

# **Jerry W. Kim**

Rutgers Business School  
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## **APPOINTMENTS**

2016- Assistant Professor, Rutgers Business School  
2006 –2016 Assistant Professor of Management, Columbia Business School

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## **EDUCATION**

2006 PhD Organizational Behavior, Harvard University (Cambridge MA)  
*Dissertation: Network of Audiences: FDA Review Time and Innovation in the Pharmaceutical Industry, 1990-2004.*  
2004 AM Sociology, Harvard University (Cambridge MA)  
1999 BA Economics, *Summa Cum Laude*, Seoul National University (Seoul Korea)

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## **RESEARCH AREAS**

Status and reputation; Organizational networks; Healthcare and life sciences industry;  
Government and non-market strategy; Technology and innovation

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## **REFEREED PUBLICATIONS**

Kang, S and Jerry W. Kim. “The fragility of experts: A moderated-mediated model of expertise, expert identity threat, and overprecision” Conditionally accepted at *Academy of Management Journal*

Kim, Jerry. W. 2020. “Halos and Egos: Rankings and Inter-Specialty Deference in Multi-Specialty US Hospitals”, *Management Science* 66 (5): 2248-2268.

Heilbroner, S.P., Xanthopoulos, E.P., Buono, D., Huang, Y., Carrier, D., Shah, A., Kim, J., Corradetti, M., Wright, J.D., Neugut, A.I., Hershman, D.L., Cheng, S. 2019. “Impact of

estrogen monotherapy on survival in women with stage III-IV non-small cell lung cancer.”, *Lung Cancer* 129 (3): 8-15.

Kim, Jerry W., Bruce Kogut, and Jae-Suk Yang. 2015. "Executive Compensation, Fat Cats and Best Athletes." *American Sociological Review* 80(2): 299-328.

Kim, Jerry W., and Brayden G King. 2014. "Seeing Stars: Matthew Effects and Status Bias in Major League Baseball Umpiring." *Management Science* 60(11): 2619-2644.

- Lead article
- Coverage in *New York Times*, *Bloomberg BusinessWeek*, *LA Times*, *The Atlantic*, *Chicago Tribune*, *Scientific American*, *ESPN*, etc.

Kim, Jerry W. 2012. "Arbiter of science: Institutionalization and Status Effects in FDA drug Review 1990–2004." *Strategic Organization* 10(2):128-157.

- Louis R. Pondy Award for best paper based on a dissertation, Academy of Management OMT Division

Kim, Jerry W., and Monica C. Higgins. 2007. "Where Do Alliances Come From?: The Effects of Upper Echelons on Alliance Formation." *Research Policy* 36(4): 499-514.

Polzer, Jeffrey T., C. Brad Crisp, Sirkka L. Jarvenpaa, and Jerry W. Kim. 2006. "Extending the faultline model to geographically dispersed teams: How colocated subgroups can impair group functioning." *Academy of Management Journal*, 49(4), 679-692.

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## **BOOK CHAPTERS, REVIEWS, PROCEEDINGS AND OTHER PUBLICATIONS**

Kim, Jerry W. 2019. Honours versus money: The economics of awards. *Contemporary Sociology* 40 (4): 421-423.

McGrath, Rita G., and Jerry W. Kim. 2014. "Innovation, Strategy, and Hypercompetition." In M.Dodgson, M.Gann, and N. Phillips (eds) *Oxford Handbook of Innovation Management*. p. 397-419.

Katic, Ivana, and Kim, Jerry W. 2013. Caught in the Revolving Door: Firm-Government Ties as Determinants of Regulatory Outcomes *Proceedings of the Seventy-third Annual Meeting of the Academy of Management*

Kim, Jerry W. 2008. University Patenting and Scientific Productivity: Comment. *European Management Review*, 5, 111-113.

Kim, Jerry W. 2007. Arbiter of Science: Institutionalization and Status Effects in FDA Drug Review 1990-2004. *Proceedings of the Sixty-seventh Annual Meeting of the Academy of Management*

Kim, Jerry W. and Monica Higgins. 2005. Where Do Alliances Come From? The Effects of Upper Echelons on Alliance Formation. *Proceedings of the Sixty-fifth Annual Meeting of the Academy of Management*

Kim, Jerry W. 2005. Firm Boundaries, Technological Relevance, and the Rate of Product Development. *Proceedings of the Sixty-fifth Annual Meeting of the Academy of Management*

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## MANUSCRIPTS UNDER REVIEW

Caught in the revolving door: Regulatory capital and capture as determinants of regulatory outcomes (with Ivana Katic)

- 2<sup>nd</sup> Revise & Resubmit, *Organization Science*
- Finalist, SMS Best Conference Paper Award 2019
- Nominee for Best Environmental and Social Practices Paper, OMT Division of the Academy of Management, 2013

Sources of heterogeneity in organizational search: Discontinuous external event and its impact on organizational search scope (with Jin Hyung Kim).

- 2<sup>nd</sup> Revise & Resubmit, *Journal of Management Studies*

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## WORKING PAPERS

Death do us apart: Tie resilience in physician referrals (with Ella Sheinfeld)

Come for the company, stay for the food: Peer effects and conflicts of interest in industry payments to physicians

Coasting on past glory? Status fatigue and status mobility in Major League Baseball (with Brayden King)

Does status make you more defensive? Status and status mobility in threat coping through self-affirmation (with Hoonie Kang)

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## HONORS, AWARDS AND GRANTS

- 2020-present Co-investigator, MAVEN: Developing Diverse Senior Scientists Leaders (funded by NIH)
- 2018 Professor of the Year, Rutgers Business School (selected by MBA class of 2018)
- 2017-present Fellow, Institute for Ethical Leadership
- 2011 Singhvi Prize, Professor of the Year for Scholarship in the Classroom, Columbia Business School (selected by MBA class of 2011)
- 2008 Dean's Award for Teaching Excellence, Columbia Business School
- 2007 Winner, Louis R. Pondy Award for Best Paper based on a Dissertation, OMT Division of the Academy of Management
- Nominee, William H. Newman Award for Best Paper based on a Dissertation, Academy of Management
- 2001-2005 Recipient, MBA Class of 1936 Fellowship Fund, Harvard Business School
- 2000-2005 Recipient, Overseas Graduate Fellowship, Korea Foundation for Advanced Studies (KFAS)
- 1999 Winner, Best Thesis Award, Seoul National University, Department of Economics
- 1995-1998 Recipient, Undergraduate Fellowship, Korean Foundation for Advanced Studies (KFAS)

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## INVITED PRESENTATIONS

University of Toronto School of Public Health (2021 scheduled); University of Illinois Chicago (2015), Rutgers Business School (2015), Questrom School of Business, Boston University (2015), Johnson School, Cornell University (2015), Columbia University Medical Center (2013), Columbia University School of Engineering and Applied Sciences (2013), National University of Singapore (2012), Rutgers Business School (2011), Johnson School and ILR, Cornell University (2010), Ross School of Business, University of Michigan (2009), Yonsei University (2009), Harvard Business School (2008), Rotman School of Management, University of Toronto (2006),

Columbia Business School (2006), Stanford Graduate School of Business (2006), McCombs School of Business, University of Texas Austin (2006), INSEAD (2005)

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## CONFERENCE PRESENTATIONS

- 2019      Death do us apart: Tie resilience in physician referrals. Economic Sociology Conference, Emory University; Wharton People in Organizations Conference.
- 2015      Halos or Egos: External Rankings and Internal Collaboration in U.S. Multispecialty Hospitals 2002-2011. Academy of Management Meetings (Vancouver)
- 2015      Incentives and Inequality: Evidence from Gamification in a Chain Restaurant. Computational Social Science Summit, Kellogg School of Management, Northwestern University
- 2013      Seeing Stars: Matthew Effects in Major League Baseball Umpiring. Harvard Business School Strategy Conference
- 2012      Executive Compensation, Fat Cats and Best Athletes. Academy of Management Meetings (Boston), American Sociological Association Meetings (Denver)
- 2011      Executive Compensation, Fat Cats and Best Athletes. Columbia Strategy Conference
- 2010      Mistakes were Made: Producers, Consumer Groups, and Product Safety Revisions in FDA Drug Regulation, 1994-2007. Academy of Management Meetings (Montreal)
- 2009      The Imitator's Dilemma: Regulatory Change and the Emergence of Identity Categories in the Generic Pharmaceutical Industry. Academy of Management Meetings (Chicago)
- 2008      Regulatory Responses to Innovation: Evidence from FDA Drug Review 1990-2004. Academy of Management Meetings (Anaheim, CA)
- 2007      Arbiter of Science: Institutionalization and Status Effects in FDA Drug Review 1990-2004, Academy of Management Meetings (Philadelphia, PA)
- 2006      Arbiter of Science: Institutionalization and Status Effects in FDA Drug Review 1990-2004, American Sociological Association (Montreal, CN)
- 2005      Where Do Alliances Come From? The Effects of Upper Echelons on Alliance Formation. Academy of Management Meetings (Honolulu, HI)

- 2005 Firm Boundaries, Technological Relevance, and the Rate of Product Development. Academy of Management Meetings (Honolulu, HI)
- 2004 Niches and Network Structure: Inventor Performance in an Intrafirm Technology Space. Academy of Management Meetings (New Orleans, LA)
- 2004 Technology Niches and Drug Development: A network approach to project success in the pharmaceutical industry. CCC Colloquium for Doctoral Student Research (Atlanta, GA)
- 2002 Contingencies in Structuring for Innovation. Co-Organized with Lee Fleming symposium titled “The Small Worlds of Technology: Inventors, Scientists, and Social Networks”. Academy of Management Meetings (Seattle, WA)
- 2000 The Infamous Miracle of Rapid Growth Policy: A Korean Case. Academy of Management Meetings (Toronto, CN)

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## TEACHING

### Masters and Doctoral

#### Rutgers Business School

- Management of Innovation and Technology (MBA) (2016-Present: Average Professor Rating: 4.9/5.0)
- Managing Strategic Transformations (MBA) (2017-Present: Average Professor Rating: 4.9/5.0)
- Business Strategy (EMBA) (2020-)
- Organizational Theory Research Seminar (PhD) (2018)

#### Columbia Business School MBA & EMBA

- Strategy Formulation (2007-2015: Average Professor Rating: 4.9/5.0)
- Technology Strategy (2015-2016: Professor Rating: 4.9/5.0)
- Immersion Seminar: Technology Disruption (Spring 2015)

### Executive Education

- Columbia Advanced Management Program (AMP): Innovation, Strategy and Hypercompetition (2013-Present)
- Leading Strategic Growth and Change (LSGC): Strategy in Network Contexts (2012-Present)
- Deutsche Bank Associates Program: Corporate Strategy (2013-2018)
- Debevoise Business Education Program: Strategy (2012-Present)
- New York Presbyterian LEAD Academy: Disruption (2017-2019)
- Bristol-Myers Squibb “LEAD” Program: Leveraging your network (2016-2018)

- CIO Institute: Strategy in Network Contexts (2014-2016)
- Reinventing Innovation: Organizational Ecosystems (2013-2014)
- CITIC Private Equity Program: Strategy; Industry Structure and Product Lifecycles (2013)
- Curatorial Leadership Program: Strategy Formulation (2008-2010)

### Undergraduate

Columbia Business Edge Summer Program

- Strategy and Organizational Change (2014-2015)

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### **CASE DEVELOPMENT**

2019	Kakao Talk (with Dan Wang)
2015	Apple in 2015: Vision and Strategy (with Bruce Kogut)
2014	Netflix: Continuous Innovation or Self-Destruction?
2013	The Walt Disney Company: If You Give This Mouse a Focus (with Stephan Meier)
2013	Maersk Shipping: Is the Price Right? (with Stephan Meier and Bastian Oomens)
2012	Diversification and Corporate Scope (with Bruce Kogut)
2011	Satellite Radio: From Sirius and XM to SiriusXM (with Stephan Meier)
2009	General Motors 2.0: What Happened? What's Next? (with Bruce Kogut)
2009	Eli Lilly: A Strategy for Growth in Developing Countries (with Bruce Kogut)
2003	GE Capital International Services (GECIS) (with Bill Duggan). Multi-media case developed for MBA core Strategy Formulation course

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### **MEDIA**

#### Original Contributions

- What Umpires Get Wrong (with Brayden King), *New York Times*, March 30, 2014, page SR12.

- Tim Cook's Leadership Opportunity Painting the Apple Green (with Bruce Kogut), *Wired*, March 27, 2012.

### Selected Media Appearances and Quotes

- Uber's controversial strategy to finally defeat Lyft. *Washington Post*, August 23, 2016.
- Why we scoff when McDonald's hands out fitness trackers. *Washington Post*, August 22, 2016
- Why Some Merchants Say No to Apple Pay. *Wall Street Journal*, November 4, 2014.
- As Apple Pay Arrives, Witnessing The Next Step in Money. Maybe. *New York Times*. October 20, 2014. Page B1.
- Ball? Strike? It Depends: Is the Pitcher an All-Star? *New York Times*. July 7, 2014. Page B9.
- Apple Shifting Focus from Products to Software. *Bloomberg TV*. June 2, 2014.
- Umpires Favor All-Star Pitchers Even When They Don't Deserve It. *Bloomberg BusinessWeek*.
- Baseball's Fancy New Instant-Replay System Is Useless. *The Atlantic*.
- Numbers don't lie: Umpires are certainly biased...but racist? *Fox Sports*.
- No Company Follows Apple Allowing Expanded China Factory Audits, *Bloomberg*, Feb 27, 2012
- Your Reputation Precedes You, *Economist*, October 20, 2010.

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### **SERVICE**

Editorial Board: *Academy of Management Discoveries* (2021- ); *Yonsei Business Review* (2010-2013)

Ad-Hoc Reviewer: *Administrative Science Quarterly*, *American Journal of Sociology*, *American Sociological Review*, *Academy of Management Journal*, *Organization Science*, *Management Science*, *Research Policy*, *Strategic Organization*, *Industrial and Corporate Change*, *Journal of Business Venturing*, *Journal of International Business Studies*, etc.

Member, Teaching evaluation committee, MGB Department, Rutgers Business School (2018)

Course Coordinator. Strategy Formulation Core MBA Course (11 sections) (2009-2010, 2012-2015)

Faculty Co-Director, Global Leadership Matrix (GLEaM) Program, Columbia Business School (2014-)

Faculty Director, Business Edge Program, Columbia University (2014-)

Member. Search Committee, Management Division, Columbia University (2007-2009, 2013)



Member. Student Faculty Academic Affairs (SFAAC), Columbia University (2007-2009)

Organizer. Macro Lunch, Management Division, Columbia University (2007-2011)

Organizer. Work, Organizations, and Markets Seminar, Harvard University (2003-2005)

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## **PROFESSIONAL MEMBERSHIPS**

Academy of Management (OMT and BPS Divisions)

American Sociological Association (Economic Sociology, Medical Sociology)

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## **OUTSIDE ACTIVITIES**

Speaking Engagements

- Duff & Phelps (2019)
- Samsung CEO Meeting (2017)
- Leading Hotels of the World (2013)
- Reed Elsevier (2010-present)
- Lexis Nexis Insurance (2010)

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## **OTHER EMPLOYMENT**

1999-2000      Microsoft Corporation. MSN Development Team. (Seoul, Korea)

1995            Korean Institute for Industrial and Economics and Trade. Research Assistant.  
(Seoul, Korea)

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## **OTHER**

Born: Iowa City, Iowa

Citizenship: United States of America

Languages: English (native) Korean (fluent)

Full Legal Name: Jerry Wonyong Kim