

**D. Daniel Keum**

Management Division • Columbia Business School  
Kravis Hall, New York, NY 10027  
[d.keum@columbia.edu](mailto:d.keum@columbia.edu)

---

**ACADEMIC EMPLOYMENT**

**Columbia Business School, Columbia University**

*Associate Professor of Management (w/o tenure)*

*Assistant Professor of Management*

July 2022 – Present

July 2017 – July 2022

---

**EDUCATION**

**Leonard N. Stern School of Business, New York University**

*PhD in Management and Organizations*

2012 – 2017

**Dissertation:** “Three Essays on Employment Protection, Resource Allocation, and Firm Innovation”

• Committee: JP Eggers (chair), Zur Shapira, Belén Villalonga, and Deepak Hegde

**Dartmouth College**

*AB in Economics (w/High Honors) and Mathematics*

2002 – 2008

• Lewis H. Haney Prize for the most outstanding senior thesis in economics

---

**RESEARCH INTERESTS**

- Managerial prosocial preferences and behavioral strategy
- Technological innovation, competitive dynamics, and the role of public policy
- Organizational structure and innovation performance

---

**AWARDS & GRANTS**

- Commitment to Excellence, Teaching, Executive MBA (2024) – voted by the graduating class
- Commitment to Excellence, Teaching, Executive MBA (2023) – voted by the graduating class
- Best 40-Under-40 MBA Professors (2022)
- MK-AKMS Young Scholar Award (2021)
- Winner, Academy of Management TIM Division Best Dissertation Award (2018)
- Harold W. MacDowell Award (2017) – awarded to one PhD graduate for dedication to scholarship
- Strategy Research Foundation Dissertation Research Grant (2016)
- Center for Global Economy and Business Grant, NYU Stern (2016)
- Dale E. Zand Doctoral Student Award for Scholarly Excellence in Management (2015)

---

**PUBLICATIONS AND WORKS IN PROGRESS**

[11] **Keum, Daniel** and Lucy Liu (*alphabetical order*). “Managerial Prosocial Preferences and Guilt as an Emotional Barrier to Exit Decisions.” Forthcoming at *Management Science*.

- Best Macro Paper Award Winner, IACMR
- [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=4420492](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4420492)

[10] **Keum, Daniel**. “Psychological Design of Firm Boundaries: Preempting Escalating Commitment Through Buy vs. Make.” Forthcoming at *Academy of Management Journal*.

- <https://journals.aom.org/doi/abs/10.5465/amj.2022.0730>

- [9] **Keum, Daniel**, Stephan Meier. 2023. “License to Fire? Unemployment Insurance and the Moral Cost of Layoffs.” *Organization Science*. 35(3): 994-1014.  
 - <https://pubsonline.informs.org/doi/10.1287/orsc.2022.16734>
- [8] **Keum, Daniel** and Stephen Ryan. 2023. “Vaulting into the Spotlight: Upward-striving Toward the \$100 Million Revenue Goal.” *Organization Science*. 35(3): 974-993.  
 - <https://doi.org/10.1287/orsc.2021.15148>
- [7] **Keum, Daniel**. 2022. “Managerial Political Power and Reallocation of Resources in the Internal Capital Market.” *Strategic Management Journal*. 44(2): 369–414.  
 - <https://doi.org/10.1002/smj.3440>  
 - Lead article
- [6] **Keum, Daniel**. 2021. “Innovation, Short-termism, and the Cost of Strong Corporate Governance.” *Strategic Management Journal*. 42(1):3-29.  
 - <https://doi.org/10.1002/smj.3216>  
 - Lead article
- [5] Chang, Sungyong, JP Eggers, and **Daniel Keum** (*alphabetical order*). 2021. “Bottleneck Resources, Market Relatedness, and the Dynamics of Organizational Growth.” *Organization Science*. 33(3): 1049-1067.  
 - <https://doi.org/10.1287/orsc.2021.1479>
- [4] **Keum, Daniel**. 2020. “Cog in the Wheel: Resource Release and the Scope of Interdependencies in Corporate Adjustment Activities.” *Strategic Management Journal*. 41(2): 175-197.  
 - <https://doi.org/10.1002/smj.3093>  
 - Lead article
- [3] **Keum, Daniel**. 2020. “Penalizing the Underdogs? Employment Protection and the Dynamics of Firm Innovation.” *Organization Science*. 31(5): 1053-1312.  
 - <https://doi.org/10.1287/orsc.2019.1342>
- [2] **Keum, Daniel** and JP Eggers. 2018. “Setting the Bar: The Evaluative and Allocative Roles of Organizational Aspiration Level.” *Organization Science*. 29(6): 989-1236.  
 - <https://doi.org/10.1287/orsc.2018.1224>
- [1] **Keum, Daniel** and Kelly See. 2017. “The Influence of Hierarchy on Innovation and Idea Selection in the Innovation Process.” *Organization Science*. 28(4): 653-669.  
 - <https://doi.org/10.1287/orsc.2017.1142>  
 - 2014 AOM TIM Division Best Paper Finalist

## WORKS IN PROGRESS

---

- [12] **Keum, Daniel** and Nandil Bhatia. “Do Nice Guys Finish Last? Prosociality in the CEO Labor Market.”  
 - Revision invited at *Strategic Management Journal*
- [13] **Keum, Daniel**. “Managerial Prosocial Preferences and Automation Innovation.”  
 - Under review
- [14] **Keum, Daniel**. “Strategic Rigidity as the Cost of Employee-Related CSR.”  
 - Under review

[15] **Keum, Daniel**. “Firing Costs and the Decoupling of Technological Invention and Post-Invention Employment Growth.”

- Under review

## EDITED VOLUMES

---

Eggers, JP and **Daniel Keum**. 2015. “Strategy and Cognition.” *Oxford Bibliographies* in Management.

- <https://www.oxfordbibliographies.com/view/document/obo-9780199846740/obo-9780199846740-0068.xml>

## PROFESSIONAL ACTIVITIES & SERVICE

---

- Associate program chair, Corporate Strategy Division, Strategic Management Society (2025 – present)
- Rep-at-Large, Corporate Strategy Division, Strategic Management Society (2022 – 2024)
- Rep-at-Large, Knowledge & Innovation Division, Strategic Management Society (2019 – 2021)
- Editorial review board member for *Organization Science* (2020 – present)
  - Best Reviewer (2022/2024)
- Editorial review board member for *Strategic Management Journal* (2019 – present)
  - Best Reviewer (2021/2022/2023/2024)
- Ad hoc reviewer for *Management Science*, *Administrative Science Quarterly*, *Research Policy* (2017-present)
- Reviewer for Academy of Management Annual Meetings (STR & TIM; 2013 – Present)
- Reviewer for Strategic Management Society (Behavioral Strategy; 2013 – Present)

## TEACHING

---

### Columbia Business School

*Instructor*

Strategy Formulation MBA Core	2017-2023
Strategy Formulation Executive MBA Core	2018-2024
PhD Strategy Seminar	2018/2020/2022/2024

### NYU Stern

*Lecturer*

Management and Organizations, Undergraduate Core	Winter 2016
--	-------------

## WORK EXPERIENCE

---

**McKinsey & Company** Aug 2008 – Sept 2012

### ROK-US Combined Forces Command, Seoul, Korea

*Honorably discharged as a sergeant (E-5)*

June 2005 – June 2007

- Translator and assistant to Assistant Chief of Staff, Logistics
- Awarded U.S. Army Commendation Medal

## OUTSIDE ACTIVITIES

---

Columbia Business School requires its faculty members to disclose any activities that might present a real or apparent conflict of interest: None.