

# ANDREW BRODSKY

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

## 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

2017

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

2011

## RESEARCH

---

### 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.\*** (2021). "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, Digital Big Idea Feature*.
  - One of the top 10 most read Harvard Business Review articles of 2020
- **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.**, Blunden, H., & Burriss, E.R. "The role of the interaction frequency, target, and mode in predicting employee challenging voice."
  - Status: In preparation for submission for invited 2<sup>nd</sup> round review to *Academy of Management Journal*

- **Brodsky, A.**, Kouchaki, M., & 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*

#### Under Review

- **Brodsky, A.** & Sohn, W. “Toward a media affect theory: Examining the impact of novel workplace communication technologies.”

#### Working Papers

- 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.*
- **Brodsky, A.**, Thatcher, S., & Bartel, C. “The five Ws of work: A sensemaking framework of ‘work’.”
- Parke, M. & **Brodsky, A.** “Fostering voice in remote teams: The roles of remote technology, training, , and meeting routines.”
- Blunden, H. & **Brodsky, A.** “When time is on your side: Toward a temporal model of conflict escalation and de-escalation in virtual communication.”

#### Data Analysis and Collection in Progress

- **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 April of 2021
- Lee, M., & **Brodsky, A.** “The role of workplace virtual communication on feelings of inauthenticity.”
  - Status: Collecting data

---

#### 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

---

### The University of Texas at Austin

- McCombs School of Business MBA Program
  - “The Art and Science of Negotiation”
    - 2020 Fall-Section 1 (taught fully virtually) 5.0/5.0
    - 2020 Fall-Section 2 (taught fully virtually) 4.9/5.0
    - 2020 Fall-Section 3 (taught fully virtually) 4.9/5.0
    - 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/Speaking

- National Retail Federation “*The Implications of Working Without an Office*”
- 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*”

## RESEARCH PRESENTATIONS

---

### 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

---

## SERVICE

### Professional Service

#### *Ad hoc reviewer*

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

### University Service

#### *University of Texas at Austin*

- Post-doctoral fellow hiring committee (2021)
- Led session for 100 team members of the UT Austin Student Affairs Leadership Team "Building relationships and conveying emotion virtually" (2021)
- Managed code development project for McCombs behavioral lab for enabling real-time participant video and audio interactions in Qualtrics experiments/surveys (2021)
- McCombs research presenter and panelist: "Online data collection" (2020)
- Full professor promotion subcommittee (2019)
- McCombs research presenter and panelist: "P-Hacking" (2019)
- Independent study supervisor (Wonbin Sohn- 2020, Melissa Schock-2020, Natalie Longmire-2017)
- Peer teaching evaluator (2018, 2019, 2021)
- Elected executive committee member, Management Department (2018-2019)
- McCombs research presenter and panelist: "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)