

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. 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.** (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).

Under Review

- **Brodsky, A.** "Virtual surface acting in workplace interactions: Choosing the best technology to fit the task."
- 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
- **Brodsky, A.** & Blunden, H. "When time is on your side: Toward a temporal model of conflict escalation and de-escalation in virtual communication."
- Kouchaki, M., **Brodsky, A.**, & Gino, F. "Finding one's voice at the office: How state authenticity alters perceptions of voice opportunities."
- **Brodsky, A.**, Margolis, J., & Brockner, J. "Speaking up without going down: Toward a theory of responsivity to challenging voice."

Working Papers

- **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."
- **Brodsky, A.**, Blunden, H., & Burris, E.R. "The who, how, and how much of voice: How communication direction, frequency, and mode drives voice."

Data Analysis and Collection in Progress

- **Brodsky, A.** & Harvey, J.F.. "A busy boss: The impact of supervisor busyness on team outcomes."
- Longmire, N. & **Brodsky, A.** "Let me tell you about myself: When attempts at virtual rapport-building backfire."
- **Brodsky, A.** "Blocking them out: The impact of blocking work-life and life-work interruptions."
- Longmire, N. & **Brodsky, A.** "Do you really care? An attribution explanation of positive and negative reactions to surface acting."

HONORS & GRANTS

- McCombs Research Excellence Grant (2018)
- 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"
 - 2018-Section 1 4.9/5.0
 - 2018-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 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
- University of Texas at Austin McCombs School of Business
- Southern Methodist University Cox School of Business
- University of Kentucky Gatton College of Business and Economics
- INSEAD
- Massachusetts Institute of Technology

Conference Symposia and Presentations

- **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

SERVICE

Professional Service

Ad hoc reviewer

- Administrative Science Quarterly
- Organizational Behavior and Human Decision Processes

University Service

University of Texas at Austin

- Executive Committee Member, Management Department (2018-2019)
- 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 Undergraduate Research Mentor (2011-2016)