard, Cory, Matusik, J.G., Mitchell, R.L., Hays, N.A., & Boora, L. Who Will Do Whatever It Takes to Win? Toward a Theory of Underdog, Favorite, and Wildcard Risk-Taking. Target: *Organization Science*

Mitchell, R.L., Lacerenza, C.N., Decker, M.† Chico, R. Team structural factors and female leader emergence.

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

Lacerenza, C.N, Mitchell, R.L., D.T. Kong. Psychological safety variability.

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

Hahn, R., Mitchell, R.L., Hollenbeck, J.R., Decker, M.† Rising tides lift all boats: Trickle-out effects of female leadership

†CU-Boulder PhD Student co-author
* denotes shared first authorship

Conference Presentations

Mitchell, R.L., Decker, M.†, Kong, D.T. Agentic Virtue Signaling in Self-Promotion: The Causes and Consequences of Blended Signals of Dominance, Prestige, and Virtue. Academy of Management, Copenhagen, Denmark – 2025; International Association for Conflict Management, Burlington, VT – 2025

**Accepted to OB Division AOM Proceedings (Top 10% of Submissions)*

Mitchell, R.L., Roberson, Q.M, Briggs, C. Employee resource groups. Academy of Management, Copenhagen, Denmark – 2025

Mitchell, R.L. & Hollenbeck, J.R. Know When to Hold Them, Know When to Fold Them: Dimensional Comparison Theory and Commitments to Competencies, Academy of Management, Copenhagen, Denmark – 2025; International Association for Conflict Management, Burlington, VT – 2025; Positive Organizational Scholarship Conference, Ann Arbor, MI – 2025

Mitchell, R.L. Symposium Organizer: Beyond the Benchmark: Rethinking Comparison Theories in Organizations. Showcase Symposium, Academy of Management, Copenhagen, Denmark – 2025

Mitchell, R.L., Fernandes, C.R., Oh, J.K. & Hays, N.A. Status variance. Academy of Management, Boston, MA – 2023

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

Mitchell, R.L., Matusik, J.G., & Johnson, R.E. (2023) Backlashes or Boosts? The Role of Warmth and Gender in Relational Uncertainty Reductions. International Association for Conflict Management, Thessaloniki, Greece – 2023

Mitchell, R.L., Matusik, J.G., & Hays, N.A. 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

ORMG 7830 Co-Instructor – *Organizational Research Methods.* University of Colorado – Boulder (Spring '24)
ORGN 3030 Instructor – *Critical Leadership Skills.* University of Colorado – Boulder (Fall '22, Fall '23, Spring '25)
MGT 315 Instructor – *Managing Human Resources and Organizational Behavior*. Michigan State University (Summer 2021)

Awards & Grants

University of Colorado – Boulder; Stone Family Faculty Fellowship ($18,000)
University of Colorado – Boulder; Engineering Excellence Fund ($7,000)
University of Colorado – Boulder; Center for Ethics and Social Responsibility Research Fellowship ($7,000)
University of Colorado – Boulder; Center for Leadership Seed Grant ($2,000)
Michigan State University Dissertation Completion Fellowship ($7,000)

Service

Journal of Management, Editorial Board

Invited Talks

USDA – Soil Conservation Podcast, 2025
Leeds Building Bridges, 2025
Leeds Connecting Diverse Scholars (Speaker 2025, Panelist, 2023)
Leeds Business Insights (Feb, 2025)
CUPrideXchange (LGBTQ+ Employee Resource Group Leader Credit Union Network) – Dec 2024
University of Texas – Dallas – March 2024
Siemens' Learning Day - Jan 2024