

## YOUJEONG SONG

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

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

### RESEARCH INTERESTS

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Diversity and Inclusion: Language, Gender  
Multilingual Teams  
Migrant Workers

### DISSERTATION

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

- 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 “*common language proficiency diversity*” – the variance in the common workplace language proficiency levels among members – on team creativity 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.
- *Winner, Business for a Better World (B4BW) Dissertation Proposal Competition, Colorado State University; Winner, Carlson Dissertation Fellowship, University of Minnesota*

### REFEREED PUBLICATIONS

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- 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

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

## WORKING PAPERS

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

## SELECTED WORKS IN PROGRESS

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

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

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

\*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.**, Dossinger, K., & Rees, L. A double-edged sword model of physical attractiveness for women's professional careers. [Theory Building in Progress]

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

## CONFERENCE PRESENTATIONS

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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.** Bridging Boundaries: 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 in Multicultural Teams.

- 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**

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**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**

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- 2024 Doctoral Consortium, Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Chicago, IL, USA.
- 2023 Doctoral Consortium, International Management (IM) Division, the 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston, MA, USA.
- 2022 Doctoral Consortium, International Management (IM) Division, the 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle, WA, USA.  
 Doctoral Consortium, Gender and Diversity in Organizations (GDO) Division, the 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle, WA, USA.  
 Doctoral Consortium, Interdisciplinary Network for Group Research (INGRoup) Annual

Conference, Hamburg, Germany.

## **HONORS & AWARDS**

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### **Business for a Better World (B4BW), Colorado State University**

2023 Winner, Dissertation Proposal Competition

### **University of Minnesota**

2024 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 Certificate, 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

## **TEACHING EXPERIENCES**

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### **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**

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