

# K. Dennie KIM

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## EDUCATION

- **University of Minnesota, Carlson School of Management** (Minneapolis, MN) 2013-present  
*PhD Candidate*, Business Administration (Exp. 2019)  
Advisors: Aks Zaheer & Russell Funk
- **Harvard University** (Cambridge, MA) 2003-2007  
*BA*, Biology; Language citation in Japanese

## RESEARCH INTERESTS

- Network performance, network design, collaboration, group dynamics, healthcare policy and reform

## DISSERTATION RESEARCH

- My dissertation research examines interorganizational collaboration and performance from a macro perspective, integrating classic sociology theory with contemporary network perspectives. I am primarily interested in understanding the emergent properties and performance of whole networks, developing this level of analysis as a complement to robust research streams on outcomes of specific individuals or focal firms. This work is motivated by my interest in the antecedents of effective interorganizational collaboration, particularly oriented towards large-scale problems and Grand Challenges, where the greater good and local performance may not always be aligned. Through two essays, I study the network-level properties and performance of hundreds of networks of healthcare organizations in the era of the US Affordable Care Act. The first essay develops a new theoretical framework for studying the relationship between network structure and performance in the context of other emergent *network modalities*. The second introduces a theory of *network bounding* and examines the introduction of formal relationships as a strategy through which organizations may design better networks for collective performance.

## CURRENT RESEARCH

### *Peer-reviewed Publications:*

- **Kim, K.D.**, Funk, R.J., Yan, P., Nallamothu, B.K., Zaheer, A., and Hollingsworth, J.M. (Forthcoming) “Informal Clinical Integration in Accountable Care Organizations and Patient Outcomes Following Cardiac Surgery.” (Accepted at *Medical Care*)
- **Kim, K.D.**, Funk, R.J., Zaheer, A., and Hollingsworth, J.M. 2018. “Better Off Friends? Network Bounding and the Performance of Formal Networks.” In Guclu Atinc (Ed.), *Proceedings of the Seventy-eight Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

### *Under Review & Working Papers* (titles changed for blind review)

- **Kim, K.D.**, Funk, R.J., and Zaheer, A. “The Structural Context of Network Performance.” (Revise & resubmit at *Academy of Management Journal*)
- Galperin, R., **Kim, K.D.**, and Vasudeva, G. “Incumbent Heterogeneity and the Emergence of a New Organizational Form: A Study of US Retail Health Clinics.” (Under Review at *Organization Science*)
- **Kim, K.D.** “Whose Room Is It Anyway? Technology as an Interface for Multidisciplinary Collaboration and Innovation in Hybrid Operating Rooms.”

## AWARDS & HONORS

- **SRF Dissertation Research Grant (2017-19)**, Strategic Management Society 2017
- **Doctoral Dissertation Fellowship**, Carlson School of Management
- **Graduate Student Research Award**, Consortium on Law and Values in Health, Environment & the Life Sciences, University of Minnesota
- **PhD Student Travel Award**, Carlson School of Management
- **Student Teaching Award**, Carlson School of Management 2016
- **PhD Student Travel Award**, Carlson School of Management

## OTHER PUBLICATIONS

- Balachandra, L., Sapienza, H., and **Kim, K.D.** (2014). “How Critical Cues Influence Angels’ Investment Preferences.” *Frontiers of Entrepreneurship Research BCERC Proceedings: Vol. 34*.
- Kodali, B.S., **Kim, K.D.**, Bleday, R., Flanagan, H., and Urman, R.D. (2014). “Successful Strategies for the Reduction of Operating Room Turnover Times in a Tertiary Care Academic Medical Center.” *Journal of Surgical Research*, 187(2): 403-411.
- Kodali, B.S., **Kim, K.D.**, Flanagan, H., Ehrenfeld, J.M., and Urman, R.D. (2014). “Variability of Subspecialty-Specific Anesthesia-Controlled Times at Two Academic Institutions.” *Journal of Medical Systems*, 38(2): 11-18.
- Medvedik, O., Lamming, D.W., **Kim, K.D.**, and Sinclair, D.A. (2007). “MSN2 and MSN4 Link Calorie Restriction and TOR to Sirtuin-Mediated Lifespan Extension in *Saccharomyces cerevisiae*.” *PLOS Biology*, 5(10): e261.

## INVITED PRESENTATIONS & CONSORTIA

- INSEAD Network Evolution Conference, Fontainebleau, France 2018
- Strategic Management Society Annual Conference, Paris, France
- STR Dissertation Consortium, Chicago, IL
- Academy of Management Annual Meeting, Chicago, IL
- Kauffman Doctoral Consortium, College Park, MD
- Organization Theory in Health Care Conference, Baltimore, MD
- Trans-Atlantic Doctoral Conference, London, United Kingdom
  
- Academy of Management Annual Meeting, Atlanta, GA 2017
- OMT Dissertation Proposal Workshop, Atlanta, GA
- Organization Theory in Health Care Conference, Berkeley, CA
- Minnesota Health Services Research Conference, St. Paul, MN
  
- 32nd European Group for Organization Studies Colloquium, Naples, Italy 2016
- Midwest Strategy Meeting, Lawrence, KS
  
- West Coast Research Symposia Doctoral Consortium, Seattle, WA 2015

## TEACHING EXPERIENCE

- **MGMT 3001: Fundamentals of Management** Fall 2015
  - Student Rating of Teaching: 5.68 / 6.00 (81% response rate); Enrollment: 64
- **MGMT 1005: Corporate Ethics and Responsibility** Spring 2017, 2018
  - Guest Lecturer: Information, Privacy, and Marketing

## TEACHING ASSISTANTSHIP

- Introduction to Entrepreneurship (Sandy Yu) Fall 2018
- International Environment of Business (Gurneeta Singh, Fahima Aziz) Fall 2018, 2016
- Corporate Ethics and Responsibility (Russell Funk) Spring 2018, 2017
- Ethical Environment of Business (Russell Funk, Ian Maitland) Spring 2018, 2015, 2014
- Strategic Management (Dan Forbes) Fall 2017
- Entrepreneurship & Innovation, Exec. MBA (Dan Forbes) Spring 2017
- Entrepreneurship and Musical Careers (Harry Sapienza) Spring 2016, 2015, 2014
- Technology Entrepreneurship (Harry Sapienza) Fall 2015
- Fundamentals of Management (Sarah Westall) Fall 2014
- Strategic Management of Intellectual Property (Paul Vaaler) Spring 2014
- Complex and Cross Cultural Negotiations (Paul Vaaler) Spring 2014

## PROFESSIONAL EXPERIENCE

- **Brigham and Women’s Hospital**, Surgical Services Administration (Boston, MA) 2011-2013
- **Decision Resources Group**, Consulting (Burlington, MA) 2007-2011
- **Harvard Medical School**, Sinclair Lab (Boston, MA) 2004-2007

## PROFESSIONAL MEMBERSHIPS & SERVICE

- Academy of Management, AOM conference reviewer
- Strategic Management Society
- Academy of International Business (2018, Minneapolis, MN), student volunteer
- American Sociological Association
- INFORMS
- AcademyHealth

## OTHER SKILLS

- *Languages.* Korean (fluent), Japanese (conversational)
- *Programming and software.* SQL, Python, R, Stata, HTML

## REFERENCES

- **Aks Zaheer** (*co-advisor*)  
Professor, Curtis L. Carlson Chair in Strategic Management  
University of Minnesota  
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- **Russell Funk** (*co-advisor*)  
Assistant Professor  
University of Minnesota  
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- **Gurneeta Vasudeva Singh** (*committee chair*)  
Associate Professor, PhD Coordinator  
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