

ANNA C. LENNARD

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PROFESSIONAL EXPERIENCE

Summer 2018- *Assistant Professor*
Present Management Department
Spears School of Business
Oklahoma State University

EDUCATION

2018 **Michigan State University**, East Lansing, MI
Ph.D., Organizational Behavior and Human Resource Management
Management Department
Broad School of Business

2013 **Indiana University**, Bloomington, IN
English & Psychology, B.A.
Hutton Honors College General Honors Notation

RESEARCH FOCI

- Justice
- Affect & emotions
- Decision making & cognitive biases

PEER-REVIEWED PUBLICATIONS

Scott, B. A., **Lennard, A. C.**, Mitchell, B., & Johnson, R. E. (forthcoming). Emotions Naturally and Laboriously Expressed: Antecedents, Consequences, and the Role of Valence. *Personnel Psychology*.

Koopman, J., Lin, S.-H., **Lennard, A. C.**, Matta, F. K., & Johnson, R. E. (2019). My coworkers are treated more fairly than me! A self-regulatory perspective on justice social comparisons. *Academy of Management Journal*.

Lennard, A. C., Scott, B. A., & Johnson, R. E. (2019). Turning frowns (and smiles) upside down: A multilevel examination of surface acting positive and negative emotions on well-being. *Journal of Applied Psychology*.

Schaubroeck, J. M., Lam, L. W., Lai, J. Y. M., **Lennard, A. C.**, Peng, A. C., & Chan, K.W. (2018). Changing experiences of work dirtiness, occupational identification, and employee withdrawal. *Journal of Applied Psychology*.

Sleesman, D., **Lennard, A. C.**, McNamara, G., & Conlon, D. E. (2018). Putting escalation of commitment in context: A multilevel review and analysis. *Academy of Management Annals*.

BOOK CHAPTERS

Lennard, A. C., & Van Dyne, L. 2016. Helping that hurts: A new perspective on the dark side of helping organizational citizenship behavior. Oxford OCB Handbook.

MANUSCRIPTS UNDER REVIEW

Lennard, A. C., Matta, F. K., Lin, S.-H., Koopman, J., & Johnson, R. E. (2nd round revise and resubmit). [Justice variability at the daily level]. *Organizational Science*

Lennard, A. C., Miles, J., & Hollenbeck, J. R. (Under review). [Swift trust]. *Journal of Applied Psychology*.

MANUSCRIPTS IN PROGRESS

Lennard, A. C., Bartels, A., Scott, B. A., & Peterson, S. (in progress). [WFC and emotional regulation]. Intended target: *Academy of Management Journal*

Lennard, A. C., Zhao, E. & Conlon, D. E. (in progress). [Fairness, nepotism, and favoritism]. Intended target: *Academy of Management Journal*.

Hays, N., **Lennard, A. C.,** Matusik, J., & Cornfield, B. (in progress). [Hormones and power/status]. Intended target: *Science*.

Lennard, A. C., Matusik, J. G., Scott, B.A., & Ferris, L. (in progress). [Justice variability]. Intended target: *Academy of Management Journal*.

Lennard, A. C., Conlon, D. E., McNamara, G. (in progress). [Escalation of commitment]. Intended target: *Academy of Management Review*.

Lennard, A. C., & Conlon, D. E. (in progress). [Perspective taking and negotiation]. Intended target: *Academy of Management Journal*.

Devers, C., **Lennard, A. C.,** Mishina, Y., & Conlon, D. E. (in progress). [Neurological underpinnings of reputation]. Intended target: *Academy of Management Journal*.

CONFERENCE PRESENTATIONS

Lennard, A. C., Conlon, D. E., McNamara, G., & Moon, H. The role of sunk costs and project completion information in different decision environments. Paper presented at 2015 Academy of Management Annual Meeting, Vancouver, Canada.

Shamsie, J. The role of reputation in the Hollywood film industry. Paper presented at 2015 Southern Management Association Meeting, St. Petersburg, Florida

Devers, C., **Lennard, A. C.,** Mishina, Y., & Conlon, D. E. Is reputation a buffer or a lightning rod?

Paper presented at 2015 Oxford University Centre for Corporate Reputation Conference, Oxford, England.

Lennard, A. C., Bartels, A. Scott, B., & Peterson, S. The Dynamism of Employee Affect: Spillover Effects of Emotional Regulation & Affective Events. Paper presented at 2016 Academy of Management Annual Meeting, Anaheim, California.

Lennard, A. C., & Van Dyne, L. Helping that hurts: A new perspective on the dark side of helping organizational citizenship behavior. Paper presented at 2016 Academy of Management Annual Meeting, Anaheim, California.

Koopman, J., Lin, S.-H., **Lennard, A. C.,** Matta, F. K., & Johnson, R. E. The effects justice social comparisons on workplace attitudes and behaviors. Paper presented at 2016 Academy of Management Annual Meeting, Anaheim, California.

Lennard, A. C., Zhao, E. & Conlon, D. E. Bending over backwards to be fair. Paper presented at 2016 IACM Annual Meeting, New York City, New York.

Lennard, A. C., Lin, S.-H., Matta, R. K., Koopman, J., Johnson, R. E. The dynamic need for justice: An integration of fairness theory and person-environment fit. Paper presented at 2017 Academy of Management Annual Meeting, Atlanta, Georgia.

Miles, J., **Lennard, A. C.,** & Hollenbeck, J. R. Too soon for trust: Trust development and performance in self-managed teams. Paper presented at 2017 Academy of Management Annual Meeting, Atlanta, Georgia.

Schouten, M. E., & **Lennard, A. C.** Affect and team development. Paper presented at 2019 International Association of Conflict Management, Dublin, Ireland.

TEACHING

Management and Organizational Behavior
Management 3123 (Fall 2018, Fall 2019)

Organizational Behavior
Management 325 (Summer 2017)

Negotiation
Supply Chain Management 474 (Summer 2016)

SERVICE

Management Department Subject Pool Coordinator (2014-2017)

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Ad-hoc Reviewer
Organizational Behavior and Human Decision Process (2015-2016)
Journal of Organizational Behavior (2019-current)

Conference Reviewer

Academy of Management Annual Meeting, OB Division (2015-present)

International Association of Conflict Management (2016-present)

Affiliations

Academy of Management

Society for Industrial & Organizational Psychology

Phi Beta Kappa (Honors Society)

APPLIED EXPERIENCE

Manager of Writing Tutorial Center, Indiana University (2012-2014)

Peer Writing Tutor, Indiana University (2011-2012)

Research Assistant/Editor, Indiana University (2010-2013)