

Jae Yun Kim

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POSITION

Assistant Professor (Richard Morantz and Sheree Walder Morantz Professorship in Business Ethics)
Department of Business Administration, I.H. Asper School of Business, University of Manitoba 2021 –
Assistant Professor, Department of IS&ME, Southern University of Science and Technology 2019 – 2021

EDUCATION

Ph.D. Duke University, Fuqua School of Business 2019
Management and Organizations
B.A. University of Wisconsin-Madison 2010
Psychology (Honors; Graduated with distinction)

RESEARCH INTERESTS

My research lies at the intersection of motivation, and organizational and social justice. Specifically, my primary research stream examines how popular ideas about self-improvement (e.g., women's empowerment messages, advice to pursue one's passion) shape people's understandings of organizational and social issues, including responsibility for inequality, poor worker treatment, and unfair career outcomes.

AWARDS AND FELLOWSHIPS

- Finalist, Best Student Paper Award, *Academy of Management Meeting* (MOC Division) 2018
- Kenan Institute for Ethics Graduate Fellowship, Duke University (\$3,000) 2017 – 2018
- Outstanding Research Award, *Society for Personality and Social Psychology* 2017
 - For research on women's empowerment messages with Gráinne Fitzsimons and Aaron Kay
- Graduate Travel Award, *Society for Personality and Social Psychology* (\$500) 2016
- Doctoral Student Fellowship, Fuqua School of Business, Duke University 2013 – present
- James B. Duke Fellowship, Duke University (\$20,000) 2013 – 2017
- UW Madison Outstanding Undergraduate Research Scholar Award 2010
- UW Madison Hilldale Undergraduate/Faculty Research Fellowship (\$5,000) 2010

○ *Honors Thesis: Culturally Contingent Roles of Visual Imagery in the Fundamental Attribution Error*
Advisor: Yuri Miyamoto

PUBLICATIONS

- **Kim, J. Y.**, Campbell, T. H., Shepherd, S., & Kay, A. C. Understanding Contemporary Forms of Exploitation: Attributions of Passion Serve to Legitimize the Poor Treatment of Workers. (2020). *Journal of Personality and Social Psychology*.
*2020 Almetric Top 100
- **Kim, J. Y.**, Fitzsimons, G. M., & Kay, A. C. Lean In Messages Increase Attributions of Women's Responsibility for Gender Inequality. (2018). *Journal of Personality and Social Psychology*.

WORKING PAPERS

- **Kim, J. Y.** & Kay, A. C. On the unique justifying function of mind ethic ideology
- **Kim, J. Y.**, Ma, A., & Kay, A. C. The role of socioeconomic status in the belief in the expandability of wealth and justification of inequalities
- Ma, A., Paek, J., Liu, F., & **Kim, J. Y.** Feelings of control and seeking similar others

BUSINESS ARTICLES

- Fitzsimons, G. M., Kay, A. C., & **Kim, J. Y.** "Lean In" Messages and the Illusion of Control. (July, 2018). *Harvard Business Review*.

SELECTED RESEARCH IN PROGRESS

- **Kim, J. Y.**, Campbell, T. H., & Shepherd, S. Seemingly playful jobs and perceptions of fair worker treatment
- de Leon, R. P. & **Kim, J. Y.** Perceptions of self-change for women and men in relation to gender inequality

CONFERENCE PRESENTATIONS

- **Kim, J. Y.** & Kay, A. C. (Jul. 2021). On the unique justifying functions of mind ethic ideology. Talk presented at the 18th *International Society for Justice Research Conference*, Online.
- **Kim, J. Y.** & Kay, A. C. (Aug. 2020). On the unique justifying functions of mind ethic ideology. Talk accepted at the *Annual Academy of Management Meeting*, Vancouver, BC, Canada.
*Judged to be one of the best accepted papers, Conflict Management (CM)
- **Kim, J. Y.**, Campbell, T. H., Shepherd, S., & Kay, A. C. Attributing Passion to Workers Legitimizes Poor Worker Treatment. (Feb. 2020). Talk (Paper) presented at the *Annual Meeting for the Society for Personality and Social Psychology*, New Orleans, LA.
- **Kim, J. Y.**, Campbell, T. H., Shepherd, S., & Kay, A. C. Understanding Contemporary Forms of Exploitation: Attributions of Passion Serve to Legitimize the Poor Treatment of Workers. (Oct. 2019).

Talk (Symposium) presented at the *Society of Experimental Social Psychology Meeting*, Toronto, Canada.

- **Kim, J. Y.,** Fitzsimons, G. M., & Kay, A. C. (Feb. 2019). Lean In messages increase attributions of women's responsibility for gender inequality. Talk (Paper) presented at the *Annual Meeting for the Society for Personality and Social Psychology*, Portland, OR.
- **Kim, J. Y. & Kay, A. C.** (Aug. 2018). A motivated account of how attributions of passion serve to legitimize the poor treatment of workers. Talk presented at the *Annual Academy of Management Meeting*, Chicago, IL.
*Finalist, Best Student Paper, Managerial and Organizational Cognition (MOC)
- **Kim, J. Y.,** Fitzsimons, G. M., & Kay, A. C. (Aug. 2018). The effects of Lean In messages on perceptions of women's role in gender inequality. Talk presented at the *Annual Academy of Management Meeting*, Chicago, IL.
- **Kim, J. Y.,** Fitzsimons, G. M., & Kay, A. C. (Jul. 2018). The effects of Lean In messages on perceptions of women's role in gender inequality. Talk presented at the *International Society for Justice Research Conference*, Atlanta, GA.
- **Kim, J. Y.,** Ma, A., Tang, S., & Kay, A. C. (Aug. 2017). Motivated belief in expandable wealth: SES, perceptions of wealth, and system-justification. Talk presented at the *Annual Academy of Management Meeting*, Atlanta, GA.
- **Kim, J. Y.,** Campbell, T. H., Shepherd, S., & Kay, A. C. (May. 2017). Passion exploitation: The legitimization of exploiting other people's passion for work. Talk (Symposium) presented at the *Society for the Study of Motivation Symposium*, Boston, MA.
- **Kim, J. Y.,** Fitzsimons, G. M., & Kay, A. C. (May. 2017). Women's self-improvement advice leads to perceived empowerment, but at what cost? Talk presented at the *Trans-Atlantic Doctoral Conference*, London Business School, London, England.
- **Kim, J. Y.,** Fitzsimons, G. M., & Kay, A. C. (Apr. 2017). Women's self-improvement advice leads to perceived empowerment, but at what cost? Talk presented at the *Carolina Research in Social and Personality Psychology*, Durham, NC.
- **Kim, J. Y.,** Fitzsimons, G. M., & Kay, A. C. (Jan. 2017). Women's self-improvement advice leads to perceived empowerment, but at what cost? Microtalk presented at the *Justice and Morality Pre-conference, Annual Meeting for the Society for Personality and Social Psychology*, San Antonio, TX.
- **Kim, J. Y. & Kay, A. C.** (Nov. 2016). On the unique justifying functions of mind ethic. Talk presented at the *Society of Southeastern Social Psychologists*, Asheville, NC.
- **Kim, J. Y.,** Campbell, T. H., Shepherd, S., & Kay, A. C. (Aug. 2016). Passion exploitation: The legitimization of exploiting other people's passion for work. Talk presented at the *Annual Academy of Management Meeting*, Anaheim, CA.

INVITED TALKS

- Stockholm School of Economics, Management and Organization (2021)
- I.H. Asper School of Business, University of Manitoba, Business Administration (2021)
- University of Auckland, Organisational Psychology (2020)
- Wisconsin School of Business, UW-Madison, Management and Human Resources (2020)
- Hong Kong Baptist University, School of Business, Management (2020)
- Questrom School of Business, Boston University, Management and Organizations (2020)
- Shenzhen University, Psychology (2019)
- Southern University of Science and Technology, Department of IS&ME (2019)
- ShanghaiTech University, School of Entrepreneurship and Management (2019)
- ILR School, Cornell University, Organizational Behavior (2019)
- Goizueta Business School, Emory University, Organization and Management (2019)
- Washington University, Olin Business School, Organizational Behavior (2019)
- Northwestern University, Kellogg School of Management, Management and Organizations (2018)
- INSEAD, Organizational Behavior (2018)
- UC San Diego, Rady School of Management, Economics and Strategic Management (2018)
- NYU Stern, Management and Organizations (2018)
- Yale School of Management, Organizational Behavior (2018)
- London Business School, Organizational Behavior (2018)

TEACHING

- Instructor for a course on Negotiation, SUSTech Spring 2021
Developed course content (a semester-long undergraduate level course) by integrating various topics in negotiation, such as distributive and integrative negotiations, decision making in negotiation, culture, negotiation and ethics, and dispute resolution

Business Negotiations (MIS 212)
An introductory course on negotiation that is largely experiential, giving students an opportunity to develop their skills by participating in a variety of negotiation exercises and integrating their experiences with the key concepts presented in the readings and the class discussions
- Instructor for a course on Management, SUSTech Fall 2020
Developed course content (a semester-long undergraduate level course that includes online and face-to-face classes) by integrating various topics in management, such as leadership, motivation, decision making, negotiation, ethics, diversity, creativity, and networks

Management (MIS 103)
An introductory course on management that focuses on three general factors that contribute to the performance of organizations – strong systems, solid leadership skills, and the ability to meet current challenges
- Instructor for Big Data Management and Application, SUSTech Spring 2020
Developed course content; integrated course (a 2-hour online seminar for undergrads) with the program

Using Big Data in Business

An introductory course on the application of Big Data in the business industry. The course covers the use of Big Data approach in management, marketing, etc. The main goal of this course is to help students gain insights on how to better run organizations and provide better services to customers

SERVICE & PROFESSIONAL AFFILIATIONS

Ad Hoc Reviewer

Academy of Management Annual Meeting
Asian Journal of Social Psychology
Group Processes & Intergroup Relations
Journal of Applied Social Psychology
Journal of Personality and Social Psychology: Attitudes and Social Cognition
Organizational Behavior and Human Decision Processes
Personality and Social Psychology Bulletin
Psychology of Women Quarterly
Psychological Science
Social Problems
Social Psychological and Personality Science

Professional Affiliations

Academy of Management
International Society for Justice Research
Society for Personality and Social Psychology

SELECTED MEDIA COVERAGE

BBC Worklife, Business Insider, Duke Fuqua Insights, Financial Times, Forbes, Inc. Magazine, Irish Times, KQED, Ladders, Quartz at Work, The Chronicle of Higher Education, Vogue