

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

EDUCATION

Ph.D. University of Utah (Salt Lake City, Utah) 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. <ul style="list-style-type: none">- Finalist for the 2014 INFORMS/Organization Science Dissertation Proposal Competition- Committee Co-Chairs: Kristina Diekmann, Harris Sondak	2015
B.S. Utah State University (Logan, Utah) Majors: Marketing & Economics, <i>Magna Cum Laude</i> Minor: Statistics	2007

PUBLICATIONS

- Rees, M. R., Smith, I. H., & Soderberg, A. T. (2023). Psychological reactance to leader moral hypocrisy. *Business Ethics Quarterly*, 1-28.
- Hunsaker, D. A., Zhang, T., & Rees, M. R. (2023). An angry face and a guilty conscience: The intrapersonal effects of fake anger in negotiation. *Negotiation and Conflict Management Research*, 16(3), 211-229.
- Rees, M. R., Tenbrunsel, A. E., & Diekmann, K. A. (2021). 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.*

WORKING PAPERS

(*pre-Ph.D or current Ph.D student)

Andor, A., Tenbrunsel, A. E., Rees, M. R., Diekmann, K. A., & Morse, L. "I don't want to embarrass the victim!" Why observers may decide not to intervene when observing sexual harassment. *Preparing for Journal of Personality and Social Psychology.*

Bolinger, A. R., Sillito-Walker, S., Rees, M.R., & Bolinger, M. T. The "female exceptionalism effect": A parachute for those on the glass cliff. *Preparing for Organizational Behavior and Human Decision Processes.*

Kuenzi, M., Rees, M. R., & *Jarvis, K. Unpacking the components of a moral manager. *Preparing for Journal of Applied Psychology.*

Kuenzi, M., Rees, M. R., & Schminke, M. An integrated systems model of ethical messaging in organizations. *Preparing for Personnel Psychology.*

- *Finalist for the SIM 2024 Best Business Ethics Paper Award*

Rees, M. R., Gunia, B., & Rosenblum, M. R. Bank to the future: Non-specific compensation for prosperous negotiation. *Preparing for Business Ethics Quarterly.*

Rees, M. R., Kong, D., Pinkley, R., & *Sweeten, J. Aesthetics of backgrounds on video negotiation success. *Preparing for Management Science.*

Soderberg, A.T., Rees, M.R., Diekmann, K.A., & Sondak, H. The differential effects of being given voice versus told the truth on perceptions of status of the self and the authority. *Preparing for Organizational Behavior and Human Decision Processes.*

Wierup, A., Rees, M. R., & Morse, L. Artificial intelligence promotes ethical fading in negotiations. *Under initial review at Psychological Science.*

SELECTED RESEARCH IN PROGRESS

(*pre-Ph.D. or current Ph.D. student)

Gunia, B., & Rees, M. R. Bartering as a Form of Integrative Negotiation.

- Status: *Writing*

Morse, L., *Spencer, K., & Rees, M. R. Beyond the Group: Thinking Collectively Motivates Ethical Decision-Making.

- Status: *Theory development*

Rees, M.R., Diekmann, K.A., & Tenbrunsel, A.E. Middle Managers' Facilitation of Sexual Harassment: The Role of Motivated Blindness.

- Status: *Data analysis & theory development*

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., *Keogh, A., Bednar, J., Smith, I. H., Gardner, R., & Heninger, W. The Effects of Impostor Syndrome on Cheating Behaviors.

- Status: *Data collection*

- Rees, M. R., Tenbrunsel, A. E., & Diekmann, K. A. Motivated Blindness in the Wake of #metoo.
 ○ Status: *Data coding*

INVITED RESEARCH PRESENTATIONS

Department of Psychology; Department of Management & Organization, <i>University of Washington</i>	2025
Management Division, <i>Babson College</i>	2025
Daniels Fund Ethics Initiative, <i>University of Colorado Boulder</i>	2024
○ Additional presentation to Organizational Leadership & Information Analytics Department	
Organizational Behavior and Theory Department, <i>Carnegie Mellon University</i>	2024
Organizational Behaviour and Human Resources Department, <i>University of Calgary</i>	2024
Daniels Fund Ethics Initiative, <i>University of Utah</i>	2023
Management Department, <i>Brigham Young University</i>	2019
Management & Organization Department, <i>University of Notre Dame</i>	2019

CONFERENCE PRESENTATIONS

- Kuenzi, M., Rees, M. R., & Schminke, M. *An integrated systems model of ethical messaging in organizations*. Paper presented at the 84th annual meeting for the Academy of Management, Chicago.
 ○ *Finalist for the SIM 2024 Best Business Ethics Paper Award*
- Wierup, A., Rees, M. R., & Morse, L. *Artificial intelligence promotes ethical fading in negotiations*. Paper presented at the 84th annual meeting for the Academy of Management, Chicago.
- Rees, M. R., *Keogh, A., Bednar, J., Smith, I. H., Gardner, R., & Heninger, W. *The Effects of Impostor Syndrome on Cheating Behaviors*. Paper presented at the annual meeting for the International Association for Conflict Management, Singapore.
- 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.
- Rees, M. R., (2023). *Negotiating a job offer as a junior faculty member*. Presentation 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). *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.
- 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.

TEACHING EXPERIENCE

- Instructor, Marriott School of Business, Brigham Young University** 2021-present
- HRM 540 – Organizational Effectiveness (required, MAcc students)
- Instructor, Marriott School of Business, Brigham Young University** 2021-2023
- HRM 585r – Pre Ph.D. Seminar in Organizational Behavior (elective, undergraduates and graduates)
- Instructor, Cox School of Business, Southern Methodist University** 2018-2021
- MNO 3370 – Management (required, undergraduates)
- Instructor, Mendoza College of Business, University of Notre Dame** 2015-2017
- MGT 70430 – Negotiations (elective, MBA graduates)
- Instructor, David Eccles School of Business, University of Utah** 2013-2014
- MGT 3680 – Human Behavior in Organizations (required, undergraduates)
 - MGT 4860 – Conflict Management (elective, undergraduates)
- Guest Lecturer, David Eccles School of Business, University of Utah** 2013-2015
- MGT 6153 – Negotiations and Conflict Management (elective, Executive MBA graduates)
 - MGT 6500 – Managerial Negotiation (elective, MBA graduates)

ACADEMIC HONORS AND AWARDS

- Research Grant 2020
- *Negotiation and Team Resources*
- 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*
- Leadership in Ethics Education Silver Award 2011-2012
- *Daniels Fund, University of Utah*
- Presidents' Leadership Council Scholarship 2003-2007
- *Utah State University*

EXTERNAL CITIZENSHIP

- Secretary, International Association for Conflict Management** 2018-present
- Grant Selection Committee Member, Negotiation and Team Resources** 2021
- Ph.D. Student representative, David Eccles School of Business Ph.D. Committee** 2014-2015
- Ad Hoc Reviewer** 2013-present
- Academy of Management Review
 - Personnel Psychology
 - Business Ethics Quarterly
 - Journal of Business Ethics
 - Organizational Behavior and Human Decision Processes

- Conference Reviewer** 2010-present
- Annual Meeting of the Academy of Management
 - Annual Meeting of the International Association for Conflict Management

UNIVERSITY CITIZENSHIP

- Strategic Branding Faculty Representative**, Management Department 2023-present
- OBHR Advisory Council Faculty Liaison**, Management Department 2023-present
- Writing Circle Coordinator**, Management Department 2022-present
- SOA Mentoring Program Director**, School of Accountancy 2022-present
- Social Coordinator**, Management Department 2021-present
- AOM Ice Cream Social
 - Research Week Social
- Guest Speaker**, Marriott School of Business 2021-present
- 2023 Management Department Teaching Retreat
 - MBA Women’s Association
 - HR Speaker Series
 - Marriott School Ph.D. Preparation course
 - Anthropology course
 - SHRM Student Club
- Honors Thesis Committee**, Management Department 2023
- Katie Bahr
- Performance Evaluation Rubric Committee**, Management Department 2021

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