

Sanghoon Hoonie Kang – Curriculum Vitae

The Chinese University of Hong Kong (CUHK) Business School
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APPOINTMENTS

2021 – Present **CUHK BUSINESS SCHOOL**, Assistant Professor, Hong Kong

EDUCATION

2015 – 2021 **RUTGERS BUSINESS SCHOOL**, New Jersey, USA

- Ph.D in Department of Management and Global Business
 - Concentration: Decision-making
 - Dissertation: Fragility of Expertise: Doubling Down or Revising?
[Published at Academy of Management Journal]
 - ✓ Chair: Terri Kurtzberg
 - ✓ Inside Committee: Jerry Kim, Alex Van Zant
 - ✓ Outside Committee: Daniel Ames

2009 – 2011 **YONSEI UNIVERSITY**, Seoul, South Korea

- MS in Management
- Concentration: Organizational Behavior

2007 – 2010 **YONSEI UNIVERSITY**, Seoul, South Korea

- BA (Magna Cum Laude) in Economics
- Concentration: Microeconomics

RESEARCH AREAS

- Decision Making with Algorithm-Generated Advice
- Cognitive Bias Mitigation Strategies
- Dealing with Networking Anxiety and Improving Entrepreneurship Outcome
- Negotiations

REFEREED PUBLICATIONS

1. Kang, S., Hur, J., & Kilduff, G. 2024. Beating the rival but losing the game: How the source of alternative offers alters behavior and outcomes in negotiation, *Journal of Applied Psychology* 109(3), 386-401.
 - Nominated as Finalist for AoM Annual Meeting CM Division Best Paper Awards
2. Kang, S., & Kim, J. 2022. The Fragility of experts: A moderated-mediation model of expertise, identity threat, and overprecision, *Academy of Management Journal*, 65(2), 577-605.

- Introduced in “AoM Insights.” (<https://journals.aom.org/doi/10.5465/amj.2019.0899.summary>)
- 3. Kang, S., & Kurtzberg, T. 2019. Reach for your cell phone at your own risk: The cognitive costs of media choice for breaks. *Journal of Behavioral Addictions*, 8(3), 395-403.
 - Selected for inclusion in the Academy of Management Meeting Briefs (2019).
 - Introduced in 120+ worldwide media (e.g., FOX TV, Yahoo, Science Daily etc.)
 - Full list available upon request (summary on page 5).
- 4. Kurtzberg, T., Kang, S., & Naquin, C. 2018. The effect of e-communication richness on negotiation performance: Screen size, video, and text in negotiations. *Group Decision and Negotiation*, 27(4), 573-592. DOI: 10.1007/s10726-018-9574-x
 - Abstract included in the “Research Insights” column for the Dispute Resolution Magazine, winter 2019 (the publication of the Dispute Resolution Section of the American Bar Association, with 9000 subscribers in print and electronic distribution to another 7000-9000 law students each year).

PAPERS UNDER REVIEW & SELECTED PAPERS IN PROGRESS¹

1. Overcoming fear of rejection and seeking feedback from both strangers and existing network ties [**Data Collection Completed**] [**Targeting *Administrative Science Quarterly***]
 - Coauthors: Daniel Levin & Jaume Villanueva (Rutgers Business School)
 - Field Data: Recruited Nascent Entrepreneurs via NSF-funded I-Corps Programs
 - One Lab Experiment
2. Algorithmic Schadenfreude [**Data Collection In-Progress**] [**Targeting *Academy of Management Journal***]
 - Coauthor: Jerry Kim (Rutgers Business School)
 - Archival Data(s): Social Media Posts of NFL Coaches, Glassdoor Data
 - One Lab Experiment + Two Archival Data Analyses
3. Does algorithm drive negotiators to be ruthless? [**Data Collection In-Progress**] [**Targeting *Academy of Management Journal***]
 - Coauthors: Jerry Kim (Rutgers Business School) & Seunghoo Chung (HK Poly U)
4. What is in the (black) box? A moderated-mediation model [**Data Collection In-Progress**] [**Targeting *Management Science***]
 - Coauthor: Jerry Kim (Rutgers Business School)
 - Field Data: Collaborating with Bowtie (An insurance company in Hong Kong that provides algorithmic suggestions)
 - One Lab Experiment
5. Incubation: Providing delayed feedback to foster entrepreneurial development [**Idea Generating Stage**]

ACADMIC HONORS & AWARDS

2022 **Hong Kong Government Research Fund (\$101,400 USD)**
2019 – 2020 **Graduate School Dissertation Fellowship (\$20,000 USD)**

¹ I am the first author of all projects stated in this section.

- 2018, 2019 **Dean's Fund for the Summer Research Assistantship (\$4,200 USD)**
2017 **Rutgers Advanced Institute for the Study of Entrepreneurship and Development (RAISED) Summer Reward (\$4,200 USD)**
2015 – 2017 **Fulbright Graduate Study Award (\$70,000 USD)**
2007 – 2010 **Graduated Magna Cum Laude – Yonsei University**
 - Full Scholarship Every Semester

INVITED PRESENTATIONS

- 2024 Said Business School, Oxford University, *Organizational Studies*, Oxford (April)
2020 Guanghua School of Management, Peking University, *Organization and Strategy Seminar*, Beijing (September)
2019 ILR School, Cornell University, *Experimental Psychology and Organizations (ExPO) Lab Weekly Seminar*, Ithaca, NY (April)
2017 Rutgers Business School, *The Rutgers Advanced Institute for the Study of Entrepreneurship and Development (RAISED) Seminar*, Newark, NJ (May)

CONFERENCE & MEETING PRESENTATIONS

- 2023 “What’s in the (black) box? A moderated-mediation model of algorithm justification, perceived expertise, and rejection” *Academy of Management (AoM) Conference*, Boston, MA.
2022 “Beating the rival but losing the game: How rivalry shifts negotiator goals away from value claiming” *Academy of Management (AoM) Conference*, Seattle, WA.
 “Beating the rival but losing the game: How rivalry shifts negotiator goals away from value claiming” *International Association for Conflict Management*, Ottawa, Canada.
2020 “The fragility of experts: Doubling down or revising?” *Academy of Management (AoM) Conference*, Virtual Presentation
2018 “Optimizing breaks by not reaching to your cell phone: Screen engagement and cognitive depletion.” *Academy of Management (AoM) Conference*, Boston, MA.
2017 “The effect of e-communication richness on negotiation performance: Screen size, video, and text in negotiations.” *Academy of Management (AoM) Conference*, Atlanta, GA.
2014 “As long as you trust me: Negotiation outcome upon power transition, asymmetric awareness, and trust.” *Academy of Management (AoM) Conference*, Philadelphia, PA.

TEACHING & WORK EXPERIENCE

2021 – Present **CUHK Business School, Hong Kong**

Assistant Professor

- Introduction to Management (MGNT1020): Spring 2022 – In Person
- Business Negotiations (MGNT3100 – Designed and Launched): Spring 2023, Spring 2024, Spring 2025 – In Person
- Global Experiential Learning (MGNT2512): Spring 2023, Spring 2024 – Asynchronous On-line
- Special Topics in Negotiations (MKTG6038 – MiM – Designed and Launched): Spring 2024, Spring 2025 – In-Person

2017 – 2021 **Rutgers Business School, New Jersey, USA**

Part-time Instructor

- Management Skills (33:620:302): Fall 2017, Spring 2018, Fall 2018, Fall 2020 – In Person

SUMMARY OF PRESS COVERAGE

On Cell Phone Use During Breaks:

Interview

- Interview on 08/20/19 with Danielle Zickl, Associate Health & Fitness Editor for Runner's World
- Radio Interview on 08/23/19 with Dino Flammia and the news team at New Jersey 101.5 FM (<https://nj1015.com/rutgers-research-using-cellphone-on-work-breaks-is-big-mistake/>)
- Television Interview on 08/26/19 with Bill Spadea on Chasing News broadcasted on My9 (New York), FOX5 (New York), and FOX 29 (Philadelphia).

Article - 120+ worldwide articles including (full list and links available upon request):

- Psychology Today (<https://www.psychologytoday.com/us/blog/neuronarrative/201909/study-put-down-your-smartphone-let-your-brain-recharge>)
- msn.com (<https://www.msn.com/en-us/health/health-news/if-you-need-a-mental-break-from-work-dont-check-your-phone-says-a-new-study/ar-AAG43pY>)
- Science Daily (<https://www.sciencedaily.com/releases/2019/08/190819132130.htm>)
- The Daily Mail UK (<https://www.dailymail.co.uk/sciencetech/article-7374853/Being-phone-break-work-doesnt-let-mentally-recharge.html>)
- The Statesman (<https://www.thestatesman.com/lifestyle/cellphone-breaks-not-good-brain-study-1502790491.html>)
- PC World (<https://pcworld.com.br/mexer-no-celular-nao-ajuda-a-descansar-o-cerebro/>)
- Yahoo News Singapore (<https://sg.finance.yahoo.com/news/mental-break-dont-check-phone-says-study-103015619.html>)
- Business Standard (https://www.business-standard.com/article/pti-stories/taking-a-break-from-mental-task-keep-your-smartphone-away-119082000335_1.html)