

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

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

Matusik, J.G., **Mitchell, R.L.**, Hays, N.A., Fath, S., Hollenbeck, J.R. (2021) The Highs and Lows of Hierarchy in Multiteam Systems. *Academy of Management Journal*.

Matusik, J.G., Hollenbeck, J.R., **Mitchell, R.L.** (2020). 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.

Research in Progress

Mitchell, R.L. & Hollenbeck, J.R. Internal comparisons.

Mitchell, R.L., Awasty, N., Griffin, D., Hahn, R., Hollenbeck, J.R. Affective diversification.

Mitchell, R.L., Matusik, J.G., & Johnson, R.E. Warmth stereotypes.

Mitchell, R.L.*, Matusik, J.G.*, & Hays, N.A. Power and status dynamics.
* denotes shared first authorship

Mitchell, R.L., Hahn, R., Boora, L., Burgess, B., Hollenbeck, J.R. Leadership risk.

Mitchell R.L., Roberson, Q.M. Inclusion training motivation.

Hahn, R., Mitchell, R.L., Hollenbeck, J.R. Dimensional comparisons & leadership.

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

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

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

Hahn, R., Awasty, N., Mitchell, R.L., Hays, N.A. Power, status, gender, & concern about workplace attire.

Awasty, N, Ferris, L., Mitchell, R.L. Unrequited love at work.

Conference Presentations

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

MGT 315 Instructor – *Managing Human Resources and Organizational Behavior*. Michigan State University (July-Aug, 2021)

MBA 808 Teaching Assistant – *Leadership and Teamwork*. Michigan State University (Fall, 2020)

BUS 101/102 Research Assistant – *Freshman Seminar for Business*. Michigan State University. (Fall 2018-Spring 2019).

Service

Management Department Subject Pool Coordinator (2018-2021)

Michigan State Council of Graduate Students, Management Department Representative (2018-2019)

Facilitator, Nevertheless She Persisted: Succeeding as a Woman Academic PDW; AOM 2019, 2020

Work Experience

Huron Consulting Group, Healthcare Consulting Analyst (2014-2016); Associate (2016-2017)

University of Michigan Development Summer Intern (2013)

Michigan Telefund, Fundraiser (2010-11); Shift Manager (2011-13); Recruiting Manager (2014)