

MinSub Kim

CONTACT INFORMATION	Department of Economics The Ohio State University 410 Arps Hall 1945 North High Street Columbus, OH 43210	<i>Voice:</i> (614) 477-3396 <i>E-mail:</i> kim.6135@osu.edu <i>Website:</i> www.minsubkim.com
CITIZENSHIP	South Korea (F-1 visa)	
RESEARCH INTERESTS	Labor Economics, Personnel Economics, Applied Microeconometrics	
EDUCATION	The Ohio State University , Columbus, OH USA Ph.D. Candidate, Economics, April 2019 (expected date of graduation: May 2021) <ul style="list-style-type: none">• Advisor: Bruce A. Weinberg M.A., Economics, August 2016 Yonsei University , Seoul, Korea M.A., Economics, August 2015 B.A., Economics (Minor in Applied Statistics), August 2013	
ACADEMIC AWARD & GRANT	Travel Grant, The Institute for Population Research, OSU, 2019 & 2020 JMCRB Research Travel Grant, The Department of Economics, OSU, 2019 & 2020 Ilsong Fellowship for Doctoral Studies, Yonsei University, 2015 Research Fund by the Graduate School of Yonsei University, 2014 Excellence Award in the Conference of Panel Study on Korean Children, 2014 Yonsei Honors Student, Yonsei University, 2006 & 2011	
TEACHING AWARD	L. Edwin Smart Departmental Citation for Excellence in Teaching, OSU, 2020	
RESEARCH EXPERIENCE	Research Assistant to Bruce A. Weinberg	<i>Spring 2021, Summer 2019, Summer 2020</i>
TEACHING EXPERIENCE	Instructor Principles of Macroeconomics The Analysis and Display of Data Teaching Assistant Principles of Microeconomics Principles of Macroeconomics	<i>Spring 2020</i> <i>Fall 2019</i> <i>Fall 2020, Spring 2019, Spring 2018, Spring 2017</i> <i>Fall 2018, Fall 2016</i>
PRESENTATIONS	WEAI Virtual International Conference (scheduled) EALE SOLE AASLE World Conference, Berlin, Germany Population Association of America (PAA) Annual Meeting, Washington, DC APPAM Research Conference, Denver, CO The Society of Labor Economists (SOLE) Annual Meeting, Arlington, VA Population Association of America (PAA) Annual Meeting, Austin, TX (poster) The Midwest Economics Association Annual Conference, St. Louis, MO The Conference of Panel Study on Korean Children, Seoul, Korea	<i>March 2021</i> <i>June 2020</i> <i>April 2020</i> <i>November 2019</i> <i>May 2019</i> <i>April 2019</i> <i>March 2019</i> <i>October 2014</i>
COMPUTER SKILLS	Stata, R, Python, L ^A T _E X	

WORKING PAPERS **“Opening the Door for Others?: Female Leadership and Gender Disparities”**
(Job market paper)

Do *empowered* women *empower* women? In order to answer this question, I seek causal evidence for the role of female leadership in redressing gender disparities in academia. Employing a unique dataset on faculty members at 14 public universities in the United States over the years 2000-2018, this paper examines whether the gender of academic heads, i.e. department chairs and/or college deans, affects (1) the gender pay gap, and (2) the share of female professors within a given academic organization, thereby bettering female representation. I also explore the trickle-down effect of female heads from deans to chairs, and from chairs to faculty members. To estimate the causal effect of an academic head’s gender, I adopt an event study design which compares gender-constant head transitions to transitions that involve changes in the gender of the head. On the one hand, when institution- and field-specific effects are controlled for, empirical evidence does not support the hypothesis that female chairs or deans open the door for faculty members of the same gender, at least in terms of wage and female share. On the other hand, male chairs and deans neither favor male faculty over female colleagues nor hinder female faculty’s career outcomes. This study thus implies that the mere appointment of female leaders is not a sufficient means of promoting women’s advancement and representation in the workplace.

“Social Network and Inequality in Career Outcomes: Evidence from Prosecutors in Korea” (under review, *Labour Economics*)

Although a myriad of studies have examined the role of social networks in employment, little attention has been paid to their impact on career outcomes, such as promotion. This paper therefore examines how connections with senior prosecutors with a successful career outcome affect the probability of promotion for junior prosecutors in South Korea. To identify a causal network effect, I exploit exogenous variation in networks arising from personnel transfer assignments. The result shows a positive effect from connections with successful seniors: a one standard deviation increase in the number of connections with successful seniors increases the probability of being promoted for a junior by 10.1 percentage points. Here, I evaluate the importance of three potential mechanisms: (1) skill spillovers from a senior to a junior, (2) transmission of information on a junior’s performance between seniors, and (3) nepotism based on alma-mater connections. Empirical evidence consistently points to transmission of information as a major potential mechanism facilitating network effect. Skill spillovers and nepotism also play a meaningful role in determining a junior prosecutor’s promotion. My findings thus suggest that matching a successful senior with a junior in minority groups is an effective way of supporting advancement and representation of minority groups within organizations.

RESEARCH
IN PROGRESS

“Economic Gender Gaps: A Deeper Look at Institutional Factors”
(with Joyce Chen and Bruce Weinberg)

“Economic Gender Gaps in the Law Society of South Korea”
(with Hannah Bae and Jaesung Choi)

REFERENCES

Prof. Bruce A. Weinberg
Department of Economics
The Ohio State University
weinberg.27@osu.edu

Prof. Kurt J. Lavetti
Department of Economics
The Ohio State University
lavetti.1@osu.edu

Prof. Joyce J. Chen
Agricultural, Environmental,
and Development Economics
The Ohio State University
chen.1276@osu.edu