# HEEWON KIM, Ph.D.

Associate Professor
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## ACADEMIC POSITIONS

Associate Professor, Arizona State University, 2022 – Present
Assistant Professor, Arizona State University, 2016 – 2022

## ACADEMIC AFFILIATIONS

Visiting Professor, Department of Sociology, Chung-Ang University (2023 Spring – 2023 Fall)
Faculty Scholar, Center for Innovation in Healthy and Resilient Aging, Arizona State University
Faculty Affiliate, Center for Asian Research, Arizona State University

## EDUCATION

**Doctor of Philosophy**
School of Communication and Information, Rutgers University, New Brunswick, New Jersey
*The visibility paradox: Social media use as a manifestation of knowledge, disparity, and status in global organizing*

**Master of Arts**
Department of Cultural Anthropology, Yonsei University, Seoul, South Korea
*Construction of personal identity and cyber communities in the network society: A case study of a blogosphere in South Korea*

**Bachelor of Arts (Summa Cum Laude, Valedictorian)**
Department of Sociology, Yonsei University, Seoul, South Korea
Department of English Language and Literature, Yonsei University, Seoul, South Korea

## PUBLICATIONS
: * indicates graduate students.

[48] **Kim, H.,** Awonuga, T.*, & Katreeb, M.* (2025). Organizational justice as anticolonial intervention: Intersectional and intercultural approaches. *Sociology Compass, 19*(3), e70039. https://doi.org/10.1111/soc4.70039

[47] Kiura, M., & **Kim, H.** (In press). A communicative model of voicing: The processes and strategies of constructive employee voicing in the renewable energy industry in Kenya. *Management Communication Quarterly*. https://doi.org/10.1177/08933189251315420

[46] **Kim, H.,** Stanley, L.*, Harms, B.*, & Michaelides, A. (2024). Enacting compassion in mHealth: Communicative subprocesses of compassionate coaching and their relationships to resilience during a prolonged pandemic. *Journal of Applied Communication Research, 52*(3), 297-317. https://doi.org/10.1080/00909882.2024.2338836

[45] **Kim, H.** (2024). The vicious cycle of "school violence" and legal violence. *Today's Education, 79*, 130-144.
Note. The original title in Korean is "학교 폭력과 사법 폭력의 연쇄고리."

[44] **Kim, H.** (2023). The state violence, social insecurity, and the crisis of community in the neoliberal age. *Transdisciplinary Humanities, 15*, 1-25. https://doi.org/10.37123/th.2023.15.1
Note. The original title in Korean is "'신자유주의 시대의 사회 불안, 국가 폭력, 그리고 공동체의 위기."

[43] **Kim, H.,** & Mouton, A. (2023). Challenging institutional whiteness: The lived experiences of structural tensions in diversity work. In B. J. Van Gilder, J. T. Austin, & J. Bishop (Eds.), *Communication and organizational change making for diversity, equity, and inclusion* (pp. 147-162). Routledge.

[42] **Kim, H.,** Kiura, M.*, Leach, R.*, & Cho, H. J. (2023). The role of community engagement and entrepreneurship in sustainability performance of social ventures in South Korea. *Contemporary Management Research, 19*(2), 81-105. https://doi.org/10.7903/cmr.22107

[41] **Kim, H.** (2023). A politics of care as antiviolence. *Hwanghae Review, 120*, 130-153.
Note. The original title in Korean is "반폭력으로서 돌봄 정치."

[40] **Kim, H.,** & Kiura, M.* (2023). The influences of social status and organizational justice on employee voice: A case of customer care workers. *International Journal of Business Communication, 60*(3), 802-822. https://doi.org/10.1177/2329488420969776

[39] **Kim, H.,** & Pilny, A. (2023). The use of enterprise social media and its disparate effects on the social connectivity of globally-dispersed workers. *International Journal of Business Communication, 60*(2), 420-438. https://doi.org/10.1177/2329488419877233

[38] Kiura, M.*, & **Kim, H.** (2023). A communicative approach to addressing interactional injustice in the workplace. *Communication Teacher, 37*(1), 2-6. https://doi.org/10.1080/17404622.2022.2047214

[37] **Kim, H.,** & Stanley, B. L.* (2023). Health justice. In E. Y. Ho, C. L. Bylund, J. C. M. van Weert, I. Basnyat, N. Bol, & M. Dean (Eds.), *International Encyclopedia of Health Communication* (n. p.). Wiley. https://doi.org/10.1002/9781119678816.iehc0835

[36] **Kim, H.,** & van Essen, C.* (2023). Design of mobile health. In E. Y. Ho, C. L. Bylund, J. C. M. van Weert, I. Basnyat, N. Bol, & M. Dean (Eds.), *International Encyclopedia of Health Communication* (n. p.). Wiley. https://doi.org/10.1002/9781119678816.iehc0730

[35] **Kim, H.,** Mattson, L.*, Zhang, D.*, & Cho, H. J. (2022). The role of organizational and supervisor support in young adult workers' resilience, efficacy and burnout during the COVID-19 pandemic. *Journal of Applied Communication Research, 50*(6), 691-710. https://doi.org/10.1080/00909882.2022.2141070

[34] **Kim, H.** (2022). The 'fairness' discourses and discrimination. *Issue and Review of Democracy, 77,* 1-9. Korea Democracy Foundation.
Note. The original title in Korean is "'공정' 담론과 차별: 비판 및 과제."

[33] **Kim, H.** (2022). Community-based solutions of gender violence. *Hwanghae Review, 116,* 254-268.
Note. The original title in Korean is "젠더 폭력의 공동체적 해결."

[32] **Kim, H.** (2022). *A world beyond fairness*. Changbi Publishers.
Note. The original title in Korean is "공정 이후의 세계."

[31] **Kim, H.** (2022). Noncomparative justice as a decolonial vision. In M. Pal & H. Kim (Eds.), Toward decolonizing organizational communication. *Management Communication Quarterly, 36*(3), 552-554. https://doi.org/10.1177/08933189221090255

[30] Pal, M., & **Kim, H.** (Eds.) (2022). Decolonizing organizational communication. *Management Communication Quarterly, 36*(3), 544-577. https://doi.org/10.1177/08933189221090255

[29] Leach, R. B.* & **Kim, H.** (2022). Using a choose-your-own-adventure game to explore the complexity of workplace compassion. *Communication Teacher*, *36*(2), 99-104. https://doi.org/10.1080/17404622.2021.1959039

[28] **Kim, H.,** & Leach, R.* (2021). Mitigating burnout through organizational justice: Customer support workers' experiences of customer injustice and emotional labor. *Management Communication Quarterly, 35*(4), 497-517. https://doi.org/10.1177/08933189211012040

[27] **Kim, H.** (2020). The ideology of "fairness": Beyond problematization, toward alternatives. *Hwanghae Review, 109*, 24-43.
Note. The original title in Korean is "공정의 이데올로기: 문제화를 넘어 대안으로."

[26] **Kim, H.** (2020). *Organizational justice guidebook for start-ups*. Sopoong Ventures, LLC.
Note. The original title in Korean is "조직공정성: 튼튼한 스타트업을 위한 가이드북."

[25] **Kim, H.,** & Leach, R.* (2020). The role of digitally-enabled employee voice in fostering positive change and affective commitment in centralized organizations. *Communication Monographs, 87*(4), 425-444. https://doi.org/10.1080/03637751.2020.1745859

[24] **Kim, H.,** Tietsort, C.*, Posteher, K.*, Michaelides, A., & Toro-Ramos, T. (2020). Enabling self-management of a chronic condition through patient-centered coaching: A case of an mHealth diabetes prevention program for older adults. *Health Communication, 35*(14), 1791-1799. https://doi.org/10.1080/10410236.2019.1663583

[23] **Kim, H.** (2020). Anti-racism and social inclusion. *Historical Studies, 39*, 335-350. https://doi.org/10.31552/jh.2020.09.39.335
Note. The original title in Korean is "인종과 인종주의를 넘어 포용 사회로."

[22] **Kim, H.,** Tietsort, C.*, & Posteher, K.* (2020). When big data meet supportive communication: Advancing mHealth intervention informed by social support scholarship. In N. Egbert, & K. Wright (Eds.), *Social Support and Health in the Digital Age* (p. 229-248). Lanham, MA: Lexington Books.

[21] **Kim, H.,** & Scott, C. R. (2019). Change communication and the use of anonymous social media at work: Implications for employee engagement. *Corporate Communications*, *24*(3), 410-424. https://doi.org/10.1108/CCIJ-07-2018-0076

[20] **Kim, H.,** Gibbs, J. L., & Scott, C. R. (2019). Unpacking organizational awareness: scale development and empirical examinations in the context of distributed knowledge sharing. *Journal of Applied Communication Research, 47*(1), 47-68. https://doi.org/10.1080/00909882.2018.1544719

[19] Lee, S. K., **Kim, H.,** & Piercy, C. (2019). The role of status differentials and homophily in the formation of social support networks of a voluntary organization. *Communication Research, 46*(2), 208-235. https://doi.org/10.1177/0093650216641501

[18] Gibbs, J. L., **Kim, H.,** & Ki, S. (2019). Investigating the role of control and support mechanisms in members' sense of virtual community. *Communication Research, 46*(1), 117-145. https://doi.org/10.1177/0093650216644023

[17] **Kim, H.** (2018). The mutual constitution of social media use and status hierarchies in global organizing. *Management Communication Quarterly, 32*(4), 471-503. (Lead Article) https://doi.org/10.1177/0893318918779135

[16] **Kim, H.** (2018). Differential impacts of functional, geographical, and hierarchical diversity on knowledge sharing in the midst of organizational change. *Management Communication Quarterly, 32*(1), 5-30. https://doi.org/10.1177/0893318917728340 (Lead Article; Featured in the Management Communication Quarterly Newsletter)

[15] **Kim, H.,** & Scott, C. R. (2018). Going anonymous: Uses and perceptions of anonymous social media in an IT organization. *The Proceedings of the 9th International Conference on Social Media & Society* (pp. 335-339). New York, NY: ACM Press. https://doi.org/10.1145/3217804.3217940

[14] **Kim, H.,** Ray, C.*, & Veluscek, A.* (2017). Complementary support from facilitators and peers for promoting mHealth engagement and weight loss. *Journal of Health Communication, 22*(11), 905-912. https://doi.org/10.1080/10810730.2017.1373876

[13] **Kim, H.,** Faw, M., & Michaelides, A. (2017). Mobile but connected: Harnessing the power of self-efficacy and group support for weight loss success through mHealth intervention. *Journal of Health Communication, 22*(5), 395-402. https://doi.org/10.1080/10810730.2017.1296510

[12] Gibbs, J. L., **Kim, H.,** & Boyraz, M. (2017). Virtual teams. In C. R. Scott & L. K. Lewis (Eds.), *International Encyclopedia of Organizational Communication* (pp. 1-14). Hoboken, NJ: Wiley-Blackwell. https://doi.org/10.1002/9781118955567.wbieoc215

[11] **Kim, H.,** & Lingel, J. (2016). Working through paradoxes: Transnational migrants' urban learning tactics using locative mobile technology. *Mobile Media & Communication, 4*(2), 221-236. https://doi.org/10.1177/2050157915619650

[10] Weber, M. S., & **Kim, H.** (2015). Investing in collaborative technology to improve communication? Proceed with caution. *Communication Currents, 10*(6). Retrieved from: http://www.natcom.org/CommCurrentsArticle.aspx?id=6733

[9] Weber, M. S., & **Kim, H.** (2015). Virtuality, technology use, and engagement within organizations. *Journal of Applied Communication Research, 43*(3), 385-407. https://doi.org/10.1080/00909882.2015.1083604 (Featured in *Communication Currents*)

[8] **Kim, H.** (2014). Enacted social support on social media and subjective well-being. *International Journal of Communication, 8*, 2201-2221.

[7] **Kim, H.,** & Weber, M. (2012). Understanding the use of web-based technologies in a high-tech organization: the role of task properties and communication network characteristics. *The Proceedings of the 4th Annual ACM Web Science Conference* (pp. 225-230). New York, NY: ACM Press.

[6] **Kim, H.,** & Kim, J. S. (2008). Convergence Culture. Seoul: Viz and Biz Press. (Korean translation of Jenkins, H. (2006). *Convergence Culture*. New York, NY: New York University Press.)

[5] **Kim, H.** (2007). Building a new time-space and Creative Commons: Cyworld and the blogosphere in South Korea. In H. Cho, H. Kim, S. Whang, K. Park, T. Yoon, H-M. Kim, C. Lee, & H. Kim-Lee. (et al.), *The Internet and Asian Cultural Studies* (pp. 79-120). Seoul, Korea: Yonsei University Press.

[4] H. Cho, **H. Kim,** S. Whang, K. Park, T. Yoon, H-M. Kim, C. Lee, & H. Kim-Lee. (2007) *The Internet and Asian Cultural Studies*. Seoul, Korea: Yonsei University Press.

[3] Hjorth, L., & **Kim, H.** (2005). Being there and being here: Gendered customizing of mobile 3G practices-through a case study in Seoul. *Convergence, 11*(2), 49-55. https://doi.org/10.1177/1354856507084421

[2] Hjorth, L., & **Kim, H.** (2004). Society of the Phoneur: Gendered customising of mobile telephonic net practices in Seoul. *The Proceedings of the Mobile Communication and Social Change Conference* (pp. 237-242). Seoul, Korea: Korean Association for Broadcasting & Telecommunication Studies. Available online at: http://www.dbpia.co.kr/Journal/ArticleDetail/NODE01121658

[1] **Kim, H.,** Cho, H., Cho, H., Park, H., & Yang, S. (Eds.), (2003). *Rewriting Family Stories from a Feminist Perspective: Can We Live Together*. Seoul, Korea: Another Culture Press.

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# GRANTS AND FELLOWSHIPS

## Funded

Kim, H. (PI). Heteropatriarchal inertia: Gendered necropolitics and institutional violence toward sexual violence victims. The Transformation Project Summer Research Grant. The Hugh Downs School of Human Communication, Arizona State University. 2024. ($4,500)

Kim, H. (PI). Trauma on trial: The role of legal violence in reconstructing the meanings of trauma testified by sexual violence survivors. The Academy of Korean Studies. 2025-2026. ($9,285).

Kim, H. (Co-PI). (PI: Dr. Youngwan Kim). Examining the factors of local revitalization and sustainability. National Research Foundation of Korea. 2024-2028. (Approximately $480,000).

Kim, H. (PI). Medical knowledge as technology of denial: The emerging forms of legal violence to discredit sexual violence survivors' testimonies about trauma. Research Development Grant. Organization for Feminist Research for Gender and Communication. 2024. ($2,500)

Kim, H. (PI). Protecting freedom of speech in the neoliberal-authoritative state: Social movement organizers' struggles and resistance. The Transformation Project Summer Research Grant. The Hugh Downs School of Human Communication, Arizona State University. 2024. ($5,000)

Kim, H. (PI). The rise of the neoliberal punitive state: The emerging forms of state violence and their impacts on people's everyday lives in South Korea. A. T. Steele Faculty Grant. Center for Asian Research, Arizona State University. 2024. ($1,000)

Kim, H. (Co-PI). Local revitalization in a networked era and comparative studies of social capital in South Korea and Japan (PI: Dr. Seokjin Lew). National Research Foundation of Korea. 2021-2024. (Approximately $360,000)

Kim, H. (Co-PI). Local innovation and comparative studies of social capital in South Korea and Japan: A case of digital social innovation (DSI). (PI: Dr. Seokjin Lew). National Research Foundation of Korea. 2018-2021. (Approximately $240,000)

Kim, H (PI), Pettigrew, J. (Co-I), & Tein, J. (Co-I). Faculty Scholar Award. Noom Coach Tailored: A culturally-appropriate mHealth lifestyle intervention for diabetes prevention and management among Hispanic older adults. Center for Innovation in Healthy and Resilient Aging, Arizona State University. 2020. ($44,974)

Kim, H. (PI). Matching Grant. The Hugh Downs School of Human Communication, Arizona State University. 2020. ($5,000)

Kim, H. (PI). Promoting voice of frontline workers: Organizational justice, psychological safety, and burnout in the South Korean care industries. A. T. Steele Faculty Grant. Center for Asian Research, Arizona State University, 2019. ($2,500)

Kim, H. (PI). Unleashing voices through anonymous communication: Power disparities, workplace freedom of speech, and organizational dissent in South Korea. A. T. Steele Faculty Grant. Center for Asian Research, Arizona State University, 2018. ($3,000)

Kim, H. (PI). Adaptive obesity interventions for high-risk populations using tailored mobile coaching. ISSR Seed Grant. Institute for Social Science Research, Arizona State University, 2017. ($5,534)

Kim, H. (PI). Health in the Social Sciences Award. College of Liberal Arts and Sciences, Arizona State University, 2017. ($7,500)

Kim, H. (PI). Social & Behavioral Sciences NIH-CDC Faculty Seed Grant. College of Liberal Arts and Sciences, Arizona State University, 2016 – 2017. ($1,000).

Kim, H. (Faculty Collaborator). Asia Mediated: Interdisciplinary Research and Teaching Innovation. (Principal Investigators: Juliane Schober, Pauline Cheong). The U.S. Department of Education, 2016 – 2018. ($189,688)

Kim, H. COSM Research Grant, Department of Communication, Rutgers University, July 2015. ($1,000)

Kim, H. Scholarship Award, School of Communication and Information, Rutgers University, May 2015. ($1,200)

Kim, H. Network Science (NetSCI) Lab Summer Research Grant, Rutgers University, June 2014. ($1,000)

Kim, H. Summer Fellowship Award, School of Communication and Information, Rutgers University, 2012. ($10,000)

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## HONORS AND AWARDS

Top Paper Award. Organizational Communication Interest Group, Western States Communication Association, 2022

Graduate Fellow. The 21st Annual Summer Institute on Innovative Approaches to Randomized Behavioral Clinical Trials. National Institutes of Health (Office of Behavioral and Social Sciences Research, National Heart, Lung, and Blood Institute, Office of Disease Prevention), 2021

Top Paper Award. Organizational Communication Division, International Communication Association, 2018

Top Paper Award. Organizational Communication Interest Group, Western States Communication Association, 2018

Health in the Social Sciences Award. College of Liberal Arts and Sciences, Arizona State University, 2017

Top 4 Paper Award. Organizational Communication Interest Group, Western States Communication Association, 2017

CGSA Outstanding Faculty Service Award. Communication Graduate Student Association, The Hugh Downs School of Human Communication, Arizona State University, 2016 – 2017

Selected to participate in the Social & Behavioral Sciences NIH-CDC Faculty Grant Writing Workshop, with a discretionary fund of $1,000. College of Liberal Arts & Sciences, Arizona State University, 2016 – 2017

Selected to participate in the doctoral consortium organized by Organizational Communication and Information Systems Division, Academy of Management, August 2014

Selected to participate in the doctoral consortium organized by Communication and Technology Division, International Communication Association, May 2014

School of Communication and Information Fellow. Rutgers University, 2012-2013

Academic Excellence Award. The Ministry of Culture, Sport, and Tourism, South Korea, 2008

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## SELECTED PRESENTATIONS & TALKS

**Invited**

Kim, H. (2024, July 24). A world beyond fairness. Korean Women Workers' Association. Seoul, South Korea.

Kim, H. (2024, May 22). Revisiting the "fairness" discourses: From the standpoint of an antiviolent intersectional feminist. Social Sciences Research Institute. Yonsei University. Seoul, South Korea.

Kim, H. (2024, May 9). Feminism and the "fairness" discourses. Semyung University. Jechun, South Korea.

Kim, H. (2024, April 12). Punitive precarity and lucrative death: Legal violence and its production of a new underclass in the neoliberal state. York University & University of Toronto. Toronto, Canada.

Kim, H. (2023, October 24). Punitive precarity: The legal violence and social management in the neoliberal state. Seogyo Humanities Research Group. Seoul, South Korea.

Kim, H. (2023, October 19). Punitive precarity: The management of "social ills" through legal violence in the neoliberal punitive state. Chung-Ang University. Seoul, South Korea.

Kim, H. (2023, October 18). The rise of a neoliberal punitive state: A case of South Korea, 2008 – Present. The Institute for Modern Philosophical Thoughts. Seoul, South Korea.

Kim, H. (2023, October 16). A world beyond 'fairness': From a bootstrap mentality to a politics of care. The Department of Sociology, Chung-Ang University. Seoul, South Korea.

Kim, H. (2023, September 19). Meritocracy as violence: Disavowal of our shared humanity. Seoul Youth Hub. Seoul, South Korea.

Kim, H. (2023, August 30). A world beyond 'fairness': From a bootstrap mentality to a politics of care. Ansan Women Workers' Association. Ansan, South Korea.

Kim, H. (2023, August 19). Social movement as antiviolence. Youth Climate Emergency Action. Seoul, South Korea.

Kim, H. (2023, July 12). A world beyond 'fairness': A call for relational ontology. The Association of Korean History Teachers. Seoul, South Korea.

Kim, H. (2023, July 8). A politics of care as antiviolence. Finding a path in the age of polycrises. Saeul Foundation of Culture. Incheon, South Korea.

Kim, H. (2023, June 16). In the age of violence and backlash, is it possible to rebuild communities? The 10th conference the Sookmyung Research Institute of Humanities. Seoul, South Korea. (Keynote speech.)

Kim, H. (2023, May 11). A world after meritocracy and 'fairness.' Department of Sociology, Chung-Ang University. Seoul, South Korea.

Kim, H. (2023, May 9). A world beyond 'fairness': A call for relational ontology. Women's Studies Institute. Seoul Women's University. Seoul, South Korea.

Kim, H. (2023, April 6). Fairness and justice: The core values of organizations in the future. CEOs' book club. Korea Productivity Center. Seoul, South Korea.

Kim, H. (2023, March 27). After the "fairness" discourse: Reviews and future directions. National Research Council for Economics, Humanities and Social Sciences. Sejong, South Korea.

Kim, H. (2022, November 16). Organizing for Renewal and Transformation. The 108th Annual Convention of the National Communication Association. New Orleans, LA.

Kim, H. (2022, October 12). The fairness discourses and discrimination. The Korean Democracy Foundation. Seoul, South Korea.

Kim, H. (2022, August 29). Debunking the fairness myth from a feminist perspective. Seoul International Women's Film Festival. Seoul, South Korea.

Kim, H. (2022, August 11). "Fairness" for whom? Dismantling and reconstructing the notion of fairness in South Korea. Solidarity for LGBT Human Rights of Korea. Seoul, South Korea.

Kim, H. (2022, July 28). What does justice look like in organizations? UNESCO Korea. Seoul, South Korea.

Kim, H. (2022, July 16). Feminism transforms organizations. Feminist Action School. Seoul NPO Center. Seoul, South Korea.

Kim, H. (2022, July 13). Fair and sustainable organizations. Heyground, Seoul, South Korea.

Kim, H. (2022, May 23). Fairness: A core value of future organizations. Doosan Art Center. Seoul, South Korea.

Kim, H. (2022, March 10). Fairness: A feminist critique. Yonsei University. Seoul, South Korea.

Kim, H. (2021, November 26). Justice in the era of transition. Korean Women's Institute. Ewha Womans University. Seoul, South Korea.

Kim, H. (2021, October 21). From competition to just transition. Roh Moo-hyun Foundation. Ulsan, South Korea.

Kim, H. (2021, October 15). Fairness and justice as a feminist vision. The Seoul City Justice Party. Seoul, South Korea.

Kim, H. (2021, October 3). Meritocracy and discrimination. Seoul Wowbook Festival. Seoul, South Korea.

Kim, H. (2021, August 27). Justice as a feminist vision. Feminist Independendt Book Store Femm. Ansan, South Korea.

Kim, H. (2021, July 20). Institutions and fairness. Icheon Forum. SK Inc. Seoul, South Korea.

Kim, H. (2021, June 30). The mechanisms of backlash and hatred. The National Human Rights Commission of Republic of Korea. Seoul, South Korea.

Kim, H. (2021, June 9). What is organizational justice? SK Inc. Seoul, South Korea.

Kim, H. (2021, June 14). Fairness and justice for next generations. The Jeonju City Democratic Party. Seoul, South Korea.

Kim, H. (2021, April 1). Equity and meritocracy: Exploring alternatives and changes. SisaIN Press (Progressive news media). Seoul, South Korea.

Kim, H. (2020, December 22). Building a just organization. Sopoong Ventures Co., Ltd. Seoul, South Korea.

Kim, H. (2020, October 26). Problematizing the notion of "fairness." Politics Power Plant (Non-profit organization for politics education and research). Seoul, South Korea.

Kim, H. (2020, October 11). Discourses on social justice and equity in South Korea. The Association of Physicians for Humanity. Seoul, South Korea.

Kim, H. (2020, September 18). Sustainability of community-based social ventures. The Small Business Institute. Seoul, South Korea.

Kim, H. (2020, April). Promoting voices of "frontline" workers: Organizational justice, psychological safety, and burnout in the South Korean Care Industries. A. T. Steele Lecture Series, Center for Asian Research. Arizona State University, Tempe, AZ. [Postponed to the Fall semester due to COVID-19]

Kim, H. (2019, March). Unleashing voices through anonymous communication: Power disparities, workplace freedom of speech, and organizational dissent in South Korea. A. T. Steele Lecture Series, Center for Asian Research. Arizona State University, Tempe, AZ.

Kim, H. (2019, March). From surviving to thriving: A social enterprise approach to organizational justice. Sopoong Ventures Co., Ltd. Seoul, South Korea.

Kim, H. (2018, September). Fostering positive change and innovation through new media research. Yonsei University, Seoul, South Korea.

Kim, H. (2018, July). Technology use, organizational structure, and social connectivity in global organizing. Paper presented at the 5th annual DISC conference, Seoul, South Korea.

Kim, H. (2018, June). Social media use, network characteristics, and status hierarchies in a multinational organization. Department of Sociology, Yonsei University, Seoul, South Korea.

Kim, H. (2017, December). Technology as paradox: Mutual constitution, agency, and unintended consequences. Communication Research Institute, Yonsei University, Seoul, South Korea.

Kim, H. (2016, January). Innovation or inertia? New technology as a manifestation of knowledge, networks, and change in global organizing. Department of Communication, University of Cincinnati, Cincinnati, OH.

Kim, H. (2016, January). Innovation or inertia? New technology as a manifestation of knowledge, networks, and change in global organizing. College of Communication, DePaul University, Chicago, IL.

Kim, H. (2015, September). Weight loss and the power of Noom Groups: Social and psychological influences. Noom Inc., New York, New York.

Kim, H. (2008, February). How Korean youth interact with social software. LIFT Conference, Geneva, Switzerland.

Kim, H. (2005, December). The encounter of art and techno-cultural characteristics of blog. Blog+Art Conference: Blog as Art or Action Space, Hongik University, Seoul, Korea.

Kim, H. (2005, November). Formation of identity in a networked society: through a case study of the bloggers' community in Korea. HyperNetwork Beppu Bay Conference 2005, Institute for HyperNetwork Society, Beppu, Japan. **(Keynote speech.)**

Kim, H. (2005, March). Creating blogosphere in Korea: the story of active agents. Wireless Internet, Boundless Taiwan Conference, Taiwan Network Information Center (TWNIC), Taipei, Taiwan. **(Keynote speech.)**

Kim, H. (2004, June). The alternative public space constructed by youth innovators. Internet Culture Forum, Yonsei University, Seoul, Korea.

**Peer-Reviewed**
: * indicates graduate students.

Kim, H. (2024, June 14-15). Punitive precarity and lucrative death: Legal violence and its production of a new underclass in the neoliberal state. Korean Sociological Association. Pohang, South Korea.

Kiura, M., & Kim, H. (2023, November 15-19). Reconceptualizing constructive employee voice: Understanding the process of voicing in the renewable energy industry in Kenya. The 108th annual convention of the National Communication Association. National Harbor, MD.

Kim, H. (2023, June 9-11). Heteropatriarchal Inertia: Gendered Necropolitics and Institutional Violence Toward Sexual Violence Victims. Theorizing global authoritarianism: To reclaim critical theory against the grain. The International Consortium of Critical Theory Programs Conference. Seoul, South Korea.

Kim, H., Stanley, L.*, & Harms, B.* (2023, May 26). Enacting compassion in mHealth: American adults' experiences of compassionate coaching and resilience building during a prolonged pandemic. The 73rd Annual Conference of International Communication Association. Toronto, Canada.

Kim, H., Pettigrew, J., & Stanley, L.* (2022, May 30). The effects of resilience, social support, and financial strain on coping and wellbeing during the pandemic. The 72nd Annual Conference of the International Communication Association. Paris, France.

Kim, H., Mattson, L.*, Zhang, D.*, & Cho, H. J. (2022, February 19). The roles of organizational and supervisor support in young adult workers' resilience, efficacy, and burnout during the COVID-19 pandemic. The 92nd Annual Convention of the Western States Communication Association, Portland, OR. **(Top Paper Award)**.

Kiura, M.*, & Kim, H. (2021, November 18). A bottom-up approach toward recovering from interactional injustice in the workplace. The 107th Annual Convention of the National Communication Association, Seattle, WA.

Mattson, LD*., Zhang, D.*, Kim, H., & Cho, H. J. (2021, November 19). Surviving COVID-19: The role of supervisory support in young adult workers' resilience, efficacy, and burnout. The 107th Annual Convention of the National Communication Association, Seattle, WA.

Kim, H., Leach, R.*, Kiura, M.*, & Cho, H. J. (2020, August 17-19). Organizational sustainability of community-based social ventures: A case of government-driven local start-ups in South Korea [Paper presentation]. The 22th convention of the Korean Academic Society of Business Administration, Incheon, South Korea.

Kim, H., & Kiura, M.* (2020, May 21-25). Fostering "open communication" through employee voice: The influences of social status and organizational justice on customer care workers' voice [Paper presentation]. The 70th annual conference of the International Communication Association, Gold Coast, Australia. https://www.icahdq.org/page/ICA2020

Kim, H., & Leach, R.* (2020, May 21-25). Customer injustice and its effect on emotional labor among "customer care" workers: Preventing burnout through organizational justice [Paper presentation]. The 70th annual conference of the International Communication Association, Gold Coast, Australia. https://www.icahdq.org/page/ICA2020

Kim, H., Reutlinger, C.*, Leach, R.*, & Kiura, M.* (2020, February). Communication constitutes interactional justice: Conversations across organizational, intercultural, and critical communication scholarship. Paper presented at the 91th annual convention of Western States Communication Association, Denver, CO.

Kim, H., & Leach, R.* (2019, May). I'll make my voice heard: Anonymous social media use, positive change, and affective commitment in centralized organizations. Paper presented at the 69th annual conference of International Communication Association, Washington, D.C.

Kim, H., Posteher, K. A.*, & Tietsort, C.* (2019, April). When data meet supportive communication: Advancing mHealth design and practice informed by social support scholarship. Paper presented at the 5th biennial conference of D.C. Health Communication Conference, Fairfax, VA.

Kim, H., Posteher, K. A.*, & Tietsort, C.* (2019, February). The language of success: Linguistic and behavioral differences among mHealth diabetes prevention program participants. Paper presented at 90th annual convention of Western States Communication Association, Seattle, WA.

Kim, H., & Scott, C. R. (2018, November). Management communication, workplace freedom of speech, and the use of anonymous social media amid organizational change. Paper presented at the 104th annual convention of National Communication Association, Salt Lake City, UT.

Kim, H., Tietsort, C.*, & Posteher, K. A.* (2018, November). Enabling self-management of a chronic condition through patient-centered coaching: A case of an mHealth diabetes prevention program for older adults. Paper presented at the 104th annual convention of National Communication Association, Salt Lake City, UT.

Kim, H., & Scott, C. R. (2018, July). Going anonymous: Uses and perceptions of anonymous social media in an IT organization. Paper presented at the 9th international conference on social media and society, Copenhagen, Denmark.

Kim, H., & Pilny, A. (2018, May). Disparate effects of technology use on the social connectivity among globally-dispersed workers. Paper presented at the 68th annual conference of International Communication Association, Prague, Czech Republic. **(Top Paper Award)**

Kim, H. (2018, February). The mutual constitution of social media use and status hierarchies in global organizing. Paper presented at the 89th annual convention of Western States Communication Association, Santa Clara, CA. **(Top Paper Award)**

Kim, H., Ray, C.*, & Veluscek, A*. (2017, November). Complementary support from facilitators and peers for promoting mHealth engagement and weight loss. Paper presented at the 103rd annual convention of National Communication Association, Dallas, TX.

Kim, H. (2017, May). The visibility paradox: Social media use as a manifestation of knowledge, status, and disparity in global organizing. Paper presented at the 67th annual conference of International Communication Association, San Diego, CA.

Kim, H. (2017, April). The differential roles of facilitators and peers in promoting mHealth engagement for weight loss. Paper presented at the 4th biennial conference of D.C. Health Communication Conference, Fairfax, VA.

Kim, H. (2017, February). Enhancing organizational awareness for distributed knowledge sharing through the use of enterprise social media. Paper presented at the 88th annual convention of Western States Communication Association, Salt Lake City, UT. **(Top 4 Paper Award)**

Kim, H. (2016, November). Technology, networks, and visibility in organizations. Paper presented at the 102nd annual convention of National Communicatoin Association, Philadelphia, PA.

Kim, H., Faw, M., & Michaelides, A. (2016, November). Mobile but Connected: Harnessing the power of self-efficacy and social support for weight loss success through smartphone use. Paper presented at the 102nd annual convention of National Communicatoin Association, Philadelphia, PA.

Kim, H. (2016, June). The power of cohesion during organizational change: Implications for knowledge sharing and strategic communication. Paper presented at the 66th annual conference of International Communication Association, Fukuoka, Japan.

Kim, H. (2015, November). Development of team and organizational awareness scale. Paper presented at the 101st annual convention of National Communication Association, Las Vegas, NV.

Kim, H. (2015, November). Boundaries that matter: Differential impacts of functional, hierarchical, and geographical boundaries on knowledge sharing during organizational change. Paper presented at the 101st annual convention of National Communication Association, Las Vegas, NV.

Kim, H. (2015, October). Enhancing organizational awareness and connectivity through the use of enterprise social media: Implications for knowledge sharing in a changing environment. Paper presented at the 28th Organizational Communication Mini-Conference. East Lansing, MI.

Kim, H. (2015, June). The effects of network range and tie strength on knowledge sharing and performance in the midst of organizational change. Paper presented at the 35th Sunbelt Conference of International Network for Social Network Analysis, Brighton, UK.

Lee, S. K., Kim, H., & Piercy, C. (2015, May). The role of status differentials and homophily in the formation of social support networks in a voluntary organization. Paper presented at the 65th annual conference of International Communication Association, San Juan, Puerto Rico.

Weber, M. S., & Kim, H. (2014, November). Virtuality, technology use, and engagement within organizations. Paper presented at the 100th annual convention of National Communication Association, Chicago, IL.

Kim, H. (2014, September). The paradox of social: Contradictory effects of social media affordances on knowledge sharing and surveillance. Poster presented at the 27th annual Organizational Communication Mini Conference, Lafayette, IN.

Kim, H. (2014, August). Contradictory influences of social media use on knowledge sharing and surveillance. Poster presented at the 74th annual meeting of the Academy of Management, Philadelphia, PA.

Kim, H. (2014, May). Enacting sharing and surveillance through the use of enterprise social media: An organizational tension approach. Paper presented at the 64th annual conference of International Communication Association, Seattle, WA.

Lee, S. K., & Kim, H. (2014, February). An exploratory study of organizational support networks: A case of a Korean immigrant community. Paper presented at the 34th Sunbelt Conference of the International Network for Social Network Analysis, St. Pete Beach, FL.

Gibbs, J. L., Kim, H., & Ki, S. (2013, November). Supportive or controlling?: Investigating the role of concertive control, normative influence, and social support in online community belonging. Paper presented at the 99th annual convention of National Communication Association, Washington, DC.

Kim, H. (2013, October). The awareness paradox: The role of enterprise social media use in knowledge sharing/surveillance in a global high-tech organization. Paper presented at the 26th annual Organizational Communication Mini Conference, Urbana, IL.

Kim, H., & Weber, M. (2013, June). The promise of social: Improving work outcomes in large multinational organizations through the use of collaborative technology. Paper presented at the 63rd annual conference of International Communication Association, London, UK.

Kim, H. (2012, November). The role of social media in social support exchange: enacted social support through Facebook and its health implications. Paper presented at the 98th Annual Convention of National Communication Asociation, Orlando, FL.

Kim, H., & Weber, M. (2012, June). Understanding the use of web-based technologies in a high-tech organization: the role of task properties and communication network characteristics. Poster presented at the 4th annual ACM Web Science Conference, Evanston, IL.

Kim, H., & Lingel, J. (2012, May). Exploring cityscapes: How migrants perceive and interact with (un)familiar urban spaces using location-aware mobile technologies. Paper presented at the mobile preconference of the 62nd annual conference of International Communication Association, Phoenix, AZ.

Kim, H. (2011, May). Real-time social support: enacted social support through seamless communication platforms. Paper presented at the mobile preconference of the 61st annual conference of International Communication Association, Boston, MA.

Gibbs, J., & Kim, H. (2011, May). Invoking the power of Book Club: an investigation of concertive control in an online community. Paper presented at the 61st annual conference of International Communication Association, Boston, MA.

Kim, H. (2008, June). The emergence of "real-time intimacy:" The new mode of communication enabled by convergence of the Internet and mobile phones. Inter-Asia Cultural Studies Society Summer Camp: Imagining 'Inter-Asian-ness' beyond Neo-liberalism, Seoul, South Korea.

Kim, H. (2007, July). Can I make money with virtual products? – The irony of UCC (User-Created Content). Youth and Imaginative Labor: East Asia and Beyond Conference, Temple University, Tokyo, Japan.

Kim, H. (2006, July). Constructing a new time-space as a local community of the youth: a comparative research on Cyworld Korea and Mixi Japan. Cultural Typhoon 2006, Shimokitazawa, Tokyo, Japan.

Kim, H. (2005, September). Formation of the blogger identity and "distinction:" "Identity politics" in a blogger community in Korea. The annual conference of British Sociological Association, Northampton, UK.

Kim, H. (2005, August). Reshaping online communities: When Korean youth meet blogs. The 7th APNG Camp, Taipei, Taiwan.

Kim, H. (2005, August). Full-time intimacy and gendered customization: a case study of (mobile) Cyworld. The 7th APNG Camp, Taipei, Taiwan.

Kim, H. (2005, July). Being there and being here: an analysis of Cyworld users in South Korea. Streaming Media, University of Tokyo, Tokyo, Japan.

Hjorth, L. & Kim, H. (2004, October). Being there: Society of the Phoneur – gendered customizing of mobile telephonic net practices in Seoul. International Conference on Mobile Communication and Social Change, The Korean Association of Broadcasting Studies, Seoul, Korea.

Kim, H. (2004, February). The emergence of the network culture based on individuality. Inter-Asia Cultural Studies Conference: Cultural Theory for Asia – New Pedagogic Possibilities, Center for the Study of Culture and Society, Bangalore, India.

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# TEACHING AND ADVISING

## Ph.D. Committees

Member. Mary Katreeb, 2024 – Present

Member. Blake Harms, 2023 – Present

Co-Chair. Dacheng Zhang, 2021 – 2024

Co-Chair. B. Liahnna Stanley, 2021 – 2023

Co-Chair. Angela Labador, 2021 – 2023

External Member. Kristina Vera-Phillips. (The Walter Cronkite School of Journalism and Mass Communication, Arizona State University), 2021 – Present

External Member. Nisha Sridharan (The Walter Cronkite School of Journalism and Mass Communication, Arizona State University), 2021 – 2024

Chair. Mary Kiura, 2019 – 2022.

Member. Matthew Donovan, 2017 – 2019

Member. Elena Steiner, 2017 – 2019

Member. Kirk Errickson, 2016 – 2019

**Ph.D. Comprehensive Examinations Committees**

Member. Corey Reutlinger, 2019

**M.A. Committees**

Chair. Cary Lopez, 2018

**Other Advising Activities**

Barrett Honors Advisor. Oneida Verduzco. Fall 2018

**Classes Taught**

Spring 2025: Social (In)Justice and Communication (691), Communication & The Workplace (250), Arizona State University

Fall 2024: Organizational Communication (450: 2 sections), Arizona State University

Spring 2024: Organizational Communication (450), Survey of Organizational Communication (691), Arizona State University

Fall 2022: Organizational Communication (450: 2 sections), Arizona State University

Spring 2022: Organizational Communication (450), Survey of Organizational Communication (691), Arizona State University

Fall 2021: Communication for the Business and Professionals (259: 2 sections), Arizona State University

Spring 2021: Communication for the Business and Professionals (259: 2 sections), Arizona State University

Fall 2020: Survey of Organizational Communication (691), Arizona State University

Spring 2020: Organizational Communication (450), Small Group Communication (230), Arizona State University

Fall 2019: Communication in the Workplace (598), Small Group Communication (230), Arizona State University

Summer 2019: Independent Study (690), Arizona State University

Spring 2019: Positive Organizing (691), Communication in the Workplace (598), Arizona State University

Fall 2018, Small Group Communication (230: 2 sections), Arizona State University

Spring 2018: Small Group Communication (230: 2 sections), Arizona State University

Fall 2017: Survey of Organizational Communication (691), Small Group Communication (230), Arizona State University

Spring 2017: Introduction to Organizational Communication (250), Small Group Communication (230), Arizona State University

Fall 2016: Small Group Communication (230), Arizona State University

Fall 2013 – Spring 2015: Organizational Communication Dynamics, Rutgers University

Spring 2012: Communication and Relationships (formerly titled Interpersonal Communication Processes), Rutgers University

## Guest Lectures

Guest Lecture, Spring 2022, Organizational Communication (Graduate course), Texas State University

Guest Lecture, Spring 2016, Introduction to Social Media (Undergraduate course), Rutgers University

Guest Lecture, Fall 2015, Organizational Communication (Undergraduate course), Rutgers University

Guest Lecture, Spring 2015, Knowledge Management in Organizations (Graduate course), Rutgers University

Guest Lecture, Fall 2014, Strategic Presentation (Undergraduate course), Rutgers University

Guest Lecture, Spring 2013, Organizational Communication (Undergraduate course), Rutgers University

Guest Lecture, Spring 2012, Communication Theory (Undergraduate course), Rutgers University

Guest Lecture, Winter 2011, Introduction to Social Media (Undergraduate course), Rutgers University

Guest Lecture, Spring 2011, Communication Theory (Undergraduate course), Rutgers University

Guest Lecture, Fall 2010, Introduction to Communication and Information (Undergraduate course), Rutgers University

Guest Lecture, Spring 2010, Interpersonal Communication Processes (Undergraduate course), Rutgers University

# SERVICE

## Service to the Department/University

Member. Bylaws Revisions Committee. Fall 2024 – Spring 2025

Member. Personnel Committee. Spring 2024 – Present

Member. Jeanne Lind Herberger Fellowship in Communication Award Committee. Spring 2024

Member. Instructor of Performance Studies Search Committee. Spring 2024

Member. Seed Grant Proposal Review Committee. The Transformation Project. Fall 2022

Member. Bylaws Revisions Committee. Fall 2022

Member. College of Social Sciences Dean Search Committee. Spring 2022

Supervisor for COM598 (Communication in the Workplace) course redesign. The Hugh Downs School of Human Communication, Arizona State University. Summer 2021

Panelist for Graduate Students Advising Panel. The Hugh Downs School of Human Communication, Arizona State University. Spring 2021

Member. Personnel Committee. Fall 2018 – Spring 2021

Panelist for the Health Communication Initiative COVID-19 Research Forum. The Hugh Downs School of Human Communication, Arizona State University. Fall 2020

Interim Co-Director. The Transformation Project. Fall 2020

Member. Executive Graduate Faculty Committee. Fall 2020 – Spring 2022

Panelist for the First Friday Forum: "Transitioning from a graduate student to a faculty member." The Hugh Downs School of Human Communication, Arizona State University, Spring 2020

Reviewer. The Herberger Fellowship applications. The Hugh Downs School of Human Communication, Arizona State University. Spring 2020

Reviewer. The Transformation Project seed grant applications. The Hugh Downs School of Human Communication, Arizona State University. Fall 2019 – Spring 2020

Co-chair. Faculty Search Committee (Assistant Professor in Interpersonal Communication in the Digital Age). The Hugh Downs School of Human Communication, Arizona State University, Fall 2019
Resigned in Spring 2020 due to health issues.

Facilitator. CommunicationSoWhite discussions. The Hugh Downs School of Human Communication, Arizona State University. Fall 2019

Member. Ad-hoc Committee on CommunicationSoWhite. The Hugh Downs School of Human Communication, Arizona State University. 2019 – Present

Presenter. CommunicationSoWhite vs. Inclusive Excellence. Faculty retreat. The Hugh Downs School of Human Communication, Arizona State University. Fall 2019

Panelist. Conducting fieldwork and collaborating with organizations. ICGlobal meeting. The Hugh Downs School of Human Communication, Arizona State University. Spring 2019

Member. Symposium Organizing Committee. Communication Pedagogy as Conversation. The Hugh Downs School of Human Communication, Arizona State University, Fall 2018 – Spring 2020

Course design and the Master course shell development for the Online Masters Program: Communication in the Workplace (COM 598). The Hugh Downs School of Human Communication, Arizona State University, Spring 2017 – Spring 2019

Member. Faculty Search Committee (Assistant Professor in Communication). The Hugh Downs School of Human Communication, Arizona State University, Fall 2018

Member. Graduate Program Evaluation Working Group. Academic Program Review Committee. The Hugh Downs School of Human Communication, Arizona State University, Fall 2018

Organizer. the Syllabus Design Workshop: "How to put you in the syllabus." The Hugh Downs School of Human Communication, Arizona State University, Fall 2018

Developed a public, open-source online module on "Social movement in South Korea" to be used for organizational communication courses at the undergraduate level, funded by Asia Mediated Project. Center for Asian Research, Arizona State University, Spring 2018

Course development for the Online Masters Program: Communication in the Workplace (COM 598). The Hugh Downs School of Human Communication, Arizona State University, Spring 2017 – Fall 2018

Panelist for the Brown Bag Session: "Preparing for the Comprehensive Examinations" organized by Communication Graduate Student Association of the Hugh Downs School of Human Communication, Arizona State University, Fall 2017

Coordinating and organizing the Hugh Downs Research Fellow Dr. Gail Fairhurst's visit. Spring 2017 – Fall 2017

Panelist for the First Friday Forum: "Publishing and the Revise and Resubmit Process." The Hugh Downs School of Human Communication, Arizona State University, Spring 2017

Panelist for the Brown Bag Session: "Going on the Job Market" organized by Communication Graduate Student Association of the Hugh Downs School of Human Communication, Arizona State University, Fall 2016

Designed a new course Virtual Team Dynamics for Interdisciplinary Undergraduate Program in Digital Communication, Information and Media (DCIM), School of Communication and Information, Rutgers University, Fall 2014 – Spring 2015

Served as a course coordinator for Organizational Communication Dynamics, a requirement course for Undergraduate Program in Digital Communication, Information, and Media (DCIM). Maintained a course

website, created and distributed course materials, as well as trained new instructors. School of Communication and Information, Rutgers University, Fall 2013 – Spring 2015

Presenter for the Qualifying Examinations Panel organized by Doctoral Student Association of School of Communication and Information, Rutgers University, Spring 2015

Research Associate, 2010 – 2013
Center for Mobile Communication Studies, Rutgers University.

**Editorial Board**

Board Member, 2025 – 2028
QED: A Journal in GLBTQ Worldmaking

Board Member, September 1, 2023 – Present
Management Communication Quarterly

Board Member, September 1, 2023 – Present
Journal of International and Intercultural Communication

Board Member, January 1, 2024 – December 31, 2026
Western Journal of Communication

Board Member, 2021 – Present
Social Korea

**Service to the Academic Associations**

Chair (2025). Nominating Committee. Organizational Communication Division. International Communication Association.

Chair (2023 – 2025). Publications Committee. Western States Communication Association.

Respondent (2024). Research Escalator. Organizational Communication Division. The 109th Annual Convention of the National Communication Association. New Orleans, LA.

Panelist (2024). Showing up, regardless: Rethinking academic work as cultural labor through negation, tension, and praxis. The 109th Annual Convention of the National Communication Association. New Orleans, LA.

Panelist (2024). Mentorship in the Joint Struggle for Justice and Liberation. The 109th Annual Convention of the National Communication Association. New Orleans, LA.

Mentor (2024). Mutual Mentoring, Networking and Community Building as Asian/Pacific American Scholars. The 109th Annual Convention of the National Communication Association. New Orleans, LA.

Respondent (2023). Research Escalator. Organizational Communication Division. The 108th Annual Convention of the National Communication Association. National Harbor, MD.

Panelist (2023). Against the heteropatriarchal backlash: Reclaiming freedom from the gendered forms of state, institutional, and administrative violence. The 108th Annual Convention of the National Communication Association. National Harbor, MD.

Chair (2023). Against the heteropatriarchal backlash: Reclaiming freedom from the gendered forms of state, institutional, and administrative violence. The 108th Annual Convention of the National Communication Association. National Harbor, MD.

Respondent (2023). Research Escalator. Organizational Communication Division. The 73rd Annual Conference of the International Communication Association. Toronto, Canada.

Chair (2023). B.E.S.T Session I: Critical approaches to organizational communication. The 73rd Annual Conference of the International Communication Association. Toronto, Canada.

Member (2023). Redding Dissertation Award Committee. Organizational Communication Division. International Communication Association.

Member (2021 – 2022). Golden Anniversary Monograph Award Committee. National Communication Association.

Respondent (2022). Questions of identity and voice in organizational communication. The 72nd Annual Conference of the International Communication Association. Paris, France.

Chair (2022). Communicating care and resiliency. The 72nd Annual Conference of the International Communication Association. Paris, France.

Chair (2021). Organizational Communication Division Town Hall. The 107th annual convention of National Communication Association. [Virtual]

Member (2021 – 2023). Publications Committee. Western States Communication Association.

Chair (2020 – 2022). The Committee on Inclusion, Diversity, Equity, and Access (IDEA). Organizational Communication Division. National Communication Association.

Member (2020). Nominating Committee. Organizational Communication Division, National Communication Association.

Representative (2020 – 2021). Legislative Assembly. Organizational Communication Division. National Communication Association.

Chair (2020). Organizational Communication Division Town Hall. The 106th annual convention of National Communication Association. [Virtual]

Co-organizer (2020). Decolonizing and unconferencing: Social justice in organizational communication. Pre-conference for the 106th annual convention of National Communication Association [Virtual].

Panelist (2020). Living whole lives during a pandemic. Organizational Communication Mini-Conference. University of South Florida, FL. [Virtual]

Respondent (2020). B.E.S.T. Session: Navigating membership, conflict, and culture. The 70th annual conference of International Communication Association, Gold Coast, Australia. https://www.icahdq.org/page/ICA2020

Chair (2020). Voice and the work of inclusion. The 70th annual conference of International Communication Association, Gold Coast, Australia. https://www.icahdq.org/page/ICA2020

Chair (2019 – 2020). The Ad-hoc Committee on Diversity and Inclusion. Organizational Communication Division. National Communication Association.

Chair and Respondent (2019). From surviving to thriving: Improving practice and training through positive organizational scholarship. The 105th annual convention of National Communication Association, Baltimore, MD.

Panelist (2019). Surviving the academic job market as international scholars: Stories, strategies, and recommendations. The 105th annual convention of National Communication Association, Baltimore, MD.

Panelist (2019). Conversation as a defining moment for the communication discipline: How human connection can survive and thrive in an age of social media and digital communication. The 105th annual convention of National Communication Association, Baltimore, MD.

Organizer (2019). Research Escalator Sessions I and II. Organizational Communication Division. The 69th annual conference of International Communication Association, Washington, D.C.

Respondent (2018). Crack the whip: Moving in and out of gropus for more meaningful organizing. The 104th annual convention of National Communication Association, Salt Lake City, UT.

Mentor (2018). Research Escalator Sessions I and II, Organizational Communication Division. The 68th annual conference of International Communication Association, Prague, Czech Republic.

Representative for Organizational Communication Division (2017). The division and interest group fair at the 103rd annual convention of National Communication Association, Dallas, TX.

Respondent (2017). Broadcasting from the brink: Marginalized and mediated voices in health communication. The 88th Annual Convention of Western States Communication Association, Salt Lake City, UT.

Panel Organizer and Chair (2016). Social Network Approach to Engaged Scholarship: Creating Actionable Knowledge through Collaboration with Organizations. The 66th annual conference of International Communication Association, Fukuoka, Japan.

Organizing Committee Member (2010). Organizational Communication Mini Conference. Rutgers University, New Brunswick, NJ.

**Advisory Committee**

Advisor, 2017
Art Collider, Korea National University of Arts, South Korea

Member, 2006 – 2009
Advisory Committee for Media Accountability, SK Communications Corporation, South Korea

Member, 2006 – 2007
Advisory Committee for DARAK Indie-Animation Festival, South Korea

Member, 2005
Advisory Committee for Juan Media Festival, Incheon Metropolitan City Government, South Korea

Judge, 2005 – 2007
InfoTrust Awards, Seoul, South Korea

Judge, 2005
Korean Blog Awards, Seoul, South Korea

**Community Service**

Contributor, 2023 – Present
The Hankyoreh, South Korea

Contributor, 2022
SisaIN Press, South Korea

Editorial Board, 2021 – Present
Social Korea, South Korea

Chair, 2021
PyeongChang Peace Forum (http://ppf.or.kr/), South Korea

Contributor, 2020 – 2021
The Women's News (https://www.womennews.co.kr/), South Korea

Member, 2020 – Present
Network for Women's Politics in South Korea

Member, 2020 – Present
Korea Sexual Violence Relief Center (http://sisters.or.kr)
Civic organization that supports sexual violence victims and advocates gender equality

Member, 2020 – Present
Korean Lawyers for Public Interest and Human Rights (https://hopeandlaw.org)

Member, 2020 – Present
Solidarity Against Disability Discrimination (http://sadd.or.kr/), South Korea
Civic organization that advocates disbility justice and offers educational courses on disability studies

Member, 2020 – Present
Solidarity for LGBT Human Rights of Korea (http://lgbtpride.or.kr/)
Civic organization that advocates gender equality and queer human rights

Member, 2014 – Present
Korean House for Internatioanl Solidarity (http://khis.or.kr)
Civic organization that monitors multinational corporations' labor practices (offshoring in particular).

Member, 2007 – 2019
Korean Progressive Network Center (http://jinbo.net)
Civic organization that examines and proposes information policy regarding privacy, freedom of expression, net neutrality, and digital governance.

Member, 2010 – 2014
Creative Commons Korea (http://creativecommons.org)
Nonprofit organization that enables sharing knowledge and creativity online through free legal tools.

Volunteer, 2006 – 2007
Creative Commons Korea (http://creativecommons.org)
Nonprofit organization that enables sharing knowledge and creativity online through free legal tools.

Member, 2004 – 2007
Asia Pacific Networking Group
Research organization for the development of network infrastructure in Asia.

Organizer (2008). Citizen Journalist School for Teenagers, Center for Youth and Cultural Studies at Yonsei University and OhMyNews Corporation (www.ohmynews.com), KangHwa Island, South Korea.

Organizer (2007). Introduction to Media Art for Teenagers and Teachers, Center for Youth and Cultural Studies at Yonsei University, Seoul, South Korea.

Organizer (2007). Media Art Programming Course for Teenagers and Teachers, Center for Youth and Cultural Studies at Yonsei University, Seoul, South Korea.

Organizer (2004). The 2nd Next Generation Forum: Blogging Culture in Transition, Yonsei University, Seoul, South Korea.

Organizer (2004). Internet Culture Forum, Yonsei University, Seoul, South Korea.

Organizer (2003). Who Will Create the "Global Knowledge," Yonsei University, Seoul, South Korea.

Organizer (2002). Finding a Vision to Establish Yonsei Women's Studies Program, Yonsei University, Seoul, South Korea.

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# INDUSTRY EXPERIENCE

## Corporate Consulting

Sopoong Ventures, LLC. Seoul, South Korea, 2018 – 2021
Published a handbook on organizational justice for social enterprises and start-ups.

IBM, Inc., New York, NY, 2015
Delivered a white paper on digital marketing/sales, collaboration, and knowledge sharing. (Principal Investigator: Matthew Weber, Rutgers University)

Infragistics, Inc., Cranbury, NJ, 2014 – 2015

Presented research findings on distributed knowledge work, technology use, and how to better support organizational change effort.

Noom, Inc., New York, NY, 2015
Delivered a white paper "Weight loss and power of Noom Groups: The role of social and psychological influences."

Noom, Inc., New York, NY, 2014
Presented research findings on the impact of social and psychological factors on behavioral change and weight loss outcomes.

**Professional Positions**

Researcher. Sopoong Ventures Corp. 2019
A social enterprise model of organizational justice

Consultant/Researcher. IBM, Inc., Network Kinetics, LLC. 2015
Fostering knowledge sharing and performance among distributed sales workers

Researcher/Product Developer/Program Designer. Center for Youth and Cultural Studies, Yonsei University. March 2007 – May 2008
The Online Learning Ecosystem Project

Product Design. TNC, Inc. January 2007 – February 2007
Task Force Team for Product Development

Researcher. ThinkTank, Daum Communications Corporation. May 2004 – December 2004
Early adopters and online community culture.

Part-time Researcher. NCSOFT Corporation. March 2003 – December 2003
Studio 16 (3D gaming development team)

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# PROFESSIONAL DEVELOPMENT

Completed the 21st Annual Summer Institute on Innovative Approaches to Randomized Behavioral Clinical Trials. National Institutes of Health (Office of Behavioral and Social Sciences Research, National Heart, Lung, and Blood Institute, Office of Disease Prevention), 2021

Completed the intercultural development training. Organizational Communication Division, National Communication Association, 2020

Attended the virtual workshop "Exploring Race Matters" by Dr. Brenda J. Allen. 2020

Attended the workshop "Feminist/Queer/Raced Agitations for Social Justice: Reflections on Surviving Emotional Labor and Resistant Praxis in the Academy." Western States Communication Association, 2020

Completed the Master Class for Teaching Online (Certificate conferred). ASU Online, Arizona State University, 2017

Attended the workshop "Actualizing Accountability: Teaching for Critical Engagement" by Dr. Nicole Martin, The Hugh Downs School of Human Communication, Arizona State University, 2017

Attended Federal Health Communication Funding Opportunities Pre-Conference, D.C. Health Communication Conference, George Mason University, 2017

Attended the New Assistant Professor Workshop "Preparing for the Tenure Review" (Certificate conferred). College of Liberal Arts and Sciences, Arizona State University, 2017

Attended the New Assistant Professor Workshop "Becoming a Colleague" (Certificate conferred). College of Liberal Arts and Sciences, Arizona State University, 2016

Attended the New Assistant Professor Workshop "Research Development at ASU" (Certificate conferred). College of Liberal Arts and Sciences, Arizona State University, 2016

Attended the Interactive Workshop on Visibility and Recognition. Faculty Women of Color Caucus, Arizona State University, 2016

Attended the Workshop on Pedagogy in Multicultural Classrooms. The Hugh Downs School of Human Communication, Arizona State University, 2016

Attended NIH's Grant Briefing Webinar, Center for Scientific Review, The National Institute of Health, 2016

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## PROFESSIONAL AFFILIATIONS

2010 – Present. International Communication Association
2012 – Present. National Communication Association
2014 – 2017. International Network for Social Network Analysis
2014 – 2017. Academy of Management
2014 – Present. Korean American Communication Association
2017 – Present. Western States Communication Association
2017 – 2021. Center for Intercultural New Media Research
2017 – Present. Center for Asian Research
2020 – Present. Center for Innovation in Healthy and Resilient Aging
2024 – Present. Korean Sociological Association