

# YEA HEE KO

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## CURRENT POSITION

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**State University of New York, Binghamton**

2022 - Present

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

## EDUCATION

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**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

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

## TEACHING INTERESTS

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Strategic human resource management; Negotiation; Compensation; Strategic management

## PUBLICATION

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[1] **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 reviews)

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

- *Methods: Integrative review*

- Second Revise & Resubmit at *Journal of Management*

[3] **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.*

- Under Second Round Review at *Journal of Management*
- 2020 Strategic Management Society Best PhD Paper nominee
- 2020 Academy of Management Best Paper Proceedings

[4] **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 & Resubmit at *Strategic Management Journal*

[5] **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

- [6] **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.*
- [7] **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
- [8] **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**

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“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.*

“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)

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Piyanontalee, R. & **Ko, Y.H.** Progression of withdrawal and compensation plans.

- 2024 Academy of Management Meeting<sup>°</sup> 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<sup>°</sup> 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<sup>c</sup> London, UK
- 2022 Academy of Management Meeting Seattle, WA/Online
- 2021 University of Michigan Ross Strategy Virtual Seminar<sup>c</sup> Online
- 2021 London Business School Strategy and Entrepreneurship Seminar<sup>c</sup> Online
- 2021 Pension Real Estate Association Conference<sup>c</sup> Austin, TX
- 2021 Strategic Management Society Human Capital IG Brown Bag Series<sup>c</sup> Online
- 2021 Austin Technology & Entrepreneurship Conference<sup>c</sup> 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<sup>c</sup> Online
- 2019 Strategic Management Society Conference Minneapolis, MN
- 2019 Drexel University<sup>c</sup> Philadelphia, PA
- 2018 Academy of Management Meeting (full paper)<sup>c</sup> Chicago, IL
- 2018 University of Wisconsin-Madison MHR Brown Bag Seminar<sup>c</sup> Madison, WI
- 2017 Academy of Management Meeting (research proposal in symposium) Atlanta, GA

## GRANTS, SCHOLARSHIP, & RECOGNITION

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- 2022 Fall 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

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- 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

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**Instructor** *Binghamton University, School of Management*

- Advanced Regression (In person) | Overall instructor rating: 5.0/5 Fall 2023
- 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

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### 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

- 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

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### 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

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

## REFERENCES

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### Charlie Trevor, Ph.D.

Professor of Management  
 Ruth L. Nelson Chair in Business  
 University of Wisconsin-Madison  
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 Madison, WI 53706  
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**Barry Gerhart, Ph.D.**

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