

CURRICULUM VITAE

WONBIN SOHN

Department of Management and Industrial Relations
Shidler College of Business
University of Hawai'i at Mānoa
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EDUCATION

McCombs School of Business, University of Texas at Austin, Austin, TX

Ph.D., Management, 2023

M.S., Management, 2020

Swarthmore College, Swarthmore, PA

B.A., Economics and Political Science, 2013

* Graduated *Phi Beta Kappa*

ACADEMIC POSITIONS

Shidler College of Business, University of Hawai'i at Mānoa, Honolulu, HI

Assistant Professor of Management, 2023 – Present

McCombs School of Business, University of Texas at Austin, Austin, TX

Assistant Instructor of Management (Part-Time), 2022 – 2023

PUBLICATIONS

1. Kim, Y. J., Lam, C. F.*, Oh, J.*, & Sohn, W.* 2023. Employee constructive voice: An integrative review and a dyadic approach. *Journal of Management*, 49(1): 430–473.
* *The three non-first authors share second authorship; listed in alphabetical order.*
2. Martins, L. L., & Sohn, W. 2022. How does diversity affect team cognitive processes? Understanding the cognitive pathways underlying the diversity dividend in teams. *Academy of Management Annals*, 16(1): 134–178.
* *Finalist for the Academy of Management Annals Best Article 2023.*
3. Burris, E. R., & Sohn, W. 2021. Creating a culture of voice. *Behavioral Science & Policy*, 7(1): 57–68.

4. Bernstein, E., Blunden, H., Brodsky, A., Sohn, W., & Waber, B. 2020. The implications of working without an office. *Harvard Business Review, Digital Big Idea Feature*.
* *One of the top 10 most-read Harvard Business Review articles of 2020.*

INVITED REVISE-AND-RESUBMITS

Sohn, W., & Harvey, J.-F. Joint impact of leader and team time pressure on creativity. 1st round revise-and-resubmit at *Small Group Research*.

Sohn, W., & Harvey, J.-F. Chasing two hares at once: The perils of mixed goal orientations in teams. 1st round revise-and-resubmit at *Human Resource Management*.

MANUSCRIPTS UNDER REVIEW

Sohn, W., Brodsky, A., & Burris, E. R. Shall we meet? How social support alters the outcome of work meeting load. Under review at *Organization Science*.

Sohn, W., & Brodsky, A. The role of intrapersonal emotion in communication technology affordances: A study of video email technology. Under review at *Information & Management*.

Sohn, W., Oh, J., Kim, Y. J., Kim, K., Kim, K., & Ha, J. PO fit really matters: When and how empowering leadership leads to creativity via job crafting. Under review at *Journal of Business and Psychology*.

WORKING PAPERS

Lee, M. J., Sohn, W., & Brodsky, A. Seeing is disbelieving: How interpersonal liking influences the effects of visuality on virtual collaboration. Stage: Draft in preparation for *Organizational Behavior and Human Decision Processes*.

Sohn, W., Leblanc, P. M., Harvey, J.-F., & Rousseau, V. When does visionary leadership pay off? The moderating influence of resource sufficiency. Stage: Draft in preparation for *Human Resource Management*.

Harvey, J.-F., Sohn, W., & Grégoire, D. A. Coping with a pandemic: Unpacking the dynamics of entrepreneurs' resilience. Stage: Draft in preparation for *Entrepreneurship Theory and Practice*.

Jeong, Y.-C., Sohn, W., & Lee, C.-S. Checks and balances in the C-suite: Does generational dominance in top-management teams matter for firm performance? Stage: Draft in preparation for *Strategic Organization*.

Sohn, W. & Brodsky, A. Overcrafting of business correspondence: The effectiveness and affective consequences of impression management in text-based communication. Stage: Collecting data for Study 2.

CONFERENCE PRESENTATIONS

Lee, M. J., Sohn, W., & Brodsky, A. 2023. August. Seeing is disbelieving: How interpersonal liking influences the effects of visuality on virtual collaboration. Presented at the 83rd Annual Meeting of the Academy of Management, Boston, Massachusetts.

Sohn, W., & Brodsky, A. 2021. November. The role of intrapersonal emotion in workplace communication technology affordances: A study of video email technology. Presented at McCombs Annual Ph.D. Research Conference 2021, The University of Texas at Austin.

Blunden, H., Sohn, W., Brodsky, A, & Bernstein, E. 2021. August. Time pressure and transition in a new age of virtual work: The moderating role of job complexity. Presented at the 81st Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania (virtual).

Burris, E. R., & Sohn, W. 2020. August. Voicing ideas to further the mission or the dollar? A business-unit investigation. Symposium proposal accepted for the 80th Annual Meeting of the Academy of Management, Vancouver, British Columbia (virtual).

Sohn, W. 2019. August. Out of sight, out of mind? A fairness-based approach toward pregnancy disclosure and parental leave of absence. Presented at the 79th Annual Meeting of the Academy of Management, Boston, Massachusetts.

INVITED PRESENTATIONS

Sohn, W., Brodsky, A., & Burris, E. R. Shall we meet? How social support alters the outcome of work meeting load. Presented at Shidler College of Business, University of Hawai'i at Mānoa (Virtual), December 2022.

Sohn, W., Brodsky, A., & Burris, E. R. Shall we meet? How social support alters the outcome of work meeting load. Presented at Bayes Business School, City, University of London, December 2022.

Sohn, W., Brodsky, A., & Burris, E. R. Shall we meet? How social support alters the outcome of work meeting load. Presented at Zicklin School of Business, Baruch College, City University of New York, November 2022.

Sohn, W., Brodsky, A., & Burris, E. R. Shall we meet? How social support alters the outcome of work meeting load. Presented at Davis College of Business and Technology, Jacksonville University, November 2022.

Sohn, W., Brodsky, A., & Burris, E. R. Shall we meet? How social support alters the outcome of work meeting load. Presented at Rutgers School of Business, Camden, November 2022.

Harvey, J.-F., Sohn, W., & Grégoire, D. A. Coping with a pandemic: Unpacking the dynamics of entrepreneurs' resilience. Presented at Graduate School of Public Administration, Seoul National University, Korea (Virtual), December 2020.

AWARDS AND HONORS

McCombs Research Excellence Grant, 2021

University of Texas at Austin Graduate Continuing Fellowship, 2021

HEC Montreal Research Collaboration Fund (Social Science Council of Canada), 2021

University of Texas at Austin Graduate Continuing Fellowship, 2020

William W. and Ruth F. Cooper Graduate Student Support Endowment, 2019

Management Fellowship, McCombs School of Business, 2019

New McCombs Fellowship, 2018

Recruitment Fellowship, University of Texas at Austin, 2018

Phi Beta Kappa, Swarthmore College, 2013

TEACHING

MBA/Graduate Courses

Human Resource Management-Topics. University of Hawai'i at Mānoa, Scheduled 2025

Undergraduate Courses

Leadership and Group Dynamics. University of Hawai'i at Mānoa, 2023 – Present

Ratings for F2023: 4.1/5.0 (Section I), 4.8/5.0 (Section II)

Organizational Behavior. University of Texas at Austin, 2022

Ratings for S2022: 4.8/5.0

SERVICE

Faculty Advisor, Society of Human Resources Management (SHRM) Aloha Chapter, University of Hawai'i at Mānoa (2023 – Present)

Reviewer for Annual Meeting, Academy of Management (2018 – Present)

McCombs Doctoral Student Recruitment Interviewer (2018 – 2021)

Ph.D. Council Member, McCombs School of Business, University of Texas at Austin
(2020 – 2021)

Organizer, Faculty Forum between Ph.D. students and faculty (2020 – 2021)

MEMBERSHIPS

Academy of Management (2018 – Present)

Society of Industrial and Organizational Psychology (2018 – Present)

Interdisciplinary Network for Group Research (INGroup) (2023 – Present)

Phi Beta Kappa, National Honor Society for Outstanding Liberal Arts and Science
Graduates (2013 – Present)

INDUSTRY EXPERIENCE

Joint Chiefs of Staff of the Republic of Korea, Seoul, Korea

Intelligence Officer, Air Force First Lieutenant (2015 – 2017)

Republic of Korea Air Force Detachment to Eielson Air Force Base, Eielson AFB, AK

Liaison/External Relations Officer, Air Force First Lieutenant (2015)

Air Force Operations Command, Osan AB, Korea

Intelligence Officer, Air Force First Lieutenant (2015)

Intelligence Officer, Air Force Second Lieutenant (2014)

Awards and Decorations

Army Four-Star Citation of Distinguished Service (2017)

Army Four-Star Citation of Distinguished Service (2016)

Army Three-Star Citation of Distinguished Service (2016)

Air Force Three-Star Citation of Distinguished Service (2014)