

# Sijun Kim, Ph.D.

Department of Management  
Mays Business School, Texas A&M University  
420M Wehner Building, 4113 TAMU, 210 Olsen Blvd, College Station, TX 77843

Email: [s-kim@mays.tamu.edu](mailto:s-kim@mays.tamu.edu) (or [skim@tam.u.edu](mailto:skim@tam.u.edu)), Official profile: <https://mays.tamu.edu/directory/sijun-kim/>  
Personal page: <https://www.sijunkim.com>; LinkedIn profile: <https://www.linkedin.com/in/sijun-kim-152751180>

## ACADEMIC APPOINTMENT

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### Texas A&M University, Mays Business School

- Assistant Professor, Department of Management Jul 2023 – *current*
- Visiting Assistant Professor, Department of Management Jun 2022 – May 2023

## EDUCATION

(Note: asterisk [\*] indicates the dissertation/thesis committee co-chairs/chair)

### **Ph.D. The University of Arizona, Eller College of Management** Aug 2016 – Dec 2021

- *Major:* Management and Organizations
- *Dissertation:* To Speak Up or Not to, That is the Question: How a Norm Violator's Status Affects an Observer's Voice (Committee: Elizabeth J. McClean\*, Sarah P. Doyle\*, Nathan P. Podsakoff)

### **M.S. Korea University, Business School** Mar 2012 – Aug 2014

- *Major:* Management
- *Thesis:* Antecedents of Voice Behavior: A COR Theory-based Prediction (Committee: Jin K. Lee\*, Tai G. Kim, Jae Uk Chun)

### **B.B.A. Korea University, Business School** Mar 2006 – Feb 2012

- *Major:* Business Administration (*Great Honor*)
- Including a semester at the University of Illinois at Urbana-Champaign as an exchange student (2011 Spring)

## RESEARCH INTERESTS

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### Work Behaviors in Groups and Teams

- Voice, silence, helping, inclusion, competition, and transgressions

### Social Hierarchy and Influences

- Status, power, leadership, norms, culture, and diversity

### Appraisals and Attributions

- Gratitude, stressors, discrete emotions, and subjectivity in evaluations

## SOCIETAL IMPACT STATEMENT

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In groups, teams, and organizations, people work together with other people through relational interactions (e.g., voice). Finding my interest in these phenomena, I examine how relationships, positions, and other social factors could shape their behaviors and the way these behaviors are evaluated and appraised. Further, I study when and how perceptions of a

single person diverge from those of others and examine the downstream effect of such discrepancy. In doing so, I utilize multiple types of data and research designs (e.g., experiments, field surveys, archival data, and text analysis). With my research, I aspire to help understand the complex nature of organizational behaviors and managing human resources (HR). In my teaching, I seek to give my students a sense of what it would be like to be a manager. Specifically, I ask them to think critically and find their position in a situation under which multiple alternatives could have their own merits and cost. In addition, I give them an opportunity to evaluate each other's work and give feedback. By incorporating my own work experience as well as facilitating dynamic and interactional learning, I develop the next generation of HR experts and business leaders.

## **PUBLICATIONS**

(Note: asterisk [\*] indicates that the authors contributed equally)

### **Refereed Journal Articles**

Polin, B., Doyle, S. P., **Kim, S.**, Lewicki, R. J., & Chawla, N. (2023). Sorry to ask but ... how is apology effectiveness dependent on apology content and gender? *Journal of Applied Psychology*. Advance online publication. <https://doi.org/10.1037/apl0001128>

*EurekaAlert! of the American Association for the Advancement of Science (AAAS):*  
<https://www.eurekaalert.org/news-releases/1008711>

Kim, H. Y.\*, **Kim, S.\***, Howell, T. M.\*, Doyle, S. P.\*, Pettit, N. C., & Bizarro, M. (2023). Are we essential, or sacrificial? The effects of felt public gratitude on essential worker recovery activities during COVID-19. *Social Psychological and Personality Science*, 14, 218-227. <https://doi.org/10.1177/19485506221077858>

*Brigham Young University (BYU) Marriott Alumni Magazine (2023 Summer Issue):*  
<https://marriott.byu.edu/magazine/feature/words-matter>

Doyle, S. P., Pettit, N. C., **Kim, S.**, To, C., & Lount, R. B. Jr. (2022). Surging underdogs and slumping favorites: How recent streaks and future expectations drive competitive transgressions. *Academy of Management Journal*, 65, 1507-1540.  
<https://doi.org/10.5465/amj.2019.1008>

*AOM Insights:* <https://journals.aom.org/doi/full/10.5465/amj.2019.1008.summary>

**Kim, S.**, McClean, E. J., Doyle, S. P., Podsakoff, N. P., Lin, E., & Woodruff, T. (2022). The positive and negative effects of social status on ratings of voice behavior: A test of opposing structural and psychological pathways. *Journal of Applied Psychology*, 107, 951-967. <https://doi.org/10.1037/apl0000945>

McClean, E. J., **Kim, S.**, & Martinez, T. M. (2022). Which ideas for change are endorsed? How agentic and communal voice affects endorsement differently for men and women. *Academy of Management Journal*, 65, 634-655.  
<https://doi.org/10.5465/amj.2019.0492>

*AOM Insights:* <https://journals.aom.org/doi/full/10.5465/amj.2019.0492.summary>

### **Book Chapter**

Doyle, S. P., **Kim, S.**, & Kim, H. Y. (in press). The psychology of status competitions within organizations: Navigating two competing motives. In S. M. Garcia, A. Tor, & A. J. Elliot (Eds.), *The Oxford handbook of the psychology of competition*. Oxford University Press. Advance online publication.  
<https://doi.org/10.1093/oxfordhb/9780190060800.013.19>

## SELECTED RESEARCH IN PROGRESS

(Note: asterisk [\*] indicates that the authors have contributed equally)

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**Kim, S.**, McClean, E. J., Doyle, S. P., Podsakoff, N. P., Lin, E., & Woodruff, T. [Social status, norm violation, silence] (Writing stage; Field and experimental data collected and analyzed; Target journal: *Academy of Management Journal*)

**Kim, S.**, Howell, T. M., Kim, H. Y., Doyle, S. P., Rosen, C. C., & Gabriel, A. S. [Felt gratitude, hindrance stressors, challenge appraisal]. (Writing stage: Field and experimental data collected and analyzed; Target journal: *Journal of Applied Psychology*).

Doyle, S. P., Lount, R. B. Jr., **Kim, S.**, & Zhang, Z. X. [Status distance and helping newcomers] (Finalizing for submission to the *Academy of Management Journal*).

Liu, F., Zhang, L., & **Kim, S.** [Voice rejection and feedback specificity]. (Writing stage: Field and experimental data collected and analyzed; Target journal: *Journal of Applied Psychology*).

Schilke, O.\*, Doyle, S. P.\*, & **Kim, S.** [Trust and status spirals] (Initial field data collected and analyzed; Target journal: *Organization Science*).

Kim, H. Y., Pettit, N., **Kim, S.**, & To, C. [Status, culture, and job choice] (Initial experimental and field data collected and analyzed; Target journal: *Organization Science*).

**Kim, S.**, Zhang, C., Zhou, L., Koopman, J. K. & Paruchuri, S. [Status and inclusion] (Idea generation stage).

Ji, H., Lian, H., **Kim, S.**, & Paruchuri, S. [Supervisory abuse] (Idea generation stage).

Doyle, S. P., **Kim, S.**, Kim, H. Y. & Liu, Y. [Status gain and pro-group behaviors]. (Data analysis stage; Target journal: *Academy of Management Journal*).

## CONFERENCE PRESENTATIONS

(Note: asterisk [\*] indicates the presenter)

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Doyle, S. P.\*, **Kim, S.**, Lount, R. B. Jr., & Zhang, Z. (2023, August). Helping the threat? How and why status distance shapes helping behaviors in workgroups. In L. Detert & L. L. Greer (Chairs), *Organizational interactions: An integration of the dialogues on vertical and horizontal distances*. Symposium presented at *the 83<sup>rd</sup> Academy of Management Annual Meeting*, Boston, MA.

**Kim, S.\***, McClean, E. J., Doyle, S. P., Podsakoff, N. P., Lin, E., & Woodruff, T. (2023, August). Why aren't they speaking up? Understanding why employees remain silent about peer norm violations. In C. W. L. Soo & M. Ong (Chairs), *We shall overcome*:

- Advocating for social and ethical issues at work despite its challenges. Symposium presented at *the 83<sup>rd</sup> Academy of Management Annual Meeting*, Boston, MA.
- Kim, S.\***, Howell, T. M., Kim, H. Y., Doyle, S. P., Gabriel, A. S., & Rosen, C. C. (2023, July). Turning stumbling blocks into stepping stones: How felt gratitude shapes the experience and impact of hindrance stressors on workplace behaviors. Paper presented at *the 18<sup>th</sup> Interdisciplinary Network for Group Research (INGRoup) Conference*, Bellevue, WA.
- Doyle, S. P., **Kim, S.\***, & Kim., H. Y. (2022, August). The role of identity authenticity in shaping group-oriented behaviors following status gains. In S. N. Smith (Chair), *The consequences of competition in organizations*. Symposium presented at *the 82<sup>nd</sup> Academy of Management Annual Meeting*, Seattle, WA.
- Kim, S.\***, McClean, E. J., Doyle, S. P., Podsakoff, N. P., Lin, E., & Woodruff, T. (2021, August). To speak up or not to, that is the question: How norm violator's status affects observer's voice. In A. Romney & Z. Heydarifard (Chairs), *New directions in voice research: Exploring the relational context of voice*. Symposium presented at *the 81<sup>st</sup> Academy of Management Annual Meeting*, Virtual.
- Kim, H. Y., Doyle, S. P., Howell, T. M.\*, **Kim, S.**, Coff, J., Pettit, N. C., & Bizarro, M. (2021, August). The effects of felt public gratitude on essential worker recovery activities during COVID-19. Paper presented at *the 81<sup>st</sup> Academy of Management Annual Meeting*, Virtual.
- Kim, S.\***, McClean, E. J., Doyle, S. P., Podsakoff, N. P., Lin, E., & Woodruff, T. (2020, August). The positive and negative effects of social status on voice ratings: A test of opposing pathways. In D. Newton & I. Hussain (Chairs), *Fanning the voice flame: Unpacking how leaders and peers impact employee voice*. Symposium presented at *the 80<sup>th</sup> Academy of Management Annual Meeting*, Virtual.  
\* A version was presented at *the INGRoup Conference (Virtual)* in October 2020.
- Best Graduate Student Conference Paper, Association of Korean Management Scholars (AKMS)*
- Doyle, S. P., Polin, B., **Kim, S.\***, & Lount, R. B. Jr. (2020, June). Helping newcomers vs. insiders: The impact of status distance and status threat. Poster presented at *the 35<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference*, Virtual.
- McClean, E. J., **Kim, S.\***, & Martinez, T. M. (2019, August). Voice legitimacy: How ideas for change become legitimate issues. In T. Howell & M. Parke (Chairs), *To be heard or not heard: Effects of (failed) voice behaviors on managers and employees*. Symposium presented at *the 79<sup>th</sup> Academy of Management Annual Meeting*, Boston, MA.  
\* A version was presented at *the Institute for Operations Research and the Management Sciences (INFORMS) Organization Science Winter Conference (OSWC)*, Chandler, AZ in February 2019.
- Doyle, S. P.\*, Pettit, N., **Kim, S.**, To, C., & Lount, R. B. Jr. (2019, August). Understanding competitive misconduct through a model of embedded competition. In J. Chun & S. Yu (Chairs), *Organizational Competition and Its Risk*. Symposium presented at *the 79<sup>th</sup> Academy of Management Annual Meeting*, Boston, MA.

*Included in Showcase Symposium at the Academy of Management CM Division*

Doyle, S. P.\*, Polin, B., **Kim, S.**, & Lount, R. B. Jr. (2019, July). The interactive effect of status distance and target newcomer status on willingness to help teammates. Paper presented at *the 14<sup>th</sup> INGroup Conference*, Lisbon, Portugal.

Podsakoff, N. P., Martinez, T. M., **Kim, S.\***, & McClean, E. J. (2018, August). Integrating employee voice behavior and creativity research. In N. P. Podsakoff & E. J. McClean (Chairs), *Advances in voice behavior research*. Symposium presented at *the 78<sup>th</sup> Academy of Management Annual Meeting*, Chicago, IL.

**Kim, S.\***, & Lee, J. K. (2013, February). Do we really prefer easier tasks? A critique on focalism. Paper presented at *the 3<sup>rd</sup> HRM Network Formation Workshop*, Waseda University, Tokyo, Japan.

## **AWARDS, HONORS, AND GRANTS**

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### **Small Research Grant, The University of Arizona**

- Department of Management and Organizations (Apt 2018, Oct 2019, Oct 2021)
- Center for Management Innovations in Healthcare (Apr 2020)
- Eller College of Management (Dec 2019)
- Center for Leadership Ethics (Oct 2018, Feb 2019)

### **Dissertation Research Grant, The University of Arizona**

- Department of Management and Organizations (Jul 2021)

### **AKMS-Samsung Economic Research Institute (SERI) Scholarship**

- Association of Korean Management Scholars (Aug 2020)

### **Stephen J. Robbins Doctoral Fellowship, The University of Arizona**

- Department of Management and Organizations (May 2018, May 2020)

### **Outstanding Graduate Student Teaching Award, The University of Arizona**

- Department of Management and Organizations (May 2020)

### **Travel Grant, The University of Arizona**

- Graduate & Professional Student Council (Nov 2018, Mar 2020)

### **Gold Prize, Korea Insurance Idea Competition**

- Korea Insurance Research Institute (Sep 2011)

### **Other Scholarships**

- Domestic Scholarship, Kwanjeong Educational Foundation (Mar 2012 – Feb 2014)
- Scholarship for Academic Excellence, Korea University (Sep 2006 – Aug 2011)
- Global Exchange Student Scholarship, MiraeAsset Foundation (Jan 2011 – May 2011)

## **TEACHING EXPERIENCES**

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(Note: asterisk [\*] indicates a presentation of a research paper)

### **Main Instructor**

### **Texas A&M University**

- MGMT 373: Managing Human Resources
  - 2024: Spring (two sessions, forthcoming)
  - 2023: Spring (4.21/5.0, 25 students; 4.34/5.0, 23 students)
  - 2022: Summer (5.0/5.0, 7 students), Fall (3.69/5.0, 25 students)
- MGMT 425: Human Resources Selection
  - 2023: Fall (one session, ongoing)
  - 2022: Fall (4.3/5.0, 24 students)

### **The University of Arizona**

- MGMT 433: Strategic HR Management
  - 2020: Spring (4.24/5.0, 35 students)
  - 2019: Fall (substitute instructor – Nov-Dec)

### **Guest Speaker / Lecturer**

#### **Korea University**

- BUS 800: Special Topics in Management I\* (in English) Nov 2023
- BUS 710: Organizational Behavior Seminar I (in English) Apr 2022
- BUSS 311: Organizational Behavior (in English) Apr 2022
- BUSS 151: Modern Corporate Management (in Korean) Jun 2017

#### **The University of Arizona**

- MGMT 654: Field-Based Research Methods II (two classes) Nov 2021
- MGMT 433: Strategic HR Management Apr 2019
- MGMT 440: Leadership in Complex World Apr 2019

### **Teaching Assistant**

#### **Korea University**

- KMB 636: Current Trends in Management Practices Mar 2013 – Jun 2013
- GESO 092: Corporate and Business Sep 2012 – Dec 2012
- BUSS 151: Modern Corporate Management Mar 2012 – Jun 2014

### **INVITED PRESENTATIONS**

(Note: asterisk [\*] indicates a presentation as part of a class)

#### **Research Presentations**

#### **“Sorry to Ask but ... How Is Apology Effectiveness Dependent on Apology Content and Gender?”**

- Korea University\* (Virtual) Nov 2023

#### **“Turning Stumbling Blocks into Stepping Stones: How Felt Gratitude Shapes the Experience and Impact of Hindrance Stressors on Workplace Behaviors”**

- Sungkyunkwan (SKK) University (Virtual) May 2023

#### **“To Speak Up or Not to, That is the Question: How Norm Violator’s Status Affects Observer’s Voice”**

- University of Kentucky (Lexington, KY) Oct 2022
- Florida International University (Miami, FL) Oct 2022
- Texas A&M University (College Station, TX) Sep 2022

**“The Positive and Negative Effects of Social Status on Ratings of Voice Behavior: A Test of Opposing Structural and Psychological Pathways”**

- Korea University (Virtual) Mar 2022
- Tongji University (Virtual) Sep 2020
- Shanghai Jiao Tong University (Virtual) Sep 2020

**Other Presentations**

**“Ph.D. Admissions in a Business School: The First Hurdle on the Journey of a Management Scholar”**

- Korea University (Seoul, South Korea) Jun 2023

**“Turning Boxes and Arrows into Publications: Experience-Based Knowledge and New Trends”**

- Chonnam National University (Gwangju, South Korea) Jan 2022

**PROFESSIONAL SERVICE**

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**For Journals, Conferences, and Grant**

**Ad hoc Reviewer for Academic Journals**

- Organizational Behavior and Human Decision Processes (2023)
- Journal of Business Ethics (2023)
- Journal of Management Studies (2022)
- Organization Science (2019)
- Asia Pacific Journal of Management (2022)
- Asian Business & Management (2022)

**(Ad hoc) Reviewer for Conferences and Competitions**

- INFORMS/Organization Science Dissertation Proposal Competition (2023)
- Academy of Management (AOM) Annual Meeting (2020 – 2023)
- Interdisciplinary Network for Group Research (INGRoup) Conference (2020, 2023)
- Society for Industrial and Organizational Psychology (SIOP) Conference (2022 – 2024)

**(Ad hoc) Grant Reviewer**

- Society for Industrial and Organizational Psychology (SIOP) Small Grant (2024)
- Research Grants Council (RGC) of Hong Kong (2023)
- National Science Foundation (NSF) of the United States (2022)

**Conference Panelist**

- Doctoral Consortium at INGRoup Conference (2023)

**Conference Session Chair**

- Organization Science Special Issue Online Conference (2020)

**Assistant to Reviewer for Academic Journals**

- Personnel Psychology (2022)
- Journal of Management (2022)

**For University**

**Interviewer**

- Public Policy Internship Program (PIIP) at Texas A&M University (2023)

#### **Grant Reviewer**

- Graduate & Professional Student Council at the University of Arizona (2019 – 2021)

### **PROFESSIONAL AFFILIATION**

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**Academy of Management** (AOM; OB, HR, CM, and RM Divisions)  
**Interdisciplinary Network for Group Research** (INGRoup)  
**Society for Industrial and Organizational Psychology** (SIOP)

### **NON-ACADEMIC WORK EXPERIENCE**

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**POSCO DAEWOO Corporation (POSCO International)** Jul 2014 – Jun 2016

- *Junior Manager, HR Division* at a South Korean trading and investment company
- Operated expatriate training, newcomer training, and foreign language education.
- Managed HR data & budget and assisted in the process of recruitment and selection.

**InterStates Consulting Group** Jan 2013 – Mar 2013

- *Part-time Research Associate* at a Japanese consulting firm
- Conducted marketing research for Fujitsu’s mobile app.

**Dong-A Business Review (Dong-A Future Strategy Research Institute)** Jun 2011 – Aug 2011

- *Research Assistant* at a South Korean newspaper company
- Summarized best business practices, resulting in the publication of a special report.

### **OTHER EXPERIENCE**

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**Business School, Korea University**

- *Visiting Scholar* Jan 2022 – May 2022
- *Research Assistant* Mar 2012 – Jul 2014

**Eller College of Management, The University of Arizona** Aug 2016 – May 2021

- *Graduate Research Associate*, Department of Management and Organizations

**Dong-A Business Forum** Dec 2011, Sep 2013

- *Voluntary Staff*
- Summarized lectures provided by the guest speakers (Michael Porter and Mark Kramer [2011], Cynthia Montgomery, Richard D’Aveni, and Gary Hamel [2013])

**Republic of Korea Army** Mar 2008 – Jan 2010

- *Sergeant*, Department of Operations at an infantry battalion
- Assisted in the process of developing operations and training plans.
- Communicated with upper-level troops and other governmental institutions.

**Korean Language and Culture Center, Korea University** Mar 2007 – Dec 2007

- *Assistant for International Students*
- Introduced Korean culture to international students.