



**PennState**  
Smeal College of Business

## Annual M&O Department Newsletter 2023-2024

### Message from the Department Chair

Dear Colleagues,

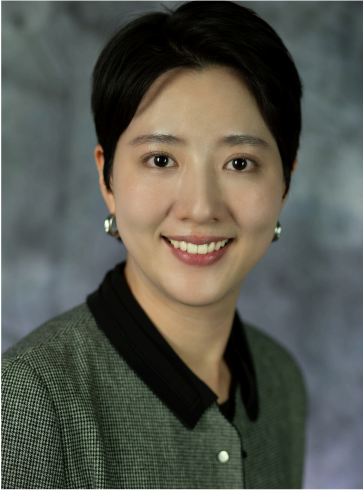
It's been another eventful year, and with it, a new person sitting in this chair. Enjoy the updates from our department, and I look forward to seeing you in Chicago (or any other exciting location in the future).

*Stephen*

Stephen E. Humphrey  
Professor of Management  
Alvin H. Clemens Professor of Management & Organization  
Department Chair, Management & Organization

# PHD STUDENTS ON THE JOB MARKET

## Yerim Jo



### Research Interests

Entrepreneurial Growth, Social Media Platforms, Legitimacy, Identity

### Teaching Interests/Experience

Entrepreneurship, Entrepreneurial Mindset, Technology

### Awards

Smeal College of Business Small Research Grant, Robert W. Graham Endowed Graduate Fellowship, Management and Organization Summer Research Funding

### Dissertation Title

"Legitimacy Dynamics of Social Media Platforms: The Case of Facebook"

### Dissertation Committee

Raghu Garud (Chair), Vilmos Misangyi, Linda Trevino, Susan Strauss

## Jacob Klopp



### Research Interests

Entrepreneurship and Innovation processes, Technological and Social change, Legitimation, Stigmatization, Design Processes, Entrepreneurial Narrative

### Teaching Interests/Experience

Entrepreneurial Innovation, Social and Technical Challenges

### Awards

Jeanne and Charles Rider Graduate Fellowship, Babson College Entrepreneurship Research Conference (Top 40 Papers), Best Presentation-Smeal 2021 Teaching Camp, Transfer Achievement Award (2018-2019), Scholastic Achievement Award (2018), Outstanding Student Award (2018), President's List/Honor Roll and Dean's List (2016-2020), Glenn Terrell Endowed Scholarship (2019)

### Dissertation Title

"Configuring Legitimacy Journeys: How New Venture Legitimation is Shaped by Heterogeneous Audiences, Contexts, and Frames"

### Dissertation Committee

Raghu Garud (Chair), Vilmos Misangyi, Trevor Israelsen, Charles Seguin

# NEW M&O FACULTY MEMBERS



**Semin Park**

Semin Park is an assistant professor in the Management and Organization department at the Smeal College of Business. Her research focuses on relational dynamics within and between teams, employing social network perspectives. Her scholarly work encompasses both theoretical and empirical studies examining the dynamic evolution of member relationships and their implications at the individual, dyadic, team, and multiteam system levels.

Park's research has been published in top-tier academic journals, including the Academy of Management Review, Academy of Management Journal, Journal of Applied Psychology, and Journal of Management. Park earned both a B.A. (Business Administration) and a M.S. in Organizational Behavior & Human Resource management from the Seoul National University and completed her Ph.D. in Management at the University of Connecticut. Prior to joining Smeal, Park served as an assistant professor at the Tippie College of Business in at the University of Iowa.

Federica Pinelli recently completed her postdoctoral research in the Management Division at Columbia Business School. She holds a Ph.D. in Social Psychology and an MBA from Columbia University, an MSc in Economics from the University of London, Birkbeck College, and a bachelor's degree in law from Università Cattolica in Milan, Italy. Before completing her Ph.D., Federica began her career at Hewlett Packard in Milan, training as both a private and corporate lawyer, followed by thirteen years at Goldman Sachs. At Goldman Sachs, she held various positions in London and New York, focusing on transaction services, people management, and leading strategic efforts to enhance trades processing and performance. She served as Chief of Staff for Commodities and Currency Operations across the US, Europe, and Asia.



**Federica Pinelli**



**Dani Yin**

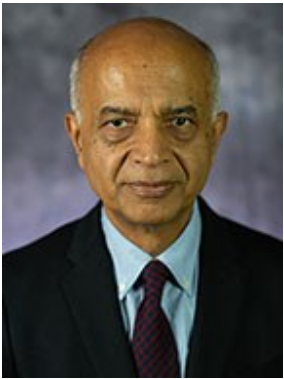
Yidan (Dani) Yin is an Assistant Professor in the Management and Organization Department. Her research focuses on managerial cognition and organizational change. Dani examines how individuals navigate novelty and change within organizational contexts, aiming to help organizational members better adapt in a world characterized by high uncertainty. She also explores the roles of abstract and concrete thinking in managerial cognition, particularly regarding their implications for managerial decision-making and leader-member exchange. Her research has been published in the Academy of Management Annals, Proceedings of the National Academy of Sciences (PNAS), and the Journal of Personality and Social Psychology.

# FACULTY AWARDS & DISTINCTIONS



## **Jennifer Eury**

John Roe Sustainability Curriculum Development Award  
Smeal - Online Teaching Excellence Award



## **Raghu Garud**

Coauthor, consideration for the 2024 TIM Best Conference Paper Award

*Identity, Structure and Strategy: A Longitudinal Student of Ericsson's Ongoing Digital Transformation*



## **Trevor Israelsen**

Coauthor, Best Paper Award, *Academy of Management Review*  
*Entrepreneurial Visions as Rhetorical History: A Diegetic Narrative Model of Stakeholder Enrollment*



## **Vilmos Misangyi**

Exemplary Performance as Outstanding Bridge Reviewer  
Mentor, 2023

*Academy of Management Review*

# PROMOTIONS



## **Stephen Humphrey**

Professor of Management & Organization  
Alvin H. Clemens Professor of Management  
*Chair of Management & Organization*

## **Ozga Pala**

from Assistant Teaching Professor to  
*Assistant Clinical Professor*



# NEW STAFF



Amanda joined the M&O team in November 2023 as the Administrative Support Coordinator. Prior to her role in M&O she spent over 8 years supporting the University in Development & Alumni Relations.

**Amanda Brown**