D. Daniel Keum
NUS Business School, 15 Kent Ridge Drive, Singapore 119245
daniel.keum@nus.edu.sg • danielkeum.com

ACADEMIC EMPLOYMENT

NUS Business School, National University of Singapore
Dean's Chair Associate Professor (with tenure), Strategy & Policy July 2026 – Present

Columbia Business School, Columbia University
David W. Zalaznick Associate Professor of Business July 2025 – June 2026
Associate Professor of Management (w/o tenure) July 2022 – June 2026
Assistant Professor of Management July 2017 – June 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

• Organizational consequences of AI and automation
• Managerial prosocial preferences and behavioral strategy
• Organizational structure and innovation performance

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."
- Revision invited at *Strategy Science*

[15] **Keum, Daniel,** and Simeng Wang (***alphabetical order***). "AI as Positional Technology: Organizational Hierarchy and AI Adoption."
- Revision invited at *Management Science*

[16] **Keum, Daniel**. "Minimum Wage And Heterogeneity in Firm Automation Adoption: Text-Based Evidence From Investment Disclosures."
- Under review

[17] **Keum, Daniel**. "When Responsibility Backfires: Layoff Rigidity as the Cost of Employee-Related CSR."
- Draft available upon request

[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

• Associate Editor at *Strategic Management Journal* (2026 – present)
• 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 – 2026)
  - Best Reviewer (2021/2022/2023/2024)
• Ad hoc reviewer for *Management Science*, *Administrative Science Quarterly, Research Policy* (2017-present)

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)

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