

Zhiying (Bella) Ren

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EDUCATION

The Wharton School, University of Pennsylvania

Expected 2025

Ph.D. Candidate in Operations, Information, and Decisions

Advisor: Maurice Schweitzer

Emory College, Atlanta, GA

2020

B.S. in Quantitative Sciences, *summa cum laude*

Double major: Psychology

RESEARCH INTERESTS

Conversation dynamics, negotiations, interpersonal judgements

PUBLICATIONS

Ren, Z.B., Schaumberg, R.L. (forthcoming). Disagreement Gets Mistaken for Bad Listening. *Psychological Science*.

Hart, E., Bear, J., **Ren, Z.B.** (forthcoming). But What If I Lose the Offer? Negotiators' Inflated Concern about Their Likelihood of Jeopardizing a Deal. *Organizational Behavior and Human Decision Processes*.

Ren, Z.B., Dimant, E., Schweitzer, M.E. (2023). Beyond Belief: How Social Motives Influence the Spread of Conspiracy Theories. *Journal of Experimental Social Psychology*.

Ren, Z.B., Hart, E., Levine, E.E., Schweitzer, M.E. (2022). The Shared Responsibility Model of Deception. *Current Opinion in Psychology*.

Ren, Z.B., Carton, D.M., Dimant, E., Schweitzer, M.E. (2022). Authoritarian Leaders Share Conspiracy Theories to Attack Opponents, Galvanize Followers, Shift Blame, and Undermine Democratic Institutions. *Current Opinion in Psychology*.

MANUSCRIPTS UNDER REVIEW

Ren, Z.B., Schweitzer, M.E. Don't Step on My Toes: Longer Negotiation Dances Harm Process and Relationship Satisfaction. *Under review*.

SELECTED RESEARCH IN PROGRESS

Ren, Z.B., Schaumberg, R.L., Carton, A. M. The curse of agreement: Why agreement in conversation hinders people from sharing information and learning about their counterparts. *Manuscript in preparation*.

Ren, Z.B., Schaumberg, R.L., People think good listeners agree with them more. *Data collection in process*.

AWARDS AND GRANTS

Negotiation and Team Resources Research Grant (\$10,000)

2022-2023

Winkelman Fellowship Grant, The Wharton School

2022-2025

- Awarded to one rising 3rd year PhD student annually who has shown the greatest academic job potential across all departments at Wharton

Mack Institute for Innovative Management Fellowship, The Wharton School (\$8,000)	2022-2023
Risk Center Russell Ackoff Doctoral Student Fellowship Award, The Wharton School	2022
Programs George James 1st year Fellowship Award, The Wharton School	2020
Inaugural Dr. William A. and Courtney C. Gentry Award, Emory College	2020
<ul style="list-style-type: none"> • Awarded to one graduating psychology major who demonstrates the potential to make a strong impact on the direction of psychology 	
Charles Elias Shepard Scholarship, Emory College	2020
Independent Research Grants, Psi Chi International Honor Society in Psychology	2019
Grace Hopper Women in Technology Scholarship	2019

Travel Awards:

Wharton Doctoral Student Travel Grant	2022
SJDM J. Frank Yates Scholarship	2022

CONFERENCE PRESENTATIONS

Don't Step on My Toes: Longer Negotiation Dances Harm Process and Relationship Satisfaction (Ren, Hart, & Schweitzer).

- Academy of Management Annual Meeting (symposium), Boston, 2023
- International Association for Conflict Management Conference (symposium), Greece, 2023

The curse of agreement: Why agreement in conversation hinders people from sharing information and learning about their counterparts. (Ren, Carton, & Schaumberg).

- Academy of Management Annual Meeting (symposium), Boston, upcoming

Disagreement is a Short-hand for Poor Listening: Why Speakers Evaluate Others' Listening Quality Based on Whether Others Agree with Them. (Ren & Schaumberg).

- Society of Personality and Social Psychology Annual Conference (poster), Atlanta, 2023
 - Graduate Student Poster Award Finalist
- Society for Judgment and Decision Making Conference (paper session), San Diego, 2022

I Just Want to Feel Heard: Validation in Conversation. (Ren & Schweitzer).

- Academy of Management Annual Meeting (symposium), Seattle, WA, 2022 (2022)

Beyond Belief: How Social Motives Influence the Spread of Conspiracy Theories. (Ren, Dimant, & Schweitzer).

- Guest Speaker for the Misinformation Lab Seminar Series at Deakin University, 2022
- Society for Personality and Social Psychology Conference (paper session), San Francisco, CA, 2022
- Society for Personality and Social Psychology Judgment and Decision Making Pre-Conference, Virtual, 2022
- Society for Personality and Social Psychology Conflict and Conflict Resolution Pre-Conference, Virtual, 2022
- Academy of Management Annual Meeting (OB showcase symposium), Virtual, 2021

- Early Career Speaker for the Center for Social Norms and Behavioral Dynamics, Virtual, 2021

PROFESSIONAL SERVICE

Co-Chair of DEI Initiatives (with Aneesh Rai) of Wharton Doctoral Council, 2021-Present
Ph.D. Social Chair of Operations, information, Decisions Department, 2021-2022
Graduate Assistant of the Academy of Management Annual Meeting, Junior Faculty Workshop and Mid-Career Workshop (Organizational Behavior Track), 2021-2023
Student Planning Committee member of the 10th INSEAD-Wharton Doctoral Consortium, 2022

TEACHING EXPERIENCE

Teaching Assistant for Teamwork and Interpersonal Influence (Wharton Undergraduate Core Course, 2023)
Teaching Assistant for Introductory Negotiation (Undergraduate, 2023-24)
Teaching Assistant for Advanced Negotiation (MBA & Undergraduate, 2022)

SELECTED MEDIA COVERAGE

“This Is Why Trump Lies Like There’s No Tomorrow”, *New York Times*, June 28, 2023
“Why Conspiracy Theories Flourish in Trump’s America”, *New York Times*, June 22, 2022
“Why People Share Conspiracy Theories Even When They Know They Are Untrue”, *Psychology Today*, September 24, 2021