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ACADEMIC POSITIONS

University of Southern California, Marshall School of Business

- Professor (2014 – present)
- Associate Professor with Tenure (2005-2014)
- Assistant Professor (1998-2005)

INSEAD

- Visiting Professor (Spring 2007)

Washington University in St. Louis, Olin School of Business

- Lecturer (1997-1998)

Northwestern University, J.L. Kellogg Graduate School of Business

- Lecturer (1996-1997)

EDUCATION

Ph.D. Organization Behavior, J.L. Kellogg Graduate School of Management, Northwestern University, June 1998.

M.S. Organization Behavior, J.L. Kellogg Graduate School of Management, Northwestern University, December 1995

B.A. High Honors, Psychology and Economics, Wesleyan University, June 1991

RESEARCH INTERESTS

The dynamics of interpersonal perceptions and their implications for negotiations, group decisions, & dispute resolution.

AWARDS & GRANTS

1. Outstanding Senior Scholar Paper Award (2025). ComplianceNet.
2. Distinguished Winner - Responsible Research in Management Award (2023). Co-sponsored by the Academy of Management Fellows Group and the Community for Responsible Research in Business and Management.
3. National Science Foundation (10/1/2018 – 3/31/2022). Advancing the use of automatic dialogue systems for teaching communication and interpersonal skills. (Amount: \$744,862; Award #: IIS-1822876)
4. Dean's Service Award (2017). USC Marshall School of Business
5. Best Paper with Graduate Student as Lead Author Award. International Association for Conflict Management (2014).
6. Faculty Research Grant (2012). USC Greif Center for Entrepreneurial Studies.

7. Most Influential Article Award for papers published between 2003 through 2006 (2011). Academy of Management, Conflict Management Division.
8. Advancing Scholarship in the Humanities and Social Sciences Grant (2010). Univ. of S. California.
9. Outstanding Article Award for the Best Paper Published in 2005 (2007). International Association for Conflict Management.
10. Outstanding Article Award for the Best Paper Published in 2004 (2006). International Association for Conflict Management.
11. Best Empirical Paper Award (2005). Academy of Management, Conflict Management Division.
12. Ascendant Scholar (2004). Western Academy of Management.
13. Marshall School of Business, University of Southern California.
 - a. Dean's Award for Excellence in Research (2005)
 - b. Dept. Excellence in Research Award (2004)
 - c. Dept. Excellence in Research, Teaching, & Service Award (2003 & 2009)
14. Outstanding Conceptual Paper Award (2000). International Association for Conflict Management.
15. James H. Zumberge Research and Innovation Grant (2000). University of Southern California.
16. Best Dissertation Prize for groups research (1999). American Psychological Association, Group Psychology and Group Psychotherapy Division.
17. Best Paper with Graduate Student as Lead Author Award (1999). International Association for Conflict Management.
18. Best Graduate Student Paper Award (1997). Academy of Management, Conflict Management Division.
19. State Farm Doctoral Dissertation Award (1996).
20. Teaching Award (1996). Kellogg Graduate School of Management, Northwestern University.

BOOKS

1. Kim, P.H. (2023). How trust works: The science of how relationships are built, broken, and repaired. New York: Flatiron Books (Macmillan).

JOURNAL PUBLICATIONS

1. Hale, J., Kim, P.H., and Gratch, J. (2025). "Provably fair algorithms may perpetuate racial and gender bias: A study of salary dispute resolution," Autonomous Agents and Multi-Agent Systems, 39(20), 1-15.
2. Kim, P.H., Han, A.J., Mislin, A.A., & Tuncel, E. (2023) Retrospective blind spots in reputation management: Implications for perceived moral standing and trust following a transgression. Journal of Experimental Social Psychology, 107, 104461.
3. Kim, P.H., Wiltermuth, S.S., & Newman, D. (2021). A theory of ethical accounting and its implications for hypocrisy in organizations. Academy of Management Review, 46(1), 172-191.
4. Lanaj, K., Kim, P.H., Koopman, J., & Matta, F. (2018). Daily mistrust: A resource perspective and its implications for work and home. Personnel Psychology, 71, 545-570.
5. Kim, P.H., Ployhart, R.E., & Gibson, C.B. (2018). Is organizational behavior overtheorized? Academy of Management Review, 43(4), 1-5.

6. Ferrin, D.L., Cooper, C.D., Dirks, K.T., & Kim, P.H. (2018). Heads will roll! Routes to effective trust repair in the aftermath of a CEO transgression. Journal of Trust Research, 8(1), 7-30.
7. Kim, P.H., Mislin, A., Tuncel, E., Fehr, R., Cheshin, A., & Van Kleef, G.A. (2017). Power as an emotional liability: Implications for perceived authenticity and trust after a transgression. Journal of Experimental Psychology: General, 146(10), 1379-1401.
8. Harmon, D.J., Kim, P.H., & Mayer, K.J. (2015). Breaking the letter vs. spirit of the law: How the interpretation of contract violations affects trust and the management of relationships. Strategic Management Journal, 36, 497-517.
9. Kim, P.H. & Harmon, D.J. (2014). Justifying one's transgressions: How rationalizations based on equity, equality, and need affect trust after its violation. Journal of Experimental Psychology: Applied, 20(4), 365-379.
10. Kim, P.H., Cooper, C.D., Dirks, K.T., & Ferrin, D.L. (2013). Repairing trust with individuals versus groups Organizational Behavior and Human Decision Processes, 120(1), 1-14.
11. Maddux, W.W., Kim, P.H., Okumura, T., & Brett, J. (2012). Why "I'm Sorry" doesn't always translate. Harvard Business Review, 90(6), 26.
12. Maddux, W.W., Kim, P.H., Okumura, T., & Brett, J. (2011). Cultural differences in the function and meaning of apology. International Negotiation, 16, 405-425.
13. Dirks, K.T., Kim, P.H., Ferrin, D.L., & Cooper, C.D. (2011) Understanding the effects of substantive responses on trust following a transgression, Organizational Behavior and Human Decision Processes, 114, 87-103.
14. Kim, P.H., Dirks, K.T., & Cooper, C.D. (2009). The repair of trust: A dynamic bilateral perspective and multilevel conceptualization, Academy of Management Review, 34(3), 401-422.
15. Ferrin, D.L., Kim, P.H., Cooper, C.D., & Dirks, K.T. (2007). Silence speaks volumes: The Effectiveness of Reticence in Comparison to Apology and Denial for Responding to Integrity- and Competence-Based Trust Violations, Journal of Applied Psychology, 92(4), 893-908.
16. Kim, P.H., Dirks, K.T., Cooper, C.D., & Ferrin, D.L. (2006). When more blame is better than less: The implications of internal vs. external attributions for the repair of trust after a competence- vs. integrity-based trust violation, Organizational Behavior and Human Decision Processes, 99(1), 49-65.
17. Kim, P.H., Pinkley, R., & Fragale, A.R. (2005). Power dynamics in negotiation. Academy of Management Review, 30(4), 799-822.

Reported in: "The many faces of power and its use." Negotiation Journal, April 2006, v22(2), p.113.
18. Kim, P.H. & Fragale, A.R. (2005). Choosing the path to bargaining power: An empirical comparison of BATNAs and Contributions in negotiation. Journal of Applied Psychology, 90(2), 373-381.

19. Kim, P.H., Ferrin, D.L., Cooper, C.D., & Dirks, K.T. (2004). Removing the shadow of suspicion: The effects of apology vs. denial for repairing ability- vs. integrity-based trust violations. Journal of Applied Psychology, 89(1), 104-118.

Reprinted in: Trust and Social Capital in Organizations. (October 2012). Costa, A.C. & Anderson, N. (Eds.). Sage Publications. ISBN: 978-1-4462-0780-2.
20. Kim, P.H. (2003). When private beliefs shape collective reality: The effects of beliefs about co-workers on group discussion and performance. Management Science, 49(6), 801-815.
21. Kim, P.H., Diekmann, K.A., & Tenbrunsel, A.E. (2003). Flattery may get you somewhere: The strategic implications of providing positive vs. negative feedback about ability vs. ethicality in negotiation. Organizational Behavior and Human Decision Processes, 90(2), 225-243.
22. Galinsky, A., Seiden, V., Kim, P.H., & Medvec, V. (2002). The dissatisfaction of having your first offer accepted: Counterfactual thinking in negotiations. Personality and Social Psychology Bulletin, 28(2), 271-283.
23. Thompson, L., & Kim, P.H. (2000). How the quality of third parties' settlement solutions is affected by the relationship between negotiators. Journal of Experimental Psychology: Applied, 6(1), 3-14.
24. Gruenfeld, D.H., Thomas-Hunt, M., & Kim, P.H. (1998). Cognitive flexibility, communication strategy, and integrative complexity in groups: Public versus private reactions to majority and minority status. Journal of Experimental Social Psychology, 34, 202-226.
25. Northcraft, G.B., Preston, J.N., Neale, M.A., Kim, P.H., & Thomas-Hunt, M. (1998). Non-linear preference functions and negotiated outcomes. Organizational Behavior and Human Decision Processes, 73(1), 54-75.
26. Kim, P.H. (1997). Strategic timing in group negotiations: The implications of forced entry and forced exit for negotiators with unequal power. Organizational Behavior and Human Decision Processes, 71(3), 263-286.
27. Kim, P.H. (1997). When what you know can hurt you: A study of experiential effects on group discussion and performance. Organizational Behavior and Human Decision Processes, 69(2), 165-177.

OTHER PUBLICATIONS

1. Hale, J., Kim, P.H., & Gratch, J. (2023). Risk aversion and demographic factors affect preference elicitation and outcomes of a salary negotiation. Proceedings of the 45th Annual Conference of the Cognitive Science Society.
2. Hale, J., Kim, P.H., & Gratch, J. (2023). Fairness in elicitation, mediation, and negotiation. Proceedings of the 23rd Citizen-Centric Multiagent Systems Workshop.
3. Hale, J., Kim, P.H., & Gratch, J. (2022). Preference interdependencies in a multi-issue salary negotiation. Proceedings of the 22nd ACM International Conference on Intelligent Virtual Agents.

4. Johnson, E., Gratch, J., Boberg, J., Devault, D., Kim, P., & Lucas, G. (2021). Using intelligent agents to examine gender in negotiations. Proceedings of the 21st ACM International Conference on Intelligent Virtual Agents, 90-97.
5. Johnson, E., Lucas, G., Kim, P., & Gratch, J. (2019) Intelligent tutoring system for negotiation skills training. In: Isotani S., Millán E., Ogan A., Hastings P., McLaren B., Luckin R. (Eds) Artificial Intelligence in Education. AIED 2019. Lecture Notes in Computer Science, vol 11626. Springer, Cham.
6. Kim, P.H., Han, A.J., Mislin, A.A., & Tuncel, E. (2019) The retrospective imputation of nefarious intent. Academy of Management Proceedings.
7. Kim, P.H. (2018). An interactive perspective on trust repair. In Searle, R., Nienaber, A.M., & Sitkin, S. (Eds.) Routledge Companion to Trust.
8. Kim, P.H., & Harmon, D. (2012). The nature of collective reactions to potential transgressions. In Neale, M.A., & Mannix, E.A. (Eds.), Looking Back and Moving Forward: A Review of Group and Team-Based Research. (Research on Managing Groups and Teams, Volume 15), Emerald Group Publishing Limited, Cambridge, MA, pp.115-132.
9. Ferrin, D.L., Kim, P.H., Cooper, C.D., & Dirks, K.T. (2005). Silence Speaks Volumes: The Effectiveness of Reticence for Repairing Trust Violations. Academy of Management Proceedings.
10. Thompson, L., Nadler, J., & Kim, P.H. (1999). Some like it hot: The case for the emotional negotiator. In Levine, J., Thompson, L., & Messick, D. (Eds.), Shared Cognition in Organizations: The Management of Knowledge. Hinsdale, NJ: Erlbaum.
11. Kim, P.H. (1997). Asymmetrical caucusing in group negotiations: Whom to include, when, and why. Academy of Management Proceedings.
12. Kim, P.H. (1997). Negotiation Biases. In Nicholson, N. (Ed.), Blackwell Encyclopedia of Management, Cambridge, MA: Blackwell.
13. Wilkes-Gibbs, D., & Kim, P.H. (1991). Discourse influences on memory for visual forms. Bulletin of the Psychonomic Society, 29(6), 507.

MANUSCRIPTS UNDER REVIEW OR IN PREPARATION

1. Hale, J., Dorley, E.J., Kim, P.H., & Gratch, J. Intelligent virtual agents as a methodological tool to study gender bias in conflict.
2. Kim, P.H. When transparency confronts its limits: The implications of situated cognition and the struggle for interpretive dominance.
3. Lee, E. & Kim, P.H. Power and apology: Why the powerful may or may not apologize.
4. Martinez, S., Lee, E., & Kim, P.H. Out of the frying pan and into the fire: When it's irresponsible to end one's association with a transgressor.

5. Wang, L. & Kim, P.H. When breaking the rules for the right reason doesn't pay off: The influence of prosocial rule-breaking on trust.

INVITED TALKS

1. Kim, P.H. (2024). How trust works. Clinical and Translational Science Collaborative, Case Western Reserve University, Cleveland, OH.
2. Kim, P.H. (2024). When transparency confronts its limits. Sloan School of Business, MIT, Boston, MA.
3. Kim, P.H. (2019). Interpersonal perception. Traveling Scholars series, David Eccles School of Business, University of Utah.
4. Kim, P.H. (2017). Power and perceived emotional authenticity. Institute for Creative Technologies, University of Southern California.
5. Kim, P.H. (2016). The violation and repair of trust. Paul Merage School of Business, University of California, Irvine.
6. Kim, P.H. (2015). The violation and repair of trust. Anderson Graduate School of Management, University of California, Riverside.
7. Kim, P.H. (2015). The violation and repair of trust. Frank Batten School of Leadership and Public Policy, University of Virginia.
8. Kim, P.H. (2011). Leaps of faith: The nature of opportunistic generalization across domains. Olin School of Business, Washington University in St. Louis.
9. Kim, P.H. (2011). Leaps of faith: The nature of opportunistic generalization across domains. Social Psychology Brown Bag Series, Dept. of Psychology, University of Southern California.
10. Kim, P.H. (2010). The manifestation of mob mentalities. Department of Anthropology. Behavior, Evolution, and Culture Speaker Series. University of California, Los Angeles.
11. Kim, P.H. (2009). The manifestation of mob mentalities. Erasmus Centre of Behavioral Business Ethics, Rotterdam School of Management.
12. Kim, P.H. (2009). The devil in each of us – both actually lurking and unduly ascribed. Erasmus Centre of Behavioral Business Ethics, Rotterdam School of Management.
13. Kim, P.H. (2009). Expectations of the future and their pre- and post-transition effects. Korea University.
14. Kim, P.H. (2007). The dynamics of trust: An identity negotiation perspective. INSEAD.
15. Kim, P.H. (2006). Searching for forgiveness: The role of accounts, actions, and attributions for the repair of trust after its violation. Social Psychology Brown Bag Series, Dept. of Psychology, University of Southern California.

16. Kim, P.H. (2006). Searching for forgiveness: The role of accounts, actions, and attributions for the repair of trust after its violation. Hong Kong University of Science and Technology.
17. Kim, P.H. (2005). Searching for forgiveness: The role of accounts, actions, and attributions for the repair of trust after its violation. INSEAD.
18. Kim, P.H. (2005). Searching for forgiveness: The role of accounts, actions, and attributions for the repair of trust after its violation. Kellogg Graduate School of Management, Northwestern University.
19. Kim, P.H. (2004). Searching for forgiveness: The role of accounts, actions, and attributions for the repair of trust after its violation. Stern School of Business, New York University.
20. Kim, P.H. (2004). Searching for forgiveness: The role of responses, actions, and attributions for the repair of trust after its violation. Wharton School of Business, University of Pennsylvania.

PRESENTATIONS

1. Martinez, S., Lee, E., & Kim, P.H. (2025). Out of the Frying Pan and Into the Fire: When It's Irresponsible to End One's Association with a Transgressor. Paper presented at the International Association for Conflict Management, Burlington, VT.
2. Lee, E. & Kim, P.H. (2025). Power and Apology: Why the Powerful May or May Not Apologize. Paper presented at the International Association for Conflict Management, Burlington, VT.
3. Wang, L. & Kim, P.H. (2025). When and why breaking the rules for a good cause doesn't pay off: The influence of prosocial rule-breaking on trust. Paper presented at the International Association for Conflict Management, Burlington, VT.
4. Wang, L. & Kim, P.H. (2025). When and why breaking the rules for a good cause doesn't pay off: The influence of prosocial rule-breaking on trust. Paper presented at annual ComplianceNet conference, New York, NY.
5. Wang, L. & Kim, P.H. (2024). When and why breaking the rules for a good cause doesn't pay off. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.
6. Hale, J., Kim, P.H., & Gratch, J. (2023). Fairness in elicitation, mediation, and negotiation. Paper presented at the 22nd International Conference on Autonomous Agents and Multiagent Systems. London, England.
7. Hale, J., Kim, P.H., & Gratch, J. (2022). Preference interdependencies in a multi-issue salary negotiation. Paper presented at the 22nd ACM International Conference on Intelligent Virtual Agents. Faro, Portugal.
8. Johnson, E., Gratch, J., Boberg, J., DeVault, D., Kim, P., & Lucas, G. (2021). Using intelligent agents to examine gender in negotiations. Paper presented at the 21st ACM International Conference on Intelligent Virtual Agents. Kyoto, Japan.

9. Joshi, P.D., Fast, N.J., & Kim, P.H. (2020). The curse of loyalty: Cultural interdependence and support for pro-organizational corruption. Paper presented at the virtual Annual Meeting of the Academy of Management.
10. Kim, P.H. (2020). Rise after the fall: Understanding the process of trust restoration and repair. Invited discussant at the virtual Annual Meeting of the Academy of Management.
11. Johnson, E., Gratch, J., Lucas, G., & Kim, P.H. (2019). Intelligent tutoring system for negotiation skills training. Paper presented at the International Conference on Artificial Intelligence Education, Chicago, IL.
12. Kim, P.H., Han, A., Mislin, A., & Tuncel, E. (2019). The retroactive imputation of nefarious intent. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
13. Kim, P.H., Wiltermuth, S.S., & Newman, D. (2019). A theory of ethical accounting and its implications for hypocrisy in organizations. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
14. Kim, P.H., Mislin, A., Tuncel, E., Fehr, R., Chesin, A., & Van Kleef, G. (2017). The implications of power for perceived authenticity for trust after a transgression. Paper presented at the International Association for Conflict Management, Berlin, Germany.
15. Lanaj, K., Kim, P.H., Koopman, J., & Matta, F. (2017). The predicament of mistrust: A resource depletion perspective. Paper presented as part of a symposium at the Annual Meeting of the Academy of Management, Atlanta, GA.
16. Kim, P.H., Mislin, A., Tuncel, E., Fehr, R., Chesin, A., & Van Kleef, G. (2015). Power as an emotional liability: The implications of perceived authenticity for trust after its violation. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, BC.
17. Raj, M., Kim, P.H., & Waksak, C.J. (2015). It wasn't on Purpose: Expectations of forgiveness following an interpersonal transgression. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, BC.
18. Harmon, D.J. & Kim, P.H. (2014). Moving beyond intentionality: How violations resulting from action versus inaction affect trust repair. Paper presented at the International Association for Conflict Management, Leiden, Netherlands.
19. Harmon, D.J. & Kim, P.H. (2014). Beyond intentionality: How violations resulting from action versus inaction affect trust repair. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.
20. Harmon, D.J. & Kim, P.H. (2014). Making sense of contract violations: How an agreement is achieved affects the likelihood of trust repair. Paper presented at the Annual Meeting of the Western Academy of Management, Napa, CA.
21. Harmon, D.J. & Kim, P.H. (2013). Contract violations: How an agreement is achieved affects the likelihood of trust repair. Paper presented at the Annual Meeting of the Academy of Management, Orlando, FL.

22. Kim, P.H. & Harmon, D.J. (2013). Trust repair via distributive justice rationales: The contingent implications of equity, equality, and need. Paper presented at the International Association for Conflict Management, Tacoma, Washington.
23. Harmon, D.J. & Kim, P.H. (2013). Violations of competence, integrity, and benevolence: The implications of past depictions, natural interpretations, and logical differentiations for trust repair. Paper presented at the International Association for Conflict Management, Tacoma, Washington.
24. Harmon, D.J., Kim, P.H., & Mayer, K.J. (2012). Breaking the letter vs. spirit of the law in inter-firm agreements: How the interpretation of contract violations affects the likelihood of trust repair and the development of governance. Paper presented at the Strategic Management Society Annual Conference. Prague, Czech Republic.
25. Harmon, D.J., Kim, P.H., & Mayer, K.J. (2012). Breaking the letter vs. spirit of the law in inter-firm agreements: How the interpretation of contract violations affects the likelihood of trust repair and the development of governance. Paper presented at the Annual Meeting of the Atlanta Competitive Advantage Conference (ACAC), Atlanta, GA.
26. Harmon, D.J., Kim, P.H., & Mayer, K.J. (2012). Breaking the letter vs. spirit of the law. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
27. Kim, P.H. & Harmon, D.J. (2012). Violations of competence, integrity, and benevolence. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
28. Kim, P.H. & Harmon, D.J. (2012). Trust repair via distributive justice rationales: The implications of equity, equality, and need. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
29. Kim, P.H., Cooper, C.D., Dirks, K.T., Ferrin, D.L. (2011). The manifestation of mob mentalities. Paper presented at the International Association for Conflict Management, Istanbul, Turkey.
30. Kim, P.H. & Overbeck, J.R. (2011). The dynamics of power transitions: The performance implications of expecting a power advantage to be lost or gained. Paper presented at the International Association for Conflict Management, Istanbul, Turkey.
31. Kim, P.H. & Harmon, D.J. (2011). The nature of collective reactions to potential transgressions. Research on Managing Groups and Teams Conference. Northwestern Univ., Kellogg Graduate School of Business, Evanston, IL.
32. Aga, A.P. & Kim, P.H. (2010). Leaps of faith: Evidence for a theory of opportunistic generalization across domains. Paper presented at the Annual Meeting of the Academy of Management, Montreal, Canada.
33. Kim, P.H. (2010). The nature of individual vs. group differences in reactions to alleged transgressions. Paper presented at the Annual Meeting of the Academy of Management, Montreal, Canada.
34. Kim, P.H. (2009). Behavioral insights into the nature of morality and ethics. Professional Development Workshop organizer, Annual Meeting of the Academy of Management, Chicago, IL.

35. Maddux, W.W., Brett, J.M., Okumura, T., and Kim, P.H. (2009). Cultural differences in the function and meaning of apologies. Paper presented at the International Association for Conflict Management, Kyoto, Japan.
36. Ferrin, D.L., Cooper, C.D., Dirks, K.T., & Kim, P.H. (2008). Effects of board and CEO actions to repair trust in the aftermath of a CEO transgression. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.
37. Vandewalle, D., Dirks, K.T., Ferrin, D.L., Heslin, P.A., Cooper, C.D., & Kim, P.H. (2008). Repairing trust: An implicit theory model considering the violations and the violated. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.
38. Dirks, K., Kim, P.H., Cooper, C. and Ferrin, D. (2007). Understanding the Effects of Substantive Responses on Trust Following a Transgression. Paper presented at the 4th Workshop on Trust Within and Between Organizations, Amsterdam, The Netherlands.
39. Kim, P.H., Dirks, K.T., Ferrin, D.L., & Cooper, C.D. (2006). The repair of trust: Insights, integration, and new directions from a cumulative series of four conceptual models. Paper presented at the International Association for Conflict Management, Montreal, Canada.
40. Dirks, K., Kim, P.H., Cooper, C., & Ferrin, D., (2005). Trust under repair: Regulation and punishment as methods for rebuilding trust. Paper presented as part of a symposium at the Annual Meeting of the Academy of Management, Honolulu, HI.
41. Ferrin, D., Kim, P.H., Cooper, C., & Dirks, K. (2005). Silence speaks volumes: The effectiveness of reticence for repairing trust violations. Paper presented at the Annual Meeting of the Academy of Management, Honolulu, HI.
42. Kim, P.H., Dirks, K.T., Cooper, C.D., & Ferrin, D.L. (2005). The effects of internal and external attributions on trust repair. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
43. Kim, P.H., Ferrin, D.L., Cooper, C.D., & Dirks, K.T. (2003). Removing the shadow of suspicion: The effects of apology vs. denial for repairing trust violations. Paper presented at the Annual Meeting of the International Association for Conflict Management, Melbourne, Australia.
44. Ferrin, D., Kim, P.H., Cooper, C., & Dirks, K. (2003). Do actions speak louder than words? The use of explanations and trustworthy behavior to repair trust in the aftermath of a perceived violation. Paper presented at the Annual Meeting of the Academy of Management, Seattle, WA.
45. Kim, P.H., Ferrin, D.L., Cooper, C.D., Dirks, K.T. (2002). Removing the shadow of suspicion: The effects of apology vs. denial for repairing trust violations. Paper presented at the 8TH Annual Wharton Organizational Behavior Conference, Philadelphia, PA.
46. Kim, P.H., Ferrin, D.L., Cooper, C.D., Dirks, K.T. (2002). Removing the shadow of suspicion: The effects of apology vs. denial for repairing trust violations. Paper presented at the Annual Meeting of the Academy of Management as part of an All Academy Symposium, Denver, CO.

47. Kim, P.H., Pinkley, R., & Fragale, A.R. (2002). A dynamic utility model of power. Paper presented at the Kellogg Graduate School of Management, Dept. of Organizational Behavior, Northwestern University, Evanston, IL.
48. Fragale, A., Kim, P.H., & Neale, M.A. (2002). When self-interest leads to group benefit: Power, orientation, and integrative agreements. Paper presented at the Annual Meeting of the Academy of Management, Denver, CO.
49. Kim, P.H. & Fragale, A. (2001). The importance of BATNAs versus Contributions for power and performance in negotiations. Paper presented at the Annual Meeting of the Academy of Management, Washington, D.C.
50. Connelley, D.L., Chung, B., Friday, S.S., & Kim, P.H. (2001). Just who do you think I am? Conflict between personal and social identities. Paper presented at the Annual Meeting of the Academy of Management, Washington, D.C.
51. Kim, P.H. & Fragale, A. (2001). A theoretical analysis of power tactics. Paper presented at the Annual Meeting of the Western Academy of Management, Sun Valley, ID.
52. Seiden, V., Galinsky, A., Kim, P.H., & Medvec, V. (2000). The dissatisfaction of having your first offer accepted: Counterfactual thinking in negotiations. Paper presented at the Annual Meeting of the Academy of Management, Toronto, CA.
53. Kim, P.H. (2000). A theory of power tactics. Paper presented at the Annual Meeting of the International Association of Conflict Management, St. Louis, MO.
54. Kim, P.H. (1999). Social influences in the group information sharing process: An investigation of the effects of social perceptions on group behavior and performance. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.
55. Seiden, V., Galinsky, A., Kim, P.H., & Medvec, V. (1999). The dissatisfaction of having your first offer accepted: Counterfactual thinking in negotiations. Paper presented at the Annual Meeting of the International Association of Conflict Management, San Sebastian, Spain.
56. Gruenfeld, D., Kim, P.H., & Preston, J.N. (1998). Interdependence of competing groups: How power, legitimacy, and precedent affect the integrative complexity of the majority. Paper presented at the Annual Meeting of the Academy of Management, San Diego, CA.
57. Kim, P.H. (1997). Asymmetrical caucusing in group negotiations: Whom to include when and why. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
58. Kim, P.H. & Thompson, L. (1997). Why you should put on a happy face: A study of observer reactions to negotiator emotions. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
59. Kim, P.H. & Thompson, L. (1997). Why we understand happy people better: An observer's look at negotiation. Paper presented at the Annual meeting of the Society of Industrial and Organizational Psychology, St. Louis, MO.

60. Kim, P.H. (1996). Dynamic Influences on the Common Knowledge Effect. Paper presented at the Annual Meeting of the Academy of Management, Cincinnati, OH.
61. Northcraft, G.B., Preston, J.N., Neale, M.A., & Kim, P.H. (1996). The Impact of Non-Linear Preference Structures on Negotiator Effectiveness and Efficiency. Paper presented at the Academy of Management, Cincinnati, OH.
62. Thompson, L., Nadler, J., & Kim, P.H. (1996). Some like it hot: The case for the emotional negotiator. Paper presented at Shared Cognition in Organizations: The Management of Knowledge Conference, November, Evanston, IL.

SELECTED MEDIA COVERAGE

- The secret to actually trusting each other (5/7/2025). [Vox](#).
- Relationships 2.0: Can I trust you? (4/24/2025). [The Hidden Brain](#).
- Why Trump's 'madman theory' tactics could run aground amid trade reversals (6/16/2025). [The Christian Science Monitor](#).
- Silencing silence: How to respond to disinformation and toxic public discourse (2/19/2025). [The David Suzuki Institute](#): White Paper.
- We tax polluters. Why not tax spreaders of misinformation? (8/30/2024). [The Hill](#).
- A tale of two companies: Can Boeing, Cruise rebuild customer confidence? (2/6/2024). [The Christian Science Monitor](#).
- How to recline your seat on a plane without landing yourself in a viral video (11/13/2023). [Thrillist](#).
- What people get wrong about apologies, according to a trust scientist (8/29/2023). [Fast Company](#).
- Podcast Interview (2 Parts) - A theory of ethical accounting and its implications for hypocrisy in organizations (12/23/2022). [I'm Glad I Know That Now!](#)
- How to rebuild trust in your relationships (10/5/2021). [CNN](#).
- Podcast Interview - A theory of ethical accounting and its implications for hypocrisy in organizations (7/7/2021). [Faculti](#).
- To return to a post-COVID normal, we must learn to trust one another again (6/14/2021). [Los Angeles Times](#).
- How to work from home without burning out (2/16/2021). [Time](#).
- The fight against words that sound like, but are not, slurs (9/21/2020). [The Atlantic](#).
- How Prince Charles's visit to Japan could be PIVOTAL in post-Brexit relationships (10/22/2019). [Daily Express](#), United Kingdom, news section.
- Emotions: Not for the powerful (1/4/2018). [Science Daily](#).
- Horrible bosses: More misbehaving American executives get the boot (7/26/2018). [The Economist](#), Business section.
- Why Hollywood's zero-tolerance on racism, sexism is the new normal (7/22/2018). [The Wrap](#).
- Emotions: Not for the powerful (1/4/2018). [Science Daily](#).
- Professional help: 5 tips for restoring trust (1/27/2012). [The Atlantic](#), Health section.
- The science behind saying you're sorry (9/28/2011). [The Washington Post](#), On Leadership section.
- It's so hard to say I'm sorry: The financial and personal ramifications that come when a doctor apologizes to a patient (11/6/2009). [Slate](#), Science / Medical Examiner section.
- Silence is not golden (1/13/2008). [The Philadelphia Inquirer](#), Currents section.
- Interview on the benefits of denials, [National Public Radio](#), Seattle (KUOW). (12/11/2007).
- Denial makes the world go round. (11/20/07). [The New York Times](#), Health section.
- Persistence of myths could alter public policy approach. (9/4/2007). [The Washington Post](#).
- Apologies accepted? It depends on the offense. (9/25/2006). [The Washington Post](#).
- The art of the apology. (Fall, 2003). [Strategy + Business](#), Issue 32, Recent Studies section.

PROFESSIONAL ACTIVITIES

Senior / Associate Editor

- Organization Science (2022 – 2025)
- Journal of Trust Research (2009- 2023)
- Academy of Management Review (2017 – 2020)

Editorial Boards

- Academy of Management Review (2017-present)
- International Journal of Conflict Management (2003-2006)
- Negotiation and Conflict Management Research (2006-present)
- Organization Science (2009-present)
- Organizational Behavior and Human Decision Processes (2004-2016)

Administrative Boards

- Outgoing Division Chair, Academy of Management, Conflict Management Division (2018-2019)
- Division Chair, Academy of Management, Conflict Management Division (2017-2018)
- Division Chair Elect, Academy of Management, Conflict Management Division (2016-2017)
- Program Chair, Academy of Management, Conflict Management Division (2015-2016)
- Professional Development Workshop Chair, Academy of Management, Conflict Management Division (2014-2015)
- Representative-at-Large, International Association for Conflict Management (2004-2006).
- Representative-at-Large, Academy of Management, Conflict Management Division (2008-2010)

International Affiliate

- Erasmus Centre of Behavioral Business Ethics, Rotterdam School of Management (2009-2010)

Conference Program Committees

- 2023 Academy of Management, Conflict Management Division, Most Influential Paper Award Committee (for articles published from 2015-2018)
- 2012 Academy of Management, Conflict Management Division, Most Influential Paper Award Committee (for articles published from 2004-2007)
- 2007 Academy of Management, Conflict Management Division, Most Influential Paper Award Committee (for articles published from 1999-2002)
- 2005 International Association for Conflict Management, Best Dissertation Award Committee
- International Association for Conflict Management (1998-present)
- Academy of Management (1997-present)

Ad Hoc Reviewer. Academy of Management Journal; Academy of Management Review; Administrative Science Quarterly; American Behavioral Scientist; Emotion; Group Decision and Negotiation; Group Dynamics: Theory, Research, and Practice; Hong Kong Research Grant Council; International Journal of Conflict Management; Journal of Applied Psychology, Journal of Conflict Resolution; Journal of Experimental Social Psychology; Journal of Management; Journal of Management Studies; Management Science; Organizational Behavior and Human Decision Processes; Organization Science; Personality and Social Psychology Bulletin.

SERVICE ACTIVITIES

University

- Zumberge Research and Innovation Grant Review Committee (2003-2005)

School

- USC Marshall Executive Education Advisory Board (2019-present)
- USC Marshall Online Education Advisory Board (2019-present)
- USC Marshall Online Certificate for Business Administration Task Force (2018-2019)
- USC Marshall Research and Recognition Committee (2008-2010, 2015-2017)
- USC Marshall Online MBA Task Force (2014-2016)
- USC Marshall Masters of Medical Management Task Force (2015)
- USC Marshall PhD program Committee (2012-2015)
- USC Marshall Faculty Council (2011-2013)
- USC Marshall Promotion and Tenure Review Committees
 - Chair: 2025 to 2026 (school-wide)
 - Member: 2023 to 2025 (school-wide)
 - Member: 2022 (for Scott Wiltermuth, Full professor)
 - Chair: 2015-2016 (for Cheryl Wakslak, tenure)
 - Member: 2015-2016 (for Nathaniel Fast, tenure)
 - Member: 2015-2016 (for Gulden Ulkumen, Marketing, tenure)
 - Chair: 2014-2015 (for Scott Wiltermuth, tenure)
 - Chair: 2010-2011 (for Alexandra Michel, tenure)
 - Member: 2011-2012 (for Jennifer Overbeck, tenure)
- 4th year Peer Review Committee
 - Outside member: 2015 (for Kyu Kim, Marketing)
 - Chair: 2014 (for Cheryl Wakslak)
 - Chair: 2012 (for Scott Wiltermuth)
 - Member: 2012 (for Nathaniel Fast)
 - Outside Member: 2012 (for Gulden Ulkumen, Marketing)
 - Chair: 2007 (for Jennifer Overbeck)
 - Chair: 2008 (for Alexandra Michel)
- Marshall School of Business Career Advantage Program Workshop (1999)

Department

- Promotion and Tenure Standards Revision Committee (2017)
- Chair / Co-Chair, Recruiting Committee (2002-2005, 2007-2009, 2011-2013, 2015-2016)
- MOR Strategic Planning Task Force (2014-2015)
- Doctoral Program Committee (2004-2015)
- Chair, Research Productivity Analysis Task Force (2011-2013)
- Dept. Annual Performance Review Committee (1999, 2002, 2009, 2012, 2013, 2023)
- Dept. Chair Review Committee (2002, 2008, 2011)
- Chair / Co-Chair, Knowledge Management Committee (1999-2002, 2004-2005, 2007-2008)

TEACHING EXPERIENCE

University of Southern California, Marshall School of Business

- Online MBA: GSBA 535 (Opportunity Recognition and Implementation) (Spring & Summer 2016-present)
- PhD Seminar in Organizational Behavior (Fall 2004-2006, Spring 2011, Fall 2011-2014).
- Negotiation (Fall 2000-2005, Fall 2007-2015, Fall 2017-2018, Spring, Summer & Fall 2023, Fall 2024-2025).
- Organizational Behavior (Spring & Fall 1999).

INSEAD

- PhD Seminar in Organizational Behavior (Summer 2007)

Washington University, Olin School of Business

- Organizational Design (Fall 1997, Spring 1998).
- Negotiation (Fall 1997).

Northwestern University, Kellogg School of Management

- Negotiation (Summer 1996, Fall 1996, Summer 1997).