

HAE-LYENG ROSE KIM

Leadership and Organizational Behavior | Darden School of Business | University of Virginia
KimH@arden.virginia.edu | rosehlkim.com

ACADEMIC APPOINTMENTS

University of Virginia, Darden School of Business Post-Doctoral Research Associate	2024-Current
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EDUCATION

University of Maryland Ph.D. in Organizational Behavior and Human Resource Management	2024
Columbia University Master of Science in Journalism	2011
Seoul National University Master of Science in Business Administration	2018
Bachelor of Business Administration	2009

RESEARCH INTERESTS

Proactivity; Motivation; Future of Work; AI; Work Environment; Power & Status Dynamics

AWARDS & HONORS

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- Frank T. Paine Award for Academic Achievement (2024); University of Maryland (College-level award for excellence in academic and research achievements).
 - Best Reviewer Award Organizational Behavior Division (2023); Academy of Management.
 - Faculty-Student Research Award (FSRA; 2023–2024; \$10,000); University of Maryland.
 - Jacob K. Goldhaber Grant (2022); University of Maryland.
 - Doctoral Institute (DI) Scholarship (2021); Management and Organizational Behavior Teaching Society (MOBTS).
 - Graduate Scholarship (2016-2018); Seoul National University.
 - Award for Excellence in Reporting Breaking News (2015); Society of Publishers in Asia.
 - Academic Achievement Scholarship (2006-2008); Seoul National University.

PUBLICATIONS

Kim, H.R., Foulk, T.A., Schaerer, M, Gale, J., & Anicich, E.M. (2025). Riding the Waves of Power: Power Fluctuation, Cognitive Energy and Goal Pursuit. *Personnel Psychology*. Advance online publication. <https://doi.org/10.1111/peps.12686>

MANUSCRIPTS UNDER REVIEW

Kim, H.R. & Foulk, T.A. The Green Trap: How Biophilic Work Environments Can Reduce Proactive and Prosocial Workplace Behaviors. *1st round R&R at **Organizational Behavior and Human Decision Processes***.

Venkataramani, V., Bartol, K., & **Kim, H.R.** The Sweet Spot in the Managerial Endorsement of Employees' Novel Ideas: Balancing Functional Novelty and Design Familiarity. *Under 2nd round review at Academy of Management Journal.*

Gale, J., Foulk, T.A., Erez, A., Krishnan, S., **Kim, H.R.**, & Cooper, B. From Road to Rage: How Commute Stress Relates to Interpersonal Counterproductive Work Behaviors (And What to Do About It). *Under 3rd round review at Journal of Applied Psychology.*

SELECTED RESEARCH IN PROGRESS

** Denotes student co-author at project inception*

Kim, H.R. & Raveendhran, R. Use of Generative Artificial Intelligence (GenAI) and Workplace Behaviors. *Stage: Data collection completed on two pre-registered studies; Coding in process of qualitative interviews.*

Kim, H.R., Raveendhran, R., & Foulk, T.A. Psychological Ownership of GenAI Output and Verification Behavior. *Stage: Data collection.*

Kim, H.R., Younge, A., & Raveendhran, R. GenAI and Social Interactions. *Stage: Data collection.*

Yoon, S., **Kim, H.R.**, Koopman, J., & Chang, S.* Algorithm and Social Comparison. *Stage: Data collection.*

Kim, H.R., Derfler-Rozin, R., & Bartol, K. Status Growth Rate and Workplace Behaviors. *Stage: In preparation for submission; Target: Organizational Behavior and Human Decision Processes.*

CONFERENCE PRESENTATIONS

Reshaping Workplace Dynamics: How AI Impacts Cognition, Creativity, and Interpersonal Relations. Symposium Co-Chair at the 85th annual meeting of the Academy of Management, Copenhagen, Denmark (2025).

Kim, H.R. (2024). *Nature-Led Complacency: Biophilic Workplace Environments' Negative Impact on Work Behaviors*. Presented at the 84th annual meeting of the Academy of Management, Chicago, IL.

Kim, H.R., Foulk, T.A., Schaerer, M, Gale, J., & Anicich, E.M. (2022). *The Energizing Effect of Daily Power Fluctuation*. Presented at the 82nd annual meeting of the Academy of Management, Seattle, WA.

Kim, H.R., Derfler-Rozin, R., Bartol, K. (2022). *Status Growth Rate and Work Behaviors: The Moderating Role of Internal Attribution of Status Gain*. Presented at the 82nd annual meeting of the Academy of Management, Seattle, WA.

Kim, H.R., Bae, H., Lee, J.H., & Kim, S.L. (2017). *The Effect of Coworker LMXSC on Citizenship Behaviors: The Mediating Role of Coworker Exchange*. Presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.

Yoon, S., **Kim, H.R.**, & Mah, S. (2017). *The Effect of Leader Boundary Spanning on Employee Performance and its Boundary Conditions*. Presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.

Lee, J.H., Yoon, S., **Kim, H.R.**, & Yun, S. (2017). *Don't Take It Out on Me: Crossover Effect of Leader's Work-Family Conflict on Citizenship Behavior*. Presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.

Kim, H.R., Yoon, S.I., Bae, H., & Yun, S. (2017). *Coworker LMXSC on Helping Behavior*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Yoon, S.I., Lee, J., **Kim, H.R.**, Mah, S., & Yun, S. (2017). *Leader Boundary Spanning and Abusive Supervision*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Lee, J., **Kim, H.R.**, & Yun, S. (2016). *Knowledge sharing, psychological safety, and performance: Moderating effect of regulatory focus*. Presented at the 76th annual meeting of the Academy of Management, Anaheim, CA.

INVITED TALKS

Darden School of Business, University of Virginia (2024).

Isenberg School of Management, University of Massachusetts, Amherst (2023).

Marshall School of Business, University of Southern California (2012; 2013).

TEACHING EXPERIENCE

University of Virginia, Darden School of Business

Teaching fellow

- Leading Teams (MBA; Fall 2024; Fall 2025)
- Negotiations (MBA; Spring 2025)
- Minds and Machines: Flourishing in the age of AI (MBA; Fall 2024)

University of Maryland, Robert H. Smith School of Business

Instructor

- Managing People & Organizations (Core undergraduate; Fall 2022):
In-person (58 students); Overall course rating: 3.8/4.0; Instructor rating 3.8/4.0.
- Managing People & Organizations (Core undergraduate; Fall 2021):
In-person (60 students); Overall course rating: 3.6/4.0; Instructor rating 3.9/4.0.

Teaching assistant

- Ethical Leadership (MBA; Spring 2022)

Seoul National University, College of Business Administration

Head teaching assistant

- Advanced Management Program for Public Corporations (Certificate program; Spring 2017)
- Advanced Management Program for Public Officials (Certificate program; Fall 2016)

Teaching assistant

- Leadership (MBA; Spring 2017)
- Organizational Behavior (Core undergraduate; Spring 2016; Spring 2017)
- Organizational Behavior (MBA; Fall 2016)

AFFILIATION

Academy of Management (AOM).

American Psychological Association (APA).

Association for Korean Management Scholars (AKMS).

SERVICE

Ad-hoc Reviewer

- Annual Meeting of the Academy of Management (2021-Current).

University of Maryland, Robert H. Smith School of Business

- Ph.D. Oversight Committee student representative (2020–2024).
- Robert H. Smith School Ph.D. orientation organizer (2021).

PROFESSIONAL WORK EXPERIENCE

Reporter at Bloomberg News	2011-2016
Associate at SBI Private Equity	2008-2009

REFERENCES

Dr. Trevor A. Foulk

Associate Professor
Management Department
Warrington College of Business
University of Florida
Email: trevor.foulk@ufl.edu

Dr. Rellie Derfler-Rozin

Professor
Department of Management and Organization
Robert H. Smith School of Business
University of Maryland
Email: rellie@umd.edu

Dr. Roshni Raveendhran

Assistant Professor
Leadership and Organizational Behavior Area
Darden School of Business
University of Virginia
Email: raveendhranr@arden.virginia.edu

Dr. Michael Schaerer

Associate Professor
Organisational Behaviour and Human Resources
Lee Kong Chian School of Business
Singapore Management University
Email: schaerer@smu.edu.sg