



June Shin

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EDUCATION

Ph.D., Rutgers University, School of Management and Labor Relations Human Resource Management and Organizational Behavior	Expected May 2027
M.S., Rutgers University, School of Management and Labor Relations Industrial Relations and Human Resources	August 2024
M.S., Yonsei University Seoul, Korea Management	August 2022
B.B.A., Ewha Womans University Seoul, Korea Business Administration	August 2019

DISSERTATION

Title: Language Multiplexity at Work: How Dual-Language Relationships Shape Network Structure and Employee Outcomes

I investigate how dual-language workplace relationships shape organizational networks and employee performance. I introduce the concept of language multiplexity, in which coworkers communicate using both a shared first language and a corporate language, and conceptualize language as a relational resource rather than an individual competency. Drawing on Goffman's dramaturgical perspective, I examine how language multiplex ties influence brokerage, network clustering, and, ultimately, task performance in multilingual organizations.

Committee: Jessica Methot (Chair), Michael Sturman, Youjeong Song, Noshir Contractor (Northwestern)

RESEARCH INTERESTS

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- Interpersonal Workplace Relationships
 - Organizational Social Networks
 - Informal Workplace Communication

PUBLICATIONS

Methot, J. R., Frank, E., & **Shin, J.** (2026). Talking backstage: A review and synthesis of informal social communication in organizations. *Academy of Management Annals*, 20(1), 359-399.

BOOK CHAPTERS & OTHER PUBLICATIONS

Methot, J. R., **Shin, J.**, & Hubbard, A. (2025). Incongruence in multiplex exchange relationships. In J. Coyle-Shapiro, R. Cropanzano, & Diehl, M. (Eds), *Research Handbook on Social Exchange Theory*. Edward Elgar.

INVITED REVISIONS AND MANUSCRIPTS UNDER REVIEW

Tanaka, K., **Shin, J.**, Methot, J. R., & Vegayon, G. [Integrative review of multiplex relationships].

Revise and Resubmit (3rd round) at *Journal of Applied Psychology*.

Rosado-Solomon, E., Methot, J. R., Allen, D.A., Pustovit, S., & **Shin, J.** [Relational view of turnover].

Revise and Resubmit (1st round) at *Human Resource Management Review*.

SELECT RESEARCH IN PROGRESS

- Shin, J.** & Methot, J. R. Re-imagining Workplace Negative Conversations. *Data Analysis*. Target Journal: *Journal of Applied Psychology*.
- Methot, J. R. & **Shin, J.** Workplace Friendship Expectation Profiles. *Data Analysis*. Target Journal: *Journal of Applied Psychology*.
- Shin, J.** Cross-Domain Multiplex Communication. *Data Collection*. Target Journal: *Journal of Management*.
- Shin, J.**, Methot, J. R., & To, C. Psychological Safety and Incivility. *Writing Phase*. Target Journal: *Personnel Psychology*.
- Oh, H., Roh, H., **Shin, J.**, & Sohn, J. Structural Antecedents of Promotive and Prohibitive Voice *Writing Phase* Target Journal: *Organization Science*.

ACADEMIC CONFERENCE PRESENTATIONS

- Shin, J.** & Methot, J. R. *'I Wish I'd Said That': Effects of Employees Re-imagining Past Conversations with Coworkers*. Presented in the "Rethinking Aloneness: Exploring the Spectrum from Loneliness to Solitude to Connection" Symposium (Chairs: J. Zhou & R. Chico) at the Annual Meeting of the Academy of Management, Philadelphia, July 2026.
- **Nominated as the Best Symposium by Managerial and Organizational Cognition (MOC) Division**
- Methot, J. R. & **Shin, J.** *The Ideal Work Friend: Effects of Friendship Expectation Profiles on Work Behaviors*. Presented in the "Understanding the Complexities of Communication and Relationships at Work" Symposium (Chairs: M. Shurman & A. Gabriel) at the Annual Meeting of the Academy of Management, Philadelphia, July 2026.
- Shin, J.** *Language Multiplexity at Work: How Dual-Language Ties Shape Network Structure and Employee Outcomes*. Presented at the Fourth Annual Social Network Society Conference, Barcelona, Spain, June 2026.
- Shin, J.** & Methot, J. R. *Cross-Domain Multiplex Communication Ties and Network Constraint*. Presented in the "Blurring Lines and Bridging Differences: Workplace Friendships Spanning Boundaries" Symposium (Chairs: M. Lee & D. Harrison) at the Annual Meeting of the Academy of Management, Copenhagen, Denmark, July 2025.
- Shin, J.** & Methot, J. R. *Blurring Boundaries, Building Support: The Effects of Cross-Domain Multiplex Communication Networks*. Presented at Sunbelt, Paris, France, June 2025.
- Shin, J.** & Methot, J. R. *Cross-domain Multiplex Communication Network*. Presented at the Third Annual Social Network Society Conference, Paris, France, June 2025.
- Shin, J.** *Blurring boundaries: Cross-Domain Multiplex Communication*. Presented at the University of Delaware Lerner Management Research Summit, Newark, DE, March 2025.
- Shin, J.** *The Dark Side of Psychological Safety*. Presented in the "The Dark Causes and Effects of Psychological Safety" Symposium (Chairs: **J. Shin** & J. Methot) at the Annual Meeting of the Academy of Management, Chicago, August 2024.
- Shin, J.** *Diversity and Team Effectiveness*. Presented at the Annual Meeting of the Academy of Management, Boston, August 2023.
- Roh, H., Oh, H., **Shin, J.**, & Sohn, J. *Structural Antecedents of Promotive and Prohibitive Voice*. Presented at the Society for Industrial and Organizational Psychology Annual Conference, Seattle, April 2022.

TEACHING EXPERIENCE

Rutgers University

Primary Instructor

- Organizational Behavior (Undergraduate) (Sep 2025 – Dec 2025) Teaching Evaluation: 4.6/5
- Organizational Behavior (Undergraduate) (Jan 2026 – May 2026) Teaching Evaluation: 4.5/5

Teaching Assistant

- Organizational Behavior (Undergraduate)
Professor Lindsay Dhanani (Sep 2024 - Dec 2024)

Yonsei University Seoul, Korea

Teaching Assistant

- Human Resource Management (Undergraduate, Corporate MBA)
Professor Hyuntak Roh (Sep 2020 – Jun 2022)
- Organizational Behavior (Global MBA)
Professor Boram Do (Mar 2020 – Jun 2020)
- Action Learning 1&2 (Executive MBA)
Professor Hyuntak Roh (Sep 2020 – Jun 2021)

PROFESSIONAL ACTIVITIES AND MEMBERSHIPS

Professional Service

Academy of Management (AOM)

- Communications Team Member, Social Network Society (SNS) June 2026 – Present
- HR Division Knowledge Manager June 2026 – Present

Ad hoc Reviewer

Academy of Management Journal

Academy of Management Annual Meeting Review, OB division (2024, 2025, 2026)

Memberships

Academy of Management (AOM)

International Network for Social Network Analysis (INSNA)

Social Network Society (SNS)

SKILLS & LANGUAGES

Programming

Mplus; R; UCINET; STATA; SPSS

Languages

English; Korean

REFERENCES

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