JOOHYUNG (JENNY) KIM

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ACADEMIC EMPLOYMENT

Department of Management, College of Business, City University of Hong Kong
Assistant Professor (Feb 2023 – current)

W. P. Carey School of Business & Global Center for Technology Transfer, Arizona State University
Postdoctoral scholar (Aug 2022 – Jan 2023)

EDUCATION

Ph.D. **W. P. Carey School of Business, Arizona State University**. Aug 2022

M.B.A. **Bowling Green State University**. May 2017

B.B.A. **Korea University Business School, Korea University**. Feb 2015

PUBLICATIONS

Kim, J. (J.)†, Yoon, S.†, LePine, J. A., Wang, D., & Waldman, D. A. (2026). Supervisor meddling: How supervisor helping motives can invite negative employee behaviors—and the moderating role of perspective-taking. *Personnel Psychology, 79*(1), 5–24. https://doi.org/10.1111/peps.70007

Ames, J. B., Waldman, D. A., **Kim, J. (J.),** Owens, B., & Balthazard, P. A. (2025). Can narcissistic women leaders be seen as effective? A multi-method examination. *Journal of Organizational Behavior*, Advance online publication. https://doi.org/10.1002/job.70013

Kim, J. (J.), Mitchell, M. S., Waldman, D. A., & Seigel, D. (2025). Do gender-role violations in initiating structure and consideration help or harm employee stress and well-being? *Journal of Management,* Advance online publication. https://doi.org/10.1177/01492063251346400

Kim, J. (J.), Vaulont, M. J., Zhang, Z., & Byron, K. (2024). Looking inside the black box of gender differences in creativity: A dual-process model and meta-analysis. *Journal of Applied Psychology, 109*(12), 1861–1900. https://doi.org/10.1037/apl0001205
* Featured in Fortune Magazine, "Men are seen as creative geniuses—but women come up with creative ideas that actually solve problems, according to a new study"
* Won the Parasuraman Outstanding Publication (Runner-Up) Award presented by Diversity, Equity, and Inclusion (DEI) Division at 85th Annual Meeting of the Academy of Management.

Choi, H., Siegel, D. S., Waldman, D. A., Frandell, A., & **Kim, J.** (2024). Role conflict, entrepreneurial identity, and academic entrepreneurship: The effects of immigration status. *Small Business Economics, 63,* 611-626. https://doi.org/10.1007/s11187-023-00861-4

Kim, J. (J.), Waldman, D. A., Balthazard, P. A., & Ames, J. B. (2023). Leader self-projection and collective role performance: A consideration of visionary leadership. *The Leadership Quarterly, 34*(2), Article 101623. https://doi.org/10.1016/j.leaqua.2022.101623
* Won the Best Paper Award presented by Organizational Neuroscience (NEU) Interest Group at 83rd Annual Meeting of the Academy of Management.

† Denotes equal authorship.

MANUSCRIPTS UNDER REVIEW

Kim, J. (J.), Yoon, S., LePine, J. A., Wei, W., Wang, D., Koo, H., & Waldman, D. A. [Leadership behavior]. 2nd R&R at *Organizational Behavior and Human Decision Processes*.

Kim, J. (J.), Ashforth, B. E., & Waldman, D. A. [Organizational identification]. 1st R&R at *Journal of Applied Psychology*.

Waldman, D. A., **Kim, J. (J.)**, Flake, D., Opoku, S., Ashforth, B. E., & Siegel, D. S. [Ambivalence]. Under review at *Organization Science*.

SELECTED WORKS IN PROGRESS

Kim, J. (J.), Yoon, S., LePine, J. A., Chen, J., & Koo, H. [Leadership behavior]. (Data collection stage).

Kim, J. (J.), Kwon, E., LePine, J. A., & Methot, J. [Ambivalent emotion]. (Study design stage).

Kim, J. (J.), Zhang, Z., & Li, Y. [Promotability]. (Study design stage).

BOOK CHAPTER

Kim, J., & Waldman, D. A. (2020). Neuroethics in leadership research and practice. In J. T. Martineau and E. Racine (Eds.), *Organizational neuroethics: Reflections on the contributions of neuroscience to management theories and business practices* (pp. 31-46). Cham, Switzerland: Springer.

CONFERENCE PRESENTATIONS

Kim, J., Waldman, D. A., Ashforth, B. E., & Siegel, D. S. (2025, July 25-29). *Dealing with paradoxical tensions in technology transfer: The role of ambivalence-embracing mindset* [Paper presentation]. 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.

Kim, J., Yoon, S., LePine, J. A., Wei, W., & Wang, D. (2022, August 9-14). Leader obstructive proactivity: When leadership claiming fails. In Y. Huang, & K. Savani (Chairs), *Leadership claiming and granting: Scale development, antecedents, and outcomes* [Symposium]. 82nd Annual Meeting of the Academy of Management, Seattle, WA.

Waldman, D. A., Balthazard, P. A., **Kim, J.**, Owens, B., & Ames, J. B. (2020, August 7–11). Neurological activity of "Darkside" leaders during a visioning task: An application of neuroscience theory and methods. In C. Lofgren, S. Yoon, & N. Wellman (Chairs), *Leadership in 20/20: Leveraging innovative methodologies to broaden and sharpen our sight* [Symposium]. 80th Virtual Annual Meeting of the Academy of Management.

Kim, J., LePine, J. A., & Waldman, D. A. (2020, August 7–11). Obstructive proactivity: Seemingly appropriate behavior enacted in the wrong way. In D. A. Waldman, & **J. Kim** (Chairs), *New ways of understanding dark side of leadership* [Symposium]. Symposium accepted at 80th Virtual Annual Meeting of the Academy of Management.

Owens, B., Ames, J. B., **Kim, J.**, Williams, R., Waldman, D. A., & Balthazard, P. A. (2019, August 9–13). *The neurological underpinnings of leader humility and narcissism* [Symposium]. 79th Annual Meeting of the Academy of Management, Boston, MI.

Kim, J., Williams, R., Balthazard, P. A., & Ames, J. B. (2019, August 9–13). Neural foundations of visionary leadership. In D. A. Waldman (Chair), *New directions in leadership vision research at multiple levels of organizations* [Symposium]. 79th Annual Meeting of the Academy of Management, Boston, MI.

Ma, L., Zhang, Z., & **Kim, J.** (2018, August 10–14). *Effects of conflict asymmetry on team conflict-performance relationships: A meta-analysis* [Paper presentation]. 78th Annual Meeting of the Academy of Management, Chicago, IL.

CHAIRED CONFERENCE SESSION

D. A. Waldman, & **J. Kim** (2020, August 7–11). *New ways of understanding dark side of leadership* [Symposium]. 80th Virtual Annual Meeting of the Academy of Management. Symposium accepted at the 80th Virtual Annual Meeting of the Academy of Management.

TEACHING

Management (Fall 2023–2025)

Negotiations (Spring 2022)

Organizational Behavior (Fall 2020)

PROFESSIONAL SERVICE

Ad Hoc Reviewer

Academy of Management Review, 2024
Personnel Psychology, 2022
Organizational Behavior and Human Decision Processes, 2018, 2024

Conference Reviewer

Annual Meeting of the Academy of Management, 2018–2021, 2023–2026

PROFESSIONAL AFFILIATION

Academy of Management, 2017 – present

GRANTS, HONORS, & AWARDS

2026 CityU Research Project Infrastructure Fund, City University of Hong Kong
Principal Investigator
HK$ 200,000. 2026-2028

2025 Early Career Scheme (ECS), Research Grants Council (RGC), Hong Kong
Principal Investigator, "The Dual Nature of Employee Nostalgia: Affection- and Longing-Oriented Nostalgia and Their Effects on Employee Outcomes"
HK$ 303,805. 2025-2028

2025	Parasuraman Outstanding Publication (Runner-Up) Award, Diversity, Equity, and Inclusion (DEI) Division, 85th Annual Meeting of the Academy of Management
2023	New Faculty Start-up Grant, City University of Hong Kong *Principal Investigator*, "Supervisor Meddling" HK$ 300,000. 2023-2026
2023	Best Paper Award, Organizational Neuroscience (NEU) Interest Group, 83rd Annual Meeting of the Academy of Management
2017-2022	Arizona State University Graduate Fellowship
2016	Graduate Student Scholarship, Department of Management, Bowling Green State University
2016	College of Business 2016 Summer Research Award, funded by the Supply Chain Management Institute at Bowling Green State University
2011-2012	Global KU Scholarship for high academic achievement