

Tai-Young Kim

Curriculum Vitae

SKK Graduate School of Business
Sungkyunkwan University
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ACADEMIC AND PROFESSIONAL EXPERIENCE AND EDUCATION

2010-present. Professor of Management, SKK Graduate School of Business at Sungkyunkwan University

2018. Visiting Scholar, Waseda University, Japan

2017-2018. Visiting Scholar, Organizational Behavior, INSEAD, France

2014-2016. Vice Dean for Academic Programs, SKK Graduate School of Business at Sungkyunkwan University

2013. Visiting Scholar. David O'Brien Center for Sustainable Enterprise at Concordia University, Montreal, Canada

2004-2010. Associate Professor of Management, SKK Graduate School of Business at Sungkyunkwan University (with tenure since 2005)

2005. Visiting Scholar. MIT (Massachusetts Institute of Technology) Sloan School of Management

2000-2004. Assistant Professor of Department of Management of Organizations, The Hong Kong University of Science and Technology (HKUST)

2000. M.A. Ph.D. Stanford University (Organization Theory: Sociology),

Committee Members:

Michael Hannan (Advisor, Stanford Graduate School of Business),
Ezra Zuckerman (MIT Sloan School) and Mark Granovetter (Stanford University, Sociology)

1990. B.A. Korea University, Sociology

PUBLICATION

Organizational Dynamics and Institutional Changes

2019. "Between Legitimacy and Efficiency: Institutional Theory of Corporate Giving" (with Young-Chull Chung. *Equal authorship*). Academy of Management Journal. *Forthcoming*.

2019. Bringing the Firms (and Forms) Back In: Organizational Form Identity and Individual Turnover (with Stanislav Dobrev). Academy of Management Journal, 62:1028-1051.

2016. "Inside the 'Hybrid' Iron Cage: Organizational Settlement and Hybridization" (with Dongyoub Shin and Young-Chull Chung). Organization Science 27: 428-445.

2013. "The Demography of Resources: Divestments of Aircraft among U.K. Airlines, 1919-1975." (with Jeroen Kuilman). Journal of Management Studies, 50: 1155-1184.

2007. "Inside the Iron Cage: Organizational Political Dynamics and Institutional Changes in Presidential Selection Systems in Korean Universities, 1985-2002" (with Dongyoub Shin, Hongseok Oh, and Young-Chul Jeong), Administrative Science Quarterly, 52: 286-323.

2006. "Framing Inter-Organizational Network Change: A Network Inertia Perspective." (with Hongseok Oh and Anand Swaminathan). The Academy of Management Review, 31: 704-720.

2003. "Robust Identities or Non-Entities? Typecasting in the Feature Film Labor Market." (with Ezra Zuckerman, Kalinda Ukanwa, and James Von Rittmann). American Journal of Sociology, 108: 1018-74.

2003. "The Critical Trade-Off: Identity Assignment and Box-Office Success in the Feature Film Industry." (with Ezra Zuckerman). Industrial and Corporate Change, 12: 27-67.

Organizational Structures, Strategies, and Performance

2016. "Revitalizing a Village." Stanford Social Innovation Review (winter 2016) (with Yoo Jin Lee)

2010. "Organizational Geography, Experiential Learning, and Subsidiary Exit: Japanese Foreign Expansions in China, 1979-2001." (with Andrew Delios and Dean Xu). Journal of Economic Geography 10: 579-597.
2006. "Positioning among Organizations in a Population: A Model of Mutualism and Competition." (with Stanislav Dobrev). Administrative Science Quarterly, 51: 230-261.
2004. "The Two Sides of the Coin: Core Competence as Capability and Obsolescence." (with Stanislav Dobrev and Luca Solari) in Advances in Strategic Management. Edited by Joel Baum. JAI/Elsevier. 21: 255-285.
2003. "Festina Lente: Learning and Inertia among Italian Automobile Producers, 1896-1981." (with Stanislav Dobrev and Luca Solari). Industrial and Corporate Change, 12: 1279-1301.
2003. "Shifting Gears, Shifting Niches: Organizational Inertia and Change in the Evolution of the U.S. Automobile Industry, 1885-1981." (with Stanislav Dobrev and Glenn Carroll). Organization Science, 14: 264-282.
2002. "The Evolution of Organizational Niches: U.S Automobile Manufacturers, 1885-1981." (with Stanislav Dobrev and Glenn Carroll). Administrative Science Quarterly, 47:233-264.
2001. "Dynamics of Niche Width and Resource Partitioning." (with Stanislav Dobrev and Michael Hannan). American Journal of Sociology, 106: 1299-1337.

Book

2019. *Next Champion* (with Hyun Myung Doh). 흐름.

WORKING IN PROCESS

2017. "Pluralistic Agents inside Iron Cage: The Diffusion of Social Welfare Departments in Korean Universities, 1980-2006" (with Sang-Mook Lee and Yong-Hoon Lee). Under review.
2017. Power and Imbalance and Mutual Dependence as Predictors of Partners Change Tactics" (with James Oldroyd). Final Draft.

2017. "Power and Unilateral Action: A Directed Dependence View of Relationship Dissolution" (with James Oldroyd). Final Draft.

2017. "Incremental and Radical Innovation by U.S. Automobile Manufacturers, 1885-1981: An Ecological Perspective" (with Anand Swaminathan and Albert Teo). Final Draft.

2017. "An Integrative Framework of Social and Organizational Identity" (with Tae Won Moon and Minsoo Kim). Final Draft.

CONFERENCE PRESENTATIONS AND INVITED SEMINARS

2018. The Political Origin of Identity Movement: The Rise of Alma Mater University Presidents." Sophia University

2018. "Innovation, Market Position Change and Performance among U.S. Automobile Manufacturers, 1885-1981." Waseda University

2017. "Mission Impossible without Institutional Entrepreneurs?" The Roles of Pluralistic Agents and Logic under Institutional Pluralism." HEC, Paris and SKEMA Business School, Nice.

2015. "Institutional Theory of Corporate Giving: Legitimacy-Management Cost (with Jeong Young Chul). Presented at Department of Management of Organizations, The Hong Kong University of Science and Technology (HKUST)

2015. Discussant. Academy of Management PDW on Social Movements, Stakeholders, and Nonmarket Strategy at *Academy of Management Annual Meeting*, Vancouver, Canada

2014. Tai-Young Kim and Young-Chul Jeong. "Not Too Much, but Not Too Little: Legitimacy Tactics and Cost." Presented at *Academy of Management Annual Meeting*, Philadelphia, USA.

2014. Tai-Young Kim and Young-Chul Jeong. "Not Too Much, but Not Too Little: Legitimacy Tactics and Cost." Presented at Ohio State University.

2013. Tai-Young Kim and Young-Chul Jeong. "The Social Construction of Doing Good: The Roles of Audiences in Corporate Giving Behaviors of Korean Firms." Presented at *Society for the Advancement of Socio-Economics*, Milan, Italy.

2013. Tai-Young Kim and Young-Chull Chung. "Roles of Audiences in Corporate Giving." David O'Brien Center for Sustainable Enterprise at Concordia University, Canada

2011. Tai-Young Kim, Taewon Moon, and Minsoo Kim. "Time to Get Married?: An Integrative Framework of Social and Organizational Identities." Korea University / University of Cyprus

2010. Junior Faculty OMT Consortium I and II. Academy of Management, Montreal, Canada.

2010. Tai-Young Kim and Jeroen Kuilman. "The Demography of Resources: Divestments of Aircrafts among U.K. Airlines, 1919-1975." Academy of Management, Montreal, Canada.

2008. Tai-Young Kim, Dongyoub Shin, and Young-Chull Chung. "The Political Origins of Hybridization." Department of Management. HKUST / Korean Academy of Management.

2007. Tai-Young Kim, Dongyoub Shin, and Young-Chull Chung. "The Political Origins of Hybrid Forms: A Social Movement Perspective." Stanford Graduate School of Business.

2007. Tai-Young Kim, Dongyoub Shin, and Young-Chull Chung. "The Political Origins of Hybrid Forms" Korean Academy of Management. Daegu. Korea

2007. Tai-Young Kim, Dongyoub Shin, and Young-Chull Chung. "The Political Origins of Hybrid Forms: A Social Movement Perspective." KAIST. Seoul.

2006. Tai-Young Kim and Albert Teo. "Contested Ideologies, Collective Action, and Crowding: Membership Dynamics in the Huiquans in Singapore, 1882-1998." Korean Business Conference

2006. Tai-Young Kim, Anand Swaminathan, and Albert Teo. "Innovation, Market Position Change and Mortality among U.S. Automobile Manufacturers, 1885-1981." Korean Strategic Management Conference, Seoul.

2006. European Group for Organizational Studies (EGOS) Conference Track 10 Program. Panel: Disciplinary Perspectives on International and Comparative Firm-Environment Evolution

2005-2006. Tai-Young Kim and Jong-Hak Choi. "Toward an Asymmetric Model of Relationship Dissolution: U.S. Auditor-Client Relationships, 1996-2001." Department of Management. Yonsei University/ Korea University / Seoul National University.

2005. International Management Division, "Disciplinary, Inter-Disciplinary and Multi-disciplinary Research in International Business and International Management" Doctoral Consortium I and II. Academy of Management, Hawaii .

2005. Tai-Young Kim, Hongseok, Oh, and Rui Yue. "Bringing the Corporate Context Back In: The Tie Dissolution of Agency-Client Relationship" Korean Strategy Conference. Seoul.

2004. Tai-Young Kim, Dongyoub Shin, Hong Seok Oh and Young-Chul Chung. "Inside the Iron Cage: Organizational Political Dynamics and Institutional Changes in Presidential Election Systems in Korean Universities, 1985-2002." Presented at INSEAD, Singapore.

2003. Tai-Young Kim, Dongyoub Shin, Hong Seok Oh and Young-Chul Chung. "Intra-Political Dynamics and De-institutionalization: Changes in Presidential Election Systems in Universities in Korea, 1985-2000," Presented at the Academy of Management, Seattle.

2003. Tai-Young Kim and Andrew Delios. "Duality of Experiential Learning and Organizational Geography: Japanese Multinational Corporations in the People's Republic of China, 1979-2001." Presented at the Academy of Management, Seattle.

2003. Tai-Young Kim and Albert Teo. "Scope, Crowding, and Focused Identity: Impact on Innovation and Position Change of U.S. Automobile Manufacturers, 1885-1981," Presented at the American Sociological Association, Atlanta.

2003. Stanislav Dobrev, Tai-Young Kim, and Glenn Carroll. "An Ecological Approach to Strategic Moves: Mutualism, Competition, and Inertia" Presented at Academy of Management, Seattle.

2002. Tai-Young Kim and Albert Teo. "Competitive Dynamics of Non-Profit Organizations: Growth Rates of Huiguans in Singapore, 1820-1998," Presented at Academy of Management, Denver.

2002. Tai-Young Kim and Andrew Delios. "Organizational Geography, Experiential Learning, and Subsidiary Survival: Japanese Multinational Corporations in the People's Republic of China, 1979-2001," Presented to Asia Academy of Management, Thailand.

2002. Ezra Zuckerman, Tai-Young Kim, Kalinda Ukanwa, and James Von Rittmann "The Caste of Type-Cast: Clarity, Ambiguity, and Robustness in Film Careers." Presented to American Sociological Association, Chicago.

2002. Stanislav Dobrev, Tai-Young Kim, and Glenn Carroll. "Shifting Gears, Shifting Niches: Organizational Inertia and Change in the Evolution of the U.S. Automobile Industry, 1885-1981." Presented to American Sociological Association, Chicago.

2001. Stanislav Dobrev, Tai-Young Kim, and Glenn Carroll. "Niche and Scale in Organizational Evolution: A Unified Empirical Model of Automobile Manufacturers in the U.S. 1885-1981." Presented to American Sociological Association, Anaheim.

2000. Stanislav Dobrev, Tai-Young Kim, and Michael Hannan. "Dynamics of Niche Width and Resource Partitioning: Automobile Industries in France, Britain and Germany," Presented at American Sociological Association, Washington.

1999. Ezra Zuckerman and Tai-Young Kim. "The Highbrow Trade-off: Market Mediation and Success in the Film Industry." Presented to American Sociological Association, Chicago.

AD HOC REVIEWER

Administrative Science Quarterly

Academy of Management Journal / American Journal of Sociology

Management Science / Organization Science

Industrial and Corporate Change / Long Range Planning

TEACHINGS

Executive MBA

Corporate Strategy (EMBA), 2009-2016

Applied Business Proposal (ABP) 2009-2014

Effective Management of Networks and Alliances (EMBA), 2010, 2012

MBA

Competitive Strategy, 2005-2016

Effective Management of Social Networks, 2007-2008

Advanced Corporate Strategy, 2008, 2009, 2013, 2015

Strategy Consulting Academy, 2005-2009, 2013

Guest Lecture on Event History Analysis. 4th Chinese Management Scholar Research Methods Workshop. 2002

Corporate Strategy MGTO 541, 2004

Corporate Strategy MGTO 321, 2000-2002

HONORS and AWARDS

- 2019. Research Excellence Award (at SKK GSB)
- 2016. Teaching Excellence Award (Professional MBA of SKK GSB)
- 2010. Teaching Excellence Award (The Indiana Kelly-SKK GSB Executive MBA Program)
- 2007. Best Research Award (by Korean Academy of Management)
- 2002-2004. Wei-Lun Fellow at HKUST.
- 2000. Dean's Recognition of Teaching Excellence at HKUST
- 1999. Andrew W. Mellon Foundation Graduate Travel/Research Stipends
- 1995-1996. Stanford University Sociology Department Fellowship

SERVICE (selected)

- 2014-2016 Vice Dean for Academic Programs
- 2013- 2016 Policy Committee / Recruiting Committee/ ABP Chair
- 2011-2012 Policy Committee / Recruiting Committee
- 2010-2011 Policy Committee / Executive MBA Committee
- 2008-2009 SKK GSB AACSB Committee Chair
(SKK GSB was accredited by AACSB in May, 2009)
- 2008-2009 Ranking Committee Chair
- 2005-2009 Policy Committee/ Research Grant Committee (2009)
Promotion/ Pretenure Evaluation Committee

GRANTS

- 2009. Research Grant Council Competitive Earmarked Research Grant (RGC) by Hong Kong Government
 - The Demography of Resources: Founding Conditions, Innovation Adaption, and Organizational Performance in the U.K. Airline Industry, 1919-1975

2008-2010. Korean Research Foundation (KRF), Korea

- A Longitudinal Study on Governance Structure and Competitiveness in Japanese Universities: Perspectives of Neoinstitutionalism and Organizational Political Dynamics

2006-2007. Korean Research Foundation (KRF), Korea

- Caste and Cast: Effects of Status and Network on Film Career Identities, 1986-1998.

2003-2005. Research Grant Council Competitive Earmarked Research Grant (RGC) by Hong Kong Government

- Guanxi, Succession, and Performance: Business Groups in Taiwan, 1978-2000.

2003-2004. Direct Allocation Grant (DAG) of HKUST Business School

- Changes in Interorganizational Network & Organizational Performance: US Auditor-Client Relationships, 1974-1998.

2001-2004. Research Grant Council Competitive Earmarked Research Grant (RGC) by Hong Kong Government

- Sources and Transformation of Interorganizational Network and organizational Performance: Software Startups in Korea, 1990-2000.”

2000-2001. Direct Allocation Grant (DAG) of Department of Management of Organizations

- The Longitudinal Effects of Population Dynamics on Individual Job Mobility: The Advertisement Industry in Korea, 1980-1999.”

REASEARCH INTERESTS

Organization Theories / Strategic Management/
Network Analysis/ Organizational Changes/ Asian Business Groups
Foreign Direct Investment/ Career Management

PROFESSIONAL MEMBERSHIP

Academy of Management/ American Sociological Association
Korea Academy of Management