

MILLER COLLEGE OF BUSINESS
VITA – AACSB
September 1, 2019 – August 31, 2024

PROFESSIONAL BACKGROUND

Name: Seo-Young Byun

Rank: Assistant Professor

Involvement: Participating

Qualification: Scholarly Academic

Brief Description for Basis of Qualification: SA because of at least 3 peer-reviewed journal publications in last 5 years.

Office Address:

Area of Academic Discipline Specialization: Management

Degrees

Ph.D. Degree:

Name of Degree: Ph.D.

Year Conferred: 2019

Degree-Granting Institution: University of Wisconsin-Madison

Principal Academic Units:

Major Fields of Study: Management and Human Resources

Minor Field of Study:

Dissertation Title:

B.A. Degree:

Name of Degree: B.A.

Year Conferred: 2013

Degree-Granting Institution: Korea University

Principal Academic Units:

Major Fields of Study: Business Administration, Psychology

Minor Field of Study:

Dissertation Title:

SCHOLARLY ACTIVITIES

Refereed Journal Articles

1. Triana, M., Richards, O., Byun, S.-Y., Delgado, D., Park, K. (in press). Leader responses to the COVID-19 pandemic: An interaction of leader gender and country collectivism on COVID-19 deaths. *Equality, Diversity, and Inclusion: An International Journal, Tier 4*. <https://doi.org/10.1108/EDI-08-2023-0266> **Tier 4**/Basic or Discovery Scholarship, Goal 5 - Gender Equality

2. Triana, M., Kim, K., Byun, S.-Y., Delgado, D., Arthur Jr., W. (2021). The relationship between team deep-level diversity and team performance: A meta-analysis of the main effect, moderators, and mediating mechanisms. *Journal of Management Studies, Elite*, 58(8), 2137-2179. <https://onlinelibrary.wiley.com/doi/abs/10.1111/joms.12670> **Elite**/Basic or Discovery Scholarship, Goal 10 - Reduced Inequalities
3. Triana, M., Li, M., Byun, S.-Y., Chapa, O. (2021). Pay for beauty: The impact of CEO attractiveness on CEO compensation. *Human Resource Management, Tier 1*, 60(6), 843-862. <https://onlinelibrary.wiley.com/doi/abs/10.1002/hrm.22036> **Tier 1**/Basic or Discovery Scholarship, Goal 10 - Reduced Inequalities, Goal 5 - Gender Equality
4. Byun, S.-Y., Won, S.-Y. (2020). Are they ideological renegades? Fathers' experience on taking parental leave and gender dynamics in Korea: A qualitative study. *Gender, Work and Organization, Tier 3*, 27(4), 592-614. <https://doi.org/10.1111/gwao.12410> **Tier 3**/Basic or Discovery Scholarship, Goal 16 - Peace and Justice Strong Institutions (Corruption), Goal 5 - Gender Equality

Presentations at Conferences

1. Syed, I. (Coordinator/Organizer), Byun, S.-Y. (Panelist), Griffith, J. (Panelist), Karri, R. (Panelist), Parboteeah, K. Praveen (Panelist), Midwest Academy of Management Meeting, "Strategies For Success in Research: A Panel Discussion on Research Productivity and Excellence," Midwest Academy of Management. (October 2023). Applied or Integration/Application Scholarship
2. Triana, M. (Author), Richard, O. (Author), Byun, S.-Y. (Author), Park, K. (Author), Delgado, D. (Author), Academy of Management Annual Meeting, "The interaction of leader gender and country collectivism on COVID-19 deaths," Academy of Management, Seattle, WA. (August 2022). Basic or Discovery Scholarship
3. Gu, P. (Presenter), Triana, M. (Author), Rabl, T. (Author), Byun, S.-Y. (Author), Dismantling Bias Conference, "#MeToo? The role of organizational ethics in employee silence reactions to sex discrimination," Purdue University, West Lafayette, IN. (March 2022). Applied or Integration/Application Scholarship
4. Gu, P. (Presenter), Triana, M. (Author), Byun, S.-Y. (Author), Rabl, T. (Author), Academy of Management Annual Meeting, "An examination of how employers' handling of COVID-19 influences employees' perceptions of organizational hypocrisy and psychological withdrawal: The moderating role of perceived organizational support," Academy of Management, Virtual. (August 2021). Basic or Discovery Scholarship
5. Gu, P. (Presenter), Triana, M. (Author), Rabl, T. (Author), Byun, S.-Y. (Author),

- Academy of Management Annual Meeting, "Employee silence and withdrawal in response to racial discrimination before and during the height of the Black Lives Matter movement: Does an organization's ethical culture matter?," Academy of Management, Virtual. (August 2021). Basic or Discovery Scholarship
6. Byun, S.-Y. (Panelist), Flores, C. C. (Panelist), Hubbard, M. (Panelist), Juergens, S. (Panelist), Kim, H.-Y. (Panelist), Sardeshmukh, S. (Panelist), Schultz, J. (Panelist), Smith, R. M. (Coordinator/Organizer), Midwest Academy of Management Meeting, "Still getting the job done (despite the storm): Female perspectives on navigating insecurities, social unrest, isolation, education, inaccessible self-care and the possibility of forever remote inside the COVID-19 pandemic.," Midwest Academy of Management. (October 2020). Applied or Integration/Application Scholarship

Grants

1. Proposal Number:
Title: Father Kenneth M. Molinaro, CSC Faculty Fellowship
Agency: Ball State University
Amount:
Date submitted: November, 2022
Status: Unknown
Starting and ending date: November 2022 - August 2025
Principal investigator:
Co-principal investigator(s):
Competitive vs. non-competitive:
Responded to:

Internal

2. Proposal Number:
Title: Diversity Associates (Project Title: Is there a racial pay gap among CEOs? It depends)
Agency: The Office of Inclusive Excellence, Ball State University
Amount:
Date submitted:
Status: Active
Starting and ending date: September 2019 - May 2020
Principal investigator: Byun, Seo-Young
Co-principal investigator(s):
Competitive vs. non-competitive:
Responded to:

Conferences and Meetings Attended

1. Academy of Management Annual Meeting, Academy of Management. (August 2024 - August 2024).
2. Midwest Academy of Management Annual Meeting, Midwest Academy of Management. (October 2023 - October 2023). / Applied or Integration/Application Scholarship
3. Academy of Management Annual Meeting, Academy of Management. (August 2023 - August 2023).
4. Midwest Academy of Management Annual Meeting, Midwest Academy of Management. (October 2022 - October 2022).
5. Academy of Management Annual Meeting, Academy of Management. (August 2022 - August 2022). / Basic or Discovery Scholarship
6. Academy of Management Annual Meeting, Academy of Management. (August 2021 - August 2021). / Basic or Discovery Scholarship
7. Midwest Academy of Management Annual Meeting, Midwest Academy of Management. (October 2020 - October 2020). / Applied or Integration/Application Scholarship

Business and Other Professional Experience

1. Professional, Journal of Applied Psychology, Ad-Hoc Reviewer. (July 2021 - Present).
2. Professional, Journal of Business Research, Ad-Hoc Reviewer. (December 2020 - Present).
3. Professional, Human Resource Management, Ad-Hoc Reviewer. (September 2019 - Present).
4. Professional, The International Journal of Human Resource Management, Ad-Hoc Reviewer. (July 2019 - Present).
5. Professional, Academy of Management Annual Meeting, Reviewer/referee. (February 2014 - Present).

Professional Development and Participation

1. Attended Seminar/Training, Teaching. (February 2024 - February 2024) / Teaching and Learning Scholarship
2. Attended Seminar/Training, Service. (September 2021 - September 2021) / Other

3. Attended Seminar/Training, Teaching. (May 2020 - May 2020) / Teaching and Learning Scholarship
4. Faculty Learning Community, Other, It is a semester-long training and development sessions for new faculty (3 hours, every week). The topics covered relate to all aspects of faculty life and responsibilities of research/scholarship, teaching, service, and administration. (August 2019 - December 2019) / Other

SERVICE ACTIVITIES

Student Mentoring/Supervision

1. Abby Miller, Honor's Thesis Advisor, HONR 499. (January 2025).
2. John Bruck, Supervisor of Graduate Assistant, MBA. (May 2023).
3. Victoria Fasipe, Supervisor of Graduate Assistant, MBA. (May 2022).
4. Sarah Ceckowski, Supervisor of Graduate Assistant, Accounting. (May 2020).

University, College, Departmental Committees

1. College, Committee Member. (August 2023 - May 2024).
2. Department/program, Committee Chair. (August 2023 - May 2024).
3. Department/program, Committee Member. (August 2023 - May 2024).
4. University, Committee Member. (January 2022 - May 2024).
5. College, Committee Member. (August 2022 - May 2023).
6. Department/program, Committee Member. (August 2022 - May 2023).
7. Department/program, Faculty Mentor. (August 2022 - May 2023).
8. Department/program, Committee Member. (August 2021 - May 2023).
9. Department/program, Faculty Mentor. (May 2020 - May 2023).
10. Department/program, Committee Member. (August 2019 - May 2023).
11. University, Faculty Mentor. (November 2021 - May 2022).
12. Department/program, Committee Member. (September 2021 - May 2022).

13. Department/program, Committee Member. (September 2021 - May 2022).

14. College, Committee Member. (August 2020 - May 2022).

15. Department/program, Committee Member. (November 2019 - May 2020).

Honors, Awards, and Recognitions

1. Father Kenneth M. Molinaro, CSC Faculty Fellowship, Ball State University (November 2022)

Work History

1. Assistant Professor. (August 2019 - Present).

Summary of Intellectual Contributions – AACSB Report

<u>Contribution Type</u>	<u>BDS</u>	<u>AIS</u>	<u>TLS</u>	<u>Total</u>
<i>Refereed Journal Articles (PRJ)</i>	4	0	0	4
<i>Books/Monographs (Mono)</i>	0	0	0	0
<i>Conference Proceedings in Scholarly Meetings (Proc)</i>	0	0	0	0
<i>Presentations at Conferences</i>	3	3	0	6
<i>Professional Presentations (Pres)</i>	0	0	0	0
<i>Grants</i>	1	0	0	1
<i>Textbooks</i>	0	0	0	0
<i>Conferences and Meetings attended</i>	2	2	0	4
<i>Professional Development and Participation</i>	0	0	2	2
<i>Consulting</i>	0	0	0	0