JENNIFER Y. KIM

Tufts Center for the Study of Drug Development
Tufts University School of Medicine
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EDUCATION

Columbia University, New York, NY — 2019
Ph.D. Organizational Psychology

Wellesley College, Wellesley, MA — 2008
BA in Art History and minor in Economics

RESEARCH INTERESTS

Organizational development, employee engagement, patient engagement, healthcare disparities, behavioral interventions, team and leader effectiveness, leadership development

SELECTED PROFESSIONAL AFFILIATIONS

Research Associate Professor, Tufts University	2025 - Present
Research Assistant Professor, Tufts University	2021 - 2024
Assistant Professor, School of Business, Los Andes University, BOG, Colombia	2019 - 2021

RESEARCH GRANTS

Grants in development / under review

2 year Merck Investigators Program Studies Grant	$800,000
3 year Patient-Centered Outcomes Research Institute	$1,500,000
5 year NIH K01 Grant	$500,000

SELECTED LIST OF GRANTS & SPONSORED PROJECTS

Merck – Investigator Studies Program Research Grant to examine the impact of culturally aligned messaging on flu vaccine confidence and uptake among high-risk African Americans (2025-2027)	$300,000
Novartis -*Investigators External Studies Grant* to examine protocol exclusion in lung cancer studies and its impact of different patient demographic groups (2024-2025)	$120,000
PhRMA – *Collaborative Actions to Reach Equity (CARE) Grant* to examine racial bias in recruitment behavior among oncologists (2024-2025)	$50,000
Tufts Springboard Grant – *Intramural grant* to examine race neutral attitudes and its impact on healthcare providers' referral behavior (2024-2025)	$35,000
Merck - *Investigator Studies Program Research Grant* to examine staff-patient experience and its impact on enrollment outcomes in clinical trials (2023-2024)	$241,000
Parexel – *Sponsored project* to examine role of social economic status on clinical trial participation (2022-2023)	$198,000
Pfizer – *Sponsored grant* to measure ChatGPT usage in drug development (2022-2023)	$35,000
Multi-company - S*ponsored project* to examine workplace dynamics in drug development (2022-2023)	$128,000
PhRMA – *Sponsored grant* to examine gender dynamics in drug development (2021-2022)	$40,000

Drug Information Association – *Sponsored project* to quantify patient engagement efforts in drug development (2021-2022) $280,000

PUBLICATIONS

PEER-REVIEWED JOURNAL ARTICLES

Kim, J.Y., Dirks, A., Ford, R. M., Pai, L., Ludwig, C., & Tapan, U. (2026). How exclusion criteria can hinder eligibility for lung cancer studies among different racial and ethnic groups. *PLOS Digital Health*, 5(3), e0001262. https://doi.org/10.1371/journal.pdig.0001262

Kim, J.Y., Botto, E., & Ford, M. (2025). A Clinical Research Interaction Scale for Racial and Ethnic Minority Participants. *JAMA Network Open.* https://doi.org/10.1001/jamanetworkopen.2025.9481

Zheng, W., **Kim, J.Y.,** & Kark, R. (2025). Every Rose Has Its Thorns—How Exemplars Manage the Tensions in Inclusive Leadership. *Journal of Business Ethics*. https://doi.org/10.1007/s10551-025-05993-z

Kim, J.Y., Florez, M., Botto, E., Belgrave, X., Grace, C., & Getz, K. A. (2024). The influence of socioeconomic status on individual attitudes and experience with clinical trials. *Communications Medicine*. https://doi.org/10.1038/s43856-024-00586-9

Florez, M., Botto, E. & **Kim, J.Y**. (*2024)*. Mapping the strategies for reaching socioeconomically disadvantaged populations in clinical trials. *JAMA Network Open. 10.1001/jamanetworkopen.2024.13962*

Kim, J.Y., Kim, R., & Block, C. (2024). Silence is not always golden: Exploring the impact of leader intervention against COVID-19 related racial microaggressions in the workplace. *American Behavioral Scientist.* https://doi.org/10.1177/00027642241237753

Nguyen, D., Block, C., **Kim, J.Y**., & Yu, H. (2024*).* General and Stereotype-Based Microaggressions Experienced by Asians and Asian Americans in the Workplace: A Qualitative Study. *American Behavioral Scientist.* https://doi.org/10.1177/00027642241232760

Betcheva, L., **Kim, J.Y**., Erhun, F., Oraiopoulos, N., & Getz, K. (2023). Applying Systems Thinking to Inform Decentralized Clinical Trial Planning and Deployment. *Therapeutic Innovation & Regulatory Science*, 57(5), 1081–1098. https://doi.org/10.1007/s43441-023-00540-2

Kim, J.Y., & Dirks, A. (2023). Is Your Organization's Remote Work Strategy "Working"? Exploring the Impact of Employees' Attitudes Toward Flexible Work Arrangements on Inclusion and Turnover Intention. *Therapeutic Innovation & Regulatory Science*. https://doi.org/10.1007/s43441-023-00549-7

Kim, J.Y. & Botto, E. (2023). What is hindering the drug development industry from achieving diversity, equity, and inclusion (DEI) in its workforce. *Nature Biotechnology*. https://doi.org/10.1038/s41587-023-01817-5

Kim, J.Y., Maria Paula, B. A., Granville, C., & Getz, K. A. (2023). Benchmarking Organizational Patient Engagement Capabilities in Clinical Research. *Therapeutic Innovation & Regulatory Science*. https://doi.org/10.1007/s43441-023-00545-x

Kim, J.Y. & Shang, Z. (2022). No, I do belong: Agentic identity work by Asian Americans to combat COVID-19 related racial microaggressions. *Journal of Management Studies*. https://doi.org/10.1111/joms.12898

Kim, J.Y. & Meister, A. (2022). Microaggressions, interrupted: The experience and effects of gender microaggressions for women in STEM. *Journal of Business Ethics*. https://doi.org/10.1007/s10551-022-05203-0

Kim, J.Y., Brockner, J., & Block, C. (2022). Congruence between self-affirmation and self-construal eliminates the MBA gender performance gap. *Organizational Behavior and Human Decision Processes*. *169*(March), 104-118. https://doi.org/10.1016/j.obhdp.2022.104118

Kim, J.Y., Block, C., & Yu, Hong. (2021). Busting the model minority myth: How positive attitudes toward Asian Americans impact perceptions of subtle workplace discrimination experienced by Asian Americans. *Journal of Vocational Behavior*. *131*(Dec). 10.1016/j.jvb.2021.103648

Kim, J.Y., & Roberson, L. (2021). I'm biased and so are you. What should organizations do? A review of organizational implicit bias training programs. *Consulting Psychology Journal: Practice and Research*. https://doi.org/10.1037/cpb0000211

Shang, Z., **Kim, J.Y**., & Sheng, O. (2021). COVID-19-related discrimination experienced by Asian Canadian and Asian American healthcare workers during the COVID-19 pandemic: A qualitative study. *Canadian Medical Association Journal Open*. https://doi.org/10.9778/cmajo.20210090

Kim, J.Y., Block, C., & Nguyen, D. (2019). What's visible is my race, what's invisible is my contribution: Understanding the effects of race and color-blind racial attitudes on the perceived impact of microaggressions toward Asians in the workplace. *Journal of Vocational Behavior. 113*(Aug), 75-87. 10.1016/j.jvb.2018.08.011

DiMasi, J.A., **Kim, J.Y**., & Getz, K.A. (2014). The impact of collaborative and risk-sharing innovation approaches on clinical and regulatory cycle times. *Therapeutic Innovation and Regulatory Science. 48*(4), 482–487. 10.1177/2168479014521419

Getz, K.A., **Kim, J.Y.**, Stergiopoulos, S. (2013). New governance mechanisms to optimize protocol design. *Therapeutic Innovation and Regulatory Science*. *47*(6), 651–655. 10.1177/2168479013494386

BUSINESS & TRADE JOURNALS

Kim, J.Y. & McDaniel, D. (2024). From Words to Action: Advancing Efforts to Reduce the Racial Gap in Clinical Research. *Applied Clinical Trials.* [Access article]

Kim, J.Y., Florez, M. Botto, E., Bhaga, R., Boynton, K., & Ferguson, N. (2024). Bridging the Recruitment Gap for Socioeconomically Disadvantaged Groups in Clinical Trials. *Applied Clinical Trials*. [Access article]

Zheng, W., **Kim, J.Y.,** Kark, R., & Mascolo, L. (2023). What Makes an Inclusive Leader? *Harvard Business Review*. [Access article]

Kim, J.Y., & Shang, Z. (2023). Research: How Anti-Asian Racism Has Manifested at Work in the Pandemic. *Harvard Business Review.* [Access article]

Kim, J.Y., & Meister, A. L. (2022). How to intervene when you witness a microaggression. *Harvard Business Review*. [Access article]

Kim, J.Y. & Botto, E. (2022). The impact of gender microaggressions on team performance in drug development. *Applied Clinical Trials.* [Access article]

Kim, J.Y. & Getz, Ken (2022). Measuring patient satisfaction as a primary outcome for patient-centric initiatives. *Applied Clinical Trials* [Access article]

JOURNAL ARTICLES UNDER REVIEW

Kim, J.Y., Lamberti, M.J. Measuring Centralized Patient Outreach Recruitment Strategies and Their Costs in Clinical Trials. (Under Review. Therapeutic Innovation and Regulatory Science).

Kim, J.Y., Maddox, K. & Ford, R.M. Exploring the Relationship Between Racial Color-Blind Attitudes and Decision-Making in Clinical Drug Development. (Under Review – Journal of Racial and Ethnic Health Disparities.

JOURNAL ARTICLES IN PREPARATION

Dirks, A., **Kim, J.Y**. & Ford, R.M. (Under Preparation). Lessons Learned: Large Language Modeling for Classifying Exclusion Criteria in Lung Cancer Clinical Trials

Kim, J.Y., Song, L. & Shang, Z. (Under Preparation). Barriers to Minority Physician Career Pathing

Kim, J.Y., Roberson, L. & Hom, P. (Under Preparation). How Discrimination Affects Black, Latino, Asian, and Native American Military Personnel and Implications for Workplace Racial Diversity Equity and Inclusion Programs

BOOK & BOOK CHAPTERS

Kim, J.Y., Shang, Z., & Song, L.J. (2026). Inclusive Diversity Management in Healthcare: The Ethics of Including the Voices and Experiences of Asian Professionals in Healthcare. In Faintuch and Faintuch (Eds), *Business Ethics in the Healthcare Industry*. New York, NY: Springer.

Kim, J.Y. (2023). Identity work in organizations. In Sblaza, Pasmore, Cognan, and Kim (Eds.), *Palgrave handbook of methods for organizational change*. Cheltenham, UK: Edward Elgar. https://doi.org/10.4337/9781800378520

Kim, J.Y., Nguyen, D., & Block, C. (2018). The 360-degree experience of workplace microaggressions: Who commits them? How do individuals respond? What are the consequences? In Capodilupo, Nadal, Rivera, Sue, & Torino (Eds.), *Microaggression Theory: influence and implication*. Hoboken, NJ: John Wiley & Sons.

ACADEMIC PRESENTATIONS/LECTURES

Kim, J.Y. Mapping socio-demographic and gatekeeper barriers to clinical trial participation. Charles Drew University of Medicine and Science. Los, Angeles. Afternoon Lecture Series — **Jan 2025**

Kim, J.Y. Exploring the racialized experience of Asian Americans. Asian American Veterinary Medicine Professionals. University of Wisconsin-Madison. Academic lecture — **Mar 2024**

Kim, J.Y. Managing diverse teams in drug development. Tufts University School of Medicine. *Tufts CSDD Post graduate course.* Academic lecture. — **Feb 2024**

Kim, J.Y. The promise and perils of decentralized clinical trial (DCT) webinar. In collaboration with Betcheva, L., Oraiopoulos, N. Collaboration with Cambridge University Judge Business School. Joint webinar panel — **Jan 2024**

Kim, J.Y. Unpacking gender microaggressions in the workplace. *Cornell School of Medicine. Women's Mental Health Program Rounds*. Academic lecture. — **Sept 2023**

Kim, J.Y. & Zhang, W. Uncovering the tensions of inclusive leadership practices. *Stevens Institute*. Seminar in Management. — **May 2023**

Kim, J.Y. Workplace microaggressions and their impact on the employee experience. *Teachers College, Columbia University*. Academic lecture. — **Sept 2021**

SELECTED CONFERENCE PROCEEDINGS AND PRESENTATIONS

Kim, J.Y. & Zheng, W., (2025). A Leader for All? Exploring the Impact of Inclusive Leadership Practices on Different Racial Groups. *Academy of Management Annual Meeting Proceedings*. Paper presented at the Academy of Management, Copenhagen, Denmark.

Kim, J.Y., Ford, M., Elliott, T., & Mayer-Nicolai, C. (2025). Leader effectiveness: Inclusive leadership practices to improve employee engagement and performance. *Drug Information Association*. Workshop presented at Drug Information Association Annual Meeting. Washington, D.C.

Kim, J.Y., Dirks, A., Ribiero, K., Jain, R., & Tapan, U. (2025). Examining bias in lung cancer study protocols: Lessons learned from multi-stakeholders. *Drug Information Association*. Panel presented at Drug Information Association Annual Meeting. Washington, D.C.

Kim, J.Y. The impact of racial discrimination on the patient clinical trial experience. (2024). *Drug Information Association*. Panelist session presented at Drug Information Association Annual Meeting, San Diego, CA

Zheng, W., **Kim, J.Y.,** & Kark, R. (2024). The Challenge of Inclusive Leadership: Uncovering Paradoxical Inclusive Leadership Behaviors. *Academy of Management Annual Meeting Proceedings*. Paper presented at the Academy of Management, Chicago, IL.

Nguyen, D., Block, C., **Kim, J. Y**., & Yu, H. (2024). General and Stereotype-based Microaggressions Experienced by Asians and Asian Americans at work. *Academy of Management Annual Meeting Proceedings*. Paper presented at the Academy of Management, Chicago, IL.

Kim, J.Y. The impact of racial discrimination on the patient clinical trial experience. (2024). *Drug Information Association*. Panelist session presented at Drug Information Association Annual Meeting, San Diego, CA.

Kim, J.Y., Botto, E. & Elliott, T. (2023). Performance, Interrupted: Examining Diversity, Equity, and Inclusion Dynamics that can Impact Team. *Drug Information Association*. Workshop presented at Drug Information Association Annual Meeting, Boston, MA.

DiBiaso, V., **Kim, J.Y.,** & Getz, E. (2023). Measuring Impact of Patient Engagement Across Research and Development. *Drug Information Association*. Panelist in a session presented at Drug Information Association Annual Meeting, Boston, MA.

Kim, J.Y. & Getz, K. (2022). Measuring patient engagement capabilities. *Drug Information Association.* Abstract presented at Drug Information Association Annual Meeting, Chicago, IL.

Kim, J.Y. & Meister, A. (2021, August). Disrupting the effects of gender microaggressions for women leaders: Allies as triggers of redemptive sense-making. *Academy of Management Annual Meeting Proceedings*. Paper virtually presented at the Academy of Management.

Kim, J.Y., Brockner, J., & Block, C. (2021, August). Congruence between self-affirmation and self-construal eliminates the MBA gender performance gap. *Academy of Management Annual Meeting Proceedings*. Paper virtually presented at the Academy of Management.

Kim, J.Y., Block, C., & Yu, H. (2020, April). How positive attitudes toward Asians influence perceptions of racial microaggressions. *Academy of Management Annual Meeting Proceedings*. Paper virtually presented at the Academy of Management.

TEACHING EXPERIENCE

University of Los Andes, Bogotá, Colombia **2019-2021**

Assistant Professor

- Designed and taught undergraduate and graduate courses
- Courses taught: "Organizational Behavior" [Undergraduate and MBA] and "Diversity and Inclusion" [Undergraduate]

Executive Masters in Change Management and Leadership, New York, NY **2017-2019**

Graduate Assistant

- Provided coaching and feedback to executives, helping them understand their learning and personality assessments
- Taught topics ranging from learning agility to applied research methods and how to conduct research in organizations

Hunter College, City University of New York (CUNY), New York, NY **2017-2018**
Adjunct Lecturer

- Designed course curriculum and lecture content and managed group activities and discussions
- Course taught: 'Intro to Industrial-Organizational Psychology'

SELECTED PROFESSIONAL EXPERIENCE

New York Life, New York, NY **2016 -2018**
Organization Development Consultant

- Managed the 360-assessments and debriefing/coaching, employee engagement surveys, talent trends, and high-potential assessments
- Lead the redesign effort to enhance the midyear feedback reports for approximately 1,000 managers by adding specific, developmental steps to improve manager effectiveness

Tufts Center for the Study of Drug Development, Boston, MA **2011 - 2012**
Research Analyst

- Conducted quantitative and quantitative research focused on drug development and optimization

Gap Year – Worked as a scuba diving instructor in Central America and SE Asia **2010 - 2011**

Accenture, Boston, MA **2008 - 2009**
Business Analyst

- Managed the project resource and bandwidth reports and dashboards to ensure project milestone completions while regularly liaising between Accenture and the project clients and business partners.

DEPARTMENTAL SERVICES

Tufts School of Medicine, Diversity, Equity, and Anti-Racism (DEAR) Council **2023 - Present**
Creating climate of inclusion through various programming and events in collaboration with faculty, staff, and graduate students

Tufts Center for the Study of Drug Development, Employee Wellness Committee **2022 - Present**
Hosting monthly "virtual happy hour" for the center staff to connect

Tufts School of Medicine, Thesis Advisor **2023 - Present**
Advising undergraduate students on their senior thesis

Los Andes University, Faculty Coach **2019 - 2021**
Provided students with academic and professional advisement and mentorship

Columbia University, PhD Liaison and Mentor **2015 - 2019**
Provided guidance and mentorship to incoming students

PROFESSIONAL ASSOCIATIONS

- Drug Information Association
- Academy of Management
- Society for Industrial Organizational Psychology

SKILLS & CERTIFICATIONS

George Mason Certified Executive Coach
Computer: R, Microsoft Office, HTML, CSS, Photoshop
Language: Fluent in Korean and proficient in Spanish

REFERENCES

Ken Getz
Executive Director, Research Professor
Tufts Center for the Study of Drug Development
Tufts School of Medicine
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Paul Karavis
New York Life
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