



**Rocío LOPEZ-CABRERA**

**Ph.D. in HR Psychology**

**Assistant Professor, International Negotiation and Sales  
Management**

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## **EDUCATION**

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- 2021** Ph.D. in HR Psychology, University of Seville, Spain
- 2021** Ph.D. in Psychology, KU Leuven, Belgium
- 2016** MSc. in Work and Organizational Psychology, University of Seville, Spain
- 2015** MSc. in Work and Organizational Psychology, University of Maastricht, Netherlands
- 2014** Degree in Psychology, University of Seville, Spain

## **RESEARCH INTERESTS**

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Human Resource Management, International Negotiation

## **PROFESSIONAL EXPERIENCE**

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### **ACADEMIC:**

- 2023 - Present** Professor, IÉSEG School of Management, France
- 2022 - 2023** Professor, University of Seville, Seville, Spain
- 2021 - 2021** Professor, University of Seville, Seville, Spain
- 2017 - 2021** Predoctoral Research Fellow, University of Seville, Seville, Spain
- 2016 - 2016** Research Assistant, University of Seville, Seville, Spain
- 2014 - 2014** Research Assistant, University of Seville, Seville, Spain

## **CONSULTING EXPERIENCE**

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- 2021 - 2022** Consultant, AFFOR Prevención Psicosocial, Spain
- 2021 - 2022** Consultant, Knowledgefy Technologies, Spain

## **COURSES TAUGHT**

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- Essentials of practical negotiation skills, Grande ecole (master cycle)
- Managing conflict through mediation, Grande ecole (master cycle)
- Business game, Grande ecole (master cycle)
- Applied conflict management theory, Grande ecole (master cycle)
- Work and organizational psychology
- Hr in service organizations
- Business negotiation, Grande ecole (bachelor cycle)
- Organizational psychology
- Degree thesis
- Hr in service organizations
- Social intervention and evaluation methodology
- Work and organizational psychology
- Practicum tutor
- Master thesis
- Organizational psychology
- Advanced studies in work psychology. health and quality of work life
- Introductory orientation course: work and organizational psychology
- Work and organizational psychology
- Organizational psychology
- Organizational psychology
- Organizational psychology
- Organizational psychology

## **INTELLECTUAL CONTRIBUTIONS**

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## Papers in refereed journals

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### Published

- Lopez Cabrera R., Medina F. J., Euwema M., Arenas A., (2023), To be, or not to be... satisfied in NPOs": A serial multiple mediation and clustering analysis of paid staff and volunteers' profiles, *Frontiers in Psychology*, 14(1042722), pp. 1-17
- Lopez Cabrera R., Arenas A., Medina F. J., Euwema M., Munduate L., (2020), Inside "Pandora's box" of solidarity: conflicts between paid staff and volunteers in the nonprofit sector., *Frontiers in Psychology*, 11(556), pp. 1-17
- Di Marco D., Lopez Cabrera R., Arenas A., Giorgi G., Arcangeli, Giulio G., Mucci N., (2016), Approaching the Discriminatory Work Environment as Stressor: The Protective Role of Job Satisfaction on Health., *Frontiers in Psychology*, 7(1313), pp. 1-10

## Communications in refereed conferences

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### International

- Lopez Cabrera R., Medina F. J., Euwema M., Arenas A., (2023), *Removing barriers for mental illness: inclusive leadership as a diversity management tool* 36th Annual IACM Conference, Thessaloniki, Greece

### Other conference and seminar presentations

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#### International

- Barragan Diaz A., Hermann, C. C., Lopez Cabrera R., (2024), *The Dark side of Self-Efficacy: Overconfidence Backfires in Native Language Negotiations* IACM 2024, Singapore, Singapore
- Lopez Cabrera R., Lara B. M., Medina F. J., Arenas A., Munduate L., (2024), *Learning Conflict and Negotiation Skills through training based on Analogical Encoding* 37th International Association for Conflict Management Conference, Singapore, Singapore
- Lopez-Cabrera R., Arenas A., Medina F. J., Euwema M., Munduate L., (2021), *Removing barriers for mental illness: inclusive leadership as a diversity management tool* V National Congress of Psychology and International Symposium on Public Health Psychology, Online, Spain
- Lopez-Cabrera R., Arenas A., Medina F. J., Butts T., (2018), *Conflicts in Third Sector: Process and status conflicts in a volunteering nonprofit organisation in Spain*. XI International Workshop in Human Resource Management, Seville, Spain
- Lopez-Cabrera R., Arenas A., Medina F. J., Butts T., Munduate L., (2018), *Helping ourselves to help others: Analyzing conflicts in a NPO, A volunteers and paid staff perspective*. 31st Conference International Association of Conflict Management (IACM), Philadelphia, USA

#### National

- Lopez-Cabrera R., Arenas A., Medina F. J., Munduate L., (2019), *Conflictos en Organizaciones No Lucrativas: Retos para la Mediación Social*. IV Congreso Nacional de Psicología, Victoria-Gasteiz, Spain
- Lopez-Cabrera R., Arenas A., Medina F. J., Munduate L., (2018), *Conflict and Conflict Management in a Third Sector Organization: A Qualitative Approach* 2nd Congress of Work Psychology and Human Resources, Valencia, Spain
- Lopez-Cabrera R., (2016), *Cooperation and Competition as Negotiation Styles in a Salary Negotiation: A Study from the Perspective of Gender* 1st Congress of Work Psychology and Human Resources, Madrid, Spain
- Lopez-Cabrera R., Arenas A., Di Marco D., Munduate L., (2016), *Personalidad y estilos de gestión del conflicto: claves para la prevención del acoso laboral*. 1st Congress of Work Psychology and Human Resources, Madrid, Spain

## Chapters in books

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### Published

- Lopez Cabrera R., Medina F. J., Munduate L., Butts T., (2023), *Gestión del Conflicto en las Organizaciones: La Mediación Interna Como Sistema Alternativo de Resolución de Disputas*, in: Antonio García-Izquierdo(Eds.), *Procesos Psicosociales en la Prevención de los Riesgos Laborales*, 978-84-18482-52-6, Universidad de Oviedo, Oviedo, chapter 7, pp. 235-252

## Grants

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- 2019** Research Stay Grant for Doctoral Scholarship Holders, University of Seville (Spain)
- 2018** International Mobility Grant for Researchers, University of Seville (Spain)
- 2017** Doctoral Scholarship, University of Seville (Spain)
- 2015** Grant for International Double Degree Master Studies, University of Seville (Spain)
- 2014** Erasmus+ Grant for Master's Double Degree Studies, Spanish Government (Spain)

## GRANTS AND HONORS

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### Award

- 2022 Finalist XI National Awards for Excellence in Workplace Inclusion and Prevention of People with Disabilities, Fundación Alares, Spain

### Honor

- 2021 Doctorate with Cum Laude designation and International Mention., University of Seville, Spain

## EDITORIAL ACTIVITY

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### Reviewer in an academic journal

Nonprofit and Voluntary Sector Quarterly

European Management Journal

## PROFESSIONAL SERVICE

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### Reviewer for an academic conference

31st Conference International Association of Conflict Management (IACM), USA

36th Conference International Association of Conflict Management (IACM), Greece

## RESEARCH ACTIVITIES

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### COMMITTEE CHAIR

#### Course Coordinator

Coordination Course Managing Conflict Through Mediation 1182, IÉSEG School of Management, France

Coordination Course Essentials of Practical Negotiation Skills 1191, IÉSEG School of Management, France