

# MINJAE KIM

Sloan School of Management  
Massachusetts Institute of Technology  
100 Main Street E62-385  
Cambridge, MA 02142

719-355-4046  
[minjae@mit.edu](mailto:minjae@mit.edu)  
[minjae-kim.com](http://minjae-kim.com)

## EDUCATION

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- Massachusetts Institute of Technology, Sloan School of Management** 2018 (exp.)  
Ph.D., Management (Economic Sociology)  
**Committee:** Ezra W. Zuckerman (Chair), Roberto M. Fernandez,  
Katherine Kellogg, Oliver Hahl
- Massachusetts Institute of Technology, Sloan School of Management** 2017  
S.M., Management Research
- University of Chicago** 2012  
B.A. with Honors, Political Science

## PUBLICATIONS & CONDITIONALLY ACCEPTED PAPERS

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- Hahl, Oliver, **Minjae Kim**, and Ezra Zuckerman. “The Authentic Appeal of the Lying Demagogue: Proclaiming the Deeper Truth of Political Illegitimacy”  
**Conditionally Accepted in *American Sociological Review***
- Kim, Minjae** and Ezra W. Zuckerman. “Faking It is Hard to Do: Entrepreneurial Norm Enforcement and Suspicions of Deviance.”  
**Forthcoming in *Sociological Science***
- 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.

## WORKING PAPERS

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**Kim, Minjae.** “A Man is Known by His Cup: Signaling Commitment via Costly Conformity”  
(JOB MARKET PAPER)

- *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, Minjae** and Daniel DellaPosta. “The Hipster Effect: Selective Differentiation in Cultural Markets”

- Invited to Revise and Resubmit at *Administrative Science Quarterly***
- *Best Student Paper Award, Academy of Management, OMT Division*

## WORK IN PROGRESS

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**Kim, Minjae.** “Persistence of Inefficient Interorganizational Relationships.”

**Kim, Minjae.** “Is Decoupling a Thing of the Past? Maintenance of the ‘Veneer of Consensus’ and Persistence of Unproblematic Decoupling”

**Kim, Minjae** and Brittany Bond. “Diversity and Performance: An Alternative Explanation”

**Kim, Minjae** and Minkyung Kim. “Does Accountability Decrease Racial Discrimination?”

**Kim, Minjae.** “Why Fake News?”

## HONORS, AWARDS & GRANTS

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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)

Accepted participant at OMT Doctoral Consortium, Academy of Management (2017)

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

Best Paper Proceedings, Academy of Management (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 & WORKSHOPS**

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\* Scheduled

“A Man is Known by His Cup: Signaling Commitment via Costly Conformity”

MIT Economic Sociology Working Group (June & December 2016; March 2017); East Coast Doctoral Conference (May 2017); Academy of Management OMT Divisional Paper Session “Institutional Reproduction, Maintenance and Repair” (August 2017); American Sociological Association Organizations, Occupations, and Work Section Session on “Making Organizational Compliance Real” (August 2017); Department of Sociology, University of Iowa (September 2017); MIT-Harvard Economic Sociology Seminar (October 2017)\*; Wharton People and Organizations Conference (October 2017)\*; Economic Sociology Conference (October 2017)\*

“The Authentic Appeal of the Lying Demagogue: Symbolic Protest against Political Illegitimacy”

MIT-Harvard Economic Sociology Seminar (March 2017)

“The Hipster Effect: Selective Differentiation in Cultural Markets”

Academy of Management OMT Divisional Paper Session on “Cultural Production” (August 2016); American Sociological Association Sociology of Culture Regular Session on “Success, Quality, and Legitimacy in Popular Culture” (August 2016)

“Faking It is Hard to Do: Entrepreneurial Norm Enforcement and Suspicions of Deviance”

MIT Behavioral Lab (July 2015); MIT Economic Sociology Working Group (August 2015; February 2016); American Sociological Association Social Psychology Regular Session on “Attitudes, Norms, and Behaviors” (August 2016)

“Strength Matters: Tie Strength as a Causal Driver of Networks’ Information Benefits”

MIT Economic Sociology Working Group (September 2015); Wharton People and Organization Conference (October 2015)

## TEACHING EXPERIENCE

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### **Managerial Psychology (15.301/310),** Section Instructor

*Fall 2015/Spring 2016/Fall 2016, MIT Sloan, Undergraduate and Graduate Students*

- Taught weekly section to undergraduate students on social science research and other topics in organizational theory and behavior
- Designed presentation slides, classroom activities, and assignments
- Received 7.0 out of 7.0 teaching evaluation (qualitative feedback available upon request)

### **Sociology of Strategy (15.928),** Teaching Assistant for Professor Ezra W. Zuckerman

*Spring 2016, MIT Sloan, PhDs*

- Assisted with grading weekly memos and planning each class
- Guest lecturer for “Competing for status: Discussion of recent work”
- Received 6.8 out of 7.0 teaching evaluation (qualitative feedback available upon request)

### **Leadership and Organizational Change (15.317),** Teaching Assistant for Dr. Leigh Hafrey

*Summer 2017, MIT Sloan, LGOs (Engineering Master’s and MBA dual degree)*

### **Lisbon MBA Immersion Program,** Teaching Assistant for Professors Roberto M. Fernandez, Roberto Rigobon, and Tavneet Suri among others

*Summer 2014/2015/2016/2017, MIT Sloan, MBAs*

## PROFESSIONAL & DEPARTMENTAL SERVICE

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Ad hoc reviewer for *American Sociological Review*, *Qualitative Sociology*

Reviewer, Academy of Management Annual Meeting (OMT Division)	2016-
Organizer, Economic Sociology Working Group (MIT Sloan)	2016-2017
PhD Student Liaison, Behavioral & Policy Sciences (MIT Sloan)	2014-2015
Discussant, Economic Sociology Seminar (Harvard)	2014

## 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*

## REFERENCES

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**Ezra W. Zuckerman Sivan (Chair)**

*Deputy Dean*

*Alvin J. Siteman (1948) Professor of Strategy and Entrepreneurship*

MIT Sloan School of Management  
617-253-1918

[ewzucker@mit.edu](mailto:ewzucker@mit.edu)

**Katherine Kellogg**

*Sloan Distinguished Professor of Work and Organization Studies*

MIT Sloan School of Management  
617-253-2167

[kkellogg@mit.edu](mailto:kkellogg@mit.edu)

**Susan S. Silbey**

*Leon and Anne Goldberg Professor*

MIT Sloan School of Management  
617-253-6952

[ssilbey@mit.edu](mailto:ssilbey@mit.edu)

**Roberto M. Fernandez**

*William F. Pounds Professor in Management*

MIT Sloan School of Management  
617-253-7256

[robertof@mit.edu](mailto:robertof@mit.edu)

**Oliver Hahl**

*Assistant Professor of Organizational Theory and Strategy*

*Frank A. and Helen E. Risch Faculty Development Professor of Business*

Carnegie Mellon University Tepper School of Business

412-268-4230

[ohahl@andrew.cmu.edu](mailto:ohahl@andrew.cmu.edu)