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EDUCATION

Green Economic Development Fellow Aug, 2018
Kelley School of Business & Environmental Resilience Institute, Indiana University

Ph.D. in Organizational Behavior May, 2018
Cornell University

Dissertation: Exploring the Effect of Regional Sociopolitical Pressures on Organizations
- Committee: Pamela S. Tolbert (Chair), M. Diane Burton, Glen Dowell, Thomas DiCiccio

MS in Organizational Behavior 2013
Cornell University

MPS in Applied Statistics 2010
Cornell University

Bachelor in Business Administration & French Literature (Cum Laude) 2006
Sogang University, Seoul, Korea

RESEARCH & TEACHING INTERESTS

Research Interests:

Organizational Behavior & Theory, Entrepreneurship, Non-Market Strategy, Strategy Implementation, Corporate Social Responsibility and Sustainability

Teaching Interests:

Organizational Behavior & Theory, Entrepreneurship, Strategic Management, Non-Market Strategy, Managing Stakeholders, Human Resource Management

ACADEMIC PUBLICATIONS & WORKING PAPERS

Lee, J. & Sohn, J. 2012. M&A and its impact on employee attitudes. *Korean Management Consulting Review*, 12(4): 123- 147.

Lee, J. & **Sohn, J.** The influence of local contexts on human capital acquisition strategies. (*Revise and resubmit from the Human Resource Management*).

Sohn, J. & Cordero, A. Federal Policy and Local Politics: The collapse of the Acid Rain Program and coal-fired facilities' environmental performance, 2003~2011, (*Under review at the Administrative Science Quarterly*)

Sohn, J. Different sources-different responses: How local sociopolitical pressures affected coal-fired facilities' assessment of operational risks, 2003~2008, (*Ready for submission to the Organization Science*)

Sohn, J. & Tolbert, P. Agency and conformity: Variations in small firms' formalization of the human resource function (*Ready for submission to Organisation Studies*)

Cordero, A., **Sohn, J.**, & Sine, W. Of "Greasers" and "Sanders": Corruption & MNE Location Choice (*Ready for submission to the Journal of International Business Studies*).

Sohn, J., Lee, J., & Kang, Y. S. Stock price volatility and CEO power: How firms transfer financial risks to employees. *Work in progress*.

Cordero, A. & **Sohn, J.** Navigating turbulent waters: Dynamic resources as a buffer for regional environmental instability, *Work in progress*.

Sohn, J. Political network and corporate social responsibility: Exploring the association between board members' political network and corporate social responsibility score, *Data analysis stage*.

CONFERENCE PRESENTATION

Navigating turbulent waters: Dynamic resources as a buffer for regional environmental instability accepted at Eastern Academy of Management Conference, 2017, Baltimore, MD.

When do organizations pay attention to local social movements? Understanding the normative force behind the Acid Rain Program presented at Society for the Advancement of Socio-Economics, 2016, Berkeley, CA.

To consume or reserve? How local sociopolitical pressures affected coal-fired facilities' use of SO2 allowances, 1995~2008 presented at Society for the Advancement of Socio-Economics, 2016, Berkeley, CA.

How Do Entrepreneurs become investors? The case of Cornell alumni network presented at Cornell University Institute for the Social Sciences, 2016.

Agency and conformity: variations in small firms' formalization of the human resource function presented at American Sociological Association Conference, 2015, Chicago, IL.

Stock price volatility and CEO power: How firms transfer risks to employees presented at Wharton Work and Organization Conference, 2014, Philadelphia, PA.

Agency and conformity: Variations in small firms' formalization of the human resource function presented at LERA Annual Meeting, 2014, Portland, OR.

Agency and conformity: Variations in small firms' formalization of the human resource function presented at Wharton Work and Organization Conference, 2013, Philadelphia, PA.

Agency and conformity: Variations in small firms' formalization of the human resource function presented at Trans-Atlantic Doctoral Consortium, 2013, London Business School, London, U.K.

TEACHING EXPERIENCES

Human Resource Management (Graduate Level), Teaching Assistant (Spring, 2018)

Cornell-Samsung HR Development Program for HR executives, Teaching Assistant (July, 2017)

Organizational Behavior, Co-Instructor (Summer class, 2014)

Guest lecture, Institutional theory and bureaucracy (Summer OB class, 2012, 2013)

Organizational Behavior, Teaching Assistant (Fall, 2011/ Fall, 2012)

WORK EXPERIENCES

STX PANOCEAN (*Korean Shipping Management & Finance Company*) July 2006-Mar 2007

- Worked as an industry analyst investigating global economic trends
- Monitoring global oil price fluctuations and the tanker fleet market

SUN Microsystems, Human Resources Department, Seoul, Korea Sep 2004-Feb 2005

- Designing a HR internship program for university students

European Union Chamber of Commerce, *Property Rights Division*, Korea Sep 2002- Aug 2003

- Worked as an associate in the property rights division
- Managed meetings with the EUCCK member firms and the Korean government
- Constructing legal claims database for member firms

KTX (Korea Train Express), *Human Resources Department*, Seoul, Korea Apr 2000-Aug 2002

- HR associate in the hiring division

SKILLS

Language Proficiency: Korean (Native), Fluent in English and French

Computer Proficiency in Microsoft programs including Word, PowerPoint, Excel, and etc.

Statistical Programs: STATA, SAS, R

REFERENCES

Pamela S. Tolbert (Chair)

Lois S. Gray Professor of Industrial and Labor Relations and the Social Sciences and
Professor of Organizational Behavior
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Arkangel Cordero (Co-Author)

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