

**Seo-Young Byun**  
Ball State University  
Miller College of Business WB 224  
2000 W. University Ave., Muncie, IN 47306  
Office: (765) 285-2744 | sbyun@bsu.edu

---

## ACADEMIC EXPERIENCE

---

**Ball State University, Miller College of Business**  
Assistant Professor of Management 2019 –

---

## EDUCATION

---

**Ph.D. University of Wisconsin-Madison, Wisconsin School of Business** 2019  
Management and Human Resources

**B.A. Korea University** 2013  
Business Administration, Psychology

---

## RESEARCH INTERESTS

---

Diversity, Work-life/family, Status, Teams, Strategic leadership

---

## PUBLICATIONS IN REFEREED JOURNAL

---

**Byun, S., & Won, S.** (forthcoming). Are they ideological renegades? Fathers' experience on taking parental leave and gender dynamics in Korea: A qualitative study. *Gender, Work and Organization*.

Rabl, T., Triana, M., **Byun, S.**, & Bosch, L. (2020). Diversity management efforts as an ethical responsibility: How employees' perceptions of an organizational integration and learning approach to diversity affect employee behavior. *Journal of Business Ethics*, 161(3), 531-550.

Triana, M., Trzebiatowski, T., & **Byun, S.** (2017). Lowering the threshold for feeling mistreated: Perceived overqualification moderates the effects of perceived age discrimination on job withdrawal and somatic symptoms. *Human Resource Management*, 56(6), 979-994.

---

## EDITED BOOK CHAPTERS

---

\*Triana, M., \*Trzebiatowski, T. (\*equal authors), & **Byun, S.** (2018). Individual Outcomes of Discrimination in Workplaces. In A. Colella & E. King (Eds.), *The Oxford Handbook of Workplace Discrimination* (pp. 315-328). Oxford University Press.

---

## MANUSCRIPTS UNDER REVIEW

---

Triana, M., Kim, K., **Byun, S.**, Arthur, W., & Delgado, D. [Title removed for peer review]. 3<sup>rd</sup> R&R at *Journal of Management Studies*.

Li, M., Triana, M., **Byun, S.**, & Chapa, O. [Title removed]. 1<sup>st</sup> R&R at *Human Resource Management*.

---

## PRESENTATIONS (*Peer-reviewed conferences*)

---

Gu, P., Triana, M., Rabl, T., & **Byun, S.** (2019). #MeToo? The role of organizational ethics in employee silence reactions to sex discrimination. Academy of Management Meeting.

Triana, M., Kim, K., **Byun, S.**, Arthur, W., & Delgado, D. (2018). Team deep-level diversity, emergent states, conflict, processes, and performance: A meta-analysis considering negative and positive theoretical perspectives on diversity. Journal of Management Studies Conference on Diversity, Babson College.

**Byun, S.**, & Won, S. (2017). Managerial aspirations and work-family support: Within- and between-gender differences. Academy of Management Meeting.

Triana, M., Rabl, T., **Byun, S.**, & Chapa, O. (2016). Perceived discrimination, motives behind organizational diversity efforts, and discrimination claiming intentions: Evidence from field and experimental studies. Academy of Management Meeting.

Triana, M., Rabl, T., **Byun, S.**, & Bosch, L. (2016). Why and when is integration and learning approach to diversity effective? Evidence from the United States and Germany. Academy of Management Meeting.

**Byun, S.**, Triana, M., & Wagstaff, F. (2015). When do employees acquire firm-specific human capital? A relational approach. Academy of Management Meeting.

Triana, M., Rabl, T., **Byun, S.**, & Chapa, O. (2014). Organizational diversity efforts and employee discrimination claims: Organizational motives matter. Academy of Management Meeting.

Triana, M., **Byun, S.**, & Kim, K. (2014). Mistreatment of others affects observer justice and satisfaction: Observer values are key. Academy of Management Meeting.

## **TEACHING**

---

### **Ball State University**

Fall 2019, Spring 2020 MGT 461 Managing Total Rewards  
MGT 465 Talent Acquisition and Retention

### **University of Wisconsin-Madison**

Spring 2017 – Spring 2019 MHR 401 The Management of Teams

## **GRANTS AND AWARDS**

---

Ball State University Diversity Associates	2019-2020
Wisconsin School of Business Distinguished Teaching Award	2018
Management and Human Resources Department	
Travel Grant (\$500, \$1,000)	Aug 2017, 2018
Research Scholarship (\$5,000, \$1,000)	Summer 2014, 2018
Wisconsin School of Business Travel Grant (\$600)	Aug 2015, 2016
Wisconsin School of Business PhD Scholarship	2013-2017
Samsung Scholarship for Graduate Studies (up to \$40,000/yr)	2013-2018
The Korea Foundation for Advanced Studies Undergraduate Scholarship (\$3,800/yr)	2009-2012

## **SERVICE ACTIVITIES**

---

### **Ball State University**

Management Department HR Contract Faculty Search Committee Member, 2019-2020  
HR Advisory Board, 2019-

### **Ad-hoc reviewing**

Reviewer, Human Resource Management, 2019-  
Reviewer, The International Journal of Human Resource Management, 2019-  
Reviewer, Academy of Management Annual Meeting, 2014-