

JEAN-NICOLAS REYT

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ACADEMIC POSITION

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

EDUCATION

PhD Management, Paris-Dauphine University & University of Luxembourg, 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

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, Accepted for publication by *Journal of Occupational Health Psychology*.

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.

WORKING PAPERS

Reyt, J.N., Rothman, N. Inviting people in: Abstract language increases engagement with ideas.

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

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

Reyt, J.N., Dey, S., Construal level and social network activation. *Data collected and manuscript in preparation*.

TEACHING

Desautels Faculty of Management, McGill University

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

Stern School of Business, New York University

- Management and Organizations, BBA, 2013

Faculty of Science and Technology, University of Luxembourg

- Organizations and Management Theory, BSc, 2009 – 2011

OUTSIDE GRANTS

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

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

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

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)

AWARDS AND FELLOWSHIPS

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

INDUSTRIAL EXPERIENCE

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