

# MINJAE KIM

Jones Graduate School of Business  
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## EMPLOYMENT

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### Rice University, Jones Graduate School of Business

Assistant Professor of Management—Organizational Behavior	2020 – present
Affiliated Assistant Professor of Sociology	2022 – present
Senior Fellow, Academy of Fellows	2023 – present

### Northwestern University, Kellogg School of Management

Postdoctoral Fellow, Management and Organizations Department	2018 – 2020
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## EDUCATION

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### Massachusetts Institute of Technology, Sloan School of Management

Ph.D., Management (Economic Sociology)	2013 – 2018
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### Massachusetts Institute of Technology, Sloan School of Management

S.M., Management Research	2017
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### University of Chicago

B.A. with Honors, Political Science	2008 – 2012
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## PUBLICATIONS (\* denotes equal first authorship)

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Kim, Minjae, Oliver Hahl, Ethan Poskanzer, and Ezra W. Zuckerman Sivan. 2024. “[When Truth Trumps Facts: Studies on Partisan Evidence-Flouting in American Politics](#)” Forthcoming at *American Journal of Sociology*. 130 (1).

Kim, Minjae. 2024. “Signaling Commitment via Insincere Conformity: A New Take on the Persistence of Unpopular Norms.” Forthcoming at *Social Psychology Quarterly*.  
— Best Graduate Student Paper Award, American Sociological Association Rationality and Society Section  
— Honorable Mention, American Sociological Association Social Psychology Section’s Graduate Student Paper Award

Kim, J. Daniel\*, and Minjae Kim\*. 2024. “[Founder Turnover and Organizational Change](#).” *Organization Science* 35 (1): 259–80.  
— Best Entrepreneurship Paper Award, Academy of Management Organization and Management Theory (OMT) Division

Kim, Minjae, and Roberto M. Fernandez. 2023. “[How Strong Are Weak Ties?](#)” *Annual Review of Sociology* 49 (1): 177–193.

- Kim, Minjae\* and Daniel DellaPosta\*. 2022. "[The Fickle Crowd: Reinforcement and Contradiction of Quality Evaluations in Cultural Markets](#)." *Organization Science* 33 (6): 2496–2518.  
 — James S. Coleman Outstanding Article Award, American Sociological Association Rationality and Society Section  
 — Best Student Paper Award, Academy of Management Organization and Management Theory (OMT) Division
- Hahl, Oliver\*, Minjae Kim\*, and Ezra W. Zuckerman Sivan\*. 2018. "[The Authentic Appeal of the Lying Demagogue: Proclaiming the Deeper Truth about Political Illegitimacy](#)." *American Sociological Review* 83 (1): 1–33.  
 — Outstanding Recent Contribution Award, American Sociological Association Social Psychology Section  
 — Featured in [NYTimes](#), [CNN](#), [Bloomberg](#), [Apple Podcast](#), [Slate](#)
- Hahl, Oliver, Ezra W. Zuckerman, and Minjae Kim. 2017. "[Why Elites Love Authentic Lowbrow Culture: Overcoming High-Status Denigration with Outsider Art](#)." *American Sociological Review* 82 (4): 828–56.
- Kim, Minjae, and Roberto M. Fernandez. 2017. "[Strength Matters: Tie Strength as a Causal Driver of Networks' Information Benefits](#)." *Social Science Research* 65 (July): 268–81.
- Kim, Minjae, and Ezra W. Zuckerman Sivan. 2017. "[Faking It Is Hard to Do: Entrepreneurial Norm Enforcement and Suspicions of Deviance](#)." *Sociological Science* 4: 580-610.

## **WORKING PAPERS (\* denotes equal first authorship)**

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- Kim, Minjae\*, and Ethan Poskanzer\*. "Unanswered Outreach: Mechanisms of Gender-Based Network Segregation in Entrepreneurship"
- Kim, Minjae, and Sinn Won Han. "Cooperative Individualists"
- Han, Sang Won\*, and Minjae Kim\*. "Cross-Cutting Ties among Polarized Political Elites"
- Choi, Tae-Ung\*, and Minjae Kim\*. "Selective Accountability Based on Transparency"  
 — Runner-Up, Best Paper on Environmental and Social Practices Award, Academy of Management Organization and Management Theory (OMT) Division  
 — Samsung Global Research Award
- Chavda, Ankur\*, and Minjae Kim\*. "Worker Recruitment under Experimentation: Evidence from the Television Industry"  
 — Finalist for Best Paper Award at European Media Management Association
- Kim, Minjae, Daniel DellaPosta, and Liam Essig. "Why Moderate Voters Choose Extreme Candidates: Voter Uncertainty as a Driver of Elite Polarization"
- Kim, Minjae. "Breaking Out Without Selling Out: Overcoming Commitment-Based Limits to Market Expansion"  
 — Runner-Up, Best Entrepreneurship Paper Award, Academy of Management Organization and Management Theory (OMT) Division

## **HONORS, AWARDS & GRANTS**

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James S. Coleman Outstanding Article Award, American Sociological Association Rationality and Society Section (2023)

Appointment as a Senior Fellow at the Rice University Academy of Fellows (2023)

Outstanding Editorial Review Board Reviewer Award, *Organization Science* (2020 – 2021; 2023)

Poets & Quants Top 50 Undergraduate Professor (2022)

Runner-up, Best Paper on Environmental and Social Practices Award, Academy of Management Organization and Management Theory (OMT) Division (2022)

Samsung Global Research Award (2022)

Best Entrepreneurship Paper Award at the Academy of Management, Organization and Management Theory (OMT) Division (2021)

Finalist for Best Paper Award at European Media Management Association (2021)

Runner-up, Best Entrepreneurship Paper Award at the Academy of Management, Organization and Management Theory (OMT) Division (2020)

Outstanding Recent Contribution, American Sociological Association Social Psychology Section (2019)

Best Graduate Student Paper Award, American Sociological Association Rationality and Society Section (2017)

Honorable Mention, American Sociological Association Social Psychology Section's Graduate Student Paper Award (2017)

Best Student Paper Award at the Academy of Management, Organization and Management Theory (OMT) Division (2016)

MIT Sloan PhD Fellowship (2013 – 2018)

University of Chicago Public Interest Program Fellowship (2012 – 2013)

Pi Sigma Alpha Best Paper Award in Political Science (2011, 2012)

PRISM Research Grant at University of Chicago (2010)

## **PRESENTATIONS**

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### **Invited Talks**

Emory University, Goizueta Business School (2023)

University of California, Los Angeles, Department of Sociology (2023)

University of California, Irvine, Merage School of Business (2023)

University of California, San Diego, Rady School of Management (2023)

KAIST, College of Business (2023)

Rice University, Department of Psychological Sciences (2022)  
Boston College, Carroll School of Management (2022)  
Dartmouth College, Tuck School of Business (2022)  
Cornell University, SC Johnson College of Business (2022)  
MIT-Harvard Economic Sociology Seminar (2022)  
KAIST, College of Business (2021)  
Korea University, Department of Sociology (2021)  
Rice University, Department of Sociology (2021)  
Harvard University, Harvard Business School (2020)  
INSEAD (2019)  
University of Missouri, Trulaske College of Business (2019)  
Rice University, Jones Graduate School of Business (2019)  
London School of Economics, Department of Management (2019)  
Carnegie Mellon University, Tepper School of Business (2019)  
MIT-Harvard Economic Sociology Seminar (2019)  
McGill University, Desautels Faculty of Management (2017)  
University of Pittsburgh, Katz Graduate School of Business (2017)  
University of Michigan, Ross School of Business (2017)  
Harvard University, Department of Sociology (2017)  
Dartmouth College, Tuck School of Business (2017)  
University of Iowa, Department of Sociology (2017)  
MIT-Harvard Economic Sociology Seminar (2017)

### **Conferences and Workshops**

American Sociological Association Annual Meeting (2016, 2017, 2020, 2021, 2022, 2023)  
Academy of Management Annual Meeting (2016, 2017, 2019, 2021, 2022)  
Korea Inequality Research Network Symposium (2023)  
Junior Organizational Theory Conference (2022)  
Rice University, Racism and Racial Experiences (RARE) group (2022)  
Cornell University, SC Johnson College of Business ASQ Writing Workshop (2022)  
Wharton People and Organizations Conference (2015, 2017, 2020, 2021)  
Northwestern University, Kellogg School of Management Social Movement Workshop (2021)  
Northwestern University, Kellogg School of Management MORS Department Brownbag (2019)  
Association of Korean Sociologists in America Pre-Conference (2018)  
Economic Sociology Conference (2017, 2019)  
East Coast Doctoral Conference (2017)  
MIT Sloan Economic Sociology Working Group (2015, 2016, 2017, 2019, 2023)

## **TEACHING EXPERIENCE**

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### **At Rice University:**

*Strategic Social Networks (MBA Elective):* 2020 –  
*Leading People in Organizations (Undergrad Major Core):* 2020 –  
*Sociology of Organizational Behavior (PhD Elective):* 2024 –

### **At Northwestern University:**

*Leadership in Organization (Undergrad Minor Core):* 2018 – 2020

## PHD STUDENT ADVISING

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Erick Samayoa (Rice Sociology; Committee member; PhD ongoing)  
Asia Bento (Rice Sociology; Committee member; PhD 2022; Placement – AP at UC Irvine Sociology)

## PROFESSIONAL & DEPARTMENTAL SERVICE

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Editorial Review Board for <i>Organization Science</i>	2021 –
Research Committee Member, Academy of Management Organization and Management Theory (OMT) Division	2021 –
Co-Organizer, Organizational Behavior Seminar (Rice Jones)	2021 –
Co-Organizer, American Sociological Association Organizations, Occupations, and Work (OOW) Section Session on “Work and Labor Processes”	2024
Committee Chair, American Sociological Association Decision-Making, Social Networks, and Society Section James S. Coleman Outstanding Article Award	2024
Co-Organizer, Economic Sociology Job Market Showcase	2023
Committee Member, American Sociological Association Economic Sociology Section Granovetter Best Article Award	2023
Committee Member, American Sociological Association Organizations, Occupations, and Work (OOW) Section Max Weber Book Award	2023
Committee Chair/Member, American Sociological Association Rationality & Society Section Best Graduate Student Paper	2021 & 2023 / 2018
Committee Member, American Sociological Association Organizations, Occupations, and Work (OOW) Section W. Richard Scott Article Award	2022
Recruiting Committee Member, Organizational Behavior (Rice Jones)	2020, 2022, 2023
Recruiting Committee Member, Entrepreneurship (Rice Jones)	2022, 2023
Co-Organizer, Authenticity Miniconference (three-day panels and summer-long seminar series)	2021
Co-Organizer, Macro Workshop (Northwestern Kellogg)	2018 – 2020
Organizer, Economic Sociology Working Group (MIT Sloan)	2016 – 2017
PhD Student Liaison, Behavioral & Policy Sciences (MIT Sloan)	2014 – 2015

Ad hoc reviewer for *American Journal of Sociology*, *American Sociological Review*, *Administrative Science Quarterly*, *Organization Science*, *Management Science*, *Academy of Management Journal*, *Organizational Behavior and Human Decision Processes*, *Strategic Management Journal*, *Strategy Science*, *Social Forces*, *Social Science Research*, *Social Psychology Quarterly*, *Poetics*, *Work and Occupations*, *Network Science*,

*Qualitative Sociology, Sociological Forum, Mobilization, Nature, Proceedings of National Academy of Sciences (PNAS), Stanford University Press, INFORMS Dissertation Proposal Competition, Academy of Management Annual Meeting Organization and Management Theory (OMT)*

## **OTHER WORK EXPERIENCE**

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**NORC at the University of Chicago**, Chicago, IL

2013            *Graduate Research Assistant*

**Government Finance Officers Association (GFOA)**, Chicago, IL

2012 – 2013    *Associate*