

HONG SOON KIM, Ph.D.

Assistant Professor
Hospitality and Sports Business Management
University of Delaware

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EDUCATION

- Ph.D.** **Purdue University, West Lafayette, IN, August 2020**
Hospitality and Tourism Management
- M.S.** **Purdue University, West Lafayette, IN, August 2010**
Hospitality and Tourism Management
- B.A.** **Hanyang University, Seoul, South Korea, February 2007**
Tourism
Graduated *Summa Cum Laude*

PROFESSIONAL EXPERIENCE

Academic Positions

- 2022 – Present **Assistant Professor**, Hospitality and Sports Business Management
University of Delaware, Newark, DE
- 2021 – 2022 **Assistant Professor**, Hospitality and Tourism Management
Purdue University Fort Wayne, Fort Wayne, IN
- 2020 – 2021 **Visiting Assistant Professor**, Hospitality and Tourism Management
Purdue University Fort Wayne, Fort Wayne, IN
- 2018 - 2019 **Graduate Instructor**, School of Hospitality and Tourism Management
Purdue University, West Lafayette, IN

Industry Positions

- 2017 – 2017 **Event Coordinator**, Graduate Admissions, Graduate School
Purdue University, West Lafayette, IN
- 2010 – 2015 **Corporate Strategist**, Business Planning Team, Food Service Division
Samsung Everland (Samsung Group), Seoul, Korea

- 2007- 2007 **Event Coordinator (Intern)**, Sales and Marketing Team, Hotel Shilla
(Samsung Group), Seoul, Korea
- 2004 - 2006 **Sergeant (Human Resource)**, The Office of Adjutant General, The 3rd Infantry
Division HQ, Republic of Korea Army

AWARDS AND HONORS

Graduate Teaching Award, Purdue University Teaching Academy, Purdue University, 2020

Outstanding PhD Student Award, School of Hospitality and Tourism Management, Purdue University, 2019

Outstanding Graduate Teaching Award, School of Hospitality and Tourism Management, Purdue University, 2019

Best Paper Award, 14th Asia Pacific Council on Hotel, Restaurant and Institutional Education (APac-CHRIE) Conference 2016, Bangkok, Thailand, 2016

Honor Student Award, Hanyang University, Seoul, Korea, 2007

CERTIFICATION

C.H.I.A., American Hotel & Lodging Association, 2020

C.H.I.A. Instructor/Proctor Workshop, American Hotel & Lodging Association, 2020

RESEARCH INTEREST

- Performance implication of human resource management practices:
→ Compensation, Wage Disparity, CEO Characteristics, Minimum Wage, Org. Culture
- Performance implication of restaurant strategies:
→ Franchising, Restaurant Types, Economic Conditions

PUBLICATIONS

Peer-Reviewed Journal Articles

Kim, H., & Jang, S. (2021). Outside CEOs and firm performance: Are they better for restaurant firms?, *International Journal of Contemporary Hospitality Management*, 33(4), 1319-1343.

Kim, H., & Jang, S. (2021). CEO overconfidence and firm performance: The moderating effect of franchising in the restaurant industry. *Cornell Hospitality Quarterly*, 62(2), 276-292.

Kim, H., & Jang, S. (2020). Employee compensation and firm performance: Evidence from the restaurant industry. *International Journal of Hospitality Management*, 88, 102513.

- Kim, H., & Jang, S.** (2020). Does minimum wage increase endanger restaurant jobs? Moderating role of franchising. *International Journal of Hospitality Management*, 84, 102325.
- Kim, H., & Jang, S.** (2019). Minimum wage increase and firm productivity: Evidence from the restaurant industry. *Tourism Management*, 71, 378-388.
- Kim, H., & Jang, S.** (2018). Does hotel ownership structure influence capital expenditure?. *Cornell Hospitality Quarterly*, 59(4), 325-338.
- Kim, H.** (2010). Hotel property characteristics and occupancy rate: Examining super deluxe 1st Class hotels in Seoul, Korea. *International Journal of Tourism Sciences*, 10(3), 25-47.
- Kim, H., Eun, J., & Sohn, D.** (2010). Trends of United States contract foodservice industry. *Food Industry and Nutrition*, 15(2), 7-11.

Manuscripts under Review

- Kim, H., & Jang, S.** The performance implication of organizational culture: Moderating role of tangible service-focused operation. *Cornell Hospitality Quarterly*.
- Mun, S., **Kim, H., & Paek, S.** The effect of CEO-employee pay disparity on restaurant firm performance. *Journal of Hospitality and Tourism Research*.

Peer-Reviewed Conference Proceedings

- Kim, H., & Jang, S.** (2021). Does Organizational Culture Matter for Firm Performance?: Evidence from the Restaurant Industry. *Proceedings of The 19th Annual Asia Pacific CHRIE Conference*, Singapore, June 2021.
- Kim, H., & Jang, S.** (2020). Corporate political connection: Does it really help restaurant firms?. *Proceedings of The 25th Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism*, Las Vegas, NV, January 2020.
- Kim, H., & Jang, S.** (2019). The effect of executive pay disparity: Does it benefit or harm productivity?. *Proceedings of The 2019 Annual International CHRIE Summer Conference and Marketplace*, New Orleans, LA, July 2019.
- Kim, H., & Jang, S.** (2019). The effect of pay disparity in the restaurant industry. *Proceedings of The 24th Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism*, Houston, TX, January 2019.
- Kim, H., & Jang, S.** (2018). Does minimum wage endanger restaurant jobs? Franchised vs. non-franchised restaurant firms. *Proceedings of The 16th Annual Asia Pacific CHRIE Conference*, Guangzhou, China, May 2018.
- Kim, H., & Jang, S.** (2018). Outsider vs. insider: CEO origin and its effect on restaurant performance. *Proceedings of The 23rd Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism*, Fort Worth, TX, January 2018.
- Kim, H., & Jang, S.** (2017). Joint effect of CEO overconfidence and franchising on performance: An exploration of restaurant firms. *Proceedings of The 16th Asia Pacific Forum (APF) in Tourism*, Daegu, Korea, May 2017.

- Kim, H., & Jang, S.** (2017). Employee compensation and firm performance: Exploration of restaurant firms. *Proceedings of The 22nd Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism*, Houston, TX, January 2017.
- Kim, H., & Jang, S.** (2016). Minimum wage and firm productivity: An examination of the federal minimum wage effect in the US restaurant industry. *Proceedings of The 14th Asia Pacific CHRIE Conference*, Bangkok, Thailand, 2016
- Kim, H., & Jang, S.** (2016). Ownership structure and firm investment in the hotel industry. *Proceedings of The 21st Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism*, Philadelphia, PA, January 2016.
- Kim, H., & Jang, S.** (2010). Hotel Property Characteristics and Occupancy Rate: Examining Super Deluxe 1st Class Hotels in Seoul, Korea. *Proceedings of The 15th Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism*, Chantilly, VA, January, 2010

TEACHING ASSIGNMENTS

Graduate Course

Business Statistics and Quantitative Analysis (HTM503), Purdue University

Undergraduate Course

Strategic Hospitality Management (HOSP450), University of Delaware

Financial Management (HTM441), Purdue University Fort Wayne

Strategic Management (HTM430), Purdue University Fort Wayne

Revenue Management (HTM374), Purdue University Fort Wayne

Introduction to Distribution Management (HTM324), Purdue University Fort Wayne

Managerial Accounting and Financial Management in the Hospitality Operations (HTM242),
Purdue University Fort Wayne

PROFESSIONAL SERVICES

Academic Services

2018 – Present **Editorial Assistant**, The Asia Pacific Tourism Association (APTA) Conferences

2020 – Present **Ad hoc Reviewer**, *International Journal of Hospitality Management*

2020 – Present **Ad hoc Reviewer**, *Cornell Hospitality Quarterly*

2019 - 2021 **Ad hoc Reviewer**, APac-CHRIE Annual Conferences

University Services

- 2022 – 2022 **PFW – 50 List Selection Committee**, Purdue University Fort Wayne
- 2021 – 2021 **Research Symposium Judge**, Purdue University Fort Wayne
- 2020 - 2020 **Graduate Student Council**, College of Health and Human Sciences,
Purdue University
- 2017 - 2019 **Global Ambassador**, Graduate School, Purdue University

GRADUATE STUDENT ADVISING

Ph.D. Committee Member

<u>Name</u>	<u>Graduation</u>	<u>Current Status</u>
Yongwook Ju	Expected in Aug 2023	Doctoral Candidate, Purdue University