

YEA HEE KO

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ACADEMIC POSITIONS

Singapore Management University

July 2024 -

Assistant Professor in the Lee Kong Chian School of Business (Organizational Behavior and Human Resources)

State University of New York, Binghamton

August 2022 - June 2024

Assistant Professor in the School of Management (Leadership and Organizational Science)

EDUCATION

University of Wisconsin-Madison

2022

Ph.D. in Management and Human Resources

- Dissertation committee: Charlie Trevor, Barry Gerhart, Russ Coff, Robert Freeland

Seoul National University

2016

M.S in Business Administration

Ewha Womans University

2014

B.S in Business Administration

RESEARCH INTERESTS

Turnover; Employee mobility; Remote work practices; Strategic human resource management; Knowledge work

TEACHING INTERESTS

Strategic human resource management; Negotiation; Compensation; Strategic management

PUBLICATION

Ko, Y.H. & Baek, I.G. The effect of computer monitoring on employees' productivity in telecommuting arrangements.

- Forthcoming at *Management Science*

WORKING PAPERS (†manuscript names redacted for review)

[1] **Ko, Y.H.** & Trevor, C.O. Pre-exit disruption†.

- RQ: Can turnover disruptions start before employees actually leave?

- Methods: We use eighteen-year longitudinal data on employees and fixed-effect models.

- 2nd Revise and Resubmit at *Journal of Management*
- 2020 Strategic Management Society Best PhD Paper nominee
- 2020 Academy of Management Best Paper Proceedings

[2] Akinsanmi, O.I., **Ko, Y.H.**, & Lee, S. Physical work environments†.

- Methods: Integrative review

- 3rd Revise and Resubmit at *Journal of Management*

[3] Akinsanmi, O.I., **Ko, Y.H.**, & Harrison, D.A. Office relocation†.

- RQ: How does team performance change when their office configurations change?

- Methods: We use proprietary data on a design firm and a novel space syntax methodology.

- Reject and Resubmit at *Strategic Management Journal*

[4] **Ko, Y.H.** Knowledge specialization and employee performance.

- RQ: How does knowledge specialization affect employee performance?

- Methods: I employ a policy change in the work assignment of employees in a field setting.

- 2021 Academy of Management Best Paper Proceedings

- [5] Ko, Y.H. Working from home and unit performance.
 - RQ: *How does working from home affect collective performance?*
 - Methods: *I employ longitudinal data on working from home at the collective level in a field setting.*
- [6] Ko, Y.H. & Trevor, C.O. The tenuous relationship between working from home and job performance: Lessons from the pandemic.
 - RQ: *How does WFH affect job performance based on the voluntariness, extent of WFH, and time spent WFH?*
 - Methods: *We use web-scraped data and public and internal data on patent examiners (via FOIA requests).*
 • 2022 Samsung Global Research Scholarship Award
- [7] Ko, Y.H., Ngo, D.-T., & Coff, R. (equal authorship) Hiring and collaboration to create knowledge: The strategic challenge of recombining distant knowledge.
 - RQ: *When does a new hire and an incumbent work together?*
 - Methods: *We develop a new data set on management scholars, via data scraping programs, machine learning, and hand collection, from the AOM conference programs.*

WORKS IN PROGRESS

- “Training effectiveness” with Huanxin Liu (Data analysis)
 - RQ: *Do good employees make good trainers?*
 - Methods: *We use data from the USPTO collected via FOIA requests.*
- “Homophily in patent examination” with Jirs Meuris (Data cleaning)
 - RQ: *Is there homophily bias in the patent examination?*
 - Methods: *We use data from the USPTO collected via FOIA requests and public data on patents.*
- “Progression of withdrawal and compensation plans.” with Rakoon Piyanontalee (Data cleaning)
 - RQ: *How do bonus payout schedules affect lateness and absenteeism patterns?*
 - Methods: *We use proprietary data from a Thailand firm.*
- “Pay and team process in creative settings.” with Ji Hyun Kim (Data collection)
 - RQ: *How do different pay designs affect team process in creative work?*
 - Methods: *We use lab experiment methods.*
- “Framing versus evaluating the creative work” with Haifeng Wang (Data collection)
 - RQ: *How noisy is the evaluation of the creative performance?*
 - Methods: *We assess the language strategies for framing creative work and the subsequent evaluations.*

SELECTED RESEARCH PRESENTATIONS (°: scheduled presentation °: co-author presentation)

- Piyanontalee, R. & **Ko, Y.H.** Progression of withdrawal and compensation plans.
 • 2024 Academy of Management Meeting[°] Chicago, IL
- Ko, Y.H.** Working from home and unit performance.
 • 2023 Binghamton University LOS Brown Bag Seminar Binghamton, NY
- Ko, Y.H.** & Liu, H. The impact of initial trainers on employee performance (canceled).
 • 2023 Strategic Management Society Conference Toronto, CA
- Ko, Y.H.** & Trevor, C.O. The tenuous relationship between working from home and job performance: Lessons from the pandemic.
 • 2022 Academy of Management Meeting Seattle, WA/Online
- Ko, Y.H.**, & Baek, I.G. The effect of an electronic monitoring system on employees’ productivity in telecommuting arrangements.
 • 2022 RMIT University[°] Online
 • 2022 Academy of Management Meeting Seattle, WA/Online
 • 2021 Wharton People & Organizations Conference Online

Ko, Y.H. Knowledge specialization, employee turnover, and unit performance.
(previously titled, “opportunities and costs of knowledge specialization”)

- 2021 Wharton People & Organizations Conference Online
- 2021 Wisconsin School of Business Research Blitz Madison, WI
- 2021 Academy of Management Meeting (Best Paper Proceedings) Online
- 2021 University of Wisconsin-Madison MHR Brown Bag Seminar Online
- 2021 Labor and Employment Relations Associations Annual Meeting Online

Akinsanmi, O.I., **Ko, Y.H.**, & Harrison, D.A. Human capital capabilities: Spatial interconnectedness and unit-level performance.

- 2023 Binghamton Interdisciplinary Talk Series Binghamton, NY
- 2022 Strategic Management Society Conference^c London, UK
- 2022 Academy of Management Meeting Seattle, WA/Online
- 2021 University of Michigan Ross Strategy Virtual Seminar^c Online
- 2021 London Business School Strategy and Entrepreneurship Seminar^c Online
- 2021 Pension Real Estate Association Conference^c Austin, TX
- 2021 Strategic Management Society Human Capital IG Brown Bag Series^c Online
- 2021 Austin Technology & Entrepreneurship Conference^c Austin, TX

Ko, Y.H., & Trevor, C.O. Impending exit and employee effort: Do leavers phone it in?

- 2020 Wharton People & Organizations Conference Online
- 2020 Strategic Management Society Conference (Best PhD Paper nominee) Online
- 2020 Academy of Management Meeting (Best Paper Proceedings) Online
- 2019 University of Wisconsin-Madison MHR Brown Bag Seminar Madison, WI

Ko, Y.H., Ngo, D.-T., & Coff, R. (equal authorship) Hiring and collaboration to create knowledge: Antecedents of post-mobility knowledge recombination.

- 2020 Bocconi Assembly for Innovation and Cooperation Webinar^c Online
- 2019 Strategic Management Society Conference Minneapolis, MN
- 2019 Drexel University^c Philadelphia, PA
- 2018 Academy of Management Meeting (full paper)^c Chicago, IL
- 2018 University of Wisconsin-Madison MHR Brown Bag Seminar^c Madison, WI
- 2017 Academy of Management Meeting (research proposal in symposium) Atlanta, GA

GRANTS, SCHOLARSHIP, & RECOGNITION

- 2022-2024 Binghamton University SOM Teaching Honor Roll
- 2022 Samsung Global Research Scholarship Award (lead author)
- 2021 Academy of Management Best Paper Proceedings, HR Division (solo author)
- 2020 Academy of Management Best Paper Proceedings, HR Division (lead author)
- 2020 Wisconsin Alumni Research Foundation (WARF) Grant (amount \$29,876)
- 2019-2020 Wisconsin Student Research Grants Competition Award
- 2019 Outstanding Reviewer, Academy of Management Meeting, HR Division
- 2017-2019 Wisconsin School of Business PhD Travel Fund Grant
- 2014-2015 Seoul National University, TA/RA scholarship
- 2010-2013 Ewha Womans University, Dean’s List for academic excellence for six semesters

DOCTORAL WORKSHOPS & OTHER PROFESSIONAL CONFERENCES

- 2021 Strategic Management Society Doctoral Workshop
- 2021 Academy of Management HR Division Late Stage Doctoral Consortium
- 2020 Labor and Employment Relations Associations Doctoral Consortium
- 2019 Intellectual Property Scholars Conference
- 2018 Academy of Management HR Division Mid Stage Doctoral Consortium

TEACHING EXPERIENCE

Instructor *Binghamton University, School of Management*

- Global Strategic Management (Sec 07; In person) | Overall instructor rating: 4.95/5 Spring 2024
- Global Strategic Management (Sec 11; In person) | Overall instructor rating: 5.0/5 Fall 2023
- Advanced Regression (In person) | Overall instructor rating: 5.0/5 Spring 2024
- Global Strategic Management (Sec 02; In person) | Overall instructor rating: 5.0/5 Fall 2023
- Global Strategic Management (Sec 07; In person) | Overall instructor rating: 4.96/5 Spring 2023
- Global Strategic Management (Sec 11; In person) | Overall instructor rating: 4.88/5 Spring 2023
- Global Strategic Management (Sec 03; In person) | Overall instructor rating: 4.94/5 Fall 2022
- Global Strategic Management (Sec 07; In person) | Overall instructor rating: 4.95/5 Fall 2022

Instructor *University of Wisconsin-Madison, Wisconsin School of Business*

- Managing Organization (Online) Summer 2020
- Managing Organization (Hybrid) Fall 2017

Teaching Assistant *University of Wisconsin-Madison, Wisconsin School of Business*

- Staffing (MHR611) Spring 2022
- Labor and Employment Relations (MHR612) Spring 2020
- Strategic Management of Technology and Innovation (MHR715) Spring 2019
- Compensation (MHR610) Fall 2018
- Negotiation (MHR628) Fall 2018, Spring 2019, Spring 2020, Spring 2022
- Managing Organizations (MHR300) Fall 2016, Spring 2017

PROFESSIONAL SERVICE

Labor and Employment Relations Associations Conference

- Session chair for LERA Best Papers: Nature of Work Part A 2021
- Session chair for LERA Best Papers: Gender Gaps at Work 2020
- Co-organizer of the 22nd Annual Doctoral Consortium 2020

Academy of Management Conference

- Co-organizer of a paper symposium on “Navigating the intended and unintended consequences of compensation strategies in organizations” 2024
- Panel for the Association of Korean Management Scholars (AKMS) Doctoral Consortium 2023
- Reviewer & Ad hoc reviewer 2017-2022
 - HR Division (2017 - 2022), STR Division (2017 - 2022), CAR Division (2021)
 - Outstanding Reviewer Award from the STR Division (2022)
 - Outstanding Reviewer Award from the HR Division (2019)
- Co-organizer of a paper symposium on “Human capital mobility and competitive advantage” 2017

Strategic Management Society Conference

- Reviewer (Human Capital Track) 2024

UNIVERSITY SERVICE

Binghamton University

- Masters Program Committee | Member 2023-2024
- LOS Faculty Hiring Committee (Assistant Professor position) | Member 2022
- Strategic Planning Committee | Member 2022-2023

University of Wisconsin-Madison

- Wisconsin School of Business Teaching Improvement Program | Discussion Panel 2021, 2019
- Undergraduate Research Scholars Program | Mentor 2018

PROFESSIONAL MEMBERSHIPS

- Academy of Management (AOM)
- Society for Human Resource Management (SHRM)
- Labor and Employment Relations Association (LERA)
- Strategic Management Society (SMS)

REFERENCES

Charlie Trevor, Ph.D.

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University of Wisconsin-Madison
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Madison, WI 53706
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Barry Gerhart, Ph.D.

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Bruce R. Ellig Distinguished Chair in Pay and Organizational Effectiveness
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