

CURRICULUM VITAE

Suntae Kim

Johns Hopkins Carey Business School
100 International Dr. Baltimore, MD 21202
(410) 234-9410 | suntae.kim@jhu.edu

ACADEMIC POSITIONS

Johns Hopkins University, Carey Business School, Baltimore, MD

Assistant Professor of Management & Organization, 2022 –

Boston College, Carroll School of Management, Chestnut Hill, MA

Assistant Professor of Management & Organization, 2015 – 2022

University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI

Instructor & Graduate Research Assistant (Management & Organizations), 2009 – 2015

EDUCATION

University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI

Doctor of Philosophy in Business Administration (Management & Organizations), 2015

Seoul National University, College of Business Administration, Seoul, South Korea

Master of Science in Business Administration, 2009

Bachelor of Business Administration, with honors (*cum laude*), 2004

RESEARCH INTERESTS

I study emergence processes amid adversities.

Topic: entrepreneurship, social innovation, crisis management.

Method: process studies, ethnography, mixed-method research.

Theoretical orientations: symbolic interactionism, Pragmatism, complexity theory.

PUBLICATIONS

Peer-Reviewed Publications

Kim, S. & Kim, A. 2022. Going Viral or Growing Like an Oak Tree? Towards Sustainable Local Development through Entrepreneurship. *Academy of Management Journal*. 65(5): 1709-1746. <https://journals.aom.org/doi/abs/10.5465/amj.2018.0041?af=R>

- Featured in Stanford Social Innovation Review, Winter 2022, "[Growing Locally and Deeply: Social enterprises do more for communities by eschewing the Silicon Valley model](#)"
- Featured in Forbes, Mar 2022, "[Research Finds Conventional Accelerators Aren't Good Fit For Social Entrepreneurs](#)"

Kim, S. & Schifeling, T. 2022. Good Corp, Bad Corp, and the Rise of B Corps: The Emergence and Development of Market Alternatives against Strategic Incumbents. *Administrative Science Quarterly*, 67(3): 674-720.

<https://journals.sagepub.com/doi/full/10.1177/00018392221091734>

- Featured in Stanford Social Innovation Review, Fall 2022, "[The Dance Between B Corps and Incumbents](#)"
- Featured in Asparagus, Spring/Summer 2021, "In Good Company"

Kim, S. 2021. Frame Restructuration: The Making of an Alternative Business Incubator amid Detroit's Crisis. *Administrative Science Quarterly*, 66(3): 753-805.

<https://journals.sagepub.com/doi/full/10.1177/0001839220986464>

- Finalist for the 2021 Bradford-Osborne Research Award
- Featured in Network for Business Sustainability, Sep 2017, "[Startup Success: Why You Don't Need to Create the Next Google](#)"

Davis, G. F., & **Kim, S.** 2015. Financialization of the Economy. *Annual Review of Sociology*, 41: 203-221. <https://doi.org/10.1146/annurev-soc-073014-112402>

Leung, A. K.-y., **Kim, S.**, Polman, E., Ong, L. S., Qiu, L., Goncalo, J. A., & Sanchez-Burks, J. 2012. Embodied Metaphors and Creative "Acts." *Psychological Science*, 23(5): 502-509.

<https://doi.org/10.1177/0956797611429801>

- Featured in Wall Street Journal, Jan 2012, "[Thinking Outside the Box – Literally](#)"
- Featured in National Public Radio, Mar 2012, "[Thinking Outside The Box, With Our Bodies And Our Brains](#)"

Book Chapters

Davis, G. F., & **Kim, S.** 2014. The Corporation in Sociology. In A. Spicer & G. Baars (Eds.), *The Corporation: A critical, multi-disciplinary handbook*. Cambridge University Press.

Davis, G. F., & **Kim, S.** 2013. Financialization of the U.S. Economy. In R. A. Scott & S. M. Kosslyn (Eds.), *Emerging Trends in Social and Behavioral Sciences*.

Media and Practitioner-oriented Publications

Kim, S., & Kim, A. January 2022. [Research: How Entrepreneurship Can Revitalize Local Communities](#). *Harvard Business Review*.

Kim, S., Karlesky, M.J., Myers, C.G., & Schifeling, T. June 2016. [Why Companies are Becoming B Corporations.](#) *Harvard Business Review*.

Kim, S., Polman, E., & Sanchez-Burks, J. February 2012, [When Truisms are True.](#) *New York Times*

WORK IN PROGRESS

Kim, S., Lee, H., Yoon, S., & Pak, Y. (under review, *Administrative Science Quarterly*). Title removed for blind review.

Topic: investigation into how complex social systems can adaptively reconstruct itself amid an unfolding crisis, in the context of initial COVID-19 outbreaks in South Korea

Young-Hyman, T., **Kim, S.,** & Sobering, K. The Tenuous Emergence of Less Hierarchical Organizations: Dynamics Between Collectivist and Entrepreneurial Ideals. *Preparing Manuscript*.

Topic: emergence process of a fledgling worker cooperative amid tensions between ideals of democratic organizing and entrepreneurial organizing

Lee, H., **Kim, S.,** Yoon, S., & Pak, Y. An Inevitable Failure of “Infallible Entrepreneurship” for North Korean Refugees. *Analyzing Data*.

Topic: study of complex entanglement between refugee entrepreneurship and host country’s social entrepreneurship, in the context of a sudden failure of a once-renowned South Korean entrepreneurship training program for North Korean refugees

Pak, Y., **Kim, S.,** Yoon, S., & Lee, H. Need, Merit, and Script: How a Social Enterprise Molded Refugee Entrepreneurship. *Preparing Manuscript*.

Topic: the role of cultural scripts on determining success of North Korean refugee entrepreneurs in South Korea

INVITED PRESENTATIONS & WORKSHOPS

“Accomplishing Ongoing System Adaptation amid Unfolding Crisis: South Korea’s Negotiated Enactment during Initial COVID-19 Outbreaks.”

- Strategy & Entrepreneurship Seminar, University of Queensland Business School, Oct 2022
- Korea Academy of Management, July 2022
- Johns Hopkins Carey Business School, November 2021
- Pennsylvania State University Smeal College of Business, November 2021
- University of British Columbia Sauder School of Business, November 2021

- University of Colorado Boulder Leeds School of Business, November 2021
- NYU Stern Nonmarket Strategy Conference, New York University, November 2021
- Technology/Organization/Strategy Seminar Series, Korea Advanced Institute of Science and Technology, October 2021
- SGM Seminar Series, Fox School of Business, Temple University, October 2021

“지역활성화를 위한 창업생태계 역할과 과제.”

- POSCO Corporate Citizenship Office, July 2022

“Going Viral or Growing Like an Oak Tree? Towards Sustainable Local Development through Entrepreneurship.”

- Bartunek Research Forum, Boston College, April 2021

“Frame Restructuration: The Making of an Alternative Business Incubator in Detroit.”

- Adderly Positive Research Incubator, University of Michigan, March 2021

“Ethnography of North Korean Defector Entrepreneurship in South Korea.”

- RAISED Seminar, Rutgers University, December 2019
- Work, Identity, and Meaning Meeting, Boston College, December 2019

“Defiant but Embedded Agent: Anti-isomorphic Creation of an Alternative Practice for Business Incubation.”

- Berthiaume Center for Entrepreneurship, University of Massachusetts Amherst, December 2016
- Management & Entrepreneurship Department, Suffolk University, September 2016

“Entrepreneurial Imagination in Detroit: Ethnography of Nascent Entrepreneurship in the Post-Industrial Economy.”

- Green Garage Detroit, March 2015
- University of Alberta School of Business, December 2014
- Columbia Business School, December 2014
- Boston College Carroll School of Management, December 2014
- University of Oregon Lundquist College of Business, November 2014
- Rutgers Business School, November 2014
- University of Waterloo School of Environment Enterprise and Development (SEED), November 2014
- Western University Ivey Business School, November 2014

CONFERENCE PRESENTATIONS

Kim, S. “Practice Innovation for Resilience: The Making of an Alternative Business Incubator in Detroit.” *2019 Junior Faculty Organization Theory Conference*. Montreal, Canada.

Kim, S. “The Making of an Alternative Business Incubator in Detroit.” *2019 Helsinki Workshop on Routines and Practices*. Helsinki, Finland.

- Kim, S.,** Lee, H., Yoon, S., & Pak, Y. "Ethnography of North Korean Defector Entrepreneurship in South Korea." *2019 Sustainability Entrepreneurship and Ethics Conference*. Miami, FL.
- Kim, S.** & Kim, A. "Going Viral or Growing Like an Oak Tree? How Perspectives on Scaling Shape the Development of Nascent Business Ideas." *2017 Princeton Kauffman Conference on Ethnography in Entrepreneurship*. Princeton, NJ.
- Kim, S.** "Entrepreneurial Imagination in Detroit: Anti-isomorphic Construction of an Alternative Logic." *2016 Academy of Management Annual Meeting*. Anaheim, CA.
- Kim, S.** & Schifeling, T. "To B or Not to B? Social Structure and the Emergence of Social Enterprises." *2016 Academy of Management Annual Meeting*. Anaheim, CA.
- Kim, S.** "Entrepreneurial Imagination in Detroit: Ethnography of Nascent Entrepreneurship in the Post-industrial Economy." *2015 Academy of Management Annual Meeting*. Vancouver, Canada.
- Kim, S.** "Entrepreneurial Imagination in Detroit: Anti-Isomorphic Construction of Alternative Logic." *2014 American Sociological Association Annual Meeting (Economic Sociology Regular Session)*. San Francisco, CA. August, 2014
- Kim, S.** "Entrepreneurial Imagination in Detroit: Creating an Alternative through Anti-Isomorphic Divergence." *2014 Community of Social Innovation (COSI) Workshop*. Toronto, Canada. May 2014 & *6th International Symposium on Process Organization Studies (PROS)*. Rhodes, Greece. June 2014
- Kim, S.** "Entrepreneurial Imagination in Detroit: Discovering Birthing Processes of Post-Corporate Alternatives." *2013 Ivey/ARCS PhD Sustainability Academy*. London, Canada. November, 2013
- Kim, S.** "To B or Not to B? Emergence of New Organizational Forms under Institutional Complexity." *2013 Academy of Management Annual Meeting*. Orlando, FL. August, 2013
- Kim, S.** "The Rise of Social Entrepreneurship under Institutional Complexity." *2013 Annual Trans-Atlantic Doctoral Conference*. London, UK. May, 2013
- Kim, S.** "Canvassing the Landscape of Social Enterprises: Identity-based Account of B Corporation Emergence." *2012 American Sociological Association Annual Meeting*. Denver, CO. August, 2012

OTHER CONFERENCE ACTIVITIES

Research panel. New Doctoral Student Consortium. *2019 Academy of Management Annual Meeting*. Boston, MA.

Symposium organizer. "Organizationally Diverse Capitalism: Exploring Alternatives to 20th-century Corporations." *2013 Academy of Management Annual Meeting*. Orlando, FL. August, 2013 (*Received the Best Symposium Award from the Organization and Management Theory Division*)

TEACHING EXPERIENCE

Johns Hopkins Carey Business School

BU.920.631 Behavioral Science: Leadership and Organizational Behavior (Full-time MBA),
2022-

Boston College, Carroll School of Management

MGMT 1021 Organizational Behavior (BBA), 2015-2022

MGMT 1031 Organizational Behavior for Honors (BBA), 2016

University of Michigan, Stephen M. Ross School of Business

MO 300 Behavioral Theory of Management (BBA), 2012

MO 512 Negotiation Strategy in a Global Economy (Full-time MBA), 2012-2014 (Teaching
Assistant)

HONORS & AWARDS

Carroll School Teaching Star, Boston College, 2019

Carroll School of Management Kelly Research Grant, Boston College, 2018

Carroll School of Management Faculty Fellowship, Boston College, 2017-2018

Robert Kahn Fellowship for the Scientific Study of Social Issues, Institute for Social Research,
University of Michigan, 2014-2015

American Council of Stock Plan Professionals Fellowship, School of Management and Labor
Relations, Rutgers University, 2014-2015

Rackham Graduate School Research Grant, University of Michigan, 2014

Rackham Predoctoral Fellowship, University of Michigan, 2013-2014

Best Symposium Award, Organization and Management Theory Division, Academy of
Management, 2013

Above and Beyond the Call of Duty Reviewer Award, Organization and Management Theory
Division, Academy of Management, 2013

Ross Doctoral Research Grant, University of Michigan, 2013

Robert D. and Janet E. Neary Award, Ross School of Business, University of Michigan, 2012

Samsung Scholarship, 2009-2014

PROFESSIONAL SERVICE

Advising

Dissertation Committee. Eunki Roh, Rutgers University, 2019-2022

Dissertation Committee. Ju Young Lee, Boston College, 2019-2021

Undergraduate Thesis Advisor. Meagan Pulica, Boston College, 2018

Reviewing

Ad-hoc Reviewer. *Academy of Management Journal, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, ILR Review, Journal of Business Venturing, Journal of Management, Journal of Management Studies, Management Science, National Science Foundation, Organization Science, Research in the Sociology of Organizations, Social Forces, Socio-Economic Review.*

University Service

At Johns Hopkins University

Course Lead, Behavioral Science: Leadership and Organizational Behavior (Full-time MBA), 2022-

Core Faculty, Center for Innovative Leadership. 2022-

Academic Ethics Board. 2022-

At Boston College

Undergraduate Advisor. 2018-2022

Member. MGMT 1021 Organizational Behavior Teaching Committee, 2018-2022

Co-Organizer. Management & Organization Seminar Series, 2015-2017

External Service

Reviewer, Association of Korean Management Scholars

Reviewer, Academy of Management Annual Meetings

PROFESSIONAL MEMBERSHIP

Academy of Management