

Dongchul Kim

University of Missouri, Trulaske College of Business
437 Cornell Hall, Columbia, MO 65211
Email: d.kim@mail.missouri.edu

EDUCATION

- University of Missouri**, Trulaske College of Business (Expected) 2025
Ph.D. in Business Administration – Organizational Behavior
Dissertation: “*How Do You See My Work Unit or Work Role? Moderating Effects of Localized Stigma Perceptions in Psychological and Behavioral Reactions to Insider Status*”
Committee: John M. Schaubroeck (Chair), Ann C. Peng, Christopher Robert, & John D. Arnold
- Korea University**, Business School 2018
Master of Science in Business Administration
- Jeju National University**, College of Economics and Commerce 2016
Bachelor of Tourism Science & Business Administration

RESEARCH INTERESTS

Stigma perceptions, social identity, leadership, turnover

PEER-REVIEWED JOURNAL PUBLICATION

Peng, A.C., Schaubroeck J.M., **Kim, D.**, & Zeng, W. 2023. How is leadership maintained? A longitudinal mediation model linking informal leadership to upward voice through peer advice seeking. *Journal of Applied Psychology*, 108(5): 794-808.

MANUSCRIPT IN REVISE & RESUBMIT STAGE

Kim D., Peng, A. C., Schaubroeck J. M., & Zeng, W. [Work dirtiness and perceived occupational stigma]. 1st round revise and resubmit at *Academy of Management Journal*.

SELECTED RESEARCH IN PROGRESS

- Peng, A. C., Schaubroeck J. M., **Kim, D.**, and Zeng, W. Turnover contagion. *Preparing for resubmission*. Target: *Journal of Applied Psychology*.
- Peng, A. C., Schaubroeck J. M., Zeng, W., & **Kim, D.** Does beauty help you get a job? The influence of physical attractiveness on recruiting evaluations. *Preparing for resubmission*. Target: *Human Resource Management*.
- Kim, J., Chang, H. K., **Kim, D.** Does investment in formal HR management pay off for independent new firms? A meta-analytical review. *Preparing for resubmission*. Target: *Personnel Psychology*.
- Arnold, J. D., Van Iddekinge, C. H., **Kim, D.**, Keyes, A., Allen, D. G. & Roth, P. L. Retention-based selection meta-analysis. *Data coding stage*. Target: *Journal of Applied Psychology*.

CONFERENCE PRESENTATIONS

Kim D., Peng, A. C., & Schaubroeck J. M., & Zeng, W. 2024. [Work dirtiness and perceived

occupational stigma]. *Will be presented at the 84th Academy of Management Annual Meeting*, Chicago, IL.

Kim, J., Chang, H. K., **Kim, D.** 2024. Does investment in formal HR management pay off for independent new firms? A meta-analytical review. *Will be presented at the 84th Academy of Management Annual Meeting*, Chicago, IL.

Kim, D., Peng, A. C., & Zeng, W. 2023. Does dirty work make one more socially engaged? Gender differences in responding to work dirtiness. *Annual Meeting of the Southern Management Association*, Tampa, FL.

Kim, D., Choi, Y., & Lee, D. 2019. Revisiting the relationship between LMX and Voice: From a conservation of resource theory. *Korean Academy of Management*, Seoul, Republic of Korea.

RESEARCH EXPERIENCE

University of Missouri, Trulaske College of Business	
Research Assistant to Dr. John M. Schaubroeck	2020–2022, 2023–Present
Research Assistant to Dr. Ann C. Peng	2020–2023
Research Assistant to Dr. John D. Arnold	2022–2023
Delaware State University, College of Business	
Research Assistant to Dr. Constant D. Beugré	2015

TEACHING EXPERIENCE

University of Missouri, Trulaske College of Business	
Instructor, Principles of Management (Writing Intensive Course),	2023- Present
• Average Rating in 2024 Spring: 4.32/5.00 (44 students)	
• Average Rating in 2023 Fall : 4.78/5.00 (34 students)	
Teaching Assistant, Principles of Management (Writing Intensive Course)	2022-2023
Korea National Open University, College of Social Sciences	
Teaching Assistant, Department of Management	2017-2020
Korea University, Business School	
Teaching Assistant, Executive MBA program	2016-2017

AWARDS AND HONORS

Outstanding Graduate Teaching Assistant Award	2023-2024
University of Missouri, Trulaske College of Business,	
Outstanding Reviewer Award	2023
Academy of Management, Organizational Behavior Division	
Outstanding Graduate Research Assistant Award	2022-2023
University of Missouri, Trulaske College of Business	
Raymond and Susan Chen International PhD Scholarship	2022
University of Missouri, Trulaske College of Business	

ACADEMIC SERVICE

Journal Reviewing	
Ad hoc reviewer for Journal of Leadership & Organizational Studies	2023
Ad hoc reviewer for Journal of Management Studies	2022-2023
Conference Reviewing	
Ad hoc reviewer for Annual Meeting of the Academy of Management	2021-2024
Ad hoc reviewer for Annual Meeting of the Southern Management Association	2023

REFERENCES

John M. Schaubroeck, Ph.D.
 Professor of Management, and Robert J. Trulaske, Sr. Chair
 Department of Management
 Robert J. Trulaske, Sr. College of Business
 University of Missouri
 445 Cornell Hall
 Columbia, MO 65211
 Email: jschaubroeck@missouri.edu

Ann C. Peng, Ph.D.
 Associate Professor, and Raymond W. Lansford Distinguished Professor of Leadership
 Department of Management
 Robert J. Trulaske, Sr. College of Business
 University of Missouri
 446 Cornell Hall
 Columbia, MO 65211
 Email: cpeng@missouri.edu

John D. Arnold, Ph.D.
 Assistant Professor, and Trulaske Dean's Advisory Board Faculty Scholar
 Department of Management
 Robert J. Trulaske, Sr. College of Business
 University of Missouri
 504 Cornell Hall
 Columbia, MO 65211
 Email: jdamgc@missouri.edu

Joonyoung Kim, Ph.D.
 Assistant Professor
 Department of Management
 Robert J. Trulaske, Sr. College of Business
 University of Missouri
 428 Cornell Hall
 Columbia, MO 65211
 Email: joonyoungkim@missouri.edu