

YOUJEONG SONG

Ph.D. Candidate, Department of Work and Organizations
Carlson School of Management, University of Minnesota
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EDUCATION

University of Minnesota, Carlson School of Management Ph.D., Organizational Behavior and Human Resource Management	Twin Cities, MN (<i>expected May, 2025</i>)
Yonsei University, Yonsei School of Business M.S., Management (2019)	Seoul, South Korea
Yonsei University, Yonsei School of Business B.B.A., Business Administration (2016)	Seoul, South Korea

RESEARCH INTERESTS

Diversity and Inclusion: Language | Gender | Political Ideology
Multilingual Teams
Migration and Migrant Workers

DISSERTATION

Language in Business, Language at Work: Essays on the Effects of Language Diversity and Language Proficiency on Individuals and Teams

- o **Committee:** Theresa M. Glomb (Chair), Mary E. Zellmer-Bruhn (Advisor), Abdifatah A. Ali, Aida Hajro, Ryan Allen.
- o **Overview:** My dissertation investigates how language barriers impact individuals and teams in multilingual workplaces through two essays. Essay 1 examines the effects of “*common language proficiency diversity*” – the variance in the common workplace language proficiency levels among members – on team performance and inclusiveness via team language barriers. I conceptualize, develop, and validate a *language barrier scale* and test the theoretical model using a sample of 615 global teams. Essay 2 introduces and explores the concept of “*language brokerage*,” where individuals with language skills assist communication in situations with language barriers. In-depth interviews are in progress to develop a *model of language brokerage* that explains the emergence, motives, and types of language brokerage.
- o **Winner, Business for a Better World (B4BW) Dissertation Proposal Competition, Colorado State University; Winner, Carlson Dissertation Fellowship, University of Minnesota**

REFEREED PUBLICATIONS

Wanberg, C. R., **Song, Y.**, & Yoo, S. M. (2024). Recruiting Women in the Workplace: A Review of Empirical Research. In J. E. Slaughter & D. G. Allen (Eds.), *Essentials of Employee Recruitment: Individual and Organizational Perspectives*. Abingdon: Routledge.
<https://doi.org/10.4324/9781003356752>

Dossinger, K., Wanberg, C. R., **Song, Y.**, & Basbug, G. (2023). Lookism Climate in Organizations: Construct Development and Validation of a Scale. *Journal of Management*, 0(0).

<https://doi.org/10.1177/01492063231196555>

Lee, J. W., & Song, Y. (2019). Promoting employee job crafting at work: the roles of motivation and team context. *Personnel Review*, 49(3), pp.689-708. <https://doi.org/10.1108/PR-07-2018-0261>

PAPERS UNDER REVIEW OR REVISION

Song, Y. & Sojourner, A. Political ideology fit and job application decision. [Under Review, *Journal of Applied Psychology*]

WORKING PAPERS

Song, Y., Zellmer-Bruhn, M. E., & Taras, V. Language Barriers in Multilingual Teams. [Writing Stage. Target: *Organization Science*]

Song, Y. & Zellmer-Bruhn, M. E. Exploring Language Brokerage in Multilingual Work Environments. [Additional Data Collection]

SELECTED WORKS IN PROGRESS

Zellmer-Bruhn, M. E., **Song, Y.**, Maloney M. M., & Bresman, H. Language Diversity and Transactive Memory System. [Study 2 Pilot Data Collection]

Song, Y., Dossinger, K., & Rees, L. Appearance Management and Gender. [Theory Building in Progress]

*Akkan, E., *Brewster, C. *Björkman, I., *Caprar, D., *Cerdin, J., *Clegg, C., *Davoine, E., Hajro, A., *Koveshnikov, A., *Lazarova, M., *Reiche, S., *Richter, N., ***Song, Y.**, *Stahl, G., *Zander, L., *Zellmer-Bruhn, M. E., & *Zikic, J. Gender Status Change and Skilled Migrants' Work Experience. [Data Analysis]

*Order alphabetical

*Dossinger, K., ***Song, Y.**, *Wanberg, C. R., & *Yoo, S. M. A Model of Physical Attractiveness, Lookism Climate, and Career Success. [Study Design in Progress]

*Order alphabetical

Song, Y. & Zellmer-Bruhn, M. E. Migrant Intersectionality and Stereotype Content of Migrant Workers. [Study Design in Progress]

Song, Y. The Effects of Language on Low-Skilled Migrant Workers' Information Poverty and Career Development. [Theory Building in Progress]

CONFERENCE PRESENTATIONS

Song, Y. & Zellmer-Bruhn, M. E., et al. Gender status change and skilled migrants' work experience.

- Migration and Organizations Annual Conference (2024)

Allen, D.G., Hebl, M., McKay, P., Slaughter, J.E., & **Song, Y.** The present and future of recruitment in a complex and evolving societal context [Panel].

- Annual Conference of the Society for Industrial and Organizational Psychology (SIOP) (2024)

Song, Y. & Zellmer-Bruhn, M. E. Migrant intersectionality and stereotype content of migrant workers.

- Annual Meeting of the Academy of Management (2023)., In Song Y. (Co-Chair) & Zellmer-Bruhn, M. E., (Co-Chair), *Facilitating and Enhancing the Experience of Migrant employees in Organizations*.
- Groupe d'Etudes Management et Langage (GEM&L) (2023)

Song, Y., Zellmer-Bruhn, M. E., & Taras, V. Language barriers in multilingual teams.

- Annual Meeting of the Academy of Management (2023)., In Pizzinato, M. (Chair), *New Perspective on Migration and Multiculturalism in Organizations*.

Song, Y. & Zellmer-Bruhn, M. E. Exploring language brokerage in multilingual work environments.

- Annual Meeting of the Academy of Management (2023)
- Groupe d'Etudes Management et Langage (GEM&L) (2023)
- Annual Conference of the Interdisciplinary Network for Group Research (INGRoup) (2022)

Song, Y. & Sojourner, A. Political ideology fit and job application decision.

- Annual Conference of the Society for Industrial and Organizational Psychology (SIOP) (2023)

Dossinger, K., Wanberg, C. R., **Song, Y.**, & Basbug, G. Lookism climate in organizations: construct development and validation of a Scale.

- Annual Conference of the Society for Industrial and Organizational Psychology (SIOP) (2022)

Song, Y. & Zellmer-Bruhn, M. E. The role of Language brokerage in transactive memory system development in multicultural teams.

- Annual Conference of the Interdisciplinary Network for Group Research (INGRoup) (2021, Virtual)

Zellmer- Bruhn, M. E., **Song, Y.**, Maloney, M. M., & Bresman, H. Language diversity and transactive memory system development.

- Annual Conference of the Interdisciplinary Network for Group Research (INGRoup) (2020, Virtual)

Lee, J. W., & **Song, Y.** Promoting employee job crafting at work: the role of motivation and team context.

- Annual Meeting of the Academy of Management (2019)

ORGANIZED SYMPOSIUM

Song, Y. & Zellmer-Bruhn, M. E. (2023). Facilitating and Enhancing the Experience of Migrant employees in Organizations. Annual Meeting of the Academy of Management.

INVITED DOCTORAL CONSORTIUM

- 2024 Doctoral Consortium, Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Chicago, IL, USA.
- 2023 Doctoral Consortium, International Management (IM) Division, the 83rd Annual Meeting of

- the Academy of Management, Boston, MA, USA.
- 2022 Doctoral Consortium, International Management (IM) Division, the 82nd Annual Meeting of the Academy of Management, Seattle, WA, USA.
Doctoral Consortium, Gender and Diversity in Organizations (GDO) Division, the 82nd Annual Meeting of the Academy of Management, Seattle, WA, USA.
Doctoral Consortium, Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Hamburg, Germany.

AWARDS & HONORS

External Awards & Honors from the Field

- 2024 Best Reviewer Award, Asia Academy of Management (AAOM)
Doctoral Travel Stipend Award, Academy of International Business (AIB)
- 2023 Winner, Dissertation Proposal Competition, Business for a Better World (B4BW), Colorado State University

University of Minnesota

- 2024 Research Grant for Diversity, Equity, and Inclusion (\$2,500)
WORC PhD Student Small Research Grant (\$800)
Conference Travel Fellowship, Carlson School of Management (\$1,200)
- 2023 Winner, Carlson Dissertation Fellowship (\$32,000)
Research Grant for Diversity, Equity, and Inclusion (\$2,500)
WORC PhD Student Small Research Grant (\$1,500 - Spring, \$2,500 - Fall)
Conference Travel Fellowship, Carlson School of Management (\$1,000)
- 2022 Excellence in Teaching Award, Carlson School of Management
Dedication to Student Learning Certificate, Center for Educational Innovation
WORC PhD Student Small Research Grant (\$5,000 - Spring, \$1,000 - Fall)
Conference Travel Fellowship, Carlson School of Management (\$700)
- 2021 Carlson Dean's Small Research Grant (Co-PI: Zellmer-Bruhn, M.) (\$8,375)
WORC PhD Small Research Grant (\$6,825)
Research Support Grant, Council of Graduate Students (\$500)
- 2020 WORC PhD Small Research Grant (\$5,400)
- 2019 James Dworkin Fellowship (\$1,500)
Carlson Dean's Small Research Grant (Co-PI: Zellmer-Bruhn, M.) (\$8,000)
WORC PhD Small Research Grant (\$3,900)

Yonsei University

- 2017 Yonsei Academic Excellence Scholarship, Graduate School of Business
- 2016 Yonsei Academic Excellence Scholarship, Graduate School of Business

TEACHING EXPERIENCES

University of Minnesota, Carlson School of Management

Instructor	HRIR 3041	Organizational Behavior: The individual and the organization (Fall 2021) ○ Instructor Ratings: 5.72/6.0
	HRIR 3042	Organizational Behavior: Groups and Teams (Fall 2021) ○ Instructor Ratings: 5.84/6.0
Teaching Assistant	CMBA 5852	Human Capital Management (Spring 2023)
	CMBA 5844	Organizational Behavior (Fall 2022)
	MBA 6111	Leading Others (Spring 2023, Spring 2021)
	HRIR 6801	HRIR in Practice: Strategy, Execution, and Ethics (Spring 2021, Fall 2020, Spring 2020)
	HRIR 6441	Organizational Behavior Foundations of High-Impact HRIR (Spring 2021)
	HRIR 3041	Organizational Behavior: The individual and the organization (Fall 2022)
	HRIR 3042	Organizational Behavior: Groups and Teams (Fall 2022)
	HRIR 3031	Staffing and Selection: Strategic and Operational Concerns (Spring 2020)
	HRIR 3032	Training and Development (Spring 2020)

PROFESSIONAL SERVICE

Ad-hoc Reviewer	Interdisciplinary Network for Group Research Annual Conference (2021-present)
	Academy of Management Annual Meeting (2022-present)
	Academy of International Business Annual Conference (2024-present)
University of Minnesota	Asia Academy of Management (2024-present)
	WORG Department Co-organizer, Student Presentation Series (2023-present)
	New Ph.D. Student Orientation Student Panel, Carlson School of Management (2022-2023)
	WORG Ph.D. Students Practicum Presenter: Teaching in the Third Year (2022)
	Carlson Student Advisory Committee, WORG Department Ph.D. Student Representative (2021-2023)

REFERENCES

Mary E. Zellmer-Bruhn, Ph.D. Professor and Associated Dean of MBA and MS Programs Department of Work and Organizations Carlson School of Management University of Minnesota Minneapolis, MN 55455 Email: zellm002@umn.edu Phone: +1 (612) 802-5645	Connie R. Wanberg, Ph.D. Professor and Industrial Relations Faculty Excellence Chair Department of Work and Organizations Carlson School of Management University of Minnesota Minneapolis, MN 55455 Email: wanbe001@umn.edu Phone: +1 (612) 301-3083
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