

Jongsoo (Jays) Kim

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ACADEMIC EMPLOYMENT

Hong Kong Baptist University Business School
Assistant Professor of Strategic Management

Hong Kong, China
2018 – Current

EDUCATION

Purdue University, Krannert School of Management
Doctor of Philosophy in Strategic Management
Minor in Corporate Finance

Indiana, USA
2018

University of Illinois at Urbana-Champaign
Master of Science, Policy Economics

Illinois, USA
2013

Korea University

Master of Science, International Business/Strategy
Bachelor of Arts, Business Administration (Double Major)
Bachelor of Arts, Chinese Literature and Language

Seoul, South Korea
2011
2009

RESEARCH INTERESTS

Strategic Management [RBV; M&A; CSR]
Strategic Human Capital [Star Human Capital; Star Performer-Turned Managers]
Entrepreneurship [Founders; Innovation; Production Development]
International Business [Emerging Markets; FDI]
Sports Data Science [NBA, MLB, KBO]

RESEARCH PUBLICATIONS

Journal Publications

- **Kim, J. & Makadok, R.** *In-Press*. Where the Stars Still Shine: Some Effects of Star-Performers-Turned-Managers (SPTMs) on Organizational Performance. *Strategic Management Journal*. <https://doi.org/10.1002/smj.3398>
 - Earlier version of this paper was awarded as *Winner* of Distinguished Student Paper for Business Policy and Strategy (BPS/STR) of the Academy of Management.
 - Earlier version of this paper was awarded as *Finalist of Best Conference PhD Paper* for Strategic Management Society.
 - Earlier version of this paper was awarded as *Winner* of Best PhD Student Paper for Association of Korean Management Scholars (AKMS)

- **Kim, J. & Makadok, R.** *In-Press*. Unpacking the “O” in VRIO: the Role of Workflow Interdependence in the Loss & Replacement of Strategic Human Capital. *Strategic Management Journal*. <https://doi.org/10.1002/smj.3358>

- Lee, J., **Kim, J.** & Bae, J* (2020). Founder CEO and Innovation. Evidence from CEO Sudden Deaths in Public Firms. *Research Policy*, 49 (1). *All authors are equally contributed. <https://doi.org/10.1016/j.respol.2019.103862>

Book of Chapter

- **Kim, J.**, Ban, Y. & Kim, I. (2010). The Different Dream Between Shanghai Automotive Industry Corporation (SAIC) and Ssang-Yong Motor. FKI Media. *The Way of Corporation Management*. ISBN: 978896374007

Pre-PhD Journal Publications

- Lee, Y., Hemmert, M. & **Kim, J.** (2014). What Drives The International Ownership Strategies of Chinese Firms: The Role of Distance and Home-Country Institutional Factors in Outward Acquisitions. *Asian Business and Management*, 13 (3): 197-225.
- **Kim, J.**, Moon, J. & Kim, I. (2011). China's Outward Foreign Direct Investment: Evidence from 2003-2008. *International Business Journal* (KCI: 국제경영연구), 22(3): 29-64.

Conference Best Paper Proceeding

- **Kim, J.** (2017). Star Performer-Turned-Managers and Organizational Performance. *Academy of Management Best Paper Proceeding 2017*.

WORKING PAPERS

Works in Progress

- **Kim, J.** Taken For Granted? The Impact Of Enforced Stakeholder Orientation On Corporate Social Responsibility and CEO's Wealth And Prominence: Evidence from A Natural Experiment
 - Academy of Management 2021
 - Strategic Management Society 2019
 - Preparing to submit to *Strategic Management Journal*
- Kim, Y., **Kim, J.** & Huang, Xu. When Do Stars Shine The Brightest: The Performance Evaluation Bias of External Referees on Star-Performers.
 - Academy of Management 2019
 - Preparing to submit to *Journal of Applied Psychology*
- **Kim, J.**, Shin, M & Lee, J. Transplant Rejection? The Dark-Side of Acquisition on Product Quality Failure
 - Academy of Management 2020 (Earlier version of the paper)
 - Preparing to submit to *Management Science*
- **Kim, J.** After The Entrepreneur Has Gone: Product Failure and Succession of Founder CEOs
 - Data collection phase
- **Kim, J.** & Shin, M. Cross-Border Acquisition & Post Product Quality Failure
 - Data collection phase

RESEARCH GRANTS

- HKBU Research Start-Up Grant. 2018-2021. HKD 100,000
- HKBU Staff Development Grant. 2019. HKD 20,000
- Research Grants Council (RGC), Early Career Scheme Grant (ECS):
 - Principal Investigator: Project: #22501621 2021-2023, HKD 469,000
- HKBU IRB 2022. HKD 120,000

INVITED PRESENTATIONS & CONFERENCES

Transplant Rejection? The Dark-Side of Acquisition on Product Quality Failure

- Research Seminar, HKU Business School, University of Hong Kong, Hong Kong 2021
 - Research Seminar, SKK Business School, SKKU, South Korea 2021
- Fast or Furious? The impact of acquisition on product recall
- Academy of Management, 2020
- Where the Stars Still Shine: Some Effects of Star-Performers-Turned-Managers (SPTM) on organizational performance
- People and Organizations Conference @ Wharton School, Philadelphia, 2019
- The effectiveness of managerial techniques in the recovery from the unexpected loss of employees:
Evidence from a natural experiment
- Academy of Management Annual Meeting, Boston, 2019
- Taken for granted? The impact of enforced stakeholder orientation on corporate social responsibility and CEO's wealth and prominence: Evidence from a natural experiment
- Strategic Management Society Conference, Minneapolis, 2019
 - Asia Academy of Management, Bali, 2019
- Meta-organization and innovation performance
- Strategic Management Society Conference, Minneapolis, 2019
 - Strategy Science Conference, Utah, 2019
- Where the Stars Still Shine: Star performer turned managers and organization performance
- Research Seminar, Hong Kong Baptist University, 2017
 - Research Seminar, Binghamton University, 2017
 - Midwest Academy of Management, Chicago, 2017
 - Strategic Management Society Conference, Houston, 2017
 - Academy of Management Annual Meeting, Atlanta, 2017
 - Midwest Strategy Meeting, Iowa State University, Ames, 2017
 - Fordham University Business PhD Colloquium, Fordham University, New York, 2017
 - Purdue Krannert Pro-Seminar Series, Purdue University, West Lafayette, 2017
- Founder CEO, Managerial Discretion and Risk-Taking
- Strategic Management Society Conference, Berlin, 2016
 - Academy of Management Annual Meeting, Anaheim, 2016
- Founder CEO and Innovation? Evidence from S&P 500 firms
- Academy of Management Annual Meeting, Anaheim, 2016
 - Wharton Technology Innovation Conference, 2016
- Founder-CEO and M&A behavior and performance: Evidence from IPO firms
- Academy of Management Annual Meeting, Anaheim, 2016
 - Purdue Krannert Pro-Seminar Series, Purdue University, West Lafayette, 2016
 - Strategic Management Society Conference, Denver, 2015
 - Midwest Strategy Meeting, Washington University in St. Louis, 2015

TEACHING PORTEFOLIOS

HONG KONG BAPTIST UNIVERSITY

- Strategic Management & Business Policy (Post-Graduate Course)
 - Postgraduate Elective Course
- Strategic Management
 - Undergraduate Required Course
- Cross-Cultural and Comparative Management (International Management)
 - Undergraduate Required Course
 - Undergraduate Elective Course for Non-Management Students

PURDUE UNIVERSITY

- Strategic Management
 - Undergraduate Required Course
- International Management
 - Undergraduate Required Course

HONORS AND AWARDS

RESEARCH EXCELLENCE AWARDS

- Finalist, Best Conference PhD Paper Prize, Strategic Management Society 2017
- Winner, Janet A. Henquinet Scholarship, Midwest Academy of Management, Chicago 2017
- Winner, Samsung Economic Research Institute (SERI) Scholarship, 2017
- Winner, Distinguished Student Paper Award, BPS Division, Academy of Management, 2017
- Winner, Best PhD Student Paper Award, Association of Korean Management Scholars, 2017
- Winner, Outstanding PhD Paper Awards, PhD Colloquium, New York 2017
- Best Paper Nomination, Euro-Asia Management Studies Conference, Singapore, 2012

TEACHING EXCELLENCE AWARDS

- 2018 Spring Krannert Certificate for Distinguished Teaching Award
- 2018 Fall Krannert Certificate for Distinguished Teaching Award
- 2016 Fall Krannert Certificate for Distinguished Teaching Award
- 2016 Spring Krannert Certificate for Distinguished Teaching Award

SCHOLARSHIP

- Janet A. Henquinet Scholarship. 2017
- Samsung Economic Research Institute (SERI) Scholarship. 2017
- Purdue Krannert Fellow Scholarship. 2017-2018
- Purdue Krannert Full Scholarship. 2013-2017
- Korea University Graduate School Full Scholarship. 2009-2011
- Korea University Scholarship. 2007-2008

RECOGNITION / MEDIA COVERAGE

- Business Times of Singapore, “How tech firms should spur innovation without their founder” Opinion Section. June 11 2020
- Research Insight, Hong Kong Baptist University, “From the iPad and the iPhone to apple watch. What happened?” April 2020
- Wall Street Journal, Small Business Sections. November 2 2018
- Krannert Magazine, 2017. Top 3 Best Student Lecturers. September 2017
- CHOSUN Biz (조선 비즈니스) “Losing Entrepreneurship”. August 2016

ACADEMIC SERVICE

ADHOC JOURNAL REVIEWER

- *Research Policy*
- *Journal of Management Studies*
- *Long Range Planning*
- *Family Business Review*
- *Asian Business & Management*
- 전략 경영 연구

CONFERENCE REVIEWER

- *Academy of Management*
- *Academy of International Business*
- *Strategic Management Society*
- *Asia Academy of Management*
- *IACMR conference*