

Rebekah SungEun Hong

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ACADEMIC POSITION

University of Kentucky, Gatton College of Business and Economics	Lexington, KY
Assistant Professor of Management	2024–Present

EDUCATION

University of Maryland, Robert H. Smith School of Business	College Park, MD
Ph.D. Organizational Behavior/Human Resources	May 2024

Macalester College	St. Paul, MN
B.A., Psychology, <i>Cum Laude</i>	May 2017

RESEARCH INTERESTS

Interpersonal Processes of Creativity & Innovation

PUBLICATION

Hong, R. S., Venkataramani, V., & Yang, M. (2025). The double-edged sword of endorsing external ideas: Juggling competitive advantage and organizational compatibility concerns. *Organizational Behavior and Human Decision Processes*, 189, 104417.

- Finalist for the Best Student-Led Paper Award, *Academy of Management (Managerial and Organizational Cognition division)*, 2022

MANUSCRIPTS UNDER REVIEW

Hong, R. S., Venkataramani, V., & Yang, M. Interpersonal Consequences of Creative Idea Ownership Claiming. [Under 2nd Round Review, *Organization Science*]

Venkataramani, V., Mannucci, P. V., & **Hong, R. S.** Team Member's Knowledge Portfolios and Team Creativity. [Under Review at *Strategic Management Journal*]

SELECTED RESEARCH IN PROGRESS

[1] **Hong, R. S.** & Li, S. Navigating the Novelty-Feedback Paradox: How Psychological Ownership Shapes Feedback-Seeking. [Stage: Writing. Target: *Academy of Management Journal*]

- Selected by the SIOP Program Committee from among top-rated submissions for the Motivation, Attitudes, and Emotions Theme Track, 2026

[2] **Hong, R. S.** & Li, S. Reaching Out or Holding Back: Undergraduate Institution Ranking and Creative Ideation Networks. [Stage: Writing. Target: *Administrative Science Quarterly*]

- [3] Li, S. & **Hong, R. S.** From Innovation Gains to Overload Pains: Brokerage Orientations and the Curvilinear Returns to Cross-Sector Brokerage. [Stage: Writing. Target: *Organization Science*]
 - Selected by the SIOP Program Committee from among top-rated submissions for the Organizational Processes, Development, and Culture Theme Track, 2026
- [4] **Hong, R. S.**, Venkataramani, V., & Seo, M. Leader's Affective States and Creativity Endorsement. [Stage: Preparing for submission. Target: *Academy of Management Journal*]
- [5] Lim, V. & **Hong, R. S.** Creative Idea Evaluator Networks and Collaboration. [Stage: Third wave field data collection in progress. Target: *Academy of Management Journal*]
- [6] **Hong, R. S.** & Kim, J.Y. Spousal Venture Involvement and Employee Creative Work Outcomes. [Stage: Field study in progress. Target: *Journal of Applied Psychology*]
- [7] Kim, J.Y. & **Hong, R. S.** Organizational Identification of Followers and Entrepreneur Loneliness. [Stage: Field study in progress. Target: *Journal of Applied Psychology*]
- [8] Kim, J.Y., **Hong, R. S.**, & Li, S. Meta-Analysis on Entrepreneurship Intention. [Stage: Data collection. Target: *Journal of Applied Psychology*]
- [9] Li, S. & **Hong, R. S.** From Lost Ties to New Eyes: The Effect of Turnover on Network Perception Change, Accuracy, and Creative Performance. [Stage: Manuscript in preparation. Target: *Academy of Management Journal*]
- [10] **Hong, R. S.** & Li, S. The Wrong Champion: How Low-Status Endorsement Undermines Creative Ideas. [Stage: Field study in progress. Target: *Academy of Management Journal*]
- [11] **Hong, R. S.** & Li, S. Micromanagement and Employee Creativity. [Stage: Field study in progress. Target: *Academy of Management Journal*]

GRANTS & AWARDS

University of Kentucky, Lexington, KY	
CURATE Research Grant (\$6,000)	2026–2027
University of Kentucky, Lexington, KY	
CURATE Research Grant (\$9,600)	2025–2026
University of Maryland, College Park, MD	
Faculty-Student Research Award (\$10,000)	2022–2023
Jacob K. Goldhaber Travel Grant	2022
Academy of Management Conference	
Best Student-Led Paper Award Finalist, MOC division	2022

TEACHING EXPERIENCE

University of Kentucky

Instructor, Organizational Behavior (MGT410)	Spring 2025–Present
Average instructor rating: 4.60/5.00. Course rating: 4.49/5.00	Spring 2026
Average instructor rating: 4.22/5.00. Course rating: 4.14/5.00	Spring 2025

University of Maryland

Instructor, Managing People and Organizations (BMGT364)	2022–2023
Average instructor rating: 3.93/4.00. Course rating: 3.91/4.00	

Teaching Assistant, MBA Courses

BMSO778O: Organizational Change	Fall 2022
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BUSM754: Business Negotiation	Spring 2021
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SELECTED CONFERENCE PRESENTATIONS

Social Dynamics of Idea Ownership in Creative Contexts

Symposium Organizer/Presenter

Academy of Management Annual Meeting , OMT, Philadelphia, PA	2026
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The Role of Self-Regulation and Perception in the Creative Engagement and Journey

Symposium Organizer/Presenter

Academy of Management Annual Meeting , HR/OB/MOC, Philadelphia, PA	2026
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Navigating the Novelty-Feedback Paradox: How Seeking Advice Can Hinder Novel Idea Development

Presenter

Society for Industrial and Organizational Psychology , New Orleans, LA	2026
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Cross-Domain Brokerage and Innovation: Unpacking the Roles of Brokerage Orientation on Brokerage and Innovation

Presenter

Society for Industrial and Organizational Psychology , New Orleans, LA	2026
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Trust in the Faithful: Religiosity as a Source of Prosocial Reputation, Feedback Centrality, and Creative Collaboration

Presenter

Creativity Collaboratorium , UCL School of Management, London, UK	2025
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Navigating the Novelty-Feedback Paradox: How Seeking Advice Can Hinder Novel Idea Development

Presenter

Academy of Management Annual Meeting , OB/MOC, Copenhagen, Denmark	2025
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Navigating the Novelty-Feedback Paradox: How Seeking Advice Can Hinder Novel Idea Development

Presenter

41st EGOS Colloquium , Creativity that Goes a Long Way, Athens, Greece	2025
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The Impact of Idea Partners on Creative Idea Development: Examining Selection Factors and Consequences
Presenter
Creativity Collaboratorium, UCL School of Management, London, UK 2024

Beyond Skill and Smile: Navigating Interpersonal Evaluations and Dynamics
Symposium Organizer
Academy of Management Annual Meeting, OB/HR, Chicago, IL 2024

Creative Star or Territorial Jerk? The Interpersonal Consequences of Claiming Ownership over Creative Ideas at Work
Presenter
Creativity Collaboratorium, UCL School of Management, London, UK 2023

Managerial Rejection of Creative Ideas from External Sources
Presenter
Academy of Management Annual Meeting, OB/HR, Seattle, WA 2023

Managerial Credit-taking and Employee Creativity
Presenter
Creativity Collaboratorium, UCL School of Management, London, UK 2022

The Influence of Managers' Affective States on Creativity Endorsement
Presenter
Academy of Management Annual Meeting, OB/HR, Boston, MA 2022

INVITED RESEARCH PRESENTATION

George Mason University, Industrial-Organizational Psychology 2026

ACADEMIC/PROFESSIONAL SERVICE

Ad-hoc Reviewer

Organization Science 2025–Present
 Organizational Behavior and Human Decision Processes 2023–Present
 Annual Meeting of the Academy of Management 2020–Present

Organizer, Inter-University Junior Faculty Research Brown Bag Series 2025–Present
Participants from 10 universities: Arizona State University, The Pennsylvania State University, London Business School, University of Iowa, University of Central Florida, University of Kentucky, University of Warwick, IE Business School, etc.

Invited Panelist, Association of Korean Management Scholars (AKMS) 2026
 Doctoral Consortium

University of Kentucky

Comprehensive Exam Committee Member, Noor Nishan

2026

University of Maryland

M&O Department Doctoral Student Orientation Leader

2022–2023

Recruiting committee member for PhD Administrative Coordinator

2022

Student Presentation Series Organizer

2021–2022

Association of Doctoral Students Social Chair

2020–2021

Career and Professional Socialization Series Session Organizer

2019–2023

PROFESSIONAL EXPERIENCE

U.S. Bank, Minneapolis, MN

2017–2019

*Recruiter/Talent Acquisition Analyst***The Future Work Institute**, New York, NY

2016–2017

Organizational Development Analyst