

# YONG H. KIM

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## **SOCIETAL IMPACT STATEMENT**

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Through my research, teaching, and service, I aim to deepen our understanding of how businesses operate in a globalized environment and how organizations can strengthen their accountability and responsibility. As a junior scholar, I hope to contribute to a sustained stream of academic research that addresses pressing societal and organizational issues. I also seek to make a tangible impact on practice.

## **EMPLOYMENT**

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### **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**

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### **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**

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### **Selected peer-reviewed articles**

Li, J., Kim, Y. H., & Uribe, J. 2025. Learning by Helping: Evidence from Chinese Brokerages' Community CSR. *Strategic Management Journal*, 1-33. <https://doi.org/10.1002/smj.3719>

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. H., & 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. H., 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. H., 2020. When Friends Become Foes: Collaboration as a Catalyst for Conflict. *Administrative Science Quarterly*, 65(3): 751-794.

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

Sytch, M., Uribe, J., & Kim, Y. H. 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. H. & 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. H., & Lee, Y. G. 2018. Brokerage in Networks. In Ricky Griffin (Ed.), *Oxford Bibliographies in Management*. New York, NY: Oxford University Press.

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

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

### **WORKING PAPERS & WORK-IN-PROGRESS**

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

Kim, Y. H., Schifeling, T., & Mudambi, R. [Supplier Disengagement], 2<sup>nd</sup> revise and resubmit at *Journal of International Business Studies*

Kim, Y. H., Chen, Z., Kim, C., & Li, T. [Corporate Groups and Innovation], 2<sup>nd</sup> revise and resubmit at *Journal of Product Innovation Management*

Hong, J., Kim, Y. H., Zhang, H., & Qin, T. (all authors contributed equally) [Influence in Social Media], 2<sup>nd</sup> revise and resubmit at *Science Advances*

Kim, Y. H., Uribe, J., & Sytch, M. [Patent Litigation], 1<sup>st</sup> revise and resubmit at *Organization Science*

Hoempler, E., Kim, Y. H., & Paruchuri, S. [Market Reaction to Misconduct], 1<sup>st</sup> revise and resubmit at *Organization Science*

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

Cho, J., Morris, M., Liu, Z., Kim, Y. H., & Savani, K. [Reaction to Foreign Experiences], reject and resubmit at *Personality and Social Psychology Bulletin*

\* Working papers (full manuscript available upon request)

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

Kim, Y. H., Lee, K. & Boivie, S. [International Market Exit], preparation for submission

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

\* Works-in-progress

Kim, Y. H., Lee, Y. G., & Li, J. [Political Expressions and Labor Market Outcomes], writing state

Chae, R., Kim, Y. H., & Lee Cunningham, J. [Culture and Negative Spillover], writing stage

Lee, Y. G., Kim, Y. H., & Li, J. [Stigmatization and Labor Market Outcomes], writing stage

## AWARDS & FELLOWSHIPS

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### Awards

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

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

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### External grants

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

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)	2012
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, 2025 (scheduled)
- 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**

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

- MGMT450/IBUS450: International Environment of Business (2021, 2022; 2023; 2024; 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

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### Journals

- Editorial Board Member, *Administrative Science Quarterly* 2021 –
- Social media coordinator, *Administrative Science Quarterly* 2014 – 2017
- Co-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

### Doctoral Student Supervision

- Kyung Lee (Texas A&M, Management): Dissertation Committee
- Tien Yueh Cheng (Texas A&M, Sociology): Dissertation Committee

### 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 – 2023
- Member, Department of Management Faculty Recruiting Committee 2020
- Undergraduate Research Opportunity Program (UROP) Sponsor 2020
- 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 2012 – 2017
- Judge (for the social science section), UROP Spring Research Symposium 2014 – 2016