

Soomin Sophie Cho

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EMPLOYMENT

University College London (UCL) School of Management, London, United Kingdom
Assistant Professor of Organizations and Innovation, Aug 2023-Present

Columbia Business School, New York, NY
Adjunct Assistant Professor of Management, Jan-May 2023

EDUCATION

Columbia Business School, New York, NY
Ph.D. in Management, May 2023
Dissertation Title: The Dynamics of Culture in Entrepreneurial Ventures
Dissertation Committee: Paul Ingram, Dan Wang, Stephan Meier,
Michael Mauskopf, Amir Goldberg

Stanford University, Stanford, CA
M.S. in Statistics, Jun 2016

University of Pennsylvania, Philadelphia, PA
B.A. in Economics with minor in Mathematics, *Summa Cum Laude*, May 2012

RESEARCH INTEREST

Culture, Entrepreneurship, Cultural Diversity, Machine Learning/AI

PUBLICATION

Kuwabara, Ko, Jiyin Cao, Soomin Cho, and Paul Ingram (2023). "Lay Theories of Instrumental Relations: Explaining Individual Differences in Dispositional Similarity-Attraction." *Academy of Management Journal*

- ◆ Featured on *Harvard Business Review*: "How to Build a Broader Network within Your Company." (Link [Here](#))

WORKING PAPERS

"Culture and Innovation Strategy in Ventures".
"Gender and Culture" (with Sangwon Han and Yoonjin Choi).
"Antecedents of Corporate SPA" (with Yixi Chen, Ishva Minefee, and Lori Yue).
"Value Change in Social Enterprises" (with Dan Wang).
"Whither the Water Cooler? Impact of Virtual Interactions on Professional Networks" (with Paul Ingram, Stephan Meier, and Dan Wang).
"The Effects of Within-Artist and Between-Artist Innovation on Critical versus Popular Success in Music" (with Michael Mauskopf).

TEACHING EXPERIENCE

Technology and Digital Strategy (Undergraduate), UCL
Instructor (Fall 2023, 2024)
Extended Project: Dissertation Supervision (Undergraduate), UCL
Dissertation Supervisor (Fall 2024-Present)

Research Seminar (Ph.D.), UCL

Guest Lecturer: Machine Learning for Research (Spring 2024)

Strategy Formulation (Undergraduate), Columbia Business School

Instructor (Spring 2023)

Leadership & Organizational Change (Executive MBA Core & Executive Education), Columbia Business School

Teaching Assistant for Prof Paul Ingram (Fall 2017-2020 & Summer 2017-2021)

Technology Strategy (MBA Elective), Columbia Business School

Teaching Assistant for Prof Dan Wang (Spring 2021)

Foundations of Entrepreneurship (MBA Elective), Columbia Business School

Teaching Assistant for Prof Michael Mauskopf (Spring 2020)

Power and Influence (Executive MBA Elective), Columbia Business School

Teaching Assistant for Prof Eric Abrahamson (Fall 2017, 2019 & Spring 2017-2020)

AWARD, GRANT, & FELLOWSHIP

- ◆ Finalist for the Heizer Dissertation Award in New Enterprise Development, AOM Annual Conference ENT Division, 2024
- ◆ Runner-Up for the OMT Division Best Paper on Entrepreneurship Award, AOM Annual Conference, 2022
- ◆ Nominee for Research Methods Paper Prize, SMS Annual Conference, 2022
- ◆ Nominee for PhD Paper Prize, SMS Annual Conference, 2022
- ◆ The Tamer Center for Social Enterprise, Grant, 2022
- ◆ Alex Woo MBA 1984 Doctoral Fellowship Award, 2020
- ◆ Eugene Lang Entrepreneurship Center, Dissertation Fellowship, 2020-2022
- ◆ W. Edwards Deming Center for Quality, Productivity & Competitiveness, Doctoral Fellowship, 2020-2021
- ◆ Sanford Bernstein & Co. Center for Leadership and Ethics, Doctoral Research Grant, 2020-2022
- ◆ Vice Dean's Office Grant for NLP/Machine Learning Research, 2020 (with Paul Ingram)
- ◆ Medici Summer School in Management Studies, 2018
- ◆ Columbia Business School Graduate Research Fellowship, 2016 – 2022

CONFERENCE PRESENTATION & CONSORTIUM

- ◆ Annual Meetings of the Academy of Management, Chicago, IL, USA (Aug 2024)
- ◆ Diversity in Management & Organizations Conference, Virtual (Jun 2024)
- ◆ UCL SOM Diversity Research Day, London, UK (May 2024)
- ◆ The 20th Social Entrepreneurship Conference, Lausanne, Switzerland (Apr 2024)
- ◆ Annual Meetings of the Strategic Management Society, London, UK (Sep 2022)
- ◆ Annual Meetings of the Academy of Management, Seattle, WA, USA (Aug 2022)
- ◆ The Lang Entrepreneurship Center PhD Fellowship Research Showcase at Columbia Business School, Virtual (Apr 2022)
- ◆ W. Edwards Deming Center Doctoral Fellows Seminar Presentation at Columbia Business School, Virtual (Nov 2021)
- ◆ Sanford Bernstein & Co. Center Lightning Talk at Columbia Business School, Virtual (Nov 2021)
- ◆ Wharton 14th Annual People & Organizations Conference Plenary Series, Virtual (Oct 2021)
- ◆ Economic Sociology Conference Showcase, Virtual (Sep 2021)
- ◆ Annual Meetings of the Strategic Management Society, Virtual (Sep 2021)
- ◆ AOM OMT Doctoral Consortium (Aug 2021)

- ◆ The 31st European Group for Organizational Studies Colloquium (*Sub-theme 53: Organizations, Social Relations, and their Meanings: Exploring the Potentials of Natural-language and Image-processing Tools for Big Data Analyses*), Virtual (Jul 2021)
- ◆ Smith Entrepreneurship Research Conference (SERC), Doctoral Consortium (Apr 2021)
- ◆ The 30th European Group for Organizational Studies Colloquium (*Sub-theme 56: The Emergence, Evaluation, and Legitimation of Novelty and Novel Ideas*), Virtual (Jul 2020)
- ◆ Wharton Innovation Doctoral Symposium, Philadelphia, PA, USA (Oct 2019)
- ◆ Annual Meetings of the Academy of Management, Boston, MA, USA (Aug 2019)
- ◆ Annual Meetings of the American Sociological Association, New York, NY, USA (Aug 2019)
- ◆ International Conference on Computational Social Science (IC2S2), Amsterdam, The Netherlands (Jul 2019)
- ◆ Mobilization-SDSU Conference on Social Movements and Nonviolent Protest, San Diego, CA, USA (May 2019)

INVITED TALK

Emory University Goizueta Business School, Organization & Management Group; INSEAD Fontainebleau, Organizational Behavior Group; London Business School, Organizational Behavior Group; University College London School of Management, Organizations & Innovation Group

ACADEMIC SERVICE

Faculty Recruitment Committee Member at UCL (2024-2025); Internal Reading Group Seminar Organizer at UCL (2024-2025); Ad-Hoc Reviewer at Administrative Science Quarterly; Ad-Hoc Reviewer at Organization Science; Strategic Management Society Annual Meeting Reviewer; Academy of Management Annual Meeting Reviewer; Ph.D. Student Representative in Management Department (2019); East Coast Doctoral Conference (ECDC) Co-Organizer (2019)

SKILL

Advanced knowledge of Python, R, Stata, SQL/Teradata, and Unix; Working knowledge of Apache Pig/Hadoop, Tableau, and C++