

# JENNY KIM

University of Colorado Boulder ◦ Leeds School of Business

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## EDUCATION

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**PhD in Business Administration, Accounting**

*Expected 2026*

University of Colorado Boulder, Leeds School of Business

**Master of Science in Business Administration, Accounting**

*2020*

Seoul National University, South Korea

**Bachelor of Arts in English Literature and Business Administration**

*2016*

*Dual major; Intensive Major in International Finance*

Sogang University, South Korea

*Summa Cum Laude*

## RESEARCH

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**Research Interests:**

Corporate Governance, Board Oversight, Executive Compensation, Disclosure, Emerging Technologies

**Job Market Paper:**

“AI Governance: From Hype to Oversight in Corporate Risk Management”

[Abstract] The rapid adoption of Artificial Intelligence (AI) technologies by firms has outpaced the development of formal governance structures to oversee their associated risks, highlighting a critical gap in board-level oversight amid a rapidly evolving technological landscape. I investigate whether and how firms implement board-level governance structures to oversee AI-related risks, and how investors respond to such oversight. Using a combination of keyword-based textual analysis and large language models on proxy statements and 10-K filings from 2018, when AI adoption began to accelerate, through May 2025, I find a sharp rise in attention to AI governance. Yet, a substantial gap remains: by 2024, 55% of S&P 1500 firms discuss AI risks in their 10-K filings, compared with 26% that mention AI governance in their proxy statements. To examine firms’ governance responses, I classify AI governance mechanisms across three dimensions; AI principles, specialized oversight committees, and AI-related expertise on the board. Firms with AI governance are typically larger, more R&D-intensive, and led by newer CEOs. Importantly, these firms experience less negative market reactions to AI risk-related events, suggesting that investors value credible board oversight of emerging technological risks. This study provides the first systematic evidence on AI-specific governance and its market implications, offering timely insights into how firms adapt to emerging technologies.

- Dissertation Committee: Yonca Ertimur (Co-Chair), Andrea Pawliczek (Co-Chair), Nathan Marshall, Steve Rock, and Andrew Stephan (Indiana University)
- Presented at 2024 AAA Deloitte Foundation J. Michael Cook Doctoral Consortium, 2025 KAAPA (Korean American Accounting Professors Association) PhD Conference, 2026 MAS (Management Accounting Section) Midyear Meeting (*Scheduled*)

### Working Papers:

“Firm Responses to Proxy Advisor Recommendations: Evidence from Supplemental Proxy Filings”  
(with Yonca Ertimur and Andrea Pawliczek, University of Colorado Boulder)

[Abstract] Proxy advisors (PAs) play a key role in shareholder voting, with negative PA recommendations leading to significant voting dissent against management proposals. We examine firms’ decisions to file a supplemental proxy statement (DEFA14A) in response to *Against* recommendations Institutional Shareholder Services (ISS) and Glass Lewis (GL), the most influential PAs, issue for Say on Pay proposals. Approximately 11% of firms respond to these recommendations by filing a DEFA14A, more often if ISS or both PAs recommend *Against* than if only GL does. Filings are more common for larger firms and those with more dispersed institutional ownership. The typical filing is substantial in length and discusses compensation, firm performance, the link between pay and performance, and the selection of peer groups by PAs. These results suggest that firms balance the costs of disclosure (alerting investors unaware of the negative recommendations) against the benefits (mitigating the concerns raised by PAs). We document positive market reactions in the two-day window around the filing date when both proxy advisors recommend *Against*. Approximately 8% of filing firms secure a recommendation reversal to *For*, resulting in over 20% greater SOP support. In the absence of a recommendation change, DEFA14As are not associated with better SOP voting outcomes. We conclude that while some DEFA14As communicate favorable information to the market and are successful in changing PAs’ recommendations, their effectiveness is limited, perhaps because of the structural features of the proxy voting process (e.g., shareholders casting their votes rapidly after PAs file their reports and the absence of a mechanism through which firms can review and respond to the reports in a timely manner).

- Presented at 2024 Western AAA Doctoral Student Faculty Interchange Conference (*Kim*), 2024 KARS (Kelly Accounting Research Symposium), Indiana University, Massachusetts Institute of Technology (MIT), University of Tennessee, The Chinese University of Hong Kong, Tulane University, University of Minnesota, University of Chicago, 2025 AAA Annual Meeting (*Kim*), 2025 Colorado Accounting Research Symposium (*Kim*), 2025 LSE Economics of Accounting (EoA) Conference
- Preparing for submission to a top-tier accounting journal

**Work in Progress:**

“Relative Performance Evaluation and Management Forecasts” (*with Steve Rock and Frances Tice, University of Colorado Boulder*)

[Abstract] We examine how management forecast disclosure and accuracy affects the selection of peer firms in Relative Performance Evaluation (RPE) grants. Using data from 2007 to 2021, we focus on CEO RPE grants with accounting-based performance metrics. Preliminary logit regression results show that peer firms with more accurate management forecasts, especially one-year rolling accuracy, are more likely to be selected. However, firms disclosing forecasts are slightly less likely to be chosen as peers. The study highlights the nuanced role of disclosure and forecast quality in RPE peer selection.

- Preliminary analysis stage

**TEACHING EXPERIENCE**

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**Instructor, University of Colorado Boulder**

Corporate Financial Reporting 2 (ACCT 3230)

- Leeds School of Business PhD Student Teaching Award *Summer 2022*
- Leeds School of Business PhD Student Teaching Award (*Runner-up*) *Fall 2021*

**Teaching Assistant, University of Colorado Boulder**

Corporate Financial Reporting 2 (ACCT 3230) *Fall 2020*

**Teaching Assistant, Seoul National University**

Principles of Accounting (ACCT 1101) *2018-2019*

**GRANTS AND AWARDS**

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FARS Midyear Meeting Excellence in Reviewing Award	<i>2025</i>
AAA Deloitte Foundation J. Michael Cook Doctoral Consortium Fellow	<i>2024</i>
PhD Student Teaching Award by Leeds School of Business	<i>2022</i>
University Fellowship Award sponsored by Leeds School of Business	<i>2021-2025</i>
Gerald Hart Doctoral Research Fellowship sponsored by Leeds School of Business	<i>2022, 2023</i>
Accounting PhD Admissions Award sponsored by Leeds School of Business	<i>2020</i>
Seoul National University Honors Scholarship for Academic Excellence	<i>2019</i>

**CONFERENCE PARTICIPATION**

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Management Accounting Section (MAS) Midyear Meeting ( <i>scheduled</i> )	<i>2026</i>
Korean American Accounting Professors Association (KAAPA) PhD Conference - <i>Presenter</i>	<i>2025</i>
AAA Annual Meeting - <i>Presenter &amp; Discussant</i>	<i>2025</i>
Colorado Accounting Research Symposium (CARS) - <i>Presenter</i>	<i>2025</i>
NC State Risk Governance Research Symposium - <i>Invited Participant</i>	<i>2025</i>

AAA Annual Meeting - <i>Discussant</i>	2024
AAA/Deloitte Foundation/J.Michael Cook Doctoral Consortium Fellow - <i>Presenter</i>	2024
Western AAA Doctoral Student Faculty Interchange - <i>Presenter</i>	2024
FARS Doctoral Consortium	2024
Colorado Summer Accounting Research Conference (CSARC)	2022-2025
Colorado Accounting Research Symposium (CARS)	2021, 2023, 2024
AAA Annual Meeting (Online) - <i>Discussant</i>	2021
FARS Midyear meeting (Online)	2021
AAA Annual Meeting (Online)	2020

## AD HOC REVIEWER

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AAA FARS Midyear Meeting (2023–2026), Hawaii Accounting Research Conference (HARC) (2026), AAA MAS Midyear Meeting (2026), AAA Sustainability Conference (2025), AAA Annual Meeting (2022-2025), AAA Western Region Meeting (2021)

## PROFESSIONAL EXPERIENCE

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<b>Kim &amp; Chang (Largest Law Firm in Korea)</b>	Seoul, Korea
Secretary/Staff	2015-2017
<b>Korea Business Council for Sustainable Development (KBCSD)</b>	Seoul, Korea
Intern	Summer 2014

## OTHERS

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<b>Computer skills</b>	SAS, STATA, Python (textual analysis, LLM), LaTeX
<b>Languages</b>	English (Fluent), Korean (Native), Spanish (Basic)
<b>Citizenships</b>	U.S., South Korea