Somi Hong

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EDUCATION

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

M.A. Business Administration (Organizational Behavior) Feb 2026
Seoul National University (GPA 3.96/4.00)

B.A. Economics Feb 2024
Yonsei University (GPA 3.87/4.00)

Study Abroad (Economics) Fall 2022
University of Michigan

RESEARCH INTERESTS

Social hierarchy (Status, Power), Strategic behavior, Creativity

WORKING PAPERS

1. Lee, J., Guarana C. L., Kim, S., & **Hong, S.** "The Cognitive Consequences of Leader Perfectionism: Leader Perfectionism, Repetitive Thoughts, and Followers' Performance"
- Under 1st R&R at *Organizational Behavior and Human Decision Processes*

CONFERENCE PAPERS AND PRESENTATIONS

1. **Hong, S.** "Curvilinear Effects of Team Trust on Creativity: Mediating Role of Cognitive Bias"
- Presented at *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"
- Presented at *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"
- Presented at *2025 Academy of Management (AOM) Annual Meeting, Copenhagen, Denmark, Jul 2025*

RESEARCH CONTRIBUTIONS

Fursys (Workspace Consulting Company) Research Project 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 such as *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 – June 2025

LEADERSHIP ACTIVITIES

- Director, KUSEA (Korea University Students Economic Association) — Sep 2021 – Aug 2022
- Vice President, InYon (Yonsei Student Ambassador Association) — Sep 2020 – Feb 2022

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

SKILLS & CERTIFICATIONS

- Languages – English (Proficient), Korean (Native)
- Statistical Software – SPSS, AMOS, R, Mplus
- Research Tools – Qualtrics, Prolific
- Certifications – CAM (Certified Accounting Manager) Basic & Intermediate