

YEONGSU ANTHONY KIM, PH.D.

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ACADEMIC APPOINTMENT

University of North Carolina at Greensboro Bryan School of Business and Economics. Assistant Professor of Management	2024 – Present
Western Kentucky University Gordon Ford College of Business. Assistant Professor of Management	2020 – 2024

EDUCATION

University of Massachusetts-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 Leisure Studies	2003 – 2010

RESEARCH INTERESTS

[1] Strategic leaders and governance structure [2] Non-market strategy and shareholder activism [3] Strategic human capital [4] International business.

PUBLICATIONS

Publications in FT50 Journals or Ranked 4* or 4 According to CABS/AJG.

- [1] Kim, J., **Kim, Y. A.**, Wei, L., & Zhou, G. 2025. Female Entrepreneurs And International Entry Mode Choice: Evidence From Entrepreneurial Firms In China. Accepted at the ***Journal of World Business***. [ABDC=A, AJG=3]
- [1] Trzebiatowski, T., Jiang, K., Zhang, Z., Eckardt, R., & **Kim, Y. A.** 2025. A Diversity Signal Set Perspective: Examining Interactive Effects of Diversity Practices on Women and Racialized Non-Leader and Leader Turnover. ***Academy of Management Journal***, 68(1): 191-220 [ABDC=A*, AJG=4*]
- [2] **Kim Y. A.** 2024. Developing Knowledge-Based Client Relationships: Leadership in Professional Services by Ross Dawson. ***Personnel Psychology***. (Book review). [ABDC=A*, AJG=4*]
- [3] 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. [ABDC=A*, AJG=4*]

- ❖ Featured by Harvard Business Review, May- June 2023. One Reason Hubristic Leaders Make it to the Top, 101(3): 24-25. [\[Link\]](#)
 - ❖ Featured by Psy&Org. How CEO political leanings affect their international deals. [\[Link\]](#)
- [4] **Kim, Y. A.** 2023. Leading Professionals: Power, Politics, and Prima Donnas–Book review. *Academy of Management Learning & Education*, 22(2): 333-335. (Book review) [ABDC=A*, AJG=4]

Full List of Publications (Sorted in descending order by publication date)

- [1] **Kim, Y. A.**, Maria. T. Women's Representation on Boards, Diversity Practices, and Internationalization: Evidence From Greenfield Investment. Accepted at the *International Business Review*. [ABDC=A, AJG=3]
- [2] Kim, J., **Kim, Y. A.**, Wei, L., & Zhou, G. 2025. Female Entrepreneurs And International Entry Mode Choice: Evidence From Entrepreneurial Firms In China. Accepted at the *Journal of World Business*. [ABDC=A*, AJG=4]
- [3] Trzebiatowski, T., Jiang, K., Zhang, Z., Eckardt, R., & **Kim, Y. A.** 2025. A Diversity Signal Set Perspective: Examining Interactive Effects of Diversity Practices on Women and Racialized Non-Leader and Leader Turnover. *Academy of Management Journal*, 68(1): 191-220. [ABDC=A*, AJG=4*, FT50]
- [4] **Kim Y. A.** 2024. Developing Knowledge-Based Client Relationships: Leadership in Professional Services by Ross Dawson. *Personnel Psychology*. (Book review). [ABDC=A*, AJG=4*]
- [5] **Kim, Y. A.**, Paik, A., & See, E. 2024. Employee Mobility Networks and Status Transfer in U.S Big Law. *Journal of General Management*, 49(3): 180-191. [ABDC=B]
- [6] 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. [ABDC=A*, AJG=4*, FT50]
- [7] **Kim, Y. A.** 2023. Leading Professionals: Power, Politics, and Prima Donnas–Book review. *Academy of Management Learning & Education*, 22(2): 333-335. (Book review) [ABDC=A*, AJG=4]
- [8] **Kim, Y. A.**, & Skaggs, B. C. 2023. The Impact of Client-Overlap Hiring on PSF Client Embeddedness. *Journal of Professions and Organization*, 10(3): 256-276. [ABDC=A, AJG=2]
- [9] **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. [ABDC=A, AJG=3]
- [10] **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*, 33(2): 134-148. [ABDC=A, AJG=3]
- [11] **Kim, Y. A.** 2021. The Impact of Common Clients on Employee Mobility and Organizational Growth. *Journal of Professions and Organization*, 8(2): 109–127. [ABDC=A, AJG=2]
- [12] 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. [ABDC=A, AJG=3]
- [13] **Kim, Y. A.** 2021. The Impact of Accreditation on Advanced-Nascent Technology Adoption: Evidence from the U.S. Healthcare Industry. *Innovation: Organization & Management*, 23(4): 552-572. [ABDC=C]
- [14] **Kim, Y. A.** 2020. A Critical Appraisal of IBM's Patent Pledge Model: The Impact of Patent Quality on Open-Source Software Start-Ups' Market Entry Decision. *World Patent Information*, 62: 101987.

Best Paper Proceedings

- [1] **Kim, Y. A.** 2019. Star Bias, Situational Awareness, and Relational Dominance: Evidence from MLB Umpiring. *Academy of Management Best Paper Proceedings*, 2019(1): 13028.

Invited Web Article Contributions

- [1] Finding the Missing Piece: Putting the “I” back in DEI, Aug 3, 2023, | Management Insights. [\[Link\]](#)

UNDER REVIEWS & REVISE AND RESUBMISSION

- [1] Military CEO: Under 1st review at *Journal of Management*—with Heubeck. T., Wernick. G.
- [2] TMT-Board Religion Incongruence: Under 1st review at *Journal of Business Ethics*—with Heubeck. T.
- [3] Watchdog Effects: 1st R&R at *Journal of Business Research*— with Moliterno. T, Kim. J.
- [4] TMT Gender Diversity and CSR Target Choice: Under 1st review at *Long Range Planning*— with Kim. J, Wei. L., Zhou. G.
- [5] Venture Team’s ESG: Under 2nd Review at *Journal of Business Research*— with Triana. M.
- [6] CSR Shareholder Activism and Greenwashing: Under 1st review at *Journal of Business Ethics*—with Triana. M, Chin. M., Liu. H. Grant. B.

WORKING PAPERS

Mid-Late-Stage Projects

- [1] Competitive Dynamics and Symbolic Disclosure—with Triana. M.
- [2] Political (In)congruence—with Chin. M., Liu. H, Triana. M., Grant. B.
- [3] Institutionalized Racial Bias and Governance—with Birhane. S., Triana. M.
- [4] Board Religion, Political Capital and ESG—with Heubeck. T.
- [5] CEO’s Facial Masculinity—with Zorn. M., Kelley. J.
- [6] Non-Market Strategy, Political Ideology of U.S Law Firms—with Mawdsley. J.
 - o ***Nominated for the SMS Annual Conference Responsible Research Paper Prize (2025)***
- [7] Lone-Insider Structure and M&A—with Zorn. M., Li. H.

Early-Stage Projects and Research Ideas

- [1] LGBTQ+ Practice and Female Board—with Mitra. A., Glass. C., Sauerwald. S.
- [2] Mentor-Mentee and Color-Blindness—with Zhan. Y, Wen. X.
- [3] Lone-Insider Board and Innovation—with Kelley. J, Zorn. M. Bhussar. M.
- [4] Dismantling CEO Narcissism—with Stackhouse. M., Zhang.Y.
- [5] Sustainable Stardom of Broadway Actors —Ungureanu. T.
- [6] Law Firms’ Green Litigation and Clients’ Greenness.
- [7] Rival CEO’s Health Issues and Workplace Safety.
- [8] CEO, General Human Capital and Product Recall.
- [9] Activist CEO, PI misalignment moderator, and Workplace Safety—with Heubeck. T.
- [10] Corporate Misconduct and FDI—with Kim. J.

INVITED TALKS, CONFERENCES, WORKSHOPS, AND SEMINARS

Conference Presentation

- [1] The Dynamic Interplay Between Market and Non-Market Strategy: Evidence from Political Donation in Knowledge-Based Service. Strategic Management Society, 45th Annual Conference (2025), San Francisco, CA, U.S. (Scheduled)

❖ Nominated for the SMS Annual Conference Responsible Research Paper Prize

- [2] Value-Role Conflict and ESG Performance: Evidence From The Religiosity of Board of Directors. Strategic Management Society, 45th Annual Conference (2025), San Francisco, CA, U.S. (Scheduled)
- [3] CEO-Director Political Ideology (In) Congruence and Its Influence on CSR Activism. 85th Annual Conference (2025), Copenhagen, Denmark. (Scheduled)
- [4] The Impact of Religious (In)Congruence Between the Top Management Team and the Board. 85th Annual Conference (2025), Copenhagen, Denmark. (Scheduled)
- [5] The Impact of the Top Management Team's Gender Diversity on Target Choice Regarding Corporate-Social-Responsibility Performance. AIB 2024 Seoul Conference, Republic of Korea | AOM 2024 Annual Conference Chicago, U.S.
- [6] Female Board Representation and Group Decision-Making Under High Uncertainty. 81st Annual Conference (2023), Boston, MA, U.S.
- [7] Do Prominent CEOs Favor Riskier Foreign Country Entry Modes? Academy of Management. 80th Annual Conference (2022), Seattle, WA, U.S.
- [8] Going Global? The Effect of CEO Political Ideology on International Alliance Engagement. 2021. Southern Management Association Annual Meeting in New Orleans, LA, U.S.
- [9] 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.
- [10] Some Stars Twinkle More: What Type of Star is Viewed as More Valuable Than Others? Academy of Management. 81st Annual Conference (2021), Virtue Conference.
- [11] The Impact of Accreditation on Nascent Technology Adoption: Evidence from the U.S. Healthcare Industry. Midwest Academy of Management (MAM) Conference, (2020) Virtual conference.
- [12] Are Boomerangs More Like Movers or Stayers? Somewhere in Between? Or Something Else? Academy of Management. 80th Annual Conference (2020), Vancouver, Canada.
- [13] 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.

❖ Nominated for SMS Annual Conference Best Conference Paper Prize.

- [14] Star-Colleague Knowledge Similarity and Innovation. Strategic Management Society, 38th Annual Conference (2020), Minneapolis, MM, U.S.
- [15] 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 at AOM conference

- [16] 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.
- [17] 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.

- [18] Homophily in the Factor Market for Talent: Performance Effects of Focused Sourcing, 11th People and Organization Conference (2019), Philadelphia. PA, U.S.
- [19] The Impact of Firm-Specific Relational Capital on Organizational Outcome. Academy of Management. 78th Annual Conference (2018), Chicago, IL, U.S.
- [20] 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. The U.S.
- [21] The Role of Clients in Employee Mobility and Growth in PSF. Academy of Management. 77th Annual Conference (2017), Atlanta, GA, U.S.
- [22] The Impact of Combinative Environmental Scanning on Firm Innovation. Academy of Management. 77th Annual Conference (2017), Atlanta, GA, U.S.
- [23] HRM Practice and Absorptive Capacity and its Effect on Knowledge Creation. Wharton-INSEAD. 3rd Doctoral Consortium (2015), Fontainebleau, France.
- [24] Boundary Spanner, Collective Bridge, and Integrative Interpreter. Strategic Management Society, 34th Annual Conference (2015), Madrid, Spain.

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.
- [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 Presentations and Talks

- 2025: Appalachian State University.
- 2023: University of Mississippi (Ole Miss), University of Massachusetts-Boston, University of North Carolina at Greensboro.
- 2019: Bentley University, Western Kentucky University.

TEACHING EXPERIENCES

- UNCG: Business Policy and Strategy (MGT 491); International Business: Operation and Environment in Foreign Jurisdictions (MGT 302); Research Method-Ph.D. Seminar (BUS-751).
- WKU: Strategy & Policy (MGT 498); Organization and Management (MGT 210); Business Negotiations (MGT 405)
- UMass-Amherst: Business Policy and Strategy (Capstone Simulation) (494 BI); Entrepreneurship. (Pre-College Summer Program); Principle of Management (MGT 301)

AWARDS, HONORS, SCHOLARSHIPS, AND GRANTS

Research Grands

- WKU: Quick Turn-Around Grants (February 2023, \$1,500); (February 2022, \$600); (April 2021, \$3,000); (October 2021, \$3,000)

Academic Awards & Scholarships

- Publication Awards: UNCG (2014, \$5,000); WKU (2003, \$8,500)
- Academic Awards: Emerging Scholar Award at WKU (2023)
- Fellowship: University of Massachusetts-Amherst, Ph.D. Fellowship, 2015-2020; INSEAD Ph.D. Fellowship. 2013-2015.
- Scholarship for Academic Excellence: Seoul National University. 2010; 2011; Yonsei University. 2006, 2007, 2008, 2009; Seoul Presbyterian Church. 2006, 2007, 2008, 2009; University Designed Scholarship. 2003, 2007; Gospel Scholarship. 2003.
- Award the Highest Honors at Graduation (Summa Cum Laude): Yonsei University (Top 1%), 2012; 2007 (Spring & Fall); 2006 (Spring & Fall).

Honors

- Nominated for Responsible Research. SMS. Annual Conference (2025)
- Nominated for the College's Faculty Award for Teaching (2021)
- Nominated for the CITL Teaching Honors (WKU-2020 Spring, 2024 Spring).
- Nominated for Best Conference Paper Prize. SMS. Annual Conference (2019)
- Nominated for the 2019 William H. Newman Award. AoM. 79th Annual Conference (2019)
- Accepted for Plenary session 11th PO Conference (2019).

SERVICES

Dissertation Chair or Committee Member

- Mike Bailey—UNCG (Co-Chair)

University of North Carolina at Greensboro

- *Department level:* (1) Speaker of Professional Development, Ph.D. Seminar: Empirical Etiquette (2024); (2) Department of Management Outreach (Spring, 2025)
- *College level:* Student group advisor (Fall, 2024-Present)

Western Kentucky University

- *Department level:* (1) Student Group (BAD) Advisor (2023-2024); (2) Student Recruitment Committee; (3) Search Committee Member for Tenure Track Position in Operation Management (2022); (4) Search Committee Member for Tenure Track Position in HR (2020-2021); (5) Search Committee Member for Visiting Track Position in Strategy (2022)
- *College level:* Voices of Asian American Immigration: A Panel Discussion; Supporting Honors Augmentation Contracts; Faculty Senate; Faculty Teaching Award Selection Committee (Spring 2021, Spring 2022)

Broader Academics

- *Conference Reviewer:* Southern Academy Association Annual Meeting; Midwest Academy of Management Annual Conference; Academy of Management Annual Conference; Academy of International Business; Strategic Management Society.
- *Journal Reviewers:* Business Strategy and the Environment; Journal of Management Studies; Human Resource Management; Asian Business & Management; Journal of Business Research; International Journal of Human Resource Management.
- *ASQ Blog:* Interview with Dr. Susan Perkins, “When Does Prior Experience Pay? Institutional Experience and The Multinational Corporation.”
- *Textbook Reviewer:* A Textbook About Diversity, Equity and Inclusion in Organizations (30/10/2022), Routledge Books, Taylor and Francis.

SKILLS, PROFESSIONAL DEVELOPMENT

Skills and Knowledge

- Software Package: STATA, UCINET, L_AT_EX
- 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

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