

# 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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Botelho, T., **Jun, S.**, DeCelles, K. A., & Humes, D. (2025). Scale dichotomization reduces customer racial discrimination and income inequality. *Nature*, 639, 395-403.

**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*, 119(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.

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

## PUBLICATIONS (CONTINUED)

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**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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**Jun, S.**, Wu, J., & Kong, D. T. The failure to recognize anti-Asian discrimination. Provisionally accepted at *Organization Science*.

**Jun, S.**, L. T. Phillips, & Jiang, Z. [An integrative review of Asian employees' racial experiences]. 2<sup>nd</sup> R&R at the *Journal of Management*.

## SELECTED WORK IN PROGRESS

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Vaulont, M., **Jun, S.**, Zhen, Z., & Zyphur, M. The gendered effects of switching to remote work at home: Women experience worse health and lower life satisfaction. (Working paper)

**Jun, S.** & Sonenshein, S. "The ambivalent racial experiences of Asian employees" (Data collection)

**Jun, S.** & Belmi, P. "Class-based affirmative action policies" (Data collection)

Cheng, D. G. & **Jun, S.** "Perceptions of Asians as a monolith versus subgroups" (Data collection)

## GRANTS AND AWARDS

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Best Editorial Reviewer Award (2025)

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)

University of Toronto Excellence Award in Social Sciences and Humanities with Dr. Katherine DeCelles (2010; Award value of \$5,625)

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**PRESENTATIONS**

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**Invited Talks**

University of Massachusetts Amherst (2025)  
Carnegie Mellon University (2024)  
University of Toronto (2022)  
Rice University (2021)  
University of Arizona (2021)  
Southern Methodist University (2021)  
University of Texas at Dallas (2017)

**Conferences and Workshops**

Academy of Management (2015, 2016, 2017, 2019, 2023, 2024, 2025)  
International Association of Conflict Management (2016, 2018, 2022, 2023, 2024)  
European Association of Social Psychology (2023)  
Fostering Inclusion Workshop, University of Washington (2023)  
Dismantling Bias Conference (2022)  
SC Johnson College of Business ASQ Writing Workshop, Cornell University (2022)  
Society for Personality and Social Psychology (2013, 2014, 2015, 2016, 2017)  
INFORMS (2015, 2016)

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**TEACHING**

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**Rice University**

Leading across Social Divides (Undergraduate program)  
Leading across Differences (Fulltime and Professional MBA programs)  
Executive MBA Seminars (Executive MBA program)  
OB Special Topics: Intergroup Relations and Social Hierarchy (PhD program)

**University of Texas at Dallas**

Organizational Behavior (Undergraduate program)

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**SERVICE**

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**Editorial Review Board**

Journal of Applied Psychology (2024 - present)

**Ad-hoc Reviewer**

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

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**SERVICE (CONTINUED)**

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**Rice University**

Organizational Behavior Area PhD Committee (2022-present)

Organizational Behavior Area Tenure-track Faculty Search Committee (2022, 2023, 2024)

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

**Dissertation Committee Member**

Elisabeth Silver (Rice University, Psychological Sciences)

Cassandra Phetmisy (Rice University, Psychological Sciences)

Dorian Boncoeur (University of Texas at Dallas, Jindal School of Management)

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**MEMBERSHIP**

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Academy of Management

Society for Personality and Social Psychology

International Association of Conflict Management