

# Sora Jun

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## ACADEMIC APPOINTMENTS

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### 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

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### 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

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

## PUBLICATIONS

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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)

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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). Whitened résumés: Race and self-presentation in the labor market. *Administrative Science Quarterly*, 61, 469-502.

## WORK UNDER REVIEW

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Botelho, T., Jun, S., DeCelles, K. A., & Humes, D. Two-point evaluation scales eliminate evidence of customers' racial discrimination. Conditionally accepted at *Nature*.

Jun, S., Wu, J., & Kong, D. T. [title redacted for review: Asian Americans and Discrimination]. 1<sup>st</sup> round revise and resubmit at *Organization Science*.

Jun, S., L. T. Phillips, & Jiang, Z. [title redacted for review: Asian Americans in the racial status hierarchy]. Full manuscript invited for review issue at *Journal of Management*.

## CONFERENCE PRESENTATIONS

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Jun, S. (2024). The failure to recognize anti-Asian discrimination; Race and class affirmative action; 84<sup>th</sup> annual meeting of the Academy of Management and 37<sup>th</sup> annual conference of the International Association of Conflict Management.

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

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

Jun, S. (2023). Chronic frames of social inequality. General Meeting of the European Association of Social Psychology.

**CONFERENCE PRESENTATIONS (CONTINUED)**

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**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*.

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

**Jun, S.** (2018). Middle identity: A curvilinear relationship between group status and member identification. *31<sup>st</sup> 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. *77<sup>th</sup> annual meeting of the Academy of Management*.

**Jun, S.** (2017). Understanding Complex Hierarchy Dynamics: Dominant Group Members' Responses to Inter-subordinate Group Relations. *18<sup>th</sup> 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. *76<sup>th</sup> annual meeting of the Academy of Management*.

**Jun, S. & Guillory, R.E., & Lowery, B.S.** (2016); **Jun, S. & Halevy, N.** (2016). Hierarchy and Third-Party Intervention. Hierarchy Maintenance and Whites' Decreased Support for High-identity White Politicians. *76<sup>th</sup> 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. *29<sup>th</sup> annual Conference of the International Association of Conflict Management*.

**Jun, S. & Halevy, N.** (2016). Hierarchy and Third-Party Intervention. *29<sup>th</sup> 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. *75<sup>th</sup> annual meeting of the Academy of Management*.

## GRANTS & AWARDS

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Best theoretical paper, International Association of Conflict Management (2024)  
Award for Excellence in Research, Rice Jones Graduate School of Business (2023; 2024)  
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

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### Rice University

Diversity, Equity, and Inclusion in Business (MBA course)  
OB Special Topics: Intergroup Relations and Social Hierarchy (PhD course)

### University of Texas at Dallas

Organizational Behavior (Undergraduate course)

## SERVICE

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### Editorial Review Board

Journal of Applied Psychology (2024 - present)  
Responsible Research in Business Management Honor Roll (2022 - present)

### 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, 2023)

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

Organizer, Dean's Distinguished Visiting Fellow – OB Area (2023)

**MEMBERSHIP**

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Academy of Management

Society for Personality and Social Psychology

International Association of Conflict Management