

Jenny Oh

Carnegie Mellon University, Tepper School of Business
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EDUCATION

Carnegie Mellon University, Tepper School of Business

Ph.D., Organizational Behavior and Theory

Exp. 2026

Dissertation: "Essays on the Supply- and Demand-Side Perspectives and Outcomes of Diversity, Equity, and Inclusion Processes"

· 2025 Tepper Paul S. Goodman Endowed Doctoral Dissertation Award

· 2024 Tepper Gerard R. Salancik Doctoral Dissertation Fellowship Award

Committee: Oliver Hahl (Chair), Catherine Shea, Trevor Young-Hyman (Katz), Mabel Abraham (Columbia)

M.S., Organizational Behavior and Theory

2021

New York University

M.A., Media, Culture, and Communication

2019

B.S., Media, Culture, and Communication

2016

Minor: Business of Entertainment, Media, and Technology

NYU Global Programs, Semester Study Abroad (Paris, France | 2014)

RESEARCH INTERESTS

Inequality, Gender, Evaluations, Status, Race, Diversity Interventions, Strategic Leadership, Organizational Theory, Mixed Methods

PAPERS UNDER REVIEW AND WORKING PAPERS

*denotes equal authorship

[1] **Jenny Oh**, Catherine Shea, Sarah Doyle, Emma Zhao. [Title removed for blind review. Status Consequences of Voice]. *Under Review*.

[2] Tianna Barnes* and **Jenny Oh***. [Title removed for blind review. Identity Threat and Remote Work]. *Under Review*.

[3] **Jenny Oh** and Catherine Shea. Moving Goalposts: How Female Leadership Shapes Employee Perceptions of Concrete Organizational Diversity Actions. *Working Draft*. [Job Market Paper]

[4] Oliver Hahl, **Jenny Oh**, Trevor Young-Hyman. Seeking Only the Best: How Hometown Pressures Influence Asian Americans' Status Aspirations. *Revising for Submission*. [Manuscript Draft Available]

[5] **Jenny Oh**. Supply-Side Constraints or Selective Application? The Role of Perceived Authenticity in the Effects of Organizational Diversity Signaling and Job Context on Applicant Pool Composition. *Working Paper*.

WORK IN PROGRESS

[6] **Jenny Oh**. Differences in Perceived Authenticity and Legitimacy in Context of DEI. *Idea Development*.

[7] (With Shihan Li and Rebekah Hong) Networks, Teams, and Creativity. *Data Collection*.

PRESENTATIONS AND WORKSHOPS

**denotes scheduled presentations*

Economic Sociology Job Market Showcase (Virtual)	2025
Academy of Management Annual Conference (Copenhagen, DK)	2025
CCC Doctoral Student Colloquium, Harvard Business School (Cambridge, MA)	2025
Inequality in Evaluations Conference, Columbia Business School (New York, NY)	2025
East Coast Doctoral Conference, NYU Stern School of Business (New York, NY)	2025
Organizational Theory and Strategy Workshop, Carnegie Mellon Tepper (Pittsburgh, PA)	2025
Organization Science Winter Conference, UCLA (Los Angeles, CA)	2025
Organizational Theory and Strategy Workshop, Carnegie Mellon Tepper (Pittsburgh, PA)	2024
Academy of Management Annual Conference (Chicago, IL)	2024
Organizational Theory and Strategy Workshop, Carnegie Mellon Tepper (Pittsburgh, PA)	2024
Organizational Theory and Strategy Workshop, Carnegie Mellon Tepper (Pittsburgh, PA)	2023
American Sociological Association Annual Meeting (Philadelphia, PA)	2023
Academy of Management Annual Conference (Seattle, WA)	2022
East Coast Doctoral Conference, Data Blitz (Virtual)	2022
People and Organizations Conference at Wharton (Virtual)	2021
NYSCA Annual Conference at New York State Communication Association (New York, NY)	2017
American Sociological Association Annual Meeting (Chicago, IL)	2015

ORGANIZED SYMPOSIA

Jenny Oh and Catherine Shea (Co-Organizers). *Focusing on Context: How We Can Understand DEI Progress by Examining Minority Representation*. Academy of Management Annual Conference, Chicago, IL (2024).

Jenny Oh and Oliver Hahl (Co-Organizers). *Racial Inequality and Status in Contemporary Organizations: A Supply- and Demand-Side Perspective*. Academy of Management Annual Conference, Seattle, WA (2022).

AWARDS AND FELLOWSHIPS

Litzenberger Family Travel Fund, Carnegie Mellon University	2025
Paul S. Goodman Endowed Doctoral Award, Carnegie Mellon University	2025
Korean American Scholarship Foundation (KASF) Recipient	2024-2025
Gerard R. Salancik Doctoral Dissertation Fellowship Award, Carnegie Mellon University	2024
Henry J. Gailliot Presidential Fellowship, Carnegie Mellon University	2022-2023
Graduate Student Assembly/Provost Conference Funding, Carnegie Mellon University	2022
Dean's Research Funding, Carnegie Mellon University	2021
OBT Area Travel Grant, Carnegie Mellon University	2019-2025
William Larimer Mellon Fellowship, Carnegie Mellon University	2019-2024
MA Research and Professional Development Fund, New York University	2018
MCC Mitchell Leaska Scholarship, New York University	2017
Finish Line Grant, New York University	2016

GNU Futures Scholarship for NYU Study Abroad, New York University	2014
NYU Steinhardt Scholarship Recipient, New York University	2012-2016

CONSORTIA

AOM Organizational Behavior (OB) Doctoral Consortium	2025
Organization Science Winter Conference Doctoral Consortium	2025
AOM Diversity, Equity, and Inclusion (DEI) Doctoral Consortium	2024
AOM Human Resources (HR) Division Late-Stage Doctoral Consortium	2023
AOM Organizational Management and Theory (OMT) Doctoral Consortium	2022

TEACHING EXPERIENCE

<i>Instructor</i> , Carnegie Mellon University	
Organizational Behavior (Undergraduate); Rating 4.77/5.0 (100% response rate)	2023
<i>Teaching Assistant</i> , Carnegie Mellon University	
International Management Capstone (MBA), Prof. Oliver Hahl	Spring 2025
Corporate Strategy (MBA), Prof. Sunkee Lee	2023–
Negotiations (MBA), Prof. Catherine Shea	2021–
Organizational Design and Implementation (MS), Prof. David Krackhardt	2024–
Managing People and Teams (MBA), Prof. Taya Cohen	2022-2023
Introduction to Organizational Behavior (UG), Prof. Oliver Hahl	2021-2022
Strategic Management and Innovation (UG), Prof. Oliver Hahl	2021–2023
Managing Across Cultures (UG), Prof. Oliver Hahl	2021–2022
Managing Networks and Organizations (MBA), Prof. Brandy Aven	2021–2022

INVITED TALKS

<i>Invited Guest Lecturer</i> , Organizational Behavior and Theory, Carnegie Mellon University	
Proseminar in Org. Research: Mechanisms in the Social Sciences (PhD)	2025
<i>Invited Guest Lecturer</i> , Department of Media, Culture, Communication, New York University	
Seminar in Organizational Communication (MA)	2018-2025
Seminar in Gender and Communication (UG)	2022-2025
Reflections on the Graduate School Admissions Process, Departmental Panel	2017

ACADEMIC SERVICE

Reviewer, Academy of Management OMT, OB, and DEI Divisions	2022–
PhD Elected Representative, Graduate Student Assembly of Carnegie Mellon University	2022–2024
PhD Student Brownbag Organizer, Carnegie Mellon University	2022–2023
Founder, Fellow Feminist Initiative, Tech@NYU, New York University	2017–2019
Marketing Lead, Tech@NYU, New York University	2017–2019
Committee Member, Neil Postman Graduate Student Conference, New York University	2017
Media Director, 27th Korean-American Students Conference (KASCON), NYU	2015–2016

PROFESSIONAL MEMBERSHIP

Member, Academy of Management (AOM) OMT, OB, DEI, HR Divisions	2022–
Member, American Sociological Association (ASA)	2023–

SKILLS

Citizenship: United States

Languages: English (native), Korean (fluent)

Technical: Stata, LIWC, R, Python, L^AT_EX, Qualtrics

PROFESSIONAL EXPERIENCE

Academic Appointments Assistant

Faculty of Arts and Science Academic Appointments, New York University 2016–2019

Student Administrative Assistant

Office of Faculty Resources, New York University 2013–2016

Public Relations Intern, Burberry, New York, NY

2014–2015

REFERENCES

Oliver Hahl

Associate Professor of Organization Theory,
Strategy and Entrepreneurship
Tepper School of Business
Carnegie Mellon University

Catherine Shea

Assistant Professor of Organizational Behavior
and Theory
Tepper School of Business
Carnegie Mellon University

Trevor Young-Hyman

Assistant Professor of Business Administration
and Sociology
Katz School of Business
University of Pittsburgh

Last updated: *September 2025*