

# HAE-LYENG 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><br>Post-Doctoral Research Associate | 2024-Current |
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## EDUCATION

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

## RESEARCH INTERESTS

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Proactivity; Motivation; Future of Work; AI; Work Environment; Power & Status Dynamics

## AWARDS & HONORS

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- Frank T. Paine Award for Academic Achievement (2024); University of Maryland (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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**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*.

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). *Under 3rd round review at Journal of Applied Psychology*.

## SELECTED RESEARCH IN PROGRESS

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**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*.

**Kim, H.R.**, Derfler-Rozin, R., & Bartol, K. Status Growth Rate and Workplace Behaviors. *Stage: In preparation for submission; Target: Organizational Behavior and Human Decision Processes*.

## SYMPOSIA ORGANIZED

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*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

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**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

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

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

Marshall School of Business, University of Southern California (2012; 2013).

## TEACHING EXPERIENCE

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### University of Virginia, Darden School of Business

#### *Teaching fellow*

- Leading Teams (MBA; Fall 2024; Fall 2025)
- Negotiations (MBA; Spring 2025)
- Minds and Machines: Flourishing in the age of AI (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@darden.virginia.edu](mailto:raveendhranr@darden.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  
Email: [schaerer@smu.edu.sg](mailto:schaerer@smu.edu.sg)