

# KOUNGJIN LIM

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## ACADEMIC APPOINTMENT

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**Kennesaw State University, Michael J. Coles College of Business**  
Assistant Professor of Strategic Management

2025 – present

## EDUCATION

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**Purdue University, Mitch Daniels School of Business** 2025  
Ph.D. Management (Strategy Area)

**Korea Advanced Institute of Science and Technology** 2017  
M.Sc. Business and Technology Management

**Sungkyunkwan University** 2013  
Bachelor of Economics  
*Study Abroad at University of Arkansas, Sam Walton College of Business, 2012*

## PUBLICATIONS

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### Peer-Reviewed Articles

Build, Borrow, Buy... or Bail: Divestiture Following M&A Deal Termination (with R. Anthony Gibbs and Heejung Byun). *Strategy Science*, Accepted.

### Book Chapters

Deal Termination Risk and M&A Performance: A New Measure (with R. Anthony Gibbs and Heejung Byun). *Advances in Mergers and Acquisitions*, Finkelstein S. & Cooper C. (eds.), 2026.

## WORKING PAPERS

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Unlocking Synergies Through Hiring: Post-M&A Complementarity Hiring and Its Performance Implications (with Heejung Byun). *R&R at Strategic Management Journal*

When M&A Attempts Fail: M&A Deal Termination and Subsequent Corporate Strategy Transactions (with Heejung Byun). *R&R at Journal of Management*

When Are Hiring and M&A Substitutes? Factor Market Arbitrage Between Labor and M&A Markets (with Heejung Byun).

After the Fall: The Career Consequences of Startup Failure for Founders and Employees (with Heejung

Byun and Joseph Raffiee).

Mass Layoffs and Entrepreneurship: A Study of Necessity- vs. Opportunity-Based Entrepreneurship  
(with Robert Jung, Heejung Byun, and Joseph Raffiee).

## AWARDS AND GRANTS

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Research, Scholarship, and Creative Activity Grant (\$5,000), KSU	2025–2026
Google Cloud Research Credits for Academic Research (\$5,000)	2025
AOM STR Division Best Paper Award Nominee	2024
Performance Recognition Awards for Doctoral Students (\$1,500), Purdue	2024
SMS Annual Conference Best Paper Prize Honorable Mention	2023
SMS Corporate Strategy Interest Group Best Paper Award Finalist	2023
SMS Annual Conference Research Methods Paper Prize Nominee	2023
AOM STR Division Distinguished Paper Award (Corp. & Intl. Strategy)	2023
Purdue Graduate Student Government Travel Grants (\$750)	2023
University Teaching Academy Graduate Teaching Award, Purdue	2023, 2025
Krannert Certificate for Distinguished Teaching, Purdue	2020, 2022 x2, 2024 x2
Doctoral Fellowship Awards for Excellence in Research, Purdue	2022–2023
Krannert Doctoral Student Research Funds (\$2,015), Purdue	2022
Strategic Management Scholar Award (\$2,500), Purdue	2018–2022
Graduate Fellowship, KAIST	2015–2016
Best Research Paper Award, Korea Center for International Finance	2013
Merit-based Scholarship, Seoul Scholarship Foundation	2012
Award for Academic Excellence, University of Arkansas	2012
Study Abroad Scholarship, Sungkyunkwan University	2012
Merit-based Scholarship, Shinhan Scholarship Foundation	2011–2012
Merit-based Scholarship, American Chamber of Commerce Korea	2011–2012
Merit-based Scholarship, Sungkyunkwan University	2010, 2013
Research Grants for Japanese Business Research (\$11,000), Korean MOE	2011

## TEACHING EXPERIENCE

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<b>Kennesaw State University, Michael J. Coles College of Business</b>	2025 – present
Strategic Management, Undergraduate Core (Avg. instructor rating: 3.7/4)	

<b>Purdue University, Mitch Daniels School of Business</b>	2020 – 2025
Strategic Management, Undergraduate Core (Avg. instructor rating: 4.7/5)	
– Two-time University Teaching Academy Graduate Teaching Award (2023, 2025)	
– Five-time Distinguished Instructor (2020, 2022 x2, 2024 x2)	

## PROFESSIONAL SERVICE

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### Ad-hoc Reviewer for Journals

*Journal of Management, International Journal of Human Resource Management*

### Ad-hoc Reviewer for Academic Conferences

Academy of Management Annual Meeting (STR Division)

Strategic Management Society Conferences (Corporate Strategy IG; Strategic Human Capital IG)

## Certifications

GARP Financial Risk Manager (FRM)

## INDUSTRY EXPERIENCE

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### Samsung Electronics

2013 – 2014

Associate, Financial Management Team, Visual Display (VD) Business

### PricewaterhouseCoopers LLP (Seoul Office, Samil PwC)

Summer 2010

Summer Internship, Business Research Institute

### Seoul High Court

2007 – 2009

Public Service Agent, Management and Budget Division

*Last updated: January 2026*