

## Rebecca L. Mitchell

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### **Education**

**Michigan State University, East Lansing, MI**  
The Eli Broad Graduate School of Management  
*Ph.D. in Organizational Behavior*

**Expected 2022**

**Dissertation:** *Good at This, but Not at That: Multidimensional Self-evaluations and Dimensional Comparisons at Work*

Advisory Committee: Dr. John Hollenbeck (chair)  
Dr. Nicholas Hays  
Dr. Quinetta Roberson  
Dr. Brent Scott

**University of Michigan, Ann Arbor, MI**  
*Bachelor of Arts, Organizational Studies (High Distinction)*

**2010 - 2014**

### **Published Manuscripts**

Matusik, J.G., **Mitchell, R.L.**, Hays, N.A., Fath, S., Hollenbeck, J.R. (in press) 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 in Preparation**

**Mitchell, R.L.\***, Matusik, J.G.\*, & Hays, N.A. Power and status dynamics (*full title withheld for blind review*). Target: *Organizational Behavior and Human Decision Processes*.

\* denotes shared first authorship

**Mitchell, R.L.**, Fernandes, C.R., Oh, J.K. & Hays, N.A. Status variance (*full title withheld for blind review*). Target: *Journal of Applied Psychology*.

**Mitchell, R.L.,** Matusik, J.G., & Johnson, R.E. Warmth stereotypes (*full title withheld for blind review*). Target: *PNAS*

### **Research in Progress**

Mitchell, R.L., Awasty, N., Griffin, D., Hahn, R., Hollenbeck, J.R. (data analysis). Affective forecasting and group polarization.

Mitchell, R.L., Hahn, R., Boora, L., Burgess, B., Hollenbeck, J.R. (data analysis) Mood and leadership risk.

Mitchell, R.L., Hays, N.A. & Wourinen, S. (data analysis) Legitimacy & status loss.

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

Roberson, Q.M., Mitchell R.L. (data collection) Inclusion training motivation and internal vs external comparison frames.

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

Mitchell, R.L., Awasty, N., Marquez, S., & Scott, B.A. (data collection) Job crafting and work-life outcomes.

Roberson, Q.M, Mitchell, R.L., Hood, A.C. (data collection). Employee resource groups.

### **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 (Rating TBD; 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)

## **References**

John R. Hollenbeck  
Eli Broad Professor of Management  
Michigan State University  
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Quinetta M. Roberson  
John A. Hannah Distinguished Professor of Management and Psychology  
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Associate Professor of Management  
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