

Sora Jun

6500 Main Street, Houston TX 77005
sora@rice.edu

ACADEMIC APPOINTMENTS

Rice University

Assistant Professor of Management, Jesse H. Jones Graduate School of Business, 2022 - present
Affiliated Assistant Professor of Psychology, School of Social Sciences, 2023 - present

University of Texas at Dallas

Assistant Professor of Management, Naveen Jindal School of Management, 2017-2022

EDUCATION

Stanford University, PhD, 2017

Organizational Behavior, Graduate School of Business

University of Toronto, BCom, 2011

Specialist in Commerce and Finance, Major in Economics, and Minor in Sociology

RESEARCH INTERESTS

Inequality; Discrimination; Intergroup relations; Social hierarchy; Race; Gender

PUBLICATIONS

Jun, S., Phillips, L. T., & Foster-Gimbel, O. (2023). The missing middle: Asian employees' experience of workplace discrimination and pro-Black allyship. *Journal of Applied Psychology*, 108(2), 225-248.

Jun, S., Chow, R. M., Van der Veen, A. M., & Bleich, E. (2022). Chronic frames of social inequality: How mainstream media frame race, gender, and wealth inequality. *Proceedings of the National Academy of Sciences*, 199(21), e2110712119.

Phillips, L. T., & Jun, S., & Shakeri, A. (2022). Barriers and boosts: Expanding the lens on mechanisms of demographic inequity in organizations. *Academy of Management Annals*, 16(2), 547-587.

Belmi, P, Jun, S., & Adams, G. S. (2022). The equal opportunity jerk defense: Rudeness can obfuscate gender bias. *Psychological Science*, 33, 397-411.

PUBLICATIONS (CONTINUED)

Phillips, L. T., & Jun, S. (2022). Why benefitting from discrimination is less recognized as discrimination. *Journal of Personality and Social Psychology*, 122, 825-852.

Jun, S., & Wu, J. (2021). Words that hurt: Leaders' use of anti-Asian communication and employee outcomes. *Journal of Applied Psychology*, 106, 169-184.

Halevy, N., Jun, S., & Chou, E. Y. (2020). Intergroup conflict is our business: CEOs' ethical intergroup leadership fuels stakeholder support for corporate intergroup responsibility. *Journal of Business Ethics*, 162, 229-246.

Halali, E., Dorfman, A., Jun, S., & Halevy, N. (2018). More for us or more for me? Social dominance as parochial egoism. *Social Psychological and Personality Science*, 9, 254-262.

Jun, S., Lowery, B. S., & Guillory, L. (2017). Keeping minorities happy: Hierarchy maintenance and Whites' decreased support for highly identified White politicians. *Personality and Social Psychology Bulletin*, 43, 1615-1629.

Kang, S. K., DeCelles, K. A., Tilcsik, A., & Jun, S. (2016). Whiteness résumés: Race and self-presentation in the labor market. *Administrative Science Quarterly*, 61, 469-502.

WORK UNDER REVIEW

Vaulont, M., Jun, S., Zhang, Z., & Zyphur, M. ["Gender and remote work"; Title masked for peer review]. 3rd round review at *Academy of Management Journal*.

Botelho, T., Jun, S., DeCelles, K. A., & Humes, D. ["Rating scales and discrimination"; Title masked for peer review]. Under review at *Nature*.

CONFERENCE PRESENTATIONS

Jun, S. (2023). Race and rating scales. 83rd annual meeting of the Academy of Management.

Jun, S. (2023). Intergroup asymmetry in attributions to ingroup favoritism. 36th annual conference of the International Association of Conflict Management.

Jun, S. (2022). The failure to recognize anti-Asian discrimination. *Administrative Science Quarterly Writing Workshop*.

Jun, S. (2022). The missing middle: Asian employees' experience of workplace discrimination and pro-Black workplace allyship. *Dismantling Bias Conference*.

CONFERENCE PRESENTATIONS (CONTINUED)

Jun, S. (2019). Middle identity: A curvilinear relationship between group status and member identification. *79th annual meeting of the Academy of Management.*

Jun, S. (2018). Middle identity: A curvilinear relationship between group status and member identification. *31st annual conference of the International Association of Conflict Management.*

Jun, S. (2017). Understanding Complex Hierarchy Dynamics: Dominant Group Members' Responses to Inter-subordinate Group Relations. *77th annual meeting of the Academy of Management.*

Jun, S. (2017). Understanding Complex Hierarchy Dynamics: Dominant Group Members' Responses to Inter-subordinate Group Relations. *18th annual meeting of the Society for Personality and Social Psychology.*

Jun, S. (2016). Understanding Complex Hierarchy Dynamics: Dominant Group Members' Responses to Inter-subordinate Group Relations. *INFORMS/Organization Science Dissertation Proposal Competition.*

Jun, S. (2016). Finding your place: New insights on how people navigate and jockey for positions in hierarchies. Chaired Symposium. *76th annual meeting of the Academy of Management.*

Jun, S. & Guillory, R.E., & Lowery, B.S. (2016). Hierarchy Maintenance and Whites' Decreased Support for High-identity White Politicians. *76th annual meeting of the Academy of Management.*

Jun, S. & Halevy, N. (2016). Hierarchy and Third-Party Intervention. *76th annual meeting of the Academy of Management.*

Jun, S. & Guillory, R.E., & Lowery, B.S. (2016). Hierarchy Maintenance and Whites' Decreased Support for High-identity White Politicians. *29th annual Conference of the International Association of Conflict Management.*

Jun, S. & Halevy, N. (2016). Hierarchy and Third-Party Intervention. *29th annual conference of the International Association of Conflict Management.*

Jun, S. & Guillory, R.E., & Lowery, B.S. (2015). Hierarchy Maintenance and Whites' Decreased Support for High-identity White Politicians. *2015 INFORMS Annual Meeting.*

Jun, S. & Halevy, N. (2015). Power and Peacemaking: Theories of Approach and Social Distance. *75th annual meeting of the Academy of Management.*

GRANTS & AWARDS

Award for Excellence in Research, Rice Jones Graduate School of Business (2023)
Saroj Parasuraman Award for Outstanding Publication (2017)
Scott W. Richard Scott Award for Distinguished Scholarship (2017)
INFORMS/Organization Science Dissertation Proposal Competition Finalist (2016)
Graduate Dissertation Fellowship, Research Institute of Comparative Studies in Race and Ethnicity, Stanford University (2016-2017)
DRRC Student Conference Travel Award, Annual IACM Conference (2016)
Alumni Research Experience Program, Stanford University (2016)
University of Toronto Excellence Award in Social Sciences and Humanities with Dr. Katherine DeCelles (2010; Award value of \$5,625)

TEACHING

Rice University

Diversity, Equity, and Inclusion in Business (Graduate level)

University of Texas at Dallas

Organizational Behavior (Undergraduate level)

SERVICE

Ad-hoc reviewer

Academy of Management Journal
Journal of Applied Psychology
Journal of Experimental Psychology: General
Journal of Experimental Psychology: Applied
Journal of Personality and Social Psychology
Management Science
Organization Science
Organizational Behavior and Human Decision Making Processes
Personnel Psychology
Political Communications
Psychological Science
Social and Personality Psychology Compass

Rice University

Organizational Behavior Area PhD Committee (2022-present)
Organizational Behavior Area Tenure-track Faculty Search Committee (2022, 2023)

MEMBERSHIP

Academy of Management

Society for Personality and Social Psychology

International Association of Conflict Management

Responsible Research in Business Management Honor Roll