

D. Daniel Keum

Management Division • Columbia Business School
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ACADEMIC EMPLOYMENT

Columbia Business School, Columbia University

David W. Zalaznick Associate Professor of Business
Associate Professor of Management (w/o tenure)
Assistant Professor of Management

July 2025 – Present
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”

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
- Organizational structure and innovation performance
- Organizational consequences of automation technologies

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

[12] **Keum, Daniel** and Nandil Bhatia. 2026 “Do Nice Guys Finish Last? Prosociality in the CEO Labor Market.” *Strategic Management Journal*. 47(5): 1272-1300.

- <https://sms.onlinelibrary.wiley.com/doi/abs/10.1002/smj.70046>

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

- <https://pubsonline.informs.org/doi/10.1287/mnsc.2023.02533>

- Best Macro Paper Award Winner, IACMR

- [10] **Keum, Daniel**. 2025. “Psychological Design of Firm Boundaries: Preempting Escalating Commitment Through Buy vs. Make.” *Academy of Management Journal*. 68(2): 436-463.
- <https://journals.aom.org/doi/abs/10.5465/amj.2022.0730>
- [9] **Keum, Daniel**, Stephan Meier. 2024. “License to Fire? Unemployment Insurance and the Moral Cost of Layoffs.” *Organization Science*. 35(3): 994-1014.
- <https://doi.org/10.1287/orsc.2022.16734>
- [8] **Keum, Daniel** and Stephen Ryan. 2024. “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**. 2023. “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

- [13] **Keum, Daniel**, Simeng Wang, and Nandil Bhatia. “Do Machines Make Firms Meaner? Automation and the Erosion of Firm-Employee Relations.”
- Revision invited at *Management Science*

[14] **Keum, Daniel.** “Managerial Prosocial Preferences and Automation Investment.”

- Under review

[15] **Keum, Daniel.** “Minimum Wage And Heterogeneity in Firm Automation Adoption: Text-Based Evidence From Investment Disclosures.”

- Under review

[16] **Keum, Daniel,** and Simeng Wang (*alphabetical order*). “AI as Positional Technology: Organizational Hierarchy and AI Adoption.”

- Draft available upon request

[17] **Keum, Daniel.** “When Responsibility Backfires: Layoff Rigidity as the Cost of Employee-Related CSR.”

- Under review

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

- Draft available upon request

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

- 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	2017-2026
Strategy Formulation Executive MBA Core	2018-2026
PhD Strategy Seminar	2018/2020/2022/2024

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.