

# Eunjeong (Eunie) Shin, Ph.D.

Assistant Professor of Management

Campbell School of Business

Berry College

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## EMPLOYMENT

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**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

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**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

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

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

## RESEARCH

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### PUBLICATIONS

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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

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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

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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

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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**

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### **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**

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### **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**

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- 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**

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

### **AWARDS AND HONORS**

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- 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**

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