

Minseo Baek

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ACADEMIC APPOINTMENT

London Business School

Fall 2023 – Present

Assistant Professor, Organisational Behaviour Group

EDUCATION

The Wharton School, University of Pennsylvania

2023

Ph.D. in Management, Human and Social Capital

Dissertation: Between Disparity and Diversity: Exploring Class Gaps in Career Attainment and Success among the Highly Educated

Committee: Peter Cappelli (Chair), Matthew Bidwell (Advisor), Annette Lareau, Andrew Carton

University of Oxford

2011

MSc., Comparative Social Policy

Korea University

2010

B.A., Business and Film Studies

PUBLICATION

Baek, M., Bidwell, M. & Keller, J.R. (2021). My Manager Moved! Manager Mobility and Subordinates' Career Outcomes. *Organization Science*. ([Link](#))

- Winner of the 2023 Best Published Paper category of the Careers Division of the Academy of Management

Book Chapter

Cappelli, P. & Baek, M. (2022). "The Liquid Force" in Peter D. Sherer (ed.), A Research Agenda for Strategic Human Resource Management: Bringing Variety in Forms, Theory, Methodology, and Outcomes. Cheltenham, UK: Elgar Publishing.

WORK IN PROGRESS

Unequal Navigation: How Social Background Shapes Workflow Navigation and Early Careers in Project-Based Organisations

Social Background and Diverging Perspectives on Career Prestige: The Shaping of Career Pursuits Among Elite College Students

Living on Different Islands: Class Backgrounds and Different Job Application Patterns Among Elite College Students

How Subjective SES Background Shapes MBA Students' Job Application Patterns and Post-Graduate Job Outcomes (Data Collection)

Selling Out or Staying True? Subjective SES Background and Shifts Toward Mainstream Careers During the MBA (Data Collection)

Subjective SES Background and Erratic Career Trajectories Among MBA Alumni (Data Cleaning)

GRANTS & AWARDS

London Business School Research and Materials Development Fund, 2023, 2024

Best Published Paper Award, Careers Division, Academy of Management, 2023

President Gutmann Leadership Award, 2022, 2023

Wharton Center for Human Resources Research Grant, 2017, 2019, 2020

Penn Graduate and Professional Student Assembly Travel Grant Award, 2019, 2022

Wharton Doctoral Programs George James Travel Award, 2017, 2022

CONFERENCE & SEMINAR PRESENTATIONS

2024

- Bridge Group Research Seminar, Virtual.

2023

- People and Organizations Conference, Philadelphia, PA.

2022

- Organizational Behavior Area, McGill Desautels Faculty of Management, Quebec, Canada.
- Organizational Behavior Area, ESMT Berlin, Berlin, Germany.
- Management Department, ESSEC Business School, Paris, France.
- Organisational Behaviour Area, London Business School, London, United Kingdom.
- Department of Management and Marketing, University of Melbourne, Melbourne, Australia.
- Management Area, University of California at Riverside, Riverside, CA.
- Management and Strategy Area, Hong Kong University, Virtual.
- Department of Management and Organization, Boston College, Cambridge, MA.
- Organizational Behavior Unit, Harvard Business School, Cambridge, MA.
- Department of Managing People in Organizations, IESE Business School, Barcelona, Spain.
- Department of Management, Hong Kong University of Science and Technology, Virtual.
- Economic Sociology Showcase, Virtual.
- Annual Strategic Management Society Conference, London, United Kingdom.
- European Group for Organizational Studies, Vienna, Austria.

- Consortium on Competitiveness and Cooperation Conference for Doctoral Student Research, Toronto, Canada.
- East Coast Doctoral Conference, Virtual.
- Wharton-INSEAD Doctoral Consortium, Fontainebleau, France.

2021

- Organizational Behavior and Theory Group Brownbag Seminar, Tepper School of Business, Carnegie Mellon University, Virtual.
- People and Organizations Conference, Virtual.

2020

- People and Organizations Conference, Virtual.
- Annual Academy of Management Conference, Virtual.
- European Group for Organizational Studies, Virtual.

2019

- Annual Strategic Management Society Conference, Minneapolis, MN.
- Annual American Sociological Association Conference, New York, NY.
- Labor and Employment Relations Association Meeting, Cleveland, OH.
- Transatlantic Doctoral Conference, London, UK.
- East Coast Doctoral Conference, New York, NY.

TEACHING EXPERIENCE

London Business School

- Negotiation and Bargaining (MBA, Assistant Professor, 2024 – Present)

The Wharton School, University of Pennsylvania

- Center for Teaching and Learning Certificate (2021)
- People Analytics (MBA, Teaching Assistant, Spring 2020-2023 and Summer 2022)
- Understanding Careers and Executive Labor Markets (MBA, Teaching Assistant, Spring 2020-2023)
- Entrepreneurship (MBA/Undergraduate, Teaching Assistant, Fall 2018, 2019)
- Introduction to Management (Undergraduate, Recitation Instructor, Fall 2018)

PROFESSIONAL AND SCHOOL SERVICE

Organization Science Ad Hoc Reviewer, 2024 – Present

PhD Transfer Committee, Kendall Smith, 2024

INFORMS Organization Science and Dissertation Competition Reviewer, 2023 – Present

London Qualitative Research Community, School Representative, 2023 – Present

Organisational Behaviour Group Seminar Co-Organiser, 2023 – Present

OTHER WORK EXPERIENCE

MyRealTrip (Leading online travel platform in South Korea), Co-Founder & Chief Strategy Officer,
2011-2014

Bain & Company, Research Assistant, March-May 2010