

YEUN JOON KIMy.kim@jbs.cam.ac.uk**ACADEMIC APPOINTMENT**

2021-Current	Associate Professor (With Tenure)	University of Cambridge , Organizational Behavior Area, Cambridge Judge Business School
2019-2021	Assistant Professor	University of Cambridge , Organizational Behavior Area, Cambridge Judge Business School

EDUCATION

2019	PhD	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.

RESEARCH INTERESTS

- Creativity, Innovation, and Innovation Diffusion in Teams
- Culture Creation and Change
- Artificial Intelligence

PUBLISHED OR ACCEPTED PAPERS (* DENOTES SHARED AUTHORSHIP, † DENOTES PH.D. STUDENT)

Grossman et al (2023). Insights into accuracy of social scientists' forecasts of societal change. *Nature Human Behavior*.

- This is a global crowdsourcing project where 100+ authors collaborated.

Kim, Y.J., Toh, S.M., and Baik, S. (2022). Culture Creation and Change: Making Sense of the Past to Inform Future Research Agendas. *Journal of Management*.

- Drawing on the theoretical framework developed by my earlier paper (Kim and Toh, 2019, AMJ), we (1) review past research on culture creation and change, (2) refine the theoretical framework, and (3) propose new theories and model for creating functional cultures in organizations.

†Luan, Y and **Kim, Y.J.** (2022). An integrative model of new product evaluation: a systematic investigation of perceived novelty and product evaluation in the movie industry. *PLoS ONE*.

- Selected Media Coverage: The Economist.

Tierney et al. (2021). A creative destruction approach to replication: Implicit work and sex morality across cultures. *Journal of Experimental Social Psychology*.

- This is a global crowdsourcing project where 100+ authors collaborated.

Kim, Y.J. and †Kim, J. (2020). Does negative feedback benefit (or harm) recipient creativity? The role of the direction of feedback flow. *Academy of Management Journal*.

- The 3rd place in *Most Read Article* at the Academy of Management Journal in 2020.
- Selected Media Coverage: Forbes, Harvard Business Review, Ladders.

Kim, Y.J.* and Toh, S.M.* (2019). Stuck in the past? Leader past cultural experience and its influences on group cultures and outcomes. *Academy of Management Journal*

- Selected Media Coverage: Irish Times, Economic Times, Inverse.

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

- Selected Media Coverage: The Globe and Mail, IEDP, Ze.tt.

OTHER PUBLICATIONS (ENCYCLOPEDIA, BOOK CHAPTERS, PRACTITIONER JOURNALS)

Kim, Y.J. and Toh, S.M. (2021). New Leaders Bring Unwanted Cultural Baggage with Them. *Harvard Business Review*.

Kim, Y.J. and Meeker, A. (2020). [A Subordinate's Criticism Makes You More Creative](#). *Harvard Business Review*.

Kim, Y.J., McRuer, G., and Hirsh, J. B. (2020). 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*

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

†Luan, Y. and **Kim, Y.J.** (August, 2023) The Link between Relationship, Feedback Seeking and Feedback Giving: A Network Perspective. The Academy of Management Annual Meeting.

†Luan, Y. and **Kim, Y.J.** (August, 2023) Unpacking the Power of Feedback: Investigating the Structure of Effective Feedback. The Academy of Management Annual Meeting.

†Luan, Y. and **Kim, Y.J.** (August, 2023) Exploring Experts' Approaches to Creativity Evaluation. The Academy of Management Annual Meeting.

†Fink, L., Richter, A., and **Kim, Y.J.** (August, 2022) Team Leader Temporal Focus and Team Creativity: Self-regulation Theory. The Academy of Management Annual Meeting.

†Luan, Y. and **Kim, Y.J.** (August, 2022) Team Leader Temporal Focus and Team Creativity: Self-regulation Theory. The Academy of Management Annual Meeting.

Kim, Y.J. (August, 2021) *A Quasi-Field Experiment Examining the Conflicting Links between Positive Feedback and Creativity*. The Academy of Management Annual Meeting.

- †Luan, Y., **Kim, Y.J.**, and †Chang, S. (August, 2021) *The Perceiving Side of Novelty: Its Role in Product Evaluation*. The Academy of Management Annual Meeting.
- †Luan, Y., **Kim, Y.J.**, and †Chang, S. (February, 2021) *An Integrative Model of New Product Evaluation: A Systematic Investigation on Perceived Novelty and Overall Evaluation in the Movie Industry*. The SPSP Annual Convention.
- Kim, Y.J.**, †Baik, S.Y., Toh, S.M., and †Luan, Y. (August, 2020) *Leadership by Gender Stereotypes: Systematic Examinations of Culture and Gender of Leaders*. The Academy of Management Annual Meeting. Vancouver, BC, Canada.
- ***The winner of the Faculty Transnational Research Award in the division of the Gender and Diversity in Organizations***
- Kim, Y.J.**, Toh, S.M., and †Luan, Y. (August, 2020) *The Imprinting Perspective on the Origins of Leadership*. The Academy of Management Annual Meeting. Vancouver, BC, Canada.
- Kim, Y.J.** and Park, T. Y. (August, 2020) *Three types of turnover and team performance: Three distinctive psychological mechanisms*. The Academy of Management Annual Meeting. Vancouver, BC, Canada.
- Kim, Y.J.**, †Baik, S.Y., and Toh, S.M. (January, 2020) *Ways women lead: Adapting leadership behavior to culturally tight-loose groups and male followers*. The Berkeley Haas Culture Conference. UC Berkeley.
- 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.** (May, 2018). *Ethical leadership and team creativity: the mechanism of team norm conformity*. 30th APS Annual Convention. San Francisco, CA.
- Kim, Y.J.**, †Kim, J., and †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.
- **The finalist for the EURAM Most Inspirational Paper Award (one of the four finalists)**

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

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

Kim, Y.J., †Kim, J., †McRuer, G., †Choi, J.S., †Kim, J., and †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 †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.

AWARDS, GRANTS, AND FELLOWSHIPS

- 2024-2026 Collaboration with Institute for Metabolic Science, University of Cambridge
 - Allocation of part of Wellcome Award (GBP 266,693) for my research on culture creation and change.
 - University announcement: <https://www.cam.ac.uk/research/news/wellcome-awards-cambridge-ps18-million-for-two-discovery-research-platforms>
- 2023 Research Grant from Cambridge Judge Business School
- 2022 Research Grant from Cambridge Judge Business School
- 2020 The Winner of the Faculty Transnational Research Award from Academy of Management Annual Meeting (the Division of the Gender and Diversity in Organizations)
- 2020 The finalist of the Alvah Chapman Outstanding Dissertation Award
- 2019-2020 Four Research Grants from Cambridge Judge Business School
- 2018-2019 Doctoral Competition Award from the Rotman School of Management
- 2016-2019 Three Research Travel Grant from the School of Graduate Studies
- 2016-2018 Two Conference Travel Grant from the School of Graduate Studies
- 2018 Conference Travel Grant from Association for Psychological Science
- 2017-2018 Ontario Graduate Scholarship
- 2017 The finalist for the EURAM Most Inspirational Paper Award (one of the four finalists)
- 2016-2017 Research Grant from Lee-Chin Family Institute
- 2016 The Winner of Samsung Economic Research Institute Best Paper Award
- 2015-2016 GSEF – James Paopst Fellowship
- 2013-2019 Director’s Fellowships from the University of Toronto
- 2012-2013 National Humanities and Social Sciences Graduate Research Scholarship from Korean Student Aid Foundation (KOSAF)

TEACHING AND SUPERVISION

University of Cambridge, Judge Business School

- 2024 Organizational Behavior (Global Executive Master of Business Administration)
 Group Dynamics (Executive Master of Business Administration in Korea University)
 Organization-Part 1 (MSt: Entrepreneurship)
 Organizational Behavior (Engineering Undergraduates)
 Organizational Behavior Seminar (PhD)
- 2023 Organization-Part 1 (MSt: Entrepreneurship)
 Organizational Behavior (Engineering Undergraduates)
 Organizational Behavior (Judge Undergraduates)
- 2022 Organizational Behavior Seminar (PhD)
 Organization-Part 1 (MSt: Entrepreneurship)
 Organizational Behavior (Engineering Undergraduates)
 Organizational Behavior (Judge Undergraduates)
- 2021 Organization-Part 1 (MSt: Entrepreneurship)
 Organizational Behavior (Engineering Undergraduates)
 Organizational Behavior (Judge Undergraduates)
- 2020 Organization-Part 1 (MSt: Entrepreneurship)
 Organizational Behavior (Engineering Undergraduates)
 Organizational Behavior (Judge Undergraduates)

2019 Organizational Behavior (Engineering Undergraduates)
 Organizational Behavior (Judge Undergraduates)

Ph.D. / MPhil Student Supervision

2023-Current Pengzhao Lyu. MPhil student, University of Cambridge
2023-Current Chuyin Chen. MPhil student, University of Cambridge
2022-2023 Myungjin Chung. MPhil student, University of Cambridge
2021-2022 Chang Su. MPhil student, University of Cambridge
2020-Current Yingyue (Luna) Luan. Ph.D. candidate, University of Cambridge
2020-Current Louisa Fink. Ph.D. candidate, University of Cambridge

ACADEMIC SERVICE AND MEMBERSHIP

Editorial Review Board

Academy of Management Journal: 2023-Current

AD-HOC REVIEWS

Academy of Management Journal
Organizational Behavior and Human Decision Processes
Organization Science
PLOS ONE
Journal of Creative Behavior
Strategy Science
Telematics and Informatics

ACADEMIC MEMBERSHIP

Academy of Management; *Society for Industrial and Organizational Psychology*; *Association for Psychological Science*; *European Academy of Management*

DISCUSSANT

- Academy of Management Annual Conference (2019). "Halfway There, But Now What? Advice for Pre-dissertation Doctoral Students."

SELECTED MEDIA COVERAGE

Forbes, *Harvard Business Review*, *The Globe and Mail*, *The Economist*, *Science Daily*, *Ladders*, *Irish Times*, *Economic Times*, *Inverse*, *Big Think*, *Consumer Affairs*, *Thrive Global*, *Hindustan Times*, *Ze.tt*, *Dong-A Business Review*, *Times of India*, *IEDP*, *Medcom ID*, *Academy of Management Insights*, *CambridgeNetwork*, *Human Resource Director*, *Personal Human Science*, *ZME Science*, *PsychCentral*, *Institute for Public Relations*, *QS Study*, *News Magus*, *Les Actualites*, *Ponlenombreatufuturo*, *Dhingla*, *Harvard Business Review – France*.

PROFESSIONAL EXPERIENCES AND SERVICES

2022-2023 **Kyobo Lifeplanet Life Insurance Company.**
 Independent Director

- 2006-2009 **Samsung Electronics Co., Ltd.**
A Software Engineer and Product Designer in Wireless Communication Division
- 2002-2004 **Republic of Korea Army**
9th Division, Sergeant.