

YEONGSU ANTHONY KIM, Ph.D.

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ACADEMIC APPOINTMENT

Western Kentucky University, Gordon Ford College of Business, 2020 – Present
Assistant Professor of Management

EDUCATION

University of Massachusetts-Amherst , Amherst, Massachusetts U.S. Ph.D. in Management (Strategic Management)	2015 – 2020
INSEAD , Fontainebleau, France. MSc in Strategy (Ph.D. program)	2013 – 2015
Seoul National University , Seoul, South-Korea. MSc in International Business	2010 – 2013
Yonsei University , Seoul, South-Korea. B.S in Business Administration B.S in Sports and Leisure Studies	2003 – 2010

RESEARCH INTERESTS

[1] Strategic leadership and corporate governance [2] Corporate social, political activity and sustainability
[3] Entrepreneurship, new venture, and innovation. [4] Strategic human capital, employee mobility, and
professional service firm. [5] Internationalization and foreign country entry mode.

PUBLICARTIONS

UTD, TAMUGA, and FT50 Ranked Articles

- [1] Chandler, J. A., **Kim, Y. A.** Waddingham, J. A., & Hill, A. D. 2023. Going Global? CEO Political Ideology and the Choice Between International Alliances and International Acquisitions. *Journal of International Business Studies*, 54(8): 1441-1470.
- ❖ Media coverage: How CEO political leanings affect their international deals [\[Link\]](#)
 - ❖ Invited by the editor, **Harvard Business Review**: CEOs' Political Ideologies Are Driving Foreign Market Entry Decisions (Forthcoming).

ABDC Journal Quality List (A* and A Ranked Articles)

- [1] **Kim, Y. A.**, & Skaggs, B. 2024. The Impact of Client-Overlap Hiring on PSF Client Embeddedness. *Journal of Professions and Organization* (Forthcoming)
- [2] **Kim, Y. A.**, & Liang, F. H. 2023. The Effect of CEO Prominence on Cross-Border Acquisitions: An International Entrepreneurship Approach. *Journal of Business Research*, 163: 113950.
- [3] **Kim, Y. A.** 2023. Blue Goes Green: The Impact of the Chief Executive Officer and Board of Directors' Political Ideology on Corporate Environmental Performance. *Business Strategy and the Environment*, n/a(n/a).
- [4] **Kim, Y. A.** 2023. Leading Professionals: Power, Politics, and Prima Donnas. *Academy of Management Learning & Education*, 22(2): 333-335.

- [5] **Kim, Y. A.** 2021. The Impact of Common Clients on Employee Mobility and Organizational Growth. *Journal of Professions and Organization*, 8(2): 109–127.
- [6] Seong, S., Kim, Y., & Szulanski, G. 2015. Leadership, Innovation, and Strategic Change: A Conversation with Michael Tushman. *Journal of Management Inquiry*, 24(4): 370-381.

Other Peer-Reviewed Articles and Best Paper Proceedings

- [1] **Kim, Y. A.**, Paik, A., & See, E. 2022. Employee Mobility Networks and Status Transfer in U.S Big Law. *Journal of General Management*, 0(0): 03063070221114530.
 - [2] **Kim, Y. A.** 2021. The Impact of Accreditation on Advanced-Nascent Technology Adoption: Evidence from the U.S. Healthcare Industry. *Innovation*, 23(4): 552-572.
 - [3] **Kim, Y. A.** 2020. A Critical Appraisal of IBM's Patent Pledge Model: The Impact of Patent Quality on Open-Source Software Start-Up's Market Entry Decision. *World Patent Information*, 62: 101987.
 - [4] **Kim, Y. A.** 2019. Star Bias, Situational Awareness, and Relational Dominance: Evidence from MLB Umpiring. *Academy of Management Best Paper Proceedings*, 2019(1): 13028.
- ❖ Nominated for the 2019 William H. Newman Award.

Invited Essay and Blog Article

- [1] **Kim, Y. A.** Finding the Missing Piece: Putting the “I” back in DEI. Published at *Management Studies Insights Blog (Journal of Management Studies)*

MANUSCRIPTS UNDER REVIEW

- [1] Diversity Practices on Women and Minority Turnover: Under 5th review at the *Academy of Management Journal* —with Trzebiatowski. T., Zhang. Z., Eckardt. R., Jiang. K.
- [2] Women Representation of Board and Internationalization: Under review 1st review at the *Journal of International Business Studies*—with Triana. M, See. E.
- [3] Replication of a CEO Political Ideology: Reject and resubmit at the *Strategic Management Journal*.

WORKING PAPERS

Late-Stage Projects

- [1] Performance Bias, Targeting *Personnel Psychology*— with Moliterno. T, Kim. J.
- [2] Venture Team's ESG, Targeting *Strategic Management Journal*—with Chandler. J, Triana. M.
- [3] Entrepreneurs and Internationalization Targeting *Journal of International Business Studies* —with Kim. J, Zhou. G, Wei. L
- [4] Target Firm's CSR, Targeting *Strategic Management Journal* — with Kim. J, Zhou. G, Wei. L. Female

Mid-Early-Stage Projects

- [1] CEO, TMT, BOD Political Ideology—with Triana. M, Chin. M, Liu. H. Grand. B.
- [2] Lone-Insider Board and Shareholder Activism—with Kelley. J. Zorn. M. Triana. M.
- [3] Pro-Bono and Diversity of HC—with Zhan, Y. Quade. A.
- [4] Political Ideology of U.S Law firms and Clients—with Mawdsley. J.
- [5] Ex-military CEO / CEO Dietary—Data collection in progress

INVITED TALKS, CONFERENCE, WORKSHOP, AND SEMINAR

Conference Presentation

- [1] Female Board Representation and Group Decision-Making Under High Uncertainty. 81st Annual Conference (2023), Boston, MA, U.S.—with See. E.
- [2] Do Prominent CEOs Favor Riskier Foreign Country Entry Modes? Academy of Management. 80th Annual Conference (2022), Seattle, WA, U.S.
- [3] Going Global? The Effect of CEO Political Ideology on International Alliance Engagement. 2021. Southern Management Association Annual Meeting in New Orleans, LA, U.S.
- [4] CEO Political Activity and CSR: The Impact of the Breadth and Depth of CEO Political Engagement. Academy of Management. 81st Annual Conference (2021), Virtue conference.
- [5] Some Stars Twinkle More: What Type of Star is Viewed as More Valuable Than Others? Academy of Management. 81st Annual Conference (2021), Virtue conference.
- [6] The Impact of Accreditation on Nascent Technology Adoption: Evidence from the U.S. Healthcare Industry. Midwest Academy of Management (MAM) Conference, (2020) Virtual conference.
- [7] Are Boomerangs More Like Movers or Stayers? Somewhere in Between? Or Something Else? Academy of Management. 80th Annual Conference (2020), Vancouver, Canada—with Mawdsley. J. K, Brymer. R. A. Leonard. R. Sherer. P.
- [8] Boomerang and Multiple Mover Productivity in Knowledge Intensive Contexts: A Comparison of Post-Hiring Performance. Strategic Management Society, 38th Annual Conference (2020), Minneapolis, MM, U.S.—with Mawdsley. J. K, Brymer. R. A. Leonard. R. **Nominated for Best Conference Paper Prize.**
- [9] Star-Colleague Knowledge Similarity and Innovation. Strategic Management Society, 38th Annual Conference (2020), Minneapolis, MM, U.S., with Liu. A.
- [10] Star Bias, Situational Awareness, and Relational Dominance: Evidence from Major League Baseball Umpiring. Academy of Management. 79th Annual Conference (2019), Boston, MA, U.S. **Nominated for the 2019 William H. Newman Award.**
- [11] Taken for Granted? The Impact of Stakeholder Orientation on Corporate Social and Responsibility and CEO's Wealth and Prominence: Evidence from A Natural Experiment. Asia Academy of Management, 11th Annual Conference (2019), (Conjoined conference with 12th Taiwan Academy of Management), Bali, Indonesia—with Kim. J.
- [12] The Effects of Meta-Organization Affiliation on A Firm's Innovation: Evidence From U.S Healthcare Industry During 2009-2015. Strategy Science Conference (2019), Eccles School of Business, University of Utah, UT, U.S.—with Kim. J.
- [13] Homophily in the Factor Market for Talent: Performance Effects of Focused Sourcing, 11th People and Organization Conference (2019), Philadelphia. PA, U.S.—with Brymer. R.A, Leonard. B. **Accepted for Plenary session.**
- [14] The Impact of Firm-Specific Relational Capital on Organizational Outcome. Academy of Management. 78th Annual Conference (2018), Chicago, IL, U.S.
- [15] Where Does She Go? The Impact of Firm Gender Diversity on Female Lawyer's Inter-Organization Mobility. Journal of Management Studies. Special Conference: Diversity Perspective on Management: Towards more complex conceptualizations of diversity in management studies (2018), Babson College, Wellesley, MA. U.S.—with Trzebiatowski. T.
- [16] The Role of Clients in Employee Mobility and Growth in PSF. Academy of Management. 77th Annual Conference (2017), Atlanta, GA, U.S.

- [17] The Impact of Combinative Environmental Scanning on Firm Innovation. Academy of Management. 77th Annual Conference (2017), Atlanta, GA, U.S. —with Skaggs. B.
- [18] HRM Practice and Absorptive Capacity and its Effect on Knowledge Creation. Wharton-INSEAD. 3rd Doctoral Consortium (2015), Fontainebleau, France.
- [19] Boundary Spanner, Collective Bridge, and Integrative Interpreter. Strategic Management Society, 34th Annual Conference (2015), Madrid, Spain—with Monteiro. F.

Organizer of PDW & Workshop

- [1] A Whole Different Ball Game—Exploring the Modern Organizational Context Through the Lens of Sports: Bayes Business School-City University of London, AMD Hybrid Paper Development Workshop. Paper accepted.
- [2] Boomerangs, Lift Outs, Clusters, Acqui-Hiring, Referrals, and Pipelines: Taking Stock of Affiliation-Based Mobility and its Implications. Academy of Management. 19th Annual Conference, Boston, MA, U.S.
 - ❖ Organizer of Professional Development Workshop (HR); Invited panelists: Forrest Briscoe (Penn. State), Deepak Somaya (UIUC), Clint Chadwick, (U. Kansas), Tom Moliterno (UMass-Amherst), Rebecca Kehoe (Cornell Univ.), Brad Harris (TCU), Alia Crocker (Babson College).
- [3] Foundation thinkers' interview with Michael Tushman (Harvard Business School). Strategic Management Society, 34th Annual Conference, Madrid, Spain. Co-organized with Anu Wadhwa (Imperial college) and Sorah Seong (U. Washington).

Invited Talks

- 2023: University of Mississippi (Ole Miss)
- 2019: Western Kentucky University, Bentley University

TEACHING EXPERIENCE

- Strategy & Policy (MGT 498): WKU.
- Organization and Management (MGT 210): WKU.
- Business Negotiations (MGT 405): WKU
- Business Policy and Strategy (Capstone Simulation) (494 BI): UMass-Amherst.
- Entrepreneurship. (Pre-College Summer Program): UMass-Amherst.
- Principle of Management (MGT 301): UMass-Amherst.

AWARDS, HONOR, SCHOLARSHIPS, GRANTS, AND FUNDS

Research Grands

- WKU, Quick Turn-Around Grants (February 2022): \$600.
- WKU, Quick Turn-Around Grants (April 2021): \$3,000.
- WKU, Quick Turn-Around Grants (October 2021): \$3,000.

Academic Awards & Scholarships

- Emerging Scholar Award. 2023 (Western Kentucky University)
- Award the Highest Honors at Graduation (Summa Cum Laude) (Top 1%), 2012.
- Award the Highest Honors. 2007 (Spring & Fall).
- Award the Highest Honors. 2006 (Spring & Fall).
- Awarded multiple travel support awards from UMass Ph.D. office and the Management department.

- Society for the Advancement of Management Studies (UK 200). 2018.
- University of Massachusetts-Amherst, Ph.D. Fellowship. 2015-Present.
- INSEAD Ph.D. Fellowship. 2013-2015.
- Development Fund Scholarship, Seoul National University. 2011.
- Superior Academic Performance, Seoul National University. 2010.
- Scholarship for Academic Excellence, Yonsei University. 2006, 2007, 2008, 2009.
- Scholarship for Academic Excellence, Seoul Presbyterian Church. 2006, 2007, 2008, 2009.
- University Designed Scholarship. 2003, 2007.
- Scholarship for Academic Excellence, Gospel Scholarship. 2003.

Honors

- Nominated for College's Faculty Award for Teaching (2021)
- Nominated for the CITL Teaching Honors (WKU, 2020 Spring).
- Nominated for Best Conference Paper Prize. AoM. 79th Annual Conference (2019).
- Nominated for the 2019 William H. Newman Award. AoM. 79th Annual Conference (2019).
- Accepted for Plenary session 11th PO Conference (2019).

SERVICE

Western Kentucky University

- Student Group (BAD) Advisor (08/2023-)
- Faculty Senate (05/2023-)
- Voices Of Asian American Immigration: A Panel Discussion (03/02/2022)
- Research Stories: A Panel Discussion (12/02/2022)
- GFCB Preview Day (10/22/2022)
- Student Recruitment Committee
- Supporting Honors Augmentation Contracts (Spring, 2022)
- Search Committee Member For The Tenure Track Position In Operation Management (2022)
- Organizer Of The Department's (Research) Brownbag Meeting (Spring, 2022)
- Head For The Hill Recruitment Event From (8/28/2021; 11/12/2021)
- Majors And Minors Fair At DSU (09/29/2021; 9/6/2023)
- Search Committee Member For The Tenure Track Position In HR (2020-2021)
- Faculty Teaching Award Selection Committee (Spring 2021, Spring 2022)

Broader Academics

- Reviewer: Southern Academy Association Annual Meeting. 2022.
- Reviewer: Midwest Academy of Management, Annual Conference. 2020.
- Reviewer: Academy Of Management, Annual Conference. 2015, 2017-2023.
- Academy Of International Business, Annual Conference. 2014.
- Ad-Hoc Reviewer: Strategic Management Society, Annual Conference, 2014, 2021, 2023.
- Ad-Hoc Reviewer: Business Strategy and The Environment (2023 – #1).
- Ad-Hoc Reviewer: Journal of Management Studies (2021 – #1; 2023 – #1)
- Ad-Hoc Reviewer: Human Resource Management (2021– #2).
- Ad-Hoc Reviewer: Asian Business & Management (2021– #1).
- ASQ Blog: Interview with Dr. Susan Perkins "When Does Prior Experience Pay? Institutional Experience and The Multinational Corporation."
- Reviewed A Textbook About Diversity, Equity and Inclusion In Organizations (30/10/2022), Routledge Books, Taylor And Francis.

SKILLS, PROFESSIONSL DEVELOPEMENT

Skills and Knowledge

- Software Package: STATA, UCINET, L_ATeX
- Languages: English (Fluent), Korean (Fluent), German (Basic).
- Statistical Knowledge: Econometrics, survival analysis, Event history analysis, structural equation modeling, multivariate analysis., etc.).
- Other Methodology: Network analysis, spatial analysis.

Professional Development

- Inclusive Teaching: The Power of High Structure (CITL workshop)—WKU.
- Creating and Re-Creating Major Assessments in the Age of AI (CITL workshop)—WKU
- How to Create an Engaging Zoom Class Meeting (CITL, WKU Summer workshop) —WKU.
- How to Prepare Electronic and Dynamic Continuance Packets (New Faculty Professional Learning Community, Center for Faculty Development) —WKU.
- Introduction to Python (ISSR, Research method development workshops) —UMass-Amherst.
- Modeling emergence, Computational simulation as a theory building tool (ISSR, Research method development workshops) —UMass-Amherst.