



Jimena RAMIREZ MARIN

Ph.D. in Work and Organizational Psychology
Full Professor, International Negotiation and Sales Management

j.ramirez@ieseg.fr

EDUCATION

2011 Ph.D. in Work and Organizational Psychology, University of Seville, Spain

PROFESSIONAL CERTIFICATION

2008 Negotiation Teaching and Research, Kellogg School of Management, USA

RESEARCH INTERESTS

Culture, International Negotiation

PROFESSIONAL EXPERIENCE

ACADEMIC:

2013 - 2015 Professor, Management, IÉSEG School of Management, France

2012 - 2013 Visiting professor, Kellogg School of Management, Evanston, IL, USA

PROFESSIONAL:

2012 - 2013 Negotiation Executive Training, Pulso Vital, Mexico

2004 - 2005 Junior Analyst, Armstrong, Mexico

COURSES TAUGHT

- Cultural negotiation strategies : part 1, Grande ecole (master cycle)
- Cultural negotiation strategies: part i, Msc in negotiation for organisations
- Negotiating in new markets countries, Msc in negotiation for organisations
- Purchasing in practice, Grande ecole (master cycle)
- Mba

- Negotiation and conflict management
- Work and organizational psychology

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Kim R., Ramirez Marin J., Tasa K., (2022), Do you hear my accent? How nonnative English speakers experience conflictual conversations in the workplace, *International Journal of Conflict Management*, 33(1), pp. 155-178

Ramirez Marin J., Barragan Diaz A., Guzman F., (2022), When anger and happiness generate concessions: investigating counterpart's culture and negotiation intentions, *International Journal of Conflict Management*, 33(1), pp. 111-131

Ramirez Marin J., Druckman D., Donohue W., (2022), Lessons from Practice: Extensions of Current Negotiation Theory and Research, *Negotiation and Conflict Management Research*, 15(3), pp. 166-171

Brett J., Ramirez Marin J., Galoni C., (2021), Negotiation Strategy: A Cross-Cultural Meta-Analytic Evaluation of Theory and, *Negotiation and Conflict Management Research*, 14(4), pp. 231-265

Ramirez Marin J., Barragan Diaz A., Acar-Burkay S., (2021), Is stress good for negotiation outcomes? The moderating effect of social value orientation., *International Journal of Conflict Management*, 32(3), pp. 407-421

Yao J., Brett J., Zhang Z.-X., Ramirez Marin J., (2021), Multi-issue Offer Strategy and Joint Gains in Negotiations: How Low-trust Negotiators Get Things Done, *Organizational Behavior and Human Decision Processes*, 162(2021), pp. 9–23

Barragan Diaz A., Ramirez Marin J., Medina Diaz F., (2019), The Irony of Choice in Recruitment: When Similarity Turns Recruiters To Other Candidates, *M@na@gement*, 22(3), pp. 466-486

Ramirez Marin J., Olekalns M., Adair W., (2019), Normatively Speaking: Do Cultural Norms Influence Negotiation, Conflict Management, and Communication?, *Negotiation and Conflict Management Research*, 12(2), pp. 146-160

Ramirez Fernandez J., Ramirez Marin J., Munduate Jaca L., (2018), I Expected More from You: The Influence of Close Relationships and Perspective Taking on Negotiation Offers, *Group Decision and Negotiation*, 27(1), pp. 25-105

Ramirez Fernandez J., Ramirez Marin J., Munduate Jaca L., (2018), Selling to Strangers, Buying from Friends: Relational Norms Influence Expectations in Negotiation, *Negotiation and Conflict Management Research*, 12(4), pp. 281-296

Ramirez Marin J., Shafa S., (2017), Social Rewards: The basis for collaboration in Honor cultures, *Cross Cultural Management: An International Journal*, 25(1), pp. 53-69

Yao J., Ramirez Marin J., Brett J., Aslani S., Semnani-Azad Z., (2017), A Measurement Model for Dignity, Face, and Honor Cultural Norms, *Management and Organization Review*, 13(4), pp. 713-738

Ramirez Marin J., Aslani S., Brett J., Yao J., Semnani-Azad Z., Zhang Z., Tinsley C., Weingart L., Adair W., (2016), Dignity, face, and honor cultures: A study of negotiation strategy and outcomes in three cultures, *Journal of Organizational Behavior*, 37, pp. 1178-1201

Medina Diaz F., Elgoibar P., Ramirez Marin J., (2014), Negociar en un contexto de crisis económica, *Papeles del Psicólogo*, 35(2), pp. 130-137

Ramirez-Marin J., Brett J., (2011), Relational Construal in Negotiation: Propositions and Examples from Latin and Anglo Cultures, *International Negotiation: A Journal of Theory and Practice*, 16(3), pp. 383-404

Steinel W., De Dreu C., Ouweland E., Ramirez-Marin J., (2009), When constituencies speak in multiple tongues: The relative persuasiveness of hawkish minorities in representative negotiation, *Organizational Behavior and Human Decision Processes*, 109(1), pp. 67-78

Forthcoming

Barragan Diaz A., Ramirez Marin J., Poliakova E., Medina Diaz F. J., (2024), Linguistics of the heart and mind: Negotiating in one's native language is comfortable but not efficient, *Journal of Occupational and Organizational Psychology*, N/A(N/A), pp. N/A

Papers in non-refereed journals

Published

Benitez M., Leon-Perez J., Ramirez Marin J., Medina F., Munduate L., (2012), Validación del Cuestionario de Conflicto Interpersonal en el Trabajo (CIT) en Empleados Españoles, *Estudios de Psicología*, 33(3), pp. 263-275

Ramirez-Marin J., Medina F., Munduate L., (2009), La experiencia en negociación como facilitadora de los procesos de mediación, *Temas Laborales: Revista andaluza de trabajo y bienestar social*, 100(2), pp. 613-627

Communications in refereed conferences

International

Ramirez Marin J., (2024), *Not about the Money: Honor Concerns and the Importance of Negotiation Issues*. Academy of Management, Chicago, USA

Ramirez Marin J., (2024), *Voice in Multi-Issue Ultimatum Bargaining* International Association for Conflict Management, Singapore, Singapore

Kim R., Ramirez Marin J., Tasa K., (2020), *How Nonnative Speakers Experience Conflict at Work: The Influence of Stereotype Threat* Academy of Management, Vancouver, Canada

Ramirez Marin J., Barragan Diaz A., (2016), *Concessions Across Cultures: Reversing Competitiveness in Intercultural Negotiations through Honor and Emotions* IACM 2016, New York, USA

Ramirez Marin J., Yao J., Brett J., Aslani S., Semnani-Azad Z., (2016), *What Strategy Negotiators Commonly Use? Predicting Negotiation Strategies with Cultural Norms* International Academy of Conflict Management Conference, New York, USA

Ramirez Marin J., Barragan Diaz A., (2015), *Fashionable Feelings: Emotions generate concessions in French intra and intercultural negotiations* IACM 2015, Clearwater, USA

Shafa S., Ramirez Marin J., (2014), *Honor cultures and social rewards in negotiations* International Association for Conflict Management, Leiden, Netherlands

Other conference and seminar presentations

International

Ramirez Marin J., Barragan Diaz A., Acar-Burkay S., (2019), *Is stress helping or hurting negotiation outcomes? An evaluation of social motivation* IACM International Association for Conflict Management 2019, Dublin, Ireland

Ramirez Marin J., Barragan Diaz A., (2018), *Better The Devil You Know: Competition in Intra and Intercultural Negotiations* IACM International Association for Conflict Management, Philadelphia, USA

Ramirez Marin J., Barragan Diaz A., (2018), *Concessions Across Cultures: Reversing Competitiveness in Intercultural Negotiations through Honor and Emotions* Kellogg Culture and Negotiation Conference, Chicago, USA

Aslani S., Ramirez Marin J., Yao J., Semnani-Azad Z., Brett J., Zhang Z.-X., Tinsley C., Weingart L., Adair W., (2013), *Honor, face and dignity cultures: A tri-cultural study of negotiations* International Association for Conflict Management, Tacoma, USA

National

Barragan Diaz A., Ramirez Marin J., (2015), *Selecting You, Selecting Me: Similarity Biases In Personnel Selection*. IESEG School of Management, Lille, France

Books

Published

Ramirez Marin J., Brett J., (2014), *Negotiating Globally: Instructor's Guide*, 978-1-118-60261-4, Wiley, Hoboken, NJ

Chapters in books

Published

Ramirez Fernandez J., Ramirez Marin J., (2017), Showcase-Creating Inclusive Organizations: The Case of CIEE, a Nonprofit Study Abroad and Intercultural Exchange Organization, in: Arenas A., Di Marco D., Munduate L., Euwema M.(Eds.), *Shaping Inclusive Workplaces Through Social Dialogue*, 978-3-319-66392-0, Springer, Cham, chapter 17, pp. 251-258

Ramirez Marin J., Aslani S., Semnani Z., Tinsley C., Brett J., (2013), Honor, Face, and Dignity Cultures: Implications for Negotiation and Conflict Management, in: Olekalns M. Adair W. (Eds.), *Handbook of Research on Negotiation*, 978-1-78100-589-7, Edward Elgar Publishing, Cheltenham, chapter 10, pp. 249-282

Ramirez Marin J., Garcia I., Vazquez F., (2004), Cooperación Y Teoría Conductual De Juegos, in: Santoyo C., Vazquez F.(Eds.), *Teoría Conductual de la Elección: Decisiones que se revierten* , 970-32-1570-X, UNAM Universidad Nacional Autónoma de México, Mexico, chapter 3, pp. 63-85

Case studies

Ramirez Marin J., Yao J., (2020), *EuroVegas: Negotiation between the U.S. and Spain*, The Case Centre, case study 420-0024-1, teaching note 420-0024-8

Grants

2012 Cross-cultural: Latin and Anglo approaches to economic versus relational negotiation outcomes., Spanish Ministry of Innovation (Spain)

2009 Negotiating under changing circumstances: Social motivation and comparison processes, Spanish Ministry of Science and Innovation (Spain)

2005 PhD scholarship, Consejo Nacional de Ciencia y Tecnologia (Mexico) (Mexico)

PROFESSIONAL MEMBERSHIPS

2007 International Association for Conflict Management, USA

EDITORIAL ACTIVITY

Editor in an academic journal

Negotiation and Conflict Management Research

Reviewer in an academic journal

International Journal of Conflict Management

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Communication in press and professional association/event

2021 - 2021 Contribution to Business Digest, IÉSEG School of Management, France

Course Coordinator

GE courses and PGP courses, IÉSEG School of Management, France

Course coordinator, IÉSEG School of Management, France

Course coordinator, IÉSEG School of Management, France

Head of a recruitment jury (orals)

President of the jury, IÉSEG School of Management, France

Head of a school project

Academic Director MIB, IÉSEG School of Management, France

Participation in a pedagogical cafe

Participation in Pedagogical Cafe, IÉSEG School of Management, France

Participation in recruitment of professors

Recruitment, IÉSEG School of Management, France

Supervision of Ph.D. Thesis:

2014 Director, Selecting You, Selecting Me: Similarity Biases In Personnel Selection
, IÉSEG School of Management