

Sanghoon Hoonie Kang – Curriculum Vitae

The Chinese University of Hong Kong (CUHK) Business School
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APPOINTMENTS

2021 - Present **CUHK Business School**, Assistant Professor

EDUCATION

- 2015 - 2021 **RUTGERS BUSINESS SCHOOL**, New Jersey, USA
- Ph.D in Department of Management and Global Business
 - Concentration: Decision-making, Organizational Behavior
 - Dissertation: Fragility of Expertise: Doubling Down or Revising? [**In Press at Academy of Management Journal**]
 - Chair: *Jerry Kim*
 - Inside Committee: *Terri Kurtzberg (academic advisor), Alex Van Zant*
 - Outside Committee: *Daniel Ames (Columbia Business School)*
- 2009 - 2011 **YONSEI UNIVERSITY**, Seoul, South Korea
- Master in Science in Management
 - Concentration: Organizational Behavior
 - Graduate GPA: 4.10/4.30
- 2007 - 2010 **YONSEI UNIVERSITY**, Seoul, South Korea
- Bachelor of Arts (Magna Cum Laude) in Economics
 - Concentration: Microeconomics
 - Graduate GPA: 3.94/4.30

RESEARCH AREAS

Decision-Making, Defensiveness/Behavioral Change, Cognitive Biases (e.g., Overconfidence), Egocentrism, Negotiations

REFEREED PUBLICATIONS

1. Kang, S., & Kim, J. 2021. The Fragility of experts: A moderated-mediation model of expertise, identity threat, and overprecision, *Academy of Management Journal (In Press)* [**Impact Factor: 7.571**]
 - This is the first paper to come from my dissertation project data.
 - Introduced in “AoM Insights.”
2. Kang, S., & Kurtzberg, T. 2019. Reach for your cell phone at your own risk: The cognitive costs of media choice for breaks. *Journal of Behavioral Addictions*, 8(3), 395-403. [**Impact Factor: 3.628**]
 - Selected for inclusion in the Academy of Management Meeting Briefs (2019).
 - Introduced in 120+ worldwide media (e.g., FOX TV, Yahoo, Science Daily etc.)
 - Full list available upon request (summary on page 4).
 - Paper available at personal website.
3. Kurtzberg, T., Kang, S., & Naquin, C. 2018. The effect of e-communication richness on negotiation performance: Screen size, video, and text in negotiations. *Group Decision and Negotiation*, 27(4), 573-592. DOI: 10.1007/s10726-018-9574-x [**Impact Factor: 2.010**]

- Abstract included in the “Research Insights” column for the Dispute Resolution Magazine, winter 2019 (the publication of the Dispute Resolution Section of the American Bar Association, with 9000 subscribers in print and electronic distribution to another 7000-9000 law students each year).
 - Paper available at personal website.
4. Kang, S., & Park, H. 2014. As long as you trust me: Negotiation outcome upon power transition, asymmetric awareness, and trust. *Academy of Management Proceedings*, vol. 2014 no.1, p.10179.
 5. Kang, S. & Park, H. 2014. Negotiation dynamics upon power transition awareness. *Korean Association of Negotiation Studies*, 17(1), 51-70 (ISSN 1598- 639X).

PAPERS UNDER REVIEW & SELECTED PAPERS IN PROGRESS

1. The pitfalls of self-affirmation: The relationship between status and threat perception (with Jerry Kim) [**Targeting Organization Science – Expected Submission March 2021**]
2. Algorithms and Expert Decision Making (with Jerry Kim) [**Collecting Experimental Data (1st Study): Target yet selected**]
3. Expertise and expert identification (with Jerry Kim) [**Idea Generating Stage**]
4. Does experimental disclosure enhance interpersonal networking? (with Daniel Levin and Jerry Kim) [**Collecting Field Data (2nd Study): Targeting Administrative Science Quarterly**]
5. Rivalry and perception of BATNA (with Julia Hur and Gavin Kilduff of NYU Stern School of Business) [**Collecting Experimental Data (3rd Study): Target yet selected**]
6. Incubation: Providing delayed feedback to foster development [**Idea Generating Stage**]

ACADEMIC HONORS & AWARDS

2019 - 2020	Graduate School Dissertation Fellowship (\$20,000)
2019	Dean’s Fund for the Summer Research Assistantship (\$4,200)
2018	Dean’s Fund for the Summer Research Assistantship (\$4,200)
2017	Rutgers Advanced Institute for the Study of Entrepreneurship and Development (RAISED) Summer Reward (\$4,200)
2015 - 2017	Fulbright Graduate Study Award (\$70,000)
2007 - 2010	Graduated Magna Cum Laude – Yonsei University <ul style="list-style-type: none">• Full Scholarship Every Semester

INVITED PRESENTATIONS

2019	Cornell University, <i>Experimental Psychology and Organizations (ExPO) Lab Weekly Seminar</i> , Ithaca, NY (April)
2017	Rutgers Business School, <i>The Rutgers Advanced Institute for the Study of Entrepreneurship and Development (RAISED) Seminar</i> , Newark, NJ (May)

CONFERENCE & MEETING PRESENTATIONS

2021	“The Fragility of experts: Doubling Down or Revising?” <i>Academy of Management (AoM) Conference</i> , Virtual Presentation
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- 2019 “Optimizing breaks by not reaching to your cell phone: Screen engagement and cognitive depletion.” *Academy of Management (AoM) Conference*, Boston, MA.
- 2017 “The effect of e-communication richness on negotiation performance: Screen size, video, and text in negotiations.” *Academy of Management (AoM) Conference*, Atlanta, GA.
- 2014 “As long as you trust me: Negotiation outcome upon power transition, asymmetric awareness, and trust.” *Academy of Management (AoM) Conference*, Philadelphia, PA.
- 2012 “Experience and the process of negotiation: Frequency, sequence, and phase.” *Junior Scholar Club*, Seoul, South Korea.

TEACHING & WORK EXPERIENCE

2017 - Present **Rutgers Business School**

Instructor

Management Skills (33:620:302): Fall 2017, Spring 2018, Fall 2018, Fall 2020 (Synchronous Teaching)

- Recent Mean Rating
 - Online Synchronous: 4.71/5.0 (Department Average: 4.18/5.0)
 - In Person: 4.52/5.0 (Department Average: 4.29/5.0)
- Taught course using various materials (e.g., textbook, case studies, negotiation simulations)

Teaching Assistant

Negotiation (29:620:350): Spring 2018

2012 - 2015 **Korea Military Academy, 1st Lieutenant (Honorably Discharged)**

Assistant Professor in the Academic Board

Conflict Management: 2013 - 2015

Military English (Reading and Conversation): 2012 – 2014

- Taught either 9 (three sections) or 12 (four sections) credits every semester

REFERENCES

Jerry W. Kim

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SUMMARY OF PRESS COVERAGE

On Cell Phone Use During Breaks:

Interview

- Interview on 08/20/19 with Danielle Zickl, Associate Health & Fitness Editor for Runner's World
- Radio Interview on 08/23/19 with Dino Flammia and the news team at New Jersey 101.5 FM (<https://nj1015.com/rutgers-research-using-cellphone-on-work-breaks-is-big-mistake/>)
- Television Interview on 08/26/19 with Bill Spadea on Chasing News broadcasted on My9 (New York), FOX5 (New York), and FOX 29 (Philadelphia).

Article - 120+ worldwide articles including (full list and links available upon request):

- Psychology Today (<https://www.psychologytoday.com/us/blog/neuronarrative/201909/study-put-down-your-smartphone-let-your-brain-recharge>)
- msn.com (<https://www.msn.com/en-us/health/health-news/if-you-need-a-mental-break-from-work-dont-check-your-phone-says-a-new-study/ar-AAG43pY>)
- Science Daily (<https://www.sciencedaily.com/releases/2019/08/190819132130.htm>)
- The Daily Mail UK (<https://www.dailymail.co.uk/sciencetech/article-7374853/Being-phone-break-work-doesnt-let-mentally-recharge.html>)
- The Statesman (<https://www.thestatesman.com/lifestyle/cellphone-breaks-not-good-brain-study-1502790491.html>)
- PC World (<https://pcworld.com.br/mexer-no-celular-nao-ajuda-a-descansar-o-cerebro/>)
- Yahoo News Singapore (<https://sg.finance.yahoo.com/news/mental-break-dont-check-phone-says-study-103015619.html>)
- Business Standard (https://www.business-standard.com/article/pti-stories/taking-a-break-from-mental-task-keep-your-smartphone-away-119082000335_1.html)