

ANDREW BRODSKY

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ACADEMIC POSITIONS

McCombs School of Business, University of Texas at Austin
Assistant Professor of Management

July 2017-present

EDUCATION

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

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

RESEARCH

Journal Publications

- Brodsky, A. & Amabile, T. (Conditionally Accepted). "The downside of downtime: The prevalence and productivity consequences of idle time at work." *Journal of Applied Psychology*
- Parke, M., Weinhardt, J., Brodsky, A., Tangirala, S., & DeVoe, S. (Conditionally Accepted). "When daily planning improves performance: The importance of planning type and interruptions." *Journal of Applied Psychology*

Other Publications

- Brodsky, A. (May, 2017). Writing Resonant Emails. In, *HBR Guide to Emotional Intelligence*. Boston: Harvard Business Review.
- Brodsky, A. (April, 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).

Under Review

- Kouchaki, M., Brodsky, A., & Gino, F. "To speak up or stay silent? How authenticity leads to voice in organizations." *Academy of Management Journal*
 - Manuscript under 2rd round invited review
- Blunden, H. & Brodsky, A. "When time is on your side: Toward a temporal model of conflict escalation and de-escalation in virtual communication." *Organization Science*
 - Manuscript under 1st round review
- Brodsky, A. "Surface acting in virtual workplace interactions: Choosing the best technology to fit the task" *Academy of Management Journal*
 - Manuscript under 1st round review

Working Papers

- Brodsky, A., Margolis, J., & Brockner, J. "Speaking up without going down: Toward a theory of responsiveness to challenging voice."
- Brodsky, A. & Blunden, H. "Slip of the keyboard: How unintentional cues convey email-sender emotions."

- Brodsky, A. "Overcrafting of business correspondence: The effectiveness, productivity, and affective consequences of impression management in text-based communication."
- Brodsky, A. & Thatcher, S. "What is "work"? Building an understanding of employee sensemaking of work activities."

Data Collection in Progress

- Brodsky, A. & Blunden, H. "Speaking up across the world: Examining the impact of geographical and temporal distance on voice behaviors."

HONORS & GRANTS

- 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

Harvard University

- Extension School Graduate Program
 - Instructor- "Negotiation and Organizational Conflict Resolution"
 - Independently designed and taught semester-long graduate-level course
 - 2016- Instructor rating 4.8/5.0
 - Ranked in the top 10% of Management Instructors
 - 2015- Instructor rating 4.8/5.0
 - Ranked in the top 10% of Management Instructors
 - 2014- Instructor rating 4.5/5.0
- Undergraduate Program
 - Research Mentor- "Behavioral Insights Group Research Seminar"
 - 2015 Instructor rating 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 Program for Leadership Development (2012)

Executive Education

- 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"*

PRESENTATIONS

Invited Scholarly Talks

- Cornell University School of Industrial and Labor Relations (2016)
- University of Texas at Austin McCombs School of Business (2016)
- Southern Methodist University Cox School of Business (2016)
- University of Kentucky Gatton College of Business and Economics (2016)
- INSEAD (2014)
- Massachusetts Institute of Technology Humans and Automation Lab (2012)

Academy of Management Conference Symposia and Presentations

- Organized and chaired symposium “*Challenging the status quo in organizations: From subordinate challenge to superior reactions*” (2016)
 - Selected as a Showcase Symposium
- Organized and Chaired symposium “*Advancing research on interpersonal communication: Communicating in all directions*” (2016)
- Presented “*Slip of the keyboard: How unintentional cues convey email-sender emotion*” (2014)
 - Selected for Best Paper Proceedings (awarded to top 10% of papers)
- Organized and chaired symposium “*All the time in the world: Idle time, work-stretching, & Internet accessibility*” (2013)
- Presented “*Management research on time: Exploring temporal aspects of work and organizations*” (2013)
- Presented “*Challenging harder but not necessarily smarter: The consequences of who you focus on*” (2013)

SERVICE

McCombs School of Business

- Third-year faculty review committee

Ad-Hoc Reviewer

- Organizational Behavior & Human Decision Processes
- Academy of Management Conference

Advising and Mentoring

- Incoming Ph.D. Student Mentor (Harvard Business School, Organizational Behavior program)
- Behavior Insights Group Research Mentor (Harvard Business School)
 - Mentored 20 undergraduate students (2 per semester) as part of a semester-long course