ANDREW BRODSKY

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ACADEMIC POSITIONS

McCombs School of Business, University of Texas at Austin   July 2017-present
Assistant Professor of Management

EDUCATION

Harvard Business School/Harvard University   2017
Ph.D., Organizational Behavior

The Wharton School, University of Pennsylvania   2011
B.S., Economics; Concentrations: Management & Decision Processes

RESEARCH

Journal Publications

- **Brodsky, A.***, Lee, M.*, & Leonard, B. (2022) "Discovering new frontiers for dyadic and team interaction studies: Current challenges and an open-source solution—SurvConf—for increasing the quantity and richness of interactional data." *Academy of Management Discoveries,* 8(3), 337-340. https://doi.org/10.5465/amd.2021.0257
  - **Equal author contribution, alphabetical order*
- **Brodsky, A.** (2021). "Virtual surface acting in workplace interactions: Choosing the best technology to fit the task." *Journal of Applied Psychology,* 106(5), 714-733. https://doi.org/10.1037/apl0000805
- Blunden, H.* & **Brodsky, A.*** (2021). "Beyond the emoticon: Are there unintentional cues of emotion in email?" *Personality and Social Psychology Bulletin.* 47(4), 565-579. https://doi.org/10.1177/0146167220936054
  - **Equal author contribution, alphabetical order.*
- **Brodsky, A.**, & Amabile, T. M. (2018). The downside of downtime: The prevalence and work pacing consequences of idle time at work. *Journal of Applied Psychology*, 103(5), 496-512. http://dx.doi.org/10.1037/apl0000294
- Parke, M. R., Weinhardt, J. M., **Brodsky, A.**, Tangirala, S., & DeVoe, S. E. (2018). When daily planning improves employee performance: The importance of planning type, engagement, and interruptions. *Journal of Applied Psychology*, 103(3), 300-312. http://dx.doi.org/10.1037/apl0000278

Other Publications

- **Brodsky, A.** & Tolliver, M. (2022). No, Remote Employees Aren't Becoming Less Engaged. *Harvard Business Review (Digital Article).*
- **Brodsky, A.** (2022). Communicating authentically in a virtual world. *Harvard Business Review (Digital Article).*
- Bernstein, E., Blunden, H., **Brodsky, A.**, Sohn, W., & Waber, B. (2020). The implications of working without an office. *Harvard Business Review, Digital Big Idea Feature.*
- **Brodsky, A.** (2017). Writing Resonant Emails. In, *HBR Guide to Emotional Intelligence.* Boston: Harvard Business Review.

- **Brodsky, A.** (2015). The dos and don'ts of work email, from emojis to typos. *Harvard Business Review (Digital Article).*
- **Brodsky, A.** (2014). "Slip of the keyboard: How unintentional cues convey email-sender emotions." *Academy of Management Proceedings* (Vol. 2014, No. 1, p. 16001).

Invited Revisions/Revise and Resubmits
- Sohn, W., **Brodsky, A.**, & Burris, E. "Shall we meet? How social support drives the outcome of workplace meetings."
  - Status: In preparation for invited 2nd round review at *Academy of Management Journal*
- Blunden H. & **Brodsky, A.** "From timing to typos: A review of virtual impression management strategies and pitfalls."
  - Status: In preparation for invited 3nd round review at *Journal of Management*

Under Review
- Lee, M., **Brodsky, A.**, & Kouchaki, M. "Viewing the world through one's eyes: The role of state authenticity on altering threat perceptions and employee voice."
- **Brodsky, A.**, Blunden, H., & Burris, E.R. "The information needed to voice: How frequency, mode, and target of employee interactions foster voice."
- Sohn, W. & **Brodsky, A.** "The role of intrapersonal emotion in workplace communication technology affordances: A within-subject field experiment of one-to-one video emailing technology."

Working Papers
- Parke, M. & **Brodsky, A.** "Fostering voice in remote teams: The roles of remote technology, remote meeting routines, and collocated work expectations."
- Blunden, H., Sohn, W., **Brodsky, A.**, & Bernstein, E. "Time pressure and transitions in a new age of virtual work."
- Blunden, H. & **Brodsky, A.** "When time is on your side: Toward a temporal model of conflict escalation and de-escalation in virtual communication."
- Lee, M. Sohn, W., & **Brodsky, A.** "Seeing is disbelieving: How interpersonal liking influences the effects of visuality on virtual collaboration."

Data Analysis and Collection in Progress
- **Brodsky, A.** "Overcrafting of business correspondence: The effectiveness, productivity, and affective consequences of impression management in text-based communication"
  - Status: Collecting data for Study 2 of 3.
- Blunden, H., Butts, M. M., **Brodsky, A.**, & Bernstein, E. "Returning back to the office: How transition from working virtual impacts work outcomes."
  - Status: Data analysis

HONORS & GRANTS

- Best 40-Under-40 Business School Professor, Poets&Quants (2023)
- Trammell/CBA Foundation Teaching Award for Assistant Professors (2021)
  - Awarded to one Assistant Professor from across the business school each year
- McCombs Research Excellence Grant winner (2018, 2019, 2021)
- Wyss Award for Excellence in Doctoral Research, Harvard Business School (2016)
- Dissertation Completion Fellowship, Harvard University (2016)

- Organized symposium selected as Academy of Management showcase symposium (2016)
- Article selected for Academy of Management Best Paper Proceedings (2014)
- Outstanding Reviewer Award, Academy of Management Conference OB Division (2014)
- Wyss Fellowship, Harvard Business School (2011-2016)
- Wharton Research Scholar, University of Pennsylvania (2011)
- Wharton Social Impact Research Experience Grant, University of Pennsylvania (2010)

TEACHING

The University of Texas at Austin
- McCombs School of Business MBA Program
  - "The Art and Science of Negotiation"
    - 2023 Spring-Section 1 — 5.0/5.0
    - 2023 Spring-Section 2 — 4.7/4.7
    - 2023 Spring-Section 3 — 4.8/4.8
    - 2023 Spring-Section 4 — 4.7/4.7
    - 2020 Fall-Section 1 — 5.0/5.0
    - 2020 Fall-Section 2 — 4.9/5.0
    - 2020 Fall-Section 3 — 4.9/5.0
    - 2020 Spring-Section 1 — 5.0/5.0
    - 2020 Spring-Section 2 — 4.9/5.0
    - 2020 Spring-Section 3 — 4.8/5.0
    - 2019 Spring -Section 1 — 4.9/5.0
    - 2019 Spring -Section 2 — 4.9/5.0
    - 2019 Spring -Section 3 — 4.8/5.0
    - 2018 Spring -Section 1 — 4.9/5.0
    - 2018 Spring-Section 2 — 4.8/5.0

Harvard University
- Extension School Graduate Program
  - "Negotiation and Organizational Conflict Resolution"
    - 2016 — 4.8/5.0
    - 2015 — 4.8/5.0
- Undergraduate Program
  - Research Mentor- "Behavioral Insights Group Research Seminar"
    - 2015 — 5.0/5.0
- Business School M.B.A. Program
  - Facilitator- "Leading Under Uncertainty" in Managing Human Capital (2012)
- Business School Executive Education
  - Facilitator- "Leading Under Uncertainty" in Leadership Development Program (2012)

External Executive Education/Speaking
- National Retail Federation *"The Implications of Working Without an Office"*
- PriceWaterhouseCoopers Australia: *"Speaking Truth to Power"*
- University of Technology Sydney: *"Negotiating Within Your Own Environment and Cross Culturally"*
- Shanghai Huazi Enterprise Management Consulting: *"Communication Strategies: Competition, Communication Media, and Persuasion Tactics"*
- US-China Culture Exchange Foundation: *"Decision Making"*

- Abu Dhabi School of Management: *"Negotiations"*
- Brazil Global Management and Education Conference: *"Speaking Truth to Power"*

RESEARCH PRESENTATIONS

Conference Symposia and Presentations
- Lee, M., Sohn, W., Brodsky, A. (2023) "*Seeing is disbelieving: How liking influences the effects of visuality on virtual collaboration."* Presentation at the Academy of Management Conference.
- Parke, M. & Brodsky, A. (2021) "*Fostering voice in remote teams: The roles of remote technology, remote training, remote meeting routines, and collocated work expectations.*" Presentation at the Academy of Management Conference.
- Blunden, H., Sohn, S., Brodsky, A., & Bernstein, E. (2021) "*Time pressure and transitions in a new age of virtual work: The moderating role of job complexity."* Presentation at the Academy of Management Conference.
    - Selected as part of Showcase Symposium
- Brodsky, A., Blunden, H., & Burris, E. (2021). "*The role of interaction frequency, target, and mode in predicting employee challenging voice.*" Presentation at the Distance in Organizations workshop
- Brodsky, A. (2019) "*Emotional Labor.*" Session Chair and Presentation at the Academy of Management Conference
- Brodsky, A., Blunden, H., & Burris, E. (2018). "*Speaking up or typing out: Examining the consequences of communication media on employee voice.*" Presentation at the Academy of Management Conference
- Blunden, H., Brodsky, A. & Burris, E. (2017). "*Speaking Up or Writing Down? Employee Voice in the Technology-Enabled Workplace.*" Presentation at the Psychology of Technology Conference
- Blunden, H., Brodsky, A. (2017). "*Speaking Up or Writing Down? Employee Voice in the Technology-Enabled Workplace.*" Presentation at the East Coast Doctoral Conference
- Brodsky, A. (2016). "*Challenging the status quo in organizations: From subordinate challenge to superior reactions.*" Organized and chaired symposium at the Academy of Management Conference
    - Selected as a Showcase Symposium
- Brodsky, A. (2016). *"Advancing research on interpersonal communication: Communicating in all directions."* Organized and chaired symposium at the Academy of Management Conference
- Blunden, H. & Brodsky, A. (2016). "*In Between the Mind and Screen: Perception and Virtual Communication.*" Presentation at the Academy of Management Conference
- Brodsky, A. (2014). "*Slip of the keyboard: How unintentional cues convey email-sender emotion*" Presentation at the Academy of Management Conference
    - Selected for Best Paper Proceedings (awarded to top 10% of papers)
- Brodsky, A. & Amabile, T. (2013). *"All the time in the world: Idle time, work-stretching, & Internet accessibility."* Presentation at the Academy of Management Conference
- Brodsky, A. (2013). *"Management research on time: Exploring temporal aspects of work and organizations."* Organized and chaired symposium at the Academy of Management Conference
- Brodsky, A., Margolis, J., & Brockner, J. (2013). "*Challenging harder but not necessarily smarter: The consequences of who you focus on.*" Presentation at the Academy of Management Conference

Professional Service

Editorial board member
- Administrative Science Quarterly (2022-present)

Ad hoc reviewer
- Journal of Applied Psychology
- Academy of Management Review
- Administrative Science Quarterly
- Organization Science
- Academy of Management Journal
- Organizational Behavior and Human Decision Processes
- Academy of Management Conference

University of Texas at Austin

University Committees and Activities
- Disabled Faculty Equity Council (2022-present)
- Accessibility & Accommodations Subcommittee (2022-present)

McCombs School of Business Committees and Activities
- Mentor/Exemplar Instructor for New Faculty Observation Program (2023-present)
- Academic Rigor Project Committee (2022-present)
- Academic Culture Subcommittee (2022-present)
- Speaker for schoolwide session organized by Associate Dean of Research "Research Publicity at McCombs" (2022)
- Research presenter for Women @ McCombs meeting ""Opportunities and challenges of remote and hybrid work" (2021)
- Research presenter for schoolwide session organized by Associate Dean of Research "Time pressure and transitions in a new age of virtual work" (2021)
- Digital measures annual review evaluation and decision group (2021)
- Presentation for Herb Kelleher Entrepreneurship Center "Virtual workplace interactions & outcomes" (2021)
- Led "Research Classifieds" initiative to connect McCombs professors with research field sites (2021)
- Led session for 100 team members of the UT Austin Student Affairs Leadership Team "Building relationships and conveying emotion virtually" (2021)
- Managed code development project for McCombs behavioral lab for enabling real-time participant video and audio interactions in Qualtrics experiments/surveys (2021)
- McCombs research presenter for schoolwide session organized by Associate Dean of Research "Online data collection" (2020)
- Research presenter for schoolwide session organized by Associate Dean of Research "P-Hacking" (2019)
- Research presenter and panelist for schoolwide session organized by Associate Dean of Research "Data integrity issues with MTurk" (2019)
- Presentation for the UT-USAA Research Workshop Center for Research and Analytics "Communicating productively and authentically in virtual interactions" (2017)

Management Department Committees and Activities
- Dissertation Committee Member (Min Ju Lee, 2022-2023)
- Management Ph.D. Admissions Committee (2022)
- Assistant professor hiring search committee (2021)
- Post-doctoral fellow hiring search committee (2021)
- Full professor promotion subcommittee (2019)

- Doctoral Student independent study supervisor (Min Ju Lee- 2021 & 2022, Wonbin Sohn- 2020, Melissa Schock-2020, Natalie Longmire-2017)
- Peer teaching evaluator (2018, 2019, 2021, 2022)
- Elected executive committee member, Management Department (2018-2019)
- Internal department methods presentation on the "The changing expectations of academic journals: The p-curve and best methodological Practices" (2017)
- Third-year faculty review committee (2017)