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**EDUCATION**

**University of South Carolina, USA**

Ph.D. in Business Administration, 2011  
Concentration: Organizational Behavior/Human Resource Management  
Cognate Area: International Business

**Ajou University, South Korea**

M.A. in Business Administration, 2006  
B.A. in Business Administration, 2003

**ACADEMIC EXPERIENCE**

**New York University Abu Dhabi, UAE**

Visiting Associate Professor of Business, Organizations and Society, Social Science Division, August 2022 – current  
Associate Program Head of Business, Organizations and Society Program, Social Science Division, March 2023 – current

**Zayed University, Abu Dhabi, UAE**

Associate Professor, College of Business, August 2021– July 2022  
Internship Coordinator, College of Business, August 2021 – July 2022  
Assistant Professor, College of Business, August 2018 – July 2021

**Chinese University of Hong Kong, Hong Kong, Special Administrative Region of China**

Assistant Professor, Management Department, Faculty of Business Administration, August 2011 – August 2018

**RESEARCH INTERESTS**

Trust, cooperation, emotions, ethics, prosocial motivation and behaviors, diversity

**REFEREED JOURNAL PUBLICATIONS (\*denotes student co-author)**

- Jeong, S.S.,** Gong, Y.Y., & Henderson A.A. (2022). Guilty or Distressed?: The role of emotional differentiation in helping behavior. *Asia Pacific Journal of Management*. <https://doi.org/10.1007/s10490-022-09819-8>
- Jeong, S.S.** & Korsgaard, M.A. (2021). Individual- and group-level consequences of divergence in perceived group affect. *Human Relations*. <https://doi.org/10.1177/00187267211038521>
- Henderson, A.A. & **Jeong, S.S.** (2021). Political affiliation dissimilarity: Exploring lone affiliate employees' work attitudes and experiences. *Stress and Health*. <https://doi.org/10.1002/smi.3089>
- Jeong, S.S.,** Korsgaard, M.A. & Morrell, D. (2021). The dark side of bright traits: How context cues misdirect facets of conscientiousness. *Personnel Review*, 50(3), 900-917. <https://doi.org/10.1108/PR-10-2019-0542>
- Kim, Y., **Jeong, S.S.,** Yiu, D.W., & Moon, J.\* (2021). Frequent CEO turnover and firm performance: The resilience effect of workforce diversity. *Journal of Business Ethics*, 173, 185-203. <https://doi.org/10.1007/s10551-020-04534-0>
- Jeong, S.S.** & Alhanea, D.W.\* (2020). Prosocial motivation as a driver of social innovation in the UAE. *Social Science Quarterly*, 110(7), 2450-2464. <https://doi.org/10.1111/ssqu.12913>
- Jeong, S.S.,** Sun, T. C., & Fu, P.P. (2020). Softening the hearts of business students: The role of emotions in ethical behaviors. *Journal of Management Education*, 44(3), 278-312. <https://doi.org/10.1177/1052562919895039>
- Buchan, N.R., **Jeong, S.S.,** & Ward, A.K. (2017). Local reasons to give globally: Identity extension and global cooperation. *Scientific Reports*, 7, 15527. <https://doi.org/10.1038/s41598-017-15683-0>
- Korsgaard, M.A., Meglino, B.M., Lester, W.L., & **Jeong, S.S.** (2010). Paying you back or paying me forward: Understanding rewarded and unrewarded organizational citizenship behavior. *Journal of Applied Psychology*, 95, 277-290. <https://doi.org/10.1037/a0018137>
- Jeong, S.Y.,** & Yoon, J.K. (2010). Marketability, psychological contract, and work orientations among professionals and non-professionals in Korea. *Korean Journal of Management*, 18(3), 77-102.
- Korsgaard, M.A., **Jeong, S.S.,** Mahony, D.M., & Pitariu, A.H. (2008). A multilevel view of intragroup conflict. *Journal of Management*, 34, 1222-1252. <https://doi.org/10.1177/0149206308325124>

**BOOK CHAPTERS**

- Kautz, J., Korsgaard, M.A., & **Jeong, S.S.** (2020). Values, Other-interest, and ethical behavior: The critical role of moral emotions. In M. A. Hitt (Ed.), *Oxford Research Encyclopedia of Business and Management*, New York, NY: Oxford University Press. <https://doi.org/10.1093/acrefore/9780190224851.013.117>
- Korsgaard, M.A., Meglino, B.M., & **Jeong, S.S.** (2010). The role of motivational orientations in formal and informal control. In L. B. Cardinal, S. B. Sitkin, & K. M. Bijlsma-Frankema (Eds.), *Control in Organizations: New Directions in Theory and Research*. Cambridge, England: Cambridge University Press.
- Korsgaard, M.A., Pitariu, A.H., & **Jeong, S.S.** (2008). Trust in management: An interpersonal perspective. In J. Barling & C. L. Cooper (Eds.), *The SAGE Handbook of Organizational Behavior* (Vol. 1, pp. 89-105). London: SAGE.

### **MANUSCRIPTS INVITED FOR REVISION**

- Au, K. Y., **Jeong, S.S.**, Xiao, T. & Hsu, J.C. A motivational approach to social enterprises. Conditional acceptance at the *Journal of Business Ethics*.
- Jeong, S.S.**, Sun, T. C., & Yam, K.C. An affective processes of leadership moralizing: The role of moral emotions in reactions to ethical and unethical leadership. Under 1<sup>st</sup> round revision at the *Journal of Business Ethics*.
- Henderson, A.A. & **Jeong, S.S.** Psychological need satisfaction as a key mediator between leader-member exchange (LMX) and performance. Under 2<sup>nd</sup> round revision at *European Journal of Work and Organizational Psychology*.

### **MANUSCRIPTS UNDER REVIEW**

- Jeong, S.S.**, Korsgaard, M.A., & Lau, C.-S. The aftermath of lost trust: Trustee reactions to trust loss. Under review at *Psychological Sciences*.
- Henderson, A.A. & **Jeong, S.S.** Trust mitigates the negative effects of covid-19 stressors on employee well-being. Under review at *Journal of Business and Psychology*.
- Hussain, T., **Jeong, S.S.**, & Henderson, A.A. Knowledge Sharing of Self-Initiated Expatriates: The Effects of Job Embeddedness, Career Capital, and Supervisor Incivility. Under review at the *International Journal of Human Resource Management*.

### **WORK IN PROGRESS**

- Jeong, S.S.**, & Lee, K.S. (Data Collection) AI and HR: Will AI-based HR practices be trusted by managers and employees? Targeting *Journal of Applied Psychology*.
- Sun, C., & **Jeong, S.S.** (Final stage writing). A multilevel affective process model of service employees' reactions to customer mistreatment. Targeting *Personnel Psychology*.
- Jeong, S.S.**, & Cohen, A.B. (Data Collection). Costly signaling effects on trust, does it hold for Muslims? Targeting *Psychological Science*.
- Jeong, S.S.** & Henderson, A.A. (Writing) Drowning or thriving while working from home in a pandemic: Do politics and country matter? Targeting *Work and Stress*.
- Buchan, N.R., **Jeong, S.S.**, & Ward, A.K. (Data Analysis). Identity extension during COVID-19 pandemic: A multi-national study. Targeting *Journal of Applied Psychology*.

### **TEACHING EXPERIENCE**

Management and Organization  
Business Ethics and Corporate Social Responsibility  
Diversity and Inclusion in Organizations (Latest teaching evaluation 5.0/5.0)  
Human Resource Management (Latest teaching evaluation 4.5/5.0)  
Employee Relations (Latest teaching evaluation 5.0/5.0, College Average 4.3)  
Introduction to Management (Latest teaching evaluation 4.9/5.0, College Average 4.3)  
Organizational Behavior (Latest teaching evaluation 5.8/6.0, Department Average 4.8)

### **STUDENT SUPERVISING**

#### **PhD Students**

- Co-Supervisor, Cong Sun, Aug 2013-Dec, 2017, PhD; *A Multilevel Affective Process Model of Service Employees' Reactions to Customer Mistreatment*; Job placement as lecturer at Chinese University of Hong Kong Shenzhen.
- Committee Member, Wong Yen Shan, Aug 2012 – Dec, 2017, PhD; *Helicopter Managers or Helicopter View? How Do Managerial Controls Affect Employees' Prosocial Motivation through Construal Level*; Successfully defended dissertation in July, 2017; Job placement as assistant professor at Shenzhen

University.

Visiting PhD student supervisor, Chan Gyu Lee, Visiting PhD student from Sookmyeong Women's University, Supervisor, Mar 2015-Feb 2016.

#### **Post-doctoral Research Fellow**

Supervisor, Yuanyuan Gong, 2013- 2014, PhD; Job placement as tenure track assistant professor at Nanjing University.

#### **Undergraduate Students**

Research supervisor, Dhia Waddah Talib Ali Alhanea, Nov 2019 – April 2020, "Prosocial Motivations as Drivers of Social Innovation in the UAE"

Research supervisor, Fatima Ebrahim Ahmed Mohamed Almansoori, Nov 2019 – April 2020, "Prosocial Motivations as Drivers of Social Innovation in the UAE"

#### **RESEARCH GRANTS, HONORS, AWARDS, AND FELLOWSHIPS**

Research Incentive Grant, Zayed University, R22011 'AI and HR: Will AI-based HR practices be trusted by managers and employees?', Principal Investigator, 2022 – current, AED 153,770.

Cluster Grant, Zayed University, R19071. 'Incentivizing Innovation', Participating Researcher, 2019 – Current. Short-term Grant, Zayed University. Principal Investigator, 2020, AED 3,945, Completed.

Start-up Grant, Zayed University. Principal Investigator, 2018 to 2019, AED 15,000, Completed.

China National Science Fund, 71502078, 'Job Embeddedness of Middle Level Managers', 2016-01-01 to 2018-12-31, RMB 180,000, in Progress.

Research Grants Council, Hong Kong – Early Career Scheme. 499913, 'Moral emotions: Where do they come from and are they good for organizations?', 2013-07-01 to 2016-10-31, HKD 467,500, Completed.

RGC Grant Supplement, Chinese University of Hong Kong, 4441118, 2013-07-01 to 2016-10-31, HKD 20,000, Completed.

Direct Grant, Faculty of Business, Chinese University of Hong Kong, 'When not everybody thinks so: Level-by-dispersion proposition', 2015-2017, HKD 30,000, Completed.

Direct Grant, Faculty of Business, Chinese University of Hong Kong, 4057041, 'Two faces of conscientiousness: Competing or complementing each other for ethical decision-making?', 2013-2016, HKD 62,784, Completed.

Direct Grant, Faculty of Business, Chinese University of Hong Kong, 4057019, 'Guilty or nervous? The role of emotional differentiation in cooperation at workplace', 2012-2014, HKD 24,000, Completed.

Direct Grant, Faculty of Business, Chinese University of Hong Kong, 2070484, 'Bringing morality back to business ethics', 2012-2013, HKD 50,000, Completed.

National Science Foundation Grant, USA "Collaborative Research: Communication, Trust and Leadership in Virtual Organizations and Teams." Research Assistant from grant writing stage. 2008 – 2012. USD191,000, Finished.

Darla Moore Fellowship, Moore School of Business, 2006 – 2011

W. Pierce Liles Outstanding Doctoral Student Award, University of South Carolina, 2010

Korea General Social Survey, Survey Research Center, Sungkyunkwan University, Korea, Research Assistant, 2006

#### **PEER-REVIEWED CONFERENCE PAPERS AND PRESENTATIONS (Past 5 years)**

**Jeong, S.S. & Sun, T. C.** (2022). An affective processes of leadership moralizing: The role of moral emotions in reactions to ethical and unethical leadership. Presented at the Academy of Management Annual Meeting, Henderson, A.A., & **Jeong, S.S.** (2020, December). *The effects of political affiliation on workplace experiences and attitudes*. Accepted for presentation at the European Academy of Occupational Health Psychology Conference.

**Jeong, S.S.**, Gong, Y.Y., & Henderson, A.A. (2020, November). *Guilty or nervous?: The role of emotional differentiation in helping behavior*. Paper presented at European Academy of Management Annual Meeting.

**Jeong, S.S. & Alhanea, D. W.** (2020, October). *Prosocial motivation as a driver of social innovation in the UAE*. Paper presented at the Middle East Studies Association Annual Meeting.

**Jeong, S.S. & Henderson, A.A.** (2020, August). *Drowning or thriving while working from home in a pandemic: Do politics and country matter?* COVID-19 Plenary, OB Division, The Academy of Management Annual Meeting. <http://obweb.org/covid-19-index/covid-plenary-gallery>

**Jeong, S.S.**, Korsgaard, M.A., & Lau, D. (2019, August). *The Aftermath of Lost Trust: Trustee Reactions to Trust Loss*. Presented at the Academy of Management Annual Meeting, Boston.

Sun, T. C., & **Jeong, S.S.** (2017, June). Can learned hopelessness regulate anger? A multilevel affective process model of service employees' reactions to customer mistreatment. Paper presented in a traditional paper session at the 9th Biennial Conference of the Asia Academy of Management, Fukuoka.

**Jeong, S.S.,** Xiao, T., & Au, K.Y. (2017, April). *A motivational approach to social enterprises*. Best Paper Award, Journal of Business Venturing Thematic Consortium, April 8-9, 2017.

### **INVITED PRESENTATIONS**

- Jeong, S.S.,** & Cohen, A.B. (2022, December). *Costly signaling effects on trust, does it hold for Muslims?* Morgan State University.
- Jeong S.S.,** Korsgaard, M.A., & Lau, D. (2019, March). *The Aftermath of Lost Trust: Trustee Reactions to Trust Loss*. Zayed University.
- Jeong, S.S.** (2015, November). *The Many Processes to Prosocial Behavior*. Ewha Womans University, Seoul, South Korea.
- Jeong, S.S.** (2015, November). *People Management in the Globalizing Era*. Ajou University, Suwon, South Korea.
- Jeong, S.S.** (2015, April; 2013, February). *Job Hunting Advice for Management PhD Students*. Chinese University of Hong Kong.
- Jeong, S.S.** (2015, March). *New Millennials on Board – Talent Recruiting and Engagement, as Host and Moderator for forum “Employee Experience”*. Hospitality Student Initiative, Chinese University of Hong Kong, Hospitality Innovation Conference, Hong Kong

### **UNIVERSITY, COLLEGE AND FACULTY COMMITTEE SERVICE**

Co-coordinator, Inaugural Speaker Seminar Series, Business, Organizations, and Society Program, New York University, 2023 - current

Taskforce Member, BS in Business Transformation Program Taskforce, Zayed University, 2022

Member, Research Excellence Committee, College of Business, Zayed University, 2020 – 2022

Member, Postgraduate Programs Committee, College of Business, Zayed University, 2021 – 2022

Course Coordinator for Introduction to Management, College of Business, Zayed University, 2020-2021

Faculty Advisor, Korean Club, Zayed University, 2019 - 2022

Chair, Social Activities Committee, Management Department, CUHK, 2014-2015

Member, Department Research Committee, Management Department, CUHK, 2011-2018

Member, Center for International Business Studies, CUHK, 2013-Present

Member, Board of the Faculty of Business Administration, CUHK, 2013-2015

Member, Exchange Student committee, Wu Yee Sun College, CUHK, 2013-2018

Member, Social Activities Committee, Management Department, CUHK, 2012-2018

Ad Hoc Interviewer for Global Business Studies Program and International Business and Chinese Enterprise Program, Faculty of Business CUHK, 2012-2018

### **PROFESSIONAL AFFILIATIONS**

Editorial reviewer board member of *Journal of Organizational Behavior*

Editorial board member of *Scientific Reports*

Ad hoc reviewer for Academy of Management, Academy of International Business, Asia Academy of Management, Academy of International Business: South East Asian Region, and Society of Industrial and Organizational Psychology, *Asia Pacific Journal of Management*, *Business Ethics European Review*,

### **MEDIA**

- “The Emirati-Korean Cultural Festival begins at Zayed University”. *Emirates News Agency* (January, 2020). <https://wam.ae/ar/details/1395302817474>
- “Arabic in the culture of the other... an influential presence in Korean culture”. *Albayan* (December, 2020). <https://www.albayan.ae/five-senses/culture/2020-12-21-1.4044917>
- “Chinese economy turning to domestic consumption: Time to target 50M with 80K income”. *Chosun Daily Newspaper* (June, 2015). Story focuses on Korea’s reaction to China’s New Normal.
- “China’s two faces”. *Chosun Daily Newspaper* (June, 2015). Story focuses on the consequences of Chinese investments.
- “Big market and bypass”. *Chosun Daily Newspaper* (June, 2015). Story focuses on the comparison between Korean and Chinese economic growth.

### **OTHER WORK EXPERIENCE**

Executive Assistant to Chief Operations Officer, 2004 - 2005  
Executive Office, AIG Life Insurance (Seoul, Korea)  
Training and Development Specialist/Administrator, 2003 - 2004  
Customer Service Center, AIG Life Insurance (Seoul, Korea)