

# 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, DEI (Diversity, Equity, and Inclusion), Social Impact, Corporate Activism,  
Entrepreneurship, Machine Learning

## PUBLICATION

Kuwabara, Ko, Jiying 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

[*Paper Title Hidden to Preserve Anonymity*] (Topic: Culture and Entrepreneurial Strategy).  
*Under Review*

## WORK IN PROGRESS

"Antecedents of Corporate Activism" (with Yixi Chen, Ishva Minefee, and Lori Yue). *Preparing for Submission*

"Gender and Culture" (with Sangwon Han and Yoonjin Choi). *Writing in Progress*

"The Role of Social Movements in Social Enterprises" (with Dan Wang). *Writing in Progress*

"Consequences of Types of Corporate Activism" (with Yixi Chen). *Writing in Progress*

"The Effects of Within-Artist and Between-Artist Innovation on Critical versus Popular Success in Music" (with Michael Mauskopf). *Writing in Progress*

"Whither the Water Cooler? Impact of Virtual Interactions on Professional Networks" (with Paul Ingram, Stephan Meier, and Dan Wang). *Writing in Progress*

## TEACHING EXPERIENCE

- Technology and Digital Strategy (Undergraduate), UCL  
*Instructor (Fall 2023, 2024)*
- Extended Project: Dissertation Supervision (Undergraduate), UCL  
*Dissertation Supervisor (Fall 2024)*
- 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 20<sup>th</sup> 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 14<sup>th</sup> 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 Organization Science (2024-); Strategic Management Society Annual Meeting Reviewer (2023); Academy of Management Annual Meeting Reviewer (2020-2021); 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++