

Bella (Zhiying) Ren

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ACADEMIC APPOINTMENTS

Fuqua School of Business, Duke University

Assistant Professor of Management and Organizations (Starting July 2025)

EDUCATION

The Wharton School, University of Pennsylvania (2025)

Ph.D., Operations, Information, and Decisions – Decision Processes

Emory College (2020), Summa cum laude

B.S. Quantitative Sciences

B.A. Psychology

PUBLICATIONS

Ren, Z.B., Schaumberg, R.L. (2024). Disagreement Gets Mistaken for Bad Listening. *Psychological Science*.

* Covered by *Forbes*, *SPSP Character and Context Blog*.

* One of the 10 most popular articles across all APS journals in 2024.

Hart, E., Bear, J., **Ren, Z.B.** (2024). But What If I Lose the Offer? Negotiators' Inflated Concern about Their Likelihood of Jeopardizing a Deal. *Organizational Behavior and Human Decision Processes*.

* Covered by *Harvard Business Review*.

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*.

* Covered by *The New York Times* and *Psychology Today*.

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*.

* Covered by *The New York Times*.

MANUSCRIPTS UNDER REVIEW OR REVISION

Ren, Z.B., Hart, E., Schweitzer, M.E. Don't Step on My Toes: Longer Negotiation Dances Harm Process and Relationship Satisfaction. *Revise and Resubmit at Journal of Applied Psychology*.

SELECTED RESEARCH IN PROGRESS

Ren, Z.B., Schaumberg, R.L., Carton, A. M. The Curse of Agreement: How Agreement Impedes Learning. *Manuscript in preparation*.

Ren, Z.B., Schaumberg, R.L., The Counterproductive Effect of High-quality Listening. *Manuscript in preparation*.

AWARDS AND GRANTS

Paul R. Kleindorfer Scholar, The Wharton School, 2024

- Awarded annually to one OID PhD student that is making the most outstanding process towards the completion of their dissertation

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

Negotiation and Team Resources Research Grant, 2022-2023

Mack Institute for Innovative Management Fellowship, The Wharton School, 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

- 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

CONFERENCE PRESENTATIONS

The Curse of Agreement: How Agreement Impedes Learning (Ren, Carton, & Schaumberg).

- Academy of Management Annual Meeting (symposium organizer), Chicago, 2024
- International Association for Conflict Management Conference (symposium organizer), Singapore, 2024
- Behavioral Decision Research in Management Conference, Chicago, 2024
- Academy of Management Annual Meeting (symposium organizer), Boston, 2023

Disagreement Gets Mistaken for Bad Listening (Ren & Schaumberg).

- Academy of Management Annual Meeting, Chicago, 2024
- International Association for Conflict Management Conference, Singapore, 2024
 - 2nd place, Three-Minute Thesis Competition
- Behavioral Decision Research in Management Conference, Chicago, 2024
- Society of Personality and Social Psychology Annual Conference (poster), Atlanta, 2023
 - Graduate Student Poster Award Finalist
- Society for Judgment and Decision Making Conference, San Diego, 2022

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 organizer), Greece, 2023

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

Ad hoc reviewer for:

Journal of Personality and Social Psychology
Journal of Experimental Psychology: General
PNAS Nexus
Personality and Social Psychology Bulletin

Conference and grant reviewing for:

Negotiation & Team Resources Research Grant
Academy of Management Annual Conference
International Association of Conflict Management Annual Conference

Other services:

Graduate Assistant of the Academy of Management Annual Meeting OB Faculty Workshops, 2021-2023
Student Planning Committee member of the 10th INSEAD-Wharton Doctoral Consortium, 2022
Ph.D. Social Chair of Operations, information, Decisions Department, 2021-2022