

Eunjeong (Eunie) Shin, Ph.D.

Assistant Professor of Management

Campbell School of Business

Berry College

Green Hall 314, 2277 Martha Berry Highway, Mount Berry, GA 30149

Email: eshin@berry.edu • Phone: 706-238-5893

EMPLOYMENT

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

Ph.D., WASHINGTON STATE UNIVERSITY: PULLMAN, WASHINGTON – AACSB ACCREDITED

- Graduated December 2021
- Major: Organizational Behavior
- Minor: Business Ethics

B.A., WASHINGTON STATE UNIVERSITY: PULLMAN, WASHINGTON – AACSB ACCREDITED

- Graduated December 2014
- Honors College, *Cum Laude*
- Major: International Business
- Minor: Psychology

INTERESTS

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

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

RESEARCH

PEER-REVIEWED JOURNAL PUBLICATIONS

- Deng, K., **Shin, E.**, Pennino, A. F., Thompson, M., Miles, C., & Chandler, E. (2025). “Double honors, double neglects”: Model minority living in the “culture of honor”—An exploration of the lived experiences of Chinese and Korean immigrants in the Deep South. *Asian American Journal of Psychology*.
- 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.

BOOK CHAPTERS (INVITATION-BASED; EDITOR-REVIEWED)

- Shin, E.**, & Tripp, T. M. (2025). Rehabilitating and reintegrating workplace offenders: a restorative justice perspective on counterproductive workplace behaviors. In *Handbook of Counterproductive Work Behavior* (pp. 650-669). Edward Elgar Publishing Limited.
- Bies, R. J., Hwang, C. C., **Shin, E.**, Barclay, L. J., & Tripp, T. M. (2025). Reconceptualizing revenge for the 21st century: an identity maintenance perspective. In *Handbook of Counterproductive Work Behavior* (pp. 123-139). Edward Elgar Publishing Limited.

SELECTED PUBLISHED CONFERENCE PROCEEDINGS

- 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

- Graso, M., Palanski, M. E., & **Shin, E.** (2025). The Management of Identity-Based Conflicts: New Directions in Justice Research. *Academy of Management*, Copenhagen, Denmark.
- 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., Englis, P., & Englis, B. (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.

WORKS IN PROGRESS / MANUSCRIPTS IN PREPARATION

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 complete– target journal: *Journal of Experimental Social Psychology*).

Clark, M., Kushins, E., Vredeveld, A., & **Shin, E.** Beauty in the AI of the Beholder: Exploring Human and Machine Assessment of Creative Work. (Data collection complete; analysis and manuscript preparation in progress– target journal: *Journal of Marketing Education*)

Nazione, S., **Shin, E.**, & Reed, A. AI assistants in higher education: What visual variables lead to credibility and warmth? (Empirical study design finalized and IRB submitted– target journal: *Studies in Higher Education*)

He, R., **Shin, E.**, Bates, J., & Butterfield, K. A meta-analysis of moral repair: Antecedents, processes, and outcomes. (Meta-analysis; systematic review and coding in progress– target journal: *Journal of Business Ethics*)

Shin, E., Bates, J., & He, R. From Punishment to Repair: AI-Supported Decision Making After Organizational Wrongdoing. (Empirical study; research design finalized; IRB submission in progress– target journal: *Journal of Business Ethics*)

Shin, E., & Carnes, T. From Paid Employment to Paid Learning: How AI Is Reshaping Entry-Level Work and Organizational Learning Systems. (Conceptual project in development– target journal: *Journal of Organizational Change Management*)

TEACHING EXPERIENCE

BERRY COLLEGE, DEPARTMENT OF MANAGEMENT AND ENTREPRENEURSHIP

Courses Taught and Currently Teaching (Fall 2023 – Spring 2026)

MGT 415: Cross-Cultural Management
MGT 302: Organizational Behavior
BUS 308: Ethical Issues in Business
MGT 303: Organizational Creativity (Spring 2026)

Additional Teaching Activities (Guest Lectures & Workshops)

- Guest Lecturer, *Behavioral and Cultural Influences on Foreign Investment and Foreign Exchange Decision-Making*, Advanced Accounting, Berry College, 2025.
- Workshop Facilitator, *From Cultural Humility to Brave Classrooms: Practicing Multiculturalism in Our Teaching*, Berry College (Faculty Development Workshop), 2025.

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 ACTIVITIES

- Reviewer, Journal of Business Ethics. 2026 – Present.
- Textbook Reviewer for *Negotiation and Dispute Resolution*, 2nd Edition by Beverly DeMarr and Suzanne C. de Janasz. 2024.
- Reviewer, Academy of Management Conference. 2015 – Present.
- Reviewer, Western Academy of Management. 2017.

GRANTS, HONORS, AND DISTINCTIONS

- Diversity Infusion Stipend, Berry College, 2026
- Research Development Mini Grant, Campbell School of Business, Berry College, 2023, 2025
- 1st Place Scholarship recipient, Washington State University GPSA Research Exposition, 2020
- Graduate Student Travel Grant, Washington State University, 2014

PROFESSIONAL AFFILIATIONS

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