

**YEUN JOON KIM**[y.kim@jbs.cam.ac.uk](mailto:y.kim@jbs.cam.ac.uk)**ACADEMIC APPOINTMENT**

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

**EDUCATION**

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2019	PhD	<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.

**RESEARCH INTERESTS**

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

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

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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 3<sup>rd</sup> 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)**

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Luan, Y. and **Kim, Y.J.** (2024). Is Helping My Job? The Bright and Dark Sides of Helping-Inclusive HR Practice for Employee Helping. *Academy of Management Best Paper Proceedings*

**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)**

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†Luan, Y. and **Kim, Y.J.** (2024). Is Helping My Job? The Bright and Dark Sides of Helping-Inclusive HR Practice for Employee Helping. The Academy of Management Annual Meeting.  
- Selected for the *Academy of Management Best Paper Proceedings*

†Luan, Y. and **Kim, Y.J.** (2024). AI's Creative Promise: For Better or For Worse? The Academy of Management Annual Meeting.

†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.* 29<sup>th</sup> 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.* 29<sup>th</sup> 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**

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2024 Best Paper at Academy of Management Annual Proceeding  
 2024-2026 Welcome Awards based on Collaboration with Institute for Metabolic Science, University of Cambridge  
 - Allocation of part of Welcome Awards (GBP 266,693) for my research on culture creation and change.  
 - University announcement: <https://www.cam.ac.uk/research/news/welcome-awards-cambridge-ps18-million-for-two-discovery-research-platforms>  
 2023 Tony Cowling Foundation Award (GBP 10,000)  
 Research Grant from Cambridge Judge Business School (GBP 5,000)  
 2022 Research Grants from Cambridge Judge Business School (GBP 10,000)  
 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  
 2016 Best Paper at Academy of Management Annual Proceeding  
 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**

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### **University of Cambridge, Judge Business School**

2025 Organizational Behavior and Team Dynamics (*Global Executive Master of Business Administration*, joint program of Cambridge University and Peking University)  
 Organizational Behavior and Team Dynamics (*Executive Master of Business Administration*, Cambridge University)  
 Group Dynamics (*Executive Master of Business Administration* in Korea University)  
 Organization-Part 1 (*Masters in Entrepreneurship*, Cambridge University)

	Organizational Behavior ( <i>Engineering Undergraduates</i> , Cambridge University)
	Organizational Behavior Seminar ( <i>PhD</i> , Cambridge University)
2024	Organization-Part 1 ( <i>Masters in Entrepreneurship</i> , Cambridge University)
	Organizational Behavior ( <i>Engineering Undergraduates</i> , Cambridge University)
	Organizational Behavior Seminar ( <i>PhD</i> , Cambridge University)
2023	Organization-Part 1 ( <i>Masters in Entrepreneurship</i> , Cambridge University)
	Organizational Behavior ( <i>Engineering Undergraduates</i> , Cambridge University)
2022	Organizational Behavior Seminar ( <i>PhD</i> , Cambridge University)
	Organization-Part 1 ( <i>Masters in Entrepreneurship</i> , Cambridge University)
	Organizational Behavior ( <i>Engineering Undergraduates</i> , Cambridge University)
	Organizational Behavior ( <i>Judge Undergraduates</i> , Cambridge University)
2021	Organization-Part 1 ( <i>Masters in Entrepreneurship</i> , Cambridge University)
	Organizational Behavior ( <i>Engineering Undergraduates</i> , Cambridge University)
	Organizational Behavior ( <i>Judge Undergraduates</i> , Cambridge University)
2020	Organization-Part 1 ( <i>Masters in Entrepreneurship</i> , Cambridge University)
	Organizational Behavior ( <i>Engineering Undergraduates</i> , Cambridge University)
	Organizational Behavior ( <i>Judge Undergraduates</i> , Cambridge University)
	Organizational Behavior ( <i>Engineering Undergraduates</i> , Cambridge University)
2019	Organizational Behavior ( <i>Judge Undergraduates</i> )

### Ph.D. / MPhil Supervision

2023-Current	Pengzhao Lyu. Ph.D student, University of Cambridge
2023-2024	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

### Dissertation/Thesis Committee Outside Judge Business School

2023	Chun Yat Bryan Pang in Mphil in Biological Sciences
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### Service for the University of Cambridge

2024-Current	SMO (MPhil) Directorship
2023-Current	PhD/Mres/Mphil Coordinator (Representative) in the Organizational Behavior Area
2019-Current	OB PhD/Mres Selection Committee
2019-Current	Organizer of Guest Seminars in the Organizational Behavior Area

## ACADEMIC SERVICE AND MEMBERSHIP

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### Editorial Review Board

*Academy of Management Journal*: 2023-Current

### AD-HOC REVIEWS

*Academy of Management Journal*  
*Organizational Behavior and Human Decision Processes*  
*Organization Science*  
*Journal of Applied Psychology*  
*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."

#### **SERVICE AT THE UNIVERSITY OF CAMBRIDGE**

OB Representative in the PhD Steering Committee: 2023-current

OB Representative for MPhil SMO: 2023-current

OB Seminar Organizer: 2019-current

Internal Examiner of Management Study Tripos: 2019-2021

#### **SELECTED MEDIA COVERAGE**

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*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**

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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**  
9<sup>th</sup> Division, Sergeant.