

## YEUN JOON KIM

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### EDUCATION

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2019 (Expected)	PhD Candidate	<b>University of Toronto</b> , Organizational Behavior at Joseph L. Rotman School of Management. Toronto, ON, Canada.
2013	M.S	<b>Seoul National University</b> , Organizational Behavior at College of Business Administration. Seoul, Republic of Korea.
2011	B.A	<b>Seoul National University</b> , College of Business Administration Seoul, Republic of Korea.
2007	B.S	<b>Yonsei University</b> , College of Electrical and Electronics Engineering Seoul, Republic of Korea.

### DISSERTATION

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Title: A leader may become a liability for a team: influences of a leader's past experience and ethicality

- Dissertation Chair: Chen-Bo Zhong
- Committee Members: Soo Min Toh, Stéphane Côté, and Matthew Feinberg
- External Committee Member: Jing Zhou (at Rice University)

### PUBLICATIONS (\* DENOTES SHARED AUTHORSHIP, † DENOTES PH.D. STUDENT)

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**Kim, Y.J.** and †Kim, J. (Conditionally Accepted). Does negative feedback benefit (or harm) recipient creativity? The role of the direction of feedback flow. *Academy of Management Journal*

**Kim, Y.J.\*** and Toh, S.M.\* (In Press). Stuck in the past? Leader past cultural experience and its influences on group cultures and outcomes. *Academy of Management Journal*

**Kim, Y.J.** and Zhong, C.B. (2017). Ideas rise from chaos: information structure and creativity. *Organizational Behavior and Human Decision Processes*

**Kim, Y.J.**, McRuer, G., & Hirsh, J. B. (2017). Creativity in the workplace. In B. J. Carducci (Editor-in-Chief) & J. S. Mio & R. E. Riggio (Vol. Eds.), *Wiley-Blackwell encyclopedia of personality and individual differences*: Vol. IV. Clinical, applied, and cross-cultural research. Hoboken, NJ: John Wiley & Sons.

**Kim, Y.J.** and Zhong, C.B. (2016). Moral reasoning and creativity. *Academy of Management Best Paper Proceedings*

### MANUSCRIPTS UNDER REVIEW

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**Kim, Y.J.** and Toh, S.M. [Childhood wealth and leadership]. *Revise and resubmit at the Academy of Management Journal*

**Kim, Y.J.** [Prosocial motivation and performance]. *Under review at the Journal of Applied Psychology*

**Kim, Y.J.** [Heuristic evaluation of creativity]. *Under review at the Academy of Management Discoveries.*

## MANUSCRIPTS IN PREPARATION († DENOTES PH.D. STUDENT)

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**Kim, Y.J.** and Zhou, J. (at Rice University) *Knowledge sharing and creativity* (revising manuscript)

- Two field studies and one laboratory experiment have been done

**Kim, Y. J.** and Zhong, C.B. *Moral reasoning and creativity* (revising manuscript).

- Seven laboratory experiments have been done

†Jacobsen, C. and **Kim, Y.J.** *Feedback on consequences of donation* (revising manuscript).

- Three laboratory experiment have been done

**Kim, Y.J.** *Are high performing leaders liabilities for teams? The influences of expatriate leaders' past performance on creativity and routine performance in subsidiary teams* (writing manuscript).

- One longitudinal study (four waves) has been done

**Kim, Y.J.** and Toh, S.M. *Culture and gender as sources of stereotype threats in leadership* (writing manuscript).

- One field study has been done

**Kim, Y.J.** *The closer to promotion, the harsher am I? The influences of a leader's promotion appraisal on team Creativity* (writing manuscript).

- One field study has been done

**Kim, Y.J.** *Socioeconomic status and creativity: middle status disadvantage through norm conformity* (writing manuscript).

- Three laboratory experiments and one field study have been done

**Kim, Y.J.** *Joint influences of information structure and availability on team creativity and routine performance* (analyzing data).

Zhong, C.B., Dong, P. (at Northwestern University), and **Kim, Y.J.** *Conspirators and emotional bonds* (analyzing data).

## SELECTED CONFERENCE PRESENTATIONS († DENOTES PH.D. OR UNDERGRADUATE STUDENT)

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**Kim, Y.J.** and Toh, S.M. (August, 2018) *Stuck in the past? leader past cultural experience and its influences on group cultures and outcomes.* The Academy of Management Annual Meeting. Chicago, IL.

**Kim, Y.J.** and †Choi, J.S. (August, 2018). *Prosocial motivation as a double-edged sword on creativity.* The Academy of Management Annual Meeting. Chicago, IL.

**Kim, Y.J.** (July, 2018). *Ethical leadership and team creativity: the mechanism of team norm conformity.* INGRoup Annual Conference, MD, Washington DC, July 2018.

**Kim, Y.J.** and †Kim, J. (July, 2018). *Is negative feedback good or bad for recipient creativity? The moderating role of the direction of feedback flow.* INGRoup Annual Conference, MD,

Washington DC.

**Kim, Y.J.** and Toh, S.M. (July, 2018). *Stuck in the past? Leader past cultural experience and its influences on group cultures and outcomes*. INGroup Annual Conference, MD, Washington DC.

**Kim, Y.J.** (May, 2018). *Ethical leadership and team creativity: the mechanism of team norm conformity*. 30th APS Annual Convention. San Francisco, CA.

**Kim, Y.J.**, <sup>†</sup>Kim, J., and <sup>†</sup>Park, S.J. (May, 2018). *Is negative feedback good or bad for recipient creativity? The moderating role of the direction of feedback flow*. 30th APS Annual Convention. San Francisco, CA.

**Kim, Y.J.** (August, 2017). *Is ethical leadership good or bad for team creativity? Norm conformity vs. safety pathways*. The Academy of Management Annual Meeting, Atlanta, GA.

**Kim, Y.J.** and Toh, S.M. (August, 2017). *Cultural learning by hiring new leaders: perpetuating effect of cultural tightness in groups*. The Academy of Management Annual Meeting, Atlanta, GA.

**Kim, Y.J.** and Toh, S.M. (June, 2017). *Cultural learning by hiring new leaders: perpetuating effect of cultural tightness in groups*. The European Academy of Management, Glasgow, Scotland.

<sup>†</sup>Kim, J., <sup>†</sup>Park, S. J., <sup>†</sup>Choi, J.S., <sup>†</sup>Park, J., and **Kim, Y.J.** (June, 2017). *Perpetuating influences of childhood wealth on directive and empowering leadership*. The European Academy of Management, Glasgow, Scotland.

- Also, this paper was presented by <sup>†</sup>Park, S. J., <sup>†</sup>Kim, J., and <sup>†</sup>Choi, J.S. (August, 2017) at the Academy of Management Annual Meeting, Atlanta, GA.

**Kim, Y.J.** (May, 2017). *Ethical leadership and team creativity: team norm conformity and psychological safety as conflicting pathways*. Trans-Atlantic Doctoral Conference, London, United Kingdom.

**Kim, Y.J.**, <sup>†</sup>Park, S.J., and <sup>†</sup>Choi, J.S. (May, 2017). *Conflicting influences of prosociality on creativity: roles of prosocial impact of task*. 29<sup>th</sup> APS Annual Convention, Boston, MA.

<sup>†</sup>Park, S.J., <sup>†</sup>Kim, J., **Kim, Y.J.**, and <sup>†</sup>Choi, J.S. (May, 2017). *Perpetuating influences of past environment on leadership*. 29<sup>th</sup> APS Annual Convention, Boston, MA.

**Kim, Y.J.**, <sup>†</sup>Kim, J., <sup>†</sup>McRuer, G., <sup>†</sup>Choi, J.S., <sup>†</sup>Kim, J., and <sup>†</sup>Park, S.J. (April, 2017). *Negative feedback and creativity moderated by power*. The Annual Meeting of Society for Industrial and Organizational Psychology, Orlando, FL.

**Kim, Y.J.** and Zhong, C.B. (August, 2016). *Moral reasoning and creativity*. Academy of Management Annual Meeting, Anaheim, CA.

- Selected for the ***Academy of Management Best Paper Proceedings***

**Kim, Y.J.** and <sup>†</sup>Cho, A. (August, 2016). *When is supervisor knowledge sharing harmful for subordinate's creativity? Moderating roles of subordinate's expertise*. Academy of Management Annual Meeting, Anaheim, CA.

- Selected for the ***Samsung Economic Research Institute Best Paper Awards***

**Kim, Y.J.** and Zhong, C.B. (May, 2016). *Moral reasoning and creativity*. Trans-Atlantic Doctoral Conference in London UK.

Zhong, C.B., DeCelles, K., **Kim, Y.J.**, and †House, J. (August 2015). *Dirty dungeons and clean cubicles: organizational consequences of workplace cleanliness*. Academy of Management Annual Meeting, Vancouver, BC.

**Kim, Y.J.** (April, 2013). *Intrinsic motivation-creativity relationship with moderating mechanisms of supervisor knowledge sharing*. The annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

**Kim, Y.J.**, and †Cho, H.M. (April, 2013). *The effectiveness of supervisor knowledge sharing: moderating roles of expertise*. The annual meeting of Society for Industrial and Organizational Psychology, Houston, TX.

**Kim, Y.J.** (April, 2013). *Moderating roles of social exchange concepts on personality-outcome relationship*. The annual meeting of Society for Industrial and Organizational Psychology, Houston, TX.

## GRANTS AND AWARDS

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2018-2019	Doctoral Competition Award (CAD 6,500)
2018-2019	Research Travel Grant from School of Graduate Studies (CAD 1,561) - For field experiments in Korean organizations
2018	Conference Travel Grant from School of Graduate Studies (CAD 590)
2018	Conference Travel Grant from Association for Psychological Science (USD 200)
2017-2018	Research Travel Grant from School of Graduate Studies (CAD 2,868) - For data collections in Spain and Portugal
2017-2018	Ontario Graduate Scholarship (CAD 15,000)
2016-2017	Research Grant from Lee-Chin Family Institute (CAD 6,572) - For data collection in Korean organizations
2016-2017	Research Travel Grant from School of Graduate Studies (CAD 2,468) - For field experiments at UNICEF in Denmark 2016
2016	Samsung Economic Research Institute Best Paper Awards (USD 1,000)
2016	Conference Travel Grant from School of Graduate Studies (CAD 620)
2015-2016	GSEF – James Paopst Fellowship
2013-Current	Director's Fellowships from the University of Toronto
2012-2013	National Humanities and Social Sciences Graduate Research Scholarship from Korean Student Aid Foundation (KOSAF)
2010	Dean's List and Full Scholarship for Academic Excellence, Seoul National University
2006	Scholarship for Academic Excellence, Yonsei University

## TEACHING

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### University of Toronto, Rotman School of Management

Winter 2018	Teaching Assistant	Advanced Negotiations and Conflict Management (MBA)
Fall 2017	Teaching Assistant	Advanced Negotiations and Conflict Management (MBA)
Summer 2017	Teaching Assistant	Advanced Negotiations and Conflict Management (MBA)
Winter 2017	Teaching Assistant	Advanced Negotiations and Conflict Management (MBA)
Summer 2016	Tutorial Lecturer	Organizational Behavior (Undergraduate Course)
	Teaching Assistant	

Fall 2015	Teaching Assistant	Advanced Negotiations and Conflict Management (MBA)
Summer 2015	Guest Lecturer	Organizational Behavior (Undergraduate Course)
Fall 2014	Teaching Assistant	Advanced Negotiations and Conflict Management (MBA)

## ACADEMIC SERVICE AND MEMBERSHIP

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### AD-HOC REVIEWER

- *Organizational Behavior and Human Decision Processes* (2017-Current)
- *Journal of Creative Behavior* (2018)
- *Academy of Management Annual Meeting* (2013-Current)
- *INGROUP Annual Conference* (2017-Current)
- *European Academy of Management* (2017-Current)

### ACADEMIC MEMBERSHIP

- *Academy of Management* (2012-Current)
- *Society for Industrial and Organizational Psychology* (2012-Current)
- *Association for Psychological Science* (2017-Current)
- *European Academy of Management* (2017)

## PROFESSIONAL EXPERIENCES

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2006-2009	<b>Samsung Electronics Co., Ltd.</b> A Software Engineer and Product Designer in the Wireless Communication Division
2002-2004	<b>Republic of Korea Army</b> , 9 <sup>th</sup> Division, Sergeant.
2001-2002	<b>Blue Travel Company</b> , Local Tour Guide in London, the U.K. and in Munich, Germany.

## REFERENCES

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### Chen-Bo Zhong

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Rotman School of Management,  
University of Toronto.  
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### Jing Zhou

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