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ACADEMIC APPOINTMENT

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: An 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)
- Exchange Student at the University of Illinois at Urbana-Champaign (2011 Spring)

RESEARCH INTERESTS

Work Behaviors in Groups and Organizations (e.g., voice, silence, helping, and deviance)
Social Dynamics in Groups and Organizations (e.g., status, leadership, diversity, and trust)
Appraisals and Attributions (e.g., gratitude, appreciation, stressor appraisal, and emotion)

SOCIETAL IMPACT STATEMENT

In groups and teams, 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 shape organizational behaviors and the way these behaviors are evaluated and appraised by others. 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 (OB) 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 costs. In addition, I allow them 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: An asterisk [*] indicates that the author contributed equally.)

Refereed Journal Articles

Polin, B., Doyle, S. P., **Kim, S.**, Lewicki, R. J., & Chawla, N. (2024). Sorry to ask but ... how is apology effectiveness dependent on apology content and gender? *Journal of Applied Psychology, 109*, 339-361. <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. (2024). 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* (pp. 444-475). Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780190060800.013.19>

SELECTED RESEARCH IN PROGRESS

(Note: An asterisk [*] indicates that the author contributed equally.)

Kim, S., McClean, E. J., Doyle, S. P., Podsakoff, N. P., Lin, E., & Woodruff, T. [Peer status and silence] (Target journal: *Organization Science*).

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

Liu, F.*, Zhang, L.*, **Kim, S.**, & Ong, M. [Voice rejection and feedback specificity]. (New data collection in progress; Target journal: *Personnel Psychology*).

Schilke, O.*, Doyle, S. P.*, & **Kim, S.** [Trust and status spirals] (Writing stage; Target journal: *Organization Science*).

Howell, T. M.*, Lin, Y.*, Doyle, S. P.*, Kim, H. Y., Rosen, C. C., & **Kim, S.** [Felt appreciation and stressor appraisals] (Target journal: *Journal of Applied Psychology*).

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

Idso, C., Ong, M., & **Kim, S.** [Ethical voice and supervisor feedback] (Initial data collected and analyzed; second-round data collection in progress).

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

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

CONFERENCE PRESENTATIONS

(Note: An asterisk [*] indicates the presenter.)

Liu, F., Zhang, L., & **Kim, S.*** (2024, August). The power of specificity: A dual-path model linking voice rejection to withdrawal and voice quality. In J. T. Y. Hui (Chair), *New frontiers in employee voice research*. Symposium presented at *the 84th Academy of Management Annual Meeting*, Chicago, IL.

- A version was presented at the *Annual SIOP Conference* (Virtual) in April 2024.

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 83rd 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 83rd 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 18th 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 82nd 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 81st 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 81st 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 80th 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 35th 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 79th 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 79th Academy of Management Annual Meeting*, Boston, MA.
- Included in the 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 14th 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 78th Academy of Management Annual Meeting*, Chicago, IL.

INVITED PRESENTATIONS (Note: An asterisk [*] indicates a presentation as part of a class.)

Research Presentations

“When Do Agentic Women Fare Well? Two Tales of Positive Counter-Stereotypical Behaviors”

- 10th Annual Research on Women Symposium (College Station, TX) Mar 2024

“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

“Do We Really Prefer Easier Tasks? A Critique on Focalism”

- Waseda University (Tokyo, Japan) Feb 2013

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

TEACHING EXPERIENCE (Note: An asterisk [*] indicates a presentation of a research paper.)

Main Instructor

Texas A&M University

- MGMT 373: Managing Human Resources
 - 2025: Spring (three sessions, ongoing)
 - 2024: Spring (4.46/5.0, 24 students; 4.81/5.0, 25 students)
 - 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 (3.96/5.0, 23 students)
 - 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

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

PROFESSIONAL SERVICE

(Note: An asterisk [*] indicates a service activity with an honorarium.)

For Journals, Conferences, Grants, and Other Academic Communities

Editorial Review Board Member

- Personnel Psychology (2025 – current)
- Organizational Behavior and Human Decision Processes (2024 – current)

Ad hoc Reviewer for Academic Journals

- Scientific Reports (2024 – 2025)
- Journal of Applied Psychology (2024)
- Academy of Management Journal (2024)
- Personnel Psychology (2024)

- Group & Organization Management (2024)
- European Journal of Social Psychology (2024)
- Journal of Managerial Psychology (2024)
- Journal of Business Ethics (2023 – 2024)
- Journal of Management Studies (2022 – 2024)
- Organizational Behavior and Human Decision Processes (2023)
- Asia Pacific Journal of Management (2022)
- Asian Business & Management (2022)
- Organization Science (2019)

(Ad hoc) Reviewer for Conferences, Research Grants, and Competitions

- INFORMS/Organization Science Dissertation Proposal Competition (2023 – 2024)
- Annual Meeting of the Southern Management Association (SMA) (2024)
- Academy of Management (AOM) Annual Meeting (2020 – 2024)
- Interdisciplinary Network for Group (INGRoup) Conference (2020, 2023 – 2024)
- Society for Industrial and Organizational Psychology (SIOP) Conference (2022 – 2024)
- Research Grants Council (RGC) of Hong Kong* (2023 – 2024)
- National Science Foundation (NSF) of the United States (2022)

Committee Member for Conferences and Academic Society

- SIOP Small Grants Committee (2024 – 2025)
- SMA Best Paper Committee: Human Resources/Research Methods Track (2024)

Other Service Activities for Conferences and Academic Society

- *Volunteer*, Welcome-a-Member Program at the AOM Annual Meeting (2022, 2024)
- *Panelist*, Doctoral Consortium at the INGRoup Conference (2023)
- *Session Chair*, Organization Science Special Issue Online Conference (2020)

University-Specific Service

Texas A&M University

- *Judge*, Three Minute Thesis (3MT) Preliminary Competition (2024)
- *Presenter*, New Student Conference (NSC) (2024)
- *Panelist*, Research Method Seminar in the Department of Management (2023)
- *Interviewer*, Public Policy Internship Program (PIIP) (2023)

The University of Arizona

- *Reviewer*, Graduate & Professional Student Council (2019 – 2021)

AWARDS, HONORS, AND GRANTS

Best Reviewer Award

- Organizational Behavior and Human Decision Processes (Aug 2024)
- Academy of Management Annual Meeting, OB Division (May 2024)

Mays Research Excellence Grant, Texas A&M University

- Mays Business School (Jul 2024)

One-Time Merit Award, Texas A&M University

- Mays Business School (Mar 2024)

Mini Research Grant, Texas A&M University

- Mays Business School (Feb 2024)

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)

PROFESSIONAL AFFILIATIONS

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

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

- *Junior Manager, HR Division* at a South Korean trading and investment company

InterStates Consulting Group Jan 2013 – Mar 2013

- *Part-time Research Associate* at a Japanese consulting firm

Dong-A Business Review (The Dong-A Ilbo) Jun 2011 – Aug 2011

- *Research Assistant* at a South Korean newspaper company

OTHER EXPERIENCE

Korea University, Business School

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

The University of Arizona, Eller College of Management

Aug 2016 – May 2021

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

Dong-A Business Forum

Dec 2011, Sep 2013

- *Voluntary Staff*

Republic of Korea Army

Mar 2008 – Jan 2010

- *Sergeant*, Department of Operations at an infantry battalion

Korea University, Korean Language and Culture Center

Mar 2007 – Dec 2007

- *Assistant for International Students*