

## YEUN JOON KIM

[y.kim@jbs.cam.ac.uk](mailto:y.kim@jbs.cam.ac.uk)

### ACADEMIC APPOINTMENT

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#### 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

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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*.

**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 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*

- 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**

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2024	The Winner of Outstanding Practical Implications for Management Paper Award at Academy of Management Annual Meeting (Organizational Behavior division)
2024	Best Paper at Academy of Management Annual Proceeding
2024-2026	Principal Investigator for RADMA Doctoral Studies Award - Supporting Pengzhao Lyu for his PhD study at the University of Cambridge (£46,667)
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: <a href="https://www.cam.ac.uk/research/news/wellcome-awards-cambridge-ps18-million-for-two-discovery-research-platforms">https://www.cam.ac.uk/research/news/wellcome-awards-cambridge-ps18-million-for-two-discovery-research-platforms</a>
2023	Tony Cowling Foundation Award for research on Artificial Intelligence (£10,000)
2022	Research Grants from Cambridge Judge Business School (£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
2018-2019	Doctoral Competition Award from the Rotman School of Management
2017-2018	Ontario Graduate Scholarship (CAD 15,000)
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)

### 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. 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) Unpacking the Power of Feedback: Investigating the Structure of Effective Feedback. Academy of Management Annual Meeting.

†Luan, Y. and **Kim, Y.J.** (2023) Exploring Experts’ Approaches to Creativity Evaluation. 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.

†Luan, Y. 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.

- Also, this paper was presented by †Park, S. J., †Kim, J., and †Choi, J.S. (2017) at Academy of Management Annual Meeting, Atlanta, GA.

**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*. 29<sup>th</sup> APS Annual Convention.
- †Park, S.J., †Kim, J., **Kim, Y.J.**, and †Choi, J.S. (2017). *Perpetuating influences of past environment on leadership*. 29<sup>th</sup> 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.

## TEACHING AND SUPERVISION

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### University of Cambridge, Judge Business School

2025	Organizational Behavior and Team Dynamics ( <i>Global Executive Master of Business Administration</i> , joint program of Cambridge University and Peking University) 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)
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> )

### Research Fellowship Sponsoring

#### *University of Cambridge*

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

### Post-Doctoral Researcher Supervision

2024-Current	Jungmin Choi. University of Cambridge
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### Ph.D. / MPhil Supervision

#### *Primary Supervision*

2024-Current	Pengzhao Lyu. Ph.D student, University of Cambridge
2024-Current	Biwen Qiao. MPhil student, University of Cambridge
2023-2024	Pengzhao Lyu. MPhil student, University of Cambridge
2022-2023	Myungjin Chung. MPhil student, University of Cambridge
2021-2022	Chang Su. MPhil student, University of Cambridge

#### *Supervision Committee*

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, University of Cambridge
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### Service for the University of Cambridge

2024-Current	SMOOB (MPhil) Directorship
2023-Current	PhD/MRes/Mphil Coordinator (Representative) in the Organizational Behavior Area
2019-Current	OB PhD/MRes Selection Committee
2019-2023	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*  
*Academy of Management Discoveries*  
*Organization Science*  
*Journal of Applied Psychology*  
*Organizational Behavior and Human Decision Processes*  
*PLOS ONE*  
*Journal of Creative Behavior*  
*Strategy Science*  
*Telematics and Informatics*  
*Applied Psychology: An International Review*

#### **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."

#### **INVITED TALKS**

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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

#### **SELECTED MEDIA COVERAGE**

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*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**

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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.