

# DAJUNG (“DJ”) WOO

4 Huntington Street • New Brunswick, NJ • 08901  
Email: [dajung.woo@rutgers.edu](mailto:dajung.woo@rutgers.edu) | Office Phone: (848) 932-7500

## RESEARCH INTERESTS

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Organizational Communication  
Collaboration and Knowledge Sharing between Groups/Organizations  
Organizational/Vocational Socialization and Assimilation  
Organizational Implications of Technologies

## ACADEMIC APPOINTMENTS

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2020-Present    Assistant Professor  
                    Department of Communication  
                    Rutgers, The State University of New Jersey

2017-2020      Assistant Professor  
                    School of Communication Studies  
                    The University of Tennessee, Knoxville

2013-2017      Graduate Research Fellow and Teaching Assistant  
                    Department of Communication; Technology Management Program  
                    University of California, Santa Barbara

2014-2016      Adjunct Instructor  
                    Department of Communication  
                    Santa Barbara City College

2011-2013      Graduate Instructor (Instructor of Record)  
                    Department of Communication Studies  
                    Kansas State University

## EDUCATION

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**Ph.D.**            **University of California, Santa Barbara**  
2013-2017      Department of Communication  
                    Committee: Paul Leonardi, Karen Myers (Co-Chairs), Howard Giles, Cynthia Stohl  
                    Dissertation: “Collaboration life cycle: Communicating knowledge and expertise  
                    for getting in, getting on, and getting out”

**M.A.**            **Kansas State University**  
2011-2013      Department of Communication Studies; Certificate in Technical Writing

**B.A.**            **Ewha Womans University, Seoul, South Korea**  
2006-2010      Major in English; Certificate in Leadership Training; *Magna Cum Laude*

## **HONORS AND AWARDS**

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- 2020      *Top Four Paper Award*  
Applied Communication Division, Southern States Communication Association
- 2019      *Article of the Year Award*  
Organizational Communication Division, National Communication Association
- Most Outstanding Faculty Award*  
School of Communication Studies, University of Tennessee, Knoxville
- 2018      *Gerald R. Miller Outstanding Doctoral Dissertation Award*  
National Communication Association
- Gerardine DeSanctis Dissertation Award*  
Organizational Communication and Info. Systems Division, Academy of Management
- The Lancaster Dissertation Award*  
Graduate Division of UC Santa Barbara
- 2016      *James J. Bradac Excellence in Graduate Research Award*  
Department of Communication at UC Santa Barbara
- Top Paper Award*  
Organizational Communication Division, Western States Communication Association
- 2015      *Nomination by Undergraduate Students for Excellence in Teaching Award*  
Graduate Student Association at UC Santa Barbara
- 2014      *Top Paper Award*  
Organizational Communication Division, International Communication Association
- 2013      *Top Four Paper Award*  
Experiential Learning in Communication Division, National Communication Association
- 2012      *William Shenck-Hamlin Research Award*  
Department of Communication Studies, Kansas State University
- International Coordinating Council Award*  
International Student and Scholar Services, Kansas State University
- 2011      *Academic Excellence Award*  
College of Humanities & Social Sciences, Ewha Womans University
- 2008      *Top Paper Award (Winner of the Annual Essay Competition)*  
The Ahn Jung-Geun Foundation, Seoul, South Korea

## **PUBLICATIONS**

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\*indicates graduate student collaborator.

### **Peer-Reviewed Journal Articles**

- Leonardi, P. M., Barley, W. C., & **Woo, D.** (in press). Why should I trust your model?: How to successfully enroll digital models for innovation. *Innovation: Organization & Management*. Accepted for publication in December, 2020.
- Woo, D.**, Miller, L. E., & Lamsen, L. N. (2020). Swift role negotiations: Communicative strategies for enabling rapid role shifts in cross-functional teaming. *Communication Monographs*. Advance online publication. doi:10.1080/03637751.2020.1862888
- Woo, D.**, & Bertram, T.\* (in press). “I value collaboration but won’t get pushed around”: Uncovering tensions in millennials’ vocational anticipatory socialization. Accepted for publication in *Western Journal of Communication* in July, 2020.
- Woo, D.**, & Paskewitz, E. A. (2020). Initiating a cross-sector interorganizational collaboration: Lessons from a failed attempt at following Appreciate Inquiry practice. *Journal of Applied Communication Research*. Advance online publication. doi:10.1080/00909882.2020.1837914
- Woo, D.**, & Myers, K. K. (2020). Organizational membership negotiation of boundary spanners: Becoming a competent jack of all trades and master of...interactional expertise. *Management Communication Quarterly*, 34(1), 85-120. doi:10.1177/0893318919887371
- Woo, D.** (2019). Exit strategies in interorganizational collaboration: Setting the stage for re-entry. *Communication Research*. Advance online publication. doi:10.1177/0093650219851418
- Woo, D.**, & McDermott, K. W. (2019). Portrayals of unethical and unvirtuous workplace behaviors on TV: Implications for vocational anticipatory socialization. *International Journal of Communication*, 13, 2859-2877. <https://ijoc.org/index.php/ijoc/article/viewFile/9137/2696>
- Woo, D.** (2019). Reconceptualizing interorganizational collaborations as tensile structures: Implications of conveners’ proactive tension management. *Communication Monographs*, 86(2), 158-183. doi:10.1080/03637751.2018.1526389 **2019 Article of the Year Award, Organizational Communication Division of National Communication Association.**
- Woo, D.**, & Leonardi, P. M. (2018). Breaking into collaboration: Communicative strategies for gaining entry when you are not invited. *Journal of Communication*, 68(6), 1127-1154. doi:10.1093/joc/jqy052
- Woo, D.**, Putnam, L. L. & Riforgiate, S. (2017). Identity work and tensions in organizational internships: A comparative analysis. *Western Journal of Communication*, 81(5), 560-581. doi:10.1080/10570314.2017.1312510
- Woo, D.**, & Giles, H. (2017). Language attitudes and intergroup dynamics in multilingual organizations. *International Journal of Cross Cultural Management*, 17(1), 39-52. doi:10.1177/1470595817701507
- Stohl, C., Etter, M., Banghart, S., & **Woo, D.** (2017). Social media policies: Implications for contemporary notions of corporate social responsibility. *Journal of Business Ethics*, 142(3), 413-436. doi:10.1007/s10551-015-2743-9

### **Book Chapters & Encyclopedia Entries**

- Woo, D.** (2017). Gangs and intergroup communication. In H. Giles & J. Harwood (Eds.), *The Oxford encyclopedia of intergroup communication*. New York, NY: Oxford University Press.
- Putnam, L. L., **Woo, D.**, & Banghart, S. (2017). Organizational communication. In P. Moy (Ed.), *Oxford bibliographies in communication*. New York, NY: Oxford University Press.  
doi:10.1093/OBO/9780199756841-0137
- Myers, K. K., & **Woo, D.** (2017). Socialization. In C. Scott & L. Lewis (Eds.), *The international encyclopedia of organizational communication*. The International Communication Association and Wiley-Blackwell. doi:10.1002/9781118955567.wbieoc192
- Woo, D.**, & Myers, K. K. (2016). Organizational socialization and intergroup dynamics. In H. Giles & A. Maass (Eds.), *Advances in intergroup communication* (pp. 227-245). New York, NY: Peter Lang.
- Woo, D.**, Giles, H., Hogg, M., & Goldman, L. (2015). Social psychology of gangs: An intergroup communication perspective. In S. H. Decker & D. C. Pyrooz (Eds.), *The handbook of gangs* (pp. 136-156). New York, NY: Wiley-Blackwell.

### **Manuscripts Under Review/Revision**

- Leonardi, P. M., **Woo, D.**, & Barley, W. C. (revise and resubmit). On the making of crystal balls: Five lessons about simulation modeling and the organization of work. Submitted in November, 2020.
- Woo, D.**, Pierce, C. S., & Treem, J. W. (under review). Specialists over generalists? Examining discursive closures and discursive openings in expert collaborations. Submitted in December, 2020.

### **REFEREED CONFERENCE PRESENTATIONS**

- Woo, D.**, Pierce, C. S., & Treem, J. W. (submitted). *Specialists over generalists?: Examining discursive closures and discursive openings in expert collaborations*. Paper submitted to the International Communication Association's virtual conference in May, 2021.
- Xu, S., & **Woo, D.** (submitted). *Key players in CSR institutionalization: An interorganizational network investigation through Fortune Global 500 companies' CSR reports*. Paper submitted to the International Communication Association's virtual conference in May, 2021.
- Endacott, C. G., **Woo, D.**, & Myers, K. K. (submitted). *Navigating water cooler talks without the water cooler: Information seeking during remote socialization*. Paper submitted to the International Communication Association's virtual conference in May, 2021.
- Woo, D.**, Miller, L. E., & Lamsen, L. N. (2020, November). *Temporary role negotiations across professional boundaries: A field study of a hospital emergency department*. Paper presented at the National Communication Association's virtual conference.
- Woo, D.**, & Bertram, T.\* (2020, April). *"I value collaboration but won't get pushed around": Uncovering tensions in Millennials' vocational anticipatory socialization*. Paper accepted to the Southern States Communication Association, Frisco, TX [the conference was canceled due to COVID-19]. **Top Four Paper. Applied Communication Division.**

- Woo, D., & Paskewitz, E. A.** (2019, November). *Appreciative inquiry (AI) without appreciation?: A case study of how an AI workshop failed to initiate an interorganizational collaboration*. Paper presented at the National Communication Association, Baltimore, MD.
- Woo, D.** (2019, August). *Organizational exit as a negotiated cyclical process in interorganizational collaboration*. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.
- Woo, D., & Myers, K. K.** (2019, May). *Becoming competent “Jack of all trades” and master of interactional expertise: Organizational assimilation and membership negotiation of boundary spanners*. Paper presented at the International Communication Association, Washington, D.C.
- Woo, D.** (2018, November). *Organizational exit from interorganizational collaboration: Communicative strategies for setting the stage for re-entry*. Paper presented at the National Communication Association, Salt Lake City, UT.
- Woo, D., & McDermott, K. W.** (2018, November). *Portrayals of unethical and unvirtuous workplace behaviors on television: Implications for adolescents' vocational anticipatory socialization*. Paper presented at the National Communication Association Conference, Salt Lake City, UT.
- Woo, D.** (2018, August). *Re-conceptualizing interorganizational collaborations as tensile structures*. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL. **Gerardine DeSanctis Dissertation Award, Org. Comm. and Info. Systems (OCIS) Division.**
- Woo, D.** (2018, June). *To prevent or to promote tensions in inter-organizational collaboration?* Paper presented at the International Communication Association, Prague, Czech Republic.
- Woo, D.** (2018, February). *Job announcements as a genre of organizational communication*. Paper presented at the Southern States Communication Association, Nashville, TN.
- Woo, D., & Leonardi, P. M.** (2017, November). *Strategic criticism: Breaking into collaboration with expertise*. Paper presented at the National Communication Association, Dallas, TX.
- Smith, B. K., & **Woo, D.** (2017, May). *TAM3, the reasoned action approach, and technological affordances: Choosing a parsimonious model for understanding technology use in organizations*. Poster presented at the International Communication Association, San Diego, CA.
- Woo, D.** (2016, October). *Knowledge sharing as accepted outsiders in long-term cross-boundary collaboration*. Paper presented at the 29th Organizational Communication Mini Conference, Evanston, IL.
- Woo, D., Putnam, L. L., & Riforgiate, S.** (2016, February). *More-than responses to tensions really are for more: Comparing interns' experience and tension management*. Paper presented at the Western States Communication Association, San Diego, CA. **Top Paper Award. Organizational Communication Division.**
- Woo, D., & Giles, H.** (2015, June). *Language attitudes and intergroup dynamics in multilingual organizations*. Paper presented at the 9th GEM&L International Workshop on Management & Language, at Aalto University in Helsinki, Finland.

- Woo, D.** (2014, November). *Working abroad: Theorizing cross-cultural organizational socialization*. Paper presented at the National Communication Association, Chicago, IL.
- Stohl, C., Etter, M., Banghart, S., & **Woo, D.** (2014, May). *Social media policies and corporate social responsibility*. Paper presented at the International Communication Association, San Juan, Puerto Rico. **Top Paper Award. Organizational Communication Division.**
- Woo, D.,** & Riforgiate, S. (2013, November). *Connecting internship stage models to communication theory: Students' organizational assimilation experiences during internship*. Paper presented at the National Communication Association, Washington, D.C. **Top Four Paper. Experiential Learning in Communication Division.**
- Woo, D.** (2012, October). *The perceptions of student interns: Exploring organizational assimilation process of interns and the influence of organizational identity*. Paper presented at the 25th Organizational Communication Mini Conference, Norman, OK.
- Woo, D.** (2012, April). "How well am I communicating with my American professor?": *Understanding conflicts and building strategies for effective communication in international graduate student and faculty supervisor relationships*. Poster presented at Phi Beta Delta International Scholars' Honor Society's 26th Annual Conference, Kansas City, MO.
- Woo, D.** (2012, March). *From a terrorist to a national hero: Close textual analysis of Treatise on Peace in the East by Ahn Chung-Geun*. Paper presented at New Voices, New Perspectives Student Research Conference at the University of North Texas, Denton, TX.
- Woo, D.** (2012, March). *Study of organizational identity: Offering student internship program for positive organizational identity effect*. Paper presented at 17th Annual Kansas State Research Forum, Manhattan, KS.
- Dickey, J., Frank, A. Ivey, C., Stewart, L., & **Woo, D.** (2012, March). *Connecting theories for exploring communication technology*. Panel presented at Sooner Comm. Conference, Norman, OK.

## **RESEARCH FUNDING**

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2018, 2019	Dean's Summer Research Fund (\$3,000) College of Communication and Information at the University of Tennessee
2018-2019	Professional and Scholarly Development Award (\$5,000) Office of Research & Engagement at the University of Tennessee
Fall 2018	Support for Faculty Mentoring Undergraduate Researchers (\$2,250) Office of Undergraduate Research at the University of Tennessee
2013-2017	Regents' Special Fellowship (Research support for outstanding graduate student) University of California Board of Regents
2015-2016	Research Assistantship National Science Foundation Grant Number SES-1057148 (PI: Paul Leonardi)

Spring 2015     Research Assistantship  
 Department of Communication at UC Santa Barbara (PI: Linda Putnam)

2014-2015     Graduate Research Grant (\$600)  
 Broom Center for Demography (Co-PI: Kimberly McDermott)

## **TEACHING**

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### **Assistant Professor, Rutgers University (2020-Present)**

COMM357     Organizational Communication (virtual)  
 COMM542     Interorganizational Relationships and Stakeholder Collaboration (Master's level, virtual)

### **Assistant Professor, The University of Tennessee, Knoxville (2017-2020)**

CMST352     Communication Theory  
 CMST442     Advanced Organizational Communication (Topic: Stakeholder Collaboration)  
 CMST493     Undergraduate Independent Study (Topic: Qualitative Research Methods)  
 CMST593     Graduate Independent Study (Topic: Organizational Socialization)

### **Teaching Assistant, UC Santa Barbara (2013-2017)**

TMP442     Leading Technology Teams (Master's level)  
 COMM87     Statistical Analysis for Communication Research  
 COMM106     Small Group Communication  
 COMM131     Organizations in Global Perspectives  
 COMM166     Marketing Communication  
 OISS-Summer     English Language and American Culture for International Students/Scholars

### **Adjunct Instructor, Santa Barbara City College (2014-2016)**

COMM131     Fundamentals of Public Speaking  
 COMM141     Small Group Communication

### **Graduate Instructor (Instructor of Record), Kansas State University (2011-2012)**

COMM106     Public Speaking  
 COMM120     Introduction to Human Communication  
 Extension     Korean Language Training

## **ADVISING**

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### **College of Communication & Information, University of Tennessee, Knoxville**

#### *Graduate Committee Member*

2019-2021     Jenilee Williams (Doctoral Comps Exam & Dissertation Committee)  
 2019-2020     Caitlyn Jordan (Master's Thesis & Documentary Project Committee)  
 2018-2019     Natalie Hatfield (Master's Project Committee)

*Independent Research Advisor*

Spring 2020	Hannah Dimon (BA candidate)
Fall 2019	Tori Bertram (PhD student), Elinor McNally, Brooke Houser (BA candidates)
Spring 2019	Lilli Tillman, Macee Tinker (BA candidates)
Fall 2018	Max Davenport, Chloe Bilbrey (BA candidates)

**INVITED TALKS & COMMUNITY INVOLVEMENT**

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2019-2020	<i>Expert Panel Series on Interagency Collaboration in Low-Income Countries (online)</i> Hosted by U.S. Agency for International Development via U. of Colorado, Boulder
2018-2019	<i>Organizational Communication Theory and Research (x3)</i> Hosted by Collegewide Graduate Seminars (CCI540/CCI620), U. of Tennessee
October 2017	<i>Vocational Anticipatory Socialization, Identity, and Communication</i> Hosted by Biology Teaching and Learning Center, U. of Tennessee
March 2014	<i>Technical Writing Skills for Elementary School Girls</i> Hosted by Women in Science and Engineering (WiSE), UC Santa Barbara
October 2012	<i>Korean Culture and Society (for 100+ community members)</i> Hosted by International Speakers' Bureau, Kansas State University

**SERVICE**

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**Service to the Department***College of Communication & Information, University of Tennessee, Knoxville*

2019-2020	Research Advisory Committee Member
Spring 2020	Lecturer Promotion Review Committee Chair
2017-2020	Judge at the Biannual McClung Public Speaking Contest
2017-2019	Diversity Committee Member
Spring 2019	Lecturer Promotion Review Committee Member
Fall 2017	Helped to lead a field trip to Nashville for students to socialize with alumni
Fall 2017	Panelist at "Going to Graduate School" hosted by the Comm. Studies Club

*Department of Communication, UC Santa Barbara*

2019-Present	Alumni Volunteer for Digital Mentoring
2013-2016	Supervisor/Mentor to 30+ Undergraduate Research Assistants
2015	Panelist at the Academic Job Market Socialization Brown Bag
2014-2015	Org. Comm. Faculty Search Committee Member (Grad Representative)
2014-2015	Graduate Recruitment Committee Member & Host
2013-2014	Secretary for Communication Grad Student Advisory Committee to Chair (GSACC)
2013-2014	First-Year Graduate Student Cohort Representative
2014	Research Colloquium Chair for Visiting Scholar Presentations
2013	Organizer for Academic Workshop for International Student Success in Comm. Major



### Service to the University

2018-2020	Junior Faculty Fellow (Advisory Committee to Provosts) at the University of Tennessee
Spring 2019	Judge for EURēCA (Undergraduate Research Conference) at the University of Tennessee
2013-2016	Campus Regulations Revision Committee Member at UC Santa Barbara
2012	Co-Chair of the International Student Affairs Committee at Kansas State University
2012	Contributor for the 2025 Strategic Visionary Plan at Kansas State University

### Service to the Discipline

#### *Ad Hoc Journal Reviewer*

2020	Communication Monographs
2020	Southern Communication Journal
2020	Organization Studies
2019-2020	Western Journal of Communication (x2)
2017-2020	Management Communication Quarterly (x4)
2013-2019	International Journal of Communication (x2)
2019	Communication Research
2019	The Social Science Journal
2015	Journal of Business Ethics

#### *Conference Paper Reviewer*

2019-Present	Org. Comm. & Info. Systems Division of the Academy of Management
2017-Present	Org. Comm. Division of the International Communication Association
2016-Present	Org. Comm. Division of the National Communication Association
2019	European Conference on Information Systems
2019	International Conference on Information Systems
2016	Org. Comm. Division of the Western States Communication Association

#### *Professional Service Activity*

2019-Present	Member of the Legislative Assembly, National Comm. Association
2019-Present	Org. Comm. Division Secretary (elected to a 2-year term), National Comm. Association
2016-Present	Org. Comm. Division Paper Panel Chair, National Comm. Association
2020	Org. Comm. Research Escalator Co-Organizer, National Comm. Association
2020	Panelist on Preparing for Academic Job Market, Org. Comm. Mini Conference (OCMC)
2019	Gerald R. Miller Dissertation Award Committee Member, National Comm. Association
2019	Org. Comm. Awards Nominating Committee Member, National Comm. Association
2019	Org. Comm. Top Paper Review Committee Member, National Comm. Association
2019	Org. Comm. & Info. Systems Paper Session Chair, Academy of Management
2019	Org. Comm. Research Escalator Mentor, International Comm. Association
2019	Invited Discussant, <i>MIS Quarterly</i> Special Issue Theory Development Workshop
2018	Wandering Scholar/Faculty Mentor, Org. Comm. Mini Conference (OCMC)
2013	Applied Comm. Division Paper Panel Chair, National Comm. Association

## **PROFESSIONAL DEVELOPMENT ACTIVITIES**

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### **Rutgers University**

Summer 2020	Managing Large Online Class, Center for Teaching Advancement/Assessment Research
Summer 2020	Pedagogy Before Technology, Center for Teaching Advancement/Assessment Research

**University of Tennessee, Knoxville**

Spring 2020 Best Practices in Online Teaching Workshop, Teaching & Learning Innovation Center  
 Spring 2019 Inclusive Teaching Think Tank, Teaching & Learning Innovation Center  
 Spring 2019 Tech-Based Experiential Learning Workshop, Office of Information & Technology  
 Fall 2018 Safe Zone LGBTQ+ and Diversity Training, Pride Center  
 Spring 2018 NSF Interdisciplinary Funding Program Workshop, Office of Research & Engagement  
 Fall 2017 New Faculty Teaching Institute, Teaching & Learning Innovation Center

**PROFESSIONAL MEMBERSHIPS**

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2018-Present Academy of Management  
 2013-Present International Communication Association  
 2011-Present National Communication Association  
 2017-2020 Southern States Communication Association  
 2015-2016 Western States Communication Association

**INDUSTRY EXPERIENCE**

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2010-2011 Paralegal. Corporate/M&A Law Department, Kim & Chang  
 2007-2008 Public Relations Intern. Communication Department, Supreme Court of South Korea  
 2007 Brand Marketing Associate. BingGrae Co., Ltd.