

YOUNG JI KIM

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ACADEMIC POSITIONS

University of California, Santa Barbara Assistant Professor, Department of Communication	2017 - present
Massachusetts Institute of Technology Research Affiliate, Center for Collective Intelligence	2017 - 2023
Massachusetts Institute of Technology Postdoctoral Associate, Center for Collective Intelligence PIs: Thomas W. Malone; Anita Williams Woolley; Christopher F. Chabris	2014 - 2017

RESEARCH INTERESTS

- Group communication; transactive memory; collective intelligence
- Social and organizational implications of emerging technologies; human-AI collaboration
- Neurodiversity at work

EDUCATION

Ph.D.	Communication, University of Southern California , 2014 Dissertation: <i>Social Motivation and Credibility in Crowdfunding</i> Dissertation Committee: Andrea Hollingshead (chair), Margaret McLaughlin, Lian Jian, Peter Carnevale (Marshall School of Business)
M. A.	Communication, University of Southern California , 2012
B. A.	Mass Communication, Yonsei University , 2006 High honors tuition scholarships Competitively selected for a one-year exchange program to the University of Washington , 2003-2004

PUBLICATIONS

Note: *Shared first authorship; ^Graduate student; ^^Undergraduate student

Peer-Reviewed Publications

1. Figge, P., Lewis, K., Yan, B., Hollingshead, A., & **Kim, Y. J.** (conditional acceptance). When AI assistants interfere with team learning and transactive memory. *MIS Quarterly*.
2. **Kim, Y. J.**, ^^Srinivas, A., ^^Cabigting, E., ^^Foster, R., & ^Plunkett, M. (2026). Beyond the autistic strengths narrative: How autonomy, anxiety, and attention constrain participation and recognition in neurodiverse teams. *Autism in Adulthood*.

<https://doi.org/10.1177/25739581261487287>

3. **Kim, Y. J.** & Plunkett, M. (2026). The invisible labor of assimilation by individuals with stigmatized identities: A qualitative study of autistic workers' organizational socialization. *Human Communication Research*. <https://doi.org/10.1093/hcr/hqag002>
4. Piercy, C. W., Yoon, K., **Kim, Y. J.** & Zhu, Y. (2026). Knowledge-sharing tensions in multiteam contexts: Idealized openness and conditional closeness. *Small Group Research*. <https://doi.org/10.1177/10464964261419477>
5. **Kim, Y. J.**, Zhang, X. C., & Fang, C. (2025). Navigating the human-AI divide: Boundary work in the age of generative AI. *Computers in Human Behavior: Artificial Humans*, 6, 100214. <https://doi.org/10.1016/j.chbah.2025.100214>
6. Gupta, P., **Kim, Y. J.**, Glikson, E., & Woolley, A. W. (2024). Using digital nudges to enhance collective intelligence in online collaboration: Insights from unexpected outcomes. *MIS Quarterly*, 48, 393-408. <https://doi.org/10.25300/MISQ/2023/16752>
7. Yoon, K., Piercy, C. W., **Kim, Y. J.**, & Zhu, Y. (2024). Boundary work and transactive memory systems in teams: Moderating effects of the visibility affordance. *Management Communication Quarterly*, 38, 359-385. <https://doi.org/10.1177/08933189231192078>
8. Ganesh, S., Stohl, C., & **Kim, Y. J.** (2022). Membership matters: Organizing archetypes, communicative repertoires, and connective action. *Management Communication Quarterly*, 36(2), 288-317. <https://doi.org/10.1177/08933189211032621>
9. Riedl, C., **Kim, Y. J.**, Gupta, P., Malone, T. W., & Woolley, A. W. (2021). Quantifying collective intelligence in human groups. *Proceedings of the National Academy of Sciences of the United States of America (PNAS)*, 118(21). <https://doi.org/10.1073/pnas.2005737118>
10. Tomprou, M., **Kim, Y. J.**, Chikersal, P., Woolley, A. W., & Dabbish, L. (2021). Speaking out of turn: How video conferencing reduces vocal synchrony and collective intelligence. *PLOS One*, 16(3), e0247655. <https://doi.org/10.1371/journal.pone.0247655>
11. Yan, B., Lewis, K., Figge, P., Hollingshead, A. B., Alexander, K. S., **Kim, Y. J.**, & Fang, C. (2020). Intelligent machines and teamwork: Help or hindrance? *Academy of Management Best Paper Proceedings*. <https://doi.org/10.5465/AMBPP.2020.140>
12. Glikson, E., Woolley, A. W., Gupta, P., & **Kim, Y. J.** (2019). Visualized automatic feedback in virtual teams. *Frontiers in Psychology, section Organizational Psychology*, 10, 814. <https://doi.org/10.3389/fpsyg.2019.00814>
13. Amelkin, V., Askarisichani, O., **Kim, Y. J.**, Singh, A. K., & Malone, T. W. (2018). Dynamics of collective performance in collaboration networks. *PLOS One*, 13(10). <https://doi.org/10.1371/journal.pone.0204547>
14. ***Kim, Y. J.**, Engel, D., Woolley, A. W., Lin, J., McArthur, N., & Malone, T. W. (2017). What makes a strong team? Using collective intelligence to predict performance of teams in *League of Legends*. *Proceedings of the 2017 ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW 2017)*. <https://doi.org/10.1145/2998181.2998185>
15. Chikersal, P., Tomprou, M., **Kim, Y. J.**, Woolley, A. W., & Dabbish, L. (2017). Deep structures of collaboration: Physiological correlates of collective intelligence and group satisfaction. *Proceedings of the 2017 ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW 2017)*. <https://doi.org/10.1145/2998181.2998250>
16. **Kim, Y. J.** & Hollingshead, A. B. (2015). Online social influence: Past, present, and future. *Annals of the International Communication Association (formerly Communication Yearbook)*, 39,

163-192. <https://doi.org/10.1080/23808985.2015.11679175>

17. Engel, D., Woolley, A. W., Aggarwal, I., Chabris, C. F., Takahashi, M., Nemoto, K., Kaiser, C., **Kim, Y. J.**, & Malone, T. W. (2015). Collective intelligence in computer-mediated collaboration emerges in different contexts and cultures. *Proceedings of the 2015 SIGCHI Conference on Human Factors in Computer Systems (CHI 2015)*. <https://doi.org/10.1145/2702123.2702259>

Edited Book Chapters

1. *Yoon, K. & ***Kim, Y. J.** (2026). Transactive memory development in the emerging digital environment: Opportunities and challenges. In B. L. Bonner & M. R. Baumann (Eds.), *Research Handbook on Group Decision Making*. Research Handbooks on Social Psychology Series. Cheltenham, UK. Edward Elgar Publishing. <https://doi.org/10.4337/9781035331246.00019>
2. Yoon, K. & **Kim, Y. J.** (2021). Group composition as a cause, a consequence, and a process: A communication-centered perspective. In S. J. Beck, J. Keyton., & M. S. Poole (Eds.), *The Emerald Handbook of Group and Team Communication Research*. Emerald Publishing Limited. <https://doi.org/10.1108/978-1-80043-500-120211022>
3. Yan, B., **Kim, Y. J.**, Hollingshead, A. B., & Brandon, D. (2019). Conceptualizing online groups as multidimensional networks. In A. Attrill-Smith, C. Fullwood, & M. Keep (Eds.), *Oxford Handbook of Cyberpsychology* (pp. 306-327). Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780198812746.013.15> **Dennis Gouran Research Award by the Group Communication Division, National Communication Association** (given to the author(s) of an outstanding article or chapter that focuses explicitly on group communication)

Technical Manual

1. **Kim, Y. J.**, Bachhuber, J., Botelho, C., Friedkin, N., Kim, Y., Malone, T. W., Patil, A., Ramamoorthy, S. M., Singh, A., Upadhyaya, C., Woolley, A. W., & Yang, M. J. (2020). Platform for Online Group Studies (POGS) User Manual. <https://github.com/CCI-MIT/POGS/wiki/Platform-for-Online-Group-Studies-%28POGS%29-User-Manual>

Manuscripts Under Review

1. Gonzales, A., Wang, L., Kim, Y., Peng, Q., & **Kim, Y. J.** (revise & resubmit). Meso-level theorizing of the digital divide: A model of organizational capacity for digital equity. *Communication Research*.

Manuscripts In Preparation

1. **Kim, Y. J.** (writing). Unmasking neuronormativity in human communication through autism history, lived experience, and autistic sociality. (Target Journal: *Communication Theory*)
2. Plunkett, M. & **Kim, Y. J.** (writing). The complexity of being autistic in neurotypical institutions: A qualitative study of dialectical tensions among autistic college students. (Target Journal: *Communication Monographs*)
3. Emich, K., Woolley, A. W., Lu, L., & **Kim, Y. J.** (editing). The importance of who knows what: How the alignment of social perceptiveness and metaknowledge affects team information processing and performance. (Target Journal: *Journal of Applied Psychology*)

RESEARCH GRANTS

Funded External Grants

1. *AutoCoMBOT: Autonomy in Cyberspace through rObot learning and Man-BOT Teaming* (2021-

2024)

- Amount: \$3,750,000 (UCSB \$335,000) (2021-2024)
- Role: Co-Principal Investigator
- Source: Department of Defense (DoD) Multidisciplinary University Research Initiative (MURI) Award
- Collaborators: Farinaz Koushanfar (lead PI; UCSB), Tara Javidi (Co-PI; UCSB), Tina Eliassi-Rad (Co-PI; Northeastern), Cristina Nita-Rotaru (Co-PI; Northeastern), Alina Oprea (Co-PI; Northeastern)

Submitted External Grants

1. *Collaborative Research: HCC: Nurturing Understanding and Dynamic Group Effectiveness with AI in New Software Teams (NUDGE)* (submitted September 2025; not funded)
 - Amount: \$1,019,491 (UCSB \$188,535) (2026-2029)
 - Role: Co-Principal Investigator
 - Source: National Science Foundation
 - Collaborators: Andrew Begel (lead PI; Carnegie Mellon University), Annuska Zolyomi (Co-PI; University of Washington Bothell)

Funded Internal Grants

1. *Neurodiversity and Work* (2025)
 - Amount: \$1,500
 - Role: Principal Investigator
 - Source: Faculty Research Assistance Program (FRAP), University of California, Santa Barbara
2. *Neurodiversity and Work* (2024)
 - Amount: \$1,750
 - Role: Principal Investigator
 - Source: Faculty Research Assistance Program (FRAP), University of California, Santa Barbara
3. *The Integration of ChatGPT into Human-AI Teams* (2023 – 2024)
 - Amount: \$6,000
 - Role: Principal Investigator
 - Source: Academic Senate, University of California, Santa Barbara
4. *Work Group Diversity and Inclusive communication: A Systematic Review and Agenda for Future Research* (2021-2022)
 - Amount: \$8,000
 - Role: Principal Investigator
 - Source: Research Assistance Program (RAP), University of California, Santa Barbara
5. *Improvisation as Intervention for Altering Team dynamics and Performance* (2018 – 2020)
 - Amount: \$16,950
 - Role: Principal Investigator
 - Source: Academic Senate, University of California, Santa Barbara

AWARDS AND HONORS

Research

- 2026 Top Paper Award (with Anusha Srinivas, Ella Cabigting, Rebecca Foster, and Margot Plunkett), Group Communication Division, National Communication Association
- 2025 Regents' Junior Faculty Fellowship, University of California, Santa Barbara
- 2024 Top Paper Award (with Cameron Piercy, Kay Yoon, and Yaguang Zhu), Group Communication Division, National Communication Association
- 2022 Top Paper Award (with Kay Yoon, Cameron Piercy, and Yaguang Zhu), Group Communication Division, National Communication Association
- 2020 Dennis Gouran Research Award (with Bei Yan, Andrea Hollingshead, David Brandon), Group Communication Division, National Communication Association
- 2020 Best Paper Award (with Bei Yan, Kyle Lewis, Patrick Figge, Andrea Hollingshead, Kristen Alexander, Chengyu Fang), Academy of Management
- 2019 Top Paper Award (with Maria Tomprou, Perna Chikersal, Anita Williams Woolley, Laura Dabbish), Nonverbal Communication Division, National Communication Association
- 2016 Top Paper Award (with Ishani Aggarwal and Anita Williams Woolley), Organizational Communication Division, International Communication Association
- 2013 Top 2 Student Paper Award, Communication and Technology Division (CAT), International Communication Association
- 2010 Top 3 Student Paper Award, Communication and Technology Division (CAT), International Communication Association
- 2010 Research Award (\$700), the 3rd Annual USC Annenberg Graduate Fellowship Research and Creative Project Symposium

Teaching

- 2014 University Outstanding Teaching Assistant Award, Center for Excellence in Teaching, University of Southern California. (The highest award for graduate teaching assistant at the university; selected as the sole recipient of social science programs; accompanied by \$1,000)
- 2013 Award for Excellence in Teaching in the category of Communication, University of Southern California.
- 2014, Annenberg Favorite TA Finalist Award, Annenberg Student Communication Association, University of Southern California. (Selected based on votes by undergraduate students at the USC Annenberg School of Communication; received every year this award was granted)
- 2012,
- 2010

Service

- 2020 Outstanding Faculty Involvement Award, University of California, Santa Barbara Student Engagement & Leadership (SEAL)

CONFERENCE PRESENTATIONS AND INVITED TALKS

Note: *Shared first authorship; ^Graduate student; ^^Undergraduate student

Referred Conference Presentations

1. **Kim, Y. J.**, ^^Srinivas, A., ^^Cabigting, E., ^^Foster, R., & ^Plunkett, M. (2026). Unlocking “hidden assets” in neurodiverse teams: How autistic individuals negotiate autonomy, anxiety, and attention in teamwork. To be presented to the 2026 Annual Convention of the National Communication Association. **Top Paper Award; Group Communication Division.**
2. ^Plunkett, M., **Kim, Y. J.**, ^^Srinivas, A., & ^^Leith, A. (2026). Spinning and rising like a yo-yo: Autistic college students’ lived experiences of power-laden tensions in neuronormative institutions. To be presented to the 2026 Annual Convention of the National Communication Association.
3. **Kim, Y. J.** & ^Plunkett, M. (2026). The invisible labor of assimilation by individuals with stigmatized identities: A qualitative study of autistic workers’ organizational socialization. Presented to the 8th Neurodiversity at Work Research Conference.
4. **Kim, Y. J.**, ^^Srinivas, A., ^^Cabigting, E., ^^Foster, R., & ^Plunkett, M. (2026). Realizing autistic strengths in teams: How autonomy, anxiety, and attention demand constrain participation and recognition in collaborative work. Presented to the 8th Neurodiversity at Work Research Conference.
5. **Kim, Y. J.**, ^^Srinivas, A., ^^Cabigting, E., ^^Foster, R., & ^Plunkett, M. (2026). Unlocking “hidden assets” in neurodiverse teams: How autistic individuals negotiate autonomy, anxiety, and attention in teamwork. To be presented to the 2026 INGRoup Conference.
6. **Kim, Y. J.** & ^Plunkett, M. (2026). The invisible labor of assimilation by individuals with stigmatized identities: A qualitative study of autistic workers’ organizational socialization. Presented at the 2026 Annual Convention of the International Communication Association.
7. ^Plunkett, M., & **Kim, Y. J.** (2025). The complexity of being autistic in neurotypical institutions: A qualitative study of dialectical tensions among autistic college students. Presented at the 2025 Annual Convention of the National Communication Association.
8. **Kim, Y. J.** (2025). Crafting meaningful internships: Innovative and equitable approaches to experiential learning in communication. Presented at the 2025 Annual Convention of the National Communication Association.
9. **Kim, Y. J.** & ^Plunkett, M. (2025). Toward neuroinclusive organizations: Insights from autistic adults’ lived experiences, the double empathy problem, and organizational socialization. Presented at the 2025 Annual Convention of the International Communication Association.
10. ***Kim, Y. J.** & *Yoon, K. (2025). Transactive memory development in the emerging digital environment: Opportunities and challenges. Presented at the 2025 Annual Convention of the International Communication Association.
11. Piercy, C., Yoon, K., **Kim, Y. J.**, & Zhu, Y. (2024). Knowledge-sharing tensions in the multiteam environment: Idealized openness and conditional closeness. Presented at the 2024 Annual Convention of the National Communication Association. **Top Paper Award; Group Communication Division.**
12. **Kim, Y. J.**, ^Zhang, X. C., & ^Fang, C. (2024). Blurred lines, bridging minds: College students’ strategies for navigating the blurred boundaries between human intelligence and generative AI. Presented at the 2024 Annual Convention of the National Communication Association.
13. Yoon, K., Piercy, C., **Kim, Y. J.**, & Zhu, Y. (2022). Boundary work and transactive memory

systems in multi-team environments: Moderating effects of the visibility affordance. Presented at the 2022 Annual Convention of the National Communication Association. **Top Paper Award; Group Communication Division.**

14. Emich, K. & **Kim, Y. J.** (2021). Enacting metaknowledge: Teams make better decisions when metaknowledge and social perceptiveness align. Presented at the 2021 Annual Convention of the National Communication Association.
15. ^Fang, C. & **Kim, Y. J.** (2020). "It's in the game": Team adaptability in esports teams from a longitudinal perspective. Presented at the 2020 Annual Convention of the National Communication Association (virtual due to COVID-19).
16. ^Fang, C. & **Kim, Y. J.** (2020). "Which lane should I play?": Team adaptability in esports teams. Presented at the UCI Esports Conference 2020 (virtual due to COVID-19).
17. Yan, B., Lewis, K., Figge, P., Hollingshead, A. B., Alexander, K. S., **Kim, Y. J.**, & Fang, C. (2020) Intelligent machines and teamwork: Help or hindrance? Presented at the 2020 Annual Meeting of the Academy of Management (virtual due to COVID-19). **Best Paper Award.**
18. Nyein, K. P., Gregory, M., Tomprou, M., **Kim, Y. J.**, Chikersal, P., Woolley, A. W., Dabbish, L., Cheong, J. H., Chang, L., Rosen, M., & Khaleghzadegan, S. (2020) Sensor-based measurement in group and team research. Presented at the 2020 INGRoup Conference (virtual due to COVID-19).
19. ^Fang, C. & **Kim, Y. J.** (2020). Sources and types: Conceptualizing team diversity from a multidimensional perspective. Presented at the 2020 INGRoup Conference (virtual due to COVID-19).
20. Tomprou, M., **Kim, Y. J.**, Chikersal, P., Woolley, A. W., & Dabbish, L. A. (2019). Visual cues disrupt prosodic synchrony and collective intelligence in distributed collaboration. Presented at the 2019 Annual Convention of the National Communication Association, Baltimore, MD. **Top Paper Award; Nonverbal Communication Division.**
21. Yan, B., Jian, L., & **Kim, Y. J.** (2019). Peers in need: The equalizing effect of performance-based incentives in group information. Presented at the 2019 Annual Convention of the National Communication Association, Baltimore, MD.
22. Gupta, P., **Kim, Y. J.**, Glikson, E., & Woolley, A. W. (2019). Digitally nudging team processes to enhance collective intelligence. Presented at the APA Conference on Technology, Mind, & Society.
23. Gupta, P., **Kim, Y. J.**, Glikson, E., & Woolley, A. W. (2019). Digitally nudging team processes to enhance collective intelligence. Presented at the symposium *Artificial Intelligence of Knowledge Production, Organizations, and Teams* of the Annual Meeting of the Academy of Management, Boston, MA.
24. Yan, B., Figge, P., Lewis, K., Hollingshead, A. B., Alexander, K. S., **Kim, Y. J.**, Cruz, I., Shaikh, S., Fang, C., & Wilkenfeld, J. N. (2019). Alexa, what is the Pythagorean Theorem? The influence of intelligent personal assistants on transactive memory systems. Presented at the INGRoup Conference, Lisbon, Portugal.
25. Gupta, P., **Kim, Y. J.**, Glikson, E., & Woolley, A. W. (2019). Digitally nudging team processes to enhance collective intelligence. Presented at the ACM Collective Intelligence Conference, Pittsburgh, PA.
26. Tomprou, M., **Kim, Y. J.**, Chikersal, P., Woolley, A. W., & Dabbish. (2019). Visual cues disrupt prosodic synchrony and collective intelligence in distributed collaboration. Presented at the ACM Collective Intelligence Conference, Pittsburgh, PA.

27. Yan, B., Hollingshead, A. B., **Kim, Y. J.**, & Verwaeren, B. (2019). When the experts and the crowd disagree: The consequence of having multiple information sources in online reviews. Presented at the Annual Convention of the International Communication Association, Washington, DC.
28. *Yoon, K. & ***Kim, Y. J.** (2019). Transactive memory system in the era of social media and artificial intelligence. Presented at the 2019 Annual Convention of the International Communication Association, Washington, DC.
29. Ganesh, S., Stohl, C., & **Kim, Y. J.** (2019). Membership matters: How individuals connect with collective action efforts in the digital environment. Presented at the 2019 Annual Convention of the International Communication Association, Washington, DC.
30. Glikson, E., Harush, R., Haan, K. -W., **Kim, Y. J.**, & Woolley, A. W. (2018). Collective intelligence and multicultural globally dispersed team performance: The role of collectivism and team interdependence. Presented at the AOM Specialized Conference: From Start-up to Scale-up, Tel Aviv, Israel.
31. Glikson, E., Harush, R., **Kim, Y. J.**, Woolley, A. W., & Erez, M. (2018). Working like a “real team”: Interdependence and collective intelligence in multicultural globally dispersed team performance. Presented at the INGRoup Conference, Washington, DC.
32. **Kim, Y. J.**, Gupta, P., Glikson, E., Woolley, A. W., & Malone, T. W. (2018). Enhancing collective intelligence in human-machine teams. Presented at the Collective Intelligence Conference, Zurich, Switzerland.
33. Glikson, E., Woolley, A. W., Gupta, P., & **Kim, Y. J.** (2018). The effect of automatic feedback on effort and collective intelligence in distributed virtual teams. Presented at the Collective Intelligence Conference, Zurich, Switzerland.
34. Chikersal, P., Tomprou, M., **Kim, Y. J.**, Woolley, A. W., & Dabbish, L. (2017). Physiological and behavioral synchrony in dyads. Presented at the showcase symposium *Using wearable sensor technology in organizational research* of the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.
35. Chikersal, P., Tomprou, M., **Kim, Y. J.**, Woolley, A. W., & Dabbish, L. (2017). Physiological and behavioral synchrony predicts collective intelligence and group satisfaction. Paper presented at the 2017 INGRoup Conference, St Louis, MO.
36. Woolley, A. W., Riedl, C., **Kim, Y. J.**, & Malone, T. W. (2017). More evidence for a general collective intelligence factor in human groups: A meta-analysis. Paper presented at the 2017 Collective Intelligence Conference, New York City, NY.
37. **Kim, Y. J.**, Aggarwal, I., & Woolley, A. W. (2017). How collective intelligence impacts team performance: Exploring transactive memory system as a mechanism. Poster presented at the Organizational Science Winter Conference, Park City, UT.
38. *Engel, D., ***Kim, Y. J.**, Woolley, A. W., Lin, J., McArthur, N., & Malone, T. W. (2016). What makes a strong team? Using collective intelligence to predict performance of teams in League of Legends. Paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.
39. *Engel, D., ***Kim, Y. J.**, Woolley, A. W., Lin, J., McArthur, N., & Malone, T. W. (2016). What makes a strong team? Using collective intelligence to predict performance of teams in League of Legends. Paper presented at the 2016 INGRoup Conference, Helsinki, Finland.
40. **Kim, Y. J.**, & Woolley, A. W. (2016). The effect of team extraversion on coordination and collective intelligence. Paper presented at the 2016 INGRoup Conference, Helsinki, Finland.

41. Glikson, E., Harush, R., **Kim, Y. J.**, Woolley, A. W., & Erez, M. (2016). Psychological safety and collective intelligence in multicultural globally distributed teams. Paper presented at the 2016 INGRoup Conference, Helsinki, Finland.
42. **Kim, Y. J.**, Aggarwal, I., & Woolley, A. W. (2016). How collective intelligence impacts team performance: Exploring transactive memory system as a mechanism. Paper presented at the 2016 Collective Intelligence Conference, New York City, NY.
43. Amelkin, V., Askarisichani, O., **Kim, Y. J.**, Singh, A. K., & Malone, T. W. (2016). Dynamics of collective performance in collaboration networks. Paper presented at the 2016 Sunbelt Conference, Newport Beach, CA.
44. **Kim, Y. J.**, Aggarwal, I. & Woolley, A. W. (2016). How communication impacts team performance: Exploring collective intelligence and transactive memory system as mechanisms. Paper presented at the 2016 Annual Convention of the International Communication Association, Fukuoka, Japan. **Top Paper Award; Organizational Communication Division.**
45. Woolley, A. W., **Kim, Y. J.**, & Aggarwal, I. (2015). Using technologies to reliably measure collective intelligence of teams. Paper presented at the 2015 INGRoup Conference, Pittsburgh, PA.
46. **Kim, Y. J.**, Engel, D., Woolley, A. W., Lin, J., McArthur, N., & Malone, T. W. (2015). Work together, play smart: Collective intelligence in *League of Legends* teams. Paper presented at the 2015 Collective Intelligence Conference, Santa Clara, CA.
47. **Kim, Y. J.**, Engel, D., Aggarwal, I., Woolley, A. W., & Malone, T. W. (2015). Retention of participants in online collective intelligence tests involving a panel design. Panel presented at the 2015 annual convention of the International Communication Association. San Juan, Puerto Rico.
48. **Kim, Y. J.** (2013). Credibility of lay reviewers: A content analysis and experimental study of Yelp. Paper presented at the annual convention of the National Communication Association. Washington, DC.
49. **Kim, Y. J.** (2013). Online social influence: Past, present, and future. Paper presented at the annual convention of the International Communication Association. London, UK. **Top 2 Student Paper Award; Communication and Technology Division.**
50. **Kim, Y. J.** (2013). Do e-patients “like” high-quality information in online health communities? Content analysis of Diabetic Connect. Paper presented at the annual convention of the International Communication Association. London, UK.
51. Hollingshead, A. B., **Kim, Y. J.**, & Sanders, W. S. (2013). Conceptualizing social media integration: The evolution of online marketing communication. Paper presented at the annual convention of the International Communication Association. London, UK.
52. **Kim, Y. J.** (2011). Managing the division of cognitive labor in diverse groups: A transactive memory system perspective. Paper presented at the annual convention of the International Communication Association. Boston, MA.
53. Beacom, A. M., **Kim, Y. J.**, Selby, J. L., Weber, M. S., & Monge, P. (2011). Identifying perceived expertise in an online community of practice. Paper presented at the annual convention of the International Communication Association. Boston, MA.
54. Weiss, E., Akira, S. I., **Kim, Y. J.**, & Hollingshead, A. B. (2011). Brand-hate groups on Facebook: Community and collective action against brands. Paper presented at the annual convention of the International Communication Association. Boston, MA.
55. **Kim, Y. J.** (2011). Deciding what’s credible online: Effects of source and message characteristics

on credibility of user-generated information in online communities for business reviews and health information. Poster presented at the Third Annual Research and Creative Project Symposium. USC Annenberg Graduate Fellowship Program. Los Angeles, CA. **\$700 Research Award.**

56. **Kim, Y. J., & Meng, J.** (2010). Conceptualizing and measuring social capital of brand-consumer relations in online brand communities. Panel paper presented at the annual convention of the National Communication Association. San Francisco, CA.
57. **Kim, Y. J.** (2010). Web credibility 2.0.? Effects of source and content credibility on evaluation of online restaurant reviews. Paper presented at the annual convention of the International Communication Association. Singapore. **Top 3 Student Paper Award; Communication and Technology Division.**
58. Pade, C. S., Hollingshead, A. B., Sanders, S., & **Kim, Y. J.** (2010). Setting the stage: Online consumer communities and the top 100 global brands. Panel paper presented at the annual convention of the International Communication Association. Singapore.
59. Ku, S., Chiang, C. -Y., Jones, R., **Kim, Y. J.**, Mooney, C., Murphy, W., Teng, H. -I., Yang, P. (2008). *Deconstructing Cho Seung-Hui and the Virginia Tech massacre.* Panelist in Intercultural Communication Interest Group of 2008 Western States Communication Association Annual Convention.
60. Bilge, N., Yang, P., Graham, L., **Kim, Y. J.**, & Yang, J. (2008). *Intercultural classroom: Engaging worldviews in academia.* Panelist in Intercultural Communication Interest Group of 2008 Western States Communication Association Annual Convention.

Invited Talks and Colloquium

1. The labor of “fitting in”: Autistic adults’ experiences of organizational socialization. Grad Slam, UCSB Department of Communication, Santa Barbara, CA (February, 2025).
2. Group communication in times of social and technological changes. Colloquium, UCSB Department of Communication, Santa Barbara, CA (October, 2024).
3. Autism awareness, acceptance, and advocacy. Invited talk, UCSB Autism Advocacy & Awareness, Santa Barbara, CA (May, 2024).
4. Making dispersed collaboration work. Invited talk, Women and the Future of Work Symposium (hosted by Catalyst), Arlington, VA (December, 2019). <https://www.catalyst.org/future-of-work-symposium>
5. Using collective intelligence to predict performance of teams in *League of Legends*. Invited talk, Cognitive Performance Exchange, Red Bull E-sports Performance, Santa Monica, CA (May, 2018).
6. Are some groups smarter than others? Research on collective intelligence. Invited talk, BK21 Plus Colloquium, Graduate School of Communication and Arts, Yonsei University, Seoul, Korea (April, 2015).

FUNDED RESEARCH EXPERIENCE

1. *QUANTA: Quantitative Network-based Models of Adaptive Team Behavior* (2015-2020)
<https://muriteams.cs.ucsb.edu/>
 - Roles: Postdoctoral Associate (2015 – 2017) & Affiliated Faculty (2017 – 2020)
 - Source: Department of Defense (DoD) Multidisciplinary University Research Initiative

- Program (MURI)
 - PIs: Thomas W. Malone (MIT); Francesco Bullo (UCSB); Kayla de la Haye (USC); Noah Friedkin (UCSB); Ambuj K. Singh (UCSB); Brian Uzzi (Northwestern)
- 2. *Cultivating Collective Intelligence in Human-Computer Systems* (2017)
 - Role: Postdoctoral Associate
 - Source: Defense Advanced Research Projects Agency (DARPA)
 - PIs: Anita Williams Woolley (CMU); Thomas W. Malone (MIT); Michael Bernstein (Stanford); Christoph Riedl (Northeastern); Melissa Valentine (Stanford)
- 3. *Virtual Organizations as Sociotechnical Systems (VOSS): Is Larger Smarter? Investigating the Effect of Group Size on Collective Intelligence* (2014 – 2017)
 - Role: Postdoctoral Associate
 - Source: National Science Foundation (NSF)
 - PIs: Thomas W. Malone (MIT); Anita Williams Woolley (CMU); Christopher F. Chabris (Union)
- 4. *How Does Unit Size Affect Collective Intelligence in Online Groups?* (2014 – 2017)
 - Role: Postdoctoral Associate
 - Source: U. S. Army Research Office (ARO)
 - PIs: Thomas W. Malone (MIT); Anita Williams Woolley (CMU); Christopher F. Chabris (Union)
- 5. *Exploring Online Consumer Communities* (2008 – 2010)
 - Role: Graduate Student Researcher
 - Source: Annenberg Program on Online Communities, University of Southern California
 - PI: Andrea Hollingshead (USC)

TEACHING AND ADVISING

Graduate Committees Served

Ph. D.	Sofia Cavaness	2026-current	Committee member	In progress	UCSB
Ph. D.	Bedlam Oak	2026-current	Committee member	In progress	UCSB
Ph.D.	Margot Plunkett	2026-current	Committee member	In progress	UCSB
M.A.	Soumyajit De	2025-current	Committee member	In progress	UCSB
Ph.D.	Chengyu Fang	2021-2026	Committee member	Completed	UCSB
Ph.D.	Grace Hwang	2024-2025	Committee member	Completed	UCSB
M.A.	Nancy Molina-Rogers	2020-2021	Committee member	Completed	UCSB
Ph.D.	Zi Jian Lew	2019-2022	Committee member	Completed	UCSB
M.A.	Nitzan Navick	2019-2021	Committee member	Completed	UCSB

Courses Taught

Group Communication	Graduate	UCSB
Organizational Communication	Undergraduate	UCSB
Small Group Communication	Undergraduate	UCSB
Applying Communication to Internships in Organizations	Undergraduate	UCSB
Communication and Social Science	Undergraduate	USC
Empirical Research in Communication	Undergraduate	USC

Undergraduate Research Assistants Supervised

- 76 undergraduate research assistants at UCSB (2017-current)

SERVICE TO THE DEPARTMENT AND SCHOOL

Departmental Service (UCSB Department of Communication)

1. Director, Internship Program, 2021-present
 - Oversaw 230 student interns across diverse organizational placements
 - In partnership with the Communication Alumni Council, founded the Internship Scholarship program (est. 2025), which provided two \$2,500 stipends to support students completing unpaid nonprofit internships, helping to reduce financial barriers to career-relevant opportunities
2. Member, Awards Committee, 2021-2022
3. Member, Racial Justice Action Plan Subgroup, 2020
4. Panelist
 - Job Market Preparation for International Students, 2026
 - Graduate Professional Development Workshop (topic: collaboration with graduate students), 2020
 - Graduate Professional Development Workshop (topic: job opportunities), 2018
5. Faculty Advisor, Communication Association, 2018-2021
 - Helped students lead weekly board meetings and member events including the annual internship mixer
 - Received the Outstanding Faculty Involvement Award from UCSB Student Engagement & Leadership (SEAL)
6. Faculty Meeting Scribe, 2020
7. Chair, Career Day Committee, 2019-2021
 - Planned the annual Career Day event (a professional networking event for undergraduate communication majors), which drew over 300 people
8. Member, Career Day Committee, 2018-2019
9. Lecturer Reviewer, 2018

University Service

1. Write-on-Site Co-Host, UCSB Office of Research, 2024-present

- Hosted 3-hour co-writing sessions for faculty and postdocs every week, including summer
- 2. McNair Faculty Mentor, UCSB McNair Scholars Program, 2022-present
- 3. Faculty Reviewer for Central Fellowship Competitions, UCSB Graduate Division, 2020

SERVICE TO THE DISCIPLINE

Professional Associations

1. Secretary, National Communication Association, Group Communication Division, 2023-2025
2. Nominating Committee Member, National Communication Association, Group Communication Division, 2018-2019
3. Program Committee Member, ACM Collective Intelligence Conference, 2018
4. Program Committee Member, ACM Conference on Web Science (WebSci), 2018
5. Conference Session Chair, International Communication Association, 2015-present (multiple times)
6. Conference Session Chair, National Communication Association, 2013-present (multiple times)

Ad-Hoc Reviewer for Journals and Proceedings

1. Human Communication Research
2. Communication Research
3. Management Communication Quarterly
4. Journal of Computer-Mediated Communication
5. Organization Science
6. Human Resource Development Review
7. Journal of Managerial Psychology
8. Journal of Artificial Intelligence Research
9. Topics in Cognitive Science
10. International Conference on Information Systems (ICIS)
11. ACM Transactions on Social Computing (TSC)
12. ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW)
13. ACM SIGCHI Conference on Human Factors in Computer Systems (CHI)
14. Interdisciplinary Network of Groups Research (INGRoup) Conference
15. Academy of Management Annual Meetings

Regular Conference Reviewer and Session Chair

1. International Communication Association
2. National Communication Association

Membership

1. International Communication Association
2. National Communication Association
3. Academy of Management
4. ACM SIGCHI
5. INGRoup

SERVICE TO THE COMMUNITY

1. Founding Member, Autism Embrace, Santa Barbara, CA, 2025-present
2. Founding Member, Friends of the Autism Center, UCSB Koegel Autism Center, 2024-present
3. Secretary, English Learner Advisory Committee, Isla Vista Elementary School, 2024-present
4. Site Representative, Special Education Advisory Committee, Goleta Union School District, 2024-present

MEDIA COVERAGE

1. Interviewed on Nature News, 2016. “Can a video game company tame toxic behavior?”
<https://www.nature.com/articles/531568a>
2. Interviewed on the Current (UCSB newspapers), 2018. “Investigating team networks: Social scientists and computer scientists have teamed up to investigate the dynamics of teamwork”
<http://www.news.ucsb.edu/2018/019212/investigating-team-networks>
3. Interviewed on Daily Nexus (UCSB student newspaper), 2018. “Exploring how team dynamics affect team performance” <http://dailynexus.com/2018-11-01/exploring-how-team-dynamics-affect-team-performance/>
4. Interviewed on Daily Nexus (UCSB student newspaper), 2021. “UCSB researchers study “collective intelligence” in effort to understand why some groups fly while other groups flounder” <https://dailynexus.com/2021-06-20/ucsb-researchers-study-collective-intelligence-in-effort-to-understand-why-some-groups-fly-while-others-flounder/>