

# Soomin Sophie Cho

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## EMPLOYMENT

**University College London (UCL) School of Management, London, United Kingdom**  
Assistant Professor of Organizations and Innovation, Aug 2023-Present

**Columbia Business School, New York, NY**  
Adjunct Assistant Professor of Management, Jan-May 2023

## EDUCATION

**Columbia Business School, New York, NY**  
Ph.D. in Management, May 2023  
Dissertation Title: The Dynamics of Culture in Entrepreneurial Ventures  
Dissertation Committee: Paul Ingram, Dan Wang, Stephan Meier,  
Michael Mauskopf, Amir Goldberg

**Stanford University, Stanford, CA**  
M.S. in Statistics, Jun 2016

**University of Pennsylvania, Philadelphia, PA**  
B.A. in Economics with minor in Mathematics, *Summa Cum Laude*, May 2012

## RESEARCH INTEREST

Culture, Entrepreneurship, Artificial Intelligence, Computational Methods

## PUBLICATION

Kuwabara, Ko, Jiyin Cao, Soomin Cho, and Paul Ingram (2023). "Lay Theories of Instrumental Relations: Explaining Individual Differences in Dispositional Similarity-Attraction." *Academy of Management Journal*

- ◆ Featured on *Harvard Business Review*: "How to Build a Broader Network within Your Company." (Link [Here](#))

## WORKING PAPERS

"Culture and Employee Turnover" (with Sangwon Han and Yoonjin Choi).  
"Antecedents of Corporate SPA" (with Yixi Chen, Ishva Minefee, and Lori Yue).  
"Culture and Innovation Strategy in Ventures".  
"Value Change in Social Enterprises" (with Dan Wang).  
"Whither the Water Cooler? Impact of Virtual Interactions on Professional Networks" (with Paul Ingram, Stephan Meier, and Dan Wang).

## TEACHING EXPERIENCE

Technology and Digital Strategy (Undergraduate), UCL  
*Instructor (Fall 2023, 2024, 2025)*  
Extended Project: Dissertation and Consultancy Supervision, UCL  
*Dissertation Supervisor (Fall 2024-Present)*  
Research Seminar (Ph.D.), UCL  
*Guest Lecturer: Machine Learning for Research (Spring 2024)*

Strategy Formulation (Undergraduate), Columbia Business School

*Instructor (Spring 2023)*

Leadership & Organizational Change (Executive MBA Core & Executive Education), Columbia Business School

*Teaching Assistant for Prof Paul Ingram (Fall 2017-2020 & Summer 2017-2021)*

Technology Strategy (MBA Elective), Columbia Business School

*Teaching Assistant for Prof Dan Wang (Spring 2021)*

Foundations of Entrepreneurship (MBA Elective), Columbia Business School

*Teaching Assistant for Prof Michael Mauskopf (Spring 2020)*

Power and Influence (Executive MBA Elective), Columbia Business School

*Teaching Assistant for Prof Eric Abrahamson (Fall 2017,2019 & Spring 2017-2020)*

#### AWARD, GRANT, & FELLOWSHIP

- ◆ Finalist for the Heizer Dissertation Award in New Enterprise Development, AOM Annual Conference ENT Division, 2024
- ◆ Runner-Up for the Organization and Management Theory (OMT) Division Best Paper on Entrepreneurship Award, AOM Annual Conference, 2022
- ◆ Nominee for Research Methods Paper Prize, SMS Annual Conference, 2022
- ◆ Nominee for PhD Paper Prize, SMS Annual Conference, 2022
- ◆ The Tamer Center for Social Enterprise, Grant, 2022
- ◆ Alex Woo MBA 1984 Doctoral Fellowship Award, 2020
- ◆ Eugene Lang Entrepreneurship Center, Dissertation Fellowship, 2020-2022
- ◆ W. Edwards Deming Center for Quality, Productivity & Competitiveness, Doctoral Fellowship, 2020-2021
- ◆ Sanford Bernstein & Co. Center for Leadership and Ethics, Doctoral Research Grant, 2020-2022
- ◆ Vice Dean's Office Grant for NLP/Machine Learning Research, 2020 (with Paul Ingram)
- ◆ Medici Summer School in Management Studies, 2018
- ◆ Columbia Business School Graduate Research Fellowship, 2016 – 2022

#### CONFERENCE PRESENTATION & CONSORTIUM

- ◆ Annual Meetings of the Academy of Management (2025, 2024, 2022, 2019)
- ◆ The Social Entrepreneurship Conference (2024)
- ◆ Annual Meetings of the Strategic Management Society (2022, 2021)
- ◆ The Lang Entrepreneurship Center PhD Fellowship Research Showcase at Columbia Business School (2022)
- ◆ Academy of Management OMT Doctoral Consortium (2021)
- ◆ W. Edwards Deming Center Doctoral Fellows Seminar Presentation at Columbia Business School (2021)
- ◆ Sanford Bernstein & Co. Center Lightning Talk at Columbia Business School (2021)
- ◆ Wharton Annual People & Organizations Conference Plenary Series (2021)
- ◆ Economic Sociology Conference Showcase (2021)
- ◆ The European Group for Organizational Studies Colloquium (2021, 2020)
- ◆ Smith Entrepreneurship Research Conference, Doctoral Consortium (2021)
- ◆ Wharton Innovation Doctoral Symposium (2019)
- ◆ Annual Meetings of the American Sociological Association (2019)
- ◆ International Conference on Computational Social Science (2019)

#### INVITED TALK

Emory University Goizueta Business School, Organization & Management Group; INSEAD Fontainebleau, Organizational Behavior Group; London Business School, Organizational Behavior Group; University College London School of Management, Organizations & Innovation Group

#### ACADEMIC SERVICE

Ph.D. Upgrade Panel (2026); Faculty Recruitment Committee Member at UCL (2024-2025); Internal Reading Group Seminar Organizer at UCL (2024-Present); Ad-Hoc Reviewer at Administrative Science Quarterly; Ad-Hoc Reviewer at Organization Science; Strategic Management Society Annual Meeting Reviewer; Academy of Management Annual Meeting Reviewer; Ph.D. Student Representative in Management Department (2019); East Coast Doctoral Conference (ECDC) Co-Organizer (2019)

#### SKILL

Advanced knowledge of Python, R, Stata, SQL/Teradata, and Unix; Working knowledge of Apache Pig/Hadoop, Tableau, and C++