

# ANDREW BRODSKY

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## ACADEMIC POSITIONS

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McCombs School of Business, University of Texas at Austin  
Assistant Professor of Management

July 2017-present

## EDUCATION

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Harvard Business School/Harvard University  
Ph.D., Organizational Behavior

2017

The Wharton School, University of Pennsylvania  
B.S., Economics; Concentrations: Management & Decision Processes

2011

## RESEARCH

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### Journal Publications

- Blunden H. & **Brodsky, A.** (2024) "A review of virtual impression management behaviors and outcomes." *Journal of Management*, 50(6), 2197-2236.  
<https://doi.org/10.1177/01492063231225160>
- **Brodsky, A.\***, Lee, M.\*, & Leonard, B. (2022) "Discovering new frontiers for dyadic and team interaction studies: Current challenges and an open-source solution—SurvConf—for increasing the quantity and richness of interactional data." *Academy of Management Discoveries*, 8(3), 337-340. <https://doi.org/10.5465/amd.2021.0257>
  - *\*Equal author contribution, alphabetical order*
- **Brodsky, A.** (2021). "Virtual surface acting in workplace interactions: Choosing the best technology to fit the task." *Journal of Applied Psychology*, 106(5), 714-733.  
<https://doi.org/10.1037/apl0000805>
- Blunden, H.\* & **Brodsky, A.\*** (2021). "Beyond the emoticon: Are there unintentional cues of emotion in email?" *Personality and Social Psychology Bulletin*. 47(4), 565-579.  
<https://doi.org/10.1177/0146167220936054>
  - *\*Equal author contribution, alphabetical order.*
- **Brodsky, A.**, & Amabile, T. M. (2018). The downside of downtime: The prevalence and work pacing consequences of idle time at work. *Journal of Applied Psychology*, 103(5), 496-512. <http://dx.doi.org/10.1037/apl0000294>
- Parke, M. R., Weinhardt, J. M., **Brodsky, A.**, Tangirala, S., & DeVoe, S. E. (2018). When daily planning improves employee performance: The importance of planning type, engagement, and interruptions. *Journal of Applied Psychology*, 103(3), 300-312.  
<http://dx.doi.org/10.1037/apl0000278>

### Books & Chapters

- **Brodsky, A.** (2025) *PING: The Secrets of Successful Virtual Communication*. Simon & Schuster/Simon Acumen (North American Rights). Penguin Group (Worldwide ex-North American English Rights).
- **Brodsky, A.** (2024). Communicating authentically in a virtual world. In, *Writing, Presenting, and Communicating with Confidence*. Brighton: Harvard Business Publishing.

- **Brodsky, A.** (2017). Writing Resonant Emails. In, *HBR Guide to Emotional Intelligence*. Brighton: Harvard Business Publishing.

### Other Publications

- **Brodsky, A.** (2024). The Secrets to Making a Good Virtual Impression. *The Wall Street Journal*.
- **Brodsky, A.** & Tolliver, M. (2022). No, remote employees aren't becoming less engaged. *Harvard Business Review (Digital Article)*.
- **Brodsky, A.** (2022). Communicating authentically in a virtual world. *Harvard Business Review (Digital Article)*.
- Bernstein, E., Blunden, H., **Brodsky, A.**, Sohn, W., & Waber, B. (2020). The implications of working without an office. *Harvard Business Review, Digital Big Idea Feature*.
- **Brodsky, A.** (2015). The dos and don'ts of work email, from emojis to typos. *Harvard Business Review (Digital Article)*.
- **Brodsky, A.** (2014). "Slip of the keyboard: How unintentional cues convey email-sender emotions." *Academy of Management Proceedings* (Vol. 2014, No. 1, p. 16001).

### Invited Revisions

- Lee, M., **Brodsky, A.**, & Kouchaki, M. "Viewing the world through one's eyes: The role of state authenticity on altering threat perceptions and employee voice."
- Sohn, W. & **Brodsky, A.** "The role of intrapersonal emotion in workplace communication technology affordances: A within-subject field experiment of one-to-one video emailing technology."

### Under Review

- Lebel, D., Dishop, C., **Brodsky, A.**, & Sanders, J., & "Near, far, psychologically safe wherever you are? Exploring psychological safety and speaking up across virtual and in-person meetings"

### Working Papers

- **Brodsky, A.**, Blunden, H., & Burris, E.R. "The information needed to voice: How frequency, mode, and target of employee interactions foster voice."
- Sohn, W., **Brodsky, A.**, & Burris, E. "Shall we meet? How social support drives the outcome of workplace meetings."
- **Brodsky, A.** "Overcrafting of business correspondence: The effectiveness, productivity, and affective consequences of impression management in text-based communication"
- Blunden, H., Sohn, W., **Brodsky, A.**, & Bernstein, E. "Time pressure and transitions in a new age of virtual work."
- Blunden, H. & **Brodsky, A.** "When time is on your side: Toward a temporal model of conflict escalation and de-escalation in virtual communication."
- Lee, M. Sohn, W., & **Brodsky, A.** "Seeing is disbelieving: How interpersonal liking influences the effects of visuality on virtual collaboration."
- Parke, M. & **Brodsky, A.** "Fostering voice in remote teams: The roles of remote technology, remote meeting routines, and collocated work expectations."

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### HONORS & GRANTS

- Joe D. Beasley Award for MBA Teaching Excellence (2024)
- Best 40-Under-40 Business School Professor, Poets&Quants (2023)
- Trammell/CBA Foundation Teaching Award for Assistant Professors (2021)
  - Awarded to one Assistant Professor from across the business school each year

- McCombs Research Excellence Grant winner (2018, 2019, 2021)
- Wyss Award for Excellence in Doctoral Research, Harvard Business School (2016)
- Dissertation Completion Fellowship, Harvard University (2016)
- Organized symposium selected as Academy of Management showcase symposium (2016)
- Article selected for Academy of Management Best Paper Proceedings (2014)
- Outstanding Reviewer Award, Academy of Management Conference OB Division (2014)
- Wyss Fellowship, Harvard Business School (2011-2016)
- Wharton Research Scholar, University of Pennsylvania (2011)
- Wharton Social Impact Research Experience Grant, University of Pennsylvania (2010)

## TEACHING

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### The University of Texas at Austin

- McCombs School of Business Ph.D. Program
  - “Organization Science”
    - Fall 2023 5.0/5.0
- McCombs School of Business MBA Program
  - “The Art and Science of Negotiation”
    - 2023 Fall- Section 1 4.9/5.0
    - 2023 Fall Section 2 4.9/5.0
    - 2023 Spring-Section 1 5.0/5.0
    - 2023 Spring-Section 2 4.7/4.7
    - 2023 Spring-Section 3 4.8/4.8
    - 2023 Spring-Section 4 4.7/4.7
    - 2020 Fall-Section 1 5.0/5.0
    - 2020 Fall-Section 2 4.9/5.0
    - 2020 Fall-Section 3 4.9/5.0
    - 2020 Spring-Section 1 5.0/5.0
    - 2020 Spring-Section 2 4.9/5.0
    - 2020 Spring-Section 3 4.8/5.0
    - 2019 Spring -Section 1 4.9/5.0
    - 2019 Spring -Section 2 4.9/5.0
    - 2019 Spring -Section 3 4.8/5.0
    - 2018 Spring -Section 1 4.9/5.0
    - 2018 Spring-Section 2 4.8/5.0

### Harvard University

- Extension School Graduate Program
  - “Negotiation and Organizational Conflict Resolution”
    - 2016 4.8/5.0
    - 2015 4.8/5.0
- Undergraduate Program
  - Research Mentor- “Behavioral Insights Group Research Seminar”
    - 2015 5.0/5.0
- Business School M.B.A. Program
  - Facilitator- “Leading Under Uncertainty” in Managing Human Capital (2012)
- Business School Executive Education
  - Facilitator- “Leading Under Uncertainty” in Leadership Development Program (2012)

## Select External Executive Education/Speaking

- Amazon: “*Leveraging Influence*”
- Dell: “*Knowledge Sharing & Innovation*”
- Vyoptaverse: “*Making Remote Work*”
- PriceWaterhouseCoopers Australia: “*Speaking Truth to Power*”
- National Retail Federation “*The Implications of Working Without an Office*”
- University of Technology Sydney: “*Negotiating Within Your Own Environment and Cross Culturally*”
- Shanghai Huazi Enterprise Management Consulting: “*Communication Strategies: Competition, Communication Media, and Persuasion Tactics*”
- US-China Culture Exchange Foundation: “*Decision Making*”
- Abu Dhabi School of Management: “*Negotiations*”
- Brazil Global Management and Education Conference: “*Speaking Truth to Power*”

## RESEARCH PRESENTATIONS

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### Conference Symposia and Presentations

- Lee, M. & Brodsky, A. (2024) “*Toward a virtually diverse workplace: The dynamics of racial difference, relational history, and virtual communication media richness on interracial friendships.*” Presentation at the Academy of Management Conference.
- Sohn, W., Brodsky, A., Burris, E. (2024) “*Shall We Meet? How Social Support Alters the Impact of Work Meeting Load on Concentration.*” Presentation at INGroup Conference.
- Lee, M., Sohn, W., Brodsky, A. (2023) “*Seeing is disbelieving: How liking influences the effects of visibility on virtual collaboration.*” Presentation at the Academy of Management Conference.
- Parke, M. & Brodsky, A. (2021) “*Fostering voice in remote teams: The roles of remote technology, remote training, remote meeting routines, and collocated work expectations.*” Presentation at the Academy of Management Conference.
- Blunden, H., Sohn, S., Brodsky, A., & Bernstein, E. (2021) “*Time pressure and transitions in a new age of virtual work: The moderating role of job complexity.*” Presentation at the Academy of Management Conference.
  - Selected as part of Showcase Symposium
- Brodsky, A., Blunden, H., & Burris, E. (2021). “*The role of interaction frequency, target, and mode in predicting employee challenging voice.*” Presentation at the Distance in Organizations workshop
- Brodsky, A. (2019) “*Emotional Labor.*” Session Chair and Presentation at the Academy of Management Conference
- Brodsky, A., Blunden, H., & Burris, E. (2018). “*Speaking up or typing out: Examining the consequences of communication media on employee voice.*” Presentation at the Academy of Management Conference
- Blunden, H., Brodsky, A. & Burris, E. (2017). “*Speaking Up or Writing Down? Employee Voice in the Technology-Enabled Workplace.*” Presentation at the Psychology of Technology Conference
- Blunden, H., Brodsky, A. (2017). “*Speaking Up or Writing Down? Employee Voice in the Technology-Enabled Workplace.*” Presentation at the East Coast Doctoral Conference
- Brodsky, A. (2016). “*Challenging the status quo in organizations: From subordinate challenge to superior reactions.*” Organized and chaired symposium at the Academy of Management Conference
  - Selected as a Showcase Symposium

- Brodsky, A. (2016). *“Advancing research on interpersonal communication: Communicating in all directions.”* Organized and chaired symposium at the Academy of Management Conference
- Blunden, H. & Brodsky, A. (2016). *“In Between the Mind and Screen: Perception and Virtual Communication.”* Presentation at the Academy of Management Conference
- Brodsky, A. (2014). *“Slip of the keyboard: How unintentional cues convey email-sender emotion”* Presentation at the Academy of Management Conference
  - Selected for Best Paper Proceedings (awarded to top 10% of papers)
- Brodsky, A. & Amabile, T. (2013). *“All the time in the world: Idle time, work-stretching, & Internet accessibility.”* Presentation at the Academy of Management Conference
- Brodsky, A. (2013). *“Management research on time: Exploring temporal aspects of work and organizations.”* Organized and chaired symposium at the Academy of Management Conference
- Brodsky, A., Margolis, J., & Brockner, J. (2013). *“Challenging harder but not necessarily smarter: The consequences of who you focus on.”* Presentation at the Academy of Management Conference

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## SERVICE

### Professional Service

#### *Editorial board member*

- Administrative Science Quarterly (2022-present)

#### *Ad hoc reviewer*

- Journal of Applied Psychology
- Academy of Management Review
- Administrative Science Quarterly
- Organization Science
- Academy of Management Journal
- Organizational Behavior and Human Decision Processes
- Academy of Management Conference

### University of Texas at Austin

#### *University Committees and Activities*

- Disabled Faculty Equity Council (2022-2023)
- Accessibility & Accommodations Subcommittee (2022-2023)

#### *McCombs School of Business Committees and Activities*

- Mentor/Exemplar Instructor for New Faculty Observation Program (2023-present)
- Academic Rigor Project Committee (2022-2024)
- Academic Culture Subcommittee (2022-2024)
- Speaker for schoolwide session organized by Associate Dean of Research “Research Publicity at McCombs” (2022)
- Research presenter for Women @ McCombs meeting ““Opportunities and challenges of remote and hybrid work” (2021)
- Research presenter for schoolwide session organized by Associate Dean of Research “Time pressure and transitions in a new age of virtual work” (2021)
- Digital measures annual review evaluation and decision group (2021)
- Presentation for Herb Kelleher Entrepreneurship Center “Virtual workplace interactions & outcomes” (2021)
- Led “Research Classifieds” initiative to connect McCombs professors with research field sites (2021)

- Led session for 100 team members of the UT Austin Student Affairs Leadership Team “Building relationships and conveying emotion virtually” (2021)
- Managed code development project for McCombs behavioral lab for enabling real-time participant video and audio interactions in Qualtrics experiments/surveys (2021)
- McCombs research presenter for schoolwide session organized by Associate Dean of Research “Online data collection” (2020)
- Research presenter for schoolwide session organized by Associate Dean of Research “P-Hacking” (2019)
- Research presenter and panelist for schoolwide session organized by Associate Dean of Research “Data integrity issues with MTurk” (2019)
- Presentation for the UT-USAA Research Workshop Center for Research and Analytics “Communicating productively and authentically in virtual interactions” (2017)

*Management Department Committees and Activities*

- Dissertation Committee Member (Min Ju Lee- 2024)
- Management Ph.D. Admissions Committee (2022)
- Assistant professor hiring search committee (2021)
- Post-doctoral fellow hiring search committee (2021)
- Full professor promotion subcommittee (2019)
- Doctoral Student independent study supervisor (Min Ju Lee- 2021 & 2022, Wonbin Sohn- 2020, Melissa Schock-2020, Natalie Longmire-2017)
- Peer teaching evaluator (2018, 2019, 2021, 2022)
- Elected executive committee member, Management Department (2018-2019)
- Internal department methods presentation on the “The changing expectations of academic journals: The p-curve and best methodological Practices” (2017)
- Third-year faculty review committee (2017)