

Eunjeong (Eunie) Shin, Ph.D.

Assistant Professor of Management

Campbell School of Business

Berry College

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EMPLOYMENT

ASSISTANT PROFESSOR OF MANAGEMENT

AUGUST 2023 – PRESENT

Berry College, Campbell School of Business – Mt. Berry, GA

VISITING ASSISTANT PROFESSOR OF MANAGEMENT

AUGUST 2021 – MAY 2023

Washington State University, Carson College of Business – Pullman, WA

EDUCATION

Ph.D., WASHINGTON STATE UNIVERSITY: PULLMAN, WASHINGTON – AACSB ACCREDITED

- Graduated December 2021
- Major: Organizational Behavior
- Minor: Business Ethics & Justice

B.A., WASHINGTON STATE UNIVERSITY: PULLMAN, WASHINGTON – AACSB ACCREDITED

- Graduated December 2014
- Honors College, *Cum Laude*
- Major: International Business
- Minor: Psychology

INTERESTS

TEACHING: Organizational Behavior, Business Ethics, Negotiation, Cross-cultural Management, Organizational Creativity

RESEARCH: Restorative Justice, Forgiveness, Redemption, Reintegration, Social Stigma, Inclusion, Compassion

RESEARCH

PUBLICATIONS

Butterfield, K., Neale, N. R., **Shin, E.**, & He, M. R. (2023). Moral repair versus punishment: influences on managerial responses. *Organization Management Journal*, 20(4), 169-180.

Sheppard, L. D., Cuttler, C., **Shin, E.**, & McLaughlin, R. J. (2020). Differences in cortisol following cooperative and competitive work-related tasks with same-sex versus opposite-sex partners. *Psychoneuroendocrinology*, 124, 105063.

MANUSCRIPTS UNDER REVIEW, IN PREPARATION

Deng, K., **Shin, E.**, Pennino, A., Thompson, M., Miles, C., & Chandler, E. “Double Honors, Double Neglects”: Model Minority living in the "Culture of Honor" –An Exploration of the Lived Experiences of East Asian Immigrants in the Deep South. (Under Review)

Shin, E. & Tripp, T. Rehabilitating and Reintegrating Workplace Offenders: A Restorative Justice Perspective. In R. S. Dalal, S. Lim, & J. M. Jensen (Eds.), *Handbook of Counterproductive Work Behavior*. Edward Elgar Publishing Ltd. (Forthcoming)

Bies, R., Hwang, C., **Shin, E.**, Barclay, L., & Tripp, T. Reconceptualizing Revenge and Retaliation for the 21st Century: An Identity Maintenance Perspective. In R. S. Dalal, S. Lim, & J. M. Jensen (Eds.), *Handbook of Counterproductive Work Behavior*. Edward Elgar Publishing Ltd. (Forthcoming)

Shin, E., Tripp, T., Bies, R., & Aquino, K. Limits of Forgiveness: Examining the Boundaries of Redemption for Offenders and the Variability of Redeemer Willingness. (Manuscript is complete; in preparation for journal submission– target journal: Journal of Experimental Social Psychology).

Shin, E. & Goodstein, J. Why Are Some Managers More Willing To Consider Hiring Ex-Offenders While Others Are Not?: The Role of Mindsets. (Manuscript is complete)

SELECTED PUBLISHED CONFERENCE PROCEEDINGS

Hwang, C., Graso, M., Rostami, A., Guerrero, S., & **Shin, E.** (2025). Bringing the Unattended Center Stage: Exploring Fairness, Ambiguity, and the Path to Redemption. *Academy of Management Proceedings*.

Graso, M., Palanski, M. E., & **Shin, E.** (2020). The Management of Identity-Based Conflicts: New Directions in Justice Research. *Academy of Management Proceedings*.

Butterfield, K., Goodstein, J., Neale, N., & **Shin, E.** (2015). Cognitive and Emotional Influences on Managers' Responses to Workplace Transgression. *Academy of Management Proceedings*.

CONFERENCE PRESENTATIONS

Deng, K., **Shin, E.**, Pennino, A., Thompson, M., Miles, C., & Chandler, E.(2024), “Double Honors, Double Neglects”: Model Minority living in the "Culture of Honor" –An

Exploration of the Lived Experiences of East Asian Immigrants in the Deep South. *AAPA (Asian American Psychological Association) Conference*, Houston, TX. *Diversity Challenge conference*, Boston, MA.

Shin, E., Paula D. E., & Basil G. E. (2024), Managing Conflict in the Family Business: An Experimental Approach Using Restorative Justice. *USASBE (United States Association for Small Business and Entrepreneurship) Conference*, Birmingham, AL.

Graso, M., Palanski, M. E., & **Shin, E.** (2020). The Management of Identity-Based Conflicts: New Directions in Justice Research. *Academy of Management*, Vancouver B.C., Canada.

Shin, E., Jeong, N., & Nam, Y. (2017). How Does National Culture Moderate the Relationship between Corporate Social Responsibility and Corporate Financial Performance? *Western Academy of Management*, Palm Springs, CA.

Butterfield, K., Goodstein, J., Neale, N., & **Shin, E.** (2015). Cognitive and Emotional Influences on Managers' Responses to Workplace Transgression. *Academy of Management*, Vancouver B.C., Canada.

TEACHING EXPERIENCE

BERRY COLLEGE, DEPARTMENT OF MANAGEMENT AND MARKETING

MGT 415: Cross-Cultural Management
MGT 302: Organizational Behavior
BUS 308: Ethical Issues in Business

WASHINGTON STATE UNIVERSITY, DEPARTMENT OF MANAGEMENT, INFORMATION SYSTEMS, AND ENTREPRENEURSHIP

MGMT 485: Negotiation Skills
MGMT 456: Evaluating and Rewarding Employees
MGMT 450: Personnel and Human Resources Management
MGMT 401: Leading People and Organizations
MGMT 301: Principles of Management
BA 100: Introduction to Business

PROFESSIONAL EXPERIENCE

PUBLIC RELATIONS MANAGER

JUNE 2018 TO JUNE 2019

A1J Inc. - Seoul, South Korea

- Worked closely with senior management to generate public relations activities in support of the strategic plan of the company

- Traveled with company executives on 4 foreign trips and aided in simultaneous interpretation and translation from Korean to English
- Served as the primary company spokesperson on all facets of the business at official domestic and international events

ASSISTANT PRODUCER

DECEMBER 2013 TO JUNE 2018

Northwest Public Radio “Inland Folk” - Pullman, WA

- Assisted in developing and organizing program content, playlists, pledge drive, calendar, and promotional announcements
- Operated master control board for duration of show

MARKETING AND COMMUNICATIONS INTERN

AUGUST 2013 TO DECEMBER 2014

Washington State University International Center - Pullman, WA

- Designed and developed advertising, event posters, and pamphlets for Washington State University International Programs
- Participated in Global Leadership Certificate Marketing Committee and led Global Philanthropy Project; created and implemented the marketing plan for Spring 2014 semester

INTERNATIONAL STUDENT COORDINATOR

MAY 2010 TO AUGUST 2012

Logos School - Moscow, ID

- Helped advertise the school to Korean international students through marketing events and social media, and assisted students with their questions related to the school and its curriculum
- Served as a translator between the school, students, and their families

PROFESSIONAL ACTIVITIES

- Textbook Reviewer for *Negotiation and Dispute Resolution*, 2nd Edition by Beverly DeMarr and Suzanne C. de Janasz. 2024.
- Reviewer for the Academy of Management Conference. 2015 - Present.
- Reviewer for the Western Academy of Management. 2017.

PROFESSIONAL AFFILIATIONS

- Academy of Management. Conflict Management and Organizational Behavior Divisions.
- USASBE (United States Association for Small Business and Entrepreneurship).
- Beta Gamma Sigma.

AWARDS AND HONORS

- 1st Place Scholarship recipient at Washington State University GPSA Research Exposition. Spring 2020

- Washington State University Tuition Waiver. Fall 2014 - Fall 2019
- Washington State University Graduate Student Travel Grant. Fall 2014
- Washington State University Honors College Summer Research Scholarship. Summer 2013
- Council of Multicultural Student Presidents Leadership Award. Spring 2012
- International Merit Award. Fall 2009 - Spring 2013
- President's Honor Roll. Fall 2010 - Spring 2013

ADDITIONAL QUALIFICATIONS

- Languages: Korean (Bilingual/Native Proficiency); English (Bilingual/Native Proficiency); Japanese (basic)
- Translation and interpretation between English and Korean