

SUNG SOO KIM, PhD

2101 S. University Blvd. #471 Denver, CO 80208

Phone: 303.871.4399 | Email: sungsoo.kim@du.edu | <https://daniels.du.edu/directory/sung-soo-kim/>

EDUCATION

- 2014 McGill University, Montreal, Canada
PhD in Management (Specialization - Organizational Behavior and Human Resource Management)
Dissertation: Multiple-foci identification in multinational enterprises: The role of the local managers
Committee: Alfred M. Jaeger (Chair, McGill Univ.), Sandra E. Cha (Brandeis Univ),
Christian Vandenberghe (HEC Montreal), Kathleen Bentein (UQAM)
- 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

- 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

Journal Articles Refereed

- 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.
- Nomination by the editorial team as *Human Relations* Top 2018 Papers: [YouTube](#)
- Media coverage: [The Globe and Mail](#)
- 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.
- Media coverage: [Businessnews Daily](#) and [Science Blog](#)
- 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

Seegars LB, Kim SS, & Hewlin PF . Interpersonal consequences of facades of conformity among social-dominance-oriented employees. Invited to Revise and Resubmit to *Organization Science*.

Works in Progress

Kim SS, Vough HC & Shin D. The contingent joint effect of organizational and professional identification for job performance: The role of organizational context.

Kim SS, Bingham J & Vandenberghe C. Ideological, relational, and transactional contract fulfillment.

Kim SS, Hewlin PF & Vandenberghe C. Ideological contract breach and employee outcomes.

Hewlin PF, Dumas TL, Burnett MF & Kim SS. Racial dissimilarity, psychological safety and the augmenting effect of charismatic leadership on facade creation.

Bergh D, Sharp B, Li L, Schnackenberg A, Kim SS & Seaborn P. The presence of bias and errors in management study findings.

Song MJ, Kim SS & Luchak A. Performance management system and firm performance.

Papers in Refereed Conference Proceedings

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.

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.

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.

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.

Kim SS 2010. The fulfillment of psychological contract during reduced-load work arrangement: Employees perspective. *Eastern Academy of Management 2010 Proceedings*.

Refereed Conference Presentations

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.

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

Seegars LB, Kim SS & Hewlin PF 2018. Psychological safety and interpersonal deviance. Annual Meeting of the Academy of Management, Chicago, IL.

- 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 & 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.
- Kim SS, Hewlin PF & Vandenberghe C 2016. Balancing act: Employee responses to ideological contract breach. SIOP Annual Conference, 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*. 29th Annual European Group for Organizational Studies (EGOS) Colloquium, Montreal, QC.
- 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, Orlando, FL.
- 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, Orlando, FL.
- 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. Individualism-collectivism and team creativity: From a motivated information processing perspective. Annual Meeting of the Academy of Management, Montreal, Canada.

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

TEACHING

University of Denver, Daniels College of Business – Instructor

Undergraduate level

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

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

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

Master's level

2019-20 MGMT 4201 Leading Teams (MS in Management, 1 section)
 2018-19 MGMT 4201 Leading Teams (MS in Management, 1 section)
 2017-18 MGMT 4201 (previously) Persuasive Communications in Leadership (MS in Management, 1 section)
 2017 Guest lecture, BUS 4445/INTS 4029 International Business and Strategy

Executive PhD level

2019-20 Comprehensive exam (cohort 1)
 2020-21 MGMT 6302 Research Seminar in Leadership (1 section)
 2019-20 MGMT 6302 Research Seminar in Leadership (1 section)

University of Denver, Daniels College of Business – Advising

2019-20 Alana Aragon, Undergraduate Daniels Distinction Thesis Study Advisor
 2020-21 David Morelli, EPhD Dissertation Committee member

McGill University, Desautels Faculty of Management – Instructor

2014 ORGB 380 Cross Cultural Management (Undergraduate, 1 section)
 2010 MGCR 222 Introduction to Organizational Behavior (Undergraduate, 1 section)
 2010 MGCR 222 Introduction to Organizational Behavior (Undergraduate, 1 section)

McGill University, Desautels Faculty of Management – Teaching Assistant

2008-10 MGCR 222 Introduction to Organizational Behavior (Undergraduate)
2012 Global Leadership (MBA)
2008 Organizational Behavior (MBA)

AWARDS AND RECOGNITIONS

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)
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

Daniels College of Business, University of Denver

2020 Task force member, Daniels Collegiality Task Force
2016- Course Coordinator, BSBA Core Committee
2016- Course Coordinator, 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

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

Other Service to Professional Community

2020-22 PR committee chair, Association of Korean Management Scholars
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

Academy of Management (Organizational Behavior, Managerial and Organizational Cognition)
Society for Industrial & Organizational Psychology (SIOP)
Association of Korean Management Scholars

INDUSTRY EXPERIENCE

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