

CURRICULUM VITAE
University of Idaho

NAME: Yunhyung (Yun) Chung

DATE: June 17, 2021

RANK OR TITLE: Associate Professor

DEPARTMENT: Business, College of Business and Economics

OFFICE LOCATION AND CAMPUS ZIP:

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DATE OF FIRST EMPLOYMENT AT UI: August 10, 2007

DATE OF TENURE: June 22, 2014

EDUCATION BEYOND HIGH SCHOOL:

Doctor of Philosophy (Ph.D.), Rutgers, The State University of New Jersey, Industrial Relations and Human Resource Management, New Brunswick, NJ, 2008.
(Concentration: Human Resource Management)

Master of Science (M.S.), Rutgers, The State University of New Jersey, Industrial Relations and Human Resource Management, New Brunswick, NJ, 2004.
(Concentration: Human Resource Management).

Master of Arts (M.A.), Sungkyunkwan University, Economics, Seoul, Republic of Korea, 1998.
(Concentration: Labor Economics).

Bachelor of Commerce, Dongguk University, International Trade, Seoul, Republic of Korea, 1994.

EXPERIENCE:

Associate Professor, University of Idaho, College of Business and Economics (June 2014 – Present).

Assistant Professor, University of Idaho, College of Business and Economics (August 2007 – June 2014).

Part-time Instructor, Rutgers University, Industrial Relations and Human Resource Management (August 2001 – July 2006).

Teaching/Research Assistant, Rutgers University (August 2001 – July 2006).

Research Associate/Assistant, Korea Labor Institute (November 1997 – February 1999; May 1999 – April 2001).

TEACHING ACCOMPLISHMENTS:**Areas of Specialization:**

Organizational Behavior and Leadership
 Organization Design and Change
 Human Resource Management
 General Management

Courses Taught in University of Idaho:

MHR416 Managing Reward Systems, Spring 2021 – present
 MHR310 Leading Organizations and People, Fall 2013 – present
 MHR418 Managing Organization Design and Leading Changes, Fall 2007, Spring 2008, Fall 2008, Fall 2009, Spring 2010, Spring 2012, Fall 2014 – present
 Integrated Business Curriculum (IBC), Fall 2010 – Spring 2014
 * Note. IBC is a 17-credit, team-taught program for cross-functional, integrative learning.
 BUS413 Organizational Behavior and Leadership, Spring 2008, Fall 2008, Fall 2009, Spring 2010
 BUS311 Introduction to Management, Spring 2009, Fall 2009, Spring 2011, Fall 2011, Fall 2012

Students Advised:

30-50 major/program advisees per academic year during 2015-present
 40-65 major/program advisees per academic year during 2009-2014
 25-30 major/program advisees during the 2008-2009 academic year

Courses Developed or Reconfigured:

MHR310 Leading Organizations and People.
 MHR416 Managing Reward Systems
 MHR418 Managing Organization Design and Leading Changes

Student Conference:

Leading student participation in 2021 HR Leaders of Tomorrow (student conference), Northwest Human Resource Management Association (virtual), April 8-10, 2021.

Student Research Project:

Leading and advising student research projects with Micron HR, Fall 2014 – 2016.

SCHOLARSHIP ACCOMPLISHMENTS:**Areas of Specialization:**

Workplace diversity and faultlines, teams, social networks, strategic HRM

Peer-Reviewed/Evaluated Journal Publications:

1. Palmer, J. C., Chung, Y., Park, Y., & Wang, G. 2020 Affectivity and riskiness of retirement investment decisions. *Personnel Review*. <https://doi.org/10.1108/PR-05-2019-0244>
2. Chung, Y., Jiang, Y., Blasi, J. R., & Kruse, D. 2020 Building organizational support for innovation: A cascade effect of leader networking behaviors and moderating effects of hierarchical faultlines. *Small Group Research*. 51: 616-650.

3. Richard, O. C., Wu, J., Markóczy, L. A., & Chung, Y. 2019. Top management team demographic-faultline strength and strategic change: What role does environmental dynamism play? *Strategic Management Journal*. 40: 987-1009. <https://doi.org/10.1002/smj.3009>
*Yun Chung is the corresponding author.
*The video abstract was taken by Yun Chung and posted in the Strategic Management Society YouTube channel at <https://www.youtube.com/watch?v=u6dQD6Vr3Yk>.
4. Chung, Y., & Park, Y. 2019. What I know, what I think I know, and whom I know: Influence on 401(k) plan allocation decisions. *Journal of Consumer Affairs*. 53: 1312-1349. <https://doi.org/10.1111/joca.12231> (*Equal contribution)
5. Chung, Y., & Colakoglu, S. A. 2018. Closer examination of how human resource management systems impact social and human capital in organizations. *International Journal of Learning and Intellectual Capital*, 15: 119-136.
6. Chung, Y., Gully, S. M., & Lovelace, K. J. 2017. Predicting readiness for diversity training: The influence of perceived ethnic discrimination and dyadic dissimilarity, *Journal of Personnel Psychology*. 16: 25-35.
7. Chung, Y., Liao, H., Jackson, S., E., Subramony, M. A., Colakoglu, S., & Jiang, Y. 2015. Cracking but not breaking: Joint effects of faultline strength and diversity climate on loyal behavior. *Academy of Management Journal*. 58: 1495-1515.
*The earlier version of this paper was selected as a 2011 Academy of Management Best Papers Proceeding in the 2011 Academy of Management Annual Meeting.
8. Chung, Y., & Park, Y. 2015. Do financial networks matter in retirement investment decision? Evidence from Generation Yers,” *Financial Services Review*. 24:77-99. (*Equal contribution)
* This paper (<http://ssrn.com/abstract=2328998>) was listed on “SSRN's Top Ten download list for: ERN: Other Microeconomics: Intertemporal Consumer Choice & Savings (Topic) and FEN: Experimental Finance (Topic)” on Oct. 4, 2013, only 10 days after we posted.
9. Chung, Y., & Park, Y. 2014. The effects of financial education and networks on business students’ financial literacy. *American Journal of Business Education*. 7: 229-236. (*Equal contribution)
10. Chung, Y. 2013. Trainee readiness for diversity training. *Journal of Diversity Management*. 8: 77-84.
11. Chung, Y., & Jackson, S. E. 2013. The internal and external networks of knowledge intensive teams: The role of task routineness. *Journal of Management*. 39: 442-468.
12. Jiang, Y., Jackson, S. E., Shaw, J. B., & Chung, Y. 2012. The consequences of educational specialty and nationality faultlines for project teams. *Small Group Research*. 43: 613-644.
13. Baker-Eveleth, L., Chung, Y., Eveleth, D. M., & O'Neill, M. 2011. Developing a community of practice through learning climate, leader support and leader interaction. *American Journal of Business Education*. 4: 33-40. *Authors listed alphabetically.
14. Chung, Y., & Jackson, S. E. 2011. Coworker trust and knowledge creation: A multilevel analysis. *Journal of Trust Research*. 1: 65-83.
*This paper was placed in the seventh most cited/read paper (as of July 2013).

15. Lovelace, K. J., Chung, Y. 2010. A set of integrated exercises for increasing student awareness of issues facing female expatriates. *Journal of Management Education*. 34: 746-774.

Peer-Reviewed/Evaluated Proceedings:

- Chung, Y., Liao, H., Subramony, M. A., Jackson, S. E., Colakoglu, S., & Jiang, Y. A. 2011. A cross-level analysis of demographic faultlines and diversity climate on job dedication. *The 2011 Academy of Management Best Papers Proceeding*.

Book Chapters:

- Colakoglu, S., Chung, Y., & Tarhan, B. 2015. Strategic human resource management in facilitating organizational change. A. Gokosy (eds.) *Organizational Change Management Strategies in Modern Business*, pp. 172-192. (IGI Global)
- Jackson, S. E., & Chung, Y. 2008. The people make the place complicated. In D. B. Smith (ed.), *The People Make the Place: Dynamic Linkages between Individuals and Organizations*, pp. 37-62. (Mahwah, NJ: Lawrence Erlbaum).
- Lepak, D., Liao, H., Chung, Y., & Harden, E. 2006. A conceptual review of human resource management systems in strategic HRM research (vol. Vol 25, pp. 217-272). *Research in Personnel and Human Resource Management*, Elsevier Science.

Others (Technical Report and Manual):

- Chung, Y., & Bailey, J. 2016. *A report of an analysis of the 2015 employee survey results* (a research report to a multinational firm).
- Chung, Y., Shaw, J. B., & Jackson, S. E. 2006. *Faultline index for groups: A guide for SAS users, Version 1.0* (for categorical attributes). Rutgers University, USA. (A SAS code and a program instruction available at https://www.researchgate.net/publication/309385444_Faultline_Index_for_Groups_FIG_A_Guide_for_SAS_Users).

Peer Reviewed Journal and Conference (currently scheduled or submitted):

- Colakoglu, S., Chung, Y., & Ceylan, C. Collaboration-based HR systems and innovative work behaviors: the role of information exchange and HR system strength (3rd Revised and Resubmitted to *European Management Journal*) (*The first and second authors equally contributed to the project).

Research In-Progress:

- Colakoglu, S., Chung, Y., & Hong, Y. Talent management, social capital, and innovation. An invited book chapter in *Smart Talent Management* (2nd edition). Plan to submit on November, 2021.
- You, J., Shin, T., & Chung, Y. Can powerful allies save the CEO? The effect of the CEO's subgroup on CEO dismissal. Plan to submit it to *Academy of Management Journal*.

Chung, Y., & Park, Y. Knowledge faultlines and team survival: Role of task complexity.

Chung, Y., & Bezrukova, Y. Subgroup power effects on performance and job satisfaction.

Chung, Y., & Jackson, S. E. A high performance work system for female employees.

Johnson, H., Highberger, F. K., Chung, Y., Umphress, E., & Lam, C. F. Supervisor-subordinate dissimilarity and performance: Moderation of identity threat.

Professional Meeting Papers (Peer-Reviewed Presentations):

International meetings:

1. You, J., Shin, T., & Chung, Y. Can powerful allies save the CEO? The effect of the CEO's subgroup on CEO dismissal. The 2021 Academy of Management Meeting. Virtual Presentation (Accepted).
2. Chung, Y., & Park, Y. Knowledge faultlines and team survival: Role of task complexity. The 2020 Academy of Management Meeting. Virtual Presentation.
3. Chung, Y., & Johnson, H. Faultlines and power imbalance across subgroups in work groups. The 2019 Academy of Management Meeting, Boston, MA.
4. Chung, Y. Group faultlines and leadership: Triggers and theoretical implications, Symposium, **Chair**, The 2018 Academy of Management Meeting, Chicago, IL.
5. Palmer, J., Chung, Y., Park, Y., & Wang, G. Affect and risky retirement investments: The mediating influence of financial knowledge networks. The 2018 Academy of Management Meeting, Chicago, IL.
6. Chung, Y., & Johnson, H. Perceived strategic alignment and faultlines. The 2018 Academy of Management Meeting, Chicago, IL.
7. Chung, Y., & Park, Y. What I know, what I think I know, and whom I know: Influence on 401(k) Plan Allocation Decisions, The 2017 Academy of Management Meeting, Atlanta, GA.
8. Chung, Y., & Jiang, Y. Group faultline activation: Triggers, processes, and theoretical implications, Symposium, **Chair**, The 2017 Academy of Management Meeting, Atlanta, GA.
9. Chung, Y., Blasi, J. R., & Kruse, D. Leader networking behavior and job level faultlines: Effects on perceived innovation support, The 2016 Academy of Management Meeting in Anaheim (CA) in August 5-9.
10. Chung, Y. Diversity climate research: New research directions, The 2016 Academy of Management Meeting in Anaheim (CA) in August 5-9.
11. Chung, Y., & Park, Y. 2014. The effects of investors' financial knowledge, confidence, and networks on risk-taking in retirement investments. 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
12. Chung, Y., Blasi, J. R., & Kruse, D. 2012. Understanding the intensity and variety of networking

- behaviors and innovation support climate. The Academy of Management Annual Meeting, Boston, MA.
13. Chung, Y., Liao, H., Subramony, M. A., Jackson, S. E., Colakoglu, S., & Jiang, Y. A. 2011. A cross-level analysis of demographic faultlines and diversity climate on job dedication. The Academy of Management Annual Meeting, San Antonio, TX.
 14. Chung, Y. 2009. Balancing the internal and external social capital of diverse teams: the role of task characteristics. The Academy of Management Annual Meeting, Chicago, IL.
 15. Chung, Y. 2008. Internal social capital, task characteristics, and performance in diverse R&D teams, Paper accepted for the Academy of Management Annual Meeting, Anaheim, CA.
 16. Chung, Y. & Lau, D. C. 2007. Faultlines and between-subgroup relations in teams: new perspective on team diversity, Symposium (**Chair, Selected as a Showcase Symposium**) at the Academy of Management Annual Meeting, Philadelphia, PA.
 17. Van Olffen, W., Raes, A., Blumberg, B. F., & Chung, Y. 2007. Potential and actual subgroups in teams: Intra-team networks as validation for faultlines. The Academy of Management Annual Meeting, Philadelphia, PA.
 18. Jiang, Y., Chung, Y., Jackson, S. E., & Shaw, B. 2007. The effects of knowledge faultlines on team cohesion, Learning and Performance. The Academy of Management Annual Meeting, Philadelphia, PA.
 19. Chung, Y., Shaw, J. B., Jiang, Y., & Jackson, S. E. 2006. The impact of deep- and surface-level faultlines on team processes. The Academy of Management Annual Meeting, Atlanta, Georgia.
 20. Chung, Y., Jackson, S. E., & Shaw, J. B. 2005. Multi-level effects of demographic faultlines on team performance and rewards. The Academy of Management Annual Meeting, Honolulu, Hawaii.
 21. Chung, Y. 2004. Human resource systems, social capital, and the creation of human capital in organizations. The Academy of Management Annual Meeting, New Orleans, LA.
 22. Gully, S. M., Philips, J. M., & Chung, Y. 2004. Allocator nationality and merit pay decision-making. The Academy of Management Annual Meeting, New Orleans, LA.
 23. Chung, Y., & Gully, S. M. 2004. The influence of previous discrimination experiences and dyadic dissimilarity on trainees' pre-training expectations and diversity attitudes. The Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
 24. Chung, Y. 2003. Demographics and diversity climate: Influences on determinants for effective diversity initiatives. The Academy of Management Annual Meeting, Seattle, WA.

National meetings:

25. Chung, Y., & Park, Y. 2015. Emotions and Knowledge in Consumer Financial Decisions. Decision Science Institute 2015 Annual Meeting in Seattle, WA, USA.

26. Chung, Y., & Park, Y. 2014. The Role of Financial Networks in Retirement. Annual Meeting of the Academy of Behavioral Finance and Economics, Los Angeles, CA.
27. Chung, Y., & Park, Y. 2013. Do financial networks matter in retirement investment decisions? Experimental survey evidence. Annual Meeting of the Academy of Behavioral Finance and Economics, Chicago, IL.
28. Jiang, Y., Jackson, S. E., Chung, Y., & Shaw, J. B. 2008. A longitudinal study of the effects of education and nationality faultlines on team processes and outcomes. The British Academy of Management, Harrogate, Britain.

Invited Presentations:

29. Chung, Y. The multilevel analysis of gender faultlines on loyal behavior: The role of diversity climate. Korea Women's Development Institute. 2018 Korean Women Manager Panel Forum.
30. Chung, Y, Jiang, Y., Blasi, J. R., & Kruse, D. 2016. Building climate for innovation: a cascade effect of leader networking behaviors and hierarchical faultlines Research Seminar, Shanghai Tech University, Shanghai, China.
31. Joshi, A., Jackson, S. E., & Chung, Y. 2004. Applying Shaw's faultline propensity measure to a service team context. Invited presentation for workshop titled, Statistical Methods for Assessing Faultlines in Teams: Directions for Research on Team Composition. The Academy of Management Annual Meeting, New Orleans, LA.

Grants and Contracts Awarded:

Research, Student Engagement, and Outreach Project with Micron Technology, Inc., Principal Investigator and Student Advisor (Fall 2014 – Spring 2017) (Chung, Y., & Bailey, J.).

Seed Grant, University of Idaho, 2012-2013 (\$12,000), *Title: The role of financial literacy and social networks in retirement investment decisions* (Chung, Y., & Park, Y.).

Summer Research Grant, College of Business and Economics, University of Idaho, 2008 -2013 Summer.

Honors and Awards:**University:**

2018-2020 President's Mid-Career Award, University of Idaho.

2019 FIDA award, University of Idaho.

College:

Davis 3-Year Fellowship, The College of Business and Economics, University of Idaho, 2021 – 2023 (\$15,000 per year for three years).

Monnett International Faculty Fellowship, Department of Business, The College of Business and Economics, University of Idaho, 2018, 2019, and 2020 (\$15,000 each year).

Alsaker Family Fellowship, Department of Business, The College of Business and Economics, University of Idaho, 2017 (\$15,000).

**Note. This fellowship is for teaching excellence to faculty teaching college core courses.*

Reyes Excellence Fellowship, Department of Business, The College of Business and Economics, University of Idaho. 2016.

Innovation, Impact, and Outreach (IIO), The College of Business and Economics, University of Idaho. 2015 and 2016.

CBE Excellence Fellowship, Department of Business, The College of Business and Economics, University of Idaho. 2015.

The 2015 Thiessen Family Excellence in Research Award. The College of Business and Economics, University of Idaho.

Profession:

Human Resource Management Journal, Reviewer Certificate. 2020 and 2021.

Showcase Symposium at the 2016 Academy of Management Annual Meeting, Organizational Behavior Division /Gender and Diversity in Organizations Division/Conflict Management Division, Academy of Management, 2016. *The present and future of diversity climate research: Where are we now and where do we have to go?*

The 2014 Academy of Management **Best Reviewer Award**, Gender and Diversity in Organizations Division, Academy of Management.

The 2011 Academy of Management **Best Papers Proceeding**, Gender and Diversity in Organizations Division, Academy of Management, 2011, *Title: A cross-level analysis of demographic faultlines and diversity climate on job dedication* (Chung, Y., Liao, H., Subramony, M. A., Jackson, S. E., Colakoglu, S., & Jiang, Y. A.).

Showcase Symposium at the 2007 Academy of Management Annual Meeting, Organizational Behavior Division /Gender and Diversity in Organizations Division/Conflict Management Division, Academy of Management, 2007, *Title: Faultlines and between-subgroup relations in teams: new perspective on team diversity* (Chung, Y. & Lau, D. C.).

SERVICE:

Major Committee Assignments:

University-level committee:

1. Serving on Commencement Committee (Fall, 2020 – Present).
2. Serving on FIDA Award Review Committee (Fall, 2019).
3. CBE representative serving on Faculty Senate (May 2014 – May 2017).
4. Serving on Ombuds Search Committee (Fall 2015 – Spring 2016).
5. Serving on Spread Pay Taskforce (Fall 2015 – Spring 2016).
6. Serving on Sabbatical Leave Committee (August 2012 – Spring 2015).

College-level or department-level committee:

1. Serving on Department of Business Instructor Search Committee (Spring 2021 – present).
2. Co-Advisor leading the SHRM student club (Fall 2016 – present).
3. Serving on Curriculum Committee (Fall 2019 – Spring 2020).
4. Serving on Marketing Instructor Search Committee (Fall 2019 – Spring 2020).
5. Serving on College Bylaw Committee (Fall 2017 – Present).
6. Serving on Interim Associate Dean Search Committee (Fall 2016).
7. Chairing on MHR Faculty Search Committee (Fall 2014-Spring 2015).
8. Serving on OM (Operations Management) Search Committee (Summer 2015).
9. Serving on CBE Core Curriculum Design Team (Summer 2013).
10. Serving on MHR Faculty Search Committee (Summer 2013 – Fall 2013; Fall 2010; Fall 2007).
11. Serving on GOAL #2 Committee (Fall 2019 – present).
12. Serving on GOAL #1 Committee (Fall 2016 – Spring 2019).
13. Serving on GOAL #4 Committee (August 2007 – Spring 2016).
14. Chairing on GOAL #4 Committee (August 2010 – August 2011).
15. Serving on various Promotion and Tenure Committees in CBE.

Professional and Scholarly Organizations:**Committee assignments and editorial services:**

Editorial Board, *Small Group Research* (December, 2019 – present).

Board of Reviewers, *South Asian Journal of HRM* (April, 2017 – present).

International Coordinator, Korea, INNO DOCT (International Conference on Innovation, Documentation, and Education), (Fall 2020 – present). <http://www.innodoct.org/>

The Dorothy Harlow Best Conference Paper Award Committee, The 2018 Academy of Management Meeting (Summer 2018).

Journal papers and research grand proposals (ad-hoc reviewer):

1. *Small Group Research* (January, 2013; July, 2014; September 2018; October 2018; February 2019; April 2019; October 2019; March 2020; May 2020; July 2020; March 2021; April 2021).
2. *Group & Organization Management* (December, 2015; November, 2016; April 2017; January 2018; January 2019; June 2020; November 2020).
3. *Personnel Review* (April, 2014; September, 2014; February, 2015; May, 2015; May 2017; April, 2019; January 2020; May 2020; July 2020).
4. *South Asian Journal of HRM* (April, 2017 – present, 2 – 4 reviews per year).
5. *Human Resource Management Journal* (January, 2012; January, 2014; Dec. 2017; April 2019; April 2020; April 2021).
6. *Journal of Management Studies* (March, 2019).

7. *Human Relations* (January, 2018).
8. *Management Research Review* (October, 2017; April 2018; September 2018; January 2019; February 2020; May 2020; August 2020).
9. *European Journal of Work and Organizational Psychology* (March, 2020).
10. *Equality, diversity and inclusion: An international journal* (June, 2021).
11. *Journal of Personnel Psychology* (May, 2017).
12. *The Journal of Asia-Pacific Business* (JAPB) (May, 2011; March, 2014; July, 2015).
13. *Management Science* (March, 2013).
14. The Research Grants Council (RGC) of Hong Kong (April, 2016; April 2018; May 2021; June 2021).
15. Grant Proposal Reviewer, Israel Science Foundation (April, 2012).

Conference papers (ad-hoc reviewer):

European Academy of Management (EURAM) 2019 Conference (3 papers).

Academy of Management Conference. 2008, 2010 – 2012, 2014, 2015, 2019 (25 papers).

Others:

Serving as an external reviewer of a tenure and promotion portfolio for a university in the northwest of the US (September 2018).

Professional organization membership:

Academy of Management (2002 to present), Member.

Society for Human Resource Management (2001 to 2006; 2009 to present), Member or Advisor Member.

Decision Science Institute (2015 to 2016), Member.

Outreach Service:

Conducting a corporate interview video (Interview with an HR manager in St. Luke's Health System) for Northwest Human Resource Management Association (NHRMA), 2021.

Serving on HR Game Taskforce for Northwest Human Resource Management Association (NHRMA), 2021.

Leading Faultline Scholar Socials at the Academy of Management Annual Meetings, 2018 and 2019

Leading Student and faculty research projects with Micron HR, Fall 2014 – 2016.

Chairing and leading four symposia at the Academy of Management Annual Meetings, 2007, 2017, and 2018.

PROFESSIONAL DEVELOPMENT:

Teaching:

Various CETL Workshops, 2020-2021.

International Business Class, at Polytechnical University of Valencia, Valencia, Spain, 2019.

HR and OB teaching workshops, at the 2017 and 2018 Academy of Management Meetings.

Teaching Big Data Analytics workshop, at the 2016 Academy of Management Meeting, Anaheim, CA.

The Teaching and Learning Conference, at the 2016 Academy of Management Meeting, Anaheim, CA.

Interpersonal Relations Lab, Management and Organizational Behavior Teaching Society (MOBTS) Conference 2015 at University of La Verne.

Deloitte/Allen Ethics and Leadership Initiative Seminar to be presented by Mary Gentile
<http://www.givingvoicetoaluesethebook.com/about/>

BbLearn Workshop, 2011, University of Idaho.

COMPASS Communication Workshop, 2011, University of Idaho.

Blackboard Workshop, 2008, University of Idaho.

Advising Workshop, 2007, University of Idaho.

Scholarship:

Research methods, Academy of Management Annual Meetings, 2017, 2018.

Should I Use Multilevel Modeling? A Hands-on Demonstration Workshop, Academy of Management Annual Meeting, 2016.

Decision Science Institute Annual Meeting, 2015.

CBE Research Seminars

Chung, Y., & Young, P. Subjective and Objective Knowledge and Financial Networks in Retirement Investments: A Field Study (September 29th 2015).

Chung, Y., Blasi, J. R., & Kruse, D. Innovation support climate and work unit performance: The influence of leader-member faultlines (March 25th 2014).

Research Dialogue: Exploring the Complementarities and Departures between Management and Finance, Academy of Management Annual Meeting, 2014.

Social Network Analysis Workshop, Academy of Management Annual Meeting, 2007.

Faultline Research Workshop, Academy of Management Annual Meeting, 2005.

Society for Industrial and Organizational Psychology Annual Meeting, 2004

Grant Proposal Writing Workshop, Rutgers, The State University of New Jersey, 2005.