

SUN YOUNG KIM

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EDUCATION

- 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

- 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

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

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

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

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

Columbia University, Columbia Business School (October, 2011)

ACADEMIC AWARDS AND HONORS

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

Negotiations, Leadership, Groups and Teams, Organizational Behavior

TEACHING EXPERIENCE

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

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

ACADEMIC SERVICE

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

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

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/

INDUSTRY EXPERIENCE

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