

# ANDREW BRODSKY

2110 Speedway, Stop B6300, CBA 4.254  
Austin, TX 78712  
512.471.6143  
Andrew.Brodsky@mcombs.utexas.edu

## ACADEMIC POSITIONS

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

July 2017-present

## EDUCATION

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

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

## RESEARCH

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### Journal Publications

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

- Blunden, H. & **Brodsky, A.** "When time is on your side: Toward a temporal model of conflict escalation and de-escalation in virtual communication."
- Blunden, H.\* & **Brodsky, A.\*** "Beyond the emoticon: Are there unintentional cues of emotion in email?"
  - \*Equal contribution, alphabetical order.
  - Selected for the AOM Conference Best Paper Proceedings

### Working Papers

- **Brodsky, A.** "Surface acting in virtual workplace interactions: Choosing the best technology to fit the task."
- **Brodsky, A.**, Margolis, J., & Brockner, J. "Speaking up without going down: Toward a theory of responsivity to challenging voice."
- Kouchaki, M., **Brodsky, A.**, & Gino, F. "Are authentic followers truly followers? How experiencing authenticity drives challenging voice in the workplace."

- **Brodsky, A.** & Thatcher, S. “What is work? Developing a framework for employee sensemaking of work.”
- **Brodsky, A.** “Overcrafting of business correspondence: The effectiveness, productivity, and affective consequences of impression management in virtual communication.”

#### Data Collection in Progress

- **Brodsky, A.,** Blunden, H., & Burris, E.R. “Speaking up across the world: Examining the impact of virtuality on voice behaviors.”
- Longmire, N. & **Brodsky, A.** “Why don’t you care? How empathy appeals in virtual negotiations backfire.”

#### HONORS & GRANTS

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- 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

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##### The University of Texas at Austin

- McCombs School of Business MBA Program
  - “The Art and Science of Negotiation”

##### Harvard University

- Extension School Graduate Program
  - “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

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### 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)

### Conference Symposia and Presentations

- 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

## SERVICE

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### University Service

#### *University of Texas at Austin*

- Presentation for the UT-USAA Research Workshop Center for Research and Analytics *“Communicating Productively and Authentically in Virtual Interactions”* (2017)
- 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)

#### *Harvard Business School*

- Incoming Ph.D. Student Mentor (2014-2016)
- Behavior Insights Group Research Mentor (2011-2016)
  - Mentored 20 undergraduate students (2 per semester)