

CHUNGHYUN OH  
[coh12@binghamton.edu](mailto:coh12@binghamton.edu)  
607-759-3228

## **Education**

---

Binghamton University, State University of New York	Expected 2022-2026
Babson College M.S. in Accounting	2017
Florida Institute of Technology B.S. in Accounting	2016

## **Research Interest**

---

Strategic Human Capital  
Microfoundations of Strategy  
Synergy  
Complex Systems Thinking  
Multilevel  
Mixed-Methods

## **Papers Under Review**

---

Moon, J., **Oh, C.**, Tsai, C. Y., & Park, S. A Framework for Subgroup Dynamics through the System Dynamics Lens: An Integrative Review of the Attribute and Network Views. *3<sup>rd</sup> Revise & Resubmit at the Journal of Organizational Behavior.*

**Oh, C.**, Eckardt, R., & Moon, J. Have We Advanced a Truly Microfoundational Approach to Strategic Organization? *1<sup>st</sup> Revise & Resubmit at Strategic Organization.*

**Oh, C.**, Ko, Y.H., & Moon, J., & Eckardt, R. Health as Human Capital Resources: A Review, Synthesis, and Multilevel Integrative Framework. Under review at the *Journal of Management.*

## **Papers in Progress**

---

**Oh, C.**, Eckardt, R., Moon, J., & Lyle, M.C.B. Human Capital Resource Emergence, Leadership and Complex Systems: An Abductive Qualitative Study of Processes Undergirding Units with Positive and Negative Synergies. Target: *Academy of Management Journal.*

Lyle, M.C.B., Eckardt, R., Skaggs, B., & **Oh, C.** An Examination of the Comparative Value of Human Capital Related Complementarities. Target: *Academy of Management Journal.*

Moon, J., Park, S., Gross, T. J., & **Oh, C.** Pushed into the Middle: Involuntary Brokering. Target: *Academy of Management Journal.*

**Oh, C., & Ko, Y.H.** (equal authorship). Artificial Intelligence as a Complement to Human Capital Resources: Evidence from the Automated Ball-Strike System in the Korea Baseball League. *Target: Organization Science*.

### **Dissertation**

---

**Working Title: Expanding Views of Human Capital Resources Emergence: Cross-Boundary and Temporal Interactions in Professional Service Firms (PSFs)**

**Essay 1:** Toward a Process Theory of Human Capital Resource Co-Production Between Clients and PSFs

**Essay 2:** Synergy or Dissynergy? Repeated Collaboration, Human Capital (Mis)alignment, and IPO Performance in U.S. Markets

### **Refereed Conference Presentation**

---

Moon, J., Park, S., Grosser, T. J., & **Oh, C.** (2025). Beyond structural positions: Exploring behavioral dynamics and contextual variability in brokerage. Symposium at *Academy of Management 85th Annual Meeting*, Copenhagen, Denmark.

Cho, Y., Harms, P.D., & **Oh, C.** (2025). *Does Inclusive Leadership Always Work? A Complementary Fit Perspective*. *Society for Industrial and Organizational Psychology 38th Annual Conference*, Denver, CO.

**Oh, C., & Moon, J.** (2024). PRA with RSM: An integration with levels of analysis [PDW – Polynomial Regression Analysis with Response Surface Methodology in Organizational Science]. *Academy of Management 84th Annual Meeting*, Chicago, IL, United States.

**Oh, C., & Moon, J.** (2023). Shared Managerial Coaching Perceptions and Creativity: Moderating Effects of Leader Gender and Job Autonomy. *Academy of Management 83rd Annual Meeting*, Boston, MA, United States.

Moon, J., **Oh, C.**, Tsai, C.Y., & Park, S. (2023). Beneath the surface: theorizing and testing the microfoundations of team-level constructs. Symposium at *Academy of Management 83rd Annual Meeting*, Boston, MA, United States.

**Oh, C., Paik, M., & Tsai, C. Y.** (2022). Linking Servant Leadership, Self-Perceived Status, And Employee Creativity: A Moderated Mediation Model. *Southern Management Association 21st Annual Meeting*, Little Rock, AR.

**Oh, C., Paik, M., & Shin, J.** (2020). Let Your Employee Talk! The Effects of Servant Leadership on Employee Voice Behavior. *Society for Industrial and Organizational Psychology 33rd Annual Conference*, Austin, TX, United States.

### **Invited Talk Experience**

---

**Oh, C., Eckardt, R., Moon, J., & Lyle, M.C.B.** (2025). Human Capital Resource Emergence, Leadership and Complex Systems: An Abductive Qualitative Study of Processes Undergirding Units with Positive and Negative Synergies. Center for Complex Systems (Cocco) Interdisciplinary Seminar Series.

Moon, J., **Oh, C.**, Tsai, C.Y., & Park, S. (2024). A new framework for subgroup dynamics: An integrative review of the attribute and network views. Spring Diversity & Faultline Webinar.

### **Editorial Board Memberships**

---

Group & Organization Management

2025–Present

### **Ad Hoc Reviewing**

---

Academy of Management Annual Meeting  
Southern Management Association

### **Teaching Experience**

---

Global Strategic Management (45 students, in-person); Instructor Rating: 4.7/5  
Leadership Development (26 MBA students in-person); Instructor Rating: 4.9/5

Spring 2024  
Fall 2024