

KAWON KIM

Department of Management and Marketing, Faculty of Business, The Hong Kong Polytechnic University
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EDUCATION

London Business School, United Kingdom

Ph.D. Organisational Behaviour, 2016

Seoul National University, South Korea

M.A. Psychology (Concentration: Industrial and Organizational Psychology), 2009

B.A. Psychology, Summa cum laude, 2007

University of British Columbia, Canada

Exchange Student, 2005 - 2006

ACADEMIC EXPERIENCE

Assistant Professor, The Hong Kong Polytechnic University (since July 2016)

RESEARCH INTERESTS

My research focuses on understanding how individuals address interpersonal processes in diverse groups and organizations and how these processes consequently affect work outcomes. Particularly I consider two themes in my research: (1) minorities' (e.g., women and non-whites) relational dynamics, and (2) identity motives (e.g., belonging, distinctiveness, and self-verification).

“I am looking for a full-time Postdoctoral Fellow/Research Associate/Research Assistant to work with. An interested candidate can contact me at kawon.kim@polyu.edu.hk.”

PUBLICATIONS

Moore, C., Lee, S.Y., **Kim, K.**, & Cable, D. (2017). The advantage of being oneself: The role of applicant self-verification in organizational hiring decisions. *Journal of Applied Psychology*.

- Selected media coverage: Financial Times, Telegraph, Science Daily, and Economic Times.

Kim, K., Ormiston, E. M., Easterbrook, J. M., & Vignoles, V. L. (Forthcoming). Ethnic Dissimilarity Predicts Belonging Motive Frustration and Reduced Organizational Attachment. *Group Processes & Intergroup Relations*. doi.org/10.1177/1368430217733116

Kim, K. (2015). Cooperation or competition? Gender stereotyping and interaction within female duos. *Academy of Management Proceedings*. Vancouver, BC, Canada.

Peterson, R. S. & **Kim, K.** (2012). Leadership in small groups and teams: Towards a theory of group leadership. In M. Neale & B. Mannix (Eds.), *Research on Managing Groups and Teams: Looking Back,*

Moving Forward: A Review of Group and Team-Based Research. Emerald Group.

UNIVERSITY COLLOQUIA

Hong Kong Baptist University, Management, Hong Kong, 2016

Hong Kong Polytechnic University, Department of Management and Marketing, Hong Kong, 2016

Nanyang Technological University, Strategy, Management, & Organisation, Singapore, 2016

Korea University, Business School, South Korea, 2016

Seoul National University, Department of Psychology, South Korea, 2016.

CONFERENCE PRESENTATIONS

Kim, K. & Bavik, Y. (2018). How losing affects subsequent performance: Goal interdependence perspective.

The annual conference of European Academy of Management, Reykjavik, Iceland.

Kim, K. (2016). Gender stereotyping and competitive interaction within female duos. *The annual conference of the International Association for Conflict Management, New York City, USA.*

Kim, K., Derfler-Rozin, R., Thau, S. & Pillutla, M. (2016). Do exceptional group contributions mitigate the risk of exclusion? An error-management theory perspective on group leader exclusion decisions. *Invited for presentation at the annual conference of the Interdisciplinary Network for Group Research, Helsinki, Finland (Withdrawn).*

Kim, K. (2015). Cooperation or competition? Gender stereotyping and interaction within female duos. *The annual meeting of the Academy of Management, Vancouver, Canada.*

Kim, K., Ormiston, E. M., Easterbook, J. M., & Vignoles, V. L. (2015). The effects of demographic dissimilarity on the belonging and distinctiveness motives. *The annual meeting of the Academy of Management, Vancouver, Canada.*

Brands, R., Kim, K. and Ku, G. (2014). Gender differences in the activation of social capital in response to a job threat. *The annual meeting of the Academy of Management, Philadelphia, USA.*

Moore, C., Lee, S.Y., & Kim, K. (2014). The advantage of being oneself: The role of self-verification in successful job search. *The annual meeting of the Academy of Management Meeting, Philadelphia, USA.*

Kim, K., Ormiston, E. M., Easterbook, M., & Vignoles, V. L. (2012). Compensatory identity shift in demographically diverse and similar groups. *The annual meeting of the Interdisciplinary Network for Group Research, Chicago, USA.*

Kim, K., & Ormiston, E. M. (2012). Not sharing novel ideas in an effort to belong: Why demographically diverse groups fail to capitalize on members' diverse ideas. *Trans-Atlantic Doctoral Conference, London Business School, London, UK.*

Peterson, R. S. & Kim, K. (2011). Leadership in small groups and teams: Towards a theory of group leadership. *Research in Managing Groups and Teams Conference, Chicago, USA.*

TEACHING

Instructor, Hong Kong Polytechnic University (Undergraduate), Hong Kong

Human Resource Management (MM 3111; 2017; 2018)

Guest Lecturer, Nanyang Business School, Nanyang Technological University, Singapore

Organizational Behavior and Design (AB1601; 2016), Managing Change Session (Undergraduate)

Average teaching evaluation: 4.35/5

Teaching Assistant, London Business School (MBA)

Leading Teams and Organizations, Spring 2015, Spring & Fall 2014, Spring 2012, Fall 2011

Developing Effective Managers and Organisations, Spring 2015

Managing Organisational Behaviour, Spring 2014

Negotiation and Bargaining, Fall 2013

Managing Change, Fall 2012

Paths to Power, Fall 2011 & Winter 2012

GRANTS

General Research Fund, PI (HKD 423,562)

2018

“Interviewer Authentic Behavior: Conceptualization and Examination of Its Impact on Recruitment Outcomes”

The RGC of the HKSAR Government

“I am looking for a full-time Postdoctoral Fellow/Research Associate/Research Assistant for this project. An interested candidate can contact me at kawon.kim@polyu.edu.hk”

Dean's Reserve, PI (HKD 202,400)

2018

The Hong Kong Polytechnic University

Central Research Grant, PI (HKD 105,000)

2017

The Hong Kong Polytechnic University

Departmental General Research Fund, PI (HKD 30,000)

2017

The Hong Kong Polytechnic University

Departmental General Research Fund, CI (HKD 35,000)

2017

The Hong Kong Polytechnic University

Start-up Grant (HKD 200,000)

2016

The Hong Kong Polytechnic University

AWARDS & HONORS

Dispute Resolution Research Center (DRRC) Student Conference Travel Scholarship

2016

Annual Conference of the International Association for Conflict Management (IACM)

Best Conference Paper Award

2014

Annual Meeting of the Association of Korean Management Scholars (AKMS)

November 2018

Scholarship	2009 – 2010
<i>Korea Foundation for Advanced Studies (KFAS)</i>	
Outstanding Thesis Award	2009
<i>College of Social Sciences, Seoul National University</i>	
Alumni Association Award	2007
<i>Seoul National University</i>	

PROFESSIONAL ACTIVITIES

Ad-hoc reviewer, Journal of Business Research	2017. Feb
Ad-hoc reviewer, Asia Pacific Journal of Management	2017. Sep
Member, Academy of Management	2012 – 2016
Member, Interdisciplinary Network for Group Research (INGRoup)	2012 – 2016
Member, Society for Industrial and Organizational Psychology	2017 –
Conference reviewer, Annual Meeting of Academy of Management	2015
Conference reviewer, Transatlantic Doctoral Conference	2011 – 2015