

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., 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 or Under Review Manuscripts

†CU-Boulder PhD Student co-author

Mitchell, R.L. & Hollenbeck, J.R. Better Than Myself: Internal Comparison Theories in Management. 2nd Round Revise & Resubmit at *Journal of Management*.

Academy of Management Conference, OB Division - Best Dissertation-Based Paper Award Winner, 2023

Mitchell, R.L., Matusik, J.G., & Hays, N.A. The Self-Reinforcing Nature of Social Hierarchies: Unpacking the Dynamic Relationship Between Power and Status. 1st Round Revise & Resubmit at *Organization Science*.

Lacerenza, C.N, Mitchell, R.L., Decker, M.†, The Leader-AI Partnership: Why and When AI Work Integration Improves Leader Mental Health. Under review at *Journal of Management*

Mitchell, R.L. & Hollenbeck, J.R. Know When to Hold Them, Know When to Fold Them: Dimensional Comparison Theory and Commitments to Competencies. Under review at *Academy of Management Journal*

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. Under review at *Administrative Science Quarterly*

Selected Research in Progress

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

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

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

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

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

Conference Presentations

Mitchell, R.L. & Hollenbeck, J.R. Better Than Myself: Internal Comparison Theories in Management. Academy of Management, Boston, MA – 2023

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)

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

Grants

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)