

Jung-Hoon Han

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ACADEMIC EMPLOYMENT

SKK Graduate School of Business (GSB), Sungkyunkwan University Assistant Professor of Management	2023-present
Robert J. Trulaske, Sr. College of Business, University of Missouri Assistant Professor of Management	2020-2023

EDUCATION

Smeal College of Business, Pennsylvania State University Ph.D. in Management & Organization	2020
Yonsei School of Business, Yonsei University M.S. in Business Administration	2015
B.A. in Business Administration	2012

RESEARCH INTERESTS

My research focuses on how the sociocognitive processes surrounding organizations affect their behaviors and outcomes in various contexts including organizational misconduct, corporate governance, cultural industries, and entrepreneurial markets. Naturally, my theoretical focus is on, but not limited to, social approval assets (e.g., status, reputation, and celebrity), social disapproval liabilities (e.g., stigma and infamy), signals, and categories.

PUBLICATIONS

Han, J.-H., Pollock, T. G., & Graffin, S. D. 2024. Now you see me: How status and categorical proximity shape misconduct scandalization. *Academy of Management Journal*, 67(1): 208-231.

*Covered by [AMJ Podcast](#), [LSE Business Review](#), and [AOM Insights](#)

Han, J.-H., Pollock, T. G., & Paruchuri, S. 2023. Goofus or Gallant? An attribution-based theory of misconduct spillover valence. In M. Clemente, C. Gabbioneta, & R. Greenwood (Eds.), *Research in the Sociology of Organizations*, 85: 35-51. Bingley, UK: Emerald.

Paruchuri, S., Han, J.-H., & Prakash, P. 2021. Salient expectations? Incongruence across capability and integrity signals and investor reactions to organizational misconduct. *Academy of Management Journal*, 64(2): 562-586.

Han, J.-H., & Pollock, T. G. 2021. The two towers (or somewhere in between): The behavioral consequences of positional inconsistency across status hierarchies. *Academy of Management Journal*, 64(1): 86-113.

Pollock, T. G., Lashley, K., Rindova, V. P., & Han, J.-H. 2019. Which of these things are not like the others? Comparing the rational, emotional and moral aspects of reputation, status, celebrity and stigma. *Academy of Management Annals*, 13(2): 444-478.

RESEARCH IN PROGRESS

Names of coauthors listed in alphabetical order. Original titles withheld to honor the review process.

“Reputation, celebrity, and the scandalizing of organizational misconduct” with S. Paruchuri and T. G. Pollock. (Under 3rd Review at *Strategic Management Journal*)

“Status, celebrity, and misconduct spillovers to bystanders” with S. Paruchuri and T. G. Pollock.

“Social determinants of CEO political activism” with G. A. Rizzi.

“Attribution bias and CEO reemployment” with J. Kang.

“Firm outcome of celebrity CEO dismissal” with T. G. Pollock and T. Kim.

“Diffusion of CEO political activism” with A. Gupta and G. A. Rizzi.

“Cooperation vs. competition in status accumulation” with Y. Chen, S. T. Downing, and J. Lee.

“CEO regulatory focus and strategic (non)conformity” with J. Andrus.

CONFERENCE PARTICIPATION AND INVITED PRESENTATIONS

*Special designations by conferences and academic societies.

Han, J.-H., Pollock, T. G., & Paruchuri, S. “Public enemies? The differential effects of reputation and celebrity on corporate misconduct scandalization” Presented at the SNU Business School,

Seoul National University, Seoul, Korea, December 2023.

Han, J.-H. “Navigating the publication process: Generating research ideas, framing contributions, and so on.” Presented at the Department of Educational Technology, Hanyang University, Seoul, Korea, December 2023.

G. A. Rizzi, & Han, J.-H. “Decision to speak: How social pressures shape CEO political activism” Presented at the Strategic Management Society Annual Conference, Toronto, Canada, September 2023. **Finalists for Best Conference Paper Award and Best Responsible Research Award*

Han, J.-H., Pollock, T. G., & Paruchuri, S. “Public enemies? The differential effects of reputation and celebrity on corporate misconduct scandalization” Presented at the Oxford University Centre for Corporate Reputation Annual Symposium, Oxford, UK, August 2023.

Han, J.-H. “Social pressures, movements and change: Determinants of CEO and corporate sociopolitical activism” Presented at the Academy of Management Annual Meeting, Boston, MA, August 2023. Symposium sponsored by OMT and SIM divisions. (Organizers: S. Darnell & G. A. Rizzi; Other presenters: M. K. Chin, A. Wowak, J. R. Busenbark, M. Zhang, M. R. DesJardine, F. Briscoe, G. Gregorich, V. Burbano, & D. J. Wang) **Showcase Symposium*

Han, J.-H., Pollock, T. G., & Graffin, S. D. “The effects of past transgressors' status and categorical proximity on scandalization of misconduct” Presented at the Oxford University Centre for Corporate Reputation Annual Symposium, Oxford, UK, September 2022.

Han, J.-H., Pollock, T. G., & Graffin, S. D. “The effects of past transgressors' status and categorical proximity on scandalization of misconduct” Presented at the Academy of Management Annual Meeting, Seattle, WA, August 2022. **Best Paper Proceedings*

Han, J.-H., Paruchuri, S., & Pollock, T. G. “Status, celebrity, and misconduct spillovers to bystanders” Presented (virtually) at the Academy of Management Annual Meeting, August 2021.

Han, J.-H., Pollock, T. G., & Paruchuri, S. “Public enemies: Reputation, celebrity, and scandalizing organizational misconduct” Presented (virtually) at STORM Research Center, Emlyon Business School, Lyon, France, May 2021.

Han, J.-H., Pollock, T. G., & Paruchuri, S. “Public enemies: Reputation, celebrity, and scandalizing organizational misconduct” Presented (virtually) at the Academy of Management Annual Meeting, August 2020.

Han, J.-H., & Pollock, T. G. “Competing effects of information availability and visibility enhancement on post-IPO media coverage” Presented at the Academy of Management Annual Meeting, Boston, MA, August 2019. **Best Paper Proceedings*

Han, J.-H., & Pollock, T.G. “The two towers (or somewhere in between): The behavioral consequences of positional inconsistency across multiple status hierarchies” Presented at the Oxford University Centre for Corporate Reputation Annual Symposium, Oxford, UK, September

2018.

Han, J.-H. "Consequences of positional inconsistency across multiple status hierarchies in Hollywood" Presented at the Academy of Management Annual Meeting, Chicago, IL, August 2018. **SERI Scholarship awarded by the Association of Korean Management Scholars*

Han, J.-H., & Seo, Y. "What's next? An alternative and creative look at measuring social evaluations" Organized and presented at the Academy of Management Annual Meeting, Chicago, IL, August 2018. Symposium sponsored by OMT, STR, and RM divisions. (Discussant and Panelists: J. Bundy, H. Kim, Y. Mishina, M. Pfarrer, & D. Lange) **Showcase Symposium*

Han, J.-H., Rhee, M., & Kwak, J. "Status as a catalyst: The effect of investment banks' status on acquisition process" Presented at the Academy of Management Annual Meeting, Vancouver, Canada, August 2015.

Han, J.-H., & Kwak, J. "Structural holes and organizational status as indirect effects: The role of advisor banks in the information control over cross-border acquisitions, 1996-2010" Presented at the British Academy of Management Annual Meeting, Belfast, UK, September 2014.

Han, J.-H. "Which matchmaker do you want? Advisor banks and the effects of their network position on uncertainty control in cross-border acquisitions, 1996-2010" Presented at the Academy of International Business Annual Meeting, Vancouver, Canada, June 2014.

AWARDS AND HONORS

Best Conference Paper Award Finalist <i>Strategic Management Society</i>	2023
Best Responsible Research Award Finalist <i>Strategic Management Society</i>	2023
ABCD (Above-and-Beyond-Call-of-Duty) Award (outstanding review) <i>OMT Division of the Academy of Management</i>	2018
SERI (Samsung Economic Research Institute) Scholarship (best student paper) <i>Association of Korean Management Scholars</i>	2018
M&O Summer Research Excellence Funding <i>Department of Management & Organization, Smeal College of Business</i>	2018-2019
University Graduate Fellowship <i>Pennsylvania State University</i>	2015-2016
Undergraduate Scholarship	2006-2011

Korea Foundation for Advanced Studies

TEACHING EXPERIENCE

SKK Graduate School of Business

Corporate Strategy in Korea (MBA)

Technology Management (MBA)

Trulaske College of Business and Smeal College of Business

Strategic Management (undergraduate)

SERVICE

Ad Hoc Reviewing

Academy of Management Journal, Organization Science, Organizational Behavior and Human Decision Processes