

Jun-Yeob Kim

University of Central Florida

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[Website](#) | [LinkedIn](#)

(Updated: 06/2024)

ACADEMIC POSITIONS

University of Central Florida

2024-present

Assistant Professor, Department of Management

EDUCATION

University of Illinois Urbana-Champaign

May 2024

Ph.D. in Industrial and Organizational Psychology, Minor in Quantitative Psychology

University of Illinois Urbana-Champaign

2019

Master of Science in Psychological Science

Catholic University of Korea (CUK), Summa Cum Laude

2016

Bachelor of Arts in Psychology, Bachelor of Arts in Philosophy

1% Scholarship Student, received full financial aid

RESEARCH INTERESTS

- Entrepreneur Personality & Leader Personality (Weirdness, Creativity, Narcissism)
- Destructive Leadership (Authoritarian leadership, Micromanagement, Abusive supervision)

PUBLICATIONS

Kim, J.-Y., Grijalva, E., Newman, D.A., & Li, Y. (2024). Entrepreneur weirdness as a double-edged sword:

Effects on product creativity and investor attraction. *Personnel Psychology*, 77(1), 53-80.

<https://doi.org/10.1111/peps.12613>

Hsu, N., Newman, D. A., **Kim, J.-Y.**, & Restubog, S. L. D. (2024). Destructive leadership, narcissism, and gender: A facet-level approach. In P. Harms & M. K. Carsten (Eds.), *Dark and destructive leadership*, pp. XX-XX. Charlotte, NC: Information Age Publishing.

Kim, J.-Y., Newman, D. A., Harms, P. D., & Wood, D. (2023). Perceived weirdness: A multitrait-multisource study of self and other normality evaluations. *Personality Science.*, 4, 1-23. <http://dx.doi.org/10.5964/ps.7399>

Kim, J.-Y., Hsu, N., Newman, D. A., Harms, P. D., & Wood, D. (2020). Leadership perceptions, gender, and dominant personality: The role of normality evaluations. *Journal of Research in Personality*, 87, 103984. <http://dx.doi.org/10.1016/j.jrp.2020.103984>

Kim, J.-Y. & Park, Y. S. (2018). Malicious envy and benign envy in organizations: Relationships with perceived fairness, self-esteem, and counterproductive work behavior. *Korean Journal of Industrial and Organizational Psychology*, 31, 103-121.

SELECTED WORK IN PROGRESS

- Deen, C., Kiewitz, C., **Kim, J.-Y.**, Restubog, S. L. D., Chih, Y.-Y., & Tang, R. L. [Details omitted for blind reviewing] (1st R&R), *Journal of Management*.
- Kim, J.-Y.**, Newman, D. A., Grijalva, E., & Restubog, S. L. D. Authoritarian leadership and narcissism (to be submitted to *Personnel Psychology*)
- Meyers, H., **Kim, J.-Y.**, Newman, D. A., & Mullaney, K. Leadership influence tactics (*writing in progress*)
- Kim, J.-Y.** Gender and entrepreneurship (*design stage, Target: Journal of Applied Psychology*)

TEACHING EXPERIENCE

University of Illinois Urbana-Champaign

- 2022 Spring *Instructor* for Organizational Psychology (PSYC 455, 110 student)
- 2021 Fall *Teaching Assistant* for Social Psych in Society Lab (PSYC 333)
- 2020 – 2023 *Course Assistant* for iMBA (BADM 508: Leadership/Teams; BADM 509: Managing Organizations; BADM 544: Strategic Management; MBA590: Strategic Leadership and Management)
- 2019 Fall – 2020 Spring *Teaching Assistant* for Intro to Industrial/Organizational Psychology (PSYC 245)

HONORS

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| Charles L. Hulin Fellowship, University of Illinois at Urbana-Champaign | 2023 Fall |
| Best Dissertation Award, Catholic University of Korea | 2016 |
| 1% Scholarship for the Best Student, Catholic University of Korea | 2010 – 2016 |

CONFERENCE PRESENTATIONS

Chaired Symposia

- Kim, J.-Y.**, Deen, C., Restubog, S. L. D., & Newman, D. A. (2022, August). New Developments in Dark and Destructive Leadership Research. Symposium at *the 82nd Annual Meeting of the Academy of Management, Seattle, WA*.

Presentations

- Meyers, M. H., **Kim, J.-Y.**, Newman, D. A., & Mullaney, K. (2024, April), Leadership Influence Tactics and LMX: Dyadic Effects from a Social Relations Model. Poster presentation at *the 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL*.
- Kim, J.-Y.**, Newman, D. A., Grijalva, E., & Restubog, S. L. (2022, August). Authoritarian Leadership is Only Abusive if Enacted by Narcissists. In Kim, J.-Y., Deen, C., Restubog, S. L. D., & Newman, D. A. (Co-Chairs), New Developments in Dark and Destructive Leadership Research. Symposium presentation at *the 82nd Annual Meeting of the Academy of Management, Seattle, WA*.
- Deen, C., Kiewitz, C., **Kim, J.-Y.**, Restubog, S. L. D., Chih, Y.-Y., & Tang, R. L. (2022, August). Construct Definition, Measure Development and Validation of the Micromanagement Scale. In Kim, J.-Y., Deen, C., Restubog, S. L. D., & Newman, D. A. (Co-Chairs), New Developments in Dark and Destructive Leadership Research. Symposium presentation at *the 82nd Annual Meeting of the Academy of Management, Seattle, WA*.
- Deen, C., Kiewitz, C., **Kim, J.-Y.**, Restubog, S. L. D., Chih, Y.-Y., & Tang, R. L. (2022 June). My Way or the Highway: Definition, Measure Development, and Validation of the Micromanagement Scale. Presentations at *Journal of Applied Psychology Paper Development Workshop, Online*.
- Deen, C. M., **Kim, J. Y.**, Kiewitz, C., Restubog, S.L.D., Chih, Y.Y. & Tang, R.L. (2020, August). "My way or the highway": Clarifying the construct of micromanagement in work relationships. In Kim, J.Y. & Waldman, D. (Co-Chairs), New ways of understanding the dark side of leadership. Accepted symposium paper at *the 79th Annual Meeting of the Academy of Management, Boston, MA*.

Kim, J.-Y., Hsu, N., Newman, D. A., Harms, P. D., & Wood, D. (2019, April). Leadership, Network Influence, and Gender: The Role of Normality Evaluations. Poster presentation at *the 33rd Annual Conference of the Society for Industrial and Organizational Psychology*. Chicago, IL.

Kim, J.-Y., Hsu, N., Newman, D. A., Harms, P. D., & Wood, D. (2018, March). Leadership, Network Influence, and Gender: The Role of Normality Evaluations. Presentation at *Teams Research Incubator*. Evanston, IL.

WORK EXPERIENCE

Intern , ASSESTA (<i>Consulting Company, Seoul, South Korea</i>)	January 2016 – February 2016
- Worked for the department of Research and Development	
Intern , <i>International House London (Language School, London, UK)</i>	October 2014 – December 2014
- Worked for the department of Educational Administration	

SKILLS

Statistical Software: R, Mplus, SPSS, SAS, Python, UCINET

Microsoft Office: Word, Excel, PowerPoint

Language: Korean (Native), English (Fluent)

MILITARY SERVICE

The Conscripted Firefighters Agency , South Korea	March 2011 – February 2013
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