

# H. ROSE KIM

Leadership and Organizational Behavior | Darden School of Business | University of Virginia  
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## ACADEMIC APPOINTMENTS

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<b>University of Virginia, Darden School of Business</b>	2024-Current
Postdoctoral Researcher	

## EDUCATION

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<b>University of Maryland</b>	2024
Ph.D. in Organizational Behavior and Human Resource Management	
<b>Columbia University</b>	2011
Master of Science in Journalism	
<b>Seoul National University</b>	
Master of Science in Business Administration	2018
Bachelor of Business Administration	2009

## RESEARCH INTERESTS

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Proactivity at Work; Future of Work; Power & Status Dynamics

## AWARDS & HONORS

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- Frank T. Paine Award for Academic Achievement (2024); Robert H. Smith School of Business (College-level award for excellence in academic and research achievements).
- Best Reviewer Award Organizational Behavior Division (2023); Academy of Management.
- Faculty-Student Research Award (FSRA; 2023–2024; \$10,000); University of Maryland.
- Jacob K. Goldhaber Grant (2022); University of Maryland.
- Doctoral Institute (DI) Scholarship (2021); Management and Organizational Behavior Teaching Society (MOBTS).
- Graduate Scholarship (2016-2018); Seoul National University.
- Award for Excellence in Reporting Breaking News (2015); Society of Publishers in Asia.
- Academic Achievement Scholarship (2006-2008); Seoul National University.

## PUBLICATIONS

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**Kim, H.R.**, Foulk, T.A., Schaerer, M, Gale, J., & Anicich, E.M. (2025). Riding the Waves of Power: Power Fluctuation, Cognitive Energy and Goal Pursuit. *Personnel Psychology*. Advance online publication. <https://doi.org/10.1111/peps.12686>

## MANUSCRIPTS UNDER REVIEW

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Gale, J., Foulk, T.A., Erez, A., Krishnan, S., **Kim, H.R.**, & Cooper, B. From Road to Rage: How Commute Stress Relates to Interpersonal Counterproductive Work Behaviors (And What to Do About It). *2nd round R&R at Journal of Applied Psychology*.

**Kim, H.R.** & Foulk, T.A. The Green Trap: How Biophilic Work Environments Can Reduce Proactive and Prosocial Workplace Behaviors. *1st round R&R at Organizational Behavior and Human Decision Processes.*

Venkataramani, V., Bartol, K., & **Kim, H.R.** The Sweet Spot in the Managerial Endorsement of Employees' Novel Ideas: Balancing Functional Novelty and Design Familiarity. *1st round R&R at Academy of Management Journal.*

## **SELECTED RESEARCH IN PROGRESS**

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**Kim, H.R.**, Derfler-Rozin, R., & Bartol, K. Status Growth Rate and Workplace Behaviors. *Stage: In preparation for submission.*

**Kim, H.R.** & Raveendhran, R. Use of Generative Artificial Intelligence (GenAI) and Workplace Behaviors. *Stage: Data collection completed on two pre-registered studies; Coding in process of qualitative interviews.*

**Kim, H.R.**, Raveendhran, R., & Foulk, T.A. Psychological Ownership of GenAI Output and Verification Behavior. *Stage: Data collection.*

**Kim, H.R.**, Younge, A., & Raveendhran, R. GenAI and Social Interactions. *Stage: Data collection.*

**Kim, H.R.** & Yoon, S. Algorithm and Social Comparison. *Stage: Data collection.*

## **SYMPOSIA, CONFERENCES, & INVITED TALKS**

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### **Symposia Organized**

*Reshaping Workplace Dynamics: How AI Impacts Cognition, Creativity, and Interpersonal Relations.* **Symposium Co-Chair** at the 85<sup>th</sup> annual meeting of the Academy of Management, Copenhagen, Denmark (2025).

### **Conference Presentations**

**Kim, H.R.** (2024). *Nature-Led Complacency: Biophilic Workplace Environments' Negative Impact on Work Behaviors.* Presented at the 84<sup>th</sup> annual meeting of the Academy of Management, Chicago, IL.

**Kim, H.R.**, Foulk, T.A., Schaerer, M, Gale, J., & Anicich, E.M. (2022). *The Energizing Effect of Daily Power Fluctuation.* Presented at the 82<sup>nd</sup> annual meeting of the Academy of Management, Seattle, WA.

**Kim, H.R.**, Derfler-Rozin, R., Bartol, K. (2022). *Status Growth Rate and Work Behaviors: The Moderating Role of Internal Attribution of Status Gain.* Presented at the 82<sup>nd</sup> annual meeting of the Academy of Management, Seattle, WA.

**Kim, H.R.**, Bae, H., Lee, J.H., & Kim, S.L. (2017). *The Effect of Coworker LMXSC on Citizenship Behaviors: The Mediating Role of Coworker Exchange*. Presented at the 77<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.

Yoon, S., **Kim, H.R.**, & Mah, S. (2017). *The Effect of Leader Boundary Spanning on Employee Performance and its Boundary Conditions*. Presented at the 77<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.

Lee, J.H., Yoon, S., **Kim, H.R.**, & Yun, S. (2017). *Don't Take It Out on Me: Crossover Effect of Leader's Work-Family Conflict on Citizenship Behavior*. Presented at the 77<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.

**Kim, H.R.**, Yoon, S.I., Bae, H., & Yun, S. (2017). *Coworker LMXSC on Helping Behavior*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Yoon, S.I., Lee, J., **Kim, H.R.**, Mah, S., & Yun, S. (2017). *Leader Boundary Spanning and Abusive Supervision*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Lee, J., **Kim, H.R.**, & Yun, S. (2016). *Knowledge sharing, psychological safety, and performance: Moderating effect of regulatory focus*. Presented at the 76<sup>th</sup> annual meeting of the Academy of Management, Anaheim, CA.

### Invited Talks

Darden School of Business, University of Virginia (2024).

Isenberg School of Management, University of Massachusetts Amherst (2023).

## TEACHING EXPERIENCE

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### University of Virginia, Darden School of Business

#### *Teaching fellow*

- Negotiations (MBA; Spring 2025)
- Minds and Machines: Flourishing in the age of AI (MBA; Fall 2024)
- Leading Teams (MBA; Fall 2024)

### University of Maryland, Robert H. Smith School of Business

#### *Instructor*

- Managing People & Organizations (Core undergraduate; Fall 2022):  
In-person (58 students); Overall course rating: 3.8/4.0; Instructor rating 3.8/4.0.
- Managing People & Organizations (Core undergraduate; Fall 2021):  
In-person (60 students); Overall course rating: 3.6/4.0; Instructor rating 3.9/4.0.

#### *Teaching assistant*

- Ethical Leadership (MBA; Spring 2022)

### Seoul National University, College of Business Administration

#### *Head teaching assistant*

- Advanced Management Program for Public Corporations (Certificate program; Spring 2017)
- Advanced Management Program for Public Officials (Certificate program; Fall 2016)

### *Teaching assistant*

- Leadership (MBA; Spring 2017)
- Organizational Behavior (Core undergraduate; Spring 2016; Spring 2017)
- Organizational Behavior (MBA; Fall 2016)

### **AFFILIATION**

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Academy of Management (AOM).  
American Psychological Association (APA).  
Association for Korean Management Scholars (AKMS).

### **SERVICE**

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#### **Ad-hoc Reviewer**

- Annual Meeting of the Academy of Management (2021-Current).

#### **University of Maryland, Robert H. Smith School of Business**

- Ph.D. Oversight Committee student representative (2020–2024).
- Robert H. Smith School Ph.D. orientation organizer (2021).

### **PROFESSIONAL WORK EXPERIENCE**

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<b>Reporter at Bloomberg News</b>	2011-2016
<b>Associate at SBI Private Equity</b>	2008-2009

### **REFERENCES**

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#### **Dr. Trevor A. Foulk**

Associate Professor  
Management Department  
Warrington College of Business  
University of Florida  
Email: [trevor.foulk@ufl.edu](mailto:trevor.foulk@ufl.edu)

#### **Dr. Roshni Raveendhran**

Assistant Professor  
Leadership and Organizational Behavior Area  
Darden School of Business  
University of Virginia  
Email: [raveendhranr@arden.virginia.edu](mailto:raveendhranr@arden.virginia.edu)

#### **Dr. Rellie Derfler-Rozin**

Professor  
Department of Management and Organization  
Robert H. Smith School of Business  
University of Maryland  
Email: [rellie@umd.edu](mailto:rellie@umd.edu)

#### **Dr. Michael Schaerer**

Associate Professor  
Organisational Behaviour and Human Resources  
Lee Kong Chian School of Business  
Singapore Management University  
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