

YONG H. KIM

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SOCIETAL IMPACT STATEMENT

Through my research, teaching and service, I seek to provide a better understanding on how businesses operate in a globalized environment and how organizations can improve their accountability and responsibility. As a junior scholar, I seek to contribute to a healthy line of subsequent academic research focused on tackling pressing grand challenges. I also seek to make a tangible impact on practice.

EMPLOYMENT

Mays Business School, Texas A&M University

Assistant Professor, Department of Management 2021–

Hong Kong University of Science and Technology, Hong Kong

Assistant Professor, Department of Management 2017 – 2021

Faculty Associate, Institute for Emerging Market Studies 2020 – 2023

EDUCATION

Stephen M. Ross School of Business, University of Michigan, Ann Arbor, Michigan

PhD in Business Administration (Area: Management and Organizations) 2017

Dow Sustainability Doctoral Fellow 2015 – 2016

Dissertation: Global Supply Chain Dynamics in the Mobile Handset Industry

Committee: Jerry Davis (chair), Maxim Sytch, Gautam Ahuja, Ravi Anupindi, Jason Owen-Smith

Department of Sociology, Yonsei University, Seoul, South Korea

MA in Sociology

BA in Sociology, *summa cum laude*

PUBLICATIONS

Selected peer-reviewed articles

Ong, M., Kim, Y. H., & Koopman, J. 2024. Help Yourself Before Helping Others: When Corporate Social Responsibility Does Not Make a Company More Attractive to Job Seekers. *Personnel Psychology*, 77(3): 1267-1297.

- Best Paper with Practical Implications Award Winner, MOC Division, AOM, 2021
- SIOP Top Ten Poster, Society for Industrial and Organizational Psychology, 2021

Sytch, M., Kim, Y., & Page, S. 2022. Supplier-Selection Practices for Robust Global Supply Chain Networks: A Simulation of The Global Auto Industry. *California Management Review*, 64(2): 119-142.

Sytch, M. & Kim, Y. 2021. Quo Vadis? From the Schoolyard to the Courtroom. *Administrative Science Quarterly*, 66(1): 177-219.

- OMT Best Paper on Entrepreneurship Award Finalist, OMT Division, AOM, 2016

Uribe, J., Sytch, M., & Kim, Y. 2020. When Friends Become Foes: Collaboration as a Catalyst for Conflict. *Administrative Science Quarterly*, 65(3): 751-794.

Kim, Y. & Davis, G. F. 2016. Challenges for Global Supply Chain Sustainability: Evidence from Conflict Minerals Reports. *Academy of Management Journal*, 59(6): 1896-1916.

- Distinguished Winner, IACMR Responsible Research in Management Award, Responsible Research in Business & Management, 2020
- ONE Research Impact on Practice Award Finalist, ONE Division, AOM, 2017

Book chapters, AOM best papers proceedings, and other articles

Kim, Y. & Chen, Z. 2023. When to Spread Technological Bets: A Longitudinal Study of the Global Flat Panel Display Industry. *HKUST IEMS Thought Leadership Brief* (Spring 2023, No. 72).

Sytch, M. & Kim, Y. 2020. Want to Win Someone Over? Talk Like They Do. *Harvard Business Review.org* (December 8, 2020).

Sytch, M., Uribe, J., & Kim, Y. 2020. Balancing Competing Loyalties: Research Finds that Past Relationships Can Get In the Way of Current Priorities. *Harvard Business Review.org* (February 3, 2020).

Kim, Y. & Davis, G. F. 2019. Challenges for Global Supply Chains and Opportunities for Social Innovation. In Gerard George, Ted Baker, Paul Tracey and Havovi Joshi (Eds.), *Handbook of Inclusive Innovation: The Role of Organizations, Markets and Communities in Social Innovation*: 305-320. Cheltenham, UK: Edward Elgar Publishing.

Yong, R.*, Kim, Y., & Lee, Y. G. 2018. Brokerage in Networks. In Ricky Griffin (Ed.), *Oxford Bibliographies in Management*. New York, NY: Oxford University Press.

Kim, Y. & Davis, G. F. 2017. 80% of Companies Don't Know if their Products Contain Conflict Minerals. *Harvard Business Review.org* (January 4, 2017).

Sytch, M. & Kim, Y. 2016. Social Structures and Venue Shopping in Patent Infringement Litigation. *Academy of Management Annual Meeting (Best Papers) Proceedings*.

Sytch, M. & Kim, Y. 2015. Embeddedness. In David Teece and Mie Augier (Eds.), *Palgrave Encyclopedia of Strategic Management*.

WORKING PAPERS & WORK-IN-PROGRESS

* Articles currently under review (full manuscript available upon request)

Li, J.*, Kim, Y., & Uribe, J. [Community Engagement in China], 1st revise and resubmit at *Strategic Management Journal*

Kim, Y., Chen, Z., Kim, C., Li, T. [Corporate Groups and Innovation], 1st revise and resubmit at *Journal of Product Innovation Management*

Kim, Y. & Schifeling, T. [Supplier Disengagement], 1st revise and resubmit at *Journal of International Business Studies*

Schifeling, T. & Kim, Y. [Greenwashing], reject and resubmit at *Strategic Management Journal*

Kim, Y., Lee, K.* & Boivie, S. [International Market Exit], under review

Kim, Y., Uribe, J., & Sytch, M. [Patent Litigation], under review

* Current doctoral student

* Working papers (full manuscript available upon request)

Kim, Y., Chen, Z., & Sytch, M. [Non-US Firms' IP Strategy], preparation for submission

Chae, R., Kim, Y., & Lee Cunningham, J. [Culture and Negative Spillover], preparation for submission

Cho, J., Morris, M., Liu, Z., Kim, Y., & Savani, K. [Reaction to Foreign Experiences], preparation for submission

Hoempler, E. *, Kim, Y., & Paruchuri, S. [Market Reaction to Misconduct], preparation for submission

Lee, K., * Kim, Y., Boivie, S. & Withers, M. [Management Practices], preparation for submission

Lee, Y. G., Kim, Y., & Li, J. [Stigmatization and Labor Market Outcomes], preparation for submission

* Works-in-progress

With Ahn, Y. [GHG Emission], data analysis stage

Hong, J., Kim, Y., Zhang, H., & Qin, T. * [Influence in Social Media], writing stage

AWARDS & FELLOWSHIPS

Awards

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| Best International Paper Award Runner-Up, OMT Division, AOM | 2024 |
| Best Paper with Practical Implications Award Winner, MOC Division, AOM | 2021 |
| SIOP Top Ten Poster, Society for Industrial and Organizational Psychology | 2021 |
| Dean's Recognition of Excellent Teaching Performance, HKUST | 2021 |
| Distinguished Winner, Responsible Research in Management Award, RRBM and IACMR | 2020 |
| William C. Frederick SIM Doctoral Dissertation Award Winner, SIM Division, AOM | 2019 |
| Emerald Best International Dissertation Award Winner, Int'l Theme Committee, AOM | 2018 |
| STR Wiley Blackwell Best Dissertation Award Finalist, STR Division, AOM | 2018 |
| Industry Studies Association Dissertation Award Finalist, Industry Studies Association | 2018 |
| OMT Above and Beyond the Call of Duty (ABCD) Award, OMT Division, AOM | 2018 |
| ONE Research Impact on Practice Award Finalist, ONE Division, AOM | 2017 |
| OMT Best Paper on Entrepreneurship Award Finalist, OMT Division, AOM | 2016 |
| Outstanding Reviewer, SIM Division, AOM | 2015 |

Fellowships

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|---|-------------|
| Dow Sustainability Doctoral Fellowship | 2015 – 2016 |
| Stephen M. Ross School of Business Fellowship | 2011 – 2017 |
| Kwanjeong Educational Foundation Graduate Fellowship | 2009 – 2010 |
| Brain Korea-21 Fellowship | 2008 – 2010 |
| Korea Foundation for Advanced Studies (KFAS) Undergraduate Fellowship | 2003 – 2006 |
| Undergraduate Scholarship from Yonsei University | 2002 – 2005 |

GRANTS

External grants

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|---|-------------|
| General Research Fund, Research Grants Council of Hong Kong (PI; Project No. 16501320; HKD 555,068 ≈ USD 71,620) | 2021 – 2022 |
| Early Career Scheme, Research Grants Council of Hong Kong (PI; Project No. 26506518; HKD 493,070 ≈ USD 63,620) | 2019 – 2022 |

Internal grants

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| HKUST Institute for Emerging Market Studies Research Grant (PI, HKD 108,732) | 2021 – 2022 |
| HKUST Institute for Emerging Market Studies Research Grant (PI, HKD 120,940) | 2020 – 2021 |
| University Grants Committee Grants for Internal Research Support (all as the PI; HKD 207,877 across five grants) | 2017 – 2023 |
| Stephen M. Ross School of Business Ross PhD Program Research Grant (PI; USD 4,000) | 2014 |
| Rackham Pre-Candidate Graduate Student Research Grant (PI; USD 1,500) | 2013 |
| Rackham Travel Grant (x 6) | 2012 – 2017 |
| Interdisciplinary Committee on Organizational Studies (ICOS) Small Grant (PI; USD 3,000) | 2011 |
| Yonsei University Graduate Student Association Research Grant (PI; KRW 667,000) | 2009 |

PDW/SYMPOSIUM

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- Panelist, ENT Global Scholar Development Social Ideation Session, 2024
 - Speaker, HKUST IEMS Academic Seminar, 2023
 - Panelist, STR Doctoral Consortium (AOM PDW), 2023
 - Panelist, Keynote panel on Responsible Research in Management, IAMCR, 2021
 - Panelist, Responsible Research in Management Award Winners Webinar on Entrepreneurship, Social Enterprising, and Sustainability, IACMR-RRBM, 2020
 - Panelist, SIM Doctoral Consortium (AOM PDW), 2020
 - Co-organizer and panelist, STR Managing Your Dissertation Workshop (AOM PDW), 2019
 - Co-organizer and presenter, Introduction to Social Network Analysis (AOM PDW), 2017, 2018, 2019, 2020, 2021, 2022, 2024
 - Co-chair, When do Social Movements Make Organizations Accountable? (AOM Symposium), 2016
 - Organizer, "Big Data" Research with MINIMAL Programming Background (AOM PDW), 2016

TEACHING EXPERIENCE

Sole Lecturer at Mays Business School, Texas A&M University, College Station, TX

- MGMT450/IBUS450: International Environment of Business (2021, 2022; 3 sections per year)

Sole Lecturer at Hong Kong University of Science and Technology, Hong Kong

- MGMT2130: Business Ethics & Social Responsibility (2017, 2018, 2019, 2020; BBA core; 4 sections per year; 260+ students per year)

Sole Lecturer at Ross School of Business, University of Michigan, Ann Arbor, MI

- MO300: Behavioral Theory in Management (BBA core; 1 section; 87 students)

Co-Instructor at University of Michigan, Ann Arbor, MI

- Big Data Summer Camp (offered by the Interdisciplinary Committee on Organizational Studies)
- Data Analysis with Python (offered by the Center For Statistical Consultation and Research)

Teaching Assistant at Ross School of Business, University of Michigan, Ann Arbor, MI

- Human Behavior and Organizations (Global MBA core)
- Leading People and Organizations (MBA core)
- Negotiations (Executive MBA program & Weekend MBA core)
- Social Intrapreneurship (MBA elective)
- Strategies for Sustainable Development (Global executive program)

PROFESSIONAL SERVICE

Journals

- Editorial Board Member, *Administrative Science Quarterly* 2021 –
- Social media coordinator, *Administrative Science Quarterly* 2014 – 2017
- Editor, *Michigan Journal of Sustainability* 2014 – 2016
- Ad-hoc reviewer for:
 - *Academy of Management Discoveries*
 - *Academy of Management Journal*
 - *Administrative Science Quarterly*
 - *European Journal of Operational Research*
 - *International Journal of Operations and Production Management*
 - *Journal of International Business Studies*
 - *Journal of Management Studies*
 - *Journal of Organization Design*
 - *Organizational Research Methods*
 - *Organization Science*
 - *Production and Operations Management*
 - *Socio-Economic Review*
 - *Strategic Management Journal*
 - Academy of International Business Annual Meetings
 - Academy of Management Annual Meetings
 - Strategic Management Society Annual Conferences

Profession

- William C. Frederick SIM Doctoral Dissertation Award Committee, SIM Division, AOM 2020
- Country-Co-Investigator, Global Leadership and Organizational Behavior Effectiveness Project 2020
- AKMS Scholarship Reviewer, Association of Korean Management Scholars 2020
- International Theme Committee Member, AOM 2018 – 2019
- OMT Membership Group Ambassador, OMT Division, AOM 2017 – 2018
- Evaluation Committee Member, Hong Kong Federation of Business Students CSR Challenge 2018

Texas A&M University, College Station, TX

- Primary Advisor, Aggie Traders 2024 –
- Member, Department of Management Faculty Recruiting Committee 2021 – 2022

Hong Kong University of Science and Technology, Hong Kong

- Faculty Associate, Institute for Emerging Market Studies 2020 –
- Member, Department of Management Faculty Recruiting Committee 2020
- Undergraduate Research Opportunity Program (UROP) Sponsor 2020
 - Yaqiao Li, Jianghua Zhou
- Mainland Undergraduate Program Admission Interviewer 2018

University of Michigan, Ann Arbor, MI

- Reviewer, Ross School of Business PhD Forum Grants Committee 2014 – 2017
- Management & Organizations PhD Recruiting Committee, Ross School of Business 2012

- Undergraduate Research Opportunity Program (UROP) Sponsor/co-sponsor 2011 – 2017
 - Jacqueline Marsack, Komal Sankla, Ishaan Goel, Connie Zuo, Hunter Charvat, Lihu Zhang, Shannon Ferrie, Chau Nguyen, Alec Ventrice, David Nguyen, Michael Didonato, Jennifer Zhang, Jarrett Kelsey, William Lezin, Malini Desai, Steven Zeng, William Toms, Fatjona Gjoka, Moynawk Gangopadhyay, Paul Vicinanza, Bhavya Kapa, Leigh Uffelman, Spencer Goodman, Grace French
- Judge (for the social science section), UROP Spring Research Symposium 2014 – 2016