

McKENZIE R. REES

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ACADEMIC POSITIONS

Brigham Young University, Marriott School of Business Assistant Professor	2021 – Present
Southern Methodist University, Cox School of Business Assistant Professor	2017 - 2021
University of Notre Dame, Mendoza College of Business Post-Doctoral Research Scholar	2015 - 2017

RESEARCH INTERESTS

My research spans two primary areas: ethical decision-making and gender in the workplace. In my research on ethical decision-making, I explore the situational factors that encourage people to stray from their values and subsequently engage in unethical behavior. In this work, I often focus on the context of negotiation. My work on gender explores the unique challenges women face in a modern workplace.

PUBLICATIONS

- Rees, M. R., Smith, I. H., & Soderberg, A. T. (In Press). Psychological reactance to leader moral hypocrisy. *Business Ethics Quarterly*.
- Hunsaker, D. A., Zhang, T., & Rees, M. R. (2023). An angry face and a guilty conscience: The interpersonal effects of fake anger in negotiation. *Negotiation and Conflict Management Research*, 16(3), 211-229..
- Rees, M. R., Tenbrunsel, A. E., & Diekmann, K. A. (2022). It's just business: understanding how business frames differ from ethical frames and the effect on unethical behavior. *Journal of Business Ethics*, 176(3), 429-449.
- Vrzakova, H., Amon, M. J., Rees, M. R., Faber, M., & D'Mello, S. K. (2021). Looking for a deal? Visual social attention during negotiations via mixed media videoconferencing. *Proceedings of the ACM on Human-Computer Interaction*, 4, 1-35.
- Rees, M. R., Tenbrunsel, A. E., & Bazerman, M. H. (2019). Bounded ethicality and ethical fading in negotiations: Understanding unintended unethical behavior. *Academy of Management Perspectives*, 33, 26-42.
- Tenbrunsel, A. E., Rees, M. R., & Diekmann, K. A. (2019). Sexual harassment in academia: Ethical climates and bounded ethicality. *Annual Review of Psychology*, 70, 245-270.
- *Netchaeva, E., & Rees, M. R. (2016). Strategically stunning: The professional motivations behind the lipstick effect. *Psychological Science*, 27(8), 1157-1168.
* Both authors contributed equally.
- Rees, M. R. & Sondak, H. (2015). Albion Basin: A multi-party negotiation exercise. *Dispute Resolution Resource Center, Kellogg School of Management*.

PAPERS UNDER REVIEW

- Kuenzi, M., Rees, M. R., & Schminke, M. Communicating about ethics is more than monkey hear, monkey do: A systems model of ethical communication. *Under initial review at Personnel Psychology*.
- Rees, M. R., Gunia, B., & Rosenblum, M. R. Non-specific compensation through favor banking: Theory and evidence of a proactive approach to negotiations. *Under initial review at Organizational Behavior and Human Decision Processes*.

WORKING PAPERS

- Morse, L., Wierup, A., & Rees, M. R. Artificial intelligence promotes ethical fading in negotiations. *Preparing for Psychological Science*.
- Andor, A., Tenbrunsel, A. E., Rees, M. R., Diekmann, K. A., & Morse, L. Respect and harassment: How others perceive harassment accusations of those they respect and admire. *Preparing for Journal of Personality and Social Psychology*.
- Bolinger, A., Rees, M.R., Sillito-Walker, S., & Bolinger, M. Unpacking the “Female Exceptionalism Effect” in External Crisis Leadership. *Preparing for Organizational Behavior and Human Decision Processes*.
- Soderberg, A.T., Rees, M.R., Diekmann, K.A., & Sondak, H. Being given voice versus told the truth: The differential effects of two elements of procedural fairness on self- and other- perceived status. *Preparing for Organizational Behavior and Human Decision Processes*.
- Rees, M.R., Diekmann, K.A., & Tenbrunsel, A.E. Middle managers’ facilitation of sexual harassment: The role of motivated blindness. *Preparing for Journal of Applied Psychology*
- Kuenzi, M., & Rees, M. R. Unpacking the components of a moral manager. *Preparing for Personnel Psychology*

SELECTED RESEARCH IN PROGRESS

- Rees, M.R., Jensen, S., Diekmann, K.A., & Tenbrunsel, A.E. Reactionary lies: The process of covering up our previous bad behavior.
 - Status: *Data coding*
- Rees, M. R., Tenbrunsel, A. E., & Diekmann, K. A. Motivated blindness in the wake of #metoo.
 - Status: *Data coding*
- Rees, M.R., Kong, D., & Pinkley, R. Aesthetics of Zoom on negotiation success
 - Status: *Data collection*
- Meikle, N., Hubbard, T., Rees, M. R., & Tenbrunsel, A.E. Emotional responses to artificial intelligence.
 - Status: *Data collection*
- Jensen, S., Rees, M. R., Diekmann, K. A., & Tenbrunsel, A. E. High expectations: Why high power people expect victims to speak up.
 - Status: *Literature review*

EDUCATION

Ph.D.	University of Utah (Salt Lake City, Utah)	2015
	Management (Organizational Behavior)	

Dissertation: It's not as bad as others think: How the differential perspectives of targets and observers affect the perceived negativity of the situation and subsequent cooperative responses.

- **Finalist for the 2014 INFORMS/Organization Science Dissertation Proposal Competition**
- **Committee: Kristina Diekmann (co-chair), Harris Sondak (co-chair), Adam Galinsky, Jennifer Overbeck, Elizabeth Tenney**

B.S. Utah State University (Logan, Utah) 2007
 Majors: Marketing & Economics, *Magna Cum Laude*
 Minor: Statistics

ACADEMIC HONORS AND AWARDS

- Doctoral Student Teaching Excellence Award 2015
 ▫ *University of Utah, Department of Management*
- *Liberty and the Responsibility of Corporate Governance* 2015 Colloquium Honorarium 2015
- Deloitte Center for Ethical leadership Research Honorarium 2013-2015
- Excellence in Ethics Research Conference Scholarship 2013
 ▫ *University of Notre Dame*
- Daniels Fund Leadership in Ethics Education Silver Award 2011-2012
- Presidents' Leadership Council Scholarship 2003-2007
 ▫ *Utah State University*

CONFERENCE PRESENTATIONS AND INVITED TALKS

- Rees, M. R., Gunia, B., & Rosenblum, M. R. (2023). *Non-specific compensation through favor banking: Theory and evidence of a proactive approach to negotiations*. Paper presented at the 83rd annual meeting for the Academy of Management, Boston.
- Bolinger, A., Rees, M.R., Sillito-Walker, S., & Bolinger, M. (2023). *Female Exceptionalism in Crisis Leadership: A Signaling Approach*. Paper presented at the 1st annual Fostering Inclusion in Research conferences hosted by the University of Washington, Seattle.
- Bolinger, A., Rees, M. R., Sillito-Walker, S., & Bolinger, M. (2022). *Unpacking the "Female Exceptionalism Effect" in External Crisis Leadership*. Paper presented at the 82nd annual meeting for the Academy of Management, Seattle.
- Rees, M. R., & Gunia, B. (2021). *Non-specific compensation through favor banking: Theory and evidence of a proactive approach to negotiations*. Paper presented at the annual meeting for the International Association for Conflict Management, virtual conference.
- Hunsaker, D. A., Rees, M. R., & Zhang, T. (2021). *Angry faces and guilty conscience: The interpersonal consequences of strategic anger in negotiations*. Paper presented at the annual meeting for the International Association for Conflict Management, virtual conference.
- Rees, M. R., & Gunia, B. (2020). *Favor banking in negotiation: Power for the powerless*. Paper presented at the annual meeting for the International Association for Conflict Management, virtual conference.
- Rees, M. R., & Kuenzi, M. (2020). *You can't force ethics: What it takes for power to persuade employee ethical behavior*. Paper presented at that annual meeting for the International Association for Conflict Management, virtual conference.
- Rees, M. R., Rosenblum, M., Kray, L., & Pinkley, R. (2019). *Prince and princess charming: Are they the same?* Paper presented at the 10th annual FACE conference, Dallas.
- Tenbrunsel, A .E., Rees, M. R., & Diekmann, K. A. (2019). *Motivated blindness: An explanation for why power distance discourages individuals from reporting sexual harassment*. Paper presented at University of Notre Dame, South Bend.

- Tenbrunsel, A. E., Rees, M. R., & Diekmann, K. A. (2019). *The implications of social distance on engagement in sexual harassment*. Paper presented at the 79th annual meeting for the Academy of Management, Boston.
- Rees, M. R., Rosenblum, M., Kray, L., & Pinkley, R. (2019). *Prince and princess charming: Are they the same?* Paper presented at the annual meeting for the International Association for Conflict Management, Dublin.
- Rees, M. R., Smith, I. H., & Soderberg, A. S. (2019). *Examining the negative side effects of ethical leadership: The role of psychological reactance*. Paper presented at Brigham Young University, Provo.
- Tenbrunsel, A. E., Rees, M. R., & Diekmann, K. A. (2018). *Motivated blindness: A bounded ethicality perspective on sexual harassment*. Paper presented at the 78th annual meeting for the Academy of Management, Chicago.
- Rees, M. R., D'Mello, S. K., & Faber, M. (2018). *Keep your eye on the goal! Power and mind-wandering in negotiations*. Paper presented at the annual meeting for the International Association for Conflict Management, Philadelphia.
- Tenbrunsel, A. E., Rees, M. R., & Bazerman, M. H. (2017). *Bounded ethicality and ethical fading in negotiations: Understanding unintended unethical behavior*. Paper presented at the 77th annual meeting for the Academy of Management, Atlanta.
- Rees, M. R., Block, E. S., Broschak, J. P., Gilliland, S., & Ordonez, L. D. (2017). *Predicting the symbolic use of ethical reporting violations*. Paper presented at the 77th annual meeting for the Academy of Management, Atlanta.
- Rees, M. R., Tenbrunsel, A. E., & Diekmann, K. A. (2017). *Decision frames and unethical behavior: What's wrong with a business frame and how to fix it*. Paper presented at the 77th annual meeting for the Academy of Management, Atlanta.
- Soderberg, A. T., Rees, M. R., Diekmann, K. A., & Sondak, H. (2017). *Being given voice versus told the truth: The differential effects of two elements of procedural fairness on self- and other- perceived status*. Paper presented at the 77th annual meeting for the Academy of Management, Atlanta.
- Rees, M. R., Smith, I. H., & Soderberg, A. S. (2016). *Examining the negative side effects of ethical leadership: The role of psychological reactance*. Paper presented at the 76th annual meeting for the Academy of Management, Anaheim.
- Rees, M. R. (2016). *Incorporating New Multi-Party Negotiations into MBA Courses*. Presentation at the 76th annual meeting for the Academy of Management, Anaheim.
- Sillito-Walker, S., Bollinger, A., & Rees, M. R. (2016). *Cooperation or capitulation? The effects of prayer on negotiation*. Paper presented at the 76th annual meeting for the Academy of Management, Anaheim.
- Rees, M. R. (2016). *Can't we all just get along? How individuals' roles as targets or observers affect their subsequent cooperative behaviors*. Paper presented at the annual conference of the International Association for Conflict Management, New York.
- Soderberg, A. T., Rees, M. R., Diekmann, K. A., & Sondak, H. (2016). *Being given voice versus told the truth: The differential effects of two elements of procedural fairness on self- and other- perceived status*. Paper presented at the 17th annual conference of the Society for Personality and Social Psychology, San Diego.
- Rees, M. R., & Fernandes, C. (2015). *Power has all the power: Crowding out the status-communality link*. Paper presented at the 75th annual meeting for the Academy of Management, Vancouver.
- Rees, M. R., Tenbrunsel, A. E., & Diekmann, K. A. (2014). *How Cognitive Processes Affect Unethical*

Behavior: The Role of Decision Frame and Construal Level. Paper presented at the 74th annual meeting for the Academy of Management, Philadelphia.

- Rees, M. R., Verhaal, J. C., Wareham, J. D., & Sondak, H. (2014). *An exception to the rule: How legitimacy decreases conformity*. Paper presented at the 74th annual meeting for the Academy of Management, Philadelphia.
- Rees, M. R. (2014). *Incorporating the lessons of online communication into online courses: How to use the structure of an online course for learning purposes*. Presentation at the 74th annual meeting of the Academy of Management, Philadelphia.
- Rees, M. R., Diekmann, K. A., & Tenbrunsel, A. E. (2014). *When two wrongs don't make a right: How individuals cover up their unfair behavior with unethical behavior*. Paper presented at the 15th biennial meeting for the International Society for Justice Research, New York.
- Rees, M. R., Wareham, J. D., Meikle, N. L., & Brief, A. P. (2014). *Leading through the minority: The emergence of minority leaders in NCAA football teams*. Paper presented at the 26th annual convention for the Association for Psychological Science, San Francisco.
- Netchaeva, E., & Rees, M. R. (2014). *Softening the heart by softening the face: The effect of makeup use on prosocial behavior*. Paper presented at the 26th annual convention for the Association for Psychological Science, San Francisco.
- Netchaeva, E., Rees, M. R., & Kouchaki, M. (2014). *Does sex-appeal hurt or help? The effect of a woman's provocative appearance on observer's judgments of her unethical behavior*. Paper presented at the 26th annual convention for the Association for Psychological Science, San Francisco.
- Rees, M. R., & Netchaeva, E. (2014). *Does makeup really cover our flaws? The effects of beauty products on moral disengagement and unethical behavior*. Paper presented at the 15th annual conference of the Society for Personality and Social Psychology, Austin.
- Netchaeva, E. & Rees, M. R. (2014). *More than just a pretty face: The professional motivations behind the lipstick effect*. Paper presented at the 15th annual conference of the Society for Personality and Social Psychology, Austin.
- Rees, M. R. (2013). *Mind games: How biases limit our ability to resolve conflict*. Presentation given to the National Association of Credit Management, Salt Lake City.

CHAired SYMPOSIUMS

- Rees, M. R., & Pinkley, R. (2019). *Old and new tensions in gender research: Understanding fundamental expectations of female negotiators*. Symposium conducted at the annual meeting for the International Association for Conflict Management, Dublin.
- Rees, M. R., Bollinger, A. & Sillito-Walker, S. (2016). *New directions in negotiations*. Symposium conducted at the 76th annual meeting for the Academy of Management, Anaheim.
- Rees, M. R., & Sondak, H. (2014). *Experiencing Legitimacy: Comparing Legitimacy, Power, and Status in Work Behavior*. Symposium conducted at the 74th annual meeting for the Academy of Management, Philadelphia.
- Rees, M. R. (2014). *Sexuality in the Workplace*. Symposium conducted at the 26th annual convention for the Association for Psychological Science, San Francisco.

INVITED CONFERENCES AND WORKSHOPS

- *PhD Summer School on Managerial Agility & Innovation*, led by Adam Galinsky, Derek Rucker, and Yaacov Trope, hosted by the Arison School of Business, IDC Herzliya, Israel, June 10-19, 2014

- *Applying Markets to Management Colloquium*, hosted by Strata, March 13-16, 2014
- *Excellence in Ethics Research Conference – Scholarship Recipient*, hosted by The Institute for Ethical Business Worldwide, Mendoza College of Business, University of Notre Dame, May 9-10, 2013

TEACHING EXPERIENCE

Instructor, Marriott School of Business, Brigham Young University

- HRM 585r – Pre PhD HRM Seminar (elective course undergrad and grad students) 2021-Present

Instructor, Marriott School of Business, Brigham Young University

- HRM 540 – Organizational Effectiveness (required course for MACC students) 2021-Present

Instructor, Cox School of Business, Southern Methodist University

- MNO 3370 – Management (required undergraduate course) 6.36/7.0 2018-2021

Instructor, Mendoza College of Business, University of Notre Dame

- MGT 70430 – Negotiation (elective MBA course) 4.4/5.0 2015-2016

Instructor, David Eccles School of Business, University of Utah

- MGT 3680 – Human Behavior in Organizations (core course) 5.65/6.0 2014
- MGT 4860 – Conflict Management (elective course) 5.2/6.0 2013

Guest Lecturer, David Eccles School of Business, University of Utah

- MGT 6153 – Negotiations and Conflict Management (Executive MBA) 2013 – 2015
 - *Professor Harris Sondak*
- MGT 6500 – Managerial Negotiation (Professional, Full-time MBA) 2013-2014
 - *Professors Kristina Diekmann and Jennifer Overbeck*

Teaching Assistant, David Eccles School of Business, University of Utah

- MGT 6153 – Negotiations and Conflict Management (Executive MBA) 2012- 2015
 - *Professor Harris Sondak*
- MGT 6050 – Team Foundations (Full-time MBA) 2011- 2015
 - *Professor Kristina Diekmann*
- MGT 6500 – Managerial Negotiation (Professional MBA) 2010- 2015
 - *Professors Kristina Diekmann and Harris Sondak*

PROFESSIONAL SERVICE AND AFFILIATIONS

- *Secretary*, International Association for Conflict Management
- *Ad Hoc Reviewer*, Academy of Management Review
- *Ad Hoc Reviewer*, Personnel Psychology
- *Ad Hoc Reviewer*, Business Ethics Quarterly
- *Ad Hoc Reviewer*, Journal of Business Ethics
- *Ad Hoc Reviewer*, Organizational Behavior and Human Decision Processes
- *Conference Reviewer*, Annual Meeting of the Academy of Management
- *Conference Reviewer*, Annual Meeting of the International Association for Conflict Management
- *Ph.D. Student representative*, David Eccles School of Business Ph.D. Committee
- *Member*, Academy of Management
- *Member*, International Association for Conflict Management

PROFESSIONAL EXPERIENCE

Associate Director of Development, *Utah State University*

2007- 2010

- Sought gifts on behalf of the Jon M. Huntsman School of Business of \$25,000 or more
- Regularly interacted with top executives from companies across the U.S.
- Planned and executed strategies to raise money for the Huntsman School of Business
- Managed the Jon M. Huntsman School of Business National Advisory Board
- Hosted top donors on Utah State University's campus during events