

# Rebecca L. Mitchell

Rustandy 464D, 995 Regent Dr, Boulder, CO 80309  
Tel: (248) 622-8634 / Email: remi2720@colorado.edu

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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. (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.

## Manuscripts Under Review

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.

Mitchell, R.L. & Hollenbeck, J.R. Better Than Myself: A Translation and Extension of Internal Comparison Theories in Management. Under review.

## **Selected Research in Progress**

Mitchell, R.L., Decker, M., Chico, R., Lacerenza, C.N. Teams & female leadership outcomes integrative review. Writing.

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

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

Mitchell, R.L. & Hollenbeck, J.R. Dimensional comparisons. Writing.

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

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

Mitchell, R.L., D.T. Kong, Decker, M. Internal comparisons, gender, and impression management.

## **Conference Presentations**

Better Than Myself: Internal Comparison Theories in Management. Academy of Management, Boston, MA – 2023.  
*Winner, OB Division, Best Dissertation-Based Paper Award*

Moderators of status portfolio 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

Power and Status Dynamics. International Association for Conflict Management, Thessaloniki, Greece – 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. 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 (Aug 2022 – present)

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

## **Grants**

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

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