

CURRICULUM VITAE

Suntae Kim

Johns Hopkins Carey Business School
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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, 2004

RESEARCH INTERESTS

I study processes whereby innovation emerges amid adversities.

Topic: entrepreneurship for revitalization, resilience in an unfolding crisis.

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>

- [Finalist for Best Paper Award, Academy of Management Journal, Aug 2023](#)
- [Best Paper on Entrepreneurship and Natural Environment Award, Academy of Management \(ONE division\), Aug 2023](#)
- [Outreach Award, Academy of Management \(ONE, SIM division\), Aug 2023](#)
- Listed on [Responsible Research in Business & Management Honor Roll, Feb 2023](#)
- Featured in [Forbes, Stanford Social Innovation Review, Delve Podcast by McGill University, Intercultural Talk Podcast](#)

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>

- [Best Published Paper Award, Academy of Management \(OMT division\), Aug 2023](#)
- Featured in [Stanford Social Innovation Review, Asparagus](#)

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](#)

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, National Public Radio](#)

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. January 2023. [Scaling Deep, Not Up: Lessons from Detroit](#). *Nonprofit Quarterly*.

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. Negotiated Enactment on the Edge of Chaos: Adaptation of South Korea's Public Health System during the Initial COVID-19 Outbreaks. *Preparing Manuscript.*

Young-Hyman, T., **Kim, S., & Sobering, K.** The Tenuous Emergence of Less Hierarchical Organizations: Theorizing the Dynamics between Collectivist and Entrepreneurial Organizing in a Democratic Start-up. *Preparing Manuscript.*

Pak, Y., **Kim, S., Yoon, S., & Lee, H.** Playing A Serious Game: North Korean Refugees' Journey to Become an Entrepreneur in South Korea. *Analyzing Data.*

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

Kim, S., Lee, J. & Kim, A. Power of Corporate Citizenship in Times of Crisis. *Analyzing Data.*

Christophe, Y., **Kim, S. & McComas, M.** Institutional Distrust and Minority Entrepreneurship. *Collecting Data.*

Kim, S., Kim, A., Ho, J. & Kim, S. Ethnography of Entrepreneurship Support Program for Nepalese Return Migrants. *Collecting Data.*

INVITED PRESENTATIONS & WORKSHOPS

"Entrepreneurship for Local Revitalization: A Tale of Two Incubators in Post-industrial Detroit"

- Keynote Speech at Global Entrepreneurship Week Kansas City, Nov 2023
- Entrepreneurial Ecosystem Development and Assessment Workshop, June 2023

“Entrepreneurship for Social Impact: Two Models”

- ARK Impact Asset Management Inc., Feb 2023

“Negotiated Enactment amid Unfolding Crisis: South Korea’s Public Health Transformation during Initial COVID-19 Outbreaks”

- Guest Lecture for Organization Theory Doctoral Seminar, University of Maryland Smith School of Business, Sep 2023
- Management Seminar, Yonsei University School of Business, Mar 2023
- 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

- Pak, Y., **Kim, S.**, Yoon, S, & Lee, H. "North Korean Refugees' Journey to Become an Entrepreneur in South Korea." 2023 Academy of Management Annual Meeting. Boston, MA.
- Kim, S.** "Insights from Past and Ongoing Research on B Corps." 2023 Academy of Management Annual Meeting. Boston, MA.
- Pak, Y., **Kim, S.**, Yoon, S, & Lee, H. "North Korean Refugees' Journey to Become an Entrepreneur in South Korea." 2023 European Group for Organizational Studies Annual Meeting. Cagliari, Italy.
- Kim, S.** "Entrepreneurship for Local Revitalization: A Tale of Two Incubators in Post-industrial Detroit." 2023 KAIST Entrepreneurship, Sustainability, and Green Business Conference. Seoul, South Korea.
- 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

- Co-organizer. Standing Working Group on Organizations and Place-based Communities. *European Group for Organizational Studies*. 2025-2028
- Co-organizer. Mid-Atlantic B Corps Research-Practice Workshop. 2023. Washington DC.
- 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 Best Symposium Award from OMT Division*)

TEACHING EXPERIENCE

Johns Hopkins Carey Business School

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

BU.142.610 Leadership and Organizational Behavior (Part-time MBA), 2023-

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)

GRANTS & AWARDS

Best Published Paper Award, Academy of Management (OMT Division), 2023

Finalist for Best Paper Award, Academy of Management Journal, 2023

Best Paper on Entrepreneurship and Natural Environment Award (sponsored by Kauffman Foundation), Academy of Management (ONE Division), 2023.

Outreach Award, Academy of Management (ONE, SIM Division), 2023.

Power of Corporate Citizenship in Times of Crisis: The Case of POSCO amid an Historic Flooding Disaster, POSCO Inc. 2023-2024. \$25,000

Responsible Research in Business & Management Honor Roll, 2023.

Finalist for Bradford-Osborne Research Award, University of Washington Foster School of Business, 2021.

Carroll School Teaching Star, Boston College, 2019

Carroll School of Management Kelly Research Grant, Boston College, 2018. \$12,400

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. \$25,000

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. \$29,010

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 Proposal Defense Discussant. Riccardo Masiero, Stockholm School of Economics, 2023

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 for Academic Journals

Academy of Management Journal, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, ILR Review, Journal of Business Venturing, Journal of Community Psychology, Journal of Management, Journal of Management Studies, Management Science, Organization Science, Research in the Sociology of Organizations, Social Forces, Socio-Economic Review, Strategic Entrepreneurship Journal, Strategic Management Journal.

Reviewing for Grant Applications

National Science Foundation

University Service

Johns Hopkins University

Affiliated Researcher, The Baltimore Collaboratory, Whiting School of Engineering, 2023-Member, Faculty Recruiting Committee, Management, 2023.

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

Core Faculty, Center for Innovative Leadership. 2022-

Member, Academic Ethics Board. 2022-

Co-organizer, Management & Organization Brownbag Seminar Series. 2022-2023

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

Judge, EnterpRISE Pitch Competition, Open Works Baltimore. 2023

At-Large Member, Community Standards Committee, Boston Ujima Project. 2023-

Reviewer, Academy of Management Annual Meetings. 2010-

PROFESSIONAL MEMBERSHIP

Academy of Management

European Group for Organizational Studies