H A E - L Y E N G R O S E K I M

Department of Management | Spears School of Business | Oklahoma State University
rose.kim@okstate.edu | rosehl.kim@gmail.com | rosehlkim.com

ACADEMIC APPOINTMENTS

Oklahoma State University, Spears School of Business 2026-Present
Assistant Professor

University of Virginia, Darden School of Business 2024-2026
Post-Doctoral Research Associate

EDUCATION

University of Maryland 2024
Ph.D. in Organizational Behavior and Human Resource Management

Columbia University 2011
Master of Science in Journalism

Seoul National University
Master of Science in Business Administration 2018
Bachelor of Business Administration 2009

RESEARCH INTERESTS

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

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

Gale, J., Foulk, T.A., Erez, A., Krishnan, S., **Kim, H.R.**, & Cooper, B. (2026). From Road to Rage: How Commute Stress Relates to Interpersonal Counterproductive Work Behaviors (And What to Do About It), ***Journal of Applied Psychology***. Advance online publication. https://doi.org/10.1037/apl0001394

MANUSCRIPTS UNDER REVIEW

** Denotes student co-author at project inception*

Kim, H.R., Foulk, T.A., Nguyen, C.*, & Miller, P.* 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***.

SELECTED RESEARCH IN PROGRESS

** Denotes student co-author at project inception*

Venkataramani, V., Bartol, K., & **Kim, H.R.** The Sweet Spot in the Managerial Endorsement of Employees' Novel Ideas: Balancing Functional Novelty and Design Familiarity. *Stage: In preparation for submission; Target: Journal of Applied Psychology.*

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.*

Kim, H.R. & Raveendhran, R. Use of Generative Artificial Intelligence (GenAI) and Workplace Behaviors. *Stage: Writing; Target: Journal of Applied Psychology.*

Converse, B.A., Raveendhran, R., & **Kim, H.R.** Self -Other GenAI usage. *Stage: Data collection.*

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

Kim, H.R. & Foulk, T.A. Wearables at the Workplace. *Stage: Data collection.*

CONFERENCE PRESENTATIONS

Kim, H.R. & Raveendhran, R. (2026). *Proactive GenAI Use: Implications for Collaboration and Idea Implementation*. Poster presented at Center for Working Well Inaugural Conference, Lafayette, IN.

Kim, H.R. & Raveendhran, R. (2026). *How Proactive GenAI Use Enables Credibility, Collaboration, and Idea Implementation.* Presented at the 4th annual Behavioral Science Across Grounds Conference, Charlottesville, VA.

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

Spears School of Business, Oklahoma State University (2025).
Sam M. Walton College of Business, University of Arkansas (2025).
Nanyang Business School, Nanyang Technological University (2025).
A.B. Freeman School of Business, Tulane University (2025).
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).

AWARDS & HONORS

- 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.

SERVICE

Ad-hoc Reviewer
- Organizational Behavior and Human Decision Processes (2026-Present).
- Annual Meeting of the Academy of Management (2017-Present).

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