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## EDUCATION

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### University of Florida

Ph.D. in Business Administration (Expected May 2025)

*Dissertation Title:* To Lead is To Err: Threat and Opportunity as a Lens to Examine Leaders' Error Responses and Subsequent Leader Perceptions

*Dissertation Committee:* Dr. Klodiana Lanaj (Chair), Dr. Mo Wang, Dr. Joyce Bono, Dr. Richard Lutz

### College of William and Mary

B.S. in Psychology with Highest Honors (2017)

## RESEARCH INTERESTS

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My research focuses on better understanding complex interpersonal experiences that may matter for employee effectiveness and wellbeing across both work and home domains. To illustrate, I investigate how being engaged at work is a double-edged sword, how acting with incivility and power at work can be both good and bad for actors, and how experiencing gratitude at work and at home impacts employees across both domains. Similarly, in my dissertation, I study how leaders can both hurt and gain from making errors at work. In all, my research recognizes the duality of many positive and negative work behaviors and takes a nuanced approach to shed light on what helps employees thrive at work and at home.

## PUBLISHED MANUSCRIPTS

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Tewfik, B. A., **Kim, D.**, & Patil, S. V. (2024). The ebb and flow of job engagement: Engagement variability and emotional stability as interactive predictors of job performance. *Journal of Applied Psychology*, 109(2), 257-282. <https://doi.org/10.1037/apl0001129>

Hu, J., **Kim, D.**, & Lanaj, K. (2024) The benefits of reflecting on gratitude received at home for leaders at work: Insights from three field experiments. *Journal of Applied Psychology*. Advance online publication. <https://doi.org/10.1037/apl0001194>

**Kim, D.**, Lanaj, K., & Koopman, J. (in press) Incivility affects actors too: The complex effects of incivility on perpetrators' work and home behaviors. *Journal of Business Ethics*.

## MANUSCRIPTS UNDER REVISION

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**Kim, D.**, Jennings, R. E., Lanaj, K., & Foulk, T. [Power and competitiveness]. Revise and resubmission (2<sup>nd</sup> round) at *Personnel Psychology*.

Jennings, R. E., **Kim, D.**, Lanaj, K., & Krishnan, S. [Coworker disclosure]. Revise and resubmission (1<sup>st</sup> round) at *Journal of Applied Psychology*.

Jennings, R. E., **Kim, D.**, Lanaj, K., Li, Y., Settles, A. [Help-seeking]. Revise and resubmission (1<sup>st</sup> round) at *Journal of Applied Psychology*.

## RESEARCH IN PROGRESS

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**Kim, D.**, Lanaj, K., & Jennings, R. E. [Leadership and appreciation]. Writing. Target: *Journal of Applied Psychology*.

Tewfik, B. A., & **Kim, D.** [Imposter thoughts]. Writing. Target: *Administrative Science Quarterly*.  
Lanaj, K & **Kim, D.** [Daily self-care]. Data collection.

## CONFERENCE PRESENTATIONS

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Hu, J., **Kim, D.**, & Lanaj, K. (2023, August). *The Benefits of Reflecting on Gratitude Received at Home for Leaders at Work: Insights from Three Field Experiments*. In G. Cormier & L. Giurge (Chairs), *Leader and Employee Well-Being: Identifying Strategies and Overcoming Barrier*. Symposium presented at the 83rd Annual Conference of the Academy of Management. Boston, MA.

Jennings, R. E., **Kim, D.**, Lanaj, K., & Krishnan, S. (2023, August). *The good and bad of receiving personal disclosures at work*. In R. E. Jennings (Chair), *Who I really am: Antecedents and consequences of self-expression and self-disclosure at work*. Symposium presented at the 83rd Annual Conference of the Academy of Management. Boston, MA.

**Kim, D.**, Jennings, R. E., & Lanaj, K. (2022, August). *Power is sticky: The complicated nature of power for the powerholder*. In R. E. Jennings & T. Sabey (Chairs), *When hierarchy helps: Exploring positive outcomes of social hierarchies at work*. Symposium presented at the 82nd Annual Conference of the Academy of Management. Seattle, WA.

## AWARDS AND HONORS

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PhD Student Teaching Award, University of Florida College of Business, 2022-2023

## TEACHING EXPERIENCE

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University of Florida

- MAN 3240 Organizations: Structure and Behavior, *Undergraduate, Fall 2022*
  - Evaluation (in-person course): 4.78/5.00
- MAN 3240 Organizations: Structure and Behavior, *Undergraduate, Fall 2023*
  - Evaluation (in-person course): 4.80/5.00

## PROFESSIONAL SERVICE

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Ad-Hoc Reviewing

- Personnel Psychology
- Journal of Organizational Behavior

Academy of Management

- Reviewer for Organizational Behavior Division, 2023
- Reviewer for Organizational Behavior Division, 2024

International Association for Conflict Management

- Reviewer for Annual Conference, 2023

Southern Management Association

- Reviewer for Annual Conference, 2023