



**Regina KIM**

**Ph.D., Organizational Psychology**

**Assistant Professor, International Negotiation**

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## **EDUCATION**

**2017** Ph.D., Organizational Psychology, Columbia University, USA

**2006** Bachelor, Psychology, Smith College, USA

## **PROFESSIONAL CERTIFICATION**

**2013** Principles & Practices of Organization Development, Columbia University, USA

## **RESEARCH INTERESTS**

Language Diversity, Culture, Conflict Management, Negotiation

## **EMPLOYMENT EXPERIENCE**

### **ACADEMIC:**

**2017 - Present** Assistant Professor in Negotiation, IÉSEG School of Management, France

**2016 - 2017** Adjunct Professor, Columbia University, New York, USA

**2015 - 2015** Visiting Research Fellow, Parthenope University of Naples, Italy

**2012 - 2014** Adjunct Professor, Hunter College, City College of New York, New York, USA

**2009 - Present** Researcher, Morton Deutsch Center for Cooperation and Conflict Resolution, Columbia University, New York, USA

## **COURSES TAUGHT**

- Introduction to negotiation
- Practical negotiation skills
- Negotiation research seminar
- Business game
- Organizational psychology
- Industrial-organizational psychology

- Executive coaching

## **INTELLECTUAL CONTRIBUTIONS**

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### **Papers in refereed journals**

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#### **Published**

Coleman P., Kugler K., Vallacher R., Kim R., (2019), Hoping for the best, preparing for the worst: regulatory focus optimality in high and low intensity conflict , *International Journal of Conflict Management*, 30(1), pp. 45-64

Kim R., Roberson L., Russo M., Briganti P., (2019), Language Diversity, Nonnative Accents and their Consequences at Workplace: Recommendations for Individuals, Teams, and Organizations, *The Journal of Applied Behavioral Science*, 55, pp. 73-95

Coleman P. T., Coon D., Kim R., Chung C., Bass R., Regan N., Anderson R., (2017), Promoting constructive Multicultural Attractors: Fostering unity and fairness from diversity and conflict, *The Journal of Applied Behavioral Science*, 53, pp. 180-211

Kim R., Coleman P. T., (2015), The Combined effect of Individualism – Collectivism on conflict styles and satisfaction: An analysis at the individual level, *Peace and Conflict Studies*, 22(2), pp. 137-159

Roberson L., Kim R., (2014), Stereotype threat research hits the sweet spot for Organizational Psychology, *Industrial and Organizational Psychology*, 7(3), pp. 450-452

Peterson B., Kim R., McCarthy J. M., Park C., Plamondon L., (2011), Authoritarianism and arranged marriage in Bangladesh and Korea, *Journal of Research in Personality*, 45, pp. 622-630

### **Communications in refereed conferences**

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#### **International**

Kim R., (2018), *Do Nonnative Speakers Experience Dissatisfactory Conflict Outcomes?* Academy of Management, Chicago, USA

Kim R., (2018), *Do nonnative speakers experience dissatisfactory conflict outcomes? The mediating roles of stereotype threat, regulatory focus, and conflict behaviors.* International Association for Conflict Management, Philadelphia, USA

Kim R., (2017), *Language Diversity, Non-native Accents and Intergroup Dynamics at Workplace: Recommendations for Leaders and Organizations.* International Association for Conflict Management , Berlin, Germany

Coon D., Coleman P., Kim R., (2016), *Promoting Constructive Multicultural Conflict: Fostering Unity and Fairness from Diversity and Conflict.* International Association for Conflict Management , New York, USA

Kim R., (2016), *Non-native accent and conflict management: The effects of stigma consciousness on conflict behaviors and outcomes.* International Association for Conflict Management, New York, USA

Kim R., Coleman P., Kugler K., (2016), *Promoting the best, preventing the worst: Regulatory focus optimality in high and low-intensity conflict.* International Association for Conflict Management, New York, USA

Kim R., Coleman P., Kugler K., (2014), *Adaptivity, culture and conflict landscape conflict tendencies at work in US, South Korea, and China.* International Association for Conflict Management, Leiden, Netherlands

Kim R., Coleman P., (2013), *Is being adaptive better than being cooperative all the time? Conflict tendencies in organizations.* International Association for Cross-Cultural Psychology Conference, Los Angeles, USA

Kim R., (2012), *Dialectics of culture and conflict: Optimality of Individualism-Collectivism.* International Association for Conflict Management , Stellenbosch, South Africa

## **PROFESSIONAL MEMBERSHIPS**

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International Association for Conflict Management

Academy of Management

GEM&L (Management and Language)

**EDITORIAL ACTIVITY**

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**Reviewer in an academic journal**

International Journal of Conflict Management

Journal of Vocational Behavior

**PROFESSIONAL SERVICE**

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**Reviewer for an academic conference**

Academy of Management

International Association for Conflict Management