JENNY KIM

University of Colorado Boulder ∘ Leeds School of Business

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EDUCATION

PhD in Business Administration, Accounting *Expected 2026*
University of Colorado Boulder, Leeds School of Business

Master of Science in Business Administration, Accounting *2020*
Seoul National University, South Korea

Bachelor of Arts in English Literature and Business Administration *2016*
Dual major; Intensive Major in International Finance
Sogang University, South Korea *Summa Cum Laude*

RESEARCH

Research Interests:
Corporate Governance, Board Oversight, Executive Compensation, Disclosure, Emerging Technologies

Job Market Paper:
"AI Governance: From Hype to Oversight in Corporate Risk Management"

[Abstract] The rapid adoption of Artificial Intelligence (AI) technologies by firms has outpaced the development of formal governance structures to oversee AI associated risks, highlighting a critical gap in board-level oversight amid a rapidly evolving technological landscape. To address this gap, I investigate whether and how firms implement board-level governance structures to oversee AI-related risks, and how investors respond to such oversight. Using a combination of keyword-based textual analysis and large language models on proxy statements and 10-K filings from 2018 through May 2025, I classify AI governance mechanisms across three dimensions: AI principles, specialized oversight committees, and AI-related expertise on the board. While I find a sharp rise in the adoption of AI governance during the sample period, a substantial gap remains: by 2024, only 55% of S&P 1500 firms discuss AI risks in their 10-K filings, while a mere 26% mention AI governance in their proxy statements. Firms with AI governance are typically larger, more R&D-intensive, and led by newer CEOs than firms without AI governance. Importantly, I show that investors' reactions to AI-related information depend on firms' AI governance adoption: while AI governance is associated with more muted or negative price reactions when AI-related information is interpreted favorably, it mitigates negative market responses when AI-related risks become salient, highlighting a tension between innovation agility and risk oversight. This study provides the first systematic evidence on AI-specific governance and its market implications, offering timely insights into how firms adapt to emerging technologies.

- Dissertation Committee: Yonca Ertimur (Co-Chair), Andrea Pawliczek (Co-Chair), Nathan Marshall, Steve Rock, and Andrew Stephan (Indiana University)
- Presented at 2024 AAA Deloitte Foundation J. Michael Cook Doctoral Consortium, 2025 KAAPA (Korean American Accounting Professors Association) PhD Conference, University of Colorado Boulder, 2026 MAS (Management Accounting Section) Midyear Meeting

Working Papers:

"Firm Responses to Proxy Advisor Recommendations: Evidence from Supplemental Proxy Filings" (*with Yonca Ertimur and Andrea Pawliczek, University of Colorado Boulder*)

[Abstract] Proxy advisors (PAs) play a central role in shareholder voting, with negative recommendations resulting in significant voting dissent. We study firms' decisions to issue supplemental proxy filings (DEFA14A) in response to PA recommendations to vote against Say-on-Pay (SOP) proposals. These filings are infrequent—about 11% of firms with unfavorable SOP recommendations file DEFA14As. However, the filings are substantial in length, discussing compensation design and pay-performance alignment, and outlining disagreements with PAs' peer group choices. The market reacts positively to DEFA14As filed in response to the most severe PA concerns. For 8% of filing firms, PAs change their *Against* recommendations to *For*, boosting SOP voting support by more than 20%. Filings do not improve voting absent a recommendation change. We conclude that while some DEFA14As communicate favorable information to the market and are successful in changing PAs' recommendations, their effectiveness is limited, likely reflecting structural issues with the proxy voting process.

- Presented at 2024 Western AAA Doctoral Student Faculty Interchange Conference (*Kim*), 2024 KARS (Kelly Accounting Research Symposium), Indiana University, Massachusetts Institute of Technology (MIT), University of Tennessee, The Chinese University of Hong Kong, Tulane University, University of Minnesota, University of Chicago, 2025 AAA Annual Meeting (*Kim*), 2025 Colorado Accounting Research Symposium (*Kim*), 2025 LSE Economics of Accounting (EoA) Conference, 2026 MAS (Management Accounting Section) Midyear Meeting (*Kim*)
- Revise and Resubmit at *The Accounting Review*

Work in Progress:

"Relative Performance Evaluation and Management Forecasts" (*with Steve Rock and Frances Tice, University of Colorado Boulder*)

[Abstract] We examine how management forecast disclosure and accuracy affects the selection of peer firms in Relative Performance Evaluation (RPE) grants. Using data from 2007 to 2021, we focus on CEO RPE grants with accounting-based performance metrics. Preliminary logit regression results show that peer firms with more accurate management forecasts, especially one-year rolling accuracy, are more likely to be selected. However, firms disclosing forecasts are slightly less likely to be chosen as peers. The study highlights the nuanced role of disclosure and forecast quality in RPE peer selection.

- Preliminary analysis stage

TEACHING EXPERIENCE

Instructor, University of Colorado Boulder

Corporate Financial Reporting 2 (ACCT 3230)

- Leeds School of Business PhD Student Teaching Award   *Summer 2022*
- Leeds School of Business PhD Student Teaching Award (*Runner-up*)   *Fall 2021*

Teaching Assistant, University of Colorado Boulder

Corporate Financial Reporting 2 (ACCT 3230)   *Fall 2020*

Teaching Assistant, Seoul National University

Principles of Accounting (ACCT 1101)   *2018-2019*

GRANTS AND AWARDS

FARS Midyear Meeting Excellence in Reviewing Award	*2025*
AAA Deloitte Foundation J. Michael Cook Doctoral Consortium Fellow	*2024*
PhD Student Teaching Award by Leeds School of Business	*2022*
University Fellowship Award sponsored by Leeds School of Business	*2021-2025*
Gerald Hart Doctoral Research Fellowship sponsored by Leeds School of Business	*2022, 2023*
Accounting PhD Admissions Award sponsored by Leeds School of Business	*2020*
Seoul National University Honors Scholarship for Academic Excellence	*2019*

CONFERENCE PARTICIPATION *(P = PRESENTER; D = DISCUSSANT)*

Management Accounting Section (MAS) Midyear Meeting (*P*×2, *D*)	*2026*
Korean American Accounting Professors Association (KAAPA) PhD Conference (*P*)	*2025*
AAA Annual Meeting (*P*, *D*×2)	*2025*
Colorado Accounting Research Symposium (CARS) (*P*)	*2025*
NC State Risk Governance Research Symposium (*Invited Participant*)	*2025*
AAA Annual Meeting (*D*)	*2024*
AAA/Deloitte Foundation/J.Michael Cook Doctoral Consortium Fellow (*P*)	*2024*
Western AAA Doctoral Student Faculty Interchange (*P*)	*2024*
FARS Doctoral Consortium	*2024*
Colorado Summer Accounting Research Conference (CSARC)	*2022-2025*
Colorado Accounting Research Symposium (CARS)	*2021, 2023, 2024*
AAA Annual Meeting (Online) (*D*)	*2021*
FARS Midyear Meeting (Online)	*2021*
AAA Annual Meeting (Online)	*2020*

AD HOC REVIEWER

AAA FARS Midyear Meeting (*2023–2026*), Hawaii Accounting Research Conference (HARC) (*2026*), AAA MAS Midyear Meeting (*2026*), AAA Annual Meeting (*2022-2026*), AAA Sustainability Conference (*2025*), AAA Western Region Meeting (*2021*)

PROFESSIONAL EXPERIENCE

Kim & Chang (Largest Law Firm in Korea)	*Seoul, Korea*
Secretary/Staff	*2015-2017*
Korea Business Council for Sustainable Development (KBCSD)	*Seoul, Korea*
Intern	*Summer 2014*

OTHERS

Computer skills	SAS, STATA, Python (textual analysis, LLM), LaTex
Languages	English (Fluent), Korean (Native), Spanish (Basic)
Citizenships	U.S., South Korea