

## CURRICULUM VITAE

### SUNG, WOOKIE

WLB 715, Wing Lung Bank Building,  
HKBU School of Business,  
Hong Kong Baptist University, 34 Renfrew Road,  
Kowloon Tong, KLN, Hong Kong  
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## EDUCATION

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Ph.D. in Management	University of Kentucky (Aug. 2017)
M.S. in Management	Yonsei University (Aug. 2012)
B.A. in Business Administration	Yonsei University (Aug. 2005)

## ACADEMIC POSITION

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Assistant Professor	Hong Kong Baptist University (Apr. 2018 - Present)
Post-doctoral Research Fellow	University of Kentucky (Aug. 2017 – Apr. 2018)

## RESEARCH INTERESTS

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- Social capital / social networks / individual careers
- Leadership / group diversity / subgroups / boundary spanning
- Organizational change / organizational mergers / merger strategy implementation

## REFEREED JOURNAL PUBLICATION

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Employees' Responses to an Organizational Merger: Intraindividual Change in Organizational Identification, Attachment, and Turnover (with Woehler, M. L., Fagan, J. M., Floyd, T. M., Grosser, T. J., & Labianca, G.) *Journal of Applied Psychology*, 102(6): 910-934.

(Featured in thriveglobal.com: <https://thriveglobal.com/stories/coping-with-employees-post-merger-uncertainty/>)

Woehler, M. L., Floyd, T. M., Shah, N., Marineau, J., **Sung, W.**, Grosser, T. J., Fagan, J. M., & Labianca, G.

Updated: Aug. 23, 2021

(2021). Turnover during a corporate merger: How workplace network adaptation influences staying. *Journal of Applied Psychology*.

**Sung, W.**, Labianca, G., & Fagan, J. M. Executives' network change and their promotability during a merger: The role of intra- and inter-boundary network closure. *Best Paper Proceedings at the 2018 Annual Meeting of Academy of Management, Chicago, IL*.

## **WORK-IN-PROGRESS**

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**Sung, W.**, Labianca, G., & Fagan, J. M. Executives' network change and their promotability during a merger: The role of intra- and inter-boundary network closure. Data analysis phase.

**Sung, W.**, Huang, X., & van der Vegt, G. The effects of empowering and authoritarian leadership styles on team performance through team influence networks. Writing proposal for grant.

Oh, H., Roh, H., **Sung, W.**, & Hahn, K. Personal diversity in friendship networks and individual performance. Data analysis phase.

## **ACADEMIC PRESENTATIONS**

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**Sung, W.**, Labianca, G., & Fagan, J. M. Executives' network change and their promotability during a merger: The role of intra- and inter-boundary network closure. Presented at *the 2018 Annual Meeting of Academy of Management, Chicago, IL*.

**Sung, W.** & To, M. A configurational approach to team transactive memory systems and team creativity. Paper presented at *the 38th Annual International Sunbelt Social Network Conference in 2018, Utrecht, Netherlands*.

**Sung, W.**, Labianca, G., & Fagan, J. M. Close your network to open up career success: Managers' network change and their promotability during a merger. Presented at *the 2017 Mid-South Management Research Consortium, Oxford, MS*.

Woehler, M. L., **Sung, W.**, Fagan, J. M., Floyd, T. M., Grosser, T. J., & Labianca, G. The Co-evolution of Networks and Personality. Paper presented at *the 36th Annual International Sunbelt Social Network Conference in 2016, Newport Beach, CA*.

**Sung, W.**, Woehler, M. L., Fagan, J. M., Floyd, T. M., Grosser, T. J., & Labianca, G. Individuals' Responses to Organizational Mergers: Pathways to Organizational Identification and

Attachment. Presented at *the 2015 Annual Meeting of Academy of Management, Vancouver, BC, Canada.*

**Sung, W.,** Woehler, M. L., Fagan, J. M., Floyd, T. M., Grosser, T. J., & Labianca, G. Individuals' Responses to Organizational Mergers: Pathways to Organizational Identification and Attachment. Presented at *the 2015 Mid-South Management Research Consortium, Memphis, TN.*

**Sung, W.,** & Oh, H. Relation-based subgroups and the group effectiveness. Presented at *the 2012 Annual Meeting of Academy of Management, Boston, MA.*

### **PROFESSIONAL CONFERENCE PRESENTATIONS (P3: 0.25)**

**Sung, W.,** Labianca, G., & Fagan, J. M. Executives' network change and their promotability during a merger: The role of intra- and inter-boundary network closure. Presented at the *CIPD-HKBU International Symposium on Talent Development 2019.*

### **TEACHING AND STUDENT SUPERVISION**

Fall 2020 – Spring 2021 Supervised 4 BBA Projects

Spring 2021 MGMT7810 Business Negotiation (MSc)

HRMN3016 Negotiation

Fall 2020 HRM7430 Leadership and Innovation (MSc in Strategic Human Resources Management)

Spring 2020 HRMN3016 Negotiation

Fall 2019 – Spring 2020 Supervised 6 BBA Projects

Nov 2019 Internal examiner for Tony Tung Lee's DBA oral exam

Fall 2019 HRM7430 Leadership and Innovation (MSc in Strategic Human Resources Management)

Spring 2019 GDBU1047 Applied Negotiation Skills

HRMN3016 Negotiation

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Fall 2016 MGT450-402 Negotiations and Conflict Resolution (4.17/5.0)

Spring 2016 MGT410-001 Organizational Behavior (3.24/4.0)

Fall 2015 EMBA650-001 Organizational Network Analysis (EMBA)  
(teaching assistant for Prof. Stephen Borgatti)

Spring 2013-2015 MGT612-001 Negotiations and Conflict Resolution (MBA) as the teaching assistant  
(teaching assistant for Prof. Giuseppe (Joe) Labianca)

Summer 2013-2017 LINKS Center Workshop on Social Network Analysis (University of Kentucky)  
(teaching assistant for Profs. Stephen Borgatti, Rich DeJordy, and Daniel Brass)  
\*A one-week intensive workshop on social network analysis methodology. The workshop is attended by faculty members, graduate students, and practitioners from a variety of disciplines.

## **AWARDS**

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2015 Beta Gamma Sigma Outstanding Graduate Teacher of the Year

2014 Beta Gamma Sigma Outstanding Graduate Teacher of the Year

## **PROFESSIONAL SERVICE**

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2013-2020 Reviewer for Academy of Management Annual Meeting (OB, GDO, CM Divisions)

2019 Ad-hoc reviewer for the Management and Organization Review

2011-present Member, Academy of Management

## **OTHER SKILLS**

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Languages Fluent in English and native Korean

Computer Software Stata (proficient), R

## **WORK EXPERIENCE**

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Updated: Aug. 23, 2021

- Aug. 2009 – Feb. 2010 **SK Research Institute for Business and Economics**  
Research Assistant,  
Research Project on Improving Organization Culture
- Jan. 2009 – Aug. 2009 **Daewoo International Inc.**, Steel Trader
- Jun. 2007 – Dec. 2008 **The Republic of Korea Ministry of National Defense**  
(Republic of Korea Air Force), Project Staff (1<sup>st</sup> Lieutenant)  
The military business management systems integration project
- Jan. 2006 – Jun. 2007 **The Republic of Korea Air Force Academy** (Republic of Korea Air Force)  
Aide-de-Camp to the Commander of Cadet Wing (2<sup>nd</sup> Lieutenant)