

## SUNG SOO KIM, PhD

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### EDUCATION

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- 2014 McGill University, Montreal, Canada  
PhD in Management (Specialization - Organizational Behavior and Human Resource Management)
- 2001 University of Minnesota, Minneapolis/St. Paul, MN  
MA in Education (Specialization - Human Resource Development)
- 1998 Seoul National University, Seoul, Korea  
BS in Biology Education

### ACADEMIC POSTIONS

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- 2014 – Present Daniels College of Business, University of Denver  
Associate Professor of Management (Sept 2020 – Present)  
Assistant Professor of Management (Sept 2014 – Aug 2020)
- 2007 – 2014 Desautels Faculty of Management, McGill University  
Lecturer/Graduate Student Researcher

### RESEARCH

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#### Journal Articles Refereed

- Victoravich L, Hamilton AL, Kim SS, Cohen NA (2023) Reflections on the roles of governance and leadership in profit-for-purpose companies: A European - United States comparative perspective. *European Management Journal*. <https://doi.org/10.1016/j.emj.2023.05.002>
- Kim SS, Pak JW, Son SY (2023) Do calling-oriented employees take charge in organizations? The role of supervisor close monitoring, intrinsic motivation, and organizational commitment. *Journal of Vocational Behavior*, 140. <https://doi.org/10.1016/j.jvb.2022.103812>
- Cha SE, Kim SS, Hewlin PF, DeRue DS (2020) Turning a blind or critical eye to leader value breaches: Exploring the role of value congruence in leader behavioral integrity perception. *Journal of Leadership and Organizational Studies*, 27, 286–306.
- Kim SS, Shin D, Vough HC, Hewlin PF, Vandenberghe C (2018) How do callings relate to job performance? The role of organizational commitment and ideological contract fulfillment. *Human Relations*, 71, 1319-47.
- \* *Human Relations* Top 2018 Papers
- Kim SS, Vandenberghe C (2018) The moderating roles of perceived task interdependence and team size in transformational leadership's relation to team identification: A dimensional analysis. *Journal of Business and Psychology*, 33, 509-527.
- Hewlin PF, Kim SS, Song YH (2016) Creating facades of conformity in the face of job insecurity: A study of consequences and conditions. *Journal of Occupational and Organizational Psychology*, 89, 539–567.
- Jaeger AM, Kim SS, Butt AN (2016) Leveraging value diversity: The emergence and implications of a global managerial culture in global organizations. *Management International Review*, 56, 227-254.
- Roberts LM, Cha SE, Kim SS (2014) Strategies for managing impressions of racial identity in the workplace. *Cultural Diversity and Ethnic Minority Psychology*, 20, 529-540.

Yu J, Kim SS (2013) Understanding of liability of foreignness in an Asian business context: A study of the Korean asset management industry. *Asia Pacific Journal of Management*, 4, 1191-1217.

### **Manuscripts under Review**

Bergh D, Sharp B, Li L, Schnackenberg A, Kim SS, Seaborn P. [Title removed]. Under 2<sup>nd</sup> Review at *Research Policy*

Fukami CV, Hamilton AL, Kim SS. [Title removed]. Under Review at *Journal of Organizational Behavior*

### **Selected Works in Progress**

Kim SS, Seegars LB, Hewlin PF, Broomes A. SDO and psychological safety in diversity climates.

Kim SS, Bingham J, Vandenberghe C., McKinley F. Corporate purpose and employee outcomes.

Kim SS, Vough HC, Shin D. Organizational and professional identification and job performance.

Cho J, Kim SS, Prem M. The effectiveness of mentoring program for first-year, minority college students.

Kim SS, Vandenberghe C. Dual effects of job crafting by calling-oriented employees.

### **Papers in Refereed Conference Proceedings**

Cho J, Kim SS, Prem M (2022) Does humility of mentors matter for self-perceived minority mentees' mental wellbeing? *Annual Meeting of the Academy of Management Proceedings*, Seattle, WA.

Bergh D, Sharp B, Li L, Schnackenberg A, Kim SS, Seaborn P (2022) Misreporting Statistical Non-Significance Levels to Support Hypothesized Relationships. *Annual Meeting of the Academy of Management Proceedings*, Seattle, WA.

Kim SS, Shin D (2018) The joint effect of organizational and professional identification for job performance. *Annual Meeting of the Academy of Management Proceedings*, Chicago, IL.

Seegars LB, Kim SS, Hewlin PF (2018) Implications of psychological safety and authenticity for high social dominance-oriented employees. *Annual Meeting of the Academy of Management Proceedings*, Chicago, IL.

Hewlin PF, Kim SS, Song YH (2013) Getting older, getting closer: Moderating factors on the relationship between job insecurity and creating facades of conformity. *Annual Meeting of the Academy of Management Proceedings*, Orlando, FL.

Kim SS, Shin D (2013) The enactment of one's calling for job performance in organizations: A moderated mediation model. *Annual Meeting of the Academy of Management Proceedings*, Orlando, FL.

Yu J, Kim SS (2010) Liability of foreignness and the growth of an industry: A dynamic approach. In L. A. Toombs (Ed.), *Best Papers Proceedings of the Seventieth Annual Meeting of the Academy of Management*, ISSN 1543-8643.

Kim SS (2010) Individualism-collectivism and team creativity: From a motivated information processing perspective. *Annual Meeting of the Academy of Management Proceedings*, Montreal, QC.

### **Refereed Conference Presentations**

Kim SS, Pak JW, Son SY (2022) Callings and supervisor's close monitoring. Annual Western Academy of Management Conference, Kona, HI.

- Fukami CV, Hamilton AL, Kim SS (2022) Not Living the Dream? Pre-profession Motivations, Psychological Contracts and Thriving Among Professionals. Annual Eastern Academy of Management Conference, Portland, ME.
- Kim SS, Cha SE, Cho J (2019) Does frequent inter-unit contact lead to higher global identification? The contextualizing role of subsidiary managers. Annual Western Academy of Management Conference, Rohnert Park, CA.
- Bergh D, Sharp B, Li L, Schnackenberg A, Kim SS, Seaborn P (2018) The presence of scientific apophenia and statistical errors in the management field's most impactful articles. The Strategic Management Society (SMS) Annual Conference, Paris, France.
- Roberts LM, Kim SS, Cha SE (2017) Racial and gender difference in impression management. In L Ramarajan & L Seegars (Organizers), Dominant social identity work: Exploring identity management among members of dominant social groups. Annual Meeting of the Academy of Management, Atlanta, GA.
- Kim SS, Hewlin PF, Vandenberghe C (2016) Balancing act: Employee responses to ideological contract breach. SIOP Annual Conference, Anaheim, CA.
- Kim SS, Cha SE (2016) Is this multinational enterprise a part of me? How subsidiary leaders affect employee identification with global organizations. In SE Cha & PF Hewlin (Organizers), Under construction: Emerging research at the intersection of leadership and identity. Annual Meeting of the Academy of Management, Anaheim, CA.
- Hewlin PF, Williamson IO, Kim SS, Song YH, Davis MK (2015) How and when does religiosity influence performance? The impact of gender and work-family support in the UAE. In PF Hewlin & IO Williamson (Organizers), Religiosity and religious expression: Outcomes among Christians, Muslims, and Ultra-orthodox Jews. Annual Meeting of the Academy of Management, Vancouver, BC.
- Kim SS, Hewlin PF, Vandenberghe C (2014) Ideological contract breach and affective commitment: The moderating role of promotion aspiration. Conference on Commitment, The Ohio State University, Columbus, OH.
- Jaeger AM, Naguib R, Kim SS (2014) An examination of expatriate and local managers' values in UAE organizations. Biennial International Society for the Study of Work and Organizational Values Conference, Riga, Latvia.
- Kim SS, Shin D (2013) Gauging organizations with a professional yardstick: Contingent joint effects between organizational and professional identification on professional employees' organizational citizenship behavior. In H Breitsohl, JM Dukerich & KD Elsbach (Organizers), Bridging perceptions of organizations: Identities, images and reputations. 29<sup>th</sup> Annual European Group for Organizational Studies (EGOS) Colloquium, Montreal, QC.
- Kim SS (2013) Transformational leadership and multiple-foci identification. In W. Zhu (Organizer), Leadership, identification, and identity. Society of Industrial and Organizational Psychology (SIOP) Annual Conference, Houston, TX.
- Hewlin PF, Cha SE, Hewlin JA, Kim SS (2011) The aftermath of broken promises: Follower identity and reactions to leader value breaches in a megachurch. In GE Kreiner (Organizer), Secular meets sacred: Lessons on leadership and identity from religious-based research. Annual Meeting of the Academy of Management, San Antonio, TX.
- Kim SS (2010) The fulfillment of the psychological contract during reduced-load work arrangements: Employees' perspective. Annual Meeting of the Eastern Academy of Management, Portland, ME.

Butt AN, Jaeger AM, Kim SS (2010) Convergence and divergence can be two faces of the same coin: The emergence of a global managerial culture and its impact on managerial dynamics in developing countries. Annual Meeting of the Academy of International Business, Rio de Janeiro, Brazil.

Kim SS (2009) Liability of foreignness: Knowledge-based resources and competitive dynamics in emerging industries. Annual Meeting of the Academy of Management, Chicago, IL.

Kim SS (2009) Gender bias for female leadership and social distance. Annual Meeting of the Academy of Management, Chicago, IL

### **Other Presentations**

Kim SS, Seegars LB, Hewlin PF, Broomes A. 2023. Diversity climate and interpersonal outcomes: Examining social dominance orientation as a contingency, and psychological contract fulfillment as a mechanism. Department of Management Distinguished Scholar Forum.

Kim SS, Pak JW, and Son SY. July 2021. Do supervisor behaviors matter for calling-oriented employees? The impact of close monitoring on the relationship between calling and taking charge. Korean Academy of Management Webinar Series #4: Positive Organizational Scholarship.

## **TEACHING**

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### **University of Denver, Daniels College of Business – Instructor**

#### Undergraduate level

Business for the Public Good - BUS 3800 (Daniels Core)  
2022-23 (3 sections); 2021-22 (6 sections)

Leading High Performance Organizations - MGMT 2100 (Daniels Core)  
2020-21 (3 sections); 2019-20 (3 sections); 2018-19 (2 sections); 2017-18 (4 sections);  
2016-17 (4 sections); 2015-16 (4 sections); 2014-15 (4 sections)

Global Management - MGMT 2420  
2020-21 (1 section); 2019-20 (1 section); 2018-19 (1 section); 2017-18 (1 section); 2016-17 (1 section)

Business Policy and Strategy - MGMT 3000 (Daniels Core)  
2019-20 (1 section)

#### Master's level

Leading Teams - MGMT 4203 (MS in Management)  
2019-20 (1 section); 2018-19 (1 section)

Persuasive Communications in Leadership - MGMT 4201 (MS in Management)  
2017-18 (1 section)

International Business and Strategy - BUS 4445/INTS 4029  
2017 Guest lecture

#### PhD level

Research Seminar in Leadership - MGMT 6302  
2022-23 (2 sections); 2021-22 (1 section); 2020-21 (1 section); 2019-20 (1 section)

### **University of Denver, Daniels College of Business – Advising**

#### PhD Dissertation committee chair

Andrea Watson (2022-24)  
Marilyn Brock (2022-24)  
Martha Davis (2021-22)

#### PhD Dissertation committee member

David Morelli (2020-21)

Ashley Williams (2023-24)

Undergraduate Daniels Distinction Thesis Study Advisor

Alana Aragon (2019-20)

**McGill University, Desautels Faculty of Management** – Instructor

Cross Cultural Management - ORGB 380 (2014, Undergraduate, 1 section)

Introduction to Organizational Behavior - MGCR 222 (2010, Undergraduate, 1 section)

## **AWARDS AND RECOGNITIONS**

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Daniels Teaching Excellence Award Nomination (2023)

Dennis Wittmer Faculty Fellowship (2022)

Top 2018 Papers, Human Relations (Financial Times 50 journals)

Best Papers Proceedings, Academy of Management Annual Meeting (2010; 2018 (selected))

Sabbatical Project Enhancement, University of Denver (2020)

Internationalization Grant, University of Denver (2017)

Research, Scholarship, and Creative Work Faculty Recognition, University of Denver (2017; 2018; 2019)

Scholarship Enhancement Summer Grant and/or Course Release, Daniels College of Business (2016; 2017; 2018; 2019; 2020; 2021; 2022; 2023)

National Bank Financial Group PhD Fellowship (2011)

Graduate Research Enhancement and Travel Award, McGill University (2010; 2011)

Principal's Graduate Fellowship, McGill University (2008)

McGill PhD Program Entrance Fellowship (2007)

Merit Scholarship, Seoul National University (1993-1997)

## **ACADEMIC SERVICE**

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### **Daniels College of Business, University of Denver**

2023 Chair, Hiring committee for tenure-track position in management

2022- Chair, Management Student Award Committee

2022 Member, Hiring Committee for Assistant to Chair of Management Department

2021- Course Coordinator (BUS3800), BSBA Core Committee

2020 Task force member, Daniels Collegiality Task Force

2016-20 Course Coordinator (MGMT2100), BSBA Core Committee

2016-20 Course Coordinator (MGMT2100), BSBA Core Assurance of Learning Committee

2016- Member, Undergraduate International Business Major Advisory Board

2017 Task force member, MSM Program Recalibration Task Force

2017-18 Member, MSM Program 2.0 Committee

2018 Member, Hiring Committee for Visiting Professor of Management

2016 Member, Hiring Committee for Assistant to Chair of Management Department

### **Editorial Board**

*Group & Organization Management* (2023 – Present)

### **Ad hoc Reviewer**

Academy of Management Annual Meetings

Society of Industrial and Organizational Psychology Annual Conference

*Organizational Behavior and Human Decision Processes*

*Human Relations*

*Journal of Business Ethics*  
*Journal of Vocational Behavior*  
*Journal of Occupational and Organizational Psychology*  
*Asia Pacific Journal of Management*  
*Canadian Journal of Administrative Sciences*

### **Other Service to Professional Community**

2020-23 PR committee chair, Association of Korean Management Scholars (AKMS)  
2018 Panel discussant, Association of Korean Management Scholars Doctoral Consortium, AOM meeting  
2010 Volunteer, Local Arrangements Committee, Annual Meeting of the Academy of Management  
2010-11 Organizing member, McGill Organizational Behavior Student Brown Bag Meeting Series

### **Service to Student Community**

2020 Guest speaker, Excelling Leaders Institute, University of Denver  
2018 Guest speaker, Asian Student Alliance, University of Denver

### **PROFESSIONAL AFFILIATIONS**

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Academy of Management (Organizational Behavior; Managerial and Organizational Cognition)  
Association of Korean Management Scholars

### **INDUSTRY EXPERIENCE**

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2003-07 Mercer Human Resource Consulting, Management Consultant / Project Manager  
2002-03 PricewaterhouseCoopers, Management Consultant  
2001 Samsung Human Resource Development Center, Instructional Designer (Internship)  
1998-99 Janssen Korea - Johnson & Johnson Company, Sales Representative