

WONBIN SOHN

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EDUCATION

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

RESEARCH

Journal Articles

- Kim, Y. J., Lam, C. F.*, Oh, J.*, & **Sohn, W.*** In press. Employee constructive voice: An integrative review and a dyadic approach. *Journal of Management*
* The three non-first authors above share second authorship; 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.

Invited Revisions/Revise and Resubmits

- Harvey, J. F., **Sohn, W.**, & Grégoire, D. A. Coping with a pandemic: Unpacking the underlying dynamics of entrepreneurs' resilience. Under 2nd round revise-and-resubmit at *Journal of Business Venturing*.

Manuscripts under First Round Review

- Brodsky, A., & **Sohn, W.** The role of intrapersonal emotion in workplace communication technology affordances: A within-subject field experiment of one-to-one video emailing technology. Under review at *Organization Science*.

Working Papers and Projects

- Sohn, W.**, Brodsky, A., & Burris, E. R. Hybrid work and task effectiveness. Stage: *Draft in-preparation for Journal of Applied Psychology*.

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, 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.*

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

REFEREED CONFERENCE PRESENTATIONS

Brodsky, A., & **Sohn, W.** 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 81st 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 via 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 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.

AWARDS AND HONORS

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
Phi Beta Kappa, Swarthmore College	2013

SERVICE

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

PROFESSIONAL MEMBERSHIPS

Academy of Management, Member, 2018-present

INDUSTRY EXPERIENCE

Joint Chiefs of Staff of the Republic of Korea
Intelligence/Policy Officer, 1st Lieutenant August 2015 – May 2017

Air Force Operations Command, Republic of Korea
Intelligence/Policy officer, 1st Lieutenant June 2015 – July 2015
Intelligence/Policy officer, 2nd Lieutenant June 2014 – May 2015