

YEUN JOON KIM

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EDUCATION

2013-Current	PhD Candidate	University of Toronto , Organizational Behavior at Joseph L. Rotman School of Management. Toronto, ON, Canada.
2013	M.S	Seoul National University , Organizational Behavior at College of Business Administration. Seoul, Republic of Korea.
2011	B.A	Seoul National University , College of Business Administration Seoul, Republic of Korea.
2007	B.S	Yonsei University , College of Electrical and Electronics Engineering Seoul, Republic of Korea.

PROFESSIONAL EXPERIENCES

2006-2009	Samsung Electronics Co., Ltd. Software Engineer in Wireless Communication Division
2002-2004	Republic of Korea Army , 9 th Division, Sergeant.
2001-2002	Blue Travel Company , Local Tour Guide in London in UK and in Munich in Germany.

GRANTS AND AWARDS

2017	DesignWorks Research Grant (CAD 6,600)
2016	Samsung Economic Research Institute Best Paper Awards (USD 1,000)
2016	Research Grant from Lee-Chin Family Institute (CAD 6,572) - For data collection from Korean organizations
2016	Research Travel Grant from School of Graduate Studies (CAD 2,468) - For field experiment with UNICEF in Denmark 2016
2016	Conference Travel Grant from School of Graduate Studies (CAD 620)
2015-2016	GSEF – James Paopst Fellowship
2013-Current	Director’s Fellowships from 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

RESEARCH INTERESTS

Creativity, Leadership, and Morality

DISSERTATION

Title (tentative): Ethical Leadership and Team Creativity: Psychological Safety and Norm Conformity as Conflicting Pathways

- Dissertation Chair: Chen-Bo Zhong

- Committee Members: Soo Min Toh, Stéphane Côté, Jacob Hirsh, and Matthew Feinberg

PUBLICATIONS

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., and Hirsh, J. 2017. Creativity in the Workplace. *Wiley Encyclopedia of Personality and Individual Differences*. Hoboken, NJ: Wiley.

Kim, Y. J. and Zhong, C.B. 2016. *Moral Reasoning and Creativity. Academy of Management Best Paper Proceedings*

MANUSCRIPT UNDER REVIEW

Kim, Y. J. and Kim, J. Is Negative Feedback Good or Bad for Creativity? The Moderating Role of Power. *Revise and Resubmit at Academy of Management Journal*

Kim, Y. J. and Toh, S. M. Cultural Learning by Hiring New Leaders: Perpetuating Cultural Tightness and Its Influence on Positive and Negative Deviance in Groups. *Revise and Resubmit at Academy of Management Journal*

Kim Y. J. Ethical Leadership and Team Creativity: Team Norm Conformity and Psychological Safety as Conflicting Pathways. Under review at *Academy of Management Journal*

Kim, Y. J. Prosocial Motivation and Creativity: Moderating Roles of Prosocial Impact of Task. Under Review at *Journal of Applied Psychology*

MANUSCRIPT IN PREPARATION

Kim, Y. J. and Zhou, J. (at Rice University) *Knowledge Sharing and Creativity*

- One laboratory experiment and one field study were done
- Revising the paper

Kim, Y. J. and Toh, S.M. Perpetuating Influences of Childhood Wealth on Directive and Empowering Leadership.

- One field study was done
- Revising the paper

Kim, Y. J.* and Kim, J. K.* *Heuristic Evaluation of Creativity: Motivational Inferences*

- Four laboratory experiments were done
- Revising the paper

Kim, Y. J. and Kim, J. K. *Heuristic Evaluation of Creativity: Organizational Tenure and Novelty and Usefulness Evaluation*

- One laboratory experiment and one field study were done
- Revising the paper

Kim, Y. J. *Organizational Resources and Employee Creativity: Moderating Roles of Childhood Wealth*

- Two laboratory experiments and one field study were done
- Revising the paper

Kim, Y. J. *Perpetuating Influences of Childhood Wealth on Ethical Leadership*

- One field study was done
- Writing manuscript

Kim, Y. J. and Zhong, C.B. *Moral Reasoning and Creativity.*

- Seven laboratory experiments were done
- Writing manuscript

Kim, Y. J.* and Jacobsen, C.* (at University of Copenhagen) *Feedback on Consequences of Donation.*

- Three laboratory experiments were done. A field experiment with UNICEF in Denmark is on-going.

Zhong, C.B., DeCelles, K., **Kim, Y. J.**, House, J. *Dirty Dungeons and Clean Cubicles: Organizational Consequences of Workplace Cleanliness.*

- Writing manuscript

Zhong, C.B., Dong, Ping., and **Kim, Y. J.** *Conspirators and Emotional Bonds.*

- Second laboratory experiment is on-going.

CONFERENCE PRESENTATION (IN REVERSE CHRONOLOGICAL ORDER)

Kim, Y. J. *Is Ethical Leadership Good or Bad for Team Creativity? Norm Conformity vs. Safety Pathways.* Paper will be presented at the Academy of Management Annual Meeting, Atlanta, GA, August 2017.

Kim, Y. J. and Toh, S.M., *Cultural Learning by Hiring New Leaders: Perpetuating Effect of Cultural Tightness in Groups.* Paper will be presented at the Academy of Management Annual Meeting, Atlanta, GA, August 2017.

Kim, Y. J. and Toh, S.M., *Cultural Learning by Hiring New Leaders: Perpetuating Effect of Cultural Tightness in Groups.* Paper will be presented at the European Academy of Management, Glasgow, Scotland, June 2017

Choi, J. S., **Kim, Y. J.**, Park, S. J., Kim, J., and Park, J. *Prosocial Motivation and Creativity: Enabling Roles of Prosocial Impact of Task.* Paper will be presented at the European Academy of Management, Glasgow, Scotland, June 2017

Kim, J., Park, S. J., Choi, J. S., Park, J., and **Kim, Y. J.** *Perpetuating Influences of Childhood Wealth on Directive and Empowering Leadership.* Paper will be presented at the European Academy of Management, Glasgow, Scotland, June 2017

- Also, this paper will be presented by Park, S. J., Kim, J., and Choi, J. S. at the Academy of Management Annual Meeting, Atlanta, GA, August 2017.

Kim, Y. J. *Ethical Leadership and Team Creativity: Team Norm Conformity and Psychological Safety as Conflicting Pathways.* Paper will be presented at Trans-Atlantic Doctoral Conference in London UK, May 2017

Kim, Y. J., Park, S.J., and Choi, J.S. *Conflicting Influences of Prosociality on Creativity: Roles of Prosocial Impact of Task*. Paper will be presented at the 29th APS Annual Convention, May 2017.

Park, S.J., Kim, J., **Kim, Y. J.,** and Choi, J.S. *Perpetuating Influences of Past Environment on Leadership*. Paper will be presented at the 29th APS Annual Convention, May 2017.

Kim, Y. J., Kim, J., McRuer, G., Choi, J. S., Kim, J., and Park, S. J. *Negative Feedback and Creativity Moderated by Power*. Paper will be presented at the annual meeting of Society for Industrial and Organizational Psychology, Orlando, Florida, April 2017.

Kim, Y. J. and Zhong, C.B., *Moral Reasoning and Creativity*. Academy of Management Annual Meeting, Anaheim, CA, August 2016.
- Selected for the *Academy of Management Best Paper Proceedings*

Kim, Y. J. and Zhong, C.B., *Moral Reasoning and Creativity*. Trans-Atlantic Doctoral Conference in London UK, 2016.

Kim, Y. J. and Cho, A. *When is Supervisor Knowledge Sharing Harmful for Subordinate's Creativity? Moderating Roles of Subordinate's Expertise*. Academy of Management Annual Meeting, Anaheim, CA, August 2016.
- Selected for the *Samsung Economic Research Institute Best Paper Awards*

Zhong, C.B., DeCelles, K., **Kim, Y. J.,** House, J. *Dirty Dungeons and Clean Cubicles: Organizational Consequences of Workplace Cleanliness*. Academy of Management Annual Meeting, Vancouver, B.C., August 2015.

Kim, Y. J. *Intrinsic Motivation-Creativity Relationship with Moderating Mechanisms of Supervisor Knowledge Sharing*. The annual meeting of the Society for Industrial and Organizational Psychology, Houston, Texas, April 2013.

Kim, Y. J., & Cho, H.M. *The Effectiveness of Supervisor Knowledge Sharing: Moderating Roles of Expertise*. The annual meeting of Society for Industrial and Organizational Psychology, Houston, Texas, April 2013.

Kim, Y. J. *Moderating Roles of Social Exchange Concepts on Personality-Outcome Relationship*. The annual meeting of Society for Industrial and Organizational Psychology, Houston, Texas, April 2013.

Kim, Y. J., Yun, S.H., & Cho, H.M. *Too Much of Good Thing: Supervisor Knowledge Sharing and Task Performance Moderated by Job Demands*. Academy of Management Annual Meeting, Boston, Massachusetts. August 2012.

Kim, Y. J., Cho, H.M., Han, S.J., Son, S. Y., & Park, H.T. *The Joint Effect of Personality and Social Exchange Relationships on Individual Outcomes*. Academy of Management Annual Meeting, Boston, Massachusetts. August 2012.

Kim, Y. J., Yun, S.H., Park, H.T., & Kim, S.J. *Antecedents and a Consequence of Abusive Supervision*. The annual meeting of International Academy of Business and Economics, Venice, Italy, June 2012.

Yoo, Y.S., Lee, S.J., Cheong, M.Y., & **Kim, Y. J.** *LGO, EXID and KS: Moderating Role of Coworker Support*. The annual meeting of Society for Industrial and Organizational Psychology,

San Diego, California. April 2012.

TEACHING

University of Toronto, Rotman School of Management

- Teaching Assistant, RSM 2603 Advanced Negotiations and Conflict Management (MBA intensive, Winter 2017)
- Teaching Assistant, RSM 2603 Advanced Negotiations and Conflict Management (MBA intensive, Summer and Fall 2015)
- Teaching Assistant, RSM 2603 Advanced Negotiations and Conflict Management (MBA intensive, Fall 2014)
- Teaching Assistant, RSM 2603 Advanced Negotiations and Conflict Management (MBA intensive, Summer 2014)