

# SOOHYUN YOON

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Updated July 17, 2024

## EDUCATION

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<b>Ph.D.</b>	<b>Arizona State University, W. P. Carey School of Business</b>	Expected May 2025
	Major: Organizational Behavior, Management	
	Dissertation: Leader Self-Reliant Behavior as Mixed Messages: Examining Effects on Employees	
	Committee: Jeffery A. LePine (Chair), Blake E. Ashforth, Michael D. Baer	
<b>M.S.</b>	<b>Seoul National University</b>	2018
<b>B.A.</b>	<b>Seoul National University</b>	2014

## RESEARCH INTERESTS

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- Paradoxical tensions in interpersonal dynamics
- Management and experience of time at work
- Well-being, stress, and coping

## MANUSCRIPTS UNDER REVIEW

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Kim, J., **Yoon, S.**, LePine, J. A., Wang, D., & Waldman, D. A. [Supervisor helping]. 2<sup>nd</sup> R&R at *Personnel Psychology*.

**Yoon, S.**, LePine, J. A., Kwon, E., Aurora, S. R., Newton, D., & Wellman, N. [Task sequences and daily engagement]. 1<sup>st</sup> R&R at *Journal of Applied Psychology*.

**Yoon, S.**, LePine, J. A., Lin, S. H., & LePine, M. A. [Coworker recovery]. Under review at *Academy of Management Journal*.

Kim, J., **Yoon, S.**, LePine, J. A., Wei, W., Wang, D., & Waldman, D. A. [Supervisor helping]. Under review at *Organizational Behavior and Human Decision Processes*.

## SELECTED WORKS IN PROGRESS

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Kwon, E. \*, **Yoon, S. \***, Kabra, A., Cannon, M., & LePine, J. A. [Imagination about future]. (Preparing for submission. Target journal: *Academy of Management Journal*)

\* Denotes equal contribution

Wellman, N., **Yoon, S.**, Gierke, L., Gerpott, F., & LePine, J. A. [Questions and teams]. (Writing. Target journal: *Journal of Applied Psychology*)

Baer, M. D., Colquitt, J. A., **Yoon, S.**, & Burgess, R. L. [Trust and employee identity]. (Writing. Target journal: *Academy of Management Journal*)

Yoon, S., **Yoon, S.**, Park, H., & Cheong, M. [Empowering leader behavior and well-being]. (Writing. Target journal: *Academy of Management Journal*)

Blocker, V., Boora, L., Seo, D., Watson, M., **Yoon, S.** & Hollenbeck, J. R., (authorship order undetermined) [Gender and teams]. (Writing. Target journal: *Administrative Science Quarterly*)

**Yoon, S.**, LePine, J. A., Ho, G. C. C., & Welsh, D. T. [Recovery and time use]. (Data analysis)

## CHAired SYMPOSIA

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**Yoon, S.**, & Yoon, S. (August, 2024). *Leadership in the Trenches: Probing Uncharted Challenges Experienced by Leaders*. Symposium at the 84th Annual Meeting of the Academy of Management, Chicago, IL.

**Yoon, S.**, Kwon, E., & LePine, J. A. (August, 2023). *Dealing with Task Transitions in Modern Organizational Life: Insights from Emerging Research*. Symposium at the 83rd Annual Meeting of the Academy of Management, Boston, MA.

Lofgren, C. L., **Yoon, S.**, & Wellman, N. (August, 2020). *Leadership in 20/20: Leveraging Innovative Methodologies to Broaden and Sharpen Our Sight*. Symposium at the 81st Annual Meeting of the Academy of Management, Vancouver, British Columbia.

## CONFERENCE PRESENTATIONS

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Park, H., Yoon, S., **Yoon, S.**, & Cheong, M. (August, 2024). A leader-centric model of empowering leader behavior and its socio-emotional costs. In **S. Yoon** & S. Yoon (Chairs), *Leadership in the Trenches: Probing Uncharted Challenges Experienced by Leaders*. Symposium to be presented at the 84th Annual Meeting of the Academy of Management, Chicago, IL.

Kwon, E., **Yoon, S.**, Cannon, M., & LePine, J. A. (August, 2024). Exploring the role of pre-teamwork in multiteam systems. In E. Kwon, L. Boora, & A. Kabra (Chairs), *Architecting empirical frontiers: National infrastructure to investigate multiteam systems*. Symposium to be presented at the 84th Annual Meeting of the Academy of Management, Chicago, IL.

LePine, M. A., **Yoon, S.**, Schilbach, M., & Webster, J. R. (August, 2024). *Threat demands and the challenge hindrance stressor framework (CHSF): Development of a measure*. Paper to be presented at the 84th Annual Meeting of the Academy of Management, Chicago, IL.

LePine, J. A., **Yoon, S.**, & Kwon, E. (August, 2023). Riding engagement cascade across task transitions: Exploring the implications of task sequences on daily engagement. In **S. Yoon**, E. Kwon, & J. A.

LePine (Chairs), *Dealing with Task Transitions in Modern Organizational Life: Insights from Emerging Research*. Symposium presented at the 83rd Annual Meeting of the Academy of Management, Boston, MA.

LePine, M. A. & **Yoon, S.** (August, 2023). *The drawbacks (and potential benefits) of cross-domain attention residue*. Paper presentation at the 83rd Annual Meeting of Academy of Management, Boston, MA.

**Yoon, S.**, LePine, J. A., Wellman, N., Trinh, M. P., & Newton, D. N. (April, 2023). Exploring the implications of task sequences and break structures in multifaceted work. In Bell, S. T., & Landon, L. B. (Chairs), *Innovative IO Psychology Research for Future Space Exploration*. Symposium presented at the 38<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology, Boston, MA.

Kim, J., **Yoon, S.**, LePine, J. A., Wei, W., & Wang, D. (August, 2022). Leader obstructive proactivity: When leadership claiming fails. In Y. Huang & K. Savani (Chairs), *Leadership claiming and granting: Scale development, antecedents, and outcomes*. Symposium presented at the 82nd Annual Meeting of Academy of Management.

**Yoon, S.**, & LePine, J. A. (August, 2021). *It's time for a break! The nature and functioning of breakwork in multifaceted jobs*. Paper presentation at the 81st Annual Meeting of Academy of Management, Virtual.

LePine, M. A., & **Yoon, S.** (August, 2021). *The impact of cross-domain attention residue and buffering effect of family supportive supervisors*. Paper presentation at the 81st annual meeting of Academy of Management, Virtual.

## **AWARDS, FELLOWSHIPS, AND GRANTS**

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**Army Research Institute (ARI) and Office of Naval Research (ONR) Grant** 2022–2024

Project: Task Interdependence in Multiteam Systems

PIs: John R. Hollenbeck, Jeffery A. LePine, & Stephen E. Humphrey

### **Arizona State University**

Gladys M. DeJarnatt Graduate Support Endowment Award 2023

Honorable Mention in Institute for Social Science Research Poster Contest 2023

Graduate & Professional Student Association (GPSA) Individual Travel Grant 2023, 2024

Graduate College Travel Award 2020

Graduate Fellowship 2019–2024

### **Academy of Management**

Organizational Behavior Division “Best Reviewer” Award 2023

### **Seoul National University**

Graduate Scholarship 2016–2018

## TEACHING EXPERIENCE

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### Arizona State University

*Instructor* for MGT 320 Organizational Behavior (Undergraduate course) Spring 2023, Spring 2024

Overall evaluation mean: 6.3/7.0

Overall evaluation median: 7.0/7.0

*Teaching Assistant* for MGT 502 Organizational Behavior (MBA course) Spring 2022

### Seoul National University

*Teaching Assistant* for Organizational Behavior (Undergraduate course) Spring 2017, Spring 2018

Organizational Behavior (Executive MBA course) Spring 2017, Spring 2018

Organizational Behavior (Global MBA course) Fall 2017

## ACADEMIC SERVICE AND MEMBERSHIP

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### Ad-Hoc Reviewing

Group and Organization Management 2023

### Arizona State University

Management Behavioral Lab Subject Pool Coordinator 2019–2021

### Academy of Management

Round Table Discussant,

How to Succeed in the PhD Admissions Process: A Consortium for Pre-Doctoral Students 2023, 2024

Member & Annual Meeting Reviewer 2018–present

### Society for Industrial and Organizational Psychology

Member & Annual Conference Reviewer 2017–present

## REFERENCES

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**Jeffery A. LePine** (Chair)

Professor & PetSmart Chair in Leadership  
Department of Management and Entrepreneurship  
W. P. Carey School of Business  
Arizona State University  
[jeff.lepine@asu.edu](mailto:jeff.lepine@asu.edu)

**Blake E. Ashforth**

Regent's Professor & Horace Steele Arizona Heritage Chair  
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