

Jenny Oh

Bucknell University, Freeman College of Management
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ACADEMIC POSITION

Bucknell University, Freeman College of Management

Visiting Assistant Professor of Management and Organizations

2026-present

EDUCATION

Carnegie Mellon University, Tepper School of Business

Ph.D., Organizational Behavior and Theory

2026

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

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, Diversity, Gender, Race, Status, Organizational Evaluation, Corporate Social Responsibility, Online Communities

PAPERS UNDER REVIEW AND WORKING PAPERS

[1] **Jenny Oh**, Catherine Shea, Sarah Doyle, Emma Zhao. Same Voice, Different Evaluations: How Group Gender Representation Shapes Status Consequences of Women Who Speak Up. *Under Review at Small Group Research*.

[2] Tianna Barnes and **Jenny Oh**. When Third Space Engagement Spills Over: How Online Social Networks Drive Remote Work Preferences Among Women. *Under Review at Organization Science*.

[3] Oliver Hahl, **Jenny Oh**, Trevor Young-Hyman. Seeking Only the Best: How Hometown Pressures Influence Asian Americans' Status Aspirations. *Preparing for submission*.

[4] **Jenny Oh** and Catherine Shea. Moving Goalposts: How Female Leadership Shapes Employee Perceptions of Concrete Organizational Diversity Goals. *Preparing for submission to Academy of Management Journal*. [Job Market Paper]

[5] **Jenny Oh**. LinkedIn as a Socio-Professional Community in the Digital Age: An Examination of

Self-Presentation and Social Support. *Under Review at Sociological Inquiry.*

[6] **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 Draft.*

[7] **Jenny Oh** and Tianna Barnes. A Theoretical Perspective on Third Spaces. *Preparing submission of proposal to Academy of Management Annals.*

WORK IN PROGRESS

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

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

PRESENTATIONS AND WORKSHOPS

**denotes my presentations*

Moving Goalposts: How Female Leadership Shapes Employee Perceptions of Concrete Organizational Diversity Goals

Diversity in Management and Organizations (DMO) Conference (Virtual)	2026
Economic Sociology Job Market Showcase (Virtual)*	2025
Organizational Theory and Strategy Workshop, Carnegie Mellon Tepper (Pittsburgh, PA)*	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)*	2024
Organizational Theory and Strategy Workshop, Carnegie Mellon Tepper (Pittsburgh, PA)*	2023

Same Voice, Different Evaluations: How Group Gender Representation Shapes Status Consequences of Women Who Speak Up

INGroup Annual Conference, Carnegie Mellon Tepper (Pittsburgh, PA)	2026
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

Seeking Only the Best: How Hometown Pressures Influence Asian Americans' Status Aspirations

Economic Sociology Conference, Rice University (Houston, TX)	2024
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

When Third Space Engagement Spills Over: How Online Social Networks Drive Remote Work Preferences Among Women

Academy of Management Annual Conference (Philadelphia, PA)	2026
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Online Identity and the Workplace: A Content Analysis of LinkedIn User Profiles

NYSCA Annual Conference at New York State Communication Association (New York, NY)*	2017
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The Re-defined Identity of Asian-American College Students on Facebook American Sociological Association Annual Meeting (Chicago, IL)*	2015
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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

Herbert A. Simon Doctoral Dissertation Award in Behavioral Research, Carnegie Mellon University	2026
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
Gerald 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> , Bucknell University Freeman College of Management Responsible Management (Undergraduate)	Fall 2026
<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 Negotiations (MBA), Prof. Catherine Shea	2021-2026
Professional Speaking (MS), Prof. Stefan (Chris) Labash	2024-2026
Corporate Strategy (MBA), Prof. Sunkee Lee	2023-2025

Organizational Design and Implementation (MS), Prof. David Krackhardt	2024-2025
International Management Capstone (MBA), Prof. Oliver Hahl	Spring 2025
Managing People and Teams (MBA), Prof. Taya Cohen	2022-2023
Strategic Management and Innovation (UG), Prof. Oliver Hahl	2021-2023
Introduction to Organizational Behavior (UG), Prof. Oliver Hahl	2021-2022
Managing Across Cultures (UG), Prof. Oliver Hahl	2021-2022
Managing Networks and Organizations (MBA), Prof. Brandy Aven	2021-2022

INVITED TALKS

**denotes scheduled talks*

Stony Brook University College of Business, Management	2026
Bucknell University Freeman College of Management, Management and Organizations	2026
Frankfurt School of Finance and Management, Strategy and Organization Area	2025
<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)	2018-2026
Seminar in Gender and Communication (UG)	2022-2026
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

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

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

Last updated: *August 2026*