

Sohee Kim

School of Labor and Employment Relations | University of Illinois at Urbana-Champaign

504 E. Armory Ave., Champaign, IL, U.S.A. 61820

Mobile: +1 217-319-8904 E-mail: soheek2@illinois.edu

Last updated: December 2024

EDUCATION

University of Illinois Urbana-Champaign, Champaign, IL, USA

Ph.D. in Human Resources and Industrial Relations (Joined Aug. 2019, Expected May 2025)

Dissertation: *Observers' motives for silence in workplace sexual harassment: Construct and scale development and validation study*

Committee: YoungAh Park (chair), Amit Kramer, Teresa Cardador, and Fritz Drasgow

Yonsei University, Seoul, Korea

M.A. in Industrial and Organizational Psychology (Aug. 2019)

B.A. in Psychology, B.B.A. in Business Administration (Feb. 2015)

Dean's List, Yonsei University (2009, 2010, 2011)

RESEARCH INTERESTS

Workplace sexual harassment, Third-party responses, Gender, Leadership and work behaviors

JOURNAL PUBLICATIONS AND PROCEEDINGS

Liang, Y., **Kim, SH.**, Park, Y., & Kim, S. (accepted). Shelters from the storm: A daily investigation of customer sexual harassment and organizational resources as moderators. *Journal of Managerial Psychology*.

Cho, S. S., **Kim, SH.**, Kim, S., & Lee, H. W. (2024). How Remote Workers Manage Loneliness and Performance: Virtual Social Interaction as an Alternative Resource Management Strategy. *Human Resource Development Quarterly*. Advance online publication. <https://doi.org/10.1002/hrdq.21547>

Cardador, M. T., Jensen, K. J., Lopez-Alvarez, G., Miller, I., Chiou, H., Kunze, A. J., & **Kim, SH.** (2023). Elective Track Choice and Career Attitudes in Engineering Undergraduate Education: Antecedents, Gender Differences and Implications. *American Society of Engineering Education Annual Conference Proceedings*, 37234.

Kim, SH. & Park, Y. (2022, August). Ethical leadership promotes sexual harassment intervention: Gender and moral identity as moderators. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 14735). Briarcliff Manor, NY 10510: Academy of Management.

Kim, SH., Park, J. Y., & Sohn, Y. W. (2018). The relationship between parents' child-rearing attitude and career calling of undergraduate students: The mediation effect of career

decision-making self-efficacy and moderation effect of parents' self-transcendent value orientation, *Korean Journal of School Psychology*, 15(3), 433-458.

MANUSCRIPTS UNDER REVIEW

Kim, SH., Park, Y., & Liang, Y. (1st round R&R review). TITLE REMOVED TO PROTECT BLINDED REVIEW PROCESS. *Journal of Applied Psychology*

Lee, SH., He, Y., Pak, S., **Kim, SH.**, & Amit, K. (under review). TITLE REMOVED TO PROTECT BLINDED REVIEW PROCESS. *Journal of Organizational Behavior*

WORK IN PROGRESS

Kim, SH., & Park, Y. (pilot data collected and main data collection in progress). Observers' motives for silence in workplace sexual harassment.

Kim, SH., Liang, Y., & Park, Y. (writing stage). Integrative review paper on customer sexual harassment.

Kim, SH., & Schneider, N. M. (study design stage). Remedial accounts for sexual harassment and observers' responses.

Kim, SH., Lee, SH., & Kim, J. (study design stage). Entrepreneurs' workaholism and followers' performance.

CONFERENCE PRESENTATIONS

Chaired Symposia

Kim, SH. (Co-Chair), Ling, Y., (Co-Chair), & Chawla, N. (Discussant). (accepted). Workplace Sexual Harassment and Bystanders: Insights into Perceptions and Behaviors. Symposium at the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States, April, 2025.

Kim, SH. (Co-Chair), Park, Y. (Co-Chair), & Hershcovis, M. S. (Discussant). (2023). Bystanders in workplace sexual harassment: Silence and intervention behaviors. Symposium at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States. April 2023.

Presentations

Kim, SH. & Park, Y. (under review). Qualitative study on reasons for observers' silence in workplace sexual harassment. In **Kim, SH.** & Liang, Y. (Chairs). *Workplace Sexual Harassment and Bystanders: Insights into Perceptions and Behaviors*. Symposium to be presented at the 2025 Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. April, 2025.

Kim, SH., Park, Y., & Liang, Y. (2024). Observers' responses to sexual harassment: Intervention, not hearing, and silencing behaviors. In Rawski, S. L. & Deen, C. M. (Chairs). *New Directions in Sexual Harassment Research: Third Party and Meta-*

- organizational Perspectives*. Symposium presented at the 84th annual meeting of Academy of Management, Chicago, IL. August, 2024.
- Liang, Y., Park, Y., **Kim, SH.**, & Kim, S. (2024). Daily customer sexual harassment and the role of organizations. 2024 Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL. April, 2024.
- Cardador, M.T., Jensen, K.J., Lopez-Alvarez, G., Miller, I., Chiou, H., Kunze, A.J., & **Kim, SH.** (2023). Elective track choice and career attitudes in engineering undergraduate education: Antecedents, gender differences and implications. Presented at the NSF Poster Session at the American Society of Engineering Education Annual Conference. June, 2023.
- Kim, SH.** & Park, Y. (2023). Collectivism and bystander silence in workplace sexual Harassment. In Kim, S. H., & Park, Y. (Chairs). *Bystanders in Workplace Sexual Harassment: Silence and Intervention Behaviors*. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States. April 2023.
- Kim, SH.** & Park, Y. (2022). Ethical leadership promotes sexual harassment intervention: Gender and moral identity as moderators. Paper presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA. August 2022.
- Kim, S., Cho, S., Lee, H., & **Kim, SH.** (2022). A lack of personal social interaction and its costs: VSI as a moderator. Poster presented at the 2022 Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA. April 2022.
- Choi, J. S., Park, Y. W., **Kim, SH.**, & Sohn, Y. W. (2018). The effect of creating shared value on job applicants' intention-to-apply: Moderating effect of calling. Poster presented at the Korean Society for Industrial and Organizational Psychology 2018 Autumn Conference, Daegu, Republic of Korea. November 2018.
- Kim, SH.** & Sohn, Y. W. (2018). The mediation effect of relational energy on the relationship between supervisor's calling and follower's commitment. Poster presented at the Annual meeting of Association for Psychological Science, San Francisco, CA. May 2018.
- Kim, SH.**, Park, J. Y., Park, M. H., & Sohn, Y. W. (2018). Effects of mother's autonomous child rearing attitude on calling of undergraduate students: The mediation effect of career preparation behaviors. Poster presented at the Korean Society for Industrial and Organizational Psychology 2018 Spring Conference, Suwon, Republic of Korea. May 2018.

TEACHING EXPERIENCE

- Teaching Assistant** at University of Illinois, Urbana-Champaign
Quantitative Methods in LER, Dr. Yihao Liu (Fall, 2022)
Named to List of Teachers Ranked as Excellent
- Guest Lecture** at University of Illinois, Urbana-Champaign
Organizational Psychology (Spring, 2022)

Guest Lecture at Yonsei University

Work and Psychology (Spring, 2018)

Mentoring for freshmen at RC101 (Spring, 2019; Spring, 2021)

Grading Teaching Assistant at University of Illinois, Urbana-Champaign

Employee Stress, Well-being, and Safety, Dr. YoungAh Park (Fall, 2023)

Managing Diversity Globally, Dr. Amit Kramer (Spring, 2023)

Employment Relations Systems, Dr. Teresa Cardador (Fall, 2021)

Grading Teaching Assistant at Yonsei University

Psychological Understanding of Human Behavior, Dr. Kim, Jong Dae (Spring, 2018)

Industrial Psychology, Dr. Sohn, Young Woo (Spring, 2018)

Psychology of Talent and Skill, Dr. Sohn, Young Woo (Fall, 2017)

Industrial Psychology, Dr. Sohn, Young Woo (Spring, 2017)

PROFESSIONAL SERVICES

Ad hoc Reviewer

Annual Meeting of Society for Industrial and Organizational Psychology (2024)

Annual Meeting of the Academy of Management (2023)

Awarded as Best Reviewer, OB Division

Professional Affiliations

Member, Academy of Management (OB, DEI)

Member, Society for Industrial and Organizational Psychology

WORK EXPERIENCES

Tree Planet, Seoul, Republic of Korea (Apr, 2014 – Jun, 2016)

Commerce Team Manager

Established marketing strategies: Company site management for crowd-funding and posting news; supported the manager for the government approval for the free-land use permission; reviewed for regulations and laws to create documentation; contracted with NGO organizations for planting projects overseas including Ningxia, China; Gundlupet, India

Tree Planet, Seoul, Republic of Korea (Dec, 2013 – Apr, 2014)

Intern

Developed and coordinated activities to secure funds for a project or organization

Collected pledges and funds from contributors

Korea Management Association Consulting, Seoul, Republic of Korea (Sep – Dec 2012)

Research Assistant

Managed in education program for all employees of High1 resort

Communication with KMAC Headquarters and Client's HR department

REFERENCES

YoungAh Park

Associate Professor
School of Labor & Employment Relations
University of Illinois Urbana-Champaign
yapark15@illinois.edu
+1 (217) 265-5126

Amit Kramer

Associate Dean for Online Graduate Education and Associate Professor
School of Labor & Employment Relations
University of Illinois Urbana-Champaign
kram@illinois.edu
+1 (217) 333-3118

Teresa Cardador

Associate Professor
School of Labor & Employment Relations
University of Illinois Urbana-Champaign
cardador@illinois.edu
+1 (217) 244-1398