Somi Hong

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EDUCATION

Ph.D. Management and Organizations Aug 2026 – Present
Cornell University

M.S. Business Administration (Organizational Behavior) Feb 2026
Seoul National University

B.A. Economics Feb 2024
Yonsei University

Study Abroad (Economics) Fall 2022
University of Michigan

RESEARCH INTERESTS

Status, Perception, Creativity

WORKING PAPERS

1. Lee, J., Guarana C. L., Kim, S., & **Hong, S.** "When Work Never Feels Finished: Leader Perfectionistic Demands and Cognitive Carryover"
- Under 1st R&R at *Organizational Behavior and Human Decision Processes*

CONFERENCE PRESENTATIONS

1. **Hong, S.** "Curvilinear Effects of Team Trust on Creativity: Mediating Role of Cognitive Bias"
- *2026 Society for Industrial and Organizational Psychology (SIOP) Conference, New Orleans, LA, Apr 2026*
- *Top-rated poster for the Groups/Teams Content Area Theme Track*

2. **Hong, S.** "Favor Exchange and Status Dynamics: Effects of Initial Status and Network Diversity"
- *2026 International Compensation, Motivation, and Performance (ICoMP) Conference, Seoul, Korea, Jan 2026*

3. Lee, J., Guarana C. L., Kim, S., & **Hong, S.** "The Paradoxical Effects of Leader Perfectionism Toward Followers on Followers' Goal Progress and Burnout via Repetitive Thoughts"
- *2025 Academy of Management (AOM) Annual Meeting, Copenhagen, Denmark, Jul 2025*

RESEARCH CONTRIBUTIONS

Collaborative Project with Fursys (Workspace Consulting Firm) Jun – Aug 2024
- Reviewed literature on psychological constructs in workplace environments to develop a conceptual framework linking workplace design to employee well-being and productivity.
- Insights featured in various publications including *Donga Business Review,* informing workplace management practices in industry.

WORK AND TEACHING EXPERIENCE

- Research Assistant, Mercer — Feb – Jun 2023
- Financial Statements Assistant, Samil PwC (Price Waterhouse Coopers) — Feb – Mar 2022
- Teaching Assistant, Seoul National University Business School — Mar 2024 – Dec 2025

SCHOLARSHIPS AND AWARDS

- Cornell Fellowship, Cornell University — 2026, 2027
- Graduate Scholarship, Seoul National University — 2024, 2025
- Yonsei Underwood JinLi Merit-Based Scholarship — 2020, 2023
- Yonsei Wine Scholarship (Leadership in student ambassadors) — 2022