



## Jimena RAMIREZ MARIN

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

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### 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

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### Papers in refereed journals

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#### 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
- Steinel W., De Dreu C., Ouwehand E., Ramirez-Marín 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

### Papers in non-refereed journals

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#### 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-Marín 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

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**

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### **International**

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**

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### **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**

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### **Published**

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

## **Chapters in books**

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### **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

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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

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- 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

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**2007** International Association for Conflict Management, USA

## EDITORIAL ACTIVITY

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### Editor in an academic journal

Negotiation and Conflict Management Research

### Reviewer in an academic journal

International Journal of Conflict Management

## RESEARCH ACTIVITIES

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### COMMITTEE CHAIR

- yyyy2021** Contribution to Business Digest, IÉSEG School of Management, France
- GE courses and PGP courses, IÉSEG School of Management, France
- Course coordinator, IÉSEG School of Management, France
- Course coordinator, IÉSEG School of Management, France
- President of the jury, IÉSEG School of Management, France
- Academic Director MIB, IÉSEG School of Management, France
- Participation in Pedagogical Cafe, IÉSEG School of Management, France
- Recruitment, IÉSEG School of Management, France

### Supervision of Ph.D. Thesis:

- 2014** Director, *Selecting You, Selecting Me: Similarity Biases In Personnel Selection*

