

# 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.** (2021). "Virtual surface acting in workplace interactions: Choosing the best technology to fit the task." *Journal of Applied Psychology*, 106(5), 714.  
<https://doi.org/10.1037/apl0000805>
- Blunden, H.\* & **Brodsky, A.\*** (2021). "Beyond the emoticon: Are there unintentional cues of emotion in email?" *Personality and Social Psychology Bulletin*. 47(4), 565-579.  
<https://doi.org/10.1177/0146167220936054>
  - \*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., & Burris, 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.** “From timing to typos: A review of virtual impression management strategies and pitfalls.”
- **Brodsky, A.** & Sohn, W. “The role of intrapersonal emotion in workplace communication technology affordances: A within-subject field experiment of one-to-one video emailing technology.”
- Lee, M.\*, **Brodsky, A.\***, & Leonard, B. “A guiding framework for studying interactions: Examining design tradeoffs and introducing an open-source tool for online synchronous participant interactions in online surveys”
  - *\*Equal author contribution*

#### Working Papers

- Parke, M. & **Brodsky, A.** “Fostering voice in remote teams: The roles of remote technology, remote meeting routines, and collocated work expectations.”
- Blunden, H.\*, Sohn, W.\*, **Brodsky, A.**, & Bernstein, E. “Time pressure and transitions in a new age of virtual work.”
  - *\*The first two authors contributed equally, alphabetical order.*
- 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.
- 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
- Lee, M., & **Brodsky, A.** “How virtual work alters diversity-based outcomes.”
  - Status: Collecting data
- **Brodsky, A.** & Burris, E. “Bringing “focus time” to hybrid work: A field experiment on the double-edge sword of frequent virtual interactions.”
  - Status: Collecting data

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#### HONORS & GRANTS

- Trammell/CBA Foundation Teaching Award for Assistant Professors (2021)
  - Awarded to one Assistant Professor from across the business school each year
- McCombs Research Excellence Grant winner (2018, 2019, 2021)
- 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 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

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## Conference Symposia and Presentations

- Parke, M. & Brodsky, A. (2021) "*Fostering voice in remote teams: The roles of remote technology, remote training, remote meeting routines, and collocated work expectations*" Presentation at the Academy of Management Conference.
- Blunden, H., Sohn, S., Brodsky, A., & Bernstein, E. (2021) "*Time pressure and transitions in a new age of virtual work: The moderating role of job complexity.*" Presentation at the Academy of Management Conference.
  - Selected as part of Showcase Symposium
- Brodsky, A., Blunden, H., & Burris, E. (2021). "*The role of interaction frequency, target, and mode in predicting employee challenging voice.*" Presentation at the Distance in Organizations workshop
- 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*

- Journal of Applied Psychology
- Academy of Management Review
- Administrative Science Quarterly
- Organization Science

- Academy of Management Journal
- Organizational Behavior and Human Decision Processes
- Academy of Management Conference

### **University Service**

#### *University of Texas at Austin*

- Research presenter for Women @ McCombs meeting ““Opportunities and challenges of remote and hybrid work” (2021)
- Research presenter for schoolwide session organized by Associate Dean of Research “Time pressure and transitions in a new age of virtual work” (2021)
- Assistant professor hiring search committee (2021)
- Digital measures annual review evaluation and decision group (2021)
- Presentation for Herb Kelleher Entrepreneurship Center “Virtual workplace interactions & outcomes” (2021)
- Led “Research Classifieds” initiative to connect McCombs professors with research field sites (2021)
- Post-doctoral fellow hiring search 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 for schoolwide session organized by Associate Dean of Research “Online data collection” (2020)
- Full professor promotion subcommittee (2019)
- Research presenter for schoolwide session organized by Associate Dean of Research “P-Hacking” (2019)
- Independent study supervisor (MinJu Lee- 2021, Wonbin Sohn- 2020, Melissa Schock-2020, Natalie Longmire-2017)
- Peer teaching evaluator (2018, 2019, 2021)
- Elected executive committee member, Management Department (2018-2019)
- Research presenter and panelist for schoolwide session organized by Associate Dean of Research “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)