

HAE-LYENG ROSE KIM

Management and Organization | Robert H. Smith School of Business | University of Maryland
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EDUCATION

University of Maryland, Robert H. Smith School of Business *Expected 2024*

Ph.D. in Organizational Behavior and Human Resource Management

Dissertation title: Nature-Led Complacency: Biophilic Workplace Environments'

Negative Impact on Proactive and Prosocial Workplace Behaviors. [Proposed Fall 2022]

Committee: Trevor A. Foulk (Chair), Kathryn M. Bartol, Rellie Derfler-Rozin, Jennifer Carson Marr, Edward Lemay (Dean's representative).

Columbia University in the City of New York 2011

Master of Science in Journalism

Seoul National University

Master of Science in Business Administration 2018

Bachelor of Business Administration 2009

RESEARCH INTERESTS

Human-Nature Interaction; Power & Status Dynamics; Decision-making; Future of Work

MANUSCRIPTS UNDER REVIEW

(Manuscript names have been modified in adherence to blind peer-review standards.)

Kim, H.R., Foulk, T.A., Schaerer, M, Gale, J., & Anicich, E.M. Power Fluctuation and Goal Pursuit. *1st Round R&R at Personnel Psychology.*

Gale, J., Foulk, T.A., Erez, A., Krishnan, S., **Kim, H.R.**, & Cooper, B. Commute and Rudeness. *1st Round R&R at Journal of Applied Psychology.*

SELECTED RESEARCH IN PROGRESS

Kim, H.R., Derfler-Rozin, R., & Bartol, K. Rising Faster and Feeling Entitled? Status Growth Rate and Unethical and Helping Behavior at the Workplace. *Stage: In preparation for submission; Target: Journal of Applied Psychology.*

Venkataramani, V., Bartol, K., & **Kim, H.R.** Creativity Recognition & Implementation. *Stage: In preparation for submission; Target: Academy of Management Journal.*

Yip, M., Kim, M.J., & **Kim, H.R.** Artificial Intelligence (AI) and Decision Making at Brokerages. *Stage: Data collection; Target: Academy of Management Journal.*

Kim, H.R., & Foulk, T.A. Artificial Intelligence (AI) and Workplace Behaviors. *Stage: Data collection; Target: Journal of Applied Psychology.*

Kim, H.R., & Foulk, T.A. Desire to be Remembered: Workplace Legacy Concerns and Work Behaviors. *Stage: Data collection; Target: Academy of Management Journal*.

Foulk, T.A., Taylor, S.G., & **Kim, H.R.** Enclotted Cognition and Rudeness. *Stage: Data collection; Target: Organizational Behavior and Human Decision Processes*.

CONFERENCE PRESENTATIONS & INVITED TALKS

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.

Kim, H.R. (2012; 2013). *South Korea's Family Run Conglomerates and Business Environment*. Invited talk to University of Southern California MBA students visiting Korea.

TEACHING EXPERIENCE

University of Maryland, Robert H. Smith School of Business

Instructor (BMGT364 Managing People & Organizations)

- Fall 2022: In-person (58 students); Overall course rating: 3.8/4.0; Instructor rating 3.8/4.0.
- Fall 2021: In-person (60 students); Overall course rating: 3.6/4.0; Instructor rating 3.9/4.0.

Teaching assistant (MBA course)

- BUSO704 Ethical Leadership (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 course; Spring 2017)
- Organizational Behavior (Undergraduate course; Spring 2016; Spring 2017)
- Organizational Behavior (MBA course; Fall 2016)

AWARDS & AFFILIATION

Awards

- Best Reviewer Award Organizational Behavior Division (2023); Academy of Management.
- Faculty-Student Research Award (FSRA; 2023–2024; \$10,000); The UMD Graduate School.
- Jacob K. Goldhaber Travel Grant (2022); The UMD Graduate School.
- Doctoral Institute (DI) Scholarship (2021); Management and Organizational Behavior Teaching Society (MOBTS).
- Award for Excellence in Reporting Breaking News (2015); Society of Publishers in Asia.
- Academic Achievement Scholarship (2006-8); Seoul National University.

Affiliations

- 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

- PhD Oversight Committee student representative (2020–Current).
- Search committee member of PhD Administrative Coordinator position (2022).
- M&O Department PhD orientation coordinator (2021).
- Robert H. Smith School PhD Orientation organizer and panel speaker (2021).

PROFESSIONAL WORK EXPERIENCE

Bloomberg L.P., Seoul, Korea

2011-2016

Journalist

- Wrote clear, concise and accurate stories with a focus on in-depth coverage of Korea's corporate governance issues and automotive sector.
- Archive of select articles: <https://www.bloomberg.com/authors/AQ150SnbmxA/rose-kim>

SBI Private Equity Co., Ltd., Seoul, Korea

2008-2009

Associate

- Contributed to the establishment of funds by managing documents, creating company brochures, and publishing analysis reports of target industries and companies.

REFERENCES

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Dr. Michael Schaerer

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