YOOKYOUNG KIM

PhD Candidate

Department of Management and Organization

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**EDUCATION**

University of Southern California

Ph. D. in Business Administration (Organizational Behavior) Expected Spring 2016

* *Dissertation:* “Scarcity and Bandwidth in Negotiation: When Less is More”
* *Committee:* Peter Carnevale (Chair), Cheryl Wakslak, Nathanael Fast, and Andrea Hollingshead

Yonsei University, South Korea

M. A. in Industrial and Organizational Psychology (Double major: Cognitive science) 2010

B. A. in Psychology (Double major: Business Administration) 2008

**FELLOWSHIPS**

* Graduate Research Fellowship, Program on Negotiation, Harvard University, 2015–2016 ($20,000): <http://www.pon.harvard.edu/daily/announcing-the-2015-2016-pon-graduate-research-fellows/>
* Graduate School Top-off Fellowship, USC Graduate School, 2015 – 2016 ($10,000)

**RESEARCH INTERESTS**

Negotiation and interdependent decision-making, Scarcity, Competition, Social hierarchy

**TEACHING INTERESTS**

Organizational Behavior, Negotiation, Leadership

**MANUSCRIPTS UNDER REVIEW AND WORKING PAPERS**

**Kim, Y.**, & Carnevale, P. J. Scarcity and bandwidth in negotiation: When less is more. *In preparation for submission to Organizational Behavior and Human Decision Processes*

**Kim, Y.**, & Fast, N. The pursuit of dominance versus prestige: Gender, perceived scarcity of influence, and influence style. *In preparation for submission to Personality and Social Psychology Bulletin.*

de Melo, C. M., Carnevale, P. J., **Kim, Y.**, & Gratch, J. Seeing mind, being fair: Mind perception as a determinant of fairness. *In preparation for submission to Organizational Behavior and Human Decision Processes.*

Carnevale, P. J. & **Kim, Y.** Are teams better than individuals? Yes and no: Teams are more reactive. *In preparation for submission to Organizational Behavior and Human Decision Processes*.

Wakslak, C., Stone, S., **Kim, Y.**, & Sherman, D. Threat versus obstacle: The effect of scarcity on construal level. *In preparation for submission*.

**BOOK CHAPTERS**

Overbeck, J. R., & **Kim, Y.** (2013). Power, status, and influence in negotiation. In M. Olekalns & W. Adair, Eds., *Handbook of Negotiation*.

Carnevale, P.J. & **Kim, Y.** (2012). Negotiation. In V.S. Ramachandran (Ed.), *Encyclopedia of human behavior, 2ndEdition*. New York, NY: Academic Press.

Carnevale, P.J. & **Kim, Y.** (2012). The dual-concern model. In E. H. Kessler (Ed.), *Encyclopedia of Management Theory*. Thousand Oaks, CA: Sage Publications.

**RESEARCH IN PROGRESS**

Scarcity frames in interdependent decision-making: Last one left vs. one of a kind(with Peter Carnevale)

**SELECTED PRESENTATIONS**

Kim, Y., & Carnevale, P. J., (July 2016, Expected). Scarcity in Negotiation: When less is more. Paper will be presented at annual International Association for Conflict Management conference, New York City, New York

Kim, Y. (2016, April). Scarcity in Negotiation: When less is more. Presented at New Findings in the Field of Negotiation: Research from the PON Graduate Fellows, Cambridge, Massachusetts.

Carnevale, P. J. & Kim, Y. (2015, August). The impact of opponent offers in inter-team negotiation. Paper presented at Academy of Management, Vancouver, Canada, as part of symposium "Controlling the demons within: Managing conflict within selves, teams and organizations."

Kim, Y. & Carnevale, P. J. (2015, February). Scarcity in negotiation: When less is more. Poster presented at annual meeting of the Society for Personality and Social Psychology, Long Beach, California.

Fast, N. &Kim, Y. (2014, August) Dominance versus cooperativeness: Status construal as a determinant of status acquisition strategy. Paper presented at Academy of Management, Philadelphia, Pennsylvania.

Kim, E., Dehghani, M., Kim, Y., Carnevale, P. J., & Gratch, J. (2014, July). Effects of moral concerns on negotiations. Poster presented at annual meeting of the Cognitive Science Society, Quebec City, Canada.

Kim, Y., & Wakslak, C. J. (2013, August). Competing at what costs? Abstraction diminishes engagement in irrational competition. Paper presented at Academy of Management, Orlando, Florida.

Kim, Y., Carnevale, P. J., & de Melo, C. M. (2013, July). Are teams better than individuals in negotiation? Yes and no: Teams are more reactive. Paper presented at annual International Association for Conflict Management conference, Tacoma, Washington.

Carnevale, P. J., Kim Y., de Melo, C. M., Dehghani, M., & Gratch, J. (2011, July). These are ours: The effects of ownership and groups on property negotiation. Paper presented at annual International Association for Conflict Management conference, Istanbul, Turkey.

**PROFESSIONAL ASSOCIATIONS**

* Academy of Management (2011 - present)
* International Association for Conflict Management (2011 - present)
* Association for Psychological Science (2012 - present)
* Society for Personality and Social Psychology (2014 - present)

**PROFESSIONAL SERVICE**

* Reviewer, *International Association for Conflict Management Annual Conference*
* Reviewer, *Academy of Management Annual Meeting* (OB and CM Divisions)
* Coordinator, HR Development Program for SK (organized by Center for Effective Organizations, USC Marshall School of Business), September 3-5, 2015

**PROFESSIONAL DEVELOPMENT AND METHODOLOGICAL TRAINING**

* Programming in Modern Statistical Software: A summer course focused on SAS, 2012
* Introduction to Multilevel Modeling Workshop, UCLA, California, August 1-5, 2011
* Graphics Press LLC TUFTE Workshop: One day course about presenting data and information, February 9, 2011
* Negotiation and Leadership, Program on Negotiation at Harvard Law School, April 11 - 13, 2016
* Bargaining with Devil, Program on Negotiation at Harvard Law School, April 14, 2016

**TEACHING EXPERIENCE**

Marshall School of Business, University of Southern California

* Instructor:Leading Organizations (Student evaluations: 4.2/5.0)
* Guest lecturer
* Leading Organizations (Undergraduate), Prof. Tolan, Spring 2013 and Fall 2015; Derek Harmon, Summer 2014
* Teaching assistant
* Organizational Behavior and Leadership (MBA), Prof. Wiltermuth, Summer 2014
* Leading Organizations(Undergraduate), Prof. Tolan, Spring 2013
* Negotiation and Deal-making (MBA), Prof. Carnevale, Spring 2013

**LEGAL STATUS**

* Citizenship: Republic of Korea (South Korea)
* Visa Status: Permanent Resident, U.S.

**REFERENCES**

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| **Peter Carnevale** (Advisor)  *Professor of Management and Organization*  Marshall School of Business, University of Southern California  3670 Trousdale Parkway, BRI 306  Los Angeles, CA 90089  213-740-2218 | peter.carnevale@marshall.usc.edu  **Cheryl Wakslak**  *Assistant Professor of Management and Organization*  Marshall School of Business, University of Southern California  3670 Trousdale Parkway, BRI 306, Los Angeles, CA 90089  213-740-0779 | wakslak@marshall.usc.edu  **Nathanael Fast**  *Assistant Professor of Management and Organization*  Marshall School of Business, University of Southern California  3670 Trousdale Parkway, BRI 306, Los Angeles, CA 90089  213-740-1047 | nathanaf@marshall.usc.edu |  |