

Seoin Yoon

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EDUCATION

Ph.D.	Texas A&M University, Mays Business School Major: Organizational Behavior, Management Dissertation: <i>Leaders in isolation: A dual-path model of workplace ostracism of leaders</i> Advisory Committee: Joel Koopman (Chair) Nitya Chawla Ji Koung Kim Christopher C. Rosen Isaac Sabat	Expected 2023
M.S.	Seoul National University, Seoul, South Korea Major: Organizational Behavior & Human Resource Management	2018
B.A.	Sogang University, Seoul, South Korea Major: Business Administration (Magna Cum Laude)	2015

RESEARCH INTERESTS

- Workplace Mistreatment
- Work-Life Issues
- Daily Work Experiences

REFEREED PUBLICATIONS

- Lee, Y. E., Simon, L.S., Koopman, J., Rosen, C. C., Gabriel, A. S., & **Yoon, S.** (in press). When, Why, and For Whom is Receiving Help Actually Helpful? Differential Effects of Receiving Empowering and Non-Empowering Help Based on Recipient Gender. *Journal of Applied Psychology*.
- Yoon, S.**, McClean, S. T., Chawla, N., Kim, J. K., Koopman, J., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (2021). Working Through an 'Infodemic': The Impact of COVID-19 News Consumption on Employee Uncertainty and Work Behaviors. *Journal of Applied Psychology*, 106, 501-517.
- Yoon, S.**, Kim, S. L., Go, C., & Yun, S. (2020). Knowledge Sharing, Hyper-competitiveness, and Contextual Factors: Investigating a three-way effect. *Journal of Business and Psychology*, 35, 489-502.

MANUSCRIPTS UNDER REVIEW

- Yoon, S.**, Koopman, J., Dimotakis, N., Simon, L. S., Liang, L. H., Ni, D., Zheng, X., Fu, S., Lee, Y. E., Tang, P., Ng, C. T. S., Bush, J., Darden, T., Forrester, J., Tepper, B. J., & Brown, D. J. (under review, 3rd round). [Abusive supervision]. *Journal of Applied Psychology*.
- Fu, S., Lee, Y. E., **Yoon, S.**, Dimotakis, N., Koopman, J., & Tepper, B. J. (under review, 3rd round). [Workload]. *Personnel Psychology*.
- Aw, S., Tang, P., Koopman, J., **Yoon, S.**, Ilies, R., Zhang, J., & De Cremer, D. (under review, 2nd round). [Artificial intelligence]. *Journal of Applied Psychology*.
- Chawla, N., McClean, S. T., **Yoon, S.**, Koopman, J., Kim, J. K., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (under review). [Boundary violation]. *Organization Science*.

WORKS IN PROGRESS

- Yoon, S.**, Yim, J., McClean, S. T., & Courtright, S. H. Ostracism. (Writing). Target: *Personnel Psychology*.
- Yoon, S.**, Koopman, J., Chawla, N., Gabriel, A. S., Rosen, C. C., Jordan, S. L., & Hochwarter, W. A. Justice. (Writing). Target: *Journal of Applied Psychology*.
- Yoon, S.**, Chawla, N., Heng, Y. T., Kim, J. K., Tang, P., & Ng, C. T. S. Grief. (Data collection for Study 3). Target: *Academy of Management Journal*.
- Yoon, S.**, McClean, S. T., Koopman, J., Chawla, N., & Bradley, B. Forgiveness. (Data analysis for Study 2). Target: *Journal of Applied Psychology*.
- Rochford, K., Bergeron, D., **Yoon, S.**, Dodson, S., & Koopman, J. Loneliness. (Preparing for submission). Target: *Journal of Management*.
- Chawla, N., Ellis, A. P. J., Reimann, M., **Yoon, S.**, & Kwon, S. H. Sexism reparation. (Data collection for Study 2). Target: *Academy of Management Journal*.
- Lee, H., Mai, K., Rosen, C. C., Gabriel, A. S., Koopman, J., **Yoon, S.**, & Kwon, S. Venting. (Data collection for Study 2). Target: *Journal of Applied Psychology*.
- Ezerins, M. E., Rosen, C. C., Gabriel, A. S., Chawla, N., & **Yoon, S.** Virtual incivility. (Data collection for Study 2). Target: *Academy of Management Journal*.
- Kim, J. K., **Yoon, S.**, Chamberlin, M., Newton, D. W., Klotz, A. C., Garud, N., & Thompson, P. Leader humor. (Data analysis). Target: *Journal of Applied Psychology*.

BLOG POST

- Lee, Y. E., Simon, L. S., Koopman, J., Rosen, C. C., Gabriel, A. S., & **Yoon, S.** (2022). Receiving help at work might not always help women – how can we make it better? *LSE Business Review*. <https://blogs.lse.ac.uk/businessreview/2022/12/14/receiving-help-at-work-might-not-always-help-women-how-can-we-make-it-better/>
- Yoon, S.**, McClean, S. T., Chawla, N., Kim, J. K., Koopman, J., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (2021). Too Much Information About COVID-19 May Be Hurting More Than Helping Us. *LSE Business Review*. <https://blogs.lse.ac.uk/businessreview/2021/08/03/too-much-information-about-covid-19-may-be-hurting-more-than-helping-us/>

CHAired CONFERENCE SESSIONS

- Yoon, S.** & Koopman, J. (2022, August). *Still in Search of a Just Workplace: Insights from Ongoing Research on Organizational Justice*. Symposium presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.
- Yoon, S.**, Chawla, N., & Zipay, K. (2022, April). *Navigating the Work-Life Interface during the COVID-19 Pandemic*. Symposium presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Yoon, S.**, Koopman, J., & Chawla, N. (2022, April). *When Forgiving Helps: Advancing Research on Forgiveness in the Workplace*. Symposium presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Yoon, S.** & Courtright, S. H. (2021, August). *The Third Decade of the Affective Revolution: How Affect and Emotions Extend Organizational Research*. Symposium presented at the virtual 81st Annual Meeting of the Academy of Management.
- Yoon, S.** & Koopman, J. (2020, August). *The Third Decade of Abusive Supervision Research: The Role of Time and Emotion*. Symposium accepted at the virtual 80th Annual Meeting of the Academy of Management.

CONFERENCE PRESENTATIONS

- Yoon, S.**, McClean, S. T., & Bradley, B. (2022, August). *The Authenticity of (In)Congruence Between Felt and Expressed Forgiveness*. In H. Huang. (Chair), *New Directions for Research on Forgiveness in Organizations: Barriers and Boundary Conditions*. Symposium presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.
- Yoon, S.**, Koopman, J., Chawla, N., Hochwarter, W. A., & Jordan, S. L. (2022, August). *Antecedents and Consequences of Justice Variability: A Latent Profile Analysis Approach*. In **S. Yoon** & J. Koopman. (Chairs), *Still in Search of a Just Workplace: Insights from Ongoing Research on Organizational Justice*. Symposium presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.
- Yoon, S.**, Koopman, J., Chawla, N., McClean, S. T., Bradley, B. (2022, April). *Examining the (In)Congruence Effect of Felt and Expressed Forgiveness on Work Outcomes Through Authenticity*. In **S. Yoon**, J. Koopman, & N. Chawla. (Chairs), *When Forgiving Helps: Advancing Research on Forgiveness in the Workplace*. Symposium presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Chawla, N., McClean, S. T., **Yoon, S.**, Koopman, J., Kim, J. K., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (2022, April). *Blurring the Boundaries: Understanding the Gender-Dependent Impact of Daily Home-Work Boundary Permeations*. In **S. Yoon**, N. Chawla, & K. Zipay. (Chairs), *Navigating the Work-Life Interface during the COVID-19 Pandemic*. Symposium presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Yoon, S.**, Chawla, N., Kim, J. K., & Heng, Y. T. (2021, August). *Misery Loves Company? An Examination of Sharing Grief at Work*. In E. E. Stillwell & J. Hinz (Chairs), *Emerging Research Directions Exploring Grief in Organizations*. Symposium presented at the virtual 81st Annual Meeting of the Academy of Management.
- Yoon, S.**, Koopman, J., Dimotakis, N., Darden, T., Forrester, J., Simon, L. S., Tepper, B. J., Liang, L. H., Ni, D., & Brown, D. J. (2021, August). *Consistent and Low is the Only Way to Go: A Polynomial Regression Approach to the Effect of Abusive Supervision Inconsistency*. In A. Zabinski & L. S. Lambert (Chairs), *Theoretical and Empirical Insights into Management Research Using Polynomial Regression*. Symposium presented at the virtual 81st Annual Meeting of the Academy of Management.
- Yoon, S.**, Yim, J., & Courtright, S. H. (2021, August). *When a Leader is Ostracized: A Multilevel Model of Leader's Experienced Ostracism at Work*. In **S. Yoon** & S. H. Courtright (Chairs), *The Third-decade of the Affective Revolution: How Affect and Emotions Extend Organizational Research*. Symposium presented at the virtual 81st Annual Meeting of the Academy of Management.
- Yoon, S.**, McClean, S. T., Chawla, N., Kim, J. K., Koopman, J., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (2021, April). *Working Through an 'Infodemic': The Impact of COVID-19 News Consumption on Employee Uncertainty and Work Behaviors*. In S. B. Barli, A. Dutli, & N. Chawla (Chairs), *Employee Emotions during COVID-19 and their Impact on Performance and Well-Being*. Symposium presented at the virtual 36th Annual Meeting of the Society of Industrial and Organizational Psychology.
- Yoon, S.**, Lee, J., Go, C., & Yun, S. (2017, August). *How Abuse of High-performing Supervisors Affects Employee Performance: A Multiple-mediation Analysis*. Paper presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.
- Yoon, S.**, Kim, R. H., & Mah, S. (2017, August). *The Effect of Leader Boundary Spanning on Employee Performance and its Boundary Conditions*. Paper presented at the 77th

Annual Meeting of the Academy of Management, Atlanta, GA.

TEACHING

Texas A&M University

MGMT 373: Managing Human Resources

Spring 2022 (In-person; Instructor Effectiveness Rating: 4.81/5.0)

Fall 2020 (Hybrid; Instructor Effectiveness Rating: 4.13/5.0)

AWARDS AND HONORS

Texas A&M University

The Dr. Michael Hitt Ph.D. Scholarship in Management 2022

Dean's Award for Outstanding Research by a Doctoral Student 2021 2021

Seoul National University

Research Assistant Scholarships 2015-2017

Sogang University

Academic Merit Scholarships 2012-2014

Dean's List Awards 2014

Northern Arizona University (exchange student program)

Dean's List Awards 2013

EXTERNAL SERVICE TO THE FIELD

Ad-hoc Journal Reviewing

Personnel Psychology, 2021

Applied Psychology: An International Review, 2021

Organizational Behavior and Human Decision Processes, 2022

Conference Reviewing

Academy of Management Annual Meeting (OB, HR)

Society for Industrial & Organizational Psychology Annual Meeting

PROFESSIONAL AFFILIATIONS

Academy of Management – Organizational Behavior & Human Resource Divisions

Society for Industrial and Organizational Psychology

Southern Management Association