

# WONBIN SOHN

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## EDUCATION

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<b>McCombs School of Business, The University of Texas at Austin</b>	<b>Expected 2023</b>
Ph.D., Management (Concentration: Organizational Behavior)	
M.S., Management	<b>2020</b>
<b>Swarthmore College</b>	<b>2013</b>
B.A., Economics and Political Science, <i>Phi Beta Kappa</i>	

## RESEARCH INTERESTS

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Cognitive functioning in the workplace; interpersonal communication

## RESEARCH

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### Journal Articles

Kim, Y. J., Lam, C. F.\*, Oh, J.\*, & **Sohn, W.\*** Forthcoming. Employee constructive voice: An integrative review and a dyadic approach. *Journal of Management*

\* *The three non-first authors above share second authorship; listed in alphabetical order*

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.

### Other Publications

Burris, E. R., & **Sohn, W.** 2021. Creating a culture of voice. *Behavioral Science & Policy*, 7(1): 57–68.

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.

### Working Papers and Projects

**Sohn, W.**, Brodsky, A., & Burris, E. R. Can we please get back to work? The dark side of social support in the workplace. Stage: *Draft in-preparation for Journal of Applied Psychology*.

**Sohn, W.** & Brodsky, A. The role of intrapersonal emotion in workplace communication technology affordances: A within-subject field experiment of one-to-one video emailing technology. Stage: *Draft in-preparation for Personnel Psychology*.

M. J. Lee, **Sohn, W.\***, & Brodsky, A. When being rich makes me poor: On high depletion caused by rich virtual interactions with a low-trust partner. *Stage: Draft in-preparation for Journal of Applied Psychology*

*\* The first two authors contributed equally; listed in alphabetical order.*

Blunden, H.\*, **Sohn, W.\***, Brodsky, A., & Bernstein, E. Time pressure and transition in a new age of virtual work: The moderating role of job complexity. *Stage: Draft in-preparation for Personnel Psychology.*

*\* The first two authors contributed equally; listed in alphabetical order.*

Jeong, Y-. C., Lee, C-. S., & **Sohn, W.** Does generational diversity matter for firm performance? *Stage: Draft in-preparation for Academy of Management Journal.*

Harvey, J. F., **Sohn, W.**, & Grégoire, D. A. Coping with a pandemic: Unpacking the underlying dynamics of entrepreneurs' resilience. *Stage: Draft in-preparation for Academy of Management Journal.*

**Sohn, W.**, Brodsky, A., & Harvey, J. F. A busy boss: The impact of supervisor busyness on team outcomes. *Stage: Data collection in progress.*

## **CONFERENCE PRESENTATIONS AND SYMPOSIA**

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**Sohn, W.**, & Brodsky, A. 2021. November. The role of intrapersonal emotion in workplace communication technology affordances: A within-subject field experiment of one-to-one video emailing 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 81<sup>st</sup> Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania (virtual).

Harvey, J. F., & **Sohn, W.** 2020. December. Entrepreneurial uncertainty in times of crisis: The role of search and reflexivity in mitigating uncertainty and emotional exhaustion. Presented online at Research Seminar Series at the Government Competitiveness Research Center, Seoul National University, Republic of Korea.

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 80<sup>th</sup> 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 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston, Massachusetts.

## **AWARDS AND HONORS**

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University of Texas at Austin Graduate Continuing Fellowship	2021
HEC Montréal Research Collaboration Fund (the 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, The University of Texas at Austin	2018
Phi Beta Kappa, Swarthmore College	2013

## **TEACHING**

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McCombs School of Business, University of Texas at Austin 2022

Instructor, MAN 336: Organizational Behavior\*  
Upper-level undergraduate and Master in Professional Accounting core class

\* *Instructor evaluation will be released on Aug 29.*

Selected student comments:

“Thank you for being so passionate about OB, I really felt that as a student and one last big thanks for being an amazing, engaging professor!”

“I want to thank you for being such a kind professor that actually cares about their students – it makes such a huge difference.”

## **SERVICE**

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McCombs Doctoral Student Recruitment Interviewer	2018-21
PhD Council Member, McCombs School of Business, University of Texas at Austin	2020-21
Organizer Faculty Forums between Management Ph.D. students and faculty members	2020-21

## **PROFESSIONAL MEMBERSHIPS**

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Academy of Management, Member, 2018-present

## **INDUSTRY EXPERIENCE**

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Joint Chiefs of Staff of the Republic of Korea <i>Intelligence Officer, 1st Lieutenant</i>	August 2015 – May 2017
Air Force Operations Command, Republic of Korea <i>Intelligence Officer, 1st Lieutenant</i>	June 2015 – July 2015
<i>Intelligence Officer, 2nd Lieutenant</i>	June 2014 – May 2015
Awards and Decorations:	
<i>Army Four-Star Citation of Distinguished Service</i>	April 2017
<i>Army Four-Star Citation of Distinguished Service</i>	October 2016
<i>Army Three-Star Citation of Distinguished Service</i>	April 2016
<i>Air Force Three-Star Citation of Distinguished Service</i>	December 2014

## REFERENCES

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**Dr. Ethan R. Burris (Chair)**

Senior Associate Dean for Academic Affairs  
Neissa Endowed Professor in Business  
McCombs School of Business  
The University of Texas at Austin  
[Ethan.Burris@mcombs.utexas.edu](mailto:Ethan.Burris@mcombs.utexas.edu)

**Dr. Luis L. Martins**

Herb Kelleher Chair in Entrepreneurship  
James B. Goodson Professor of Management  
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**Dr. Andrew Brodsky**

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