

Jooyoung Kim

The Eli Broad School of Management • Michigan State University
N475 North Business College Complex, East Lansing, MI 48824
Phone: 517-388-6998 • kimjooy2@msu.edu

Education

Jan 2017 – Present	Michigan State University <i>Ph.D. Candidate</i> in Strategic Management (Expected graduation: May 2022)	East Lansing, Michigan
Mar 2014 - Aug 2016	Yonsei University <i>M.S. Business Administration: Management</i>	Seoul, Korea
Mar 2006 - Feb 2011	Yonsei University <i>B.A. Psychology and B.A. Business Administration</i>	Seoul, Korea
Jan 2008 - Dec 2008	University of California, San Diego Study Abroad Program	La Jolla, California

Dissertation

Title: “Lean in: The antecedents and consequences of female directors’ attainment of powerful positions on boards”

Key words: gender diversity, board of directors, board committees, status characteristics theory, social identity theory, self-categorization theory

Committee: Dr. He Gao (co-Chair), Dr. Gerry McNamara (co-Chair), Dr. Russell E. Johnson, Dr. Quinetta Roberson Connally

Research Interest

Upper Echelons (CEOs, top management teams, board of directors), Diversity, Behavioral Theory, Linking Macro-Micro research, Middle Managers

Journal Publications

J. Kim, H. Lee, H. Gao, & R. Johnson. (2021). When CEOs are all about themselves: Perceived CEO narcissism and middle managers’ workplace behaviors amid the COVID-19 pandemic. *Journal of Applied Psychology, 106*(9), 1283-1298.

C. Devers, S. Wuorinen, G. McNamara, J. Haleblan, I. Gee, & **J. Kim.** (2020). An integrative review of the emerging behavioral acquisition literature: Charting the next decade of research. *Academy of Management Annals, 14*(2), 869-907.

Manuscripts Under Review

J. Kim, & H. Lee. Seeds for innovation to bloom: Female representation in TMT and the use of innovation-oriented intangible assets. *1st Revise and Resubmit at Strategic Organization.*

** Winner, Graduate Student Research Competition at the Human Capital Corporate Panel Academic Conference, 2020 (\$3,000)

Other Research Projects

H. Lee, **J. Kim,** & M. Triana. When employee gender diversity benefits firm performance: The importance of TMT gender diversity. *Manuscript in preparation for submission. Target: Academy of Management Journal.*

** Winner, POSCO Research Institute Best Doctoral Student Paper Award 2019 (\$2,000)

J. Kim, H. Gao, H. Lee, & R. Johnson. CEO communication and middle managers. *Manuscript in preparation. Target: Strategic Management Journal.*

J. Kim, H. Lee, & M. Triana. Gender and racial diversity on boards. *Data collection is underway. Target: Academy of Management Journal.*

H. Gao, **J. Kim,** & G. McNamara. Competitive dynamics. *Idea development. Target: Academy of Management Review.*

Conference Presentations

- J. Kim & H. Lee.** (2021, August). Seeds for innovation to bloom: Female representation in TMT and the use of innovation-oriented intangible assets. *Paper presented at the Virtual Academy of Management Meetings.*
- J. Kim, H. Lee, H. Gao, & R. Johnson.** (2021, August). When CEOs are All about Themselves: Perceived CEO narcissism and middle managers' workplace behaviors amid the COVID-19 pandemic. *Paper presented at the Virtual Academy of Management Meetings.*
- J. Kim, H. Lee, H. Gao, & R. Johnson.** (2020, October). Narcissus in Others' Eyes: Narcissistic CEO and middle Managers. *Paper presented at the Strategic Management Society Annual Conference, London, United Kingdom.*
- J. Kim & H. Lee.** (2020, August). Seeds for innovation to bloom: Female representation in TMT and the use of innovation-oriented intangible assets. *Paper presented at the Academy of Management Meetings Paper Development Workshop, Vancouver, Canada.*
- J. Kim & H. Lee.** (2019, August). Unpacking female talent at the top: Female representation in top management teams, innovation-relevant intangible resources, and firm performance. *Paper presented at the Academy of Management Meetings Paper Development Workshop, Boston, Massachusetts.*
- H. Lee & **J. Kim.** (2019, August). When employee gender diversity benefits firm performance: The importance of TMT gender diversity. *Paper presented at the Academy of Management Meetings, Boston, Massachusetts.*
- H. Gao, **J. Kim,** & G. McNamara. (2018, September). Strategic change and competitive dynamics: A conceptual framework to understand rivals' responses to strategic change. *Paper presented at the Strategic Management Society Annual Conference, Paris, France.*
- H. Gao, **J. Kim,** & G. McNamara. (2018, June). Strategic change and competitive dynamics: A conceptual framework to understand rivals' responses to strategic change. *Paper presented at the Competitive Dynamics Conference, Kingston, Canada.*

Awards

- 2020 Winner, Best PhD Paper, Graduate Student Research Competition at the Human Capital Corporate Panel Academic Conference, (\$3,000)
- 2019 Winner, POSCO Research Institute Best PhD Paper, Association of Korean Management Scholars (\$2,000)

Professional Activities

- 2020 - Present **Human Resource Management Journal**
Ad-hoc reviewer
- 2019 - Present **Academy of Management**
Conference reviewer

Teaching Experience

- 2020 Spring, **Business Policy and Strategic Management – Undergraduate level**
2020 - 2021 Fall *Recitation Instructor (both on-line and in-person)*
- 2018 Spring, **Business Policy and Strategic Management – Undergraduate level**
Fall *Instructor*
- 2018 - 2021 **Business Policy and Strategic Management – Undergraduate level**
Summer *Teaching Assistant (online)*
- 2019 Summer, **Leading Strategic Change (online) – Master level**
Fall *Teaching Assistant (online)*

Affiliations

- 2016 - Present **Academy of Management**
- 2018 - Present **Strategic Management Society**
- 2019 - Present **Association of Korean Management Scholars (AKMS)**

Professional Work Experience

- June 2011 - **CJ Cheil-jedang, Seoul, Korea** (U.S. equivalent of Tyson Foods/PepsiCo)
Jan 2014 *Marketing Analyst*