

## SUN YOUNG KIM

Kellogg School of Management | Management and Organizations Department  
Northwestern University | 2001 Sheridan Rd Evanston, IL 60208  
Mobile (224) 565-1721 | Fax (847) 491-8896 | E-mail: [sunny-kim@kellogg.northwestern.edu](mailto:sunny-kim@kellogg.northwestern.edu)

### EDUCATION

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- Ph.D. Management and Organizations, expected 2013  
Kellogg School of Management, Northwestern University
- M.S. Statistics, 2008  
Stanford University
- B.A. Business Administration, 2002  
Hankuk University of Foreign Studies, Seoul, Korea

### RESEARCH INTERESTS

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- Cognitive and behavioral effects of advocating diversity
- Inter- and intra-group processes related to diversity and conflict management
- Victimization and its influence in perceiving choice and opportunities
- Psychological processes underlying moral judgment

### PUBLICATIONS

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Phillips, K.W., **Kim-Jun, S.Y.**, & Shim, S. (2010) The Value of Diversity in Organizations: A Social Psychological Perspective. In De Cremer, D., Murnighan, J.K., & van Dick, R. (Eds.), *Social Psychology and Organizations*.

Cohen, T.R., Gunia, B.C., **Kim-Jun, S.Y.**, & Murnighan, J.K. (2009) Do groups lie more than individuals? Honesty and deception as a function of strategic self-interest. *Journal of Experimental Social Psychology*.

### MANUSCRIPTS UNDER REVIEW

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**Kim, S.Y.**, Phillips, K.W., Thomas-Hunt, M.C., & Cabrera, S.F. Giving her the floor: How solicitation helps female experts be more influential.

### MANUSCRIPTS IN PREPARATION

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**Kim, S.Y.**, Gunia, B.C., Cohen, T.R., & Murnighan, J.K. Independence and interdependence: Why men and women see the same economic situation differently.

**Kim, S.Y.,** Cohen, T.R., Gunia, B.C., & Murnighan, J.K. Guilty by cultural association: Cross-cultural differences in vicarious felt responsibility

**Kim, S.Y.** & Phillips, K.W. The Diversity-Morality Link.

**Kim, S.Y.** & Phillips, K.W. The cognitive benefits of advocating group diversity.

Loyd, D.L., Shim, S., **Kim, S.Y.**, & Phillips, K.W. When an Out-Group Member Comes Between Us: The Impact of Status on the Relationship between Disagreeing In-group Members.

## **CONFERENCE PRESENTATIONS**

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Kim, S. Y., & Phillips, K.W. (2012, August). The Diversity-Morality Link. Paper to be presented at the annual meeting of the *Academy of Management*, Boston, MA.

Loyd, D.L., Shim, S., Kim, S. Y., & Phillips, K.W. (2012, August). When an Out-Group Member Comes Between Us: The Impact of Status on the Relationship between Disagreeing In-group Members. Paper to be presented at the symposium "Social factors in decision-making: How relationships, context, and emotions impact group decisions" at the annual meeting of the *Academy of Management*, Boston, MA.

Kim, S. Y., & Phillips, K.W. (2012, July). The cognitive benefits of advocating group diversity. Paper to be presented at the annual meeting of *Interdisciplinary Network for Group Research (INGroup)*, Chicago, IL.

Kim, S. Y., & Phillips, K.W. (2012, January). The Diversity-Morality Link. Poster presented at the Morality and Justice Preconference at the annual meeting of the *Society for Personality and Social Psychology*, San Diego, CA.

Kim, S. Y., Cohen, T. R., Gunia, B. C., & Murnighan, J. K. (2011, August). Cultural Differences in Moral Emotions and Taking Personal Responsibility. Paper presented at the annual meeting of the *Academy of Management*, San Antonio, TX.

Kim, S. Y., Gunia, B. C., Cohen, T. R., & Murnighan, J. K. (2010, November). When women are from Mars: Gender convergence and divergence in economic behavior. Poster presented at the *Society for Judgment and Decision Making Conference*, St. Louis, MO.

Loyd, D.L., Phillips, K.W., Kim, S. Y., & Shim, S. (2010, June). Reactions to Disagreement from an In-group Member: The Impact of Out-group Member Status. Paper presented at the *International Association for Conflict Management Conference*, Boston, MA.

Kim, S. Y., Cohen, T. R., Gunia, B. C., & Murnighan, J. K. (2010, May). Cultural Determinants of Taking Personal Responsibility and Its Impact on Reparative Behavior. Paper presented at the *Tenth Annual Transatlantic Doctoral Conference*, London, UK.

Kim, S. Y., Cohen, T. R., Gunia, B. C., & Murnighan, J. K. (2010, January). Do groups lie more than individuals? Honesty & deception as a function of strategic self-interest.

Poster presented at the annual meeting of the *Society for Personality and Social Psychology*, Las Vegas, NV.

## INVITED COLLOQUIA

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Columbia University, Columbia Business School (October, 2011)

## ACADEMIC AWARDS AND HONORS

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Dispute Resolution Research Center Grant, Kellogg School of Management, 2009-2011  
Northwestern University Travel Scholarship, Northwestern University 2009-2011  
Noyup Culture Foundation Scholar recognized for academic excellence, 1999-2001  
Department of Business and Economics Academic Excellence Scholarship, Hankuk University of Foreign Studies, 1999  
Campus newspaper fellowship, Hankuk University of Foreign Studies, 1998

## TEACHING INTERESTS

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Negotiations, Leadership, Groups and Teams, Organizational Behavior

## TEACHING EXPERIENCE

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Lecturer, Northwestern University, Kellogg School of Management, MBA  
*Negotiations* (2012)

Teaching assistant, Northwestern University, Kellogg School of Management, MBA & Executive MBA  
*Negotiations*, Sara Soderstrom (2009); Li Huang (2011); Victoria Medvec (2012); Nicole Stephens (2012)  
*Leadership in Organizations*, Katherine Phillips (2010); Brian Uzzi (2011)  
*Bargaining*, J. Keith Murnighan (2011)  
*Leading and Managing Teams*, Evan Apfelbaum (2010)  
*Values-based Leadership*, David Austen-Smith (2010)

Teaching assistant, Stanford University  
*Biostatistics*, David Rogosa (2007)  
*Theory of Probability*, Wing Hung Wong (2007)

## DEPARTMENTAL AND UNIVERSITY SERVICE

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PhD Admissions committee, 2009, 2011  
PhD Student committee, 2009-present

## **ACADEMIC SERVICE**

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Ad-hoc reviewer, Academy of Management Conference, 2011-2012  
Ad-hoc reviewer, International Association of Conflict Management, 2010-2011  
Ad-hoc reviewer, Interdisciplinary Network for Group Research, 2012

## **ACADEMIC AFFILIATIONS**

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Academy of Management  
American Psychological Association  
International Association for Conflict Management  
Interdisciplinary Network for Group Research  
Society for Personality and Social Psychology  
Society for Judgment and Decision Making

## **MEDIA MENTION**

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The lying game. 10/20/09. *Boston Globe*.

[http://www.boston.com/bostonglobe/ideas/articles/2009/10/18/uncommon\\_knowledge\\_surprising\\_insights\\_from\\_the\\_social\\_sciences/](http://www.boston.com/bostonglobe/ideas/articles/2009/10/18/uncommon_knowledge_surprising_insights_from_the_social_sciences/)

## **INDUSTRY EXPERIENCE**

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The Export-Import Bank of Korea, Associate Manager, 2002-2006  
IBM Korea, Software Marketing, 2001