

MIJEONG KWON

Ph.D. in Management & Organizations
Jones Graduate School of Business, Rice University
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POSITIONS

Jones Graduate School of Business, Rice University, Houston, TX Assistant Professor of Organizational Behavior	2025-Present
University of Colorado Denver Business School, Denver, CO Assistant Professor of Management	2022-2025

EDUCATION

Stephen M. Ross School of Business, University of Michigan, Ann Arbor, MI PhD, Management and Organizations	2022
Yonsei School of Business, Yonsei University, Seoul, Korea MS, Management	2016
BBA (early graduation with magna cum laude)	2014
Shidler College of Business, University of Hawai'i at Mānoa, Honolulu, HI Exchange student	2012

FELLOWSHIPS, AWARDS, AND GRANTS

Likert Paper Prize (Best Dissertation-Based Paper), University of Michigan	2025
Best Reviewer Award, Academy of Management Annual Meeting	2025
Center for Excellence in Teaching and Learning Faculty Fellow, University of Colorado Denver	2024
Early-Career Professional Development Grant, University of Colorado Denver	2023-2024
Daniels Fund Ethics Initiative Fellow, University of Colorado Denver	2023-2024
Lim Kim San Fellowship, Singapore Management University	2022
Stark Award (Senior PhD Student with Excellent Academic Progress), University of Michigan	2020
Rackham Pre-doctoral Fellowship (Finalist), University of Michigan	2020
Rackham Graduate Student Research Grant—Post-candidacy, University of Michigan	2019
Regent Award (Best First-Year PhD), University of Michigan	2017
Rackham Graduate Student Research Grant—Pre-candidacy, University of Michigan	2017
Clarence J. Hicks Memorial Fellowship in Industrial Relations, University of Michigan	2016
Scholarship for Fast-Track Bachelor's/Master's Degree Program, Yonsei University	2014-2016
National Humanities and Social Sciences Scholarship, Student Aid Foundation	2013-2014

PUBLICATIONS

Kwon, M.,* & Bae, K.* Can you tell that I love my work? Employees' intentional display of intrinsic motivation at work. *Academy of Management Discoveries* [*Authors contributed equally]

Kwon, M., & Sonday, L. The moralization of intrinsic motivation: Opportunities and perils. *Forthcoming at Academy of Management Review*

Kwon, M., Cunningham, J. L., & Jachimowicz, J. M. (2023) Discerning saints: Intrinsically motivated employees selectively help intrinsically motivated team members. *Academy of Management Journal*, 66(6), 1625-1650.

Kwon, M., Cunningham, J. L., & Jachimowicz, J. M. (2023) Research: Your love for work may alienate your colleagues. *Harvard Business Review*, online, June 23.

PAPERS IN THE REVIEW PROCESS

Lief, D.,* Jue-Rajasingh, D.,* & Kwon, M.* Expressions of corporate purpose and their effect on job interest. *Strategic Management Journal* [*Authors contributed equally]

SELECTED WORK IN PROGRESS

Bae, K., Kwon, M., & Derfler-Rozin, R. The impact of leader intrinsic motivation expressions on followers' asking for external rewards.

Kwon, M.,* Tai, K.,* & Pei, D.* Motivated to undermine? How intrinsic and extrinsic motivation shape appraisals of high-performing colleagues. [*Authors contributed equally]

Sitzmann, T., Kwon, M., & Schwartz, S. Turning down the heat: How inclusion reduces collective anger to unlock the productivity advantage of high-achievement workplaces.

Kwon, M., & Shangyun, Chen. Expressing intrinsic motivation enhances rewards for East Asians.

Yang, S., Kwon, M., & Do, B. My leader is abusing me, and it's all my fault! Leader passion, abusive supervision and self-blame.

Bae, K.,* Kwon, M.,* & Kong, T.* Dark Triad, extrinsic motivation, and meaning of life. [*Authors contributed equally]

Kwon, M. Kwon, J., & Uribe, J. Shifting equilibrium: How firms' categorial misalignment drives audience attention and firm valuation

TALKS AND INVITED LECTURES

Duke University, Rice University, The Wharton School, University of Florida, University of Hawaii at Manoa, University of Maryland, University of Michigan, University of North Carolina, & Yonsei University

CONFERENCE PRESENTATIONS

Kwon, M. (2025). Facilitator. In M. Gagné (Organizer), *Shaping Work and Organizations by Accelerating Motivation Research*, Academy of Management Annual Meeting, Copenhagen.

Kwon, M. & Bae, K. (2025) Role of supervisors' extrinsic motivation display in enhancing narcissistic employees' work outcomes. In M. Kwon. (Organizer), *Paradoxes and Surprises Surrounding Motivation and Work Orientations*, Academy of Management Annual Meeting, Copenhagen.

Yang, S., Kwon, M., & Do, B. (2025) My leader is abusing me, and it's all my fault! Leader passion, abusive supervision and self-blame. In A. Fleri. (Organizer), *Theoretical and Empirical Advances on Destructive Leadership*, Academy of Management Annual Meeting, Copenhagen.

Lief, D., Jue-Rajasingh, D., & Kwon, M. (2024) Our purpose is to serve you: The impact of stakeholder reinvestment corporate purpose on employee attraction. *People and Organizations Conference*, Philadelphia.

Kwon, M.,* Pei, D.,* & Tai, K.* (2024) Intrinsic motivation, extrinsic motivation, and envy. In R. E. Jennings & Y. Li. (Organizers), *Context Matters: New Perspectives on How Social Context Shapes Employee Prosocial Behavior*, Academy of Management Annual Meeting. [*Authors contributed equally]

Bae, K., Kwon, M., & Derfler-Rozin, R. (2024) Leader explicit display of their own intrinsic motivation and follower pursuit of extrinsic rewards. In M. Mooijman. (Organizer), *Moralization in the Workplace: Implications for Motivation, Inclusion, and Misconduct*, Academy of Management Annual Meeting.

Sitzmann, T., Kwon, M., & Schwartz, S. (2024) Attaining productivity via inclusive workplaces: Experiences of inclusion, anger, and achievement. In S. Schwartz. (Organizer), *Novel Perspectives on Inclusion Across Levels of Analysis: Work Groups, Organizations and Industries*, Academy of Management Annual Meeting.

Lief, D., Jue-Rajasingh, D., & Kwon, M. (2024) Expressions of Corporate Purpose and Their Effect on Job Interest. *SMS Special Conference*, Washington D.C.

Sung, J.,* & Kwon, M.* (2023) Passion as an excuse: Perceived passion and audience forgiveness. *Association for Consumer Research*, Seattle. [*Authors contributed equally]

Sondag, L., Jue-Rajasingh, D., & Kwon, M. (2023) The color of their skin or the content of their character? Social bias, reputation, & employment outcomes in online labor platforms. *People and Organizations Conference*, Philadelphia.

CONFERENCE PRESENTATIONS (cont.)

Kwon, M., Cunningham, J. L., & Jachimowicz, J. M. (2023) Discerning saints: Moralization of intrinsic motivation and selective prosociality at work. In M. Kwon & J. L. Cunningham. (Organizers), Moralization of Work, Academy of Management Annual Meeting.

Kwon, M. (2022) The moralization of intrinsic motivation. Academy of Management, Seattle.

Kwon, M. (2022) Intrinsic motivation display as impression management. In B. Guenoun & J. Zlatev (Organizers), Impression Management and Mismanagement in Organizations. Academy of Management Annual Meeting, Seattle.

Kwon, M., Cunningham, J. L., & Jachimowicz, J. M. (2021) Discerning saints: Intrinsic motivation and selective prosociality in teams. Preconference, Annual Convention of the Society for Personality and Social Psychology.

Kwon, M. (2021) Intrinsic motivation display as impression management. Academy of Management Annual Meeting.

Kwon, M., Cunningham, J. L., & Jachimowicz, J. M. (2020) Holier than thou: Do intrinsically motivated employees refuse to help their team members lacking intrinsic motivation? In M. Kwon (Organizer), Motivation is Social: Interpersonal and Relational Perspectives on Work Motivation. Academy of Management Annual Meeting.

Sytch, M., & Kwon, M. (2020) Robustness and resilience of informational networks in organizations In N. Argyres, F. Lumineau, & N. Oliveira (Organizers), Challenges in Managing Interorganizational Relationships. Academy of Management Annual Meeting.

Kwon, M., & Hwang, E. (2019) Higher purpose and personal passion: Bringing meaning to our work and the work of others. PDW, Academy of Management Annual Meeting, Boston.

Kwon, M. (2018) Voluntary turnover as a screening device. PDW, Academy of Management Annual Meeting, Chicago.

Sytch, M., Kim, Y., & Kwon, M. (2017) Network resilience. In J. Clement (Organizer), Linking Formal Organization and Informal Social Structure. Academy of Management Annual Meeting.

Kwon, M., & Hwang, E. (2017) Discovering your solar system: Identifying and crafting your research identity. PDW, Academy of Management Annual Meeting, Atlanta.

Kwon, M. (2016) Categorical fit and audiences' evaluations: Genre spanning of multiple subjects in the U.S. publishing industry, 1999-2013. Academy of Management Annual Meeting, Anaheim.

TEACHING AND ADVISING

MGMT 3000, Managing Individuals and Teams (BBA Core, rating: 4.4/5.0)

2025

- Instructor; fully remote

TEACHING AND ADVISING (cont.)

BUSN 6520, Leading Individuals and Teams (MBA Core, rating: 5.0/5.0)	2024
• Instructor; hybrid	
MGMT 3000, Managing Individuals and Teams (BBA Core, rating: 4.5/5.0)	2024
• Instructor; fully remote	
MGMT 3000, Managing Individuals and Teams (BBA Core, rating: 4.7/5.0)	2023
• Instructor; fully remote	
MO 300, Behavioral Theory in Management (BBA Core, rating: 5.0/5.0)	2020
• Course Developer and Instructor; coordinated synchronous & asynchronous remote	
MO 300, Behavioral Theory in Management (BBA Core, rating: 4.8/5.0)	2018
• Instructor; coordinated in-person course	
MO 615, Managing Professional Relationships (MBA Selective)	2017-2019
• Teaching Assistant	
WMBA 509, Human Behavior & Organizations (MBA Selective)	2018-2019
• Teaching Assistant	

PROFESSIONAL SERVICE

Ad Hoc Reviewer

- Organizational Behavior and Human Decision Processes
- Organization Science
- Journal of Applied Social Psychology

Service to Academic Conferences

- OB Best Dissertation-Based Paper Award Committee, 2023-present
- Reviewer, Academy of Management Annual Meeting, 2016-present
- Reviewer, INGRoup, 2018-2019

Service to CU Denver

- Faculty Recruiting Committee, Business School, 2024-2026
- Center for Excellence in Teaching and Learning Faculty Fellow, 2024
- Organizer of 3rd Colorado Management Junior Faculty Consortium, 2024
- Outstanding Student Award Committee, Business School, 2024
- Daniels Fund Ethics Initiative Fellow, Business School, 2023-2024
- Scholarship Cycles and Review Committee, Business School, 2022-2025
- Open Educational Resources (OER) Community of Practice, 2022

PROFESSIONAL SERVICE (cont.)

Service to Ross School of Business

- DEI Student Ally, 2021
- President, Ross School of Business PhD Forum, 2020
- Facilities Chair, Ross School of Business PhD Forum, 2019
- Communications Chair, Ross School of Business PhD Forum, 2018
- Communications Chair, Ross School of Business PhD Forum, 2017
- First-year Representative, Ross School of Business PhD Forum, 2016

Service to Management & Organizations Department, Ross School of Business

- Management & Organizations Annual Newsletter Committee, 2021
- Brown Bag Coordination Committee, 2020
- Culture Committee, 2019
- Undergraduate Subject Pool Committee, 2019
- Culture Committee, 2018
- Doctoral Recruiting Committee, 2017
- Organizer of University of Michigan Party at Academy of Management, 2017

Service to Yonsei University

- Academic Director, Junior Scholar Club, 2016