

## MIN YOUNG YOON

Norm Brodsky College of Business, Rider University, Lawrenceville, NJ

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### EDUCATION

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- Ph.D. Smeal College of Business, Pennsylvania State University, 2022  
Major: Management & Organization, Concentration: Organizational Behavior
- M.A. Warwick Business School, The University of Warwick, 2013  
Major: Management & Organizational Analysis
- B.S. College of Liberal Arts, Yonsei University, 2011  
Major: Psychology (Double major: Business Administration)

### RESEARCH INTERESTS

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Diversity & Inclusion, Gender, Allyship, Work-Family Interface

### MANUSCRIPTS UNDER REVIEW

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Yoon, M. Y., Joshi, A., Briscoe, F., & Dang, C. *Name of paper and journal removed to protect anonymity in review process.*

Yoon, M. Y., Joshi, A., & Dang, C. *Name of paper and journal removed to protect anonymity in review process.*

Chen, A., Yan, L., Yoon, M. Y. *Name of paper and journal removed to protect anonymity in review process.*

### RESEARCH IN PROGRESS

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Yoon, M. Y., Joshi, A., The Effects of Formative Family Experiences (FFE) on Men's Engagement in Work-Family Initiatives. Target: *Journal of Applied Psychology*. (Preparing for Submission)

Dang, C., Yoon, M. Y., & Joshi, A. The Interactive Effects of Binding Moral Foundations and Diversity Initiatives on Organizational Citizenship Behavior: Mediating role of Distributive Justice Perception. Target: *Academy of Management Journal*. (Writing Stage)

Joshi, A., Yoon, M. Y., Rheinhardt, A. Change Narratives as Expressions of Male Leader Prototypes. Target: *Academy of Management Review*. (Writing Stage)

### TEACHING

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Organizational Behavior and Design, Instructor (MGMT 326, 3 credits)

Fall 2019 (instructor evaluation- 6.5/7.0)

Spring 2019 (instructor evaluation- 6.6/7.0)

Introduction to Korean Culture and Commerce, Teaching Assistant, Yonsei University (2015)

Successful Career Planning, Invited Lecturer, Yonsei University (2014)

### TEACHING INTERESTS

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Organizational Behavior, Managing a Diverse Workforce, HRM, Introduction to Management

## **CONFERENCE PRESENTATIONS & SYMPOSIA**

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- Yoon, M. Y.,** Joshi, A., & Dang, C. 2022. How Gender Allyship Promotes Males' Relational Wellbeing at Work. Presented at the 82nd annual meeting of the Academy of Management, Seattle.
- Yoon, M. Y.,** Joshi, A. 2019. Agency and Expressiveness as Dimensions of Male Leader Prototypes. Presented at the 79th annual meeting of the Academy of Management, Boston.
- Yoon, M. Y.** 2019. Adversaries or Allies of High Performing Women in a Politicized World, Presented at the 79th annual meeting of the Academy of Management, Boston.
- Yoon, M. Y.,** Joshi, A., & Briscoe, F. Symposium. 2019. Ignoring the Elephant (And Donkey) In the Room: Political Ideology in Organizations. Presented at the 34<sup>th</sup> annual meeting of Society for Industrial and Organizational Psychology, National Harbor.
- Yoon, M. Y.** 2018. Organizer of the symposium, Moving the Needle Forward: An Actionable Agenda for Diversity Research. Presented at the 78<sup>th</sup> annual meeting of Academy of Management, Chicago.
- Yoon, M. Y.,** & Joshi, A. 2018. How Diversity Practices Can Lower the Gender Gap in Resource Allocation. Paper presented at the 78<sup>th</sup> annual meeting of Academy of Management, Chicago.
- Yoon, M. Y.** 2017. How Interdisciplinary Teams Elicit Collaborative Communication. Paper presented at the 77<sup>th</sup> annual meeting of Academy of Management, Atlanta.
- Yoon, M. Y.,** Kim, G., Lee, S., & Sohn, Y. W. I Perceive Your Envy and I Behave Well: Moderating Roles of Fear of Negative Evaluation and Need To Belong in the Relationship between Perceived Envy and Organizational Citizenship Behavior, Poster presented at the 17<sup>th</sup> annual meeting of the Society for Personality and Social Psychology (SPSP), 2016, San Diego.

## **HONORS AND AWARDS**

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- Gerald I. Susman Enhancement Fund (2020-2021)
- Smeal Small Research Grants (2019-2022)
- M&O Summer Research Funding (2018-2021)
- Summer Research Funding Awarded by Dr. Aparna Joshi (2017)
- Management and Organizational Excellence enhancement fund (2016-present)
- Brain Korea 21 Study Abroad Travel Award, National Research Foundation of Korea (2015)
- Brain Korea 21 Scholarship, National Research Foundation of Korea (2015)
- Research Scholarship for Field Study Abroad, Yonsei Business School (2010)
- External Scholarship for Internship, Korean Ministry of Labor (2009)
- Superior Academic Performance Scholarship, Yonsei University (2007-2008)
- Honors Student, Yonsei University (2007)

## **SERVICE AND AFFILIATIONS**

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- Co-organizer for the M&O PhD brown bag seminar, Smeal College of Business (2019-2020)
- Ad hoc reviewer for the Academy of Management annual meetings (2017-present)

Member of the Academy of Management (2017-present)  
Student-Staff Liaison Committee member at Warwick Business School (2011-2012)  
Volunteer at Oxfam Bookshop (2009)

## **PROFESSIONAL EXPERIENCE**

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KIM & CHANG, HR staff, Seoul, Korea (2013-2014)  
Hay Group, Research Analyst, Seoul, Korea (2013)  
Arthur D. Little, Research Associate, Seoul, Korea (2011)  
Hankook Research Institute, Research Assistant, Seoul, Korea (2009)

## **LANGUAGES**

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Korean: Native  
English: Fluent  
Computer Language: Stata, SPSS, Mplus, UCINET

## **REFERENCES**

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Aparna Joshi  
Professor of Management & Organization  
Pennsylvania State University  
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