

KEVYN YONG

Cornell University
S. C. Johnson Graduate School of Management
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EDUCATION

2008 (Expected)	Cornell University Ph.D. in Management and Organizations
2001	Harvard University Ed.M. in Mind, Brain, and Education
2000	National University of Singapore B. Soc. Sci. (Honors) in Psychology
1999	National University of Singapore B.A. (Merit) in Psychology and Philosophy

DISSERTATION

Title: Creativity through Collaborative Work:
Norms, Trust, and Information Processing in Network Ties.

In my dissertation, I focus on the mechanisms by which collaborating through network ties providing access to novel information facilitates creativity. I conduct a field study of a nanobiotechnology research group to test three related hypotheses, (a) that psychological safety and trust determines whether novel information is shared through network ties, (b) that information processing norms moderate how trust affects the combining of novel information through collaborative work to create new ideas, solutions, and products, and (c) that network range affects how these information processing norms develop in collaborative work embedded in a network of collaborations.

Dissertation Committee: E. A. Mannix (Chair), K. M. O'Connor, S. E. Spataro, and J. A. Goncalo

REFEREED PUBLICATION

Russo, J. E., & Yong, K. The distortion of information to support an emerging assessment of Risk. Accepted for publication at the *Journal of Econometrics*.

MANUSCRIPT UNDER REVIEW

Russo, J. E., Carlson, K., Meloy, M., & Yong, K. The goal of consistency as the cause of information distortion. Invited resubmission at the *Journal of Experimental Psychology: General*.

WORK-IN-PROGRESS

Yong, K., Sauer, S. J., & Mannix, E. A. Conflict, transactive memory, and creative synergy in interdisciplinary teams.

Yong, K. Mental models and information processing systems: A cognitive science perspective on entrepreneurial discovery.

Yong, K. Creative idea development and social networks.

Yong, K., & Duke, D. O. Emergent knowledge: A social networks perspective on organizational creativity.

Yong, K., & Loh, D. Toward a formal theory of organizational creativity.

Yong, K., & Russo, J. E. Nonconscious information processing goals and creativity.

Petit, N. C., Yong, K., & Spataro, S. E. Status-threat and change in groups.

Sheldon, O. J., Duke, D. O., & Yong, K. Social networks and early stage collaboration in entrepreneurial teams.

PRESENTATIONS

Yong, K., Sauer, S. J., & Mannix, E. A. (2007). Dynamic conflict norms, transactive memory, and creative synergy in interdisciplinary teams. Presented at the Academy of Management.

Yong, K., & Duke, D. O. (2006). Emergent knowledge: A social networks perspective on organizational creativity. Presented at the Academy of Management.

Yong, K. & Murphy, P. J. (2006). Explorer or accidental hero? Extending entrepreneurial discovery theory on cognitive foundations. Presented at the Academy of Management.

Yong, K., Sauer, S. J., & Mannix, E. A. (2006). Emotional conflict and creative synergy in interdisciplinary teams. Presented at the International Association for Conflict Management.

Russo, J. E., Carlson, K., Meloy, M., & Yong, K. (2005). The goal of consistency as a source of bias in choice. Presented at the Society of Judgment and Decision Making.

RESEARCH INTERESTS

Creativity and Innovation
 Social Networks
 Organizational and Entrepreneurial Cognition
 Strategic Decision Making

TEACHING INTERESTS

Management and Organization Theory
 Creativity and Innovation
 Social Networks
 Organizational and Entrepreneurial Cognition
 Strategic Decision Making

TEACHING EXPERIENCE

2005-2006	Instructor, Managing and Leading in Organizations Johnson Graduate School of Management, Cornell University Instructor ratings: 4.55/5.00 (Fall 2005) and 4.78/5.00 (Spring 2006)
2001-2003	Teaching Assistant, Management and Organizations Teaching Assistant, Leadership in Organizations NUS Business School, National University of Singapore

HONORS AND AWARDS

2007	Ta-Chung and Ya Chao Liu Memorial Award, Cornell University
2007	Hsien Wu and Daisy Yen Wu Scholarship, Cornell University
2006	Best Reviewer, Managerial and Organizational Cognition Division Academy of Management
2006	Dean's Honor Roll for Teaching Excellence S. C. Johnson Graduate School of Management, Cornell University
2005	Dean's Honor Roll for Teaching Excellence S. C. Johnson Graduate School of Management, Cornell University

PROFESSIONAL AFFILIATIONS

Academy of Management
 American Sociological Association
 Association for Psychological Science
 Cognitive Science Society

ACADEMIC SERVICE

Ad-hoc Reviewer, Organizational Behavior Division, AOM
 Ad-hoc Reviewer, Organization and Management Theory Division, AOM
 Ad-hoc Reviewer, Managerial and Organizational Cognition Division, AOM
 Ad-hoc Reviewer, International Association of Conflict Management

PREVIOUS ACADEMIC WORK EXPERIENCE

2001-2003 Teaching Fellow, Department of Management and Organizations
 NUS Business School, National University of Singapore

1999-2000 Research Assistant, Department of Psychology
 National University of Singapore

REFERENCES

Elizabeth A. Mannix (Dissertation Committee Chair)
 Ann Whitney Olin Professor of Management
 S. C. Johnson Graduate School of Management, Cornell University
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