

YOUJEONG SONG

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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
Migration and Migrant Workers

DISSERTATION

Bridging Language Barriers: Essays on the Effects of Language Diversity on Individuals and Teams and a Remedy for Language Barriers

- **Committee:** Theresa M. Glomb (Chair), Mary E. Zellmer-Bruhn (Advisor), Abdifatah A. Ali, Aida Hajro, Ryan Allen.
- **Overview:** My dissertation investigates how language barriers impact individuals and teams in multilingual workplaces through two essays. Essay 1 examines the effects of three types of team language diversity on team performance via team language barriers. I conceptualize, develop, and validate a language barrier scale and test the theoretical model using a large-scale global team sample. Essay 2 introduces and explores the concept of "language brokerage," where individuals with language skills assist communication and facilitate interactions in situations with language barriers. In-depth interviews are in progress to develop a model of language brokerage that explains the emergence, motives, and methods of language brokerage.
- *Winner, Business for a Better World (B4BW) Dissertation Proposal Competition, Colorado State University (2023)*
- *Winner, Carlson Dissertation Fellowship, University of Minnesota (2023)*
- *Finalist, HumRRO Fellowship in I-O Psychology, HumRRO (2024)*

REFEREED ACADEMIC JOURNAL PUBLICATIONS

Dossinger, K., Wanberg, C. R., **Song, Y.**, & Basbug, G. (2023). Lookism Climate in Organizations: Construct Development and Validation of a Scale. *Journal of Management*, pp.1-28.

<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>

PUBLISHED BOOK CHAPTERS

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>

PAPERS UNDER REVIEW OR REVISION

Song, Y. & Sojourner, A. Political ideology fit and job application decision. [Under Review, *Management Science*]

WORKING PAPERS

†**Song, Y.**, Zellmer-Bruhn, M. E., & Taras, V. Language Barriers in Multilingual Teams. [Stage: *Study 3 Design*. Target: *Organization Science*]

†**Song, Y.** & Zellmer-Bruhn, M. E. Exploring Language Brokerage. [Stage: *Additional Data Collection*]

† Denotes part of the PhD dissertation

SELECTED WORKS IN PROGRESS

Zellmer-Bruhn, M. E., **Song, Y.**, Maloney M. M., & Bresman, H. Language Diversity and Transactive Memory System. [Study 3 Design 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., *Stahl, G., ***Song, Y.**, *Zander, L., *Zellmer-Bruhn, M. E., & *Zikic, J. Gender Status Change and Skilled Migrants' Work Experience. [Additional Data Coding]

*Order alphabetical

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

Song, Y. Language Ability and Low-Skilled Migrant Workers' Information Poverty. [Study Design in Progress]

*Dossinger, K., ***Song, Y.**, *Wanberg, C. R., & *Yoo, S. M. Physical Attractiveness, Lookism Climate, and Career Success. [Theory Building in Progress]

*Order alphabetical

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

AWARDS & HONORS

External Awards & Honors from the Field

2024 Finalist, HumRRO Fellowship in I-O Psychology, Human Resources Research Organization (HumRRO)

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)
WORG 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)
WORG 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 Award, Center for Educational Innovation
WORG 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)
WORG PhD Small Research Grant (\$6,825)
Research Support Grant, Council of Graduate Students (\$500)

2020 WORG 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)
WORG 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

CONFERENCE PRESENTATIONS

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

- Annual Conference of the Interdisciplinary Network for Group Research (INGRoup) (2024)*
* *Paper Accepted, but unable to present due to flight cancellation*
- Annual Meeting of the Academy of Management (2023)., In Pizzinato, M. (Chair), *New Perspective on Migration and Multiculturalism in Organizations.*

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) (2024)
- Annual Conference of the Interdisciplinary Network for Group Research (INGRoup) (2020, Virtual)

Song, Y. & Zellmer-Bruhn, M. E. Exploring Language Brokerage.

- Annual Conference of the Academy of International Business (AIB) (2024)

- 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. & 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. & 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)

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, Organizational Behavior (OB) Division, the 84th Annual Meeting of the Academy of Management, Chicago, IL, USA.
 Doctoral Consortium, Academy of International Business (AIB) Annual Conference, Seoul, Republic of Korea.
 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.

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**
- * *Excellence in Teaching Award, Carlson School of Management*
- * *Dedication to Student Learning Award, Center for Educational Innovation*
- 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)
- Asia Academy of Management Annual Conference (2024-present)
- Academic Field University of Minnesota** Conference Volunteer, Academy of International Business (2024)
- Conference Volunteer, The Andrew Van de Ven Engaged Scholarship Conference (2024)
- WORG Department Co-organizer, Student Presentation Series (2023-2024)
- 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)

REFERENCES

Mary E. Zellmer-Bruhn, Ph.D.

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