

## MIN YOUNG YOON

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

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Jan 2024

### ACADEMIC EMPLOYMENT

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Norm Brodsky College of Business, Rider University 2022 - present  
Assistant Professor of Management

### EDUCATION

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Smeal College of Business, Pennsylvania State University 2022  
Ph.D., Management & Organization, Concentration: Organizational Behavior

Warwick Business School, The University of Warwick 2013  
M.A., Management & Organizational Analysis

College of Liberal Arts, Yonsei University 2011  
B.A., Psychology (Double major: Business Administration)

### RESEARCH INTERESTS

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

### PUBLICATION

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**Yoon, M. Y.**, Joshi, A., & Dang, C. T. (2023) Male Privilege Awareness and Relational Well-Being at Work: An Allyship Pathway. *Psychology of Men and Masculinities*, 24(2), 149–161.

### MANUSCRIPTS UNDER REVIEW

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Chen, A., Yan, L., **Yoon., M. Y.** (Under 2<sup>nd</sup> review at *Journal of Applied Psychology*) [Title Omitted for Blind Review].

### SELECTED RESEARCH IN PROGRESS

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**Yoon, M. Y.**, Joshi, A. The Effects of Men's Paternal Nurturant Imprint (PNI) on Their Partners' Work-Family Functioning Among Dual Earner Couples. (Preparing for Submission)

**Yoon, M. Y.**, Joshi, A., & Dang, C. The Effect of Political Polarization on Gender Biases Among Male Supervisors. (Preparing for Submission)

Dang, C. T., Joshi, A., Kardel, S., & **Yoon, M. Y.** Effects of Supreme Court Ruling in the Workplace. (Writing Stage) \*Authors are listed in alphabetical order.

Dang, C. T., **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. (Writing Stage)

**Yoon, M. Y.** & Zhu, L. Y. The Effects of Creativity Training on Gender Stereotyping at Work. (Data Collection Stage)

## CONFERENCE PRESENTATIONS & SYMPOSIA

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- Yoon, M. Y.** 2023. The Effects of Men's Paternal Nurturant Imprint (PNI) on Their Partners' Work-Family Functioning Among Dual Earner Couples. Presented at the British Academy of Management 2023 Conference, Brighton.
- Chen, A., Yan, L., **Yoon, M. Y.** 2023. Do They Deserve My Support? A Moral Perspective on Coworker Intervention in anti-Asian Racism. Presented at the 83rd annual meeting of the Academy of Management, Boston.
- Yoon, M. Y.**, Joshi, A., & Dang, C. 2022. How Gender Allyship Promotes Males' Relational Wellbeing at Work. Presented at the 82<sup>nd</sup> 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 79<sup>th</sup> 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 79<sup>th</sup> 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 the 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 the 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 the 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 the Academy of Management, Atlanta.
- Yoon, M. Y.**, Kim, G., Lee, S., & Sohn, Y. W. 2016. 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), San Diego.

## TEACHING

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- Managing Workforce Diversity (MGT 320, 3 credits) (4.92/5.0)  
Spring 2023
- Fundamentals of Management and Organizational Behavior (MGT 201, 3 credits) (4.70/5.0)  
Fall 2022 (2 sections)  
Spring 2023 (2 sections)
- Organizational Behavior and Design, Instructor (MGMT 326, 3 credits) (6.55/7.0)  
Fall 2019  
Spring 2019
- Introduction to Korean Culture and Commerce, Teaching Assistant, Yonsei University (2015)

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

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## HONORS AND AWARDS

J.E. Harper Fellowship, Rider University (2022-)

Gerald I. Susman Enhancement Fund, Pennsylvania State University (2020-2021)

Smeal Small Research Grants, Pennsylvania State University (2019-2022)

M&O Summer Research Funding, Pennsylvania State University (2018-2021)

Summer Research Funding Awarded by Dr. Aparna Joshi, Pennsylvania State University (2017)

Management and Organizational Excellence Enhancement Fund, Pennsylvania State University (2016-2022)

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)

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## SERVICE AND AFFILIATIONS

### Academic Service

Editorial Board, *Psychology of Men and Masculinities* (2023-present)

Ad Hoc Reviewer, *Organizational Behavior and Human Decision Processes* (2023-present)

Ad Hoc Reviewer, *Group Processes & Intergroup Relations* (2023-present)

Reviewer, Academy of Management Annual Meetings (2017-present)

### Professional Service

Rider NBCB DEI Advisory Council (2023-present)

### Organizer

Co-organizer for the M&O PhD brown bag seminar, Smeal College of Business (2019-2020)

### Professional Affiliations

Academy of Management

American Psychological Association

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## PROFESSIONAL EXPERIENCE

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)

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## LANGUAGES

Korean: Native

English: Fluent

Computer Language: Stata, SPSS, Mplus, UCINET