

Seonghee (Sophia) Cho, Ph.D.

Assistant Professor of Management
SKK Business School, Sungkyunkwan University
40402 Faculty Hall, 25-2 Sungkyunkwan-ro, Jongno-gu, Seoul, 03063, South Korea
Tel: +82-2-760-0457 / E-mail: sophiacho@skku.edu

ACADEMIC APPOINTMENT

Feb. 2022 – present	<i>Assistant professor</i> , SKK Business School, Sungkyunkwan University
Aug. 2021 – Jan. 2022	<i>Joint appointment</i> , SKK Business School, Sungkyunkwan University
Aug. 2017 – Dec. 2021	<i>Assistant professor</i> , Industrial-Organizational (I-O) Psychology Ph.D. Program, Department of Psychology, College of Humanities and Social Science, North Carolina State University
Sept. 2016 – July 2017	<i>Postdoctoral research associate</i> , School of Labor and Employment Relations (LER) & College of Engineering, University of Illinois at Urbana Champaign
Aug. 2011 – May 2016	<i>Instructor and teaching assistant</i> , Department of Psychology, College of Humanities and Social Science, University of Illinois at Urbana Champaign

EDUCATION

Ph.D. (December 2016) Industrial and Organizational Psychology, *University of Illinois at Urbana Champaign*

Dissertation: An Application of Diagnostic Modeling to a Situational Judgment Test Assessing Emotional Intelligence

Committee: Fritz Drasgow (Chair), Hua-Hua Chang, Amit Kramer, Daniel A. Newman, and James Round

M.A. (2013) Industrial and Organizational Psychology, *University of Illinois at Urbana Champaign*

Thesis: An Investigation of Emotional Intelligence Measures Using Item Response Theory

Advisor: Fritz Drasgow

B.A. (2011) Psychology, *Sogang University (Seoul, South Korea)*

Magna Cum Laude

RESEARCH INTERESTS

The overarching goal of my research is to answer this big question, “How can working individuals maximize their performance and well-being *in a sustainable manner*?” To answer

this question, I adopt the perspectives from stress and recovery literature and work-nonwork interface literature. Specifically, current initiatives fall into two related research streams: (1) understanding stress and recovery processes of a modern workforce and (2) translating these insights to devise effective stress-coping and recovery strategies that help employees and organizations thrive, both in personal and professional domains.

- Technostress; Creative Demands; Interpersonal Stress; Recovery; Work Break; Health Behavior; Leisure; Work-Nonwork Management; Creative Performance; Proactive Work Behavior
- Multilevel Approach; Experience Sampling Methods; Measurement

PEER-REVIEWED PUBLICATIONS *Graduate student coauthors underlined at project initiation.

11. Kim, S., Lyons, B., Chung, W., & **Cho, S.** (2022). The costs of political conversations at work: An experience sampling study during National Election Periods in South Korea. *Journal of Vocational Behavior*, 103704.
10. **Cho, S.** & Kim, S. (2022). Does a healthy lifestyle matter? A daily diary study of unhealthy eating at home and behavioral outcomes at work. *Journal of Applied Psychology*. 107(1), 23–39.
9. Kim, S., **Cho, S.**, & Park, Y. (2022). Daily microbreaks in a self-regulatory resources lens: Perceived health climate as a contextual moderator via microbreak autonomy. *Journal of Applied Psychology*, 107(1), 60-77.
8. Kramer, A., **Cho, S.**, & Gajendran, R. S. (2020). A 12-Year longitudinal study linking within-person changes in work and family transitions and workplace injury risk. *Journal of Safety Research*, 75, 140-149.
7. Jang, S., Allen, T. D., Kim, E., & **Cho, S.** (2020). An examination of the temporal order of helping behaviors and emotional exhaustion. *Stress and Health*, 36(5), 663-674.
6. **Cho, S.**, Kim, S., Chin, S. W., & Ahmad, U. (2020). Daily effects of continuous ICT demands on work-family conflict: Negative spillover effect and role conflict. *Stress and Health*, 36(4), 533-545.
5. **Cho, S.**, Carpenter, N. C., & Zhang, B. (2020). An item-level investigation of conceptual and empirical distinctiveness of proactivity constructs. *International Journal of Selection and Assessment*, 28(3), 337-350.
4. Lee, K. J., **Cho, S.**, Kim, E. K., & Hwang, S. (2020). Do more leisure time and leisure repertoire make us happier? An investigation of the curvilinear relationships. *Journal of Happiness Studies*, 21(5), 1727-1747.
3. **Cho, S.**, & Park, Y. (2018). How to benefit from weekend physical activities: Moderating roles of psychological recovery experiences and sleep. *Stress and Health*, 34(5), 639-648.

2. **Cho, S.**, Drasgow, F., & Cao, M. (2015). An investigation of emotional intelligence measures using item response theory. *Psychological Assessment*, 27(4), 1241–1252.

1. Cao, M., Drasgow, F., & **Cho, S.** (2015). Developing ideal intermediate personality items for the ideal point model. *Organizational Research Methods*, 18(2), 252-275.

GRANT ACTIVITIES

Funded:

Department of Labor (DOL) Scholars Program, The U.S. Department of Labor. Summer, 2015.

Work Demands, Family Demands, and Work Injuries: A Longitudinal Analysis.

Total award: \$ 36,174 over 1 year

Primary investigator: Amit Kramer

Role: Research assistant

Robert P. Larsen Grant for Research in Career Development, University of Illinois at Urbana Champaign. Spring, 2014.

Development of a Vocational Interest Computer Adaptive Test.

Total award: \$ 1,500 over 1 year

Student Team Project

HONORS AND AWARDS

Spring, 2018	Top Presentation Award , Korean Society of Leisure, Recreation, & Park, Seoul, South Korea.
Spring, 2016	Campus Award for Excellence in Undergraduate Teaching for Graduate Teaching Assistants (Top 5 in Campus) , Office of the Provost, University of Illinois at Urbana Champaign. \$ 3,500.
Spring, 2016	College Award for Excellence in Undergraduate Teaching for Graduate Teaching Assistants , College of Liberal Arts and Sciences, University of Illinois at Urbana Champaign. \$ 2,000.
Spring, 2016	Psychology Department Award for Excellence in Teaching by a Graduate Student , Department of Psychology, University of Illinois at Urbana Champaign.
Spring, 2016	SIOP Student Travel Award (Top 10) , the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA. \$ 500.
Spring, 2014	Graduate College Conference Travel Award , University of Illinois at Urbana Champaign. \$ 350.
2006 - 2011	Academic Merit Scholarship , Sogang University. \$ 4,400 (KRW 4,987,000)

CONFERENCE PRESENTATIONS *Graduate student coauthors underlined at project initiation.

Kim, S., **Cho, S.**, Lee, H.W., & Kim, S. (2022, April; virtual). A lack of personal social interaction and its Costs: VSI as a moderator. *Poster presented at the 37th Annual Conference of Society for Industrial and Organizational Psychology, Seattle, Washington.*

Qasim, M., Chin S. W., & **Cho, S.** (2021, April; virtual). How much is too much? The effects of ICT demands and communication on teleworkers. *Poster presented at the 36th Annual Conference of Society for Industrial and Organizational Psychology, New Orleans, Louisiana.*

Cho, S., Kim, S., & Chung, W. (2020, July; symposium session canceled due to COVID-19). It is important what my leader experienced last night: A daily dyadic examination of follower creativity. In Kim, S. (Chair), Human energy in the context of work-nonwork interface: A look at the everyday. In *Academy of Management Proceedings*. Academy of Management Briarcliff Manor, NY 10510. *Symposium accepted for the 80th Annual Conference of Academy of Management, Vancouver, BC. Canada.*

Cho, S. & Kim, S. (2019, November). Does healthy lifestyle matter?: A daily diary study of unhealthy eating behaviors and behavioral outcomes at work. *Paper presented at the 13th International Conference of Work, Stress, and Health (APA; NIOSH; SOHP), Philadelphia, PA.*

Jang, S. & **Cho, S.** (2019, November). Linking satisfaction with physical work environment, telecommuting, and job performance via job satisfaction. *Paper presented at the 13th International Conference of Work, Stress, and Health (APA; NIOSH; SOHP), Philadelphia, PA.*

Kim, S., **Cho, S.**, & Park, Y. (2019, August). Predictors of micro-breaks: A self-regulatory resource perspective. In Kim, S. (Chair), Improving employees' well-being and performance through recovery at work. *Symposium presented at the 79th Annual Conference of Academy of Management, Boston, MA.*

Kim, S. & **Cho, S.** (2019, April). Personal and situational predictors of micro-breaks: A daily diary study. In Park, Y. (Chair), Advances in predicting employee recovery at home and work. *Symposium presented at the 35th Annual Conference of Society for Industrial and Organizational Psychology, DC/National Harbor, Washington.*

Ahmad, U., Chin S. W., **Cho, S.**, & Kim, S. (2019, April). Daily ICT demands and work-family conflict: Moderating role of boundary control. *Poster presented at the 35th Annual Conference of Society for Industrial and Organizational Psychology, DC/National Harbor, Washington.*

Cao, M., **Cho, S.**, Gray, C. J., Hulett, A. L., & Rangel, B. (2018, April). School's out forever: The transition from student to professional. *Panel Discussion presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.* (Panel Organizer: Lee, A., Authorship order arranged alphabetically).

Lee, K. J., **Cho, S.**, Kim, E. K., & Hwang, S. (2017, Dec.). The relationship between leisure participation patterns and happiness in Korea. *40th Fall Conference Korean Society of Leisure, Recreation, & Park. Seoul, Republic of Korea.* [In Korean]. *Outstanding Presentation Award.*

Kramer, A. & **Cho, S.** (2016, August). A Longitudinal Study of Work/Family Demands and Workplace Injuries. *Academy of Management Meeting, Anaheim, CA.*

Kramer, A. & **Cho, S.** (2016, June). Family demands, work demands, and work injuries: A longitudinal study. *Discussion Forum presented at the Work and Family Researchers Network Conference, Washington, WA.*

Cho, S., Cao, M., Drasgow, F., & Chang, J. (2016, May). Situational judgment test scoring key validation: An application of DIF. In Carter, N. & Guan, L. (Co-chairs), *Measurement Equivalence of Psychological Measures: Gender, Culture, and Sampling Sources. Symposium presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.*

Kramer, A. & **Cho, S.** (2016, May). The effects of work-family demands and resources on work injuries. In Butts, M. & Eby, L. (Co-chairs), *It's About Time! Dynamic Perspectives on the Work-Nonwork Interface. Symposium presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.*

Cao, M., **Cho, S.**, Phan, W.M., Rangel, B., Song, C., & Wiegand, J.P. (authors arranged alphabetically) (2015, May). Development of a vocational interest computer adaptive test. *Larsen Symposium, Champaign, IL.*

Cao, M., Phan, J., Song, Q., **Cho, S.**, & Drasgow, F. (2015, April). Do job applicants fake on vocational interest measures? *Poster presented at the 30th Annual Conference of Society for Industrial and Organizational Psychology, Philadelphia, PA.*

- Featured by: "[Feigning interest: Will job applicants fake what they love to get a job?](#)" Industrial Safety & Hygiene News (ISHN), Oct 14, 2015; Also featured in the Newsletter of Society for Industrial and Organizational Psychology, Sept. 2016.

Cho, S., Drasgow, F., & Cao, M. (2014, May). Exploring the process underlying responses to emotional intelligence inventories. *Poster presented at the 29th Annual Conference of Society for Industrial and Organizational Psychology, Honolulu, HI.*

Cho, S., & Carpenter, N. C. (2014, May). Blame the items? A substantive validity investigation of proactivity constructs. *Poster presented at the 29th Annual Conference of Society for Industrial and Organizational Psychology, Honolulu, HI.*

Cho, S., Cao, M., & Joseph, D. (2014, May). Emotional intelligence and work-related well-being: A meta-analysis. *Poster presented at the 29th Annual Conference of Society for Industrial and Organizational Psychology, Honolulu, HI.*

Cao, M., Drasgow, F., & **Cho, S.** (2014, May). Developing ideal intermediate personality items for the ideal point model. *Poster presented at the 29th Annual Conference of Society for Industrial and Organizational Psychology, Honolulu, HI.*

OTHER INVITED TALKS

Cho, S. (2018, March). “Investigating the effects of leisure on subjective well-being.” *Presented at the Social and Behavioral Health Research Group (SBHG). Department of Psychology. North Carolina State University.*

Cho, S. (2017, Oct.). “Research in I/O Psychology.” *Invited as a Guest Lecturer at the Industrial and Organizational Psychology (PSY307). Department of Psychology. North Carolina State University.*

Kramer, A. & **Cho, S.** (2015, July). “Work demands, family demands, and work injuries: A longitudinal analysis.” *Presentation at the United States Department of Labor. WA.*

Cho, S. (2014, March). Discussant, Osaka City and UIUC. *Presented at the Center for East Asian and Pacific Studies (CEAPS), University of Illinois at Urbana Champaign.*

TEACHING EXPERIENCE

Teaching Curriculum as a Primary Instructor:

Graduate Coursework

- Seminar in Research Method for Management (DBA5106; scheduled in 2022), *Sungkyunkwan University.*
- Occupational Health Psychology (PSY710; Ph.D. seminar), *NC State.*
- Personnel Selection (PSY766; Ph.D. seminar), *NC State.*
- Psychometrics (PSY760; Ph.D. seminar), *NC State.*

Undergraduate Coursework

- Organizational Behavior (BUS2028; scheduled in 2022), *Sungkyunkwan University.*
- Psychological Research Method (PSY230; Undergraduate), *NC State.*
- Personality (PSY370; Undergraduate), *NC State.*
- Social Psychology (PSYC201; Undergraduate), *University of Illinois.*

Past Teaching as a Teaching Assistant:

- Social Cognition (PSYC353, Undergraduate), *University of Illinois.*
- Introduction to Psychology (PSYC100; Undergraduate), *University of Illinois.*

SERVICE TO THE PROFESSIONAL SOCIETIES

Ad Hoc Journal Review:

Current Psychology
Emotion Review
International Journal of Stress Management
Journal of Happiness Studies

Journal of Occupational and Organizational Psychology
 Journal of Vocational Behavior
 Personality and Individual Differences
 Stress and Health
 Telematics and Informatics

Ad Hoc Conference Review:

Society for Industrial and Organizational Psychology (SIOP) Conference Program Committee
 Work, Stress, and Health (WSH) Conference Peer Review

SIOP Committee:

2021 – 2022 SIOP 2022 Student Travel Award Subcommittee
 2020 – 2021 SIOP 2021 Student Travel Award Subcommittee (canceled due to COVID-19)

Professional Affiliation:

2011 – present **Society for Industrial and Organizational Psychology (SIOP)**
 2015 – present **Academy of Management (AOM):**
 - Human Resources Division
 - Organizational Behavior Division
 2013 – 2015 **Society for Occupational Health Psychology (SOHP)**

SERVICE TO THE PROGRAM, COLLEGE, AND UNIVERSITY

Preliminary (Comprehensive Exam) Committee:

Fall, 2021 Sean W. Chin, Ph.D. NC State
 Fall, 2021 Madiha Qasim, Ph.D. NC State
 Fall, 2021 Jacob Pflieger, Ph.D. NC State
 Fall, 2021 Sean Noble, Ph.D. NC State
 Fall, 2021 Sara Stegemoller, Ph.D. NC State
 Fall, 2020 Jet Wang, Ph.D. NC State
 Fall, 2018 Alyssa Kaszycki, Ph.D. NC State
 Fall, 2018 Demetrius Keyon Green, Ph.D. NC State
 Fall, 2018 Unber Ahmad, Ph.D. NC State
 Fall, 2018 Laura Jane Williams, Ph.D. NC State
 Fall, 2018 Joshua Scott Andrews, Ph.D. NC State
 Fall, 2017 Andrew Alexander Weedfall, Ph.D. NC State

Dissertation Proposal Committee:

Fall, 2020 Unber Ahmad, Ph.D. NC State
 Fall, 2020 Gwia Kim, Ph.D. NC State
 Spring, 2020 Samuel Wilgus, Ph.D. NC State
 Spring, 2019 Andrew Alexander Weedfall, Ph.D. NC State

Spring, 2019	Joshua Scott Andrews, Ph.D. NC State
Spring, 2019	Laura Jane Williams, Ph.D. NC State

Dissertation Defense Committee:

Spring, 2021	Gwia Kim, Ph.D. NC State
Spring, 2021	Unber Ahmad, Ph.D. NC State
Spring, 2021	Samuel Wilgus, Ph.D. NC State
Spring, 2020	Laura Jane Williams, Ph.D. NC State
Fall, 2019	Andrew Alexander Weedfall, Ph.D. NC State
Spring, 2019	Joshua Scott Andrews, Ph.D. NC State

Preparing Future Faculty (PFF) Program Advisor:

Fall, 2019 – Fall, 2020	Eunji Cho, Ph.D. Duke University
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Undergraduate Research Advisor:

Spring, 2020	Victoria Tran, PSY499. NC State
Spring, 2020	Kyle Solomon, PSY499. NC State
Spring, 2019	Jonah Swartz, PSY499. NC State

Honors Program Advisor:

Fall, 2018 – Spring, 2019	Olivia Kehoe, Undergraduate. NC State
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Service Committee:

Spring, 2022	경영대학 매니지먼트 우수논문상 심사, SKKU
Spring, 2022 – Fall, 2022	대학원 교육과정 위원회, SKKU
Spring, 2022 – Fall, 2022	경영대학 국제회 위원회, SKKU
Fall, 2019 – Fall, 2020	Visiting Scholar to The Duke University Graduate School, Mentor in Preparing Future Faculty (PFF) Program
Fall, 2019	Korean American Leadership Association, Mentor in Research Triangle Area
Fall, 2019 – present	Sensitive Stimuli Ad-hoc Committee Interest, Psychology program, NC State
Spring, 2019	CHASS Merit Scholarships Committee, NC State
Fall, 2018 – present	Asian Students Association (ASA), CHASS advisor, NC State
Fall, 2017 – present	Social Event Coordinator in I/O Psychology program, NC State
Fall, 2017 – present	SIOP Reception Coordinator in I/O Psychology program, NC State
Fall, 2017 – present	SIOP Student Travel Award Coordinator in I/O Psychology program, NC State
Fall, 2017 – present	Research/Statistical Consultant for graduate students, NC State

GRADUATE TRAINING

Advising Graduate Students:

Fall, 2020 – Fall, 2021	Jasmine Lee, Ph.D. NC State
Fall, 2020 – Fall, 2021	Dominique Foster, Ph.D. NC State
Spring, 2020 – Fall, 2021	Sean W. Chin, Ph.D. NC State

Fall, 2018 – present

Madiha Qasim, Ph.D. NC State

SKILLS

Statistical software: MPLUS, R, SAS, SPSS, AMOS, STATA, UCINET, NodeXL, MATLAB

IRT software: BILOG, MULTILOG, MODFIT

SELECTIVE MEDIA COVERAGE

- NC State University News & Science Daily, [“Study Finds Those Late-Night Snacks May Be Hurting You at Work.”](#)
- CNBC, [“Late-night snacking actually makes you less productive at work the next day—but only if you feel guilty about it.”](#)
- Atlanta Journal Constitution, [“Less productive at work? Study finds late-night snacks may be to blame.”](#)
- US News, [“Sluggish Coworker? Maybe They 'Pigged Out' Last Night.”](#)
- Yahoo! Finance, [“One Major Side Effect of Late-Night Snacking, Says a New Study.”](#)
- Men’s Health UK, [“An Unhealthy Dinner Makes You Less Productive at Work the Next Day, Science Suggests.”](#)
- Men’s Health Australian, [“Sluggish And Unproductive At Work? An Unhealthy Dinner Could be The Culprit.”](#)
- The Dispatch, [“Health tips from Dr. Oz and Dr. Roizen.”](#)
- Futurity, [“Late night snacks cost you the next day at work.”](#)
- Eat This, Not That!, [“One Major Side Effect of Late-Night Snacking, Says a New Study.”](#)
- EurekAlert, [“Study finds late night snacks may hurt your workplace performance.”](#)
- Health24, [“Late-night snacks may negatively impact your work performance.”](#)
- NC State University News & Science Daily, [“Tired at the office? Take a quick break. Your work will benefit.”](#)
- Forbes, [“The Surprising Benefits Of ‘Microbreaks’ For Engagement, Productivity And Career Success.”](#)
- Independent, [“Should we be taking microbreaks throughout the day?”](#)
- US News, [“Try 'Microbreaks' for a Real Workday Boost.”](#)
- Daily Post USA, [“Employees need ‘microbreaks’ of just five minutes throughout the day to fight fatigue.”](#)
- Human Resources Director, [“Fun Friday: Tired staff? Give ‘em a break!”](#)
- Safety + Health, [“Well-timed ‘microbreaks’ can be ‘golden’ for workers.”](#)
- New Atlas, [“Microbreaks at work can increase engagement and reduce fatigue.”](#)
- The Latch, [“Microbreaks in the Office Could Boost Productivity and Reduce Stress.”](#)
- Telangana Today, [“Taking ‘microbreaks’ at work may boost productivity.”](#)
- The Ladders, [“This very enjoyable activity could be the key to a better workday.”](#)
- WRAL TechWire, [“Give me a break, boss: ‘Microbreaks’ in office are helpful.”](#)