

Midam Kim

The University of Kansas
School of Business
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Professional Appointments

- 2017 – Research Fellow, School of Business, The University of Kansas
- 2015 – Lecturer, School of Business, The University of Kansas
- 2012 – 2015 Research scholar, Linguistics, The University of Kansas
- 2012 – 2014 Postdoctoral fellow, Linguistics, Northwestern University
- 2012 Fall Lecturer, Linguistics, University of Kansas

Education

- 2005 – 2012 **Ph.D.** program, Linguistics, Northwestern University, Evanston, IL, USA
Specialization in Cognitive Science
Dissertation: Phonetic Accommodation after Auditory Exposure to Native and Nonnative Speech
Committee: Ann Bradlow (chair, Linguistics), Sid Horton (Psychology), and Matthew Goldrick (Linguistics).
- 2008 The Ohio State University 2008 Linguistics Mini-Institute, Linguistics, The Ohio State University, Columbus, OH, USA
- 2004 **M.A.** Linguistics, Seoul National University, Seoul, South Korea
Thesis: Correlation between VOT and F0 in the Perception of Korean Stops and Affricates
- 2003 Summer Course in English Phonetics, Department of Phonetics and Linguistics, University College London, London, United Kingdom
- 2001 **B.A.** Linguistics, Seoul National University, Seoul, South Korea

Research Interests

Communication in business, leadership efficiency and voice qualities, global communication, speech accommodation, bilingualism.

Publications and Proceedings

- Bradlow, A., **Kim, M.**, Blasingame, M. (2017). Language-independent talker-specificity in first-language and second-language speech production by bilingual talkers. *Journal of Acoustical Society of America* 141, 886-899; doi: 10.1121/1.4976044.
- Kim, M.** (2011). Phonetic convergence after perceptual exposure to native and nonnative speech: Preliminary findings based on fine-grained acoustic-phonetic measurement. *Proceedings of The 17th International Congress of Phonetic Sciences.*

- Kim, M.**, Horton, W., and Bradlow, A. (2011). Phonetic convergence in spontaneous conversations as a function of interlocutor language distance. *Journal of Laboratory Phonology* 2, 125-156.
- Baker, R. E., Baese-Berk, M., Bonnasse-Gahot, L., **Kim, M.**, Van Engen, K., and Bradlow, A. (2011). Word durations in non-native English. *Journal of Phonetics* 39, 1-17.
- Van Engen, K., Baese-Berk, M., Baker, R. E., Choi, A., **Kim, M.**, and Bradlow, A. (2010). The Wildcat Corpus of native and foreign-accented English: Communicative efficiency across conversational dyads with varying language alignment profiles. *Language and Speech* 53, 510-540.
- Kim, M.** (2004). Correlation between VOT and F0 in the perception of Korean stops and affricates. *Proceedings of The 8th International Conference on Spoken Language Processing*, 49-52.

Works in progress

- Kim, M. Y., **Kim, M.**, Bradlow, A., and Chi, T. Bridge over troubled water: Language distance, Linguistic convergence, and Microfoundations of the Theory of the MNC (to be submitted to *Academy of Management Journal*).
- Kim, M. Y., **Kim, M.**, Chi, T., and Bradlow A. Strategic choice of functional language of MNCs (to be submitted to *Strategic Management Journal*).
- Kim, M. Y., **Kim, M.**, Bradlow, A. Inter-personal communication routines and the microfoundations of the theory of MNCs (in experiment stage).
- Kim, M.** and Barker, V. Voice qualities of CEOs and leadership efficiency (in experiment design stage).

Presentations

- Kim, M. Y., **Kim, M.**, Chi, T., and Bradlow, A. (2017). Choice of functional language in MNCs: Trade-offs and potential remedies, submitted to the 2017 Academy of Management Annual Meeting, Atlanta, Georgia.
- Kim, M. Y., **Kim, M.**, Chi, T., and Bradlow, A. (2017). International expansion strategies and choice of functional language, submitted to Academy of International Business 2017 Annual Meeting, Dubai, United Arab Emirates.
- Kim, M. Y., **Kim, M.**, Chi, T., and Bradlow, A. (2016). Strategic choice of functional language in MNCs: Implications for communicative efficiency. The Future of Language Science, A Celebration of 50 Years of Linguistics at Northwestern, Evanston, Illinois.
- Kim, M. Y., **Kim, M.**, Chi, T., and Bradlow, A. (2015). MNC strategies and choice of functional language. The 2015 Strategic Management Society Annual International Conference, Denver, Colorado.
- Kim, M. Y., **Kim, M.**, Chi, T., and Bradlow, A. (2015). Strategic choice of functional language in MNCs: Implications for communicative efficiency. The 5th Reading – UNCTAD International Business Conference, Reading, UK.
- Kim, M., **Kim, M.**, Bradlow, A., and Chi, T. (2014). The microfoundations of the theory of the MNC: New insight from a psycholinguistic study. The 74th Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Kim, M., **Kim, M.**, Bradlow, A., and Chi, T. (2013). How MNCs may improve the efficiency of language communications and its global competitiveness: Implications from a laboratory study. The Academy of International Business 2013 Annual Meeting, Istanbul, Turkey.

- Kim, M., **Kim, M.**, Bradlow, A., and Chi, T. (2013). Language distance and communication efficiency in MNCs: Moderating role of convergence. The 73rd Annual Meeting of the Academy of Management, Orlando, Florida.
- Bradlow, A., **Kim, M.**, and Kim, M. Y. (2013). Phonetic convergence, communicative efficiency, and language distance. The 165th Meeting of the Acoustical Society of America and the 21st International Congress on Acoustics, Montréal, Canada.
Special Session: Imitation, Accommodation, and Convergence in Speech Communication.
- Kim, M.**, Ackerman, L., Burchfield, L. A., Dawdy-Hesterberg, L., Luque, J., Mok, K., and Bradlow, A. (2013). Rate variation as a talker-specific/language-general property in bilingual speakers. The 21st International Congress on Acoustics, Montréal, Canada.
- Kim, M.** and Bradlow, A. (2013). Phonetic convergence and talker linguistic distance: fine-grained acoustic and holistic measurements. Workshop on Current Issues and Methods in Speaker Adaptation, The Ohio State University, Columbus, Ohio.
- Kim, M.** and Bradlow, A. (2012). Phonetic accommodation after passive exposure to native and nonnative speech. The 164th Meeting of the Acoustical Society of America, Kansas City, Missouri. *Journal of the Acoustical Society of America*, 132(3), 1935.
- Kim, M.** and Bradlow, A. (2011). Phonetic convergence after perceptual exposure to native and nonnative speakers: comparison of findings from XAB perception tests and acoustic measurement. The 52nd Annual Meeting of the Psychonomic Society, Seattle, Washington.
- Kim, M.** (2011). Phonetic convergence after auditory exposure to native and nonnative speakers: perceptual and acoustic assessments on sentences. The 17th Mid-Continental Phonetics & Phonology Conference, Urbana-Champaign, Illinois.
- Kim, M.** (2011). Phonetic convergence after perceptual exposure to native and nonnative speakers: Preliminary findings based on fine-grained acoustic-phonetic measurement. The 17th International Congress of Phonetic Sciences, Hong Kong, China.
- Kim, M.** (2011). Phonetic convergence after perceptual exposure towards native and nonnative speakers. The 161st Meeting of the Acoustical Society of America, Seattle, Washington.
- Kim, M.** and Bradlow, A. (2010). Phonetic convergence as a function of linguistic and social distance. The 51st Annual Meeting of the Psychonomic Society, St. Louis, Missouri.
- Kim, M.** (2010). Phonetic convergence after perceptual exposure to native and nonnative speech. The 10th Annual Mid-Continental Workshop on Phonology, Evanston, Illinois.
- Kim, M.** (2009). Phonetic accommodation during discourse between native and nonnative speakers. Multiple Perspectives on the Critical Period for Language, Columbus, Ohio.
- Maye, J., Lee, Y., Luque, J., **Kim, M.**, and Farmer, T. (2009). Korean-English bilinguals' perception of phonetic contrasts in their two languages. Multiple Perspectives on the Critical Period for Language, Columbus, Ohio.
- Kim, M.** (2009). Phonetic accommodation during conversation between native and nonnative speakers. The 157th Meeting of the Acoustical Society of America, Special session on the role of experience in speech perception, Portland, Oregon. *Journal of the Acoustical Society of America*, 125(4), 2764.
- Maye, J., Luque, J., Farmer, T., Lee, Y., and **Kim, M.** (2009). Korean-English bilinguals' perception of phonetic contrasts in their two languages. The 157th Meeting of the Acoustical Society of America, Special session on the role of experience in speech perception, Portland, Oregon. *Journal of the Acoustical Society of America*, 125(4), 2779.

- Baker, R. E., Bonnasse-Gahot, L., Van Engen, K. J., Baese-Berk, M., and **Kim, M.** (2009). Phonetic word-level rhythm in nonnative English. The 157th Meeting of the Acoustical Society of America, Special session on the role of experience in speech perception. Portland, Oregon. *Journal of the Acoustical Society of America*, 125(4), 2776.
- Kim, M.** (2009). Discourse markers during dialogues between native and nonnative speakers. Linguistic Society of America Annual Meeting, San Francisco, California.
- Kim, M.** (2008). Discourse markers during dialogues between native and nonnative speakers. Linguistic Society of America Summer Meeting, The Ohio State University, Columbus, Ohio.
- Van Engen, K. J., Baker, R. E., **Kim, M.**, and Bradlow, A. (2008). Communicative efficiency: native and non-native speakers in dialogue. Linguistic Society of America Summer Meeting, The Ohio State University, Columbus, Ohio.
- Kim, M.**, Bradlow, A., and Horton, W. (2007). Phonetic convergence between native and nonnative speakers, 2007 Mid-Continental Workshop on Phonology. The Ohio State University, Columbus, Ohio.
- Van Engen, K. J., Baker, R. E., Choi, A. R., **Kim, M.**, and Bradlow, A. (2007). Development of the Wildcat Corpus of native- and foreign accented English. 2007 Mid-Continental Workshop on Phonology, The Ohio State University, Columbus, Ohio.
- Kim, M.**, Bradlow, A., and Horton, W. (2007). Phonetic convergence between native and nonnative speakers. The 4th Seoul International Conference on Phonology and Morphology, Seoul, Korea.
- Bradlow, A., Baker, R. E., Choi, A., **Kim, M.**, and Van Engen, K. J. (2007). The Wildcat Corpus of native- and foreign-accented English. The 153rd Meeting of the Acoustical Society of America, Salt Lake City, UT. *Journal of the Acoustical Society of America*, 121(5), 3072.
- Kim, M.** (2003). Correlation between VOT and F0 in the perception of Korean obstruents. 2003 Autumn Conference, Korean Society of Phonetic Sciences and Speech Technology, Seoul, Korea.
- Kim, M.** (2003). Correlation between VOT and F0 in the perception of Korean obstruents. 2003 Summer Conference, Acoustical Society of Korea, Mokpo, Korea.

Invited Talks

- Kim, M. Y., **Kim, M.**, Bradlow, A., Chi, Tailan. Language distance and communication efficiency in MNCs: Moderating role of convergence. Management Seminar Series, Management Area, School of Business, The University of Kansas, Lawrence, Kansas, March 15, 2013.
- Kim, M.** Phonetic convergence as a function of linguistic and social distances. Language Processing Brown Bag Meeting, University of Illinois at Urbana-Champaign, Illinois, March 17, 2011.
- Kim, M.** 모국어-비모국어 화자 사이의 음성 닮기 (Phonetic convergence between native and nonnative speakers). 2007 실험 음성학 연구회 하계 워크샵 (2007 Summer Workshop of Experimental Phonetics), Daegu, South Korea, July, 2007.

Awards and Grants

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| 2016 | Conference Travel Grant, Management Area, School of Business, The University of Kansas |
| 2016 | Conference Travel Award, Center of Global Business Studies, School of Business, The University of Kansas |
| 2011 | Graduate Student Conference Travel Award, Buffett Center, Northwestern University |
| 2011 | Conference Travel Grant, Northwestern University |

2011 Career Development Grant, Northwestern University
 2011 Graduate Final-Year Fellowship, Northwestern University
 2010 Conference Travel Grant, Northwestern University
 2009 Graduate Research Grant, Northwestern University (\$3000)
 2009 Conference Travel Grant, Northwestern University
 2009 Cognitive Science Travel Grant, Cognitive Science Program, Northwestern University
 2008 Travel Grant for LSA 2008 Linguistics Mini-Institute, Linguistic Society of America
 2008 Grant for LSA 2008 Summer Meeting and Linguistics Mini-Institute, Department of Linguistics, Northwestern University
 2007 Graduate School Travel Grant, Northwestern University
 2005-2006 University Fellowship, Northwestern University
 2004 Grant for ICSLP 2004, International Speech Communication Association
 1998-2002 Scholarship, Department of Linguistics, Seoul National University, Seoul, Korea

Teaching Experiences

2015-present **Organizational Behavior (MGMT 310): Fall, Spring, Summer Semesters**
 Lecturer, Management Area, School of Business, The University of Kansas

2012 **Research Methods in Linguistics (LING 420): Fall Semester**
 Lecturer, Linguistics, The University of Kansas

2009 **Language and the Brain (CogSci 210): Winter Quarter**
 Teaching assistant to Professor Matt Goldrick, Linguistics, Northwestern University
 Offered weekly quiz sessions and office hours for student consultations
 Graded tests and homework

2008 **Sound Patterns in Human Language (LING 250): Spring Quarter**
 Teaching assistant to Lecturer Rajka Smiljanic, Linguistics, Northwestern University
 Offered weekly office hours for student consultations
 Graded tests and homework
 Gave a guest lecture on Second Language Phonology

2008 **Words and Sentences (LING 260): Winter Quarter**
 Teaching assistant to Professor Brady Clark, Linguistics, Northwestern University
 Offered weekly office hours for student consultations
 Graded tests and homework
 Gave a guest lecture on Constraining X-bar Theory

2007 **Language, Politics, and Identity (LING 222): Spring Quarter**
 Teaching assistant to Professor Elisabeth Elliott, Balkan Languages, Northwestern University
 Graded tests and homework

2007 **Sound Patterns in Human Language (LING 250): Winter Quarter**
 Teaching assistant to Professor Ann Bradlow, Linguistics, Northwestern University
 Offered weekly office hours for student consultations
 Graded tests and homework
 Gave a guest lecture on Second Language Phonology

- 2006 **Sound Patterns in Human Language (LING 250): Fall Quarter**
Teaching assistant to Professor Laura Dickey, Linguistics, Northwestern University
Offered weekly office hours and review sessions for student consultations
Graded tests and homework
- 2002 **How to use speech analysis programs: Pitchworks and PCQuierer**
Instructor at Department of English Literature, Konkuk University, Seoul, Korea
- 2001-2004 **Learning English Pronunciation using speech analysis programs**
Teaching assistant in Winter Institute of English Pronunciation for English teachers in elementary, middle and high Schools, Department of Linguistics, Seoul National University, Seoul, Korea
Helped classes and practices

Research Assistant Experiences

- 2008-2012 Research assistant to Professor Ann Bradlow, Speech Communication Research Group, Linguistics, Northwestern University
- 2006-2007 **Development of Corpus of Spontaneous Conversations and Scripted speech of Native and Nonnative Speakers of English (Wildcat Corpus)**
Summer Internship Program in Linguistics, With Professor Ann Bradlow, Linguistics, Northwestern University
- 2006 **Spatial perception of Korean adults**
Research assistant to Professor Susan Hespos, Infant Cognition Lab, Psychology, Northwestern University
- 2004 **Production of English epenthetic stops by Korean speakers**
Research assistant to Professor Jeong-Im Han, Department of English Literature, Konkuk University, Seoul, Korea
- 2004 **Training Chinese, Japanese, and Thai speakers to perceive and produce Korean three-way distinction of stops and affricates**
Research assistant to Professor Jung-Oh Kim, Interdisciplinary Program of Cognitive Science, Seoul National University, Seoul, Korea
- 2003-2004 **Phonological variation of the Seoul dialect**
With Professor Ho-young Lee, Department of Linguistics, Seoul National University, Seoul, Korea (Supported by Brain Korea 21 Project, Korea Research Foundation, Ministry of Education & Human Resources Development, Korea)
- 2002 **Phonetic variation of the Seoul dialect**
Research assistant in National Academy of the Korean Language, Seoul, Korea
- 2001, 2002 **Acquisition of English r/l distinction by Korean speakers**
Research assistant to Professor Han, Jeong-Im, Department of English Literature, Konkuk University, Seoul, Korea
- 2001 **Accent-phrase boundaries in news texts**
Research assistant in Text-To-Speech Team, Eoneo Gwahak (Language Science Incorporation), Seoul, Korea
- 2001 **Intonation patterns of Korean**
Research assistant to Professor Ho-young Lee, Department of Linguistics, Seoul National University, Seoul, Korea (Supported by Samsung Advanced Institute of Technology, Korea)

Professional Affiliations

Academy of Management
Acoustical Society of America
Psychonomic Society

Academic Services

2008-2012 Linguistics subject pool coordinator, Linguistics, Northwestern University
2006-2008 Video coordinator, Linguistics, Northwestern University
2005-2006 Reception committee, Linguistics, Northwestern University
2000, 2002 Lab manager in Phonetics Lab, Linguistics, Seoul National University, Seoul, Korea

Reviews

Journal of Acoustical Society of America
Frontiers in Cognitive Science
Attention, Perception, & Psychophysics
Journal of the International Phonetics Association
Language and Speech
Bilingualism: Language and Cognition
Studies in Second Language Acquisition

Professional Skills

Experiment tools: R, Praat (scripting), Inquisit, Superlab.
Programming languages: Microsoft Visual Basic Application, Matlab.

Last updated on August 16, 2017.