

ELISABETH (Bu Deul) YANG

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ACADEMIC POSITION

National University of Singapore

2026 – Present

Assistant Professor, Department of Management and Organisation

EDUCATION

Yale School of Management

2026

Ph.D. in Organizations and Management

Dissertation Committee: Julia DiBenigno (chair), Batia Wiesenfeld, Amy Wrzesniewski,
Tristan Botelho, Laura Adler

University of Illinois at Urbana-Champaign

M.A. in Communication, Summa cum laude

Yonsei University

Bachelor of Business Administration

Semester abroad at New York University Stern School of Business

RESEARCH INTERESTS

Organizational Change, AI and Future of Work, Frontline Empowerment, Occupations and Professions, Healthcare

PUBLICATIONS

Yang, E. and DiBenigno J. 2025. [Opportunistic Change during a Punctuation: How and When the Frontlines Can Drive Bursts of Incremental Change](#). *Organization Science*, 36(1), 40-64.

PAPERS UNDER REVIEW

Yang, E. and DiBenigno, J. Looking Outside Teams to Compensate for Unsafe Climates Within. *2nd Revise and Resubmit at Organization Science*.

WORKING PAPERS & WORK IN PROGRESS

Yang, E. To Err is Algorithmic: How Organizations can Derive Value from Imperfect Predictive Algorithms (Preparing for submission).

Yang, E. and Wiesenfeld, B. Choreographing Tensions: How a Radiology Department Orchestrates AI Governance Amid Uncertainty (Data analysis and writing stage)

Yang, E. Breadcrumbs Over Breakthroughs? Exploring the Unintended Consequences of Organizational Policies and Programs Designed to Promote Frontline Change Ideas (Additional data collection)

OTHER PUBLICATIONS

Sangal, R., Wrzesniewski, A., DiBenigno, J. Reid, E., Ulrich, A. Liebhadt, B. Bray, A., **Yang, E.**, Eun, E., Venkatesh, A. and M. King. 2021. "[Work team identification associated with less stress and burnout among front-line emergency department staff amid the COVID-19 pandemic.](#)" *British Medical Journal – Leader*. Volume 5:51-54.

AWARDS, GRANTS, & HONORS

2025	OMT Division ABCD (Above and Beyond the Call of Duty) Reviewing Award (Awarded to roughly 4% of reviews among 1,200+ reviewers)
2023	Best Symposium Award for "The Worker Perspective on A.I. across Occupational, Organizational, and Geographic Boundaries" from the Managerial and Organizational Cognition (MOC) Division, Academy of Management Conference
2022	Selected Participant, Medici Summer School in Management Studies
2019	Doctoral Fellowship, Yale School of Management
2018	"List of Teachers Ranked as Excellent by Their Students," Center for Innovation in Teaching and Learning, University of Illinois at Urbana-Champaign
2018	Ruth Anne Clark Graduate Student Scholar Award, Department of Communication, University of Illinois at Urbana-Champaign
2017	Elizabeth Winter Young Summer Fellowship, Department of Communication, University of Illinois at Urbana-Champaign

PRESENTATIONS & INVITED TALKS (presentations by co-authors not listed)

To Err is Algorithmic: How Organizations Can Derive Value from Imperfect Predictive Algorithms

- "Leveraging AI for Healthcare" Course, St. Gallen University, March 2026, virtual.
- Positive Organizational Scholarship (POS) Research Incubator, October 2025, virtual.
- London Business School, Organisational Behaviour Group, October 2025, London, UK.
- Rice University, Organizational Behavior Group, October 2025, Houston, TX.
- National University of Singapore, Management & Organisation Department, September 2025, Singapore.
- Economic Sociology Job Market Showcase, September 2025, virtual.
- Wharton People and Organizations Conference, 2024, Philadelphia, PA.
- East Coast Doctoral Conference, 2024, New York, NY.
- Academy of Management Annual Meeting Showcase Symposium, 2023, Boston, MA.

Looking Outside Teams to Compensate for Unsafe Climates Within

- Academy of Management Annual Meeting, August 2026 (scheduled), Philadelphia, PA.
- New York University Future of Work-Shop, June 2026, New York, NY
- Wharton People and Organizations Conference, September 2025, Philadelphia, PA.
- Positive Organizational Scholarship (POS) Research Conference, 2025, Ann Arbor, MA.

Choreographing Tensions: How a Radiology Department Orchestrates AI Governance Amid Uncertainty

- Artificial Intelligence and the Future of Work Conference, 2024, Virtual.
- The Future of Work / Digital Health Workshop, 2023, New York, NY.

Opportunistic Change during a Punctuation: How and When the Frontlines Can Drive Bursts of Incremental Change

- Academy of Management Annual Meeting, Paper Session, 2024, Boston, MA.
- Wharton People and Organizations Conference, 2022, Philadelphia, PA.
- Academy of Management Annual Meeting, Showcase Symposium, 2021, Virtual.
- Boston College Work, Identity, and Meaning (WIM) Research Group, 2021, Virtual.
- Boston Field Researchers Conference, 2020, Virtual.
- Extreme Contexts Workshop Invited Presenter, 2020, Virtual.

OTHER RESEARCH EXPERIENCE

Research Assistant, University of Illinois at Urbana-Champaign 2018-2019

- “The impact of taking parental leave on couples and family outcomes: A US & South Korean Comparison,” funded by the Future Interdisciplinary Research Explorations Grant (PIs: Teresa Cardador, Eunmi Mun, and Karen Kramer)

Research Assistant, University of Illinois at Urbana-Champaign 2018

- “Extending a Platform to Germinate Transformative Science through Diverse Collaboration,” funded by the National Science Foundation (PIs: William C. Barley and M. Scott Poole)

TEACHING EXPERIENCE

Yale School of Management

- *Teaching Fellow*, Leading Organizational Change (MBA Elective, Spring 2026)
- *Guest Lecturer* for “Organizational and Technological Change” session, Macro and Meso Perspectives on Organizations and Their Environments (PhD seminar, Fall 2024)
- *Head Teaching Fellow*, Managing Groups and Teams (MBA Core, Fall 2023-2024)
- Average rating: 4.64/5 (2023), 4.74/5 (2024)
- *Teaching Fellow*, Managing Groups and Teams (MBA Core, Fall 2020, 2022)
- *Teaching Fellow*, Work Motivation & Engagement (MBA Elective, Spring 2024)
- *Teaching Fellow*, Global Virtual Teams (MBA Core, Spring 2023, 2024, 2025, 2026)

University of Illinois at Urbana-Champaign

- *Teaching Assistant*, Introduction to Interpersonal Communication (Undergraduate, Fall 2018)
- *Guest Lecturer*, Workplace Communication Technology (Undergraduate, Spring 2018)
- *Instructor of Record*, Public Speaking (Undergraduate core, Fall 2017, Spring 2018, average rating: 4.4/5)

PROFESSIONAL ACTIVITIES & SERVICE

Ad-Hoc Reviewer, <i>Organization Science</i>	2024 – Present
Ad-Hoc Reviewer, <i>Academy of Management Discoveries</i>	2025 – Present
Guest Speaker, Yale OB PhD Student Seminars on “Preparing for the job market”	May 2026
Invited Panelist, Coast-to-Coast AI Interest Group on “Job market preparation”	April 2026
Guest Speaker, Academy of Management Student Community “Building Your Research Community”	Feb. 2026
Member, Coast-to-Coast AI Interest Group	Feb. 2026 – Present
Yale Economic Sociology Conference Student Organizer	2025
Co-Organizer, Yale Organizational Behavior Working Research Group	2024 – 2025

Co-Organizer, Yale SOM Organizations & Management PhD Orientation	Sep. 2024
Invited Presenter, MOC-DOCS “How to Organize and Run a Symposium”	Oct. 2023
Mentor, Yale Summer Internship in Organizational Behavior	2022
Contributor, <i>The ASQ Blog</i>	2019 – 2020, 2024 – 2025
Member, Academy of Management (OMT, MOC)	2018 – Present

WORK EXPERIENCE

Seoul Metropolitan Government	2013 – 2015
International Conference Interpreter	2015 – 2019