

# 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

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## 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

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## RESEARCH

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### Journal Publications

- **Brodsky, A.** (In press). "Virtual surface acting in workplace interactions: Choosing the best technology to fit the task." *Journal of Applied Psychology*.
- Blunden, H.\* & **Brodsky, A.\*** (In press). "Beyond the emoticon: Are there unintentional cues of emotion in email?" *Personality and Social Psychology Bulletin*.
  - \*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

- Bernstein, E., Blunden, H., **Brodsky, A.**, Sohn, W., & Waber, B. (2020). The implications of working without an office. *Harvard Business Review, Big Idea Feature (Digital Article)*.
- **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

- **Brodsky, A.**, Green, P., Margolis, J., & Brockner, J. "Speaking up without going down: Toward a theory of responsivity to challenging voice."
  - Status: Under invited 2<sup>nd</sup> round invited review at *Organizational Behavior and Human Decision Processes*

- 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.”
  - Status: In preparation for submission for invited 2<sup>nd</sup> round review to *Organizational Behavior & Human Decision Processes*

#### Manuscripts Under First Round Review

- **Brodsky, A.**, Blunden, H., & Burris, E.R. “The role of the interaction frequency, mode, and target in predicting employee challenging voice.”
- **Brodsky, A.** & Sohn, W. “Toward a media affect theory: Examining the impact of video emailing on employee affect and message effectiveness”
- **Brodsky, A.**, Martins, L., & Schock, M. “Personal Internet usage at work: An integrative review and agenda for future research.”
- Blunden, H.\*, Sohn, W.\*, **Brodsky, A.**, & Bernstein, E. “Rethinking virtual work transitions in a new age of virtual work: The moderating role of job complexity.”
  - \**The first two authors contributed equally, alphabetical order.*

#### Working Papers

- Blunden, H. & **Brodsky, A.** “When time is on your side: Toward a temporal model of conflict escalation and de-escalation in virtual communication.”
- **Brodsky, A.**, Thatcher, S., & Bartel, C. “The Five Ws of Work: A Sensemaking Framework of ‘Work’.”

#### Data Analysis and Collection in Progress

- **Brodsky, A.** & Sohn, W. “Emotional labor in a virtual world: Communication medium choice and intrapersonal consequences of virtual surface acting.”
  - Status: Collecting data for Study 2 of 2.
- 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.
- **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.
- Sohn, W., **Brodsky, A.**, & Harvey, J.F. “A busy boss: The interaction of team and supervisor busyness on team creativity.”
  - Status: Collecting data for Study 2 of 2
- Blunden, H.\*, Sohn, W.\*, **Brodsky, A.**, & Bernstein, E. “Returning back to the office: How transition from working virtual impacts work outcomes.”
  - \**The first two authors contributed equally, alphabetical order.*
  - Status: In progress of collecting surveys of 500 individuals every two weeks from March 2020 through October 2020

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#### HONORS & GRANTS

- McCombs Research Excellence Grant (2019)
- 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”
    - 2020 Spring-Section 1 (2<sup>nd</sup> half taught virtually) 5.0/5.0
    - 2020 Spring-Section 2 (2<sup>nd</sup> half taught virtually) 4.9/5.0
    - 2020 Spring-Section 3 (2<sup>nd</sup> half taught virtually) 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

- 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”*

## CONFERENCE PRESENTATIONS

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### Conference Symposia and Presentations

- **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

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## SERVICE

### Professional Service

#### *Ad hoc reviewer*

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

### University Service

#### *University of Texas at Austin*

- McCombs Research Panel and Presenter: "P-Hacking" (2019)
- Elected Executive Committee Member, Management Department (2018-2019)
- McCombs Research Panel and Presenter: "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)