

## CURRICULUM VITAE

### WONBIN SOHN

Department of Management and Industrial Relations  
Shidler College of Business  
University of Hawai'i at Mānoa  
2404 Maile Way, Honolulu, HI 96822  
[wsohn@hawaii.edu](mailto:wsohn@hawaii.edu) | (808) 462-0048

### 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. Sohn, W., & Harvey, J.-F. (in press). Chasing two hares at once: The effects of goal orientation (in)congruence in teams. *Human Resource Management*.
2. 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.  
<https://doi.org/10.1177/01492063221108654>  
\* *The three non-first authors share second authorship; listed in alphabetical order.*
3. 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.

<https://doi.org/10.5465/annals.2019.0109>

\* *Finalist for the Academy of Management Annals Best Article 2023.*

4. Burris, E. R., & Sohn, W. (2021). Creating a culture of voice. *Behavioral Science & Policy*, 7(1), 57–68. <https://doi.org/10.1177/237946152100700106>
5. 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., & Brodsky, A. The role of intrapersonal emotion in communication technology affordances: A study of video email technology. 1<sup>st</sup> round revise-and-resubmit at *Information & Management*

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

## 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 *Journal of Applied Psychology*.

Sohn, W. Inside or outside? The role of decision origin in idea pivoting in creative teams. Under review at *Human Resource Management*.

## WORKING PAPERS

Lee, M. J., Sohn, W., & Brodsky, A. Toward a virtually diverse workplace: The dynamics of dyadic racial difference, relational history, and virtual communication media richness on interracial-friendships. Stage: Draft in preparation for *Journal of Applied Psychology*.

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

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. Draft in preparation for *Journal of Management*.

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*.

## CONFERENCE PRESENTATIONS

Sohn, W., & Harvey, J.-F. (2024, August). Chasing two hares at once: The perils of mixed goal orientations in teams. Accepted to be presented at the 84th Annual Meeting of the Academy of Management, Chicago, Illinois.

Sohn, W., Brodsky, A., & Burris, E. R. (2024, July). Shall we meet? How social support alters the outcome of work meeting load. Accepted to be presented at the 19th Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Charlotte, North Carolina.

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. (2022, December). 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).

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

Sohn, W., Brodsky, A., & Burris, E. R. (2022, November) 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, New York, New York.

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

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

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

## **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**

*Leadership and Organizational Behavior* (BUS 626). University of Hawai'i at Mānoa

Scheduled for F2024

*Advanced Organizational Behavior* (HRM 673). University of Hawai'i at Mānoa  
Scheduled for F2024

### **Undergraduate Courses**

*Leadership and Group Dynamics* (HRM 353). University of Hawai'i at Mānoa  
Ratings for F2023: 4.1/5.0 (Section I), 4.8/5.0 (Section II)

*Organizational Behavior* (MAN 336). University of Texas at Austin  
Ratings for S2022: 4.8/5.0

## **SERVICE**

### **Professional Service**

Ad Hoc Reviewer

*Group & Organization Management*

*Academy of Management Conferences*

*Interdisciplinary Network for Group Research (INGroup) Conferences*

### **University of Hawai'i at Mānoa**

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

### **University of Texas at Austin**

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)*