

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 | (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,

Department of Management and Industrial Relations, 2023–Present

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

Assistant Instructor (Part-Time),

Rozanne and Billy Rosenthal Department of Management, 2022–2023

PUBLICATIONS

1. Sohn, W., & Harvey, J.-F. (2024). Team-supervisor time pressure (in)congruence and team creativity. *Small Group Research*. Advance online publication.
<https://doi.org/10.1177/10464964241291819>
2. Sohn, W., & Harvey, J.-F. (2024). Chasing two hares at once: The effects of goal orientation (in)congruence in teams. *Human Resource Management*, 63(6), 939–957.
<https://doi.org/10.1002/hrm.22242>

* Featured in [Donga Business Review \(DBR\)](#), a leading Korean business magazine recognized for its authoritative insights on business management, leadership, and

strategy.

3. 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.*
4. 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.*
5. Burris, E. R., & Sohn, W. (2021). Creating a culture of voice. *Behavioral Science & Policy*, 7(1), 57–68. <https://doi.org/10.1177/237946152100700106>
6. 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. 1st round revise-and-resubmit at *Information & Management*

Sohn, W. & Yoon, D. Inside or outside? The role of decision origin in idea pivoting in creative teams. 1st round revise-and-resubmit at *Journal of Business and Psychology*

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*.

LeBlanc, P.-M., Sohn, W., Harvey, J.-F., & Rousseau, V. When does visionary leadership pay off? The moderating influence of resource sufficiency. Under review at *Journal of Occupational and Organizational Psychology*.

WORKING PAPERS

Sohn, W., & Harvey, J.-F. Thinking the forest and the trees: How does team construal-level diversity lead to team creativity? Stage: Draft in preparation for *Human Relations*.

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 visibility on virtual collaboration. Stage: Draft in preparation for *Psychological Science*.

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*.

CONFERENCE PRESENTATIONS

Sohn, W., & Harvey, J.-F. (2024, August). *Chasing two hares at once: The perils of mixed goal orientations in teams*. 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*. 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 visibility 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

Manoa Faculty Research Travel Award, 2024

OB Doctoral Consortium Participant, Academy of Management Annual Meeting, 2022

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/Executive Education Courses

Leadership and Organizational Behavior (BUS 626; Master of Business Administration).

University of Hawai'i at Mānoa

Ratings for F2024: 4.7/5.0

Advanced Organizational Behavior (HRM 673; Master of Human Resource Management). University of Hawai'i at Mānoa

Ratings for F2024: 5.0/5.0

Undergraduate Courses

Leadership and Group Dynamics (HRM 353). University of Hawai'i at Mānoa

Ratings for F2023: 4.4/5.0 (Section I), 4.8/5.0 (Section II)

*Nominated for the annual UH Mānoa Excellence in Teaching Award (F2023)

Organizational Behavior (MAN 336). University of Texas at Austin

Ratings for S2022: 4.8/5.0

CONSULTING

NVH Korea, Inc.

The City and County of Honolulu

National Instruments Corporation

The Desjardins Group (Mouvement Desjardins)

Petroleum Helicopters International Air Medical, LLC

Whole Foods Market, Inc.

SERVICE

Professional Service

Ad Hoc Reviewer

Human Relations
Journal of Organizational and Occupational Psychology
Group & Organization Management
Academy of Management Conferences
Interdisciplinary Network for Group Research (INGRoup) Conferences

University of Hawai'i at Mānoa

University Committees and Activities

Search Advocate, Office of the Vice Provost for Academic Excellence,
2024–Present

Presenter, Faculty Puwalu Research Forum, University of Hawai'i at
Mānoa, 2024 (Title: Leading effective teams in the era of virtual work)

Shidler College of Business Committees and Activities

UH Mānoa Delegation to Association to the Advance Collegiate Schools
of Business (AACSB) Special Conference on Artificial Intelligence (AI
Conference: Preparing Business Leaders), Santa Clara, CA, May 2023

Faculty, Master of Human Resource Management (MHRM) Program,
Executive Education Center, Shidler College of Business, 2024–Present

Course Coordinator, HRM 353 (Leadership and Group Dynamics; with
Writing Intensive designation), 2023–Present

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

Management and Industrial Relations Department Committees and Activities

Member, Doctoral Students Exam Committee, 2024–Present

Organizer, Brown Bag Series, 2024–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)

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)