YOUJEONG SONG

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ACADEMIC APPOINTMENT

Rutgers University, School of Management and Labor Relations
2025-Present Assistant Professor, Department of Human Resource Management

EDUCATION

University of Minnesota, Carlson School of Management
2025 Ph.D., Organizational Behavior and Human Resource Management

Yonsei University, Yonsei School of Business
2019 M.S., Management

Yonsei University, Yonsei School of Business
2016 B.B.A., Business Administration

RESEARCH INTERESTS

Language Barriers in the Workplace
Migrant Workers
Gender

REFEREED ACADEMIC JOURNAL PUBLICATIONS

Dossinger, K., Wanberg, C. R., **Song, Y**., & Basbug, G. (2025). Lookism Climate in Organizations: Construct Development and Validation of a Scale. *Journal of Management,* 51(2), 609-636. 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), 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, *Personnel Psychology*]

Song, Y., Zellmer-Bruhn, M. E., & Taras, V. Language Barriers in Multilingual Teams. [Under Review, *Academy of Management Journal*]

- Beth E. Buchanan Graduate Scholarship, Society for Industrial and Organizational Psychology (2025)
- Business for a Better World (B4BW) Dissertation Proposal Competition Winner (2023)
- Carlson Dissertation Fellowship Winner (2023)

SELECTED WORKS IN PROGRESS

Song, Y. & Zellmer-Bruhn, M. E. Exploring Language Brokerage. [Additional Interview Data Collection in Progress]

Song, Y., Zellmer-Bruhn, M. E., Abi-Esber, N., Maloney M. M., & Bresman, H. Language Diversity and Transactive Memory System Development. [Study 2 Data Analysis 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. Skilled Migrants and Intersectionality. [Additional Data Coding in Progress]

**Order alphabetical*

WORKING PAPERS

(With Karyn Dossinger & Laura Rees). Clothing and Gender.

(With Keith Pennington & Jee Young Seo). Caregiving and Visibility Gap.

(With Karyn Dossinger, Connie Wanberg, & Sophia Yoo). Physical attractiveness, lookism climate, and career success.

Aesthetic Labor.

AWARDS & HONORS

External Awards & Honors from the Field

2025 Winner, Beth E. Buchanan SIOP Graduate Student Scholarship, Society for Industrial and Organizational Psychology (SIOP)

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

2025 Anne Tusi "Dare to Care" Research Award

Conference Travel Fellowship, Carlson School of Management

2024 Research Grant for Diversity, Equity, and Inclusion, Carlson School of Management
WORG PhD Student Small Research Grant
Conference Travel Fellowship, Carlson School of Management

2023 Winner, Carlson Dissertation Fellowship
Research Grant for Diversity, Equity, and Inclusion, Carlson School of Management
WORG PhD Student Small Research Grant (Spring, Fall)
Conference Travel Fellowship, Carlson School of Management

2022 Excellence in Teaching Award, Carlson School of Management
Dedication to Student Learning Award, Center for Educational Innovation
WORG PhD Student Small Research Grant (Spring, Fall)
Conference Travel Fellowship, Carlson School of Management

2021 Carlson Dean's Small Research Grant (Co-PI: Zellmer-Bruhn, M.)
WORG PhD Small Research Grant (Fall)
Research Support Grant, Council of Graduate Students

2020 WORG PhD Small Research Grant (Spring)

2019 James Dworkin Fellowship
Carlson Dean's Small Research Grant (Co-PI: Zellmer-Bruhn, M.)
WORG PhD Small Research Grant (Fall)

Yonsei University

2017 Yonsei Academic Excellence Scholarship, Graduate School of Business

2016 Yonsei Academic Excellence Scholarship, Graduate School of Business

CONFERENCE PRESENTATIONS

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

- Annual Meeting of the Academy of Management (2025)., In Singh, R. & Yadav, M. (Chairs), *The Invisible Barrier: How Language Diversity Shapes Work and Career Experiences and Team Dynamics.*
- 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., & 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.*

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.

TEACHING EXPERIENCE

Rutgers University, School of Management and Labor Relations

37:533:301 Introduction to Human Resource Management

- Fall 2025 (1 section)
- Spring 2026 (2 sections)

University of Minnesota, Carlson School of Management

HRIR 3041* Organizational Behavior: The individual and the organization

- Fall 2021

HRIR 3042* Organizational Behavior: Groups and Teams

- Fall 2021

** Excellence in Teaching Award, Carlson School of Management*

** Dedication to Student Learning Award, Center for Educational Innovation*

ACADEMIC SERVICE

Ad-hoc Journal Reviewing

- Human Resource Management, 2025-present

Ad-hoc Conference Reviewing

- Academy of Management Annual Meeting, 2022-present
- Interdisciplinary Network for Group Research Annual Conference, 2021-present
- Academy of International Business Annual Conference, 2024-present
- Asia Academy of Management Annual Conference, 2024

UNIVERSITY AND DEPARTMENT SERVICE

University of Minnesota

- Co-organizer, WORG Department Ph.D. Student Presentation Series (2023-2024)
- New Ph.D. Student Orientation Student Panel, Carlson School of Management (2022-2023)
- Carlson Student Advisory Committee, WORG Department Ph.D. Student Representative (2021-2023)

STUDENT ADVISING

Doctoral Student Dissertation Committee

- June Shin, Human Resource Management

REFERENCES

Mary E. Zellmer-Bruhn, Ph.D.
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Department of Work and Organizations
Carlson School of Management
University of Minnesota
Minneapolis, MN 55455
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