

## JOOHYUNG (JENNY) KIM

Department of Management | College of Business | City University of Hong Kong  
Tat Chee Avenue, Kowloon, Hong Kong | [Jenny.J.Kim@cityu.edu.hk](mailto:Jenny.J.Kim@cityu.edu.hk)

### ACADEMIC EMPLOYMENT

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#### 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

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- Ph.D.**            **W. P. Carey School of Business, Arizona State University.** Aug 2022  
Major: Management (Organizational Behavior)  
Dissertation: Understanding how individuals deal with paradoxical tensions through ambivalence theory: The case of technology transfer among federal laboratory scientists  
Committee: Blake E. Ashforth (Co-chair), David A. Waldman (Co-chair), Marie S. Mitchell
- M.B.A.**            **Bowling Green State University.** May 2017
- B.B.A.**            **Korea University Business School, Korea University.** Feb 2015

### RESEARCH INTERESTS

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Paradox and ambivalence; gender; leadership; organizational neuroscience

### PUBLICATIONS

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- Kim, 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 83th Annual Meeting of the Academy of Management.
- Choi, H., Siegel, D. S., Waldman, D. A., Frandell, A., & **Kim, J.** (2023). Role conflict, entrepreneurial identity, and academic entrepreneurship: The effects of immigration status. *Small Business Economics*.  
<https://doi.org/10.1007/s11187-023-00861-4>

### MANUSCRIPTS UNDER REVIEW

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- Kim, J.**, Vaulont, M. J., Zhang, Z., & Byron, K. [Gender meta-analysis]. 4<sup>th</sup> R&R at *Journal of Applied Psychology*.
- Kim, J.**, Yoon, S., LePine, J. A., Wei, W., Wang, D., & Waldman, D. A. [Leadership behavior]. 1st R&R at *Personnel Psychology*.
- Kim, J.**, Mitchell, M. S., Waldman, D. A., & Seigel, D. [Leader gender and employee stress]. 1st R&R at *Journal of Management*.

Waldman, D. A., Ames, J. B., Owens, B., **Kim, J.**, & Balthazard, P. A. [Neuro-leadership and gender]. Under review at *Journal of Organizational Behavior*.

## WORKS IN PROGRESS

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**Kim, J.**, Ashforth, B. E., & Waldman, D. A. [Paradox perspective on organizational identification]. (Writing stage. Target journal: *Academy of Management Review*)

**Kim, J.**, Ashforth, B. E., Waldman, D. A., & Siegel, D. S. [Paradox and ambivalence]. (Writing stage. Target journal: *Academy of Management Journal*)

**Kim, J.**, Yoon, S., LePine, J. A., & Waldman, D. A. [Voice behavior]. (Study design stage.)

## BOOK CHAPTER

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**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

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**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]. 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

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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**

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Negotiations (Spring 2022)

Organizational Behavior (Fall 2020, 2023)

## **PROFESSIONAL SERVICE**

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### **Ad Hoc Reviewer**

Personnel Psychology, 2022

Organizational Behavior and Human Decision Processes, 2018

### **Conference Reviewer**

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

## **PROFESSIONAL AFFILIATION**

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Academy of Management, 2017 – present

## **HONORS & AWARDS**

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2023	Best Paper Award, Organizational Neuroscience (NEU) Interest Group, 83th 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