

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 STUDENT/POSTDOC)

Kim, Y.J. and Richter, A. (accepted). Project Success-Failure Experiences and Leader Development: Examining Career Transitions through Role Transition Theory. *Journal of Applied Psychology*.

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

†Choi, J., **Kim, Y.J.**, †Lyu, P., Luan, Y. and Toh, S.M (forthcoming). Public Reactions to Hospitals After Adverse Events Involving AI. *npj Digital Public Health*.

†Reis, M., Reis, F., **Kim, Y.J.**, Demir, A., Lim., J., Gröschel, M., Boie, S., and Kunde, W (2026). Reduced Symptom Reporting Quality During Human-Chatbot Versus Human-Physician Interactions. *Nature Health*.

†Luan, Y and **Kim, Y.J.** (forthcoming). The Role of Review Structure in Perceived Helpfulness. *Scientific Reports*.

†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)

Kim, Y.J and †Luan, Y. (2026). [Why Human-Machine Teams Need Deliberate Design to Be Creative](#). *IMD Review* (I by IMD).

†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 Wellcome 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/wellcome-awards-cambridge-ps18-million-for-two-discovery-research-platforms>
- 2023 Tony Cowling Foundation Award for research on Artificial Intelligence (£15,000)
- 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)

Kim, Y.J. and Richter, A. (2026) *Project Success-Failure Experiences and Leader Development: A Decade-Long Field Study*. Academy of Management Annual Meeting.

†Dong, J., Wang, Y., **Kim, Y.J.**, Hong, Y., and Zhang, L. (2026) *When Suffering Inspires: The Impact of Experiential Sharing on Newcomer Inspiration in Organizations*. Academy of Management Annual Meeting.

†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.
- **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.
- **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 Yinyue (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
2025-2026	Caiyi Lin. MPhil student
2024-2025	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 *Judge Undergraduates*
- Topic: Organizational Behavior (MS1)

University of Cambridge (School of Clinical Medicine)

2025-Current *Medical Undergraduate*
- Topic: Culture Creation and Change in Medical Contexts (SSC)

ACADEMIC SERVICE

UNIVERSITY OF CAMBRIDGE

Service Positions

2024-Current SMOOB 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 "Qiushi Feiyang" Program. Secured the scholarship for visiting the University of Cambridge
• Applicant: Shimin Zhang (Ph.D. candidate at Zhejiang University)
• Amount: GBP 13,200 from Jan 2026 to Dec 2026

2026 Mitacs Globalink Research Award Abroad for visiting the University of Cambridge
• Applicant: Kimberly Lee (Undergraduate at the University of Toronto)
• Amount: CAD 6,000 from April 2026 to July 2026

2025 China Scholarship Council (CSC) for visiting PhD at the University of Cambridge
• Applicant: Liping Jin (Ph.D. candidate at Peking University)
• Amount: GBP 14,400 during the 2025-2026 academic year

2025 China Scholarship Council (CSC) for visiting PhD at the University of Cambridge
• Applicant: Jingni Dong (Ph.D. candidate at Renmin University)
• Amount: 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

GRANT REVIEW

2026 Research Grants Council (RGC) of Hong Kong for Faculty Development Scheme
(Role: External Reviewer)
- Assessing four applications for RGC's FDS.

2026 Research Grants Council (RGC) of Hong Kong for General Research Fund
(Role: External Reviewer)

2025 Swiss National Science Foundation (Role: External Reviewer)

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 Cambridge, Department of Pharmacology, School of the Biological Sciences
University of Pennsylvania (Wharton School)
London Business School
University of Toronto
National University of Singapore
Duke University
University of Washington
The Francis Crick Institute
Chinese University of Hong Kong
Yonsei University
University of Warwick
University of Birmingham

University of Edinburgh
ESSEC Business School
Beijing Normal University
China Europe International Business School
Microsoft Research
Sun Life Financial Inc

Conference/Symposium Keynote Speeches and Invited Talks

2026: Discovery Research Platforms Summit 2026. London. UK.
2026: Korean Academics Nationwide Networking Exchange Summit. 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: EDI/Research Culture Conference. School of Clinical Medicine. Cambridge. UK
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**
9th Division, Sergeant.