

Seoin Yoon

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ACADEMIC POSITION

Arizona State University, W. P. Carey School of Business	2023–present
Assistant Professor, Department of Management and Entrepreneurship	

EDUCATION

Ph.D.	Texas A&M University, Mays Business School	2023
	Major: Organizational Behavior, Management	
M.S.	Seoul National University, Seoul, South Korea	2018
	Major: Organizational Behavior & Human Resource Management	
B.S.	Sogang University, Seoul, South Korea	2015
	Major: Business Administration	

RESEARCH INTERESTS

My research aims to understand the intricacies of workplace experiences that create vulnerabilities for employees and supervisors, with a particular focus on the following topics:

- Workplace mistreatment
- Work-life issues
- Daily work experiences

REFEREED PUBLICATIONS

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- Kim, S. L., Mah, S., Yoon, S., & Yun, S. (2025). Linking leader boundary spanning to task performance and its boundary conditions: A conservation of resources perspective. *Journal of Managerial Psychology*, 40(2), 197–210.
- Fu, S., Lee, Y. E., Yoon, S., Dimotakis, N., Koopman, J., & Tepper, B. J. (2024). “I didn’t see that coming!” A daily investigation of the effects of as-expected and un-expected workload levels. *Personnel Psychology*, 77(3), 1311–1341.
- 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. (2023). Consistent and low is the only way to go: A polynomial regression approach to the effect of abusive supervision inconsistency. *Journal of Applied Psychology*, 108(10), 1619–1639.
- Lee, Y. E., Simon, L.S., Koopman, J., Rosen, C. C., Gabriel, A. S., & Yoon, S. (2023). 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*, 108(5), 773–793.
- 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(4), 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*

MANUSCRIPTS UNDER REVIEW

Poularikas, N., Jeffers, A., Yoon, S., Koopman, J., & Dimotakis, N. (2nd Revise-and-Resubmit). Work-life experience. *Journal of Applied Psychology*.

Chawla, N. [†], McClean, S. T. [†], Yoon, S., Kim, J. K., Koopman, J., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (Under Review). Daily work-life experience. *Journal of Management*.

Yoon, S., Cannon, M. ^{*}, Courtright, S., Yim, J., & McClean, S. T. (Under Review). Workplace mistreatment. *Personnel Psychology*.

[†]Authors contributed equally. ^{*}Former or Current PhD Student

WORK IN PROGRESS

Yoon, S. (Writing). Workplace mistreatment.

Yoon, S., Chawla, N., McClean, S. T., Bradley, B., Yoo, C. ^{*}, & Koopman, J. (Writing). Forgiveness.

Yoon, S., Koopman, J., Gabriel, A. S., Rosen, C. C., Chawla, N., Hochwarter, W. A., & Jordan, S. L. (Writing). Justice.

Yoon, S., Yoon, S. ^{*}, Park, H. S., & Cheong, M. Y. (Writing). Empowering leadership.

Yoon, S., Chawla, N., Heng, Y. T., Piscione, A., & Kim, J. K. Grief. (Data collection for Study 3).

Yoon, S., McClean, S. T., Koopman, J., Chawla, N., Ezerins, M. E., & Rosen, C. C. Spouse interaction. (Data analysis).

Ezerins, M. E., Chawla, N., Yoon, S., Rosen, C. C., & Gabriel, A. S. (Writing). Incivility.

Han, J., Lee, H., Yoon, S., Koopman, J., Rosen, C. C., Gabriel, A. S., & Mai, K., (Writing). Gratitude.

Lee, H., Mai, K., Yoon, S., Koopman, J., Rosen, C. C., & Gabriel, A. S. Venting. (Data analysis).

Rochford, K., Bergeron, D., Yoon, S., Dodson, S., & Koopman, J. Loneliness. (Data analysis)

Rosen, C. C., Koopman, J., Gabriel, A. S., Yoon, S., Dimotakis, N., & Fu, S. Political discourse. (Data analysis).

^{*}Former or Current PhD Student

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

- Lee, Y. E. & Yoon, S. (2025, July). Best practices of humor use at work: Expanding the humor literature. Co-chaired symposium presented at the annual meeting of the Academy of Management. Copenhagen, Denmark.
- Yoon, S. * & Yoon, S. (2024, August). Leadership in the trenches: Probing uncharted challenges experienced by leaders. Co-chaired symposium presented at the annual meeting of the Academy of Management. Chicago, IL.
- Yoon, S. & Koopman, J. (2022, August). Still in search of a just workplace: Insights from ongoing research on organizational justice. Co-chaired symposium presented at the 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. Co-chaired symposium presented at the annual meeting 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. Co-chaired symposium presented at the annual meeting 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. Co-chaired symposium presented at the virtual 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. Co-chaired symposium accepted at the virtual annual meeting of the Academy of Management.

*Former or Current PhD Student

CONFERENCE PRESENTATIONS

- Ezerins, M, Rosen, C. C, Yoon, S., Gabriel, A., & Chawla, N. (2025, July). That's rude! Understanding incivility in remote work and its effects. In J. Nye, B. Lambert, B. Caza, E. N. Trinh, & S. Ashford (Chairs), *Mental health & well-being in the contemporary world of work*. Symposium presented at the annual meeting of the Academy of Management. Copenhagen, Denmark.
- Lee, Y. E. & Yoon, S. (2025, July). Defeating or Enhancing? The differential effects of humor based on enactor gender. In Y. E. Lee & S. Yoon (Chairs), *Best practices of humor use at work: Expanding the humor literature*. Symposium presented at the annual meeting of the Academy of Management. Copenhagen, Denmark.
- Yoon, S., McClean, S. T., Bradley, B., Yoo, C. *, & Koopman, J. (2025, July). Is more forgiving enough? A model of congruence between felt and expressed forgiveness. In R. L. Mitchell (Chair), *Beyond the traditional benchmark: New perspectives on social and internal comparative processes at work*. Symposium presented at the annual meeting of the Academy of Management. Copenhagen, Denmark.
- Poularikas, N., Jeffers, A., Yoon, S., Koopman, J., & Dimotakis, N. (2025, July). The cost of coping with infertility: Extending theory on stressor appraisal. Poster presented at the annual meeting of the Academy of Management. Copenhagen, Denmark.
- Yoon, S., Yoon, S., Park, H., & Cheong, M. (2025, July). The hidden cost of daily empowering leader behaviors for leaders: Loneliness and well-being. Poster

- presented at the annual meeting of the Academy of Management. Copenhagen, Denmark.
- Yoon, S. (2024, November). Leaders in Isolation: A dual-path model of leader's experienced workplace ostracism. Paper presented at the annual meeting of the Southern Management Association. San Antonio, TX.
- Chawla, N., McClean, S. T., Yoon, S., Koopman, J., Kim, J. K., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (2024, November). *Blurring the boundaries: Understanding the gender-dependent impact of home-to-work boundary permeations*. Paper presented at the annual meeting of the Southern Management Association. San Antonio, TX.
- Park, H., Yoon, S., Yoon, S., & Cheong, M. (2024, August). *The empty-nest effect: 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 presented at the annual meeting of the Academy of Management. Chicago, IL.
- Yoon, S. (2023, October). Panel participant for the pre-doctoral consortium at the annual meeting of the Southern Management Association. St. Pete Beach, FL.
- Yoon, S. (2023, August). Panel participant for *Halfway There, But Now What: Advice for Pre-dissertation Doctoral Students*. Professional Development Workshop at the annual meeting of the Academy of Management. Boston, MA.
- 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 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 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 annual meeting 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 annual meeting 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 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 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 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 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 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 annual meeting of the Academy of Management. Atlanta, GA.

TEACHING EXPERIENCE

Arizona State University

MGT 411: Leading Organizations (2023-present)

Texas A&M University

MGMT 373: Managing Human Resources (2020-2022)

AWARDS AND HONORS

2023 Distinguished Graduate Student Award for Excellence in Research, Texas A&M University

2022 Dr. Michael Hitt Ph.D. Scholarship in Management, Texas A&M University

2021 Dean's Award for Outstanding Research by a Doctoral Student, Texas A&M University

EXTERNAL SERVICE TO THE FIELD

Ad-hoc Journal Reviewing

Journal of Managerial Psychology

Journal of Occupational and Organizational Psychology

Organizational Behavior and Human Decision Processes

Organization Science

Personnel Psychology

Conference Reviewing

Academy of Management Annual meeting (OB, HR, MOC)

Society for Industrial & Organizational Psychology Annual meeting

PROFESSIONAL AFFILIATIONS

Academy of Management – Organizational Behavior, Human Resource, Research Methods

Society for Industrial and Organizational Psychology

Southern Management Association