

Sujin Jeong

Department of Management and Entrepreneurship
Henry B. Tippie College of Business, University of Iowa
21 East Market St, Iowa City, IA 52242
sujin-jeong@uiowa.edu | (319) 512-9598

EDUCATION

Ph.D. Candidate in Management and Entrepreneurship

Tippie College of Business, University of Iowa, Degree anticipated May 2025

- Dissertation proposal defended on June 17, 2024
- Committee: Jennifer D. Nahrgang (Chair), Beth A. Livingston, Emily D. Campion, Rong Su
- *Too much to be ideal: The role of multiple jobholding on career advancement prospects*
Using lack of fit model and the ideal worker norm, the dissertation examines a supervisor's perception of fit between multiple jobholding subordinates and the ideal worker norm and how these perceptions of fit relate to the subordinate's career advancement prospects.

M.A. in Industrial and Organizational Psychology, Yonsei University, 2020

B.A. in Psychology, Yonsei University, 2018

RESEARCH INTERESTS

Multiple Jobholding: hybrid entrepreneurship, disclosure and concealment, impacts on individual and work outcomes, relationship with organization/supervisors/coworkers

Diversity, Equity, and Inclusion: gender, race/ethnicity, age, disability, religion, diversity training

RESEARCH UNDER REVIEW

*Livingston, B. A., *Jeong, S., *Klein, F., & Chakroborty, A. [Title removed for blind peer-review]. Integrative Conceptual Review (ICR). Second round Revise & Resubmit (First round R&R for full manuscript) at *Journal of Applied Psychology*. *first three authors are equal contributors

Welbourne Eleazar, M. J. & Jeong, S. [Title removed for blind peer-review]. Under review at *Journal of Management*.

WORKS IN PROGRESS (titles have been shortened)

Jeong, S., Nahrgang, J. D., Kim, J. K. & Newton, D. W. Disclosure of multiple jobholding. (final stages of manuscript preparation, targeting September 1 submission to *Academy of Management Journal*).

Welbourne Eleazar, M. J. & Jeong, S. Impacts of exploding offers. (revising manuscript, targeting September 1 submission to *Journal of Applied Psychology*).

Sessions, H., Nahrgang, J. D., Kim, J. K., & Jeong, S. Job demands and resources in multiple job holding. (revising manuscript, targeting *Personnel Psychology*)

Ptashnik, T., Su, R., Jeong, S., & Lee, S. Well-being meta-analysis. (revising manuscript, targeting *Psychological Bulletin*)

Brown, K. G. & Jeong, S. Virtual reality diversity training. (data collection, targeting *Human Relations*)

CONFERENCE PRESENTATION

Livingston, B., **Jeong, S.** Klein, F. & Chakroborty, A. (accepted for 2024, August). Mind the gap: An integrated conceptual review of research on the gender pay gap. Paper presentation in symposium “Decoding the fabric of gender inequality: Psychological factors and social contexts”*. 84th *Annual Academy of Management Meeting*, Chicago, IL.

*Selected as a showcase symposium in HR division.

Jeong, S., Nahrgang, J., Kim, J., & Newton, D. (accepted for 2024, August). Should I tell my boss or not? Disclosure and concealment of multiple jobholding. Paper presentation in symposium “Sharing through self-disclosure: Conceptualizations and measurement in organizations”. 84th *Annual Academy of Management Meeting*, Chicago, IL.

Welbourne Eleazar, M. J. & **Jeong, S.** (accepted for 2024, August). The impact of exploding offers in hiring. 84th *Annual Academy of Management Meeting*, Chicago, IL.

Welbourne Eleazar, M. J. & **Jeong, S.** (accepted for 2024, August). You can't win if you don't try: Encouraging women to pitch entrepreneurial ideas. *2024 Annual Meeting of the Society for Business Ethics*, Chicago, IL.

Welbourne Eleazar, M. J. & **Jeong, S.** (2024, January). You can't win if you don't try: Encouraging women to pitch entrepreneurial ideas. *2024 USASBE Annual Conference*, Birmingham, AL

Jeong, S., & Nahrgang, J. D. (2022, August). Do you want to know a secret? Disclosure and concealment of multiple job holding. Paper presented in symposium “Alternative work arrangements: Understanding the experience of the modern worker”. 82nd *Annual Academy of Management Meeting*, Seattle, WA.

SELECTED AWARDS AND HONORS

Dare to Discover Downtown Banner Campaign, University of Iowa, Jan. 2025

Best Reviewer Award, Academy of Management HR Division, Aug.2024

Best Reviewer Award, Academy of Management OB Division, Aug.2023

Post-Comprehensive Research Fellowship, University of Iowa, Sep.2023-Jan.2024

Iowa Recruitment Fellowship, University of Iowa, 2020-2025

Brain Korea 21 Plus Scholarship, National Research Foundation of Korea, 2019-2020

TEACHING EXPERIENCE

Primary Instructor

MGMT:3300. Strategic Human Resources Management. Fall 2022 & Spring 2024

- Required 3-credit course on human resource management for business undergraduates
- Course involves learning basic concepts and theories of human resource management and applying the HR practices to strategic level management and current business trends. Topics include job analysis, recruitment, selection, performance management, motivation, compensation, training, employee retention, diversity, and labor unions.
- Developed and taught the course independently
- Teaching evaluation: 4.2 (Mean)/6, rated by 23/26 students

Project Mentor & Guest Lecturer

ENTR:4200. Entrepreneurship: Business Consulting.

Fall 2022 – Spring 2024

- Required 3-credit course on business consulting for entrepreneurship undergraduates, covering exploration of consulting process, market research and analysis, financial analysis and projections, and strategic business and operations planning
- Gave lectures on survey development for entrepreneurship usage, mentored student projects to provide strategic business consulting services to start-up and early-stage companies, and facilitated team development evaluations and peer evaluations for project performance
- No teaching evaluations were conducted for this role

REFERENCES

Jennifer Nahrgang, Ph.D.

Fellow - Society for Organizational and Industrial Psychology (SIOP)

Henry B. Tippie Excellence Chair

Department Executive Officer

Department of Management and Entrepreneurship

Tippie College of Business, University of Iowa

W248 John Pappajohn Business Building

Iowa City, IA 52242-1994

Phone: (319) 467-1684

Email: jennifer-nahrgang@uiowa.edu

Type of reference: Professor, Supervisor, Co-author, Dissertation chair

Beth Livingston, Ph.D.

Associate Professor

Faculty Director, Kathleen Dore – Henry B. Tippie Women’s Leadership Program

Ralph L. Sheets Associate Professor of Industrial Relations

Department of Management and Entrepreneurship

Tippie College of Business, University of Iowa

W276 John Pappajohn Business Building

Iowa City, IA 52242-1994

Phone: (319) 335-0848

Email: beth-livingston@uiowa.edu

Type of reference: Professor, Co-author, Dissertation Committee Member

Miranda J. Welbourne Eleazar, Ph.D.

Assistant Professor

Department of Management and Entrepreneurship

Tippie College of Business, University of Iowa

W278 John Pappajohn Business Building

Iowa City, IA 52242-1994

Phone: (646) 234-5931

Email: miranda-welbourneeleazar@uiowa.edu

Type of reference: Co-author