

WONBIN SOHN

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EDUCATION

McCombs School of Business, The 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 INTERESTS

My research lies at the intersection of **cognition and challenges of workplace interactions**. Here, my approach toward employees' interaction challenges is twofold: a) tensions that are associated with the *structure* or *technology of interactions* through which ideas and information are exchanged; and b) tensions that stem from the *contents of interactions*, such as those attempting to change the status quo.

RESEARCH

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.

Invited Revisions/Revise and Resubmits

Sohn, W., Brodsky, A., & Burris, E. R. Shall we meet? How social support drives the outcome of workplace meetings. Revise-and-resubmit at *Academy of Management Journal*.

Manuscripts Under Review

Sohn, W.*, Lee, M. J.* & Brodsky, A. Seeing is disbelieving: How interpersonal liking influences the effects of visuality on virtual collaboration. Under review at *Journal of Applied Psychology*.

* *The first two authors contributed equally.*

Working Papers and Projects

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*.

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.*

Green, Jr., P., **Sohn, W.**, Gino, F., & Staats, B. Shopping for affirmation: How disaffirming feedback shapes social networks. *Stage: Draft in preparation for Journal of Applied Psychology*.

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

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 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 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

McCombs Research Excellence Grant	2021
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

McCombs School of Business, University of Texas at Austin 2022

Instructor, MAN 336: Organizational Behavior (overall instructor rating: 4.8/5.0)
Upper-level undergraduate and Master in Professional Accounting core class

Selected student comments:

“He always encourages students and genuinely wants them to succeed. I couldn’t have asked for a better professor.”

“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

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

MEMBERSHIPS

Academy of Management, 2018-present

Phi Beta Kappa, National Honor Society for Outstanding Liberal Arts Graduates, 2013-present

INDUSTRY EXPERIENCE

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

REFERENCES

Dr. Ethan R. Burris (Chair)

Senior Associate Dean for Academic Affairs
Neissa Endowed Professor in Business
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Dr. Andrew Brodsky

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Dr. Luis L. Martins

Zlotnik Family Chair in Entrepreneurship
James B. Goodson Professor of Management
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Dr. Steven M. Gray

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