

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, shareholder activism, and sustainability; (3) Strategic human capital; (4) International business.

PUBLICATIONS

Featured Publications (FT50, CABS≥4, ABCD=A*)

- (4) 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. [FT50, ABDC=A*, CABS=4*]
- (3) 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*, CABS=4]
- (2) **Kim Y. A.** (2024). Developing Knowledge-Based Client Relationships: Leadership in Professional Services by Ross Dawson–Book review. *Personnel Psychology*. [ABDC=A*, CABS=4]
❖ [\[Link\]](#)

- (1) 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. [FT50, ABDC=A*, CABS=4*]

Full List of Publications (Sorted In Descending Order By Publication Date)

- (15) **Kim, Y. A.**, María. T. (2025). The Impact of Diversity Practices on ESG And The Moderating Role of TMT Pre-Career Exposure To Religion. *Journal of Business Research*. [ABDC=A, CABS=3]
- (14) **Kim, Y. A.**, María. T. (2025). Women’s Representation on Boards, Diversity Practices, and Internationalization: Evidence From Greenfield Investment. Accepted at the *International Business Review*. [ABDC=A, CABS=3]
- (13) 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*, CABS=4]
- (12) 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. [FT50, ABDC=A*, CABS=4*]
- (11) **Kim Y. A.** (2024). Developing Knowledge-Based Client Relationships: Leadership in Professional Services by Ross Dawson–Book review. *Personnel Psychology*. [ABDC=A*, CABS=4*]
- (10) **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]
- (9) 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. [FT50, ABDC=A*, CABS=4*]
 - ❖ Featured by Psy&Org. How CEO political leanings affect their international deals. [\[Link\]](#)
 - ❖ Featured by Harvard Business Review, May- June 2023. One Reason Hubristic Leaders Make it to the Top, 101(3): 24-25.
- (8) **Kim, Y. A.** (2023). Leading Professionals: Power, Politics, and Prima Donnas–Book review. *Academy of Management Learning & Education*, 22(2): 333-335. [ABDC=A*, CABS=4]
- (7) **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, CABS=2]
- (6) **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, CABS=3]
- (5) **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, CABS=3]
- (4) **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, CABS=2]
- (3) 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, CABS=3]
- (2) **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=B]

- (1) **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

- Military CEO: Revision at *Journal of Management Studies*—with Heubeck. T., Wernick. G.
- Watchdog Effects: Under review at *Sport, Business and Management* with Moliterno. T, Kim. J.
- Religion Congruence: Revision at *Journal of Business Ethics*—with Heubeck. T.
- Peer-Effect of Greenwashing: Under review at *Journal of Business Ethics*—with Triana. M.
- CEO’s General Human Capital and Product Recall: Under review at *Strategic Management Journal*—with Heubeck. T.
- CSR-Oriented Acquisition: Under review at *Business & Society*—with Kim. J., Wei. L., Zhou. G.
- CSR Shareholder Activism and Greenwashing: Revision at *Business & Society*—with Triana. M, Chin. M., Liu. H. Grant. B.

WORKING PAPERS

Mid-Late-Stage Projects

- Non-Market Strategy, Political Ideology of U.S Law Firms—with Mawdsley. J.
- Political (In)congruence.—with Chin. M., Liu. H, Triana. M., Grant. B.
- Racism in Corporate Governance—with Triana. M. Birhane. S.

Early-Stage Projects and Research Ideas

- Reshoring—with Marketa. R., Thams. Y.
- Activist CEO and Workplace Safety—with Heubeck. T.
- Green litigation of U.S. Law Firms’ activist representation: Reputational Spillover. —with Skaggs. B.
- What is the Optimal Point of Greenwashing? —with M. Chin.
- CEO Religion, Internationalization. —with J., Zhou. G.
- Unhappy Marriage, divorce, and Corporate Strategy. —with Zhou. G.
- A Meta-Analysis about CEO Narcissism.—with Zhang. Y., Stackhouse. M.
- Rival CEO’s Health Issues and Workplace Safety—with Kim. J.
- Corporate (Accounting) Misconduct, Scandal, and Bribery. Internal vs External CEO
- Mentor-Mentee and Race—with Zhan. Y., Wei. X.

- One-dimensional DEI and Internationalization and job satisfaction (Glasgow data)
- Sustainable Stardom of Broadway Actors—with Ungureanu. T.
- Is Political Ideology Truly Linear? Binned Plot and Text Analysis Approach. (Idea development stage)

INVITED TALKS, CONFERENCES, WORKSHOPS, AND SEMINARS

Conference Presentation & Proceedings

- (26) Lone-Insider Target: A Screening Theory Perspective On Acquisition Premium And Post-Acquisition Performance, Southern Management Association (2025), Greenville, SC.
- (25) The Diversity Paradox: How CEO Masculinity Influences Women's Leadership Representation, Southern Management Association (2025), Greenville, SC.
- (24) 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.

❖ Nominated for the SMS Annual Conference Responsible Research Paper Prize

- (23) Value-Role Conflict and ESG Performance: Evidence From The Religiosity of the Board of Directors. Strategic Management Society, 45th Annual Conference (2025), San Francisco, CA, U.S.
- (22) CEO-Director Political Ideology (In) Congruence and Its Influence on CSR Activism. 85th Annual Conference (2025), Copenhagen, Denmark.
- (21) The Impact of Religious (In)Congruence Between the Top Management Team and the Board. 85th Annual Conference (2025), Copenhagen, Denmark.
- (20) 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.
- (19) Female Board Representation and Group Decision-Making Under High Uncertainty. 81st Annual Conference (2023), Boston, MA, U.S.
- (18) Do Prominent CEOs Favor Riskier Foreign Country Entry Modes? Academy of Management. 80th Annual Conference (2022), Seattle, WA, U.S.
- (17) Going Global? The Effect of CEO Political Ideology on International Alliance Engagement. 2021. Southern Management Association Annual Meeting in New Orleans, LA, U.S.
- (16) 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.
- (15) Some Stars Twinkle More: What Type of Star is Viewed as More Valuable Than Others? Academy of Management. 81st Annual Conference (2021), Virtue Conference.
- (14) The Impact of Accreditation on Nascent Technology Adoption: Evidence from the U.S. Healthcare Industry. Midwest Academy of Management (MAM) Conference (2020), Virtual conference.
- (13) Are Boomerangs More Like Movers or Stayers? Somewhere in Between? Or Something Else? Academy of Management. 80th Annual Conference (2020), Vancouver, Canada.
- (12) Boomerang and Multiple Mover Productivity in Knowledge Intensive Contexts: A Comparison of Post-Hiring Performance. Strategic Management Society, 38th Annual Conference (2020), Minneapolis, MN, U.S.

❖ Nominated for SMS Annual Conference Best Conference Paper Prize.

- (11) Star-Colleague Knowledge Similarity and Innovation. Strategic Management Society, 38th Annual Conference (2020), Minneapolis, MN, U.S.
- (10) 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
- (9) 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.
- (8) 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.
- (7) Homophily in the Factor Market for Talent: Performance Effects of Focused Sourcing, 11th People and Organization Conference (2019), Philadelphia. PA, U.S.
- (6) The Impact of Firm-Specific Relational Capital on Organizational Outcome. Academy of Management. 78th Annual Conference (2018), Chicago, IL, U.S.
- (5) Where Does She Go? The Impact of Firm Gender Diversity on Female Lawyers' 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.
- (4) The Role of Clients in Employee Mobility and Growth in PSF. Academy of Management. 77th Annual Conference (2017), Atlanta, GA, U.S.
- (3) The Impact of Combinative Environmental Scanning on Firm Innovation. Academy of Management. 77th Annual Conference (2017), Atlanta, GA, U.S.
- (2) HRM Practice and Absorptive Capacity and its Effect on Knowledge Creation. Wharton-INSEAD. 3rd Doctoral Consortium (2015), Fontainebleau, France.
- (1) Boundary Spanner, Collective Bridge, and Integrative Interpreter. Strategic Management Society, 34th Annual Conference (2015), Madrid, Spain.

Organizer of PDW & Workshop

- (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.
- (1) 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*: (1) UNCG (2014, \$5,000); (2) WKU (2003, \$8,500)
- *Research Awards*: Emerging Scholar Award at WKU (2023)
- *Fellowship*: (1) University of Massachusetts-Amherst, Ph.D. Fellowship, 2015-2020; (2) INSEAD Ph.D. Fellowship. 2013-2015.
- *Scholarship for Academic Excellence*: (1) Seoul National University. 2010; 2011; (2) Yonsei University. 2006, 2007, 2008, 2009; (3) Seoul Presbyterian Church. 2006, 2007, 2008, 2009; (4) University Designed Scholarship. 2003, 2007; (5) 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)
- Scott Gray—UNCG (Chair)

University of North Carolina at Greensboro

- Department of Management Outreach (Spring, 2025)
- Search Committee Member for 2025-2026 Tenure Track Position in Strategy.
- Speaker of Professional Development, Ph.D. Seminar: Empirical Etiquette (2024)
- Student Group Advisor (Bible and Faith) (Fall, 2024-Present)

Western Kentucky University

- Student Group (BAD) Advisor (2023-2024)
- Student Recruitment Committee
- Search Committee Member for Tenure Track Position in Operations Management (2022)
- Search Committee Member for Tenure Track Position in HR (2020-2021)
- Search Committee Member for Visiting Track Position in Strategy (2022)
- 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*: (1) Southern Academy Association Annual Meeting; (2) Midwest Academy of Management Annual Conference; (3) Academy of Management Annual Conference; (4) Academy of International Business; (5) Strategic Management Society.
- *Journal Reviewers*: (1) Business Strategy and the Environment; (2) Journal of Management Studies; (3) Human Resource Management; (4) Asian Business & Management; (5) Journal of Business Research; (6) International Journal of Human Resource Management; (7) Journal of Small Business and 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*: (1) Inclusive Teaching: The Power of High Structure (CITL workshop); (2) Creating and Re-Creating Major Assessments in the Age of AI (CITL workshop); (3) How to Create an Engaging Zoom Class Meeting (CITL, WKU Summer workshop); (4) How to Prepare Electronic and Dynamic Continuance Packets (New Faculty Professional Learning Community, CITL)
- *UMass-Amherst*: (1) Introduction to Python (ISSR, Research method development workshops; Modeling emergence, (2) Computational simulation as a theory-building tool (ISSR, Research method development workshops)