

HEE YOUNG KIM
Curriculum Vitae
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EDUCATION

Stern School of Business, New York University	2014
Ph.D. Organizational Behavior	
University of Pennsylvania	2003
B.A. Economics (Minor: French and Francophone Studies)	
• <i>Summa cum laude</i> • <i>Simon Kusnets Fellowship Award</i> ◦ Award presented to two juniors with outstanding potential in economics	

ACADEMIC EMPLOYMENT

Lehigh University, College of Business	Bethlehem, PA
• <i>Associate Teaching Professor</i>, Management Department	2026-
Rider University, Norm Brodsky College of Business	Lawrence, NJ
• <i>Chair</i>, Management Department • <i>Associate Professor</i>, Management Department • <i>Assistant Professor</i>, Management Department	2022 – 2026 2020 – 2026 2014 – 2020

RESEARCH INTERESTS

Social status
Stress and well-being
Cross-cultural management
Group identity

PUBLICATIONS

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1. **Kim, H. Y.***, Kim, S.*, Howell, T. M.*, Doyle, S. P.*, Pettit, N. C., & Bizzarro, M. (2023). Are we essential, or sacrificial? The effects of felt public gratitude on essential worker recovery activities during COVID-19. *Social Psychological and Personality Science*, 14, 218-227.
Media coverage: KSL news radio, Fox 13 news, Daily Herald
 2. Pettit, N. C., Doyle, S. P., **Kim, H. Y.**, & Hurwitz, A. (2022). Rank extrapolation: Forecasting future rank after rank change. *Organizational Behavior and Human Decision Processes*, 169, 104129.

3. Doyle, S. P., Kim, S., & **Kim, H. Y.** (2021). The psychology of status competitions within organizations: Navigating two competing motives. In S. M. Garcia, A. Tor, & A. J. Elliot (Eds.), *The Oxford handbook of the psychology of competition*.
4. **Kim, H. Y.**, & Pettit, N. C. (2019). A cross-cultural review and perspective on status-striving. *Social and Personality Psychology Compass*, 13, e12488.
5. **Kim, H. Y.**, Pettit, N. C., & Reitman, L. E (2019). Status moves: Evaluations and effectiveness of status behaviors. *Group Processes and Intergroup Relations*, 22, 139-159.
6. **Kim, H. Y.**, & Wiesenfeld, B. M. (2017). Who represents our group? The effects of prototype content on perceived status dispersion and social undermining. *Personality and Social Psychology Bulletin*, 43, 814-827.
7. **Kim, H. Y.**, & Pettit, N. C. (2015). Status is a four-letter word: Self versus other differences and concealment of status-striving. *Social Psychological and Personality Science*, 6, 267-275.
Media coverage: Forbes

RESEARCH IN PROGRESS

Kim, H. Y., Zhang, Z., Doyle, S. P., & Shea, C. T. Death on duty: Mortality salience and ideological pathways to professional identity reaffirmation in policing.

- Manuscript in preparation for *Organizational Behavior and Human Decision Processes*

Kim, H. Y., Kim, S., Pettit, N. C., & To, C. Cultural background and job choice.

- Manuscript in preparation for *Journal of Experimental Social Psychology*

Doyle, S.P., Lin, Y., Lount, R. B., & **Kim, H. Y.** Status gain and felt inauthenticity.

- Data analysis

TEACHING EXPERIENCE

Lehigh University, College of Business

- *Leadership in Organizations* (Undergraduate)
- *Negotiations and Conflict Management* (Undergraduate)

Rider University, Norm Brodsky College of Business

- *Management and Organizational Behavior* (Undergraduate)
- *Advanced Leadership* (Undergraduate)
- *Negotiation* (Undergraduate)
- *Executive Communication* (MBA)

CONFERENCE PRESENTATIONS

- 2025 Doyle, S. P., Lin, Y., Lount, R. B., & **Kim, H. Y.** The hidden toll of getting ahead. Academy of Management Annual Meeting. Copenhagen, Denmark.

- 2024 **Kim, H. Y.**, Shea, C. T., Doyle, S. P., & Zhang, Z. Helping the hand that bites you: How group cohesion can attenuate the anti-outgroup effects of mortality salience. Interdisciplinary Network for Group Research (INGRoup). Charlotte, NC.
- 2023 **Kim, H. Y.**, Gabriel, A. S., Doyle, S. P., Chawla, N., & Shea, C. T. Helping the hand that bites you: How group cohesion can attenuate the anti-group effects of mortality salience. Academy of Management Annual Meeting. Boston, MA.
- 2022 Doyle, S. P., Kim, S., & **Kim, H. Y.** Fake it until you make it? The role of identity authenticity in shaping group-oriented behaviors following status gains. Academy of Management Annual Meeting. Seattle, WA.
- 2021 **Kim, H. Y.**, Doyle, S. P., Howell, T. M., Kim, S., Coff, J., Pettit, N. C., & Bizzarro, M. Are we essential, or sacrificial? The effects of felt public gratitude on essential worker recovery activities during COVID-19. Academy of Management Annual Meeting (virtual).
- 2018 Pettit, N. C., Doyle, S. P., **Kim, H. Y.**, & Hurwitz, A. Rank extrapolation: Forecasting future rank after rank change. Academy of Management Annual Meeting. Chicago, IL.
- 2018 **Kim, H. Y.**, & Wiesenfeld, B. M. Who represents our group? The effects of prototype content on perceived status dispersion and social undermining. Society for Personality and Social Psychology Conference. Atlanta, GA.
- 2017 **Kim, H. Y.**, Pettit, N. C., & Reitman, L. E. Status moves: Evaluations and effectiveness of status behaviors. Academy of Management Annual Meeting. Atlanta, GA.
- 2016 **Kim, H. Y.**, Pettit, N. C., & To, C. Y. Status tradeoffs in job choice: Differences between face versus dignity cultures. Academy of Management Annual Meeting. Anaheim, CA.
- 2015 **Kim, H. Y.**, Yu, S., & Pettit, N. C. Prestige vs. dominance: Perceptions of status-strivers and the role of ethnicity. Academy of Management Annual Meeting. Vancouver, Canada.
- 2014 **Kim, H. Y.**, & Wiesenfeld, B. M. Ideals vs. averages: Perceptions of prototype content, status dispersion, and social undermining. INGRoup Annual Meeting. Pittsburgh, PA.
- 2012 Chugh, D., Kern, M. C., & **Kim, H. Y.** The ethical consequences of being busy: A dominant response perspective. Paper presented at the Stern-Columbia student conference. New York, NY.

- 2011 Chugh, D., Kern, M. C., & **Kim, H. Y.** The ethical consequences of being busy: A dominant response perspective. Academy of Management Annual Meeting. San Antonio, TX.
- 2010 **Kim, H. Y.**, Chugh, D., & Kern, M. C. Consistent with who I am: Power moderates the impact of moral identity and moral judgment on ethical decision-making. Academy of Management Annual Meeting. Montreal, Canada.
- 2009 Chugh, D., Kern, M. C., & **Kim, H. Y.** The ethical consequences of the cognitively loaded manager. Academy of Management Annual Meeting. Chicago, IL.

FELLOWSHIPS, AWARDS

- Rider University Summer Research Fellowship (2015 – 2017; 2020)
- Rider University Norm Brodsky College of Business Davis Fellowship (2017 – 2022)
- New York University, Stern School of Business, Doctoral Fellowship (2008 – 2014)

PROFESSIONAL SERVICE

University Service

Rider University

- Department Chair (2022 – 2026)
- IRB representative for the Norm Brodsky College of Business (2015 – 2026)
- Promotion and Tenure Committee (2021 – 2024)
- Undergraduate Research Scholar Awards Committee (2017 – 2024)

External Service

Ad-Hoc Reviewer:

- *Management Science*
- *Journal of Experimental Social Psychology*
- *Social Psychological and Personality Science*
- *European Journal of Social Psychology*
- *Group Processes and Intergroup Relations*
- *Negotiation and Conflict Management Research*
- *Basic and Applied Social Psychology*

RESEARCH COLLABORATION WITH EXTERNAL ORGANIZATIONS

- Penn Medicine; NJ Mercer County Police Departments; NJ Department of Corrections

WORK EXPERIENCE

Credit Suisse

- *Associate*, Investment Banking Division (Financial Institutions Group)

New York

2007

MBK Partners (one of the largest private equity firms in Asia)

- *Associate*

Seoul
2005 – 2007

Goldman Sachs

- *Analyst*, Investment Banking Division

Hong Kong
2003 – 2005

LANGUAGES

Spanish and Korean (bilingual); French (proficient)