

CURRICULUM VITAE

Suntae Kim

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

ACADEMIC POSITIONS

Johns Hopkins University, Carey Business School

Assistant Professor of Management & Organization, 2022 –

Boston College, Carroll School of Management

Assistant Professor of Management & Organization, 2015 – 2022

ADDITIONAL POSITIONS & AFFILIATIONS

Core Faculty, Center for Innovative Leadership, 2022–

Johns Hopkins University, Carey Business School

Affiliated Researcher, The Baltimore Collaboratory, 2023-2025

Johns Hopkins University, Whiting School of Engineering

EDUCATION

University of Michigan, Ross School of Business

Doctor of Philosophy in Business Administration, 2015

Seoul National University, College of Business Administration

Master of Science in Business Administration, 2009

Bachelor of Business Administration, with honors, 2004

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.

- [Distinguished Winner, 2024 Responsible Research in Management Award, Academy of Management Fellows & Responsible Research in Business and Management, Aug 2024](#)
- [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: How Market Incumbents' Diverse Responses Reinvigorate Challengers.](#) *Administrative Science Quarterly*, 67(3): 674-720.

- [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.

- 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.

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.

- 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*.

Practitioner-oriented Publications

Kim, S. & Christophe, Y. 2026. Baltimore Black Butterfly Entrepreneurs' Access to Capital: Barriers, Consequences, and Alternatives. *Baltimore Collaboratory Research Report*.

Kim, S., McComas, M., Beal, M., & Bader, M. April 2025. [Opportunity or Necessity? Perceptions of Entrepreneurship in Baltimore.](#) *Johns Hopkins University 21st Century Cities Initiative*.

- Featured in [Baltimore Banner](#)

Kim, S. & Schifeling, T. March 2024. [The Paradox of Growing as a Values-Driven Company.](#) *Harvard Business Review*.

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*

MANUSCRIPTS

Lee, J., **Kim, S.,** & Kim, A. (*under review, Strategic Management Journal*) Title removed for blind review.

Topic: serendipitous resilience in times of crisis

Kim, S., Lee, H., Yoon, S., & Pak, Y. Negotiated Enactment amid Cascading Crises: How South Korean Public Health System Resiliently Transformed during the Initial COVID-19 Crisis. *Preparing for submission.*

Young-Hyman, T., **Kim, S.,** & Sobering, K. Shifting from Utopian to Pragmatic Ontologies: A Process-Based View of the Emergence of Organizational Democracy. *Preparing for submission.*

Kim, S., Pak, Y., Yoon, S, & Lee, H. Ethnography of Entrepreneurship Development Project for North Korean Refugees. *Preparing for submission.*

Kim, S., Lee, J., & Kim, A. Steel in the Storm: POSCO Responding to Super Typhoon Challenges. *Preparing for submission.*

WORK IN PROGRESS

Christophe, Y. & **Kim, S.** Wayfinding around Institutions: How Entrepreneurs in Baltimore's Black Butterfly Navigate Institutional Barriers. *Analyzing data.*

Kim, S., Kim, A., Ho, J. & Kim, S. Venturing the Way Back Home: Ethnography of Entrepreneurship Support Program for Nepali Return Migrants. *Analyzing data.*

Menz, A., **Kim, S.,** & Schifeling, T. From Principles to Practice: A Study of the Inclusive Transformation of B Corp Certification Standards. *Collecting & analyzing data.*

AWARDS & HONORS

Distinguished Winner of Responsible Research in Management Award, Academy of Management Fellows & Responsible Research in Business and Management, 2024.

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.

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
 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
 Robert D. and Janet E. Neary Award, Ross School of Business, University of Michigan, 2012
 Samsung Scholarship, 2009-2014

GRANTS

Black & Decker Research Support Fund, Johns Hopkins Carey Business School, 2024. \$5,000
 Knowledge Challenge (Co-Principal Investigator), Ewing Marion Kauffman Foundation, 2022-2025. \$410,000
 Johns Hopkins Nexus Convening Award: “Thriving through Crisis and Conflict? Interdisciplinary Insights for an Uncertain Future.” \$78,500
 Power of Corporate Citizenship in Times of Crisis: The Case of POSCO amid an Historic Flooding Disaster, POSCO Inc. 2023-2024. \$25,000
 Carroll School of Management Kelly Research Grant, Boston College, 2018. \$12,400
 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
 Ross Doctoral Research Grant, University of Michigan, 2013

INVITED PRESENTATIONS & WORKSHOPS

“Ethnography of Entrepreneurship Development Project for North Korean Refugees”

- University of Maryland, Smith School of Business, Feb 2026 (scheduled)
- Ethnography Atelier Seminar, Dec 2025
- Babson College, Entrepreneurship & Management Division, Oct 2025
- McGill University, Desautels Faculty of Management, May 2025

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

- Johns Hopkins Ward Infinity, Jan 2026
- Keynote Speech at Global Entrepreneurship Week Kansas City, Nov 2023
- Entrepreneurial Ecosystem Development and Assessment Workshop, Jun 2023

“An Exploration Guide to Inductive Qualitative Research”

- Guest Lecture for Organization Theory Doctoral Seminar, University of Maryland Smith School of Business, Nov 2025
- “Perceptions of Entrepreneurship in Baltimore”
- The Baltimore Collaboratory Quarterly Meeting, Mar 2025
- “Insights from Past and Ongoing Research on B Corps”
- Presentation at B Lab Global, Q2'24 All Hands, May 2024
- “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
 - Yonsei University, School of Business, Mar 2023
 - University of Queensland Business School, Oct 2022
 - Korea Academy of Management, Jul 2022
 - Johns Hopkins University, Carey Business School, Nov 2021
 - Pennsylvania State University, Smeal College of Business, Nov 2021
 - University of British Columbia, Sauder School of Business, Nov 2021
 - University of Colorado Boulder, Leeds School of Business, Nov 2021
 - NYU Stern Nonmarket Strategy Conference, New York University, Nov 2021
 - Korea Advanced Institute of Science and Technology, Oct 2021
 - Temple University, Fox School of Business, Oct 2021
- “지역활성화를 위한 창업생태계 역할과 과제.”
- POSCO Corporate Citizenship Office, Jul 2022
- “Going Viral or Growing Like an Oak Tree? Towards Sustainable Local Development through Entrepreneurship.”
- Bartunek Research Forum, Boston College, Carroll School of Management, Apr 2021
- “Frame Restructuration: The Making of an Alternative Business Incubator in Detroit.”
- Adderly Positive Research Incubator, University of Michigan, Mar 2021
- “Ethnography of North Korean Defector Entrepreneurship in South Korea.”
- Rutgers Business School, Dec 2019
 - Work, Identity, and Meaning Meeting, Boston College, Dec 2019
- “Defiant but Embedded Agent: Anti-isomorphic Creation of an Alternative Practice for Business Incubation.”
- University of Massachusetts Amherst, Dec 2016
 - Suffolk University, Sep 2016
- “Entrepreneurial Imagination in Detroit: Ethnography of Nascent Entrepreneurship in the Post-Industrial Economy.”
- Green Garage Detroit, Mar 2015

- University of Alberta School of Business, Dec 2014
- Columbia Business School, Dec 2014
- Boston College, Carroll School of Management, Dec 2014
- University of Oregon, Lundquist College of Business, Nov 2014
- Rutgers Business School, Nov 2014
- University of Waterloo, School of Environment Enterprise and Development (SEED), Nov 2014
- Western University, Ivey Business School, Nov 2014

CONFERENCE PRESENTATIONS

- Young-Hyman, T., **Kim, S.**, & Sobering, K. "From Utopianism to Pragmatism: How Ontological Shifts Enable the Emergence of Organizational Democracy." *2025 Academy of Management Annual Meeting*. Copenhagen, Denmark.
- Christophe, Y., & **Kim, S.** "Wayfinding around Institutions: How Entrepreneurs in Baltimore's Black Butterfly Navigate Institutional Barriers." *2025 Babson College Entrepreneurship Research Conference*. Babson Park, MA.
- Kim, S.**, Pak, Y., Yoon, S, & Lee, H. "Ethnography of Entrepreneurship Development Project for North Korean Refugees." *2025 Community on Social Innovation*. Santa Barbara, CA.
- Kim, S.**, Pak, Y., Yoon, S, & Lee, H. "Ethnography of Entrepreneurship Development Project for North Korean Refugees." *2024 Academy of Management Annual Meeting*. Chicago, IL.
- Kim, S.** "Approaches to Analyzing Qualitative Process Data." *2024 Academy of Management Annual Meeting*. Chicago, IL.
- Kim, S.**, Lee, H., Yoon, S., & Pak, Y. "Resilience through Negotiated Enactment: The South Korean Public Health System's Adaptive Transformation during the Initial COVID-19 Crisis." *2024 International Process Symposium*. Paphos, Cyprus.
- 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

- Faculty Advisor. Ivey-ARCS PhD Sustainability Academy. November 2025.
- Co-organizer. Inaugural Conference on Managing the Unexpected. Johns Hopkins Carey Business School. November 2025.
- Co-organizer. Mid-Atlantic B Corps Research-Practice Workshop. Washington DC. November, 2025.
- Panelist. "Lifting the Veil on Ethnography in Entrepreneurship and Beyond." *2025 Academy of Management Annual Meeting*. Copenhagen, Denmark. July 2025.

Panelist. "Closing Panel." *2025 Social Entrepreneurship Doctoral Seminar*, Copenhagen, Denmark. July 2025

Co-organizer. Thriving through Crisis and Conflict? Interdisciplinary Insights for an Uncertain Future. Johns Hopkins University. November 2024.

Panelist. "Unleashing Civic Wealth Creation Through Community Entrepreneurship? Exploring Provocative Questions." *2024 Academy of Management Annual Meeting*. Chicago, IL. August 2024.

Facilitator. "Extreme Events and Entrepreneurship." *2024 Academy of Management Annual Meeting*. Chicago, IL. August 2024.

Panelist. Ask the Experts: Qualitative Research. *2024 Academy of Management Annual Meeting*. Chicago, IL. August 2024.

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. Washington DC. June, 2023.

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

Symposium organizer. "Organizationally Diverse Capitalism: Exploring Alternatives to 20th-century Corporations." *2013 Academy of Management Annual Meeting*. Orlando, FL. August, 2013.

TEACHING EXPERIENCE

Johns Hopkins Carey Business School

Instructor, BU.667.315. Organizational Management (Undergraduate Business Minor), 2024-

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

Faculty Advisor, BU.929.816. Innovation Field Project (Full-time MBA), 2024-

Instructor, BU.142.610 Leadership and Organizational Behavior (Part-time MBA), 2023-2024

Course Development, BU.920.691. Leadership Immersion Capstone (Full-time MBA), 2025

Course Development, BU.667.315. Organizational Management (Undergraduate Business Minor), 2024

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

Boston College, Carroll School of Management

Instructor, MGMT 1021 Organizational Behavior (BBA), 2015-2022

Instructor, MGMT 1031 Organizational Behavior for Honors (BBA), 2016

University of Michigan, Stephen M. Ross School of Business

Instructor, MO 300 Behavioral Theory of Management (BBA), 2012

PROFESSIONAL SERVICE

Editorial Review Board

Academy of Management Journal, 2025-
Administrative Science Quarterly, 2024-

Ad-hoc Reviewing

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

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

University Service

Johns Hopkins University

Member, Faculty Recruiting Committee, ITGL Entrepreneurship in Education Program, School of Education, 2024.

Member, Faculty Recruiting Committee, Management, 2023.

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

MEDIA

[Americans keep starting new businesses, in spite of economic uncertainty.](#) NPR Marketplace.

July 2025

[An unusually high number of Black Baltimoreans identify as entrepreneurs.](#) Baltimore Banner.

April 2025

[There's a conflict brewing in the world of B Corps.](#) NPR Marketplace. February 2025