

## Dr. Réka Anna Lassu

R.A. Lassu 1 of 9

Pepperdine University - Seaver College - Business Administration Division  
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### EDUCATION

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- Ph.D. Business Administration** Orlando, FL  
University of Central Florida (UCF) 2021
- Major: Management - Organizational Behavior
  - Dissertation: Can pushing employees to recover from work backfire? The joint effect of perceived pressure from the supervisor to perform and to recover on daily employee outcomes
  - Committee: Rebecca Bennett (Chair), Craig Crossley, Jeffrey Gish, Sandra Robinson
- M.S. Communication** (summa cum laude) Lugano, Switzerland  
Università della Svizzera italiana - University of Lugano (USI) 2011
- Major: "Communication, Management, and Health"
- M.S. Business Administration** Blacksburg, VA  
Virginia Polytechnic Institute and State University 2010
- B.A. Psychology - Honors** (summa cum laude) Chico, CA  
California State University, Chico (CSUC) 2008
- Minor: Business Administration - Managing for Sustainability
  - Study Abroad: 2 semesters in Budapest, Hungary
- Budapest, Hungary  
2006 & 2008

### RESEARCH INTERESTS

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Supervisor-employee dynamics (e.g., trust), employee wellbeing

### PUBLICATIONS

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- Nair L.B., Diochon, P.F., **Lassu, R.A.**, & Tilleman, S.G. (2018). Let's perform and paint: The role of creative mediums in enhancing management research representation. *Journal of Management Inquiry*, 27(3), 301-308.
- Huang, E.J., **Lassu, R.A.**, & Chan, K.K. (2018). User-source fit and financial information source selection of millennials. *Journal of Financial Counseling and Planning*, 29(2), 272-289.
- Chan, K.K., Huang, E.J., & **Lassu, R.A.\*** (2017). Understanding financially-stressed millennials' hesitancy to seek help: Implications for organizations. *Journal of Financial Education*, 43(1), 141-160. (\*Authors listed in alphabetical order)

### RESEARCH UNDER REVIEW

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- Lassu, R.A.**, Crossley, C., & Latham, G. Organizational change as an opportunity to accelerate trust-building between managers and employees. *R&R at Organizational Dynamics*
- Lassu, R.A.**, Striler, J., Bennett, R.J., & Jex, S.M. Gig worker wellbeing and workplace deviance: The cost of hidden job demands. *Under review at Journal of Management Inquiry*

## **RESEARCH IN PROGRESS**

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Gish, J.J., Stephan, U., Williamson, A., & **Lassu, R.A.** Entrepreneur wellbeing: A clinical trial for a mobile cognitive behavioral therapy intervention. *IBR approved & NIH registered; Preparing for data collection. Target: Journal of Applied Psychology*

**Lassu, R.A.** Behavioral Ethics. Sage Publishing - Business Core textbook. *Writing book chapter*

Cooper, C., Kong, D.T., Crossley, C., **Lassu, R.A.**, & Peng, J. A work-home resource model of felt trust. *Finalizing manuscript. Target: Journal of Applied Psychology*

Ashkanasy, N.M., Bennett, R.J., **Lassu, R.A.**, Martinko, M.J., & Zyphur, M. Toxic versus inspiring leadership: The impact of individual differences in attributions of high performance demands. *Analyzing data. Target: Academy of Management Journal*

**Lassu, R.A.**, Whiting, S.W., & Bennett, R.J. Want to sleep well tonight? An investigation of why and for whom receiving help at work is linked to improved sleep quality. *Analyzing data. Target: Journal of Applied Psychology*

**Lassu, R.A.**, Bennett, R.J., & Ehrhart, M.G. I'm confused! The effect of ambivalent supervision on newcomers' wellbeing and workplace outcomes. *Analyzing data. Target: Journal of Applied Psychology*

Korsgaard, A., Crossley, C., **Lassu, R.A.**, Bliese, P., & Latham, G. Understanding trust dynamics: A longitudinal investigation of organizational change as a trust-accelerator. *Analyzing data. Target: Journal of Applied Psychology*

## **RESEARCH AWARDS & RECOGNITIONS**

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UCF Graduate Studies - Research presentation travel award <b>\$500</b>	04/2019
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University of Toronto - Sandra Rotman Center for Health Sector Strategy: With Dr. Gary Latham, granted <b>\$21,600</b> (CAD) to study trust dynamics in healthcare	04/2019
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Co-chair of showcase symposium "Job Design Characteristics and Wellbeing" Academy of Management Annual Meeting 2017: OB Division	09/2017
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CSUC College of Business - Dean's Research Award <b>\$5,000</b>	09/2015
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CSUC College of Business - Dean's Research Award <b>\$5,000</b>	09/2014
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## **CONFERENCE SYMPOSIA - ORGANIZED**

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Allen, J.S. & **Lassu, R.A.** (2017). Job Design Characteristics and Wellbeing. Showcase symposium at the Academy of Management Annual Meeting. 4-8 August 2017. Atlanta, GA

## **PROFESSIONAL DEVELOPMENT WORKSHOPS - ORGANIZED**

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Nair L.B., Diochon, P.F., **Lassu, R.A.**, Louis, D. (2017). At the interface of research and art: Exploring critical and creative ways of reporting research. Professional Development Workshop at the Academy of Management Annual Meeting. 4-8 August 2017. Atlanta, GA

## **CONFERENCE PRESENTATIONS (\*student supervised)**

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**Lassu, R.A.**, Nguyen, N\*., & Bennett, R.J. (2021). The pressure is on, but how will you react? The effect of performance pressure from the supervisor on deviance and wellbeing. Southern Academy of Management Conference. 2-6 November 2021. New Orleans, LA

Nguyen, N\*., **Lassu, R.A.**, Bennett, R.J., & Ehrhart, M.G. (2021). I'm confused! The effect of ambivalent supervision on newcomers' wellbeing and workplace outcomes. Western Academy of Management Conference. 21-24 April 2021. Virtual

Striler, J., **Lassu, R.A.**, Bennett, R.J., & Jex, S.M. (2021). Gig worker wellbeing and workplace deviance: The cost of sleep trouble. Society for Industrial and Organizational Psychology Annual Meeting. 15 April - 7 May. Virtual.

Nakahara, W., DiStaso, M., **Lassu, R.A.**, Ehrhart, M.G., & Whiting, S.W. (2020). Helping type, hostile attribution bias, and state self-esteem at the daily level. Society for Industrial and Organizational Psychology Annual Meeting. 23-25 April 2020. Austin, TX *{cancelled}*

**Lassu, R.A.**, Whiting, S.W., & Bennett, R.J. (2020). Want to sleep well tonight? An investigation of why and for whom receiving help at work is linked to improved sleep quality. Western Academy of Management Conference. 18-21 March 2020. Waikoloa, HI *{cancelled}*

Bennett, R.J., **Lassu, R.A.**, Ashkanasy, N.M., & Martinko, M.J. (2019). When performance demanding leader behavior is seen as abusive: A daily diary study. Society for Industrial and Organizational Psychology Annual Meeting. 4-6 April 2019. Washington D.C.

**Lassu, R.A.**, Allen, J.S., & Piccolo, R.F. (2017). Job design and leadership support for social well-being. Academy of Management Annual Meeting. 4-8 August 2017. Atlanta, GA

**Lassu, R.A.**, Taylor, S.G., Richardson, H.A., Sheridan, S., & Crossley, C. (2017). When and why soliciting employee voice goes wrong. Academy of Management Annual Meeting. 4-8 August 2017. Atlanta, GA

**Lassu, R.A.**, & Huang, E.J. (2016). Taking action to resolve financial stress to achieve better work outcomes: How millennials search online and offline resources. Western Academy of Management Conference. 9-12 March 2016. Portland, OR

## **CONFERENCE PRESENTATIONS CONT.**

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Chan, K.K., Huang, E.J., & **Lassu, R.A.** (2015). Understanding millennials' lack of action to improve their financial health: Implications for educators and employers. Academy of Business Education/ Financial Education Association 2015 Conference. 24-26 September 2015. San Antonio, TX

**Lassu, R.A.**, & Chan, K.K. (2015). A conceptual model of millennial employee financial well-being: Towards decreasing stress, promoting 'optimal health' and improving job performance. Western Academy of Management Conference. 11-14 March 2015. Kauai, HI

**Lassu, R.A.**, Connor, M. (2012). Health promotion via social media: An exploratory study about the determinants of social media use among healthy people. Medicine 2.0, 5th World Congress on Social Media, Mobile Apps, and Internet/Web 2.0 in Medicine, Health, and Biomedical Research. 15-16 September 2012. Boston, MA, USA.

**Lassu, R.A.**, Pochon, E., Dragonetti G., Bardus, M. & Suggs, L.S. (2012). USI SMILE: A social marketing campaign aimed at improving the oral hygiene of university students in Ticino, Switzerland. European Social Marketing Association 1st Conference. 26-28 November 2012. Lisbon, Portugal.

## **OTHER WORK (\*student supervised)**

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Yumul, Y.V.\*, Pacheco, A.\*, **Lassu, R.A.**, (2020). Action research with organizations: A 5-step guide for a live participation dashboard with practical suggestions. (Unpublished). University of Central Florida, December 2020. Orlando, FL.

Schneider S.K\*., **Lassu, R.A.**, (2020). A guide to experience sampling methodology data management. (Unpublished). University of Central Florida, September 2020. Orlando, FL.

**Lassu, R.A.**, (2011). Does health matter? A study on the use of social media for health. (Unpublished Master's thesis). Università della Svizzera italiana, Lugano, Switzerland, December 2011. Lugano, Switzerland.

**Lassu, R.A.**, (2008). Mindfulness and its effects on coping, relationship satisfaction, and athletic performance among collegiate athletes. (Unpublished Honors thesis). California State University, Chico, May 2008. Chico, CA.

## **MEDIA ARTICLES ABOUT RESEARCH**

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Nair L.B., Diochon, P.F., **Lassu, R.A.**, Louis, D. (2018, May). The role of creative mediums in enhancing management research representation. *Business and Management Ink. Sage Pub.*

Nair L.B., Diochon, P.F., **Lassu, R.A.**, Louis, D. (2017, October). That happened in Atlanta! A CMS sponsored workshop on critical and creative ways of representing research. *Critical Management Studies Division: AOM, Quarterly Newsletter*, 12-13.

**TEACHING INTERESTS**


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 OB, Leadership, Management, HR, Entrepreneurship, Leadership Communication, Ethics
**TEACHING APPOINTMENTS**


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<b>Visiting Assistant Professor of OB</b> - Pepperdine University	08/2021-present
<b>Instructor</b> - University of Central Florida	09/2016-08/2021
<b>Lecturer</b> - California State University, Chico	09/2012-05/2016

**COURSES TAUGHT (LEAD INSTRUCTOR)**


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<i>Pepperdine University - Seaver College - Business Administration Division</i>	Malibu, CA
• <b>Organizational Behavior</b> (BA 366): 3 sections	Fall 2021

<i>University of Central Florida - Department of Management</i>	Orlando, FL
• <b>Leadership Development</b> (MAN 4143): 1 section	Fall 2019
• <b>Organizations: Theory &amp; Behavior</b> (MAN 4240, Co-instructor): 2 sections	Fall 2018

<i>California State University, Chico - Department of Management</i>	Chico, CA
• <b>Business Communication</b> (BADM 300): 4 sections	Spring 2016
• <b>Business Communication</b> (BADM 300): 4 sections	Fall 2015
• <b>Business Communication</b> (BADM 300): 4 sections	Spring 2015
• <b>Business Communication</b> (BADM 300): 4 sections	Fall 2014
• <b>Business Communication</b> (BADM 300): 2 sections	Spring 2014
• <b>Business Communication</b> (BADM 300): 3 sections; (1 section live virtual)	Fall 2013
• <b>Business Communication</b> (BADM 300): 4 sections; (1 section live virtual)	Spring 2013
• <b>Business Communication</b> (BADM 300): 1 section	Fall 2012

**COURSES ASSISTED (SELECTED GTA & LAB INSTRUCTOR ROLES)**


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<i>University of Central Florida - Department of Management</i>	Orlando, FL
• <b>Strategic Management Lab</b> (MAN 4720): 2 sections (live virtual)	Spring 2021
• <b>Conflict Resolution &amp; Negotiation</b> (MAN 6448): 3 MBA sections	Spring 2020
• <b>Management of Organizations</b> (MAN 3025): 3 section	Summer 2019
• <b>Organizational Behavior &amp; Development</b> (MAN 6245): 1 MBA section	Spring 2019

**TEACHING AWARDS & MEDIA MENTIONS OF TEACHING ACTIVITIES**


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<b>Advisor to UCF Capstone Case Competition Runner-up:</b> 70 student teams compete; top 3 present a strategic analysis to executives (client: Fairwinds Credit Union)	06/2021
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<b>Advisor to UCF Capstone Case Competition Winner:</b> 180 teams (client: Verizon)	05/2017
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<b>Excellence in Teaching Award:</b> National Society of Leadership & Success	05/2016
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<b>“C-DECK Consulting Takes Top Honors at Great Capstone Case Competition”.</b> UCF College of Business Newsletter ( <a href="#">Link Here</a> )	05/2017
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<b>“Summer Travel Yields Rich Returns for Business Students”.</b> Inside Chico State Magazine ( <a href="#">Link Here</a> )	10/2014
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**SERVICE - EDITORIAL***Ad-hoc Journal Reviewer*

**Journal of Management Inquiry** 2017-present

*Conference Reviewer*

**Academy of Management Annual Meeting, OB Track** 2016-present

**Western Academy of Management Conference, OB/HR Track** 2014-present

*Textbook Reviewer*

**Pearson Education - Business Communication** 08/2015

**McGraw-Hill/Irvin - Business Communication** 02/2014

**SERVICE - ACADEMY & UNIVERSITY***Pepperdine University*

**Facilitator for Seaver 200: Faith & Business track (6 sessions)** 09/2021-11/2021

*Academy of Management (AOM) & Western Academy of Management (WAM)*

**WAM Track Chair (Communication): 2022 Conference {upcoming}** 04/2022

**WAM Track Chair (Relationships/connection): 2021 Conference** 04/2021

**AOM OB Division New Ph.D. Student Mentor: Recurring group meeting** 05/2021-present

**AOM OB Division Student Ambassador: Annual Meeting** 08/2018

*University of Central Florida*

**Semifinals Judge: Capstone Case Competition (client: Office Depot)** 12/2020

**Ph.D. student recruiting: Assistance with class of 2023 on-campus visits** 02/2018

*California State University, Chico*

**Faculty Mentor: Delta Sigma Pi Co-ed International Business Fraternity** 2014-2016

**Faculty Mentor: "Business Etiquette Dinner" event by CSUC Career Center** 03/2016

**Faculty Mentor: "Wildcat Welcome" freshman orientation at CSUC** 08/2013

**SERVICE - COMMUNITY**

**Hands on Orlando: Volunteering with seniors in a rehab center & nursing home** 08/2019

**Project Backpack: Summit Church back to school backpack drive** 08/2019

**Camp Fire Fundraiser: Online fundraiser for family who lost home in fire** 11/2018

**Serve Saturday: Community service day for Orlando families in need** 05/2016

**Church Volunteer: Welcome team for Sunday service** 05-07/2016

**Boys and Girls Club: Coordinated fundraiser for \$1,000 & volunteer day** 05/2015

**Csipkebokor Kindergarten, Hungary: Coordinated fundraiser for \$1,500** 06/2014

**Csipkebokor Kindergarten: Organized volunteers for zoo day for 100 kids** 04/2013

**Walk for Water Fundraiser: Ran educational booth** 02/2012

**Give Kids a Smile: Helped with a free dental care day for uninsured kids** 09/2011

**StraLugano Fundraiser: 5K for multiple health charities in Switzerland** 09/2010

**StraLugano Fundraiser: 5K for multiple health charities in Switzerland** 09/2010

**Alzheimer's Association Memory Walk: Sponsor & participant** 10/2008

**Napa State (Psychiatric) Hospital: Volunteered with incarcerated patients** 04/2008

## PROFESSIONAL DEVELOPMENT

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### *Ph.D. Student Consortia*

<b>Society for Industrial &amp; Organizational Psychology</b>	2020, 2019
<b>First International Network on Trust</b>	2019
<b>Western Academy of Management</b>	2014, 2015, 2016

### *Statistics Courses & Other Certifications*

<b>University of Michigan: Four-week statistics course</b>	2016
<b>Edward Tufte - Visualizing Quantitative Information: One-day course</b>	2014
<b>Diploma in Teaching English as a Foreign Language: Bridge-Linguathec Inc.</b>	2010
<b>Business Ethics Scholar Certificate: CSUC College of Business</b>	2008

### *Management Conference Participation*

<b>Academy of Management: Annual Meeting</b>	2019, 2018, 2017, 2015
<b>Society for Industrial &amp; Organizational Psychology: Annual Meeting</b>	2019
<b>First International Network on Trust: Annual Meeting</b>	2019
<b>Western Academy of Management: Annual Meeting</b>	2014, 2015, 2016

### *Other Conference Participation*

<b>Sir Ken Robinson (TED Talk): Presentation at CSUC</b>	2016
<b>University of Michigan: Positive Business Conference</b>	2015
<b>Collaborative Leadership Lab: Swissnex San Francisco</b>	2015
<b>Medicine 2.0 World Congress: Conference on innovation in health research</b>	2012
<b>HealthCamp Boston: Workshop on healthcare engagement</b>	2012
<b>“Gimme My Damn Data”: Participatory medicine conference in Switzerland</b>	2011
<b>Mindfulness Based Stress Reduction Workshop: Session by Jon Kabat-Zinn</b>	2009

## SCHOLARSHIPS & OTHER AWARDS

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<b>Writing Award: Mayo Clinic’s Social Media Summit Essay Contest Finalist</b>	09/2011
<b>Academic Scholarship: Best Student in the Master of “Communication, Management &amp; Health” at Università della Svizzera Italiana (\$4,000)</b>	11/2010
<b>Public Speaking Competition, 1st Place: Università della Svizzera italiana</b>	11/2010
<b>Academic Scholarship: “Top Master’s Applicant” at USI (\$4,000)</b>	09/2009
<b>Athletic Award: NCAA DII CA Collegiate Athletic Association Championships 2008-2nd; 2007-2nd; 2006-3rd; 2005-2nd, CSUC Track &amp; Field Team (polevault)</b>	2005-2008
<b>Academic Scholarship: CSUC Business Resource Center (\$2,000)</b>	02/2008
<b>Athletic/Academic Award: NCAA DII All-Academic Athlete: CSUC</b>	2004-2008

**PROFESSIONAL EXPERIENCE**

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**Communication Manager** Redding, CA  
Gentle Touch Dentistry 01/2010-08/2021

**Professional Development Coach** Chico, CA  
www.rekaannalassu.com 12/2012-09/2016

**Project Coordinator: Sustainability Certification** Chico, CA  
California State University, Chico - Department of Management 10/2012-01/2013

**Leadership Development Program Manager** Chico, CA  
Expeditions to Planet Earth - Leadership training via purposeful travel (e.g., Italy, Spain, NYC), business visits (e.g., Tesla, EY), cultural immersion, & service 09/2013-09/2016

**TEDxChico Organizing Team Member & Speaker Coach** Chico, CA  
TEDxChico 12/2012-09/2016

**Development Coordinator/Communication Associate** Chico, CA  
IlluminAid - "Train the trainer" technology workshops for: Save the Children (Mozambique), Global Communities (Rwanda), World Vision (Ethiopia) 01/2013-01/2014

**Administrative Assistant & Interpreter** Budapest, Hungary  
Degremont (Suez Environment) - Electrical engineering team for the Living Danube, European Union-funded sustainability project 11/2008-04/2009

**Fundraising Leader: College of Business** Chico, CA  
Research Foundation - California State University, Chico 10/2005-02/2006

**INVITED TALKS**

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**"Leadership & Faith"** Pepperdine University - Faith & Business track for Seaver 200 hosted by the Business Administration Division Malibu, CA  
10/2021

**"Action Research: Investigating Wellbeing in Organizations"** Research Talk hosted by Swissnex, Swiss National Science Foundation, and USI NYC, NY  
11/2018

**"Multicultural Interactions: Six Tips for Professional Success Abroad"** Chico, CA  
Delta Sigma Pi Co-Ed International Business Fraternity (DSP) at CSUC 03/2016

**"Professional Use of Social Media"** Delta Sigma Pi Co-Ed International Business Fraternity (DSP) at CSUC Chico, CA  
11/2014



**RESEARCH ASSISTANTS MENTORED/SUPERVISED**

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<b>Taylor Mahle</b> (During B.S. in Business Admin at Pepperdine)	11/2021-present
<b>Kelli Brickner</b> (During B.S. in Biology at Pepperdine)	11/2021-present
<b>Sheridan Sampognaro</b> (During B.S. in Business Admin at Pepperdine)	11/2021-present
<b>Nhu Nguyen</b> (During M.S. in Public Policy at UCF)	09/2020-08/2021
<b>Alexis Pacheco</b> (During B.A. in I/O Psychology at UCF)	09/2020-05/2021
<b>Ysabella Yumul</b> (During B.A. in I/O Psychology at UCF)	09/2020-05/2021
<b>Cachana Phanord</b> (Gap year before M.S. in I/O Psychology)	09/2020-05/2021
<b>Kira Schneider</b> (During M.S. in I/O Psychology at UCF)	01/2020-09/2020
<b>Yolanda Blavo</b> (Gap year before M.S. at London School of Economics)	06/2019-12/2019

**MEMBERSHIPS**

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Academy of Management  
 Society for Industrial & Organizational Psychology  
 Western Academy of Management  
 Delta Sigma Pi (Faculty Member)

**LANGUAGES**

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**English** (native), **Hungarian** (fluent), **Italian** (basic)