

Yoonha Kim

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EDUCATION

University of California, Berkeley, Haas School of Business
Ph.D. Business and Public Policy Program

Berkeley CA, USA
May 2017

Brown University

B.Sc. Applied Mathematics and Economics, *Phi Beta Kappa & Magna Cum Laude*

Providence RI, USA
Class of 2008

ACADEMIC EMPLOYMENT

Georgetown University, McDonough School of Business
Visiting Assistant Professor, Strategy, Economics, and Public Policy Group

Washington DC, USA
Aug 2017 - present

RESEARCH INTERESTS

Strategic Human Capital, Entrepreneurship, Immigration and Social Inequality, Technology and Innovation

WORKING PAPERS

Hidden Gems? Cultural Barriers and the Self-Employment of High Skilled U.S. Immigrants (*with John Morgan*)

Stage: under review

We study how linguistic-cultural barriers produce over-selection into self-employment by highly educated immigrants. A model where talent is more easily discerned in U.S.-born than in immigrants, owing to differences in precise signalling capabilities, can rationalize such over-selection. Using U.S. population survey data, combined with measures of linguistic-cultural differences, we consistently find that the more highly educated and linguistically distant is an immigrant, the more likely is self-employment. Alternative explanations, such as language deficiencies or ethnic factors, cannot, in and of themselves, readily explain the differential sorting we observe. We argue that these employment patterns reflect an inefficient talent allocation; firms, in principle, can better harness these hidden gems—the untapped talent pool of highly educated immigrants sorting into self-employment. We further show that returns to ethnic diversity is context dependent—when the job is difficult, workers in ethnically diverse groups are more productive; when the job is easy, workers in homogeneous groups are more productive.

Preference vs Constraints: Self-Selection and the Generational Transmission of Immigrant Entrepreneurship

Stage: editing manuscript

Why are immigrants more likely to own businesses than natives? Some scholars emphasize immigrants' "preferences" for entrepreneurship, while others suggest "constraints" and the lack of non-entrepreneurial alternatives. I propose to disentangle the two by leveraging changes in the "Immigrant-Native self-employment gap" across generations—given that labor market frictions are more readily alleviated by second-generation immigrants, while innate preferences are more inheritable, I argue that a decrease in gap reflects the degree to which constraints dominate preferences. Nationally representative data from the U.S. reveal the following: i) the gap decreases for second-generation, especially among ethnic groups that face greater labor market frictions; ii) these disadvantaged ethnic groups make greater investment in human capital of their children; and iii) conditional on entering self-employment, second-generation immigrants are more likely to incorporate their businesses relative to the first. I discuss how these can be interpreted as how immigrants facilitate upward socioeconomic mobility through investments in entrepreneurship and human capital.

Persistence of Discrimination: The Effects of 9/11

Stage: analyzing with additional data

I examine how discrimination arising from preferences manifest itself in labor market outcomes across different minority groups over time. I use the incident of the September 11 terrorist attacks as an exogenous shock in taste-based bias towards a subset of the immigrant group: individuals who may appear to be Middle Eastern. By using a difference-in-differences approach, I show a negative effect of 9/11 on immigrants' labor market outcomes, and moreover, that the less well educated are increasingly worse off relative to the more educated. I partly ascribe this to the heterogeneous effect of occupational discrimination, where the less well educated increasingly sort into less complex jobs over time. I discuss alternative channels that may drive my results.

SELECTED RESEARCH IN PROGRESS

Labor Matching in Cities (with *Santiago Truffa*)

Stage: drafting manuscript

Presented at Lumos Labs (02/2016), the Korean Economic Association International Conference (06/2018) and to be presented at the Southern Economic Association conference (11/2018)

Job Search Methods and Occupational Sorting of Immigrants (with *Mallika Banerjee*)

Stage: drafting manuscript

Academic Path as a Key Determinant for Frequency and Scale of Entrepreneurship (with *Sung Namkung*)

Stage: data analysis

Presented at the Wharton People & Organization Conference (09/2018)

TEACHING

Georgetown University, McDonough School of Business

Strategic Management

Fall 2017 & Spring 2019

UC Berkeley, Haas School of Business

Graduate Student Instructor for MBA Core Courses

Strategy

Fall 2016

Macroeconomics in the Global Economy

Spring 2016

Data & Decisions (Business Statistics)

Fall 2014

Earl F. Cheit Outstanding GSI Teaching Award: the best Full-time MBA Student Instructor of the year

2016

PROFESSIONAL EXPERIENCE

Morgan Stanley

New York NY, USA

Analyst, Firm Strategy & Execution

Jul 2008 – Jun 2011

Advised Morgan Stanley's senior management on strategic alternatives for the firm, including mergers, acquisitions and spin-offs of subsidiaries and on evaluation of market trends and competitive landscape

JPMorgan Chase Securities

Hong Kong

Summer Analyst, Equity Capital & Derivatives Markets

Summer 2007

Participated in overnight block trades, initial public offerings and equity-linked, convertible bond underwriting

FELLOWSHIPS

Full PhD tuition, stipend and travel support

Sasakawa Young Leaders Fellowship	2015 – 2017
Haas (Summer) Research Fellowships	2013 – 2015
Research Assistant for Professors Ross Levine and Yona Rubinstein	
Berkeley Graduate Fellowship	2011 – 2013

INVITED PRESENTATIONS & CONFERENCES

2018	11. Southern Economic Association Conference	Washington DC, USA
	11. École Polytechnique Fédérale de Lausanne	Lausanne, Switzerland
	10. Innovations and Institutions Conference	Boston MA, USA
	09. Wharton People & Organizations Conference, plenary & roundtable sessions	Philadelphia PA, USA
	07. University of Maryland, Smith School of Business, faculty research workshop	College Park MD, USA
	06. Korean Economic Association International Conference	Seoul, Korea
	04. Smith Entrepreneurship Research Conference	College Park MD, USA
	02. University of Maryland, Smith School of Business	College Park MD, USA
2017	10. Wharton People & Organizations Conference, roundtable discussion	Philadelphia PA, USA
	10. Innovations and Institutions Conference	Boston MA, USA
	08. Academy of Management (AOM), “Perspectives on Entrepreneurial Management and Skills”	Atlanta GA, USA
	05. Humanyze, research lunch	Palo Alto CA, USA
	02. University of California, Davis, Economics Department	Davis CA, USA
	01. Georgetown University, McDonough School of Business	Washington DC, USA
2016	11. Peking University, HSBC Business School	Online
	10. UC Berkeley, Williamson Seminar on Institutional Analysis	Berkeley CA, USA
	10. Innovations and Institutions Conference	Boston MA, USA
	09. University of Nevada, Reno, Economics Seminar Series	Reno NV, USA
	09. All-California Labor Economics Conference, poster presentation	Davis CA, USA
	05. London Business School Trans-Atlantic Doctoral Conference	London, UK
	04. NBER Digitization Workshop	Palo Alto CA, USA
	02. Lumos Labs, research lunch	San Francisco CA, USA
2015	10. Wharton People & Organizations Conference, plenary session	Philadelphia PA, USA
	08. AOM Business Policy and Strategy Dissertation Consortium	Vancouver BC, Canada
	07. NBER Entrepreneurship Bootcamp	Boston MA, USA
	04. Consortium for Competitiveness and Cooperation (CCC) Conference	New York NY, USA

PROFESSIONAL AFFILIATIONS AND SERVICE

Ad Hoc Reviewer: Management Science, Strategic Management Journal, California Management Review

Member: Academy of Management (Strategy and Entrepreneurship), American Economic Association

REFERENCES

University of California, Berkeley, Haas School of Business

Professor Ross Levine	+1.510.643.1419	ross_levine@haas.berkeley.edu
Professor John Morgan	+1.510.642.2669	morgan@haas.berkeley.edu
Professor Noam Yuchtman	+1.510.642.4632	yuchtman@haas.berkeley.edu

Georgetown University, McDonough School of Business

Professor Chris Rider	+1.202.687.6161	chris.rider@georgetown.edu
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PERSONAL INFORMATION

Nationality: Republic of Korea

Language skills: English (fluent), Korean (native)

Programming skills: Stata, R