

# Young-Kyu KIM

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## CURRENT POSITION

**HARVARD LAW SCHOOL**

**PROGRAM ON THE LEGAL PROFESSION**

Since July 2008

Postdoctoral Research Fellow

## EDUCATION

**THE UNIVERSITY OF CHICAGO**

**BOOTH SCHOOL OF BUSINESS**

August 2008

PhD in Business; MBA

- Dissertation: An Examination of Status Dynamics in the U.S. Venture Capital Industry

**CARNEGIE MELLON UNIVERSITY**

August 2002

Master of Information Systems Management (with Distinction)

**SEOUL NATIONAL UNIVERSITY**

Master of Business Administration

February 1996

- Concentration: International Business/ Strategic Management

Bachelor of Business Administration (with Honors)

February 1994

## RESEARCH

### **INTERESTS**

Organizational identity and status, and their impacts on market competition; optimal social structure of entrepreneurship; the effect of social environment on individual motivation, incentive, and performance; inter-organizational relationships in professional service industries; inter-firm mobility of professional workers

### **PUBLICATION**

Bothner, Matthew S., Kim, Young-Kyu, & Smith, Edward B. How Does Status Affect Performance? Status as an Asset Versus Status as a Liability in the PGA and NASCAR, *Organization Science*, forthcoming.

Kahl, Steven, Kim, Young-Kyu, & Phillips, Damon J. Patterns of Early Adoption and the Rise of the Jazz Canon (1920-1929), *Research in the Sociology of Organizations*, forthcoming.

Phillips, Damon J. & Kim, Young-Kyu. 2009. Why Pseudonyms? Deception as Identity Preservation among Jazz Record Companies, 1920 - 1929. *Organization Science*, 20: 481-499.

### **PAPERS IN PREPARATION**

Status Coherence and Organizational Identity

An Instrumental Variable Approach to Uncover Status Dynamics in the U.S. Venture Capital Industry, *Selected for 2009 Academy of Management Best Paper Proceedings*

Primary Status, Complementary Status, and Organizational Survival in the U.S. Venture Capital Industry (with Matthew S. Bothner and Wonjae Lee)

How Does Status Affect Inertia? The Effects of Primary and Complementary Status on Organizational Change (with Matthew S. Bothner and Wonjae Lee)

Pattern of the Movement of Partners Across Law Firms (with Ashish Nanda)

The Action After the Call: An Empirical Examination of the Role of Diversity in Corporate Hiring Decisions (with David B. Wilkins)

## **CONFERENCE PRESENTATIONS**

### **Presenter**

Pattern of the Movement of Partners Across Law Firms, 2010 *Industry Studies Association Conference* (May 6, 2010); 2009 *Annual Meeting of the Law and Society Association* (May 31, 2009)

An Examination of Status Dynamics in the U.S. Venture Capital Industry: An Instrumental Variable Approach, 2009 *Annual Meeting of the Academy of Management*

Status Coherence and Organizational Identity, 2009 *The Future of Professional Services Conference* by Harvard Law School/ Oxford Said Business School; 2008 *Annual Meeting of the Academy of Management*

How Does Status Affect Performance? Status as an Asset Versus Status as a Liability in the PGA and NASCAR (with Matthew S. Bothner and Edward Smith), 2008 *Annual Meeting of the American Sociological Association*

An Examination of Status Dynamics in the U. S. Venture Capital Industry, 2007 *Annual Meeting of the Academy of Management*

Brokerage as a Magnifying Glass: The Effect of Brokerage on Status Growth, 2005 *Trans-Atlantic Conference in London Business School*

### **Co-author**

Primary Status, Complementary Status, and Organizational Survival in the U.S. Venture Capital Industry (with Matthew S. Bothner and Wonjae Lee), 2010 *Annual Meeting of the American Sociological Association*

Patterns of Early Adoption and the Rise of the Jazz Canon (1920-1929), 2009 *European Group for Organizational Studies Colloquium*

Primary Status, Complementary Status, and Capital Acquisition in the U.S. Venture Capital Industry (with Matthew S. Bothner and Wonjae Lee), 2006 *Annual Meeting of the Academy of Management*

How Does Status Affect Inertia? The Effects of Primary and Complementary Status on Organizational Change (with Matthew S. Bothner and Wonjae Lee), 2006 *Annual Meeting of the American Sociological Association*

Legitimate Deception: Pseudonyms as Legitimate Product Offerings among Jazz Record Companies, 1920-1929 (with Damon J. Phillips), 2005 *Annual Meeting of the Academy of Management*

Empirical Study on Life Cycle Model of National Competitiveness: The Case of Korea  
(with Dong-Sung Cho and Dong-hyun Lee), 1996 Annual Meeting of the Academy of International Business

## **TEACHING**

### **INTERESTS**

Strategy, entrepreneurship, social network, technological innovation, and organizational design

### **EXPERIENCE**

Guest Lecture for JD/LLM students at Harvard Law School

- The Future of the Large Law Firms (Professor David B. Wilkins, 3/31/2009)

Teaching assistantship for MBA students at Chicago GSB

- Strategy and Structure (Professor Matthew Bothner, 2006 – 2008; Professor Stanislav Dobrev, 2008)
- Network Structures of Effective Management (Professor Damon Phillips, 2003 – 2005; Professor Sean Safford, 2007)
- Strategic Leadership in Uncertain Environment (Professor Sean Safford, 2006 – 2007)

Led weekly discussion class for undergraduate students at Seoul National University

- International Business (Professor Dong-Kee Rhee, 1995)

## **WORK EXPERIENCE**

**KOREA INFORMATION SOCIETY DEVELOPMENT INSTITUTE** 1997 – 2001  
**MANAGEMENT CONSULTING DIVISION**

Senior Associate Researcher, promoted from Associate Researcher in 2000

- Created and proposed various strategies and measures to enhance Korea Postal Service and Korea Telecom's competitive position.
- As a delegate of Korea Information Society Development Institute, participated in the 1st and 2nd Cooperative Workshop for the Development of Postal Services between Korea and China in Seoul, Korea and in Beijing, China (2000).
- Conducted consulting projects with Stanford Research Institute (1998), University of Michigan (1999), Arthur D. Little (1999), Oracle (1999), Ovum (2000), etc.
- Published articles in Postal Information Review.
- Published an article in *Information and Communication*  
Recommendation of Door-to-Door Courier Services for Korea Postal Service (1999)

**MINISTRY OF INFORMATION AND COMMUNICATIONS** 1996 – 1997

Public Service Agent (in lieu of mandatory army service)

## **THE IBS CONSULTING GROUP**

1996

Consultant

- Long-Term Strategic Planning of Korea Trade and Investment Promotion Agency

## **SEOUL NATIONAL UNIVERSITY INSTITUTE OF MANAGEMENT RESEARCH**

1994 - 1996

Research Assistant of the Case Development Center

- Published Case Study Indexes for Seoul National University

Participated in the following projects as a research assistant

- Long-term Strategic Planning of Korea Highway Corporation (1995)
- Strategy Audit of Korea Telecom (II): Corporate Governance Structure (1995)
- Strategy Audit of Korea Telecom (I): Business Strategy and Privatization (1994)
- Strategy for Technology Innovation in the Korean Semiconductor Industry (1994)

## **HONORS AND AWARDS**

Oscar Mayer Fellowship; the Oscar Mayer Foundation (2006 - 2007)

PhD Studies Fellowship; GSB, University of Chicago (2002 - present)

The Best Researcher of the Year; Korea Information Society Development Institute (2000)

*Dongwon* Fellowship; *Dongwon* Educational Foundation (1995)

The 1<sup>st</sup> member of LG 21<sup>st</sup> Century Global Interactive Challengers (1995)

Institute of International Business and Strategy Fellowship (1994)

Dean's List (1991 - 1993)

*Chung-Dong* High School Alumni Association Scholarship(1990)

## **PROFESSIONAL ACTIVITIES**

Organizer, The Program on the Legal Profession Guest Speaker Series, Harvard Law School, 2009

Member, Academy of Management; American Sociological Association; Industry Studies Association

*(Updated on 5/10/2010)*