

# ANDREW BRODSKY

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## 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

2017

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

2011

## RESEARCH

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### 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>

### Invited Revisions/Revise and Resubmits

- **Brodsky, A.**, Green, P., Margolis, J., & Brockner, J. "Speaking up without going down: Toward a theory of responsibility to challenging voice."
  - Status: R&R at *Organizational Behavior and Human Decision Processes*
- 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*
  - Status: R&R at *Personality and Social Psychology Bulletin*

### Manuscripts Under Review

- Kouchaki, M., **Brodsky, A.**, & Gino, F. "Viewing the world through one's eyes: The role of state authenticity on altering threat perceptions and employee voice."
  - Under review *Journal of Applied Psychology*
- **Brodsky, A.** "Virtual surface acting in workplace interactions: Choosing the best technology to fit the task."
  - Under review at *Journal of Applied Psychology*
- Blunden, H. & **Brodsky, A.** "When time is on your side: Toward a temporal model of conflict escalation and de-escalation in virtual communication."
  - Under review at *Personality and Social Psychology Review*

## Working Papers

- **Brodsky, A.** & Thatcher, S. "The Five Ws of Work: A Sensemaking Framework of "Work"."
  - Target: *Academy of Management Review*
- **Brodsky, A.**, Blunden, H., & Burris, E.R. "The who, how, and how much of voice: How communication direction, frequency, and mode drives voice."
  - Target: *Journal of Applied Psychology*
- **Brodsky, A.** "Overcrafting of business correspondence: The effectiveness, productivity, and affective consequences of impression management in virtual communication."
  - Target: *Academy of Management Journal*
- **Brodsky, A.** & Sohn, W. "Disengaging with your device: The role of organizational commitment on after-hours mobile device disengagement and work performance self-perceptions."
  - Target: *Journal of Applied Psychology*

## Data Analysis and Collection in Progress

- **Brodsky, A.** & Harvey, J.F. "A busy boss: The impact of supervisor busyness on team outcomes."
  - Status: Manuscript preparation
- Longmire, N. & **Brodsky, A.** "Do you really care? An attribution explanation of positive and negative reactions to surface acting."
  - Status: Collecting data for Study 2 of 2.

## 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).

## HONORS & GRANTS

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- 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

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### The University of Texas at Austin

- McCombs School of Business MBA Program
  - "The Art and Science of Negotiation"
    - 2019-Section 1 4.9/5.0
    - 2019-Section 2 4.9/5.0
    - 2019-Section 3 4.8/5.0
    - 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)

## External 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
- 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.** (2019) “*Virtual surface acting in workplace interactions: Choosing the best technology to fit the task.*” 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

## SERVICE

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### Professional Service

#### *Ad hoc reviewer*

- Academy of Management Journal
- Administrative Science Quarterly
- Organizational Behavior and Human Decision Processes

### University Service

#### *University of Texas at Austin*

- Executive Committee Member, Management Department (2018-2019)
- McCombs Research Panel: "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)
- 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)