

LAURA REES

University of Missouri-Kansas City—Bloch School of Management
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ACADEMIC APPOINTMENTS

University of Missouri-Kansas City, Bloch School of Management Kansas City, MO
Assistant Professor of Organizational Behavior, Management Department, 2016-present.

Vanderbilt University, Owen Graduate School of Management Nashville, TN
Postdoctoral Research Fellow, Organization Studies, 2014-2016.

EDUCATION

University of Michigan, Stephen M. Ross School of Business Ann Arbor, MI
Ph.D. in Business Administration, Management and Organizations Department (2014).

Dissertation Title: The Influence of Perceived Authenticity and Honor on Interpersonal Relations in Organizational Life.

Committee: Jeffrey Sanchez-Burks (Co-chair), Kathleen M. Sutcliffe (Co-chair), Richard P. Bagozzi, and Phoebe Ellsworth.

Harvard University Cambridge, MA
A.B. in Economics, with honors, and French language citation (2005).

RESEARCH INTERESTS

My research focuses on three major areas, all of which investigate emotions and other influences that often arise spontaneously and without much conscious thought, but that profoundly shape individuals' performance and well-being at work: (1) the antecedents and consequences of complex emotion-influenced experiences—including ambivalence and authenticity—for both individuals and groups, (2) voice habit, a new theoretical construct developed by my colleagues and me that proposes an automatic perspective of voice behavior, and (3) ethical and other implications of both complex and simple emotional experiences. I incorporate a multi-method approach to explore these topics.

PEER-REVIEWED PUBLICATIONS

Glikson, E., Rees, L., Wirtz, J., Kopelman, S., & Rafaeli, A. When and why a squeakier wheel gets more grease: The influence of cultural values and anger intensity on customer compensation. Conditionally accepted at *Journal of Service Research*.

*Barry, B., *Olekalns, M., & *Rees, L. (2018). An ethical analysis of emotional labor. *Journal of Business Ethics*, online first at <https://link.springer.com/article/10.1007/s10551-018-3906-2>.
*All authors contributed equally to this manuscript and are listed alphabetically.

Lam, C.F., Rees, L., Levesque, L.L., & Ornstein, S. (2018). Shooting from the hip: A habit perspective of voice. *Academy of Management Review*, 43(3): 470-486.

Rothman, N., Pratt, M., Rees, L., & Vogus, T. (2017). Understanding the dual nature of ambivalence: Why and when ambivalence leads to good and bad outcomes. *Academy of Management Annals*, 11(1): 1-40.

- *Sanchez-Burks, J., *Bartel, C., *Rees, L., & Huy, Q. (2016). Assessing collective affect recognition via the Emotional Aperture Measure. *Cognition and Emotion*, 30(1): 117-133.
*Denotes equal first-authorship.
- Rees, L., Rothman, N., Lehavy, R., & Sanchez-Burks, J. (2013). The ambivalent mind can be a wise mind: Emotional ambivalence increases judgment accuracy. *Journal of Experimental Social Psychology*, 49(3): 360-367.

BOOK CHAPTERS

- Ybarra, O., Rees, L., Kross, E., & Sanchez-Burks, J. (2011). Social context and the psychology of emotional intelligence: A key to creating positive organizations. In K. Cameron & G. Spreitzer (Eds.) *Handbook of Positive Organizational Scholarship*. Oxford University Press.

PAPERS UNDER REVISION AND/OR REVIEW

- *Rees, L., *Chi, S.-C. S., Friedman, R., & Shih, H.-L. Partner emotional expressions in negotiations. (Title masked for review.) Under third-round review at *Journal of Applied Psychology*. *The first two authors contributed equally to this manuscript.
- Rees, L. Emotional expression authenticity salience and interpersonal judgments. (Title masked for review. Based on dissertation data.) Revise-and-resubmit at *Organizational Behavior and Human Decision Processes*.
- Rees, L. Honor in organizational life. (Title masked for review. Based on dissertation chapter.) Invited paper submission as part of an accepted symposium proposal. Under review at *Academy of Management Perspectives*.
- Rees, L., Friedman, R., Olekalns, M., & Lachowicz, M. Self-efficacy when facing others' anger. (Title masked for review.) Under review at *Motivation and Emotion*.
- Rees, L., & Kopelman, S. Current state and future directions in emotions, culture, and negotiations research. (Title masked for review.) Invited submission under revision at *Negotiation and Conflict Management Research*.
- Olekalns, M., & Rees, L. Workplace affect, conflict, and negotiation. Chapter for *The Handbook of Workplace Affect*, Eds. Cropanzano, R., Martinez-Tur, V., Daus, C., & Yang L.-Q.

WORKING PAPERS AND CURRENT PROJECTS

- Rees, * L., Tsai, * M.-H., & Kopelman, S. (Working paper.) Persuasion in dyadic decision-making. (Title masked for review.) Target journal: *Academy of Management Journal*.
*Denotes equal first-authorship.
- Rees, L., Ramanujam, R., Victor, B., & Lehman, D. (Writing stage.) Reconceptualizing authenticity in organizational life. (Title masked for review.) Target journal: *Academy of Management Review*.
- Rees, L. & Vincent, L. (Data analysis and writing stage.) How emotional authenticity facilitates helping behaviors. (Based on dissertation data.) Target journal: *Organizational Behavior and Human Decision Processes*.
- Lam, C.F., Du, Q., Wu, W., & Rees, L. (Data analysis stage.) Voice behavior outcomes over time.

- Rees, L., Lam, C.F., Wu, W., & Du, Q. (*Data collection and analysis stage.*) Voice habit empirical testing.
- Rees, L., Safi, R., Lim, L., & Ward, S. (*Data collection and analysis stage.*) Emotions and the privacy paradox in online sharing behavior.
- Rees, L., & Stornelli, J. (*Data collection stage.*) Emotions and self-distancing.
- Rees, L., Golden, S., & Lam, C.F. (*Idea stage.*) Habits and technology in the workplace.

TEACHING MATERIALS

- Sanchez-Burks, J., Rees, L., & Wang, C. (2012). "**Havana Plants**" negotiation exercise and teaching notes. Dispute Resolution Research Center (DRRC), Kellogg School of Management, Northwestern University.
- *Sharon, E. & Rees, L. (under review). "**Volkswagen Emissions Scandal**" negotiation exercise and teaching notes. Negotiation & Team Resources Institute (NTR). *Denotes graduate student.
- *Oré, M. & Rees, L. (development stage). "**Pediatric Dental Health Coverage in the US**" negotiation exercise and teaching notes. *Denotes graduate student.

PROFESSIONAL PRESENTATIONS

CONFERENCE PRESENTATIONS

- * Denotes presenting author.
- *Rees, L., Chi, S.-C. S., Friedman, R., & Shih, H.-L. Anger and Information Search in Integrative Negotiations, paper at the Academy of Management Annual Meeting, August, 2018, Chicago, IL.
- *Rees, L. The Influence of Smile Authenticity on Trust Perceptions vs. Behaviors in Lending Decisions, discussion paper at the Academy of Management Annual Meeting, August, 2018, Chicago, IL.
- *Rees, L., Chi, S.-C. S., Friedman, R., & Shih, H.-L. Anger as a Trigger for Information Search in Integrative Negotiations, paper at the International Association for Conflict Management Annual Meeting, July 2018, Philadelphia, PA.
- *Rees, L., Tsai, M.-H., & Kopelman, S. The Influence of Partner Ambivalence versus Confidence on Perceived Openness and Idea Acceptance in Joint Problem-Solving, paper at the Creating Uncertainty: Benefits for Individuals, Teams, and Organizations international conference, July 2018, Ascona, Switzerland.
- *Kopelman, S., & *Rees, L. Think tank session on emotions, Kellogg Culture and Negotiation Conference (invited sessions only), April 2018, Evanston, IL.
- *Rees, L., Tsai, M.-H., & Kopelman, S. Let's Work Together (or Not): The Influence of Partner Ambivalence versus Confidence on Perceived Openness and Cooperation, paper at the International Association for Conflict Management Annual Meeting, July 2017, Berlin, Germany.
- Friedman, R., Olekalns, M., Lachowicz, M., & *Rees, L. The Angry Guy: Self-Regulation in the Face of Workplace Anger, paper at the International Association for Conflict Management Annual Meeting, July 2017, Berlin, Germany.

- Friedman, R., Olekalns, M., Lachowicz, M., & *Rees, L. The Angry Guy: Self-Regulation in the Face of Workplace Anger, paper at the Academy of Management Annual Meeting, August, 2016, Anaheim, CA.
- *Rees, L. Reinvigorating the Idea of Honor in Organizational Life, rapid-fire paper presentation at the International Association for Conflict Management Annual Meeting, June 2016, New York, NY.
- Rees, L. (Co-Chair). Different Shades of Moral: Emotions and (Un)Ethical Behavior, symposium at the Academy of Management Annual Meeting, August, 2015, Vancouver, BC, Canada.
- Paper: *Rees, L., Barry, B., & Olekalns, M. Belabored Emotions: The Ethics of Emotional Labor.
- People Perception: The Causes and Consequences of Perceiving Groups and Teams, symposium at the Academy of Management Annual Meeting, August, 2015, Vancouver, BC, Canada.
- Paper: *Sanchez-Burks, J., Bartel, C., & Rees, L. Assessing Collective Affect Recognition via the EAM (Emotional Aperture Measure).
- *Rees, L., & Vincent, L. Emotion Authenticity in Work Groups: Group Size, Climate of Authenticity, and Psychological Safety, paper at the International Association for Conflict Management Annual Meeting, June 2015, Clearwater, FL.
- Emotions as Information: Relying on Emotions to Enhance Judgment and Performance, symposium at the Academy of Management Annual Meeting, August, 2014, Philadelphia, PA.
- Paper: *Rees, L. Facial Expressions that Shape Our Judgments: The Role of Authentic Cues.
- *Rees, L. What Your (In)Authentic Expression Means to Me: Social Inferences in Initial Business Encounters, paper at the Academy of Management Annual Meeting, August, 2014, Philadelphia, PA.
- *Sanchez-Burks, J., Bartel, C., Huy, Q., & Rees, L. Assessing the Affective Composition of a Group: Emotional Aperture as a Window onto Group Dynamics, paper at the International Association for Conflict Management Annual Meeting, July 2014, Leiden, The Netherlands.
- *Rees, L. Facial Expressions and Interpersonal Judgments: The Role of Authentic Cues in Interdependent, Self-Reliant Contexts, poster at the International Association for Conflict Management Annual Meeting, July 2014, Leiden, The Netherlands.
- *Rees, L. Facial Expressions that Shape Our Interpersonal Judgments: The Role of Authentic Cues, poster at the Emotion Pre-Conference, Society for Personality and Social Psychology Annual Meeting, February 2014, Austin, Texas.
- *Rees, L., Sanchez-Burks, J., Bartel, C., Huy, Q., & Rees, L. (Mis)Reading Collectives' Emotional Composition: Emotional Aperture & Transformational Leadership, paper at the Academy of Management Annual Meeting, August, 2013, Lake Buena Vista (Orlando), FL.
- *Rees, L., Sanchez-Burks, J., Bartel, C., Huy, Q., & Rees, L. (Mis)Reading Collectives' Emotional Composition: Emotional Aperture & Transformational Leadership, paper at the INGroup (Interdisciplinary Network for Group Research) Annual Meeting, July, 2013, Atlanta, GA.
- *Rees, L. Organizational Implications of and Cultural Variation in the Marketplace for Authenticity, poster at the Amsterdam Symposium on the Social Nature of Emotions, May 2013, Amsterdam, The Netherlands.
- *Rees, L. Organizational Implications of and Cultural Variation in the Marketplace for Authenticity, poster at the Interdisciplinary Committee on Organizational Studies (ICOS) Biannual Likert Dissertation Poster Session, February 2013, Ann Arbor, Michigan.

- *Rees, L. Practices of Discernment: The Psychology of Facial Emotional Expressions in Workplace Relationships, poster at the Society for Personality and Social Psychology Annual Meeting, January 2013, New Orleans, Louisiana.
- Rees, L. (Chair). Multi-Cultural, Multi-Method Analyses of Emotion Expression Interpretation in Organizational Life, symposium at the Academy of Management Annual Meeting, August 2012, Boston, MA.
- Paper: *Rees, L. Cultural Influences on the Interpretation of Emotional Expressions in Organizational Contexts.
 - *Featured as a Showcase symposium for the OB Division.*
- Rees, L. (Co-Chair). The Emergence of Wise Crowds and Individuals: Social Psychological and Group and Individual Processes of the Wisdom-of-Crowds Effect, symposium at the Society for Personality and Social Psychology Annual Meeting, January 2012, San Diego, CA.
- Paper: *Rees, L., Rothman, N., Lehavy, R., & Sanchez-Burks, J. The Emotionally Wise Crowd: Affective Dispersion, Wisdom-of-Crowds, and Forecasting Accuracy.
- *Rees, L., Sanchez-Burks, J., Rothman, N., & Lehavy, R. The Emotionally Wise Market: Affective Dispersion Reduces Group & Individual Forecasting Errors, poster at the Emotion Pre-Conference, Society for Personality and Social Psychology Annual Meeting, January 2011, San Antonio, Texas.
- Rees, L. (Co-Chair). Wisdom through Emotions: Multi-Cultural, Multi-level Analyses of How Emotions Can Make Us Wiser, symposium at the Academy of Management Annual Meeting, August 2010, Montreal, Canada.
- Paper: *Rees, L., Sanchez-Burks, J., with individual studies co-authors Lehavy, R., Rothman, N., & Bartel, C. Affect and Wisdom in Both Collectives and Individuals.
 - *Nominated for Emerald Best International Symposium Award.*
- *Rees, L. Resource Dependence and Transaction-based Relationships in a Campus Bar, paper at the Academy of Management Annual Meeting, August 2010, Montreal, Canada.
- The Influence of Affective Processes on Collective Outcomes, symposium at the Academy of Management Annual Meeting, August 2009, Chicago, Illinois.
- Paper: *Rees, L., Sanchez-Burks, J., Lehavy, R., & Bartel, C. Affective Variation and the Accuracy of Forecasts in Collectives.
- *Sanchez-Burks, J., Huy, Q., Bartel, C., Filipowicz, A., & Rees, L. Emotional Aperture Facilitates Working in and Leading Teams, paper at the Academy of Management Annual Meeting, August 2009, Chicago, Illinois.
- *Rees, L., Sanchez-Burks, J., Bartel, C., Lehavy, R., & DeGeorge, E. The Emotionally Wise Crowd: Affective Dispersion Facilitates Dissimilar Minds and Wiser Crowds, poster at the Emotions in Organizations Conference, June 2009, Ann Arbor, MI.

INVITED TALKS

Management and Entrepreneurship Area, School of Business, University of Kansas. Research presentation. December, 2017.

Dept. of Psychological Sciences, Kansas State University. Research presentation. October, 2017.

Henry W. Bloch School of Management Career Center, University of Missouri-Kansas City, and the UMKC Women's Center/UMKC Women in STEAM. Negotiations workshop. April 2017.

Human Resources Advisory Board, Henry W. Bloch School of Management, University of Missouri-Kansas City. Research presentation to HR board executives from area businesses. January 2017 & 2018.

Faculty Research Seminar, Henry W. Bloch School of Management, University of Missouri-Kansas City. Research presentation. December 2016.

Graduate Student Council, Graduate School of Engineering, and Biomedical Research Education & Training (BRET), Vanderbilt University. Negotiations workshop. May 2015, February 2016.

Association for Asian Public Health Action (AAPHA), University of Michigan. Culture and negotiations workshop. March 2014.

Association for Women in Science (AWIS), University of Michigan. Gender and negotiations workshop. February 2013 & 2014.

TEACHING EXPERIENCE

MBA LEVEL

Instructor for MGT 6648: Negotiation II. Designed and taught new (first-time offering), advanced-level course focused on complex negotiation concepts and techniques for second-year MBA students who had fulfilled prerequisite negotiations elective course. Class size: 29 students. Spring (7 weeks) 2016. Vanderbilt Univ. Mean overall instructor rating: 4.5/5.0.

Co-instructor with Tae-Youn Park for MGT 642: Talent Management. Created and taught new design for independent study seminar course for full-time second-year MBA students. Class size: 6 students. Spring (7 weeks) 2015. Vanderbilt Univ. Mean overall instructor rating: 4.8/5.0.

Instructor for MO512: Bargaining and Influence Skills—Negotiation Strategy in a Global Economy. Elective class for full-time MBA students. Class size: 35 students/1 section. Fall (7 weeks) 2013. Univ. of Michigan. Mean overall instructor rating: 4.9/5.0.

Instructor for MO512: Bargaining and Influence Skills—Negotiation Strategy in a Global Economy. Elective class for evening MBA students. Class size: 27 students/1 section. Winter (7 weeks) 2013. Univ. of Michigan. Mean overall instructor rating: 4.9/5.0.

Teaching Assistant for MO512: Bargaining and Influence Skills—Negotiation Strategy in a Global Economy. Elective class for full-time MBA students. Class size: Average of 40 students per section. One section in fall (7 weeks) 2012. Four sections in fall (7 weeks) 2011. Univ. of Michigan.

BBA/UNDERGRADUATE LEVEL

Instructor for MGT355: Organizational Effectiveness and Leadership. Core class for undergraduate business students. Univ. of Missouri-Kansas City. Two sections per term.

- Fall 2018 (15 weeks). Class size: Average of 32 students/section. Mean overall instructor ratings: not yet available.
- Spring 2018 (15 weeks). Class size: Average of 24 students/section. Mean overall instructor ratings: 4.88/5.0 and 4.54/5.0.
- Fall 2017 (15 weeks). Class size: Average of 27 students/section. Mean overall instructor ratings: 4.93/5.0 and 4.84/5.0.
- Spring 2017 (15 weeks). Class size: Average of 24 students/section. Mean overall instructor ratings: 4.95/5.0 and 4.82/5.0.

- Fall 2016 (15 weeks). Class size: Average of 31 students/section. Mean overall instructor ratings: 4.95/5.0 and 4.81/5.0.

Instructor for MO300: Behavioral Theory in Management. Core class for BBA students. Class size: 78 students. Winter (14 weeks) 2011. Univ. of Michigan. Mean overall instructor rating: 4.8/5.0.

EXECUTIVE EDUCATION

Teaching Assistant for one-week Custom Program on Intrapreneurship at a Fortune 100 firm. Class size: 30 executives. September 2013. Univ. of Michigan.

HONORS AND AWARDS

RESEARCH AND TEACHING

Ross Doctoral Studies Research Grant, University of Michigan, Stephen M. Ross School of Business, 2012 and 2013.

Nominated for business school-wide annual faculty BBA Teaching Excellence Award, University of Michigan, Stephen M. Ross School of Business, 2012.

Center for International Business Education and Research (CIBER) award for dissertation research support, University of Michigan, Stephen M. Ross School of Business, 2012.

Rackham Graduate Student Research Grant, University of Michigan, 2010.

REVIEWING AND CONFERENCE

Outstanding Reviewer Award, Academy of Management Managerial and Organizational Cognition Division, 2014, 2015, and 2017.

Featured as a Showcase symposium for the OB Division for the symposium “Multi-Cultural, Multi-Method Analyses of Emotion Expression Interpretation in Organizational Life,” Academy of Management Annual Meeting, August 2012, Boston, MA.

Outstanding Reviewer Award, Academy of Management Organizational Behavior Division, 2010 and 2011.

Nominated for Emerald Best International Symposium Award for the symposium “Wisdom through Emotions: Multi-Cultural, Multi-level Analyses of How Emotions Can Make Us Wiser,” Academy of Management Organizational Behavior Division, 2010.

ACADEMIC

Selected for a 2017-2018 University of Missouri system scholarship to participate in the national Faculty Success Program, led by the National Center for Faculty Development and Diversity (NCFDD).

Selected to participate in the University of Missouri system Faculty Scholars Program, 2017-2018.

Selected as Recent Alumni Speaker for Ross Doctoral Studies Celebration, Stephen M. Ross School of Business, University of Michigan, 2016.

Stark Award for academic excellence, University of Michigan, Stephen M. Ross School of Business, 2013.

Neary Award for academic excellence, University of Michigan, Stephen M. Ross School of Business, 2011 and 2012.

PROFESSIONAL AFFILIATIONS

- Academy of Management
- International Association for Conflict Management
- Society for Personality and Social Psychology
- International Positive Psychology Association

PROFESSIONAL SERVICE

BOARD MEMBERSHIPS

Member-at-Large for the International Association for Conflict Management (IACM) Board of Directors, 2018-2020.

UNIVERSITY COMMITTEES

Doctoral/Graduate Faculty Nominating Committee, University of Missouri-Kansas City, Henry W. Bloch School of Management, 2018-2019.

Co-Organizer of the Research Exposure Program (REP) student subject pool, University of Missouri-Kansas City, Henry W. Bloch School of Management, 2017-present.

Faculty Research Colloquium Speaker Series Committee, University of Missouri-Kansas City, Henry W. Bloch School of Management, 2017-present.

Human Resources Advisory Board curriculum subcommittee, Henry W. Bloch School of Management, University of Missouri-Kansas City, 2017-present.

Faculty Research and Awards Committee, University of Missouri-Kansas City, Henry W. Bloch School of Management, 2017-2018.

STUDENT ADVISING

Faculty supervisor for UMKC BBA internship independent study course, with individual students:

- Fall 2018: Andrew Schmitt, OneMain Financial, Personal Loan Specialist role

Dissertation committee outside-department member for doctoral candidate Norah Hass, Clinical Health Psychology, 2017-present.

Offered outside coaching and feedback to MBA student teams providing consulting services to Israeli entrepreneurial/startup firms as part of an elective course taught by Mark Cohen, Vanderbilt University, Owen Graduate School of Management, Spring 2016 and Spring 2017.

AD-HOC JOURNAL REVIEWING

Academy of Management Review
Organizational Behavior and Human Decision Processes

Journal of Business Ethics
Academy of Management Discoveries
Negotiation and Conflict Management Research
Journal of Management Inquiry
Group Decision and Negotiation
Journal of Experimental Social Psychology

CONFERENCE AND SOCIETY ROLES

Chair of the Best Conference Paper Award Committee for the International Association for Conflict Management (IACM), 2018-2019.

Member of the IACM Nominations Committee for the International Association for Conflict Management (IACM), 2018-2019.

Program Chair for the 2018 International Association for Conflict Management (IACM) annual conference.

Chair of the IACM Best Conference Paper Award Selection Committee for the International Association for Conflict Management (IACM) conference, 2018.

Member of the IACM Outstanding Book Award Selection Committee for the International Association for Conflict Management (IACM) conference, 2016 and 2017.

Co-Organizer of Emotions in Organizations Conference (Co-Organizer with Quy Huy and Jeffrey Sanchez-Burks), Ross School of Business—INSEAD, June 2009, Ann Arbor, MI.

- Poster: *Rees, L., Sanchez-Burks, J., Bartel, C., Leheavy, R., & DeGeorge, E. The Emotionally Wise Crowd: Affective Dispersion Facilitates Dissimilar Minds and Wiser Crowds.

CONFERENCE REVIEWING

International Association for Conflict Management Annual Meetings, 2015-present.

Managerial and Organizational Cognition Division. Academy of Management Annual Meetings, 2014-present.

INGRoup (Interdisciplinary Network for Group Research) Annual Meeting, Atlanta, GA, 2013.

Organizational Behavior Division. Academy of Management Annual Meetings, 2009-2013.

OTHER REVIEWING AND SERVICE

Administrative Science Quarterly ASQ Student Blog contributor, 2014-2015.

Reviewer, Student Review Committee, Doctoral Studies Research Grants. Ross School of Business, University of Michigan, Ann Arbor, MI, 2011-2014.

Co-Coordinator (with Professor David Mayer, Management & Organizations Department), MO300 Undergraduate Behavioral Lab Research Participant Pool. Research study allocation and data collection for department-wide experimental studies, Ann Arbor, MI, 2009-2014. Participant pool size: 400+ students.

President, PhD Forum, Ross School of Business, University of Michigan, Ann Arbor, MI, 2010-2011.

Chair, Student Review Committee, Doctoral Studies Research Grants. Ross School of Business,
University of Michigan, Ann Arbor, MI, 2010-2011.

Chair (2010-2011) and committee member (2011-2014), Ross School of Business Student Grants
Committee, University of Michigan, Ann Arbor, MI.

Session Facilitator, Positive Organizational Scholarship (POS) Conference, Ross School of Business,
University of Michigan, Ann Arbor, MI, December 2008.

PRIOR PROFESSIONAL EXPERIENCE

The Boston Consulting Group, Inc. (2005-2008) Boston, MA
Associate and Consultant

London South Bank University, Workforce Development (June-August 2005) London, UK
Summer Intern

National Bureau of Economic Research (June-August 2004) Cambridge, MA
Summer Intern

Federal Deposit Insurance Corporation (June-August 2003) Washington, DC
Summer Intern

REFERENCES

Bruce Barry

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Ray Friedman

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Mara Olekalns

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Kathleen (Kathie) Sutcliffe

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Rangaraj (Ranga) Ramanujam

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