

# H. ROSE KIM

Leadership and Organizational Behavior | Darden School of Business | University of Virginia  
[KimH@darden.virginia.edu](mailto:KimH@darden.virginia.edu) | [rosehkim.com](http://rosehkim.com)

## ACADEMIC APPOINTMENTS

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**University of Virginia, Darden School of Business** 2024-Current  
Postdoctoral Researcher

## EDUCATION

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**University of Maryland** 2024  
Ph.D. in Organizational Behavior and Human Resource Management

**Columbia University in the City of New York** 2011  
Master of Science in Journalism

**Seoul National University**  
Master of Science in Business Administration 2018  
Bachelor of Business Administration 2009

## RESEARCH INTERESTS

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Psychology of Technology, Artificial Intelligence, Motivation, Power & Status Dynamics

## MANUSCRIPTS UNDER REVIEW

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*(Manuscript names have been modified in adherence to blind peer-review standards.)*

**Kim, H.R.**, Foulk, T.A., Schaerer, M, Gale, J., & Anicich, E.M. Power Fluctuation and Goal Pursuit. *2<sup>nd</sup> Round R&R at Personnel Psychology.*

Gale, J., Foulk, T.A., Erez, A., Krishnan, S., **Kim, H.R.**, & Cooper, B. Commute and Rudeness. *1<sup>st</sup> Round R&R at Journal of Applied Psychology.*

## SELECTED RESEARCH IN PROGRESS

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**Kim, H.R.**, Derfler-Rozin, R., & Bartol, K. Rising Faster and Feeling Entitled? Status Growth Rate and Unethical and Helping Behavior at the Workplace. *Stage: In preparation for submission; Target: Journal of Applied Psychology.*

Venkataramani, V., Bartol, K., & **Kim, H.R.** Creativity Recognition & Implementation. *Stage: In preparation for submission; Target: Academy of Management Journal.*

**Kim, H.R.**, Raveendhran, R., & Foulk, T.A. Artificial Intelligence (AI) and Workplace Behaviors. *Stage: Data collection; Target: Journal of Applied Psychology.*

Yip, M., Kim, M.J., & **Kim, H.R.** Artificial Intelligence (AI) and Decision Making at Brokerages. *Stage: Data collection; Target: Academy of Management Journal*

**Kim, H.R.**, & Foulk, T.A. Desire to be Remembered: Workplace Legacy Concerns and Work Behaviors. *Stage: Data collection; Target: Academy of Management Journal.*

Foulk, T.A., Taylor, S.G., & **Kim, H.R.** Enclotted Cognition and Rudeness. *Stage: Data collection; Target: Organizational Behavior and Human Decision Processes.*

## CONFERENCE PRESENTATIONS & INVITED TALKS

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**Kim, H.R.** (2024). *Nature-Led Complacency: Biophilic Workplace Environments' Negative Impact on Work Behaviors.* Presented at the 84<sup>th</sup> annual meeting of the Academy of Management, Chicago, IL.

**Kim, H.R.**, Foulk, T.A., Schaerer, M, Gale, J., & Anicich, E.M. (2022). *The Energizing Effect of Daily Power Fluctuation.* Presented at the 82<sup>nd</sup> annual meeting of the Academy of Management, Seattle, WA.

**Kim, H.R.**, Derfler-Rozin, R., Bartol, K. (2022). *Status Growth Rate and Work Behaviors: The Moderating Role of Internal Attribution of Status Gain.* Presented at the 82<sup>nd</sup> annual meeting of the Academy of Management, Seattle, WA.

**Kim, H.R.**, Bae, H., Lee, J.H., & Kim, S.L. (2017). *The Effect of Coworker LMXSC on Citizenship Behaviors: The Mediating Role of Coworker Exchange.* Presented at the 77<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.

Yoon, S., **Kim, H.R.**, & Mah, S. (2017). *The Effect of Leader Boundary Spanning on Employee Performance and its Boundary Conditions.* Presented at the 77<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.

Lee, J.H., Yoon, S., **Kim, H.R.**, & Yun, S. (2017). *Don't Take It Out on Me: Crossover Effect of Leader's Work-Family Conflict on Citizenship Behavior.* Presented at the 77<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.

**Kim, H.R.**, Yoon, S.I., Bae, H., & Yun, S. (2017). *Coworker LMXSC on Helping Behavior.* Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Yoon, S.I., Lee, J., **Kim, H.R.**, Mah, S., & Yun, S. (2017). *Leader Boundary Spanning and Abusive Supervision.* Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Lee, J., **Kim, H.R.**, & Yun, S. (2016). *Knowledge sharing, psychological safety, and performance: Moderating effect of regulatory focus.* Presented at the 76<sup>th</sup> annual meeting of the Academy of Management, Anaheim, CA.

**Kim, H.R.** (2012; 2013). *South Korea's Family Run Conglomerates and Business Environment.* Invited talk to University of Southern California MBA students visiting Korea.

## TEACHING EXPERIENCE

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### University of Virginia, Darden School of Business

#### *Teaching fellow*

- Minds and Machines: Flourishing in the age of AI (MBA; Fall 2024)
- Leading Teams (MBA; Fall 2024)

### University of Maryland, Robert H. Smith School of Business

#### *Instructor*

- Managing People & Organizations (Core undergraduate; Fall 2022): In-person (58 students); Overall course rating: 3.8/4.0; Instructor rating 3.8/4.0.
- Managing People & Organizations (Core undergraduate; Fall 2021): In-person (60 students); Overall course rating: 3.6/4.0; Instructor rating 3.9/4.0.

#### *Teaching assistant*

- Ethical Leadership (MBA; Spring 2022)

### Seoul National University, College of Business Administration

#### *Head teaching assistant*

- Advanced Management Program for Public Corporations (Certificate program; Spring 2017)
- Advanced Management Program for Public Officials (Certificate program; Fall 2016)

#### *Teaching assistant*

- Leadership (MBA; Spring 2017)
- Organizational Behavior (Core undergraduate; Spring 2016; Spring 2017)
- Organizational Behavior (MBA; Fall 2016)

## AWARDS & AFFILIATION

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### Awards

- Frank T. Paine Award for Academic Achievement (2024); Robert H. Smith School of Business (College-level award to 2 students in the PhD program for excellence in academic and research achievements).
- Best Reviewer Award Organizational Behavior Division (2023); Academy of Management.
- Faculty-Student Research Award (FSRA; 2023–2024; \$10,000); The UMD Graduate School.
- Jacob K. Goldhaber Travel Grant (2022); The UMD Graduate School.
- Doctoral Institute (DI) Scholarship (2021); Management and Organizational Behavior Teaching Society (MOBTS).
- Graduate Scholarship (2016-2017); Seoul National University.
- Award for Excellence in Reporting Breaking News (2015); Society of Publishers in Asia.
- Academic Achievement Scholarship (2006-2008); Seoul National University.

### Affiliations

- Academy of Management (AOM).
- American Psychological Association (APA).
- Association for Korean Management Scholars (AKMS).

## SERVICE

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### Ad-hoc Reviewer

- Annual Meeting of the Academy of Management (2021-Current).

### University of Maryland, Robert H. Smith School of Business

- PhD Oversight Committee student representative (2020–2024).
- Robert H. Smith School PhD Orientation organizer (2021).

## PROFESSIONAL WORK EXPERIENCE

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<b>Reporter at Bloomberg News</b> , Seoul, Korea	2011-2016
<b>Associate at SBI Private Equity</b> , Seoul, Korea	2008-2009

## REFERENCES

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### Dr. Trevor A. Foulk

Associate Professor  
Management Department  
Warrington College of Business  
University of Florida  
Email: [trevor.foulk@ufl.edu](mailto:trevor.foulk@ufl.edu)

### Dr. Kathryn M. Bartol

Professor Emerita  
Department of Management and Organization  
Robert H. Smith School of Business  
University of Maryland  
Email: [kbartol@umd.edu](mailto:kbartol@umd.edu)

### Dr. Rellie Derfler-Rozin

Professor  
Department of Management and Organization  
Robert H. Smith School of Business  
University of Maryland  
Email: [rellie@umd.edu](mailto:rellie@umd.edu)

### Dr. Michael Schaerer

Associate Professor  
Organisational Behaviour and Human Resources  
Lee Kong Chian School of Business  
Singapore Management University  
Email: [schaerer@smu.edu.sg](mailto:schaerer@smu.edu.sg)