

## JEAN-NICOLAS REYT

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### ACADEMIC POSITION

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2014 – present Assistant Professor (Tenure-Track) of Organizational Behaviour  
Desautels Faculty of Management, McGill University

### EDUCATION

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PhD Management, Paris-Dauphine University, 2014  
Visiting Scholar, New York University, 2011 – 2014  
Title: *Innovation, learning and construal levels in the modern workplace.*

MSc Management (*Grande École*), ESSEC Paris, 2009  
MSc International Business, Sciences Po Paris, 2008  
BA Economics and English, Paris-West University, 2005

### PUBLISHED PAPERS

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Wiesenfeld, B. M., **Reyt, J.N.**, Brockner, J., & Trope, Y. (2017). Construal level theory in organizational research. *Annual Review of Organizational Psychology and Organizational Behavior*, 4, 367-400.

**Reyt, J.N.**, Wiesenfeld, B. M., & Trope, Y. (2016). Big picture is better: The social implications of construal level for advice taking. *Organizational Behavior and Human Decision Processes*, 135, 22-31.

**Reyt, J.N.**, & Wiesenfeld, B. M. (2015). Seeing the forest for the trees: Exploratory learning, mobile technology, and knowledge workers' role integration behaviors. *Academy of Management Journal*, 58(3), 739-762.

### PAPERS CONSIDERED FOR PUBLICATION

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Reyt, J.N., Treister, D., Altman, D., Rafaeli, A., The Medium Messages Perceptions: Personal (vs. Public) displays of information reduce crowding perceptions and outsider mistreatment of frontline staff, *Review and Resubmit at the Journal of Occupational Health Psychology*.

### WORKING PAPERS

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**Reyt, J.N.**, Rothman, N. Inviting people in: Abstract language increases engagement with ideas. (Target journal: OBHDP)

**Reyt, J.N.**, Put your forecast where your mouth is: Top executives' abstraction level and analyst bias. (Target: OBHDP)

**Reyt, J.N.**, Francioli, S., Wiesenfeld, B. M., Entrepreneurial success and cognitive flexibility: Funders' reactions to ambidextrous signals. *Data collected and manuscript in preparation.* (Target: AMJ)

**Reyt, J.N.**, Rubineau, B., Wiesenfeld, B. M., The effect of resumes' level of abstraction on candidate evaluation. *Data collected and manuscript in preparation*. (Target: JOM)

**Reyt, J.N.**, Dey, S., Construal level and social network activation. *Data collected and manuscript in preparation*. (Dey and Reyt have equal contributions; Target: JAP).

## **TEACHING**

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### ***Desautels Faculty of Management, McGill University***

- Negotiations and Conflict Resolution, BCom, 2017 - 2019 (1 section)
- Managerial Negotiations, MBA., 2017, 2021
- Introduction to Organizational Behaviour, BCom, 2014 – 2016 & 2019 - 2021
- Behavioral Sciences Seminar, PhD, 2014 & 2018

### ***Stern School of Business, New York University***

- Management and Organizations, BBA, 2013 (1 section)

### **Faculty of Science and Technology, University of Luxembourg**

- Organizations and Management Theory, BSc, 2009 – 2011 (3 sections)

## **OUTSIDE GRANTS**

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2015 – 2018 Social Sciences and Humanities Research Council, Federal Agency of Canada  
Insight Development Grant for \$67,036  
Ranked 3/43 in the category “Emerging Scholars”  
Title: *Construal level at the hiring interface: Implications for candidate evaluation and workplace gender diversity*

## **CONFERENCE PARTICIPATION**

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### ***Organizer / Chair***

Management and Organizational Cognition's Fourth Connecting Event (2021, August), 90-minute social event (8 roundtables, 50+ attendees). Held Online with the Academy of Management.

Distances in Organizations Workshop (2021, May), two-day paper development workshop (60+ attendees, 16 papers). Held Online.

Distances in Organizations Workshop (2020, May), three-day paper development workshop (60+ attendees, 15 papers). Held Online.

Distances in Organizations Workshop (2019, May), three-day paper development workshop (60+ attendees, 22 papers). Held at New York University in NY, NY.

Distances in Organizations Workshop (2018, May), two-day paper development workshop (60+ attendees, 38 papers). Held at McGill University in Montréal, QC.

Exploring organizational phenomena through the lens of construal level theory (2016, August). Symposium conducted at the annual meeting of the Academy of Management, Anaheim, CA.

## ***Presenter***

Reyt, JN, Rothman, N. (2021, August) *Inviting people in: Abstract language increases engagement with ideas*. Paper presented at the annual meeting of the Academy of Management, Online.

Reyt, JN. (2020, May). *CEO-Specific Concreteness Dictionary: Development and Validation*. Presentation at Distances in Organization's Annual Meeting held online.

Reyt, JN., Francioli, S., Wiesenfeld, B. (2018, August) *Cognitive complexity and creative venture success*. In Deuschel, TN. (Chair) Solving Complexities in creativity research: Towards a holistic understanding across levels. Symposium conducted at the annual meeting of the Academy of Management, Chicago, IL.

Reyt, J.N., Rabier, M. J. (2018, May), *Put your forecast where your mouth is: Top executives' abstraction level and analyst bias*. Paper presented at the Distances in Organizations (DIO) Workshop, Montréal, QC.

Reyt, JN., Francioli, S., Wiesenfeld, B. (2017, August) *Entrepreneurial success and cognitive flexibility: Funders' reactions to ambidextrous signals*. In Keeney, J. (Chair) Construal at the interface: Applying construal level theory in organizational research. Symposium conducted at the annual meeting of the Academy of Management, Atlanta, GA.

Reyt, JN., Rabier, MJ. (2017, August), *The effect of resumes' level of abstraction on candidate evaluation*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.

Reyt, JN., Jang, S., (2016, August) *Construal level and team performance in multicultural teams*. In Reyt, JN. (Chair) Exploring organizational phenomena through the lens of construal level theory. Symposium conducted at the annual meeting of the Academy of Management, Anaheim, CA.

Reyt, JN., Rubineau, B., Wiesenfeld, B. M. (2016, August), *The effect of resumes' level of abstraction on candidate evaluation*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Reyt, JN., (2016, August), *Linguistic Analysis on Large Datasets*. In Kim, Y. (Chair) Big Data Research with Minimal Programming Background. Paper Development Workshop conducted at the annual meeting of the Academy of Management, Anaheim, CA.

Reyt, JN., Wiesenfeld, B. M., Trope Y. (2015, August), *Big Picture is Better: The social implications of construal level for advice taking*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Reyt, JN., Rubineau, B., Wiesenfeld, B. M. (2015, August), *The effect of resumes' level of abstraction on candidate evaluation*. In R. Bobocel and B. Wiesenfeld (Co-Chairs) Social and Organizational consequences of construal level. Symposium conducted at the annual meeting of the Academy of Management, Vancouver, BC.

Reyt, JN., Wiesenfeld, B. M. (2014, August), *Seeing the forest for the trees: A construal level analysis of employees' mobile technology use*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Reyt, JN., Wiesenfeld, B. M. (2013, August), *The social implications of construal level for status conferral*. In B. Crisp (Chair) Using construal level theory to explore the power of words and distance. Symposium conducted at the annual meeting of the Academy of Management, Philadelphia, PA.

Reyt, JN., Wiesenfeld, B. M. (2013, August), *Mobile work, mental representations, innovation and learning behaviors*. In N. Tong and S. S. Masterson (Chairs) The changing environment of work: Toward a better understanding of employee externalization. Symposium conducted at the annual meeting of the Academy of Management, Orlando, FL.

Reyt, JN., Wiesenfeld, B. M. (2013, July), *Seeing the forest for the trees: A construal level analysis of employees' mobile technology use*. Paper presented at Structuring Work in and around Organizations, Montréal, QC.

## **INVITED TALKS**

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Fall 2021      McGill Executive Institute, Montreal  
Fall 2020      McGill Professional Development, Montreal  
Spring 2017    Trope Lab, NYU Psychology, New York  
Fall 2015      Management Department, King's College, London

## **SERVICE**

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### ***Ad-hoc Reviewing***

- Academy of Management Journal
- Organization Science
- Organizational Behavior and Human Decision Processes
- Journal of Experimental Social Psychology
- Journal of Organizational Behavior
- Social and Personality Psychology Compass
- Israel Science Foundation
- Social Sciences and Humanities Research Council

### ***Service to McGill University***

- Undergraduate Awards Committee (2014 – 2015)
- OB Speaker Series Coordinator (2016 – 2018)
- MBA Committee (2016 – 2018)
- Career Services Advisory Committee (2015 – 2018)
- Undergraduate Program Committee (2018 – Present)

### ***Service to the Field***

- Distances in Organizations Research Network, Founder & Executive Chair

## **AWARDS AND FELLOWSHIPS**

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2021            Professor of the Year, Management Undergraduate Society  
2013            Finalist of the Organization Science/INFORMS Dissertation Proposal Competition  
2011 – 2012    International Research Grant, Paris-Dauphine University  
2009 – 2013    Research Fellowship, University of Luxembourg

## **INDUSTRIAL EXPERIENCE**

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2006 – 2009    Advertising Agency, Founding Partner. Based in 3 countries, 20 employees.