**ANNA C. LENNARD**

Assistant Professor / Spears School of Business / Oklahoma State University

Email: anna.lennard@okstate.edu

**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**

* Affect
* Decision making & cognitive biases
* Justice

**PEER-REVIEWED PUBLICATIONS**

Bartels\*, A., **Lennard\*, A. C.,** Scott, B., Peterson, S. (Forthcoming). Stopping surface acting

spillover: A transactional theory of stress perspective. *Journal of Applied Psychology.*

(\*shared first author).

**Lennard, A. C.,** Matta, F. K., Lin, S.-H., Koopman, J., & Johnson, R. E. (2021). The

dynamism of daily justice: A person-environment fit perspective on the situated value of justice. *Organizational Science*.

Fu, S., Greco, L. M., **Lennard, A. C**., & Dimotakis, N. (2020). Anxiety Responses to the Unfolding

COVID-19 Crisis: Patterns of Change in the Experience of Prolonged Exposure to Stressors. *Journal of Applied Psychology.*

Scott, B. A., **Lennard, A. C.,** Mitchell, B., & Johnson, R. E. (2020). 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. (2020). 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.,** Matusik, J. G., Dimotakis, N., Scott, B.A., & Ferris, L. (1st round Revise &

Resubmit). [Justice variability]. *Academy of Management Journal.*

**MANUSCRIPTS IN PROGRESS**

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

target: *Academy of Management Review.*

**Lennard, A. C** (in progress). [Perspective taking]. Intended target: *Academy of Management Journal.*

Greco, L. M., **Lennard, A. C.,** Fu, S., Dimotakis, N. (in progress). [Competing identities]. *Journal of*

*Applied Psychology.*

Fu, S., Dimotakis, N., **Lennard, A. C.** Greco, L. M., (in progress). [Task motivation switching].

*Personnel Psychology.*

Fu, S., Dimotakis, N., Greco, L. M., **Lennard, A. C.** (in progress). [Direct-displaced aggression].

*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.,** Zhao, E. & Conlon, D. E. (in progress). [Fairness, nepotism, and favoritism].

Intended target: *Academy of Management Journal.*

**CONFERENCE PRESENTATIONS**

**Lennard, A. C** and co-organizers and co-presenters. Halfway There, But Now What? Advice for

Pre-Dissertation Doctoral Students. PDW presented at 2022 Academy of Management Conference in Seattle, Washington.

Fu, S., Dimotakis, N., **Lennard, A. C.** Greco, L. M., Task motivation switching. Paper presented at

2022 Academy of Management, Seattle, Washington.

**Lennard, A. C** and co-organizers and co-presenters. Burnout and Work-Life Balance Reflection.

PDW presented at 2022 Academy of Management Off-Cycle Session (virtual).

**Lennard, A. C** and co-organizers and co-presenters. Halfway There, But Now What? Advice for

Pre-Dissertation Doctoral Students. PDW presented at 2021 Academy of Management Conference (virtual).

**Lennard, A. C.,** Bartels, A., Scott, B., Peterson, S. Stopping surface acting spillover: A transactional

theory of stress perspective. Paper presented at 2021 Southern Management Association, New Orleans, Louisiana.

Schouten, M. E., & **Lennard, A. C.** Affect and team development. Paper presented at 2019

International Association of Conflict Management, Dublin, Ireland.

**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 2018 Academy of Management, 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, Atlanta, Georgia.

**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, 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, 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, Anaheim, California.

**Lennard, A. C.,** Zhao, E. & Conlon, D. E. Bending over backwards to be fair. Paper presented

at 2016 International Association of Conflict Management, New York City, New York.

**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, Vancouver, Canada.

Shamsie, J. The role of reputation in the Hollywood film industry. Paper presented at 2015

Southern Management Association, 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.

**TEACHING**

*Meso Organizational Studies*

Management 6333 (Fall 2022)

*Management and Organizational Behavior*

Management 3123 (Fall 2018, Fall 2019, Fall 2020, Fall 2021, Fall 2022)

*Organizational Behavior*

Management 325 (Summer 2017)

*Negotiation*

Supply Chain Management 474 (Summer 2016)

**PROFESSIONAL & DEPARTMENTAL SERVICE**

Member of Making Connections Committee for Academy of Management OB Division

(2020-present)

Served on selection committee for both hiring and recruitment of doctoral students

Committee member for doctoral student dissertation (Yingli Deng)

Chaired six undergraduate honors theses

Reader for second year paper (Seth Smart)

Faculty Advisor for OSU’s Rowing Team (2018-current)

**PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

Ad-hoc Reviewer

 *Organizational Behavior and Human Decision Process (2015-current)*

 *Journal of Organizational Behavior* (*2019-current*)

 *Journal of Applied Psychology (2020-current)*

*Academy of Management Review* (*2020-current)*

 *Journal of Management (2021-current)*

 *Personnel Psychology (2021-current)*

 *Organization Science (2022-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)*