

REBECCA PORTNOY

College of Business
Washington State University
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EDUCATION

- Ph.D.** Organizational Behavior, University of Washington August 2007
Minor: Research Methods
Minor: Psychology
- B.S.** Organizational Behavior, Cornell University May 2000

POSITIONS HELD

- Assistant Professor of Management** Washington State University 2007 to present
- Research Assistant** University of Washington,
Foster School of Business 2002-2007

PUBLICATIONS

- Chen, X.P., Portnoy, R., & Liu, D. (2011). Organizational Inclusiveness, Cultural Intelligence, and Cultural Sales: A Multilevel Investigation of Real Estate Firms. *Journal of Applied Psychology*.
- Chen, Y.R., Chen, X.P., & Portnoy, R.R. (2008). To Whom Do Positive Norm and Negative Norm of Reciprocity Apply? Effects of Inequitable Offer, Relationship, and Relational-self Orientation. *Journal of Experimental Social Psychology*.
- Pfeffer, J., Fong, C.T., Cialdini, R.B., & Portnoy, R.R. (2006). Overcoming the Self-Promotion Dilemma: Interpersonal Attraction and Extra Help as a consequence of Who Sings One's Praises. *Personality and Social Psychology Bulletin*, 32, 1362-1374.

PAPERS UNDER REVIEW

- Portnoy, R. & Miller, D. Eating Together: Exploring the Effects of Shared Meals on Work Relationships. (under review at *Academy of Management Journal*).
*Highlighted in the *Wall Street Journal*, April 7, 2011; *Miami Herald*, June 1, 2011

MANUSCRIPTS IN PREPARATION

- Portnoy, R. & Chen, X.P. We are Family: When (and Why) Underemployment is Less Distressing for Immigrants than Natives. Data analyzed; manuscript in preparation. (target: *Journal of Management*)
- Portnoy, R.R. The Responsibility Bias: Cognition, Motivation, and Personal Involvement. Data analyzed; manuscript in preparation. (target: *Organizational Behavior and Human Decision Processes*)

WORK IN PROGRESS

- Goodstein, J., Butterfield, K., & Portnoy, R. Last Chance Agreements: Restorative justice and offender reintegration.
- Wharton, A., Portnoy, R., & Goodstein, J. Understanding compassion: Evidence from shared leave.
- Portnoy, R., Miller, D., & Pimentel, R. Eating Together: Shared Meals and Sales.

CONFERENCE PRESENTATIONS

- Chen, X.P., Portnoy, R., & Liu, D. (April 2009) Organizational Inclusiveness, Cultural Intelligence, and Housing Transactions: A Multilevel Investigation presented at the Society for Industrial Organizational Psychology conference in New Orleans, LA.
- Portnoy, R.R. (August 2008) We are Family: When (and Why) Underemployment is Less Distressing for Immigrants than Natives. Paper presented in an Interactive Paper Session on The Immigrant Work Experience at the Academy of Management Conference, Anaheim, CA.
- Chen, Y.R., Chen, X.P., & Portnoy, R.R. (June 2008) To Whom Do Positive Norm and Negative Norm of Reciprocity Apply? Effects of Inequitable Offer, Relationship, and Relational-self Orientation. Paper presented at the International Association of Chinese Management Research (IACMR), Guangzhou, China.
- Portnoy, R.R. (August 2007). A Nation of Immigrants: immigrants, Natives, & Underemployment. Paper selected for the Gender and Diversity Division consortium at the Academy of Management Conference, Philadelphia, PA.
- Portnoy, R.R. (October 2006). Inclusion and Underemployed Immigrants. Paper presented at the "Business as an Agent of World Benefit: Management Knowledge Leading Positive Change" Global Forum, Cleveland, OH.
- Pfeffer, J., Fong, C.T., Cialdini, R.B., & Portnoy, R.R. (August, 2005). Why Use an Agent in Transactions? Signaling Competence and Overcoming the Self-Promotion Dilemma. Paper presented at the Annual Conference of the Academy of Management, Honolulu, HI.
- Portnoy, R.R. (October 2004). The Responsibility Bias: Cognition, Motivation, and Personal Involvement. Paper presented at the Annual Meeting of the Institute of Behavior and Applied Management Conference, Providence, RI.
- Portnoy, R.R. & Yao, E. (August 2004). Applying the Micro-Macro Single-Multiple HRM Research Framework: A Sample of Studies in the Iberoamerican Context. Co-coordinating Professional Development Workshop for the Iberoamerican Division at the Annual Meeting of the Academy of Management, New Orleans, LA.
- Chen, XP, Chen, YR, & Portnoy, R.R. (August, 2003). Culture and Reciprocity: Responding to "Unfair" Offers: Culture, Emotion, and Reciprocity. Paper presented at the Annual Meeting of the Academy of Management, Seattle, WA.
- Peterson, R.B. & Portnoy, R.R. (July 2003). The Expatriate Experience: A Critique and Future Research Agenda. Paper presented at the Academy of International Business Conference, Monterey, CA.

WORKSHOPS

Portnoy, R.R. (September 2005). Activities to Engage your Students in Learning. Facilitated session at the University of Washington TA Conference on Teaching and Learning, Seattle, WA.

Harman, W.S., Portnoy, R.R., & Ceranic, T. (October 2004). From the first day to the final grades: Tips and techniques for teaching effectiveness. Co-facilitated (Invited Workshop) at the Annual Conference of the Institute of Behavioral and Applied Management, Providence, RI.

TEACHING EXPERIENCE

Fall 2007- current *Principles of Management and Organization*
Assistant Professor at WSU Vancouver

Fall 2007-current *Personnel and Human Resources Management*
Assistant Professor at WSU Vancouver

Winter 2005,
Spring 2005, 2006, 2007 *Leadership, Critical Thinking, and Decision Making*
Instructor at University of Washington Business School

Winter 2004,
Winter 2003, & Spring 2003 *Managing for Organizational Effectiveness*
Instructor at University of Washington Business School

GRADUATE STUDENT COMMITTEES

<i>Role</i>	<i>Committee</i>	<i>Graduate Student Name</i>	<i>Year</i>
Member	Doctoral	Doug Miller	2010-present
Member	Doctoral	Diane Nelson	2011-present

AWARDS & RECOGNITION

Washington State University College of Business Summer Research Grant. Award Amount: \$7,500. Eating Together: Exploring the Effects of Shared Meals on Work Relationships. Role: Principal Investigator. Active: 5/2011- 9/2011.

Nominee, College of Business Instructor of the Year, 2010

Featured Top Poster at Society for Industrial Organizational Psychology, 2009

Best Paper Award at International Association of Chinese Management Research, 2008

UW nominee to the Academy of Management Organizational Behavior doctoral student consortium, 2006

Global Business Center Fellowship, 2005

Bertauche Transportation Endowment Award, 2005

Semi-finalist for Robinson-Appel Humanitarian Award, 1999

UNIVERSITY SERVICE

University Scholars Honors Program Faculty Member (2011)

Paper presented at the Washington State University Research Showcase (2011)

Research Showcase Committee Member (2008 to present)

Awards Committee Member (2009 to present)

Business Growth Mentor and Analysis Program Task Force Member (2008 to present)

Invited Speaker at MOSAIC Workshop (spring 2010)

Invited Speaker at Leadership Workshops for the WSU Office of Student Involvement (spring 2009)

PROFESSIONAL SERVICE & AFFILIATIONS

Reviewer, Academy of Management Conference, Journal of Social and Personal Relationships
Member, Academy of Management Membership Committee, 2011- present
Session Chair, OB Division at Academy of Management Conference, 2011
Session Chair, GDO Division at Academy of Management Conference, 2008
Session Chair, HR Division at Academy of Management Conference, 2008
Facilitator, Interactive Paper Session at Academy of Management Conference, 2008
Member, Society for Industrial and Organizational Psychology
University of Washington Business Plan Competition room monitor (Spring 2004)
University of Washington Business School, Facilitator Doctoral Student Orientation (2003, 2005).

PROFESSIONAL EXPERIENCE

January 2007- April 2008	Consultant to WA Realtors Association. Conducted survey research with the leadership and member organizations to evaluate their diversity program. The deliverable is an ongoing diversity assessment tool.
January 2010 & January – June 2005	Independent Consultant, Hillel Foundation for Jewish Life, University of Washington branch. (2010) Lead workshop “Reflecting on success and failure as a learning Opportunity”. (2005) Consulted the organization on implementing time-management initiatives particular to the organization’s needs as a nonprofit.
January 2006-October 2006	Research Assistant to Business and Economic Development Center at the University of Washington Business School <i>North Central Washington Economic Development Plan</i> PI: William Bradford, Co-Researcher: Mina Yoo Creating a plan for sustainable development in North Central Washington. Conducted interviews with business owners and leaders in British Columbia and Washington on challenges and opportunities in the region.
September 2000 – 2001	Consultant at Andersen LLP, International Employment Solutions, New York, New York Managed the Expatriate Administration Program for global media client.
May 1999 – August 1999	Researcher at INCAE, Central American Business School Alajuela, Costa Rica Developed regional proposal of Central American Hospitality Training Institute. Interviewed public and private officials in the Tourism Industry in all six Central American countries.

PROFESSIONAL DEVELOPMENT

Full-day training workshop for Nvivo9 Qualitative Data Analysis Software (Portland 2011)
Two day Academy of Management OB Division junior faculty workshop (Montreal 2010)
Writing and editing grant workshop at WSU (Vancouver 2010)

LANGUAGES

Fluency in Spanish.