

YEUN JOON KIM

y.kim@jbs.cam.ac.uk

ACADEMIC APPOINTMENT

University of Cambridge

Associate Professor

2021-Current [Cambridge Judge Business School](#)
2024-Current [\(Cross-Affiliation\) Institute of Metabolic Science, School of Clinical Medicine](#)

Director of the MPhil in Strategy, Marketing, Operations and Organisational Behaviour Programme

2024-Current Cambridge Judge Business School

Assistant Professor

2019-2021 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)

†Luan, Y, **Kim, Y.J.**, and Zhou, J (In press). Augmented Learning for Joint Creativity in Human-GenAI Co-Creation. *Information Systems Research*.

Reis, M., **Kim, Y.J.**, Pfister, R., and Kinde, W (2025). The innovation bias: Implicit preferences for innovative and historical solutions over contemporary ones. *iScience*.

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

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*.

[†]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*.

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)

[†]Luan, Y., **Kim, Y.J.**, Zhou, J., & [†]Lyu, P. (2025). Human-Artificial Intelligence (AI) Collaboration for Creative Idea Generation. *Academy of Management Best Paper Proceedings*.

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*
- Selected Media Coverage: Financial Times, The Economist.

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*

AWARDS, GRANTS, AND FELLOWSHIPS

AWARDS AND PRIZES

2025	The Winner of Top Poster at Society for Industrial and Organizational Psychology
2024	The Winner of Outstanding Practical Implications for Management Paper Award at Academy of Management Annual Meeting (Organizational Behavior division)

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
2018-2019	Doctoral Competition Award from the Rotman School of Management
2017	The Finalist for the EURAM Most Inspirational Paper Award (one of the four finalists)
2016	The Winner of Samsung Economic Research Institute Best Paper Award

GRANTS AND SCHOLARSHIPS

2025	Research Grant for Key Project from International Association for Cultural and Creative Industry Research (Third Round Grant), University of Southern California & Shanghai Jiao Tong University (USD 15,000)
2024-2026	Principal Investigator for RADMA Doctoral Studies Award (£46,667) - Supporting Mr. Pengzhao Lyu for his PhD study at the University of Cambridge
2024-2026	Co-Investigator of Welcome Awards with Institute of Metabolic Science, University of Cambridge - Allocation of £266,693 for the collaborative 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 for research on Artificial Intelligence (£10,000)
2022	Research Grants from Cambridge Judge Business School (£10,000)
2017-2018	Ontario Graduate Scholarship (CAD 15,000)
2016-2017	Research Grant from Lee-Chin Family Institute (CAD 10,000)
2012-2013	National Humanities and Social Sciences Graduate Research Scholarship from Korean Student Aid Foundation (KOSAF) for Full Tuition Supports

RESEARCH HONORS

2025	Best Paper at Academy of Management Annual Proceeding
2025	Top Poster at Society for Industrial and Organizational Psychology
2024	Best Paper at Academy of Management Annual Proceeding
2015-2016	GSEF – James Paopst Fellowship, University of Toronto
2016	Best Paper at Academy of Management Annual Proceeding
2013-2019	Director’s Fellowships from the University of Toronto

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

†Lyu, P., †Choi, J., †Luan, Y., and **Kim, Y.J.** (2025). *Artificial Intelligence as Moral Guide: Examining the Influence of AI on Human Moral Reasoning*. Academy of Management Annual Meeting.

†Luan, Y., **Kim, Y.J.**, Zhou, J., and †Lyu, P. (2025). *Human-Artificial Intelligence (AI) Collaboration for Creative Idea Generation*. Academy of Management Annual Meeting.
- Selected for the **Academy of Management Best Paper Proceedings**

†Choi, J., †Lyu, P., †Luan, Y., and **Kim, Y.J.** (2025). *When AI fails, hospitals pay: Public reactions to AI-driven medical errors*. Academy of Management Annual Meeting.

†Luan, Y., **Kim, Y.J.**, Zhou, J., and †Lyu, P. (2025). *Human-Artificial Intelligence (AI) Collaboration for Creative Idea Generation*. Society for Industrial and Organizational Psychology Annual Conference.
- **Selected as the Top Poster Winner for SIOP 2025**

- [†]Luan, Y., **Kim, Y.J.**, and [†]Lyu, P. (2025). *The Bright and Dark Sides of Helping-Inclusive HR Practice for Employee Helping*. Society for Industrial and Organizational Psychology Annual Conference.
- [†]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 Annual Meeting.
- **The winner of Outstanding Practical Implications for Management Paper Award at the Organizational Behavior division**
 - 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?* Academy of Management Annual Meeting.
- [†]Luan, Y. and **Kim, Y.J.** (2023) *The Link between Relationship, Feedback Seeking and Feedback Giving: A Network Perspective*. Academy of Management Annual Meeting.
- [†]Luan, Y. and **Kim, Y.J.** (2023) *Exploring Experts' Approaches to Creativity Evaluation*. Academy of Management Annual Meeting.
- [†]Luan, Y. and **Kim, Y.J.** (2022) *Unpacking the Power of Feedback: Investigating the Structure of Effective Feedback*. Academy of Management Annual Meeting.
- [†]Fink, L., Richter, A., and **Kim, Y.J.** (2022) *Team Leader Temporal Focus and Team Creativity: Self-regulation Theory*. Academy of Management Annual Meeting.
- Kim, Y.J.** (2021) *A Quasi-Field Experiment Examining the Conflicting Links between Positive Feedback and Creativity*. Academy of Management Annual Meeting.
- [†]Luan, Y., **Kim, Y.J.**, and [†]Chang, S. (2021) *The Perceiving Side of Novelty: Its Role in Product Evaluation*. Academy of Management Annual Meeting.
- [†]Luan, Y., **Kim, Y.J.**, and [†]Chang, S. (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. (2020) *Leadership by Gender Stereotypes: Systematic Examinations of Culture and Gender of Leaders*. 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. (2020) *The Imprinting Perspective on the Origins of Leadership*. Academy of Management Annual Meeting.
- Kim, Y.J.** and Park, T. Y. (2020) *Three types of turnover and team performance: Three distinctive psychological mechanisms*. Academy of Management Annual Meeting.
- Kim, Y.J.**, [†]Baik, S.Y., and Toh, S.M. (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. (2018) *Stuck in the past? leader past cultural experience and its influences on group cultures and outcomes*. Academy of Management Annual Meeting.

- Kim, Y.J.** and †Choi, J.S. (2018). *Prosocial motivation as a double-edged sword on creativity*. Academy of Management Annual Meeting.
- Kim, Y.J.** (2018). *Ethical leadership and team creativity: the mechanism of team norm conformity*. INGRoup Annual Conference, MD.
- Kim, Y.J.** and †Kim, J. (2018). *Is negative feedback good or bad for recipient creativity? The moderating role of the direction of feedback flow*. INGRoup Annual Conference.
- Kim, Y.J.** (2018). *Ethical leadership and team creativity: the mechanism of team norm conformity*. 30th APS Annual Convention.
- Kim, Y.J.**, †Kim, J. and †Park, S.J. (2018). *Is negative feedback good or bad for recipient creativity? The moderating role of the direction of feedback flow*. 30th APS Annual Convention.
- Kim, Y.J.** (2017). *Is ethical leadership good or bad for team creativity? Norm conformity vs. safety pathways*. Academy of Management Annual Meeting.
- Kim, Y.J.** and Toh, S.M. (2017). *Cultural learning by hiring new leaders: perpetuating effect of cultural tightness in groups*. Academy of Management Annual Meeting.
- Kim, Y.J.** and Toh, S.M. (2017). *Cultural learning by hiring new leaders: perpetuating effect of cultural tightness in groups*. The European Academy of Management.
- **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.** (2017). *Perpetuating influences of childhood wealth on directive and empowering leadership*. The European Academy of Management, Glasgow, Scotland.
- Kim, Y.J.** (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. (2017). *Conflicting influences of prosociality on creativity: roles of prosocial impact of task*. 29th APS Annual Convention.
- †Park, S.J., †Kim, J., **Kim, Y.J.**, and †Choi, J.S. (2017). *Perpetuating influences of past environment on leadership*. 29th APS Annual Convention.
- Kim, Y.J.**, †Kim, J., †McRuer, G., †Choi, J.S., †Kim, J., and †Park, S.J. (2017). *Negative feedback and creativity moderated by power*. The Annual Meeting of Society for Industrial and Organizational Psychology.
- Kim, Y.J.** and Zhong, C.B. (2016). *Moral reasoning and creativity*. Academy of Management Annual Meeting.
- Selected for the **Academy of Management Best Paper Proceedings**
- Kim, Y.J.** and †Cho, A. (2016). *When is supervisor knowledge sharing harmful for subordinate's creativity? Moderating roles of subordinate's expertise*. Academy of Management Annual Meeting.
- Selected for the **Samsung Economic Research Institute Best Paper Awards**

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

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

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

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

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

SUPERVISION AND TEACHING

SUPERVISIONS

Post-Doctoral Researcher/Research Associate Supervision (University of Cambridge)

2024-Current	Jungmin Choi. Post-Doctoral Researcher
2024-Current	Yingyue (Luna) Luan. Research Associate.
	▪ Assistant Professor at the University of Queensland

PhD/MPhil Supervision (University of Cambridge)

Primary Supervision

2024-Current	Pengzhao Lyu. Ph.D student
2024-Current	Moritz Reis. External Ph.D. student (University of Wuerzburg)
2024-2025	Biwen Qiao. MPhil student
2023-2024	Pengzhao Lyu. MPhil student
2022-2023	Myungjin Chung. MPhil student
2021-2022	Chang Su. MPhil student

Supervision Committee

2020-Current	Louisa Fink. Ph.D. candidate (Judge Business School)
2020-2024	Yingyue (Luna) Luan. Ph.D. candidate (Judge Business School)
	Placement: Assistant Professor, University of Queensland

Dissertation/Thesis Committee

2023	Chun Yat Bryan Pang in MPhil in Biological Sciences
------	---

PhD/MPhil Supervision (Other Universities)

Primary Supervision for Visiting PhD/MPhil Students

2026-Current	Shimin Zhang. Ph.D. candidate (Zhejiang University)
2025-Current	Liping Jin. Ph.D. candidate (Peking University)
2025-Current	Jingni Dong. Ph.D. candidate (Renmin University)

Supervision for EMBA, GEMBA, and MSTE (University of Cambridge)

Primary Supervision

2025-2026	Jackie Choi. Executive Master of Business Administration student
2024-2025	Anders Lundholm. Global Executive Master of Business Administration student
2024-2025	Luuk Robertus. Master in Entrepreneurship student
2023-2024	Liyu Liu. Master in Entrepreneurship student
2022-2023	Deoye Ojuroye. Executive Master of Business Administration student
2022-2023	Thomas Campbell. Executive Master of Business Administration student
2022-2023	Bridgette Bing Gourmelen. Executive Master of Business Administration student

Supervision for Undergraduate (University of Cambridge)

Primary Supervision

2025-Current	Dahyun Ham, Medical undergraduate student
--------------	---

TEACHINGS

University of Cambridge (Judge Business School)

2025-Current	<i>Global Executive Master of Business Administration</i> - Topic: Team Dynamics
2020-Current	<i>Masters in Entrepreneurship</i> - Topic: Organizational Behavior (CM7-Part1)
2019-Current	<i>MPhil/PhD Seminar</i> - Topic: Organizational Behavior (SMO10)
2019-2025	<i>Engineering Undergraduates</i> - Topic: Organizational Behavior (3E6)
2019-2022	<i>Judge Undergraduates</i> - Topic: Organizational Behavior (MS1)

University of Cambridge (School of Clinical Medicine)

2025-Current	<i>Medical Undergraduate</i> - Topic: Culture Creation and Change in Medical Contexts (SSC)
--------------	--

ACADEMIC SERVICE

UNIVERSITY OF CAMBRIDGE

Service Positions

2024-Current	SMOBB MPhil Directorship
2023-Current	PhD/MRes/MPhil Coordinator in the Organizational Behavior Area
2019-Current	OB PhD/MRes Selection Committee
2025-2026	Management Studies Tripos admissions committee
2019-2023	Organizer of Guest Seminars in the Organizational Behavior Area

Research Fellowship Sponsoring

2024-Current	Professor. Soo Min Toh. University of Toronto
2019-Current	Mary Gibbs Jones Professor. Jing Zhou. Rice University

Research Associate Sponsoring

2025-Current	Ms. Na Young Kim. Korea University
--------------	------------------------------------

OTHER UNIVERSITIES

Grant Application Supports

- 2026 Shimin Zhang's (Ph.D. candidate in Zhejiang University) application for the "Qiushi Feiying" Program. Secured the scholarship for visiting the University of Cambridge (GBP 13,200 from Jan 2026 to Dec 2026)
- 2025 Liping Jin's (Ph.D. candidate in Peking University) application for China Scholarship Council (CSC). Secured the scholarship for visiting the University of Cambridge (GBP 14,400 during the 2025-2026 academic year)
- 2025 Jingni Dong's (Ph.D. candidate in Renmin University) application for China Scholarship Council (CSC). Secured the scholarship for visiting the University of Cambridge (GBP 14,400 during the 2025-2026 academic year)

JOURNALS

Editorial Review Board

Academy of Management Journal: 2023-Current

AD-HOC REVIEWS

Academy of Management Journal

Organization Science

Journal of Applied Psychology

Organizational Behavior and Human Decision Processes

Personnel Psychology

Academy of Management Discoveries

PLOS ONE

Journal of Creative Behavior

Strategy Science

Telematics and Informatics

Applied Psychology: An International Review

CONFERENCE

AWARD COMMITTEE

- 2025 OB Division Best Publication Award Committee, Academy of Management Annual Meeting. Copenhagen, Denmark

DISCUSSANT

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

ACADEMIC MEMBERSHIP

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

INVITED TALKS

Research Talks

University of Cambridge, Judge Business School

University of Cambridge, Institute of Metabolic Science, School of Clinical Medicine

University of Pennsylvania (Wharton School)

London Business School

University of Toronto

National University of Singapore
Duke University
University of Washington
Chinese University of Hong Kong
Yonsei University
University of Warwick
ESSEC Business School
Beijing Normal University
China Europe International Business School
Microsoft Research

Conference Talks and Keynote Speeches

2026: Discovery Research Platforms Summit 2026. London. UK.
2025: CEIBS OBHR Annual Symposium. Shanghai. China.
2025: Microsoft Research. Beijing. China.
2025: Insurtech Insights Conference. London. UK.
2025: International Conference on Cognitive and Psychological Assessment and Enhancement.
Beijing. China.
2024: Workshop for the ISR Special Issue on Analytical Creativity. Warwick. UK.
2024: The 100th of Kmind Strategy Workshop. Shanghai. China.
2023: Presidents Summit. Copenhagen. Denmark.
2023: Global Smart Education Conference. Beijing. China.

SELECTED MEDIA COVERAGE

Forbes, Harvard Business Review, The Globe and Mail, The Economist, Financial Times, 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 9 th Division, Sergeant.