

CURRICULUM VITAE

Suntae Kim

Carroll School of Management, Boston College
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ACADEMIC POSITIONS

Boston College, Carroll School of Management, Chestnut Hill, MA
Assistant Professor of Management & Organization, 2015 –

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
Committee: Jerry Davis (Chair), Jane Dutton, Jason Owen-Smith, Mark Mizruchi, Jim Westphal

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 the process whereby new forms of organizing emerge amid adversities.
Topics: Entrepreneurship in adverse contexts, Crisis management and resilience.
Methods: Process studies, Ethnography, Mixed-method research.

PUBLICATIONS

Peer-Reviewed Publications

Kim, S. & Schifeling, T. Good Corp, Bad Corp, and the Rise of B Corps: The Emergence and Development of Market Alternatives against Strategic Incumbents. (conditional acceptance, *Administrative Science Quarterly*).

- Kim, S. & Kim, A.** In-press. Going Viral or Growing Like an Oak Tree? Towards Sustainable Local Development through Entrepreneurship. *Academy of Management Journal*.
[Published online: July, 2021] <https://journals.aom.org/doi/abs/10.5465/amj.2018.0041>
- 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
- 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>

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.**, 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. Pak, Y., & Yoon, S. Accomplishing System Adaptation amid Unfolding Crisis: Unpacking South Korea's Early Response to COVID-19 Pandemic. *Preparing Manuscript*.
Topic: investigation into how a complex system can adaptively reconstruct itself amid an unfolding crisis
- Young-Hyman, T., **Kim, S.**, & Sobering, K. Democracy Ends at the Budget: How Resources Attenuate Tension between Competing Ideals in Emerging Democratic Organizations. *Analyzing Data*.
Topic: emergence of a fledgling worker cooperative amid tension between logics of democratic organizing and entrepreneurial organizing
- Yoon, S., **Kim, S.**, Lee, H., & Pak, Y. An Inevitable Failure of "Entrepreneurship That Does Not Fail" for North Korean refugees. *Analyzing Data*.
Topic: unraveling complex entanglement between refugee entrepreneurship and host country's social entrepreneurship

Pak, Y., **Kim, S.**, Lee, H., & Yoon, S. 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

CONFERENCE PRESENTATIONS

- Paper presentation. "Ethnography of North Korean Defector Entrepreneurship in South Korea." *Work, Identity, and Meaning Meeting*. Boston, MA.
- Paper presentation. "Practice Innovation for Resilience: The Making of an Alternative Business Incubator in Detroit." *2019 Junior Faculty Organization Theory Conference*. Montreal, Canada.
- Research panel. New Doctoral Student Consortium. *2019 Academy of Management Annual Meeting*. Boston, MA.
- Paper presentation. "The Making of an Alternative Business Incubator in Detroit." *2019 Helsinki Workshop on Routines and Practices*. Helsinki, Finland.
- Paper presentation. "Ethnography of North Korean Defector Entrepreneurship in South Korea." *2019 Sustainability Entrepreneurship and Ethics Conference*. Miami, FL.
- Poster presentation. "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.
- Paper presentation. "Entrepreneurial Imagination in Detroit: Anti-isomorphic Construction of an Alternative Logic." *2016 Academy of Management Annual Meeting*. Anaheim, CA.
- Paper presentation. "To B or Not to B? Social Structure and the Emergence of Social Enterprises." *2016 Academy of Management Annual Meeting*. Anaheim, CA.
- Paper presentation & PDW panelist. "Entrepreneurial Imagination in Detroit: Ethnography of Nascent Entrepreneurship in the Post-industrial Economy." *2015 Academy of Management Annual Meeting*. Vancouver, Canada.
- Paper presentation. "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
- Paper presentation. "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
- Paper discussion. "Entrepreneurial Imagination in Detroit: Discovering Birthing Processes of Post-Corporate Alternatives." *2013 Ivey/ARCS PhD Sustainability Academy*. London, Canada. November, 2013
- 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*)

Paper presentation. "To B or Not to B? Emergence of New Organizational Forms under Institutional Complexity." *2013 Academy of Management Annual Meeting*. Orlando, FL. August, 2013

Paper presentation. "The Rise of Social Entrepreneurship under Institutional Complexity." *2013 Annual Trans-Atlantic Doctoral Conference*. London, UK. May, 2013

Paper presentation. "Canvassing the Landscape of Social Enterprises: Identity-based Account of B Corporation Emergence." *2012 American Sociological Association Annual Meeting*. Denver, CO. August, 2012

INVITED PRESENTATIONS & WORKSHOPS

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

Bartunek Research Forum, Boston College, April 2021

Adderly Positive Research Incubator, University of Michigan, March 2021

RAISED Seminar, Rutgers University, December 2019

Berthiaume Center for Entrepreneurship, University of Massachusetts Amherst, December 2016

Management & Entrepreneurship Department, Suffolk University, September 2016

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

TEACHING EXPERIENCE

Boston College, Carroll School of Management

MGMT 1021 Organizational Behavior, Spring & Fall 2017, Spring 2019, Spring 2020, Fall 2020

Boston College, Carroll School of Management

MGMT 1021 Organizational Behavior, Spring 2016

November 2021

MGMT 1031 Organizational Behavior for Honors, Spring 2016

University of Michigan, Stephen M. Ross School of Business

MO 300 Behavioral Theory of Management, Winter 2012

MO 512 Negotiation Strategy in a Global Economy, Fall 2012, Winter 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. Ju Young Lee, Boston College, 2019-2021

Dissertation Committee. Eunki Roh, Rutgers University, 2019-

Undergraduate Thesis Advisor. Meagan Pulica, Boston College, 2018

Reviewing

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

University Service

Undergraduate Advisor. 2018-present

November 2021

Member. MGMT 1021 Organizational Behavior Teaching Committee, 2018-present
Co-Organizer. Management & Organization Seminar Series, 2015-2017

External Service

Reviewer, Association of Korean Management Scholars

Reviewer, Academy of Management Annual Meetings

MEDIA ARTICLES, MENTIONS, & INTERVIEWS

Asparagus, Spring/Summer 2021, "In Good Company"

Fast Company, Nov 2018, "[To B or not to B? That's the question for companies who seek to balance profit and purpose](#)"

Network for Business Sustainability, Sep 2017, "[Startup Success: Why You Don't Need to Create the Next Google](#)"

Wall Street Journal, Jan 2012, "[Thinking Outside the Box – Literally](#)"

National Public Radio, Mar 2012, "[Thinking Outside The Box, With Our Bodies And Our Brains](#)"

PROFESSIONAL MEMBERSHIP

Academy of Management