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## **JEEWON CHO, Ph.D.**

Associate Professor, Management Program Director  
 College of Business, Oregon State University  
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### **ACADEMIC EMPLOYMENT**

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Associate Professor, Management, College of Business, Oregon State University, OR (Present)  
 Assistant Professor, Management, College of Business, Oregon State University, OR  
 Assistant Professor, Management, School of Business Montclair State University, NJ

### **EDUCATION**

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**Ph.D.**, Organizational Behavior, State University of New York (SUNY) at Buffalo  
**M.B.A.**, Organizational Behavior, Seoul National University, Seoul, Republic of Korea  
**B.B.A.**, Business Administration, Duksung Women's University, Seoul, Republic of Korea

### **AWARDS AND HONORS**

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- *Outstanding Reviewer Award*, Journal of Organizational Behavior, 2020.
- *Summer Research Award*, College of Business, OSU, 2019.
- *Finalist for the JBE Best Paper in Business Ethics Award*, Social Issues in Management Division, Academy of Management, 2018.
- *Betty and Forrest Simmons Excellence in Graduate Teaching Award*, College of Business, OSU, 2018.
- *Prominent Scholar Award*, College of Business, OSU, 2018.
- *The Best Paper Proceedings*, Social Issues in Management Division, Academy of Management, 2018.
- *The Sage Best Paper Award*, Midwest Academy of Management, 2017.
- *Summer Research Fellowships*, College of Business, OSU, 2014; 2015.
- *Faculty Internationalization Grants*, OSU, 2013.
- *Newcomb Research awards*, College of Business, OSU, 2012, 2013.
- *Rookie of the Year*, The Students of the College of Business, Oregon State University (OSU), 2012.
- *Finalist for the Best Paper Award*, The Leadership Quarterly, 2010.
- *The Best Paper Proceedings*, Organizational Behavior Division, Academy of Management, 2009.
- *Josep A. Alutto Fellowship*, SUNY at Buffalo, 2002-2006.
- *Honor's List*, Seoul National University Alumni Association, 1995.

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- *Scholarship for Excellent Academic Performance*, Duksung Women's University, 1991-1995.

## **RESEARCH INTERESTS**

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- Leadership Processes and Effectiveness
- Individual Cognition and Behavior in Information Systems Contexts
- Employee Performance in Non-Volitional Surveillance Contexts

## **SELECTED RESEARCH PUBLICATION**

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**Cho, J.** & Park, I. (in press) Does Information Systems Support for Creativity Enhance Effective Information Systems Use and Job Satisfaction in Virtual Work? *Information Systems Frontiers* (3 out of 4 on the ABS list; and an impact factor of 6.191, 5-year impact factor of 5.797)

**Cho, J.\***, Schilpzand, P\*, Huang, L., & Paterson, T. (2021) How and When Humble Leadership Facilitates Employee Job Performance: The Roles of Feeling Trusted and Job Autonomy. *Journal of Leadership and Organizational Studies*. 28(2), 169-184 (an impact factor of 3.611; and a 5-year impact factor of 4.304).

\* Denotes equal first-authorship.

Lee, J. **Cho, J.**, & Pillai, R. (2020) Does Transformational Leadership Promote Employee Perceptions of Ethical Leadership? A Moderated Mediation Model of Procedural Justice and Power Distance Orientation. *Journal of Leadership, Accountability, and Ethics*. 17(6), 89-101.

Park, I., Sarnikar, S. & **Cho, J.** (2020) Disentangling the Effects of Efficacy-Facilitating Informational Support on Health Resilience in Online Healthcare Communities Based on Phase-Level Text Analysis. *Information and Management*. 48(7), 270-277. (3 out of 4 on the ABS list; an impact factor of 10.328)

**Cho, J.\***, Lee, J.\* , Baek, Y., Pillai, R., & Oh, S. (2019) Ethical Leadership and Follower Outcomes: The Mediating Effects of Organizational Commitment while Controlling for the Full-Range Leadership Model and Authentic Leadership. *Asian Pacific Journal of Management*. 36(3), 821-847. (3 out of 4 on the ABS list; and an impact factor of 4.5, 5-year impact factor of 6.075)

\* Denotes equal first-authorship.

Schilpzand, P., Houston, L., & **Cho, J.** (2018) Not Too Tired to be Proactive: Daily Empowering Leadership Spurs Next-Morning Employee Proactivity as Moderated by Night Sleep Quality. *Academy of Management Journal*. 61(6), 2367-2387. (4\* out of 4 on the ABS list; and an impact factor of 10.979, 5-year impact factor of 16.178)

Park, I., **Cho, J.** & H. R. Rao. (2015). The Dynamics of Pre- and Post-Purchase Service and Consumer Evaluation of Online Retailers: A Comparative Analysis of Dissonance and

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Disconfirmation Models. *Decision Sciences Journal*. 46(6), 1109-1140. (3 out of 4 on the ABS list; and an impact factor of 4.147)

Treadway, D., & Breland, J., Williams, L., **Cho, J.**, Yang, J., & Ferris, J. (2013). Social Influence and Interpersonal Power in Organizations: Roles of Performance and Political Skill in Two Studies. *Journal of Management*. 39(6), 1529-1553. (4\* out of 4 on the ABS list; and an impact factor of 13.508; and a 5-year impact factor of 18.017)

\*Featured article in the journal's Twitter feed (@Journal\_of\_Mgmt)

Park, I., **Cho, J.**, & H. R. Rao. (2012) The Effect of Pre- and Post-Service Encounter Performance on Consumer Evaluation of Online Retailors. *Decision Support Systems*. 52(2), 415-426. (3 out of 4 on the ABS list; an impact factor of 6.969)

**Cho, J.**, Park, I., & Michel, J. (2011). How Does Leadership Affect Information Systems Success? A Role of Transformational Leadership. *Information and Management*. 48(7), 270-277. (3 out of 4 on the ABS list; an impact factor of 5.155; and a 5-year impact factor of 6.714.)

Michel, J., Lyons, B., & **Cho, J.** (2011). Is the Full-Range Model of Leadership Really a Full-Range Model of Effective Leader Behavior? *Journal of Leadership and Organizational Studies*. 18(4), 493-507. an impact factor of 10.328.)

**Cho, J.**, & Treadway, D. (2011). Organizational Identification and Perceived Organizational Support as Mediators of the Procedural Justice-Citizenship Behavior Relationship: A Cross-Cultural Constructive Replication. *European Journal of Work and Organizational Psychology*. 20(5), 631-653. (3 out of 4 on the ABS list; an impact factor of 4.867 and a 5-year impact factor of 5.5)

**Cho, J.** & Dansereau, F. (2010). Are Transformational Leaders Fair? A Multi-Level Study of Transformational Leadership, Justice Perceptions, and Organizational Citizenship Behaviors\*. *The Leadership Quarterly*. 21(3), 409-421. (4 out of 4 on the ABS list; an impact factor of 9.924)

\*Finalist for the Best Paper Award, The Leadership Quarterly, 2010.

Dansereau, F., **Cho, J.**, and Yammarino, F. (2006). Avoiding the "Fallacy of the Wrong Level": A Within and Between Analysis (WABA) Approach. *Group and Organization Management*, 31(1), 1-42. (3 out of 4 on the ABS list; and an impact factor of 4.290 and a 5-year impact factor of 5.423)

**\* Google Citation Indices (as of 7/2022)**

	All	Since 2017
<b>Citations</b>	<b>1379</b>	<b>831</b>
<b>h-index</b>	<b>13</b>	<b>11</b>
<b>i10-index</b>	<b>13</b>	<b>12</b>

**BOOK CHAPTERS AND OTHER PUBLICATION**

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Kim, K., Dansereau, F., Kim, I., Wang, L., **Cho, J.**, & Chiu, C. (2013). Addendum: Extending the concept of charismatic leadership further. In B. J. Avolio & F. J. Yammarino (Eds.), *Transformational and Charismatic Leadership: The Road Ahead*. Oxford, UK: Elsevier Science Ltd.

Williams, L., **Cho, J.**, and Boisnier, A. (2006). A Case Study on Social Identity and Identification, (Titled "From Lippert-Johanson Incorporated to Fenway Waste Management: Catherine's Career Trajectory Takes an Unexpected Turn"). In S. L. McShane and M. A. Von Glinow, *Organizational Behavior: Emerging Realities for the Workplace Revolution*, 4th Ed. New York: McGraw-Hill/Irwin.

### MANUSCRIPTS/GRANTS UNDER REVISION/REVIEW IN JOURNALS

Park, I., **Cho, J.**, & H. R. Rao. Clinical Information Systems (CIS) Resilience and Effective CIS Use under Natural Disasters. Major revision in process at *Management Information Systems Quarterly*.

**Cho, J.**, Park, I., & H. R. Rao. How and when Do Information Privacy Concerns in Non-Volitional Workplace Surveillance Impact Information Systems Use Behaviors? Major revision in process at *Journal of the Association for Information Systems*.

**Cho, J.**, Park, I., & H. R. Rao. Information Privacy Concerns and Workaround Behaviors in Non-Volitional Organizational Surveillance. Reject and Resubmission in process at *Information Systems Research*.

### WORKING PAPERS & RESEARCH IN PROCESS

[Academic Mentoring and Mentoring Effectiveness] Title withheld, Writing in Process.

[Academic Mentoring and Mentoring Effectiveness] Title withheld, Data analyses in Process.

### CONFERENCE PROCEEDINGS AND PRESENTATIONS

**Panelist**, (2022). The Art of Writing and Publishing for Non-Native English Writers, Professional Development Workshop (PDW), Organizational Behavior Division, *Academy of Management (AOM)*, Seattle, Washington.

**Cho, J.**, Kim, S., & Mathew, P. (2022). Does Humility of Mentors Matter for Self-Perceived Minority Mentees' Mental Wellbeing? A Study of Peer Mentoring of Higher Education from a Conservation of Resources Perspective. *Academy of Management (AOM)*, Seattle, Washington.

**Panelist**, (2022). Junior Faculty/Doctoral Student Consortium 2022 *Western Academy of Management (WAM)*, Waikoloa, Hawaii.

**Panelist**, (2020). Organizational Behavior Doctoral Student Consortium 2020 Part 1, *Virtual Academy of Management (AOM)*.

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Kim, S., Cha, S. & **Cho, J.** (2019) Does Frequent Inter-Unit Contact Leads to Higher Global Identification? The Contextualizing Role of Subsidiary Managers. *Western Academy of Management (WAM)*, Sonoma, California.

Park, I., **Cho, J.**, & H. R. Rao. (2018) An Examination of Resilience in Healthcare Information Systems in the Context of Natural Disaster. *Information Security and Privacy, Pre-ICIS workshop*, San Francisco, California.

**Cho, J.** \*, Lee, J. \*, Baek, Y., Pillai, R., & Oh, S. (2018) Ethical Leadership and Follower Outcomes: The Mediating Effects of Organizational Commitment while Controlling for the Full-Range Leadership Model and Authentic Leadership. Academy of Management (AOM), Chicago, IL.

\*The Best Paper Proceedings; *Finalist for the JBE Best Paper in Business Ethics*

Park, I., **Cho, J.** \*, & H. R. Rao. (2017) Employee Privacy Concerns, Procedural Justice, and IS Satisfaction under Non-Volitional Surveillance: A Comparative Study between Korea and the United States. *Culture in IS: Conducting Innovative Publication, Pre-ICIS workshop*, Seoul, Korea.

Pastor, J.C., **Cho, J.**, Williams, L., Ferrin, D., Becker, B., Kohles, J., Mayo, M., & Pillai, R. (2017). A Tribute to James R. Meindl: Honoring His Spirit and Legacy. *19<sup>th</sup> Annual International Leadership Association Global Conference*, Brussels, Belgium.

Lee, J. **Cho, J.**, & Pillai, R. (2017)\* Loyalty as Moral Glue in Korea? The Mediating Role of Affective Commitment in the Relationship between Ethical Leadership and Work Outcomes. Midwest Academy of Management (MAM), Chicago, IL.

\*The Sage Best Paper Award

Schilpzand, P., **Cho, J.**, & Houston, L. (2017). I Didn't Expect You to Behave Humbly, But I Feel Great about Myself Now that You Did. the 33rd European Group for Organizational Studies (EGOS) Colloquium, Copenhagen, Denmark.

**Cho, J.** \*, Schilpzand, P\*, & Paterson, T. (2016). Antecedents to Employee-Felt Trust: A Moderated Mediation Analysis of Humble Leadership and Job Autonomy on Employee Performance Criteria. Academy of Management (AOM), Anaheim, California.

Park, I. (2013), Al-Ramahi, M., & **Cho, J.** (2015). The Effect of Perceived IS Support for Creativity on Job Satisfaction. International Conference on Information Systems (ICIS), Dallas, Texas.

**Cho, J.**, & Schilpzand, P. (2015). Group Dynamic in Abusive Supervision: Boundary Conditions for Relational and Collective Self-Concepts. Western Academy of Management (WAM), Kauai, Hawaii.

Schilpzand, P., & **Cho, J.** (2015). Employee homesickness: Causes and Outcomes. Western Academy of Management (WAM), Kauai, Hawaii.

**Cho, J.** (2014). Silence is Golden: A Conceptual Investigation of Leaders' Extraversion and Introversion Personality in Collectivism. Society for Industrial and Organizational Psychology (SIOP), Honolulu, Hawaii.

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**Cho, J., & Park, I.** (2013). Shared Leadership in Virtual Teams: Boundary Conditions for Team Identification and Cohesiveness. Western Academy of Management (WAM), Santa Fe, NM.

**Cho, J., Park, I., & Lee, E. T.** (2012). Transformational Leadership in Software Testing Teams: A Virtual Team Setting, *International Research Workshop on Advances and Innovations in Software Testing*, the Systems Testing Excellence Program (STEP) of University of Memphis at the FedEx Institute of Technology, Memphis, Tennessee.

Kessler, S., **Cho, J.**, Xia, J., Hunt, J., Stelluto, G., & Ropo, A. (2012). Playing a New Tune: Lessons from Examining Leadership in Orchestras. Society for Industrial and Organizational Psychology (SIOP), San Diego, California.

**Cho, J., & Park, I.** (2011). A Multi-Level Study of Charismatic Leadership, Identification, and Organizational Citizenship Behaviors: A Multifocal Approach. Academy of Management (AOM), San Antonio, Texas.

Park, I., **Cho, J.**, & H. R. Rao (2010). An Investigation of a Satisfaction Formation Process in Online Shopping: An Alternative Approach. *WeB 2010 SIGeBIZ –9<sup>th</sup> Workshop on e-Business, Pre-ICIS workshop*, St. Louis, Missouri.

**Cho, J., & Kessler, S.** (2010) The Impact of Multi-Level Identification on Organizational Citizenship Behavior and Turnover Intentions. Society for Industrial and Organizational Psychology (SIOP), Atlanta, Georgia.

Treadway, D., & Breland, J., **Cho, J.**, Duke, A., & Yang, J. (2009)\*. Performance is Not Enough: Political Skill in the Longitudinal Performance-Power Relationship. Academy of Management (AOM), Chicago, Illinois.

\**The Best Paper Proceedings*, Organizational Behavior Division,

**Cho, J. & Dansereau, F.** (2008). Are Transformational Leaders Fair? A Multi-Level Study of Transformational Leadership, Justice Perceptions, and Organizational Citizenship Behaviors. Academy of Management (AOM), Anaheim, California.

**Cho, J., & Treadway, D.** (2008). Why Does Procedural Justice Influence Citizenship Behavior? Society for Industrial and Organizational Psychology (SIOP), San Francisco, California.

**Cho, J.,\*** & Park, I.\* (2007). Transformational Leadership and Information Systems Effectiveness. International Conference on Information Systems (ICIS), Montreal, Quebec, Canada.

\* First authorship was determined in an alphabetical order as both authors contributed to the article equally.

**Cho, J.** (2006). Psychological Processes Underlying the Relationship between Transformational Leadership and Multi-Foci Organizational Citizenship Behaviors: A Multi-Level Approach. Colloquium of Department of Organization and Human Resources, School of Management, SUNY at Buffalo.

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**Cho, J.** (2004). Why Does Organizational Identification Matter: The Impact of Organizational Identification on the Relationship between Justice Perceptions and Citizenship Behavior. Academy of Management (AOM), New Orleans, Louisiana.

**Cho, J., & Williams, L.** (2004). A Three-Stage Model of Transformational/Transactional Leadership. Conference on Cross-Cultural Leadership and Management Studies, Seoul, Republic of Korea.

## **SYMPOSIUM ORGANIZER**

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Schilpzand, P., & **Cho, J.** (2016). Trust in Organizations: Novel Directions and New Frontiers. Academy of Management (AOM), Anaheim, California.

## **TEACHING INTERESTS**

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- Leadership in Organizations
- Cross-Cultural Management

## **NEW COURSE DEVELOPMENT**

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- MGMT 446: Cross-Cultural Management (Management Elective, offline, hybrid & online)
- MGMT 546: Cross-Cultural Management (MBA Organizational Leadership Track required, online & hybrid)

## **COURSES TAUGHT**

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### **Oregon State University**

#### Undergraduate

- MGMT 446: Cross-Cultural Management (Management Elective, offline & hybrid)
- MGMT 452: Leadership (Management required)
- BA 352: Organizational Behavior (Undergraduate Core required)

#### Graduate

- BA 550: Organization Leadership and Management (MBA core required)
- MGMT 546: Cross-Cultural Management (MBA Organizational Leadership Track required)

#### Doctorate

- BA 613: Seminar in Business Research Methods (one session taught, 2015)

### **Montclair State University**

#### Undergraduate (offline & hybrid)

- Motivation and Leadership
- Organizational Behavior
- Principles of Management

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Graduate

- Management Processes and Organizational Behavior

**State University of New York at Buffalo**

Undergraduate

- Organizational Behavior

**GUEST LECTURES**

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- Guest Speaker, The Starker Lecture Series, College of Forestry, Oregon State University
- Guest Speaker, School of Business, Seoul National University, Seoul, Republic of Korea
- Guest Speaker, School of Business, Yonsei University, Seoul, Republic of Korea
- Guest Speaker, School of Business Administration, Kyungpook National University, Daegu, Republic of Korea
- MBA Orientations: Multicultural Learning Exercise, MBA Program, OSU
- Managers Retreat: Leadership, the Corvallis Clinics
- Guest Lecture: Cross-Cultural Leadership, the EMBA Program at Tsinghua University, Shenzhen, China
- Anthropology 319 (People of Japan and Korea: Prof. Rosenberger): Korean Chabol Systems and Cultures in Business, OSU

**PEDAGOGICAL SERVICES**

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**Oregon State University:**

- Dissertation Committee: Chukwuma Nnaji (School of Civil & Construction Engineering, OSU)
- Dissertation Committee: Sylvia Gray (School of Education, OSU)
- Thesis Chair of the MBA Program: Qu (David) Zhang (Thesis Track)
- Thesis Chair of the Honor's College Program: Alexa Carey (Management Major)

**International Community of Higher Education:**

- Final Dissertation Examiner: Affan Bokhari (OB/HR and Arts Management, University of South Australia Business School, Australia)  
Dissertation Title: Leader Narcissism and LMX: The Role of Follower Identity Overlap and Threat

**INTERNAL SERVICES**

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**Oregon State University:**

- Advancement of Teaching Committee (2021-present)
- University Managerial and Leadership Competency Taskforce (2021)



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- Curriculum Internationalization of the University International Strategy Council (2016-2017)
- University Honor College Council (2015-2017)

#### **College of Business:**

- Management Program Director (2020-2022)
- Reviewer of the Promotion for Ken Crangle (2020)

#### Committee Chair

- Management Discipline Promotion and Tenure Committee: Dr. Chad Murphy (2020)
- Research Committee (2019-2020)
- Undergraduate Program Council (2017-2018)

#### Committee Member

- Searching Committee:
  - Assistant/Associate Professor for the Organizational Behavior and Human Resources Management (2012-2013; 2013-2014; 2020-2021)
  - Assistant Professor for the Quantitative Methods (2011-12; 2012-13)
- Discipline Promotion and Tenure Committee: Drs. Pauline Schilpzand, Anthony Klotz, Inara Scott, Manuela Hoehn-Weiss, Violetta Gerasymenko, Jay Hardy, Laura Rees and Mike Cieri (2016-2022)
- Research Committee (2018-2019)
- Student Scholarship Committee (2018-2019)
- Undergraduate Program Council (2014-2017)
- Austin Hall Art Selection Committee (2013-14)
- Award Committee (2012-13; 2013-14)
- IBP Committee of the MBA Program (2011-2012; 2012-2013)

#### **Montclair State University**

- Student Services Committee (2007-2011)
- Management Curriculum Committee (2008-2011)
- Hybrid and Online Course Development Committee (2009-2011)

### **PROFESSIONAL SERVICES**

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#### **Associate Editor:**

- *Group and Organization Management* (3 out of 4 on the ABS list; and an impact factor of 4.290 and a 5-year impact factor of 5.423) (2022-present)

#### **Editorial Boards:**

- *Journal of Organizational Behavior* (4 out of 4 on the ABS list; an impact factor of 10.079) (2020-present)
- *Information Systems Frontiers* (3 out of 4 on the ABS list; and an impact factor of 6.191, 5-year impact factor of 5.797) (2017-present)

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- 2019 Journal of Organizational Behavior Best Paper Award Selection Committee (2020)

**Ad Hoc Reviewing:**

*Personnel Psychology; Journal of Organizational Behavior; Journal of Business Ethics; Journal of Occupational and Organizational Psychology; European Journal of Work and Organizational Psychology; Group and Organization Management; Decision Sciences Journal; International Journal of Hospitality Management; Academy of Management: OB division; the Society for Industrial & Organizational Psychology; Western Academy of Management; the Conference on Cross-Cultural Leadership and Management Studies*

**PROFESSIONAL AFFILIATIONS**

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Academy of Management  
Society for Industrial & Organizational Psychology