

# 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@tamu.edu](mailto:skim@tamu.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

---

### 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., & Bizzarro, 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] (Finalizing for submission to the *Organization Science*).

Liu, F.\*, Zhang, L.\*, **Kim, S.**, & Ong, M. [Voice rejection and feedback specificity]. (Finalizing for submission to the *Journal of Applied Psychology*).

**Kim, S.**\*, Zhang, C.\*, Zhou, L., Koopman, J. K., & Paruchuri, S. [Status and socialization tactics] (Writing stage; Target journal: *Personnel Psychology*).

Doyle, S. P., Lount, R. B. Jr., Zhang, Z. X., & **Kim, S.** [Status distance and helping newcomers] (Writing stage; Target journal: *Academy of Management Journal*).

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, S.** [Felt appreciation and stressor appraisals] (Writing stage; Target journal: *Personnel 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] (Multiple datasets collected and analyzed; Target journal: *Journal of Applied Psychology*).

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

---

#### **REFEREED 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 84<sup>th</sup> 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 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 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 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.

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

---

**Research Presentations**

**“Quid Pro Quo: How Felt Trust Can Lead to Status Conferral”**

- Stevens Institute of Technology (Virtual) Apr 2025

**“Breaking or Bending? How Norm Violator Status and Perceived Cooperative Climate in Team Jointly Affect Observer Silence”**

- 1<sup>st</sup> UT Austin Voice Conference (Austin, TX) Apr 2025
- Texas A&M University (College Station, TX) Mar 2025

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

- 10<sup>th</sup> 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**

- Academy of Management Journal (2024 – 2025)
- Journal of Management Studies (2022 – 2025)
- Journal of Business Ethics (2023 – 2025)

- Journal of Managerial Psychology (2024 – 2025)
- Group & Organization Management (2024 – 2025)
- Scientific Reports (2024 – 2025)
- Journal of Applied Psychology (2024)
- Personnel Psychology (2024)
- European Journal of Social Psychology (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**

- Academy of Management (AOM) Annual Meeting (2020 – 2025)
- INFORMS/Organization Science Dissertation Proposal Competition (2023 – 2024)
- Annual Meeting of the Southern Management Association (SMA) (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**

- *Discussion Leader*, “Developing a Scholarly Profile” Roundtable, AOM’s Human Resources (HR) Division (2025)
- *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**

---

**One-Time Merit Award, Texas A&M University**

- Mays Business School (Mar 2024, Mar 2025)

**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)

**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)

**Other Recognition and Scholarships**

- Gold Prize, Insurance Idea Competition, Korea Insurance Research Institute (Sep 2011)
- 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*