

## LAURA REES

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Podcast series: [www.NegotiationandConflictTeam.com](http://www.NegotiationandConflictTeam.com)

### ACADEMIC APPOINTMENTS

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**Oregon State University, College of Business** Corvallis, OR  
Assistant Professor of Organizational Behavior, 2021-present.

**Queen's University, Smith School of Business** Kingston, ON, Canada  
Assistant Professor of Organizational Behaviour, 2019-present.

**University of Missouri-Kansas City, Bloch School of Management** Kansas City, MO  
Assistant Professor of Organizational Behavior, Management Department, 2016-2019.

**Vanderbilt University, Owen Graduate School of Management** Nashville, TN  
Postdoctoral Research Fellow, Organization Studies, 2014-2016.

### EDUCATION

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**University of Michigan, Stephen M. Ross School of Business** Ann Arbor, MI  
Ph.D. in Business Administration, Management and Organizations Department (2014).

*Dissertation Title:* The Influence of Perceived Authenticity and Honor on Interpersonal Relations in Organizational Life.

*Committee:* Jeffrey Sanchez-Burks (Co-chair), Kathleen M. Sutcliffe (Co-chair), Richard P. Bagozzi, and Phoebe Ellsworth.

**Harvard University** Cambridge, MA  
A.B. in Economics, with honors, and French language citation (2005).

### RESEARCH INTERESTS

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My research focuses on three major areas, all investigating emotion-related influences that often arise spontaneously and without much conscious thought, but profoundly shape individuals' performance and well-being at work: (1) the antecedents and consequences of complex emotion-influenced experiences—including ambivalence and authenticity—for both individuals and groups, (2) voice habit, a new theoretical construct developed by my colleagues and me that proposes an automatic perspective of voice behavior, and (3) ethical and other implications of both complex and simple emotional experiences. I incorporate a multi-method approach to explore these topics, focusing on the contexts of negotiation, decision accuracy and performance, persuasion and cooperation, and interpersonal perceptions and interactions.

### PEER-REVIEWED PUBLICATIONS

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10. \*Rees, L., \*Safi, R., & Lim, S.-L. (2022). How much will you share? Exploring attitudinal and behavioral nudges in online private information sharing. *Journal of Experimental Psychology: Applied*, advance online publication. <https://doi.org/10.1037/xap0000414>.

\*Denotes equal first-authorship.

9. \*Rees, L., \*Chi, S.-C. S., Friedman, R., & Shih, H.-L. (2020). Anger as a trigger for information search in integrative negotiations. *Journal of Applied Psychology*, 105(7): 713-731. <https://doi.org/10.1037/apl0000458>.

\*The first two authors contributed equally to this manuscript.

Media mentions:

- Featured in the Research Insights column, by Coben, J & Stienstra, D., Eds., of the *Dispute Resolution Magazine* the publication of the Dispute Resolution Section of the American Bar Association. Feb. 17, 2021, issue, 27(1): 29.
- Featured in Queen's University *Smith Business Insight*, by Morantz, A. Mar. 9, 2020.
- Featured in *The Canadian Industrial & Organizational Psychologist*, 37(2): 5-6, Jan. 2020 issue, by Lance Ferris. Newsletter of the Canadian Society for Industrial and Organizational Psychology (CSIOP).

8. Rees, L., Friedman, R., Olekalns, M., & Lachowicz, M. (2019). Limiting fear and anger responses to anger expressions. *International Journal of Conflict Management*, 31(4): 581-605. <https://doi.org/10.1108/IJCM-01-2019-0016>. (*IJCM* began as the International Association for Conflict Management professional society journal in 1990.)

7. \*Barry, B., \*Olekalns, M., & \*Rees, L. (2019). An ethical analysis of emotional labor. *Journal of Business Ethics*, 160(1), 17-34. <https://doi.org/10.1007/s10551-018-3906-2>.  
\*All authors contributed equally to this manuscript and are listed alphabetically.

6. Glikson, E., Rees, L., Wirtz, J., Kopelman, S., & Rafaeli, A. (2019). When and why a squeakier wheel gets more grease: The influence of cultural values and anger intensity on customer compensation. *Journal of Service Research*, 22(3): 223-240. <https://doi.org/10.1177/1094670519838623>.

Media mentions:

- Featured in HBR IdeaWatch, *Harvard Business Review*, Sep./Oct. 2019, 97(5): 26.
- Featured in Queen's University *Smith Business Insight*, by Irwin, A. Oct. 2, 2019.
- Featured in Univ. of Michigan *Dividend* magazine, by Needham, B. 2019.

5. Rees, L., & Kopelman, S. (2019). Logics and logistics for future research: Appropriately interpreting the emotional landscape of multi-cultural negotiation. *Negotiation and Conflict Management Research*, 12(2): 131-145. <https://doi.org/10.1111/ncmr.12152>. (*NCMR* is the current International Association for Conflict Management society journal since 2008.)

4. Lam, C.F., Rees, L., Levesque, L.L., & Ornstein, S. (2018). Shooting from the hip: A habit perspective of voice. *Academy of Management Review*, 43(3): 470-486. <https://doi.org/10.5465/amr.2015.0366>.

3. Rothman, N., Pratt, M., Rees, L., & Vogus, T. (2017). Understanding the dual nature of ambivalence: Why and when ambivalence leads to good and bad outcomes. *Academy of Management Annals*, 11(1): 1-40. <https://doi.org/10.5465/annals.2014.0066>.

2. \*Sanchez-Burks, J., \*Bartel, C., \*Rees, L., & Huy, Q. (2016). Assessing collective affect recognition via the Emotional Aperture Measure. *Cognition and Emotion*, 30(1): 117-133. <https://doi.org/10.1080/02699931.2015.1015968>.

\*Denotes equal first-authorship.

1. Rees, L., Rothman, N., Lehavy, R., & Sanchez-Burks, J. (2013). The ambivalent mind can be a wise mind: Emotional ambivalence increases judgment accuracy. *Journal of Experimental Social Psychology*, 49(3): 360-367. <https://doi.org/10.1016/j.jesp.2012.12.017>.

Media mentions:

- Featured in Univ. of Michigan *Thought in Action*, by Kosdrosky, T. May 16, 2013.

## BOOK CHAPTERS

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- \*Miners, C., & \*Rees, L. (forthcoming). Emotional intelligence in workplace negotiations. In L.V. Wilkin & Y. Pathak (Eds.) *The Handbook of Organizational Conflict Management*. Berlin: De Gruyter Publishing. \*Authors contributed equally and are listed alphabetically.
- Dossinger, K., & Rees, L. (in press). Uncertainty and authenticity during career transitions. In M. Griffin & G. Grote (Eds.) *Handbook of Uncertainty Management in Work Organizations*. Oxford: Oxford University Press.
- Olekalns, M., & Rees, L. (2020). Workplace affect, conflict, and negotiation. In L.-Q. Yang, R. Cropanzano, C. Daus, & V. Martinez-Tur (Eds.). *The Cambridge Handbook of Workplace Affect*. Cambridge: Cambridge University Press.
- Ybarra, O., Rees, L., Kross, E., & Sanchez-Burks, J. (2011). Social context and the psychology of emotional intelligence: A key to creating positive organizations. In K. Cameron & G. Spreitzer (Eds.) *Handbook of Positive Organizational Scholarship*. Oxford: Oxford University Press.

## PAPERS UNDER REVISION AND/OR REVIEW

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- Rees, L., Lehman, D., & Ramanujam, R. (Title masked for review.) Reconceptualizing authenticity in organizational life. Under first-round review at: *Organization Science*.

## WORKING PAPERS AND CURRENT PROJECTS

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- Rees, L., & Freshley, A. (*Working paper*.) Ambivalence and stereotypes. Target journal: *Psychological Science*.
- \*Rees, L., \*Tsai, M.-H., Kopelman, S., & Hu, H.-H. (*Working paper*.) Persuasion in negotiation. (Title masked for review.) Target journal: *Organization Science*.  
\*Denotes equal first-authorship.
- Rees, L. (*Working paper*.) Revisiting how we study honor. (Title masked for review.) Target journal: *Academy of Management Review*.
- Lam, C. F., Du, Q. Y., Wu, W., & Rees, L. (*Working paper*.) Voice behavior outcomes over time. (Title masked for review.) Target journal: *Academy of Management Journal*.
- Rees, L. (*Working paper*.) Emotional expression authenticity salience and interpersonal judgments. (Title masked for review.) Target journal: *Journal of Applied Psychology*.
- Rees, L. (*Working paper*.) Emotions, distance, and emotion management. (Title masked for review.) Target journal: *Organizational Behavior and Human Decision Processes*.
- Rees, L., Lam, C.F., Wu, W., & Du, Q. (*Data collection stage*.) Voice habit empirical testing.

## TEACHING MATERIALS

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- \*Atkinson, K., & Rees, L. (2021). *“Housemates and COVID Conversations”* negotiation exercise and teaching notes. Dispute Resolution Research Center (DRRC), Kellogg School of Management, Northwestern University. \*Denotes undergraduate student.
- Rees, L. & \*Oré, M. (2021). *“Bright Smiles”* negotiation exercise and teaching notes. Dispute Resolution Research Center (DRRC), Kellogg School of Management, Northwestern University. \*Denotes graduate student.

Rees, L. (2020). “*MotorWorks*” negotiation exercise and teaching notes. Dispute Resolution Research Center (DRRC), Kellogg School of Management, Northwestern University.

Sanchez-Burks, J., Rees, L., & Wang, C. (2012). “*Havana Plants*” negotiation exercise and teaching notes. Dispute Resolution Research Center (DRRC), Kellogg School of Management, Northwestern University.

## MEDIA PUBLICATIONS AND APPEARANCES

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### PUBLICATIONS

Rees, L. (2020). How to calmly navigate personal interactions during COVID-19. *The Conversation*, August 16, 2020. Available at <https://theconversation.com/how-to-calmly-navigate-personal-interactions-during-covid-19-143669>.

- Republished in the *Queen’s Gazette* on August 17, 2020. Available at: <https://www.queensu.ca/gazette/stories/how-calmly-navigate-personal-interactions-during-covid-19>.
- Featured in radio interview with host Sue Deyell for The Morning News on 770 CHQR in Calgary, August 19, 2020.
- Republished in *Smith Business Insight*, August 21, 2020. Available at: <https://smith.queensu.ca/insight/content/how-to-negotiate-your-way-out-of-covids-social-traps.php>.

Dacin, M. T., & Rees, L. (2020). Coronavirus recovery: Small businesses must focus on easing employee, customer fears. *The Conversation*, May 27, 2020. Available at <https://theconversation.com/coronavirus-recovery-small-businesses-must-focus-on-easing-employee-customer-fears-138183>.

- Featured in radio interview with Tina Dacin, Laura Rees, & host Stirling Faux for Global News Radio CKNW in Vancouver, May 31, 2020. Available at: <https://omny.fm/shows/cknw-weekend-mornings/easing-employee-and-customer-fears-post-pandemic-c>.
- Republished in the *Queen’s Gazette* on June 1, 2020. Available at: <https://www.queensu.ca/gazette/stories/small-businesses-must-focus-easing-employee-customer-fears>.
- Featured in radio interview with Tina Dacin & hosts Sue Deyell & Andrew Schultz for The Morning News on 770 CHQR in Calgary, June 8, 2020.
- Republished in *Smith Business Insight*, June 17, 2020. Available at: <https://smith.queensu.ca/insight/content/how-to-put-employees-and-customers-at-ease-in-the-new-normal.php>.
- Featured in radio interview with Tina Dacin, Laura Rees, & host David Moses for ELMNT FM Radio in Toronto/Ottawa, June 18, 2020 (airdate July 3).

### APPEARANCES

Featured in “The High Cost of Emotional Labour,” in Queen’s University *Smith Business Insight*, by Morantz, A. Jan. 5, 2021. Available at: <https://smith.queensu.ca/insight/content/the-high-cost-of-emotional-labour.php>.

- Featured in *Canadian HR Reporter*, The neglected costs of “emotional labour,” by Dujay, J.. March 16, 2021. Available at: <https://www.hrreporter.com/focus-areas/culture-and-engagement/the-neglected-costs-of-emotional-labour/353951>.

- Featured in radio interview with host Simi Sara for News Talk on 980 CKNW in Vancouver, March 5, 2021.
- Featured in radio interview with hosts Loreena Dickson and Ken Eastwood for Newstalk on 1290 in London, ON, March 5, 2021.
- Featured in radio interview with host Bill Kelly for Global News Radio on 900 CHML in Hamilton, ON, March 4, 2021.
- Featured in radio interview with host Jess Brady for Global News Radio on 980 CFPL in London, ON, March 4, 2021.

Featured on Queen's University *Smith Insight* video series, Jul. 2020. Emotions and emotion training in the workplace. Available at: <https://smith.queensu.ca/insight/content/why-emotions-belong-at-work.php> (with commentary) and <https://youtu.be/jKQRmlT9CFY> (video only).

Featured in Queen's University *Women of Influence* editorial series, Jan. 2020. Emotions, emotional intelligence, and ambivalence in the workplace. Available at: <https://www.womenofinfluence.ca/2020/02/10/understanding-emotional-intelligence-in-the-workplace-its-not-what-you-think/>.

### **PODCAST SERIES**

Co-creators with Deborah Cai (Temple U.), Michael Gross (Colorado State U.), Jennifer Parlamis (U. of San Francisco), and Ming-Hong Tsai (Singapore Management U.) of two research-focused negotiation and conflict management podcast series. Both series are available at [www.NegotiationandConflictTeam.com](http://www.NegotiationandConflictTeam.com) and via several podcast players (Spotify, Stitcher, etc.).

- “Article to Audio” – features interviews with scholars about their research on negotiation and conflict management from our field's top academic journals.
- “I'm Glad I Know That Now!” – features interviews with top scholars on a particular research topic they have studied and is more general in content and focus.

### **PROFESSIONAL PRESENTATIONS**

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#### **CONFERENCE PRESENTATIONS**

\* Denotes presenting author.

\*Kopelman, S., & Rees, L. A positive lens for research on emotional dynamics at work: Logics and logistics, poster presentation at the 2022 Positive Organizational Scholarship (POS) Research Conference, June, 2022, Ann Arbor, MI.

Rees, L., & \*Freshley, A. An ambivalent story: Complex cognitive and behavioral implications of simultaneously agreeing and disagreeing with stereotypes, poster presentation at the 2022 Positive Organizational Scholarship (POS) Research Conference, June, 2022, Ann Arbor, MI.

\*Rees, L., Safi, R., & Lim, S.-L. How much will you share? Exploring attitudinal and behavioral nudges in online private information sharing, Rapid Research Session presentation at the Wharton OB Conference, November, 2021, virtual format due to COVID-19.

\*Rees, L., Lehman, D., & Ramanujam, R. Me, Me, and Me: The Process of Felt (In)Authenticity at Work through Multiple Referent Selves, paper at the Academy of Management (AOM) Annual Meeting, July-August, 2021, virtual format due to COVID-19.

Co-organizer, with Ruchi Sinha & Pri Shah, Conflict Management Division Doctoral Consortium, Professional Development Workshop (PDW) at the Academy of Management (AOM) Annual Meeting, July-August, 2021, virtual format due to COVID-19.

- Co-organizer, with Ruchi Sinha & Pri Shah, Negotiating Your Job Offer, Professional Development Workshop (PDW) at the Academy of Management (AOM) Annual Meeting, July-August, 2021, virtual format due to COVID-19.
- Co-organizer, with Michael Gross, Jennifer Parlamis, and Ming-Hong Tsai, Toward a Restorative Justice Approach for “Bringing the Manager Back in Management,” symposium at the Academy of Management (AOM) Annual Meeting, July-August 2021, virtual format due to COVID-19.
- Co-organizer, with Deb Cai, Michael Gross, Jennifer Parlamis, and Ming-Hong Tsai, The Three Minute Thesis (3MT®) Competition for IACM 2021, novel format session at the International Association for Conflict Management Annual Meeting, July 2021, virtual format due to COVID-19.
- Co-panelist, with Wendi Adair, Poonam Arora, Moty Cristal, Matthew Cronin, Joshua Fisher, Michael Gross, William Hall, Shirli Kopelman, Morten Lindholst, Sonja Rauschütz, Amira Schiff, Cynthia Wang, Sara Wheeler-Smith, and Robert Wilken, Wicked Societal Problems Challenge Our Collective Future: A Conversation on the Role of Negotiation and Conflict Management Frameworks in Moving Towards Solutions, roundtable at the International Association for Conflict Management Annual Meeting, July 2021, virtual format due to COVID-19.
- Panelist, Researching Ambivalence: Broadening Our Sight by Accounting for Complexity in Human Experience and Interaction, Professional Development Workshop (PDW) at the Academy of Management (AOM) Annual Meeting, August, 2020, virtual format due to COVID-19.
- Looking for Redemption: “Normal” Adversity and the Repair of Relationships, symposium at the International Association for Conflict Management Annual Meeting, July 2020, virtual format due to COVID-19.
- Paper: \*Rees, L. When Perceptions Matter More than Objective Authenticity in Relationship Formation.
- \*Rees, L., Lehman, D., & Ramanujam, R. Negotiating Authenticity: How Control over One’s Authentic Expression May Matter as Much as the Absolute Level of Authenticity, paper at the International Association for Conflict Management Annual Meeting, July 2020, virtual format due to COVID-19.
- \*Rees, L., Tsai, M.-H., & Kopelman, S. Confidence, Ambivalence, and Persuasion, Rapid Research Session presentation at the Wharton OB Conference, November, 2019, Philadelphia, PA.
- Feeling and Appearing Authentic: New Insights on Their Social Outcomes and Conceptual Clarity, symposium at the Academy of Management (AOM) Annual Meeting, August, 2019, Boston, MA.
- Paper: \*Rees, L., Ramanujam, R., Victor, B., & Lehman, D. The Enactment of Authenticity as a Process of Sensemaking.
  - *Featured as a Showcase symposium for the OB Division.*
- To Be Heard or Not Heard: Effects of (Failed) Voice Behaviors on Managers and Employees, symposium at the Academy of Management (AOM) Annual Meeting, August, 2019, Boston, MA.
- Paper: \*Lam, C.F., Rees, L., & Du, Q. The Benefits of Speaking Up More Versus Less Over Time: Consequences of Voice Trajectories.
- \*Rees, L. What is Honor? Broadening and Rebalancing How Cultures of Honor are Studied in Organizational Life, discussion paper at the International Association for Conflict Management Annual Meeting, July 2019, Dublin, Ireland.

- \*Rees, L., Chi, S.-C. S., Friedman, R., & Shih, H.-L. Anger and Information Search in Integrative Negotiations, paper at the Academy of Management (AOM) Annual Meeting, August, 2018, Chicago, IL.
- \*Rees, L. The Influence of Smile Authenticity on Trust Perceptions vs. Behaviors in Lending Decisions, discussion paper at the Academy of Management (AOM) Annual Meeting, August, 2018, Chicago, IL.
- \*Rees, L., Chi, S.-C. S., Friedman, R., & Shih, H.-L. Anger as a Trigger for Information Search in Integrative Negotiations, paper at the International Association for Conflict Management Annual Meeting, July 2018, Philadelphia, PA.
- \*Rees, L., Tsai, M.-H., & Kopelman, S. The Influence of Partner Ambivalence versus Confidence on Perceived Openness and Idea Acceptance in Joint Problem-Solving, paper at the Creating Uncertainty: Benefits for Individuals, Teams, and Organizations international conference, July 2018, Ascona, Switzerland.
- \*Kopelman, S., & \*Rees, L. Think tank session on emotions, Kellogg Culture and Negotiation Conference (invited sessions only), April 2018, Evanston, IL.
- \*Rees, L., Tsai, M.-H., & Kopelman, S. Let's Work Together (or Not): The Influence of Partner Ambivalence versus Confidence on Perceived Openness and Cooperation, paper at the International Association for Conflict Management Annual Meeting, July 2017, Berlin, Germany.
- Friedman, R., Olekalns, M., Lachowicz, M., & \*Rees, L. The Angry Guy: Self-Regulation in the Face of Workplace Anger, paper at the International Association for Conflict Management Annual Meeting, July 2017, Berlin, Germany.
- Friedman, R., Olekalns, M., Lachowicz, M., & \*Rees, L. The Angry Guy: Self-Regulation in the Face of Workplace Anger, paper at the Academy of Management (AOM) Annual Meeting, August, 2016, Anaheim, CA.
- \*Rees, L. Reinvigorating the Idea of Honor in Organizational Life, rapid-fire paper presentation at the International Association for Conflict Management Annual Meeting, June 2016, New York, NY.
- Rees, L. (Co-Chair). Different Shades of Moral: Emotions and (Un)Ethical Behavior, symposium at the Academy of Management (AOM) Annual Meeting, August, 2015, Vancouver, BC, Canada.
  - Paper: \*Rees, L., Barry, B., & Olekalns, M. Belabored Emotions: The Ethics of Emotional Labor.
- People Perception: The Causes and Consequences of Perceiving Groups and Teams, symposium at the Academy of Management (AOM) Annual Meeting, August, 2015, Vancouver, BC, Canada.
  - Paper: \*Sanchez-Burks, J., Bartel, C., & Rees, L. Assessing Collective Affect Recognition via the EAM (Emotional Aperture Measure).
- \*Rees, L., & Vincent, L. Emotion Authenticity in Work Groups: Group Size, Climate of Authenticity, and Psychological Safety, paper at the International Association for Conflict Management Annual Meeting, June 2015, Clearwater, FL.
- Emotions as Information: Relying on Emotions to Enhance Judgment and Performance, symposium at the Academy of Management (AOM) Annual Meeting, August, 2014, Philadelphia, PA.
  - Paper: \*Rees, L. Facial Expressions that Shape Our Judgments: The Role of Authentic Cues.

- \*Rees, L. What Your (In)Authentic Expression Means to Me: Social Inferences in Initial Business Encounters, paper at the Academy of Management (AOM) Annual Meeting, August, 2014, Philadelphia, PA.
- \*Sanchez-Burks, J., Bartel, C., Huy, Q., & Rees, L. Assessing the Affective Composition of a Group: Emotional Aperture as a Window onto Group Dynamics, paper at the International Association for Conflict Management Annual Meeting, July 2014, Leiden, The Netherlands.
- \*Rees, L. Facial Expressions and Interpersonal Judgments: The Role of Authentic Cues in Interdependent, Self-Reliant Contexts, poster at the International Association for Conflict Management Annual Meeting, July 2014, Leiden, The Netherlands.
- \*Rees, L. Facial Expressions that Shape Our Interpersonal Judgments: The Role of Authentic Cues, poster at the Emotion Pre-Conference, Society for Personality and Social Psychology Annual Meeting, February 2014, Austin, Texas.
- \*Rees, L., Sanchez-Burks, J., Bartel, C., Huy, Q., & Rees, L. (Mis)Reading Collectives' Emotional Composition: Emotional Aperture & Transformational Leadership, paper at the Academy of Management (AOM) Annual Meeting, August, 2013, Lake Buena Vista (Orlando), FL.
- \*Rees, L., Sanchez-Burks, J., Bartel, C., Huy, Q., & Rees, L. (Mis)Reading Collectives' Emotional Composition: Emotional Aperture & Transformational Leadership, paper at the INGRoup (Interdisciplinary Network for Group Research) Annual Meeting, July, 2013, Atlanta, GA.
- \*Rees, L. Organizational Implications of and Cultural Variation in the Marketplace for Authenticity, poster at the Amsterdam Symposium on the Social Nature of Emotions, May 2013, Amsterdam, The Netherlands.
- \*Rees, L. Organizational Implications of and Cultural Variation in the Marketplace for Authenticity, poster at the Interdisciplinary Committee on Organizational Studies (ICOS) Biannual Likert Dissertation Poster Session, February 2013, Ann Arbor, Michigan.
- \*Rees, L. Practices of Discernment: The Psychology of Facial Emotional Expressions in Workplace Relationships, poster at the Society for Personality and Social Psychology Annual Meeting, January 2013, New Orleans, Louisiana.
- Rees, L. (Chair). Multi-Cultural, Multi-Method Analyses of Emotion Expression Interpretation in Organizational Life, symposium at the Academy of Management (AOM) Annual Meeting, August 2012, Boston, MA.
  - Paper: \*Rees, L. Cultural Influences on the Interpretation of Emotional Expressions in Organizational Contexts.
  - *Featured as a Showcase symposium for the OB Division.*
- Rees, L. (Co-Chair). The Emergence of Wise Crowds and Individuals: Social Psychological and Group and Individual Processes of the Wisdom-of-Crowds Effect, symposium at the Society for Personality and Social Psychology Annual Meeting, January 2012, San Diego, CA.
  - Paper: \*Rees, L., Rothman, N., Lehavy, R., & Sanchez-Burks, J. The Emotionally Wise Crowd: Affective Dispersion, Wisdom-of-Crowds, and Forecasting Accuracy.
- \*Rees, L., Sanchez-Burks, J., Rothman, N., & Lehavy, R. The Emotionally Wise Market: Affective Dispersion Reduces Group & Individual Forecasting Errors, poster at the Emotion Pre-Conference, Society for Personality and Social Psychology Annual Meeting, January 2011, San Antonio, Texas.
- Rees, L. (Co-Chair). Wisdom through Emotions: Multi-Cultural, Multi-level Analyses of How Emotions Can Make Us Wiser, symposium at the Academy of Management (AOM) Annual Meeting, August 2010, Montreal, Canada.



- Paper: \*Rees, L., Sanchez-Burks, J., with individual studies co-authors Lehavy, R., Rothman, N., & Bartel, C. Affect and Wisdom in Both Collectives and Individuals.
- *Nominated for Emerald Best International Symposium Award.*

\*Rees, L. Resource Dependence and Transaction-based Relationships in a Campus Bar, paper at the Academy of Management (AOM) Annual Meeting, August 2010, Montreal, Canada.

The Influence of Affective Processes on Collective Outcomes, symposium at the Academy of Management (AOM) Annual Meeting, August 2009, Chicago, Illinois.

- Paper: \*Rees, L., Sanchez-Burks, J., Lehavy, R., & Bartel, C. Affective Variation and the Accuracy of Forecasts in Collectives.

\*Sanchez-Burks, J., Huy, Q., Bartel, C., Filipowicz, A., & Rees, L. Emotional Aperture Facilitates Working in and Leading Teams, paper at the Academy of Management (AOM) Annual Meeting, August 2009, Chicago, Illinois.

\*Rees, L., Sanchez-Burks, J., Bartel, C., Lehavy, R., & DeGeorge, E. The Emotionally Wise Crowd: Affective Dispersion Facilitates Dissimilar Minds and Wiser Crowds, poster at the Emotions in Organizations Conference, June 2009, Ann Arbor, MI.

#### ***INVITED TALKS – ACADEMIC***

Brownbag seminar speaker, Social-Personality Psychology department speaker series, Queen's University, Feb. 2021.

Queen's University CIVL400: Ethics and Professional Skills course. Guest lecture and workshop on negotiations. October, 2020, and October, 2021.

Dept. of Organizational Behavior, Olin Business School, Washington University in St. Louis. OB Workshop research presentation. December, 2019.

Management and Entrepreneurship Area, School of Business, University of Kansas. Research presentation. December, 2017.

Dept. of Psychological Sciences, Kansas State University. Research presentation. October, 2017.

Faculty Research Seminar, Henry W. Bloch School of Management, University of Missouri-Kansas City. Research presentation. December 2016.

#### ***INVITED TALKS – INDUSTRY, PRACTICE, & GENERAL WORKSHOPS/WEBINARS***

President's Commission on the Status of Black Faculty and Staff Affairs (PCSBFSA), Oregon State University. Negotiations brownbag workshop. May, 2022.

Ontario Bar Association. Foundations in Judicial Competencies: A Certificate Program - Session 5: Exploring Unconscious Bias, Raising Awareness and Cultural Sensitivity. Presentation on unconscious processes that influence person perception and decision-making. September, 2020, June, 2021, and May, 2022.

Queen's University Student Conduct Office and the Student Conduct Community of Practice in the Canadian Association of College and University Student Services. Presentation on unconscious bias in non-academic misconduct decision-making. October, 2021.

Catalyst Speaker Series, hosted by the Centre for Social Impact at Smith School of Business, Queen's University. How to Make More Rational Decisions at Work, webinar on how emotions and other cognitive and behavioral influences affect our decisions at work. June, 2021. Available at <https://portal.video.smith.queensu.ca/Watch/Gs9y2ZSo>.

iDecisionGames (iDG) and NegotiateUp online negotiation competition/learning event. Presentation on negotiation skills of the future. June, 2021.

Venture for Canada program, through Smith School of Business, Queen's University. Negotiations workshop. June, 2020, and June, 2021.

AIESEC Canada. Keynote speaker on Skills of the Future, part of the Future of Work conference hosted by Smith School of Business (Queen's University) and the Smith Masters in International Business program. May, 2021.

Smith Business Insight and Queen's Executive Education. How to Make More Rational Decisions at Work, webinar on how emotions and other cognitive and behavioral influences affect our decisions at work. February, 2021. Available at [https://youtu.be/UchXlZCkp\\_I](https://youtu.be/UchXlZCkp_I).

- Written adaptation published in Queen's University *Smith Business Insight*, by Rees, L., with editorial guidance from Morantz, A., Feb. 25, 2021.

Teaching Innovations in Negotiations and Conflict Management webinar, hosted by AOM's Conflict Management Division. Discussion of MotorWorks negotiation case (published in DRRC). January, 2021.

Magistrat International, leading distributor of fast-moving consumer goods (FMCG) in Slovenia. Workshop on negotiations. November, 2020.

iDecisionGames (iDG) and NegotiateUp online negotiation competition/learning event. Presentation on perceptions in negotiation. June, 2020.

Henry W. Bloch School of Management Career Center, University of Missouri-Kansas City, and the UMKC Women's Center/UMKC Women in STEAM. Negotiations workshop. April 2017.

Human Resources Advisory Board, Henry W. Bloch School of Management, University of Missouri-Kansas City. Research presentation to HR board executives from area businesses. January 2017 & 2018.

Graduate Student Council, Graduate School of Engineering, and Biomedical Research Education & Training (BRET), Vanderbilt University. Negotiations workshop. May 2015, February 2016.

Association for Asian Public Health Action (AAPHA), University of Michigan. Culture and negotiations workshop. March 2014.

Association for Women in Science (AWIS), University of Michigan. Gender and negotiations workshop. February 2013 & 2014.

## TEACHING INTERESTS

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I enjoy working with students at all levels and am interested in teaching a variety of courses, including negotiations and conflict resolution, introductory management, ethics, managing the self and relationships at work, and culture. Overall, I believe strongly that teaching and research are mutually reinforcing. Teaching affords us the valuable opportunity to shape the thinking of future leaders through sharing our research, and, in turn, to help inform our research questions by remaining close to practice via the experiences and questions of our students.

**TEACHING EXPERIENCE**

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***MBA AND MASTER'S LEVEL***

Instructor for MGMT 559: Managing Ethics and Corporate Social Responsibility. Core course for MBA students. Oregon State Univ. Three sections per term, both in-person and online modalities.

- Spring 2022 (10 weeks). Class size: Average of TBD/section. Mean overall instructor ratings: TBD.

Instructor for MGBL 885: International Negotiation. Elective course for Master's in International Business (MIB) students.

- Spring 2021 (6 weeks). Class size: 31. Mean overall instructor rating 6.7/7 (note: new university-wide evaluation structure and scale implemented in 2020-2021 AY).
- Winter 2020 (6 weeks). Class size: 35. Mean overall instructor rating (unofficial survey data only; official student evaluations were cancelled due to the COVID-19 pandemic): 4.9/5.0.

Instructor for MGT 6648: Negotiation II. Designed and taught new (first-time offering), advanced-level course focused on complex negotiation concepts and techniques for second-year MBA students who had fulfilled prerequisite negotiations elective course. Class size: 29. Spring (7 weeks) 2016. Vanderbilt Univ. Mean overall instructor rating: 4.5/5.0.

Co-instructor with Tae-Youn Park for MGT 642: Talent Management. Created and taught new design for independent study seminar course for full-time second-year MBA students. Class size: 6. Spring (7 weeks) 2015. Vanderbilt Univ. Mean overall instructor rating: 4.8/5.0.

Instructor for MO512: Bargaining and Influence Skills—Negotiation Strategy in a Global Economy. Elective course for full-time MBA students. Class size: 35. Fall (7 weeks) 2013. Univ. of Michigan. Mean overall instructor rating: 4.9/5.0.

Instructor for MO512: Bargaining and Influence Skills—Negotiation Strategy in a Global Economy. Elective course for evening MBA students. Class size: 27. Winter (7 weeks) 2013. Univ. of Michigan. Mean overall instructor rating: 4.9/5.0.

Teaching Assistant for MO512: Bargaining and Influence Skills—Negotiation Strategy in a Global Economy. Elective course for full-time MBA students. Class size: Average of 40/section. One section in fall (7 weeks) 2012. Four sections in fall (7 weeks) 2011. Univ. of Michigan.

***BBA/UNDERGRADUATE LEVEL***

Instructor for MGMT 455/555: Influence and negotiation (slash course = open to undergraduate and MBA students). Required for undergraduate Management majors and HR MBA students, elective for all other students. Oregon State Univ. Two sections per term, both in-person and online modalities.

- Fall 2021 (10 weeks). Class size: Average of 38/section. Median overall instructor ratings: 5.9/6.0 (in-person modality) and 5.7/6.0 (ecampus modality).

Instructor for COMM 373: International Business Negotiation. Elective course for undergraduate Commerce students. Queen's University. One section per year.

- Winter 2021 (12 weeks). Class size: 44. Mean overall instructor rating 6.5/7 (note: new university-wide evaluation structure and scale implemented in 2020-2021 AY).
- Winter 2020 (12 weeks). Class size: 50. Mean overall instructor rating (unofficial survey data only; official student evaluations were cancelled due to the COVID-19 pandemic): 4.8/5.0.

Instructor for MGT355: Organizational Effectiveness and Leadership. Core course for undergraduate business students. Univ. of Missouri-Kansas City. Two sections per term.

- Spring 2019 (15 weeks). Class size: Average of 39/section. Mean overall instructor ratings: 4.85/5.0 and 4.59/5.0.
- Fall 2018 (15 weeks). Class size: Average of 32/section. Mean overall instructor ratings: 4.80/5.0 and 4.69/5.0. (Reduced response rate due to move to online evaluations.)
- Spring 2018 (15 weeks). Class size: Average of 24/section. Mean overall instructor ratings: 4.88/5.0 and 4.54/5.0. (Reduced response rate due to move to online evaluations.)
- Fall 2017 (15 weeks). Class size: Average of 27/section. Mean overall instructor ratings: 4.93/5.0 and 4.84/5.0.
- Spring 2017 (15 weeks). Class size: Average of 24/section. Mean overall instructor ratings: 4.95/5.0 and 4.82/5.0.
- Fall 2016 (15 weeks). Class size: Average of 31/section. Mean overall instructor ratings: 4.95/5.0 and 4.81/5.0.

Instructor for MO300: Behavioral Theory in Management. Core class for BBA students. Class size: 78. Winter (14 weeks) 2011. Univ. of Michigan. Mean overall instructor rating: 4.8/5.0.

### ***EXECUTIVE EDUCATION***

Teaching Assistant for one-week Custom Program on Intrapreneurship at a Fortune 100 firm. Class size: 30 executives. September 2013. Univ. of Michigan.

### **HONORS AND AWARDS**

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#### ***RESEARCH AND TEACHING, INCLUDING GRANT AWARDS***

2021 NTR Research Grant (Negotiations and Team Resources), with Liuba Belkin (Lehigh University) & Dejun (Tony) Kong (University of South Florida), \$10,000.

Ross Doctoral Studies Research Grant, University of Michigan, Stephen M. Ross School of Business, 2012 and 2013.

Nominated for business school-wide annual faculty BBA Teaching Excellence Award, University of Michigan, Stephen M. Ross School of Business, 2012.

Center for International Business Education and Research (CIBER) award for dissertation research support, University of Michigan, Stephen M. Ross School of Business, 2012.

Rackham Graduate Student Research Grant, University of Michigan, 2010.

#### ***REVIEWING AND CONFERENCE***

Outstanding Reviewer Award, Academy of Management Managerial and Organizational Cognition Division, 2014, 2015, 2017, 2019, and 2021.

Featured as a Showcase symposium for the OB Division for the symposium “Multi-Cultural, Multi-Method Analyses of Emotion Expression Interpretation in Organizational Life,” Academy of Management (AOM) Annual Meeting, August 2012, Boston, MA.

Outstanding Reviewer Award, Academy of Management Organizational Behavior Division, 2010 and 2011.

Nominated for Emerald Best International Symposium Award for the symposium “Wisdom through Emotions: Multi-Cultural, Multi-level Analyses of How Emotions Can Make Us Wiser,” Academy of Management Organizational Behavior Division, 2010.

### **ACADEMIC**

Selected for a 2017-2018 University of Missouri system scholarship to participate in the national Faculty Success Program, led by the National Center for Faculty Development and Diversity (NCFDD).

Selected to participate in the University of Missouri system Faculty Scholars Program, 2017-2018.

Selected as Recent Alumni Speaker for Ross Doctoral Studies Celebration, Stephen M. Ross School of Business, University of Michigan, 2016.

Stark Award for academic excellence, University of Michigan, Stephen M. Ross School of Business, 2013.

Neary Award for academic excellence, University of Michigan, Stephen M. Ross School of Business, 2011 and 2012.

### **PROFESSIONAL AFFILIATIONS**

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- Academy of Management
- Society for Personality and Social Psychology
- International Association for Conflict Management

### **PROFESSIONAL SERVICE**

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#### ***BOARD MEMBERSHIPS AND PROFESSIONAL SOCIETY LEADERSHIP POSITIONS***

Editorial Review Board member for *Negotiation and Conflict Management Research*, January 2021-present.

Editorial Review Board member for *Academy of Management Discoveries*, January 2021-December 2023.

Representative-at-Large for the Conflict Management Division of the Academy of Management (AOM), August 2020-August 2022.

Member-at-Large for the International Association for Conflict Management (IACM) Board of Directors, July 2018-July 2020.

#### ***UNIVERSITY LEVEL COMMITTEES***

Smith School of Business Dean Search Committee, Queen’s University, 2020-2021.

Undergraduate Student Summer Research Fellowship (USSRF) program adjudication committee, Queen’s University Research Services, Queen’s University, 2020.

#### ***SCHOOL LEVEL COMMITTEES***

College of Business Future of Research Task Force, Oregon State University, 2022-present.

College of Business Faculty Awards Committee, Oregon State University, 2021-2022.

Smith Unit Research Ethics Board, part of the Queen's General Research Ethics Board (GREB; called the Institutional Review Board, or IRB, in the US), Queen's University, Stephen J.R. Smith School of Business, 2020-2021.

Faculty Development Fund Committee, Queen's University, Stephen J.R. Smith School of Business, 2020-2021.

Renewal, Tenure, and Promotion Committee, Queen's University, Stephen J.R. Smith School of Business, 2019-2020.

Doctoral/Graduate Faculty Nominating Committee, University of Missouri-Kansas City, Henry W. Bloch School of Management, 2018-2019.

Co-Organizer of the Research Exposure Program (REP) student subject pool, University of Missouri-Kansas City, Henry W. Bloch School of Management, 2017-2019.

Faculty Research Colloquium Speaker Series Committee, University of Missouri-Kansas City, Henry W. Bloch School of Management, 2017-2019.

Human Resources Advisory Board curriculum subcommittee, Henry W. Bloch School of Management, University of Missouri-Kansas City, 2017-2019.

Faculty Research and Awards Committee, University of Missouri-Kansas City, Henry W. Bloch School of Management, 2017-2018.

#### ***CONFERENCE ORGANIZING***

Program Chair for the 2018 International Association for Conflict Management (IACM) annual conference.

Co-Organizer of Emotions in Organizations Conference (Co-Organizer with Quy Huy and Jeffrey Sanchez-Burks), Ross School of Business—INSEAD, June 2009, Ann Arbor, MI.

- Poster: \*Rees, L., Sanchez-Burks, J., Bartel, C., Leheavy, R., & DeGeorge, E. The Emotionally Wise Crowd: Affective Dispersion Facilitates Dissimilar Minds and Wiser Crowds.

#### ***STUDENT ADVISING***

MSc thesis examiner (internal-external examiner role) for Master's candidate Michael Slinger, Department of Psychology, Queen's University, 2020.

Faculty advisor for Smith student consulting team aiding local business Boreal Experiences develop a social media strategy during COVID-19 through the Kingston Region Business Support Initiative, Queen's University. Spring/summer 2020.

Dissertation committee outside-department member for doctoral candidate Norah Hass, Clinical Health Psychology, UMKC. 2017-2019.

Faculty supervisor for UMKC Bloch BBA internship independent study course with Andrew Schmitt, OneMain Financial, Personal Loan Specialist role. Fall 2018.

Offered outside coaching and feedback to MBA student teams providing consulting services to Israeli entrepreneurial/startup firms as part of an elective course taught by Mark Cohen, Vanderbilt University, Owen Graduate School of Management, Spring 2016 and Spring 2017.

### ***OTHER CONFERENCE AND SOCIETY ROLES***

Chair of the research and teaching grants committees for the joint Negotiation and Team Resources (NTR) – International Association for Conflict Management (IACM) research award, 2021-2022.

Member of the *Negotiation and Conflict Management Review* (NCMR) Best Article Committee for the International Association for Conflict Management (IACM), 2021.

Chair of the Outstanding Publication Award: Article or Book Chapter Selection Committee for the International Association for Conflict Management (IACM), 2019-2020.

Member of the research grants committee for the joint Negotiation and Team Resources (NTR) – International Association for Conflict Management (IACM) research award, 2018-2019, 2020-2021.

Chair of the Best Conference Paper Award Selection Committee for the International Association for Conflict Management (IACM), 2018-2019.

Member of the IACM Nominations Committee for the International Association for Conflict Management (IACM), 2018-2019.

Chair of the IACM Best Conference Paper Award Selection Committee for the International Association for Conflict Management (IACM) conference, 2018.

Member of the IACM Outstanding Book Award Selection Committee for the International Association for Conflict Management (IACM) conference, 2016 and 2017.

### ***AD-HOC JOURNAL REVIEWING***

- *Academy of Management Discoveries* (Editorial Review Board member, 2021-2023)
- *Academy of Management Journal*
- *Academy of Management Review*
- *Group Decision and Negotiation*
- *International Journal of Conflict Management*
- *Journal of Business Ethics*
- *Journal of Business Research*
- *Journal of Experimental Psychology: Applied*
- *Journal of Experimental Social Psychology*
- *Journal of Management Inquiry*
- *Negotiation and Conflict Management Research* (Editorial Review Board member, 2021-present)
- *Organizational Behavior and Human Decision Processes*
- *Organization Science*
- *Personality and Social Psychology Bulletin*

### ***CONFERENCE REVIEWING***

Conflict Management Division. Academy of Management (AOM) Annual Meetings, 2020-present.

International Association for Conflict Management Annual Meetings, 2015-present.

Managerial and Organizational Cognition Division. Academy of Management (AOM) Annual Meetings, 2014-present.

INGRoup (Interdisciplinary Network for Group Research) Annual Meeting, Atlanta, GA, 2013.

Organizational Behavior Division. Academy of Management (AOM) Annual Meetings, 2009-2013.

### ***OTHER REVIEWING AND SERVICE***

Ad-hoc reviewer for the Social Sciences and Humanities Research Council of Canada (SSHRC), Insight Grant applications, 2020, 2021, and 2022.

- Ad-hoc reviewer for the Israel Science Foundation (ISF) research grants, 2019 and 2021.
- Judge for the JDC Central Business Competition (JDCC) Charity Consulting Project, held by the Canadian Association of Business Students (CABS), Jan. 2021.
- Faculty judge for internal undergraduate student auditions for the Queen's Case Competition Union, Stephen J.R. Smith School of Business, Queen's University, Kingston, Ontario, Sept. 2019, Sept. 2020, Jan. 2021.
- Faculty judge for iDecisionGames (iDG) and NegotiateUp online negotiation competition/learning event. June, 2020.
- Faculty judge for the Final Weekend Case Competition (Ethics Stream) for the undergraduate Inter-Collegiate Business Competition, Stephen J.R. Smith School of Business, Queen's University, Kingston, Ontario, Jan. 2020.
- Faculty judge for the annual undergraduate Inter-Collegiate Business Competition Queen's Case Competition, Stephen J.R. Smith School of Business, Queen's University, Kingston, Ontario, Nov. 2019.
- Administrative Science Quarterly* ASQ Student Blog contributor, 2014-2015.
- Reviewer, Student Review Committee, Doctoral Studies Research Grants. Ross School of Business, University of Michigan, Ann Arbor, MI, 2011-2014.
- Co-Coordinator (with Professor David Mayer, Management & Organizations Department), MO300 Undergraduate Behavioral Lab Research Participant Pool. Research study allocation and data collection for department-wide experimental studies, Ann Arbor, MI, 2009-2014. Participant pool size: 400+ students.
- President, PhD Forum, Ross School of Business, University of Michigan, Ann Arbor, MI, 2010-2011.
- Chair, Student Review Committee, Doctoral Studies Research Grants. Ross School of Business, University of Michigan, Ann Arbor, MI, 2010-2011.
- Chair (2010-2011) and committee member (2011-2014), Ross School of Business Student Grants Committee, University of Michigan, Ann Arbor, MI.
- Session Facilitator, Positive Organizational Scholarship (POS) Conference, Ross School of Business, University of Michigan, Ann Arbor, MI, December 2008.

#### **PRIOR PROFESSIONAL EXPERIENCE**

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| <b>The Boston Consulting Group, Inc.</b> (2005-2008)<br>Associate and Consultant               | Boston, MA     |
| <b>London South Bank University, Workforce Development</b> (June-August 2005)<br>Summer Intern | London, UK     |
| <b>National Bureau of Economic Research</b> (June-August 2004)<br>Summer Intern                | Cambridge, MA  |
| <b>Federal Deposit Insurance Corporation</b> (June-August 2003)<br>Summer Intern               | Washington, DC |