

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

Dissertation: *“Entrepreneurial Imagination in Detroit: Ethnography of Nascent Entrepreneurship in the Post-industrial Economy”*

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

Entrepreneurship; Practice theory; Emergence process; Alternative organizational forms;
Ethnography; Mixed-method research

PUBLICATIONS

Kim, S., Karlesky, M.J., Myers, C.G., & Schifeling, T. June 2016. Why Companies are Becoming B Corporations. [Digital article]. *Harvard Business Review*. (<https://hbr.org/2016/06/why-companies-are-becoming-b-corporations>)

Davis, G. F., & **Kim, S.** 2015. Financialization of the Economy. *Annual Review of Sociology*, 41: 203-221.

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*.
- 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.
- Kim, S.**, Polman, E., & Sanchez-Burks, J. February 2012. When Truisms are True, *New York Times*.

MANUSCRIPTS UNDER REVIEW

- Kim, S.** (2nd revise-and-resubmit, *Administrative Science Quarterly*). Title removed for blind review. Topic: emergence of an alternative business incubator in Detroit.
- Kim, S.** & Kim, A. (2nd revise-and-resubmit, *Academy of Management Journal*). Title removed for blind review. Topic: incubator ideology and development of nascent business ideas.
- Kim, S.** & Schifeling, T. (Revise-and-resubmit, *Administrative Science Quarterly*). Title removed for blind review. Topic: emergence of new organizational forms for social entrepreneurship

WORK IN PROGRESS

- Kim, S.**, Lee, H. Pak, Y., Yun, S., & Yang, H. Ethnography of North Korean Defector Entrepreneurship in South Korea. *Analyzing Data*.
- Kim, S.** Social Process of Entrepreneurial Imagination (theoretical paper on how early-stage business ideas evolve through social processes between entrepreneurs and mentors). *Preparing Manuscript*.
- Kim, S.** Research on the emergence of a local entrepreneurial ecosystem for inner-city communities in Boston. *Collecting Data*.

CONFERENCE PRESENTATIONS

- 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

- University of Massachusetts Amherst, December 2016
- 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

Boston College, Carroll School of Management

MGMT 1021 Organizational Behavior, Spring 2016

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 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

MEDIA MENTIONS & INTERVIEWS

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 SERVICE

Ad-hoc Reviewer for *Administrative Science Quarterly*, *American Sociological Review*, *ILR Review*,
Socio-Economic Review, *American Journal of Sociology*, *Journal of Business Venturing*,
Organization Science, *Research in the Sociology of Organizations*

Reviewer, Academy of Management Annual Meetings, 2010-present

Reviewer, Ross Doctoral Research Grant, University of Michigan, 2012-2015

PROFESSIONAL MEMBERSHIP

Academy of Management

WORK EXPERIENCE

Citizen Fellow, The Bridge International, Seoul, South Korea, 2018

Researcher-in-residence, Green Garage Detroit, Detroit, MI, 2015

Aide to Commander (1st Lieutenant), 17th Fighter Wing, Republic of Korea Air Force, 2004-2007

Head Distribution, Travelodge of Lake George, Lake George, NY, 2003