

SEUNG WHAN (SW) RYU

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EDUCATION

Expected University of Iowa

2023 *Management & Entrepreneurship, Tippie College of Business*
Ph.D. Candidate in Management

Dissertation: *Employee daily task motivation and performance under the organization-wide implementation of flexible work arrangement - an ESM study.*

Committee: Beth A. Livingston (Chair), Amy E. Colbert, Chad Van Iddekinge,
Jennifer D. Nahrgang, Emily D. Campion

2017 University of Illinois at Urbana-Champaign

School of Labor and Employment Relations
Master of Human Resources and Industrial Relations

2015 Sogang University, Seoul, South Korea

College of Business, Bachelor of Business Administration (Cum Laude)

RESEARCH INTERESTS

Effects of HR policies; Employee perceptions of HR practices; Work-life interface

RESEARCH UNDER REVIEW AND INVITED REVISION

Livingston, B. A., **Ryu, S. W.**, & Bowes-Sperry, L. [Title removed for blind peer-review]
Under 2nd round revise and resubmit at *Academy of Management Review*.

BOOK CHAPTER

Livingston, B. A., & **Ryu, S. W.** Gender and Spousal Negotiation. (2020) In Olekalns, M., & Kennedy, J. A. (Eds.), *Research handbook on gender and negotiation*. Edward Elgar Publishing.

SELECTED WORKS IN PROGRESS

Titles have been shortened

Ryu, S. W. & Livingston, B. A. The effect of job rotation on employees' career management. (manuscript preparation, targeting *Personnel Psychology*).

Zhang, Q., Su, R., **Ryu, S. W.**, & Yu, K. Team receptivity to newcomers. (manuscript preparation, targeting *Journal of Applied Psychology*)

CONFERENCE PRESENTATION

Livingston, B. A., Bowes-Sperry, L., **Ryu, S. W.** (2019, August). Stranger harassment: The spillover of sexual harassment from public spaces to work. Paper presented in symposium "Sexual Harassment in and around Organizations: A Broader Scope," 79th *Annual Academy of Management Meeting*, Boston, MA.

Zhang, Q., Su, R., **Ryu, S. W.**, Li, C. S., & Yu, K. (2019, August). Can work teams prosper with membership flux? The role of team receptivity to newcomers. Paper presented at the 79th *Annual*

Academy of Management Meeting, Boston, MA.

Kim, S., & Ryu, S. W. (2018, July) Exploring the concept and nomological net of micro-breaks from a cross-level perspective. Paper presented at the *ILERA World Congress*. Seoul, Korea.

Javalagi, A., Newman, D. A., & Ryu, S. W. (2018, April). Leadership and big five personality: Moderating role of individualism/collectivism. Poster presented at the *32nd Annual Meeting of the Society for Industrial and Organizational Psychology*, Chicago, IL.

TEACHING EXPERIENCE

Tippie College of Business, University of Iowa

Summer 2019 **Primary Instructor**

MGMT3200: Individuals, Teams, and Organizations (Online)

- Required 3-credit course on organizational behavior for *business undergraduates*
- Instructor evaluation: 5.74/6.00 (Mean), rated by 11/18 students

Fall 2020

Primary Instructor

MGMT4350: Performance Management and Strategic Rewards

(Online & In-person Hybrid)

- Required 3-credit course on performance management and rewards for *leadership and management track undergraduates*
- Instructor evaluation: 5.92/6.00 (Mean), rated by 13/15 students

Spring,

Guest Lecturer & Project Mentor

Summer & Fall ENTR 4200: Entrepreneurship: Business Consulting

2021

- Required 3-credit course on business consulting for *entrepreneurial management track undergraduates*

Spring, 2022

- Gave lectures on survey development for entrepreneurship usage and mentored semester-long student business consulting projects
- No teaching evaluation available

RESEARCH & CONSULTING EXPERIENCE

Employee Work Arrangement Experience, Information Technology Services (PI: Dr. Beth A. Livingston)
University of Iowa 2021 - 2022

- Responsibilities include designing surveys (longitudinal surveys) for ITS employee work experience during and after the flexible work arrangement pilot period, analyzing data, providing reports and consulting for the ITS leadership team

Return to Work Survey, Tippie College of Business (PI: Dr. Jennifer D. Nahrgang & Dr. Amy E. Colbert)
University of Iowa 2021 - 2022

- Responsibilities include designing surveys (regular & experience sampling surveys) for Tippie College of Business employee work experience during the flexible work arrangement pilot period, analyzing data, and providing reports for the leadership team

Future of Work Pulse Survey, University of Iowa Human Resources (PI: Dr. Eean R. Crawford)
University of Iowa 2021 – 2022

- Responsibilities include analyzing data from a university-wide employee survey and providing reports for the leadership team

CORPORATE EXPERIENCE

March 2016 **Korean Management Association Consulting (Seoul, Korea)**

– April 2016 *Teaching Assistant for SHRM-CP/SCP Preparation Course*

Jan. 2015 **Mando Corporation (Gyeonggi-Do, Korea)**
– **Sep. 2015** *Culture Agent in Corporate Culture Team, Global HR Center (full-time)*

Oct. 2012 **Defense Security Command (Military Service, Korea)**
– **July 2014** *Military Intelligence Collection Assistant, Sergeant*

ACADEMIC MEMBERSHIP

2018 - Present Academy of Management (Organization Behavior and Human Resources Division)

2017 - Present Society for Industrial and Organizational Psychology

CERTIFICATION

Society of Human Resource Management Certified Professional (SHRM-CP) Certified June 2016