MIN YOUNG YOON

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August 2026

ACADEMIC EMPLOYMENT

McCoy College of Business, Texas State University — Aug 2026 – present
Assistant Professor of Management

Norm Brodsky College of Business, Rider University — Sep 2022 – Jun 2026
Assistant Professor of Management

EDUCATION

Smeal College of Business, Pennsylvania State University — 2022
Ph.D., Management & Organization, Concentration: Organizational Behavior

Warwick Business School, The University of Warwick — 2013
M.A., Management & Organizational Analysis

College of Liberal Arts, Yonsei University — 2011
B.A., Psychology (Double major: Business Administration)

RESEARCH INTERESTS

Belongingness, Leadership, Work-Family Interface

PUBLICATION

Yoon, M. Y., Joshi, A., & Dang, C. T. (2023) Male Privilege Awareness and Relational Well-Being at Work: An Allyship Pathway. *Psychology of Men and Masculinities, 24(2), 149*–161.

Chen, A., Yan, L., & **Yoon, M. Y.** (2025). What happens after anti-Asian racism at work? A moral exclusion perspective on coworker confrontation and mechanisms. *Journal of Applied Psychology, 110*(3), 432–443.

MANUSCRIPTS UNDER REVIEW

Joshi, A., Dang, C. T., Kardel, S***** & **Yoon, M. Y.*** (Under 1st R & R at *Journal of Applied Psychology*) [Title Omitted for Blind Review]. **Equal contribution.*

Song, Y., **Yoon, M. Y.**, & Rees, L. (Under 1st Review at *Journal of Management*) [Title Omitted for Blind Review].

SELECTED RESEARCH IN PROGRESS

Yoon, M. Y., Joshi, A., & Dang, C. T. (Under 1st R & R at *Gender in Management: An International Journal*) [Title Omitted for Blind Review].

Yoon, M. Y., Joshi, A. The Effects of Men's Paternal Nurturant Imprint (PNI) on Their Partners' Work-Family Functioning Among Dual Earner Couples. (Preparing for Submission)

Yoon, M. Y. & Zhu, L. Y. The Effects of Creativity Training on Gender Stereotyping at Work. (Data Collection Stage)

CONFERENCE PRESENTATIONS & SYMPOSIA

Yoon, M. Y. 2024. The Effects of Men's Paternal Nurturant Imprint (PNI) on Work-Family Functioning. Presented at the 84th annual meeting of the Academy of Management, Chicago.

Yoon, M. Y. 2023. The Effects of Men's Paternal Nurturant Imprint (PNI) on Their Partners' Work-Family Functioning Among Dual Earner Couples. Presented at the British Academy of Management 2023 Conference, Brighton.

Chen, A., Yan, L., **Yoon, M. Y.** 2023. Do They Deserve My Support? A Moral Perspective on Coworker Intervention in anti-Asian Racism. Presented at the 83rd annual meeting of the Academy of Management, Boston.

Chen, A., Yan, L., **Yoon, M. Y.** 2023. Do They Deserve My Support? A Moral Perspective on Ally Behaviors toward Asian Coworkers. Presented at EURAM 2023 Conference, Dublin.

Yoon, M. Y., Joshi, A., & Dang, C. 2022. How Gender Allyship Promotes Males' Relational Wellbeing at Work. Presented at the 82nd annual meeting of the Academy of Management, Seattle.

Yoon, M. Y., Joshi, A. 2019. Agency and Expressiveness as Dimensions of Male Leader Prototypes. Presented at the 79th annual meeting of the Academy of Management, Boston.

Yoon, M. Y. 2019. Adversaries or Allies of High Performing Women in a Politicized World, Presented at the 79th annual meeting of the Academy of Management, Boston.

Yoon, M. Y., Joshi, A., & Briscoe, F**.** Symposium. 2019. Ignoring the Elephant (And Donkey) In the Room: Political Ideology in Organizations. Presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, National Harbor.

Yoon, M. Y. 2018. Organizer of the symposium, Moving the Needle Forward: An Actionable Agenda for Diversity Research. Presented at the 78th annual meeting of the Academy of Management, Chicago.

Yoon, M. Y., & Joshi, A. 2018. How Diversity Practices Can Lower the Gender Gap in Resource Allocation. Paper presented at the 78th annual meeting of the Academy of Management, Chicago.

Yoon, M. Y. 2017. How Interdisciplinary Teams Elicit Collaborative Communication. Paper presented at the 77th annual meeting of the Academy of Management, Atlanta.

Yoon, M. Y., Kim, G., Lee, S., & Sohn, Y. W. 2016. I Perceive Your Envy and I Behave Well: Moderating Roles of Fear of Negative Evaluation and Need To Belong in the Relationship between Perceived Envy and Organizational Citizenship Behavior, Poster presented at the 17th annual meeting of the Society for Personality and Social Psychology (SPSP), San Diego.

TEACHING

Managing Workforce Diversity (MGT 320, 3 credits) (4.92/5.0)
Spring 2023 – 2026

Fundamentals of Management and Organizational Behavior (MGT 201, 3 credits) (4.70/5.0)

Fall 2022 – 2025
Spring 2023 – 2026
International Management (MGT 375, 3 credits, Online)
Fall, 2025
Spring, 2026
Organizational Behavior and Design, Instructor (MGMT 326, 3 credits) (6.55/7.0)
Fall 2019
Spring 2019
Introduction to Korean Culture and Commerce, Teaching Assistant, Yonsei University (2015)
Successful Career Planning, Invited Lecturer, Yonsei University (2014)

HONORS AND AWARDS

Summer Fellowship, Rider University (2023, 2024, 2025)
Davis Fellowship, Rider University (2023, 2024)
J.E. Harper Fellowship, Rider University (2022, 2023, 2024)
Gerald I. Susman Enhancement Fund, Pennsylvania State University (2020-2021)
Smeal Small Research Grants, Pennsylvania State University (2019-2022)
M&O Summer Research Funding, Pennsylvania State University (2018-2021)
Summer Research Funding, Pennsylvania State University (2017)
Management and Organizational Excellence Enhancement Fund, Pennsylvania State University (2016-2022)
Brain Korea 21 Study Abroad Travel Award, National Research Foundation of Korea (2015)
Brain Korea 21 Scholarship, National Research Foundation of Korea (2015)
Research Scholarship for Field Study Abroad, Yonsei Business School (2010)
External Scholarship for Internship, Korean Ministry of Labor (2009)
Superior Academic Performance Scholarship, Yonsei University (2007-2008)
Honors Student, Yonsei University (2007)

SERVICE AND AFFILIATIONS

Academic Service
Editorial Board, *Psychology of Men and Masculinities* (2023-present)
Ad Hoc Reviewer, *Organizational Behavior and Human Decision Processes* (2023-present)
Ad Hoc Reviewer, *Group Processes & Intergroup Relations* (2023-present)
Reviewer, Academy of Management Annual Meetings (2017-present)
Professional Service
Rider NBCB DEI Advisory Council (2023-present)
Rider President's Council on Inclusion (2024-present)
Student Success Advisory Committee (2025-present)
Organizer
Rider NBCB Work in Progress Series (2024-present)
Co-organizer for the M&O PhD brown bag seminar, Smeal College of Business (2019-2020)
Professional Affiliations
Academy of Management
American Psychological Association

PROFESSIONAL EXPERIENCE

KIM & CHANG, HR staff, Seoul, Korea (2013-2014)

Hay Group, Research Analyst, Seoul, Korea (2013)
Arthur D. Little, Research Associate, Seoul, Korea (2011)
Hankook Research Institute, Research Assistant, Seoul, Korea (2009)

LANGUAGES

Korean: Native
English: Fluent
Computer Language: Stata, SPSS, Mplus, UCINET

REFERENCES

Aparna Joshi
Professor of Management & Organizations
Ross School of Business
The University of Michigan
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Davide Nicolini
Professor of Organization Studies
Warwick Business School
The University of Warwick
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Carolyn Dang
Assistant Professor of Management & Organization
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