

# JENNY KIM

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## EDUCATION

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| <b>PhD in Business Administration, Accounting</b>                            | <i>Expected 2026</i>   |
| University of Colorado Boulder, Leeds School of Business                     |                        |
| <b>Master of Science in Business Administration, Accounting</b>              | <i>2020</i>            |
| Seoul National University, South Korea                                       |                        |
| <b>Bachelor of Science in English Literature and Business Administration</b> | <i>2016</i>            |
| Sogang University, South Korea   | <i>Summa Cum Laude</i> |

## RESEARCH

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### 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] 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 2019 to 2024, I identify and categorize AI governance structures of S&P 1500 firms across three dimensions: (1) adoption of AI ethics or responsible use principles, (2) formation of specialized AI oversight committees, and (3) appointment of board members with AI expertise. I find that 23% of firms in the S&P 1500 list mention AI governance in their proxy statement in 2024 while 43% of them mentioned AI risk in their 10-K filings filed in the same year. The most common governance mechanism is the appointment of directors with AI expertise: among firms disclosing AI governance, 95% include at least one such director, with an average of 1.28 AI-expert board members. Relatively fewer firms adopt formal AI principles (14%) or establish AI oversight committees (7%). Firms adopting AI governance are typically larger, R&D-intensive, and led by newer CEOs. Event studies show that firms without AI governance experience more negative stock returns following AI risk-related events, suggesting investors value board oversight of AI risks. This study contributes to the literature by providing novel evidence on AI-specific governance and its market consequences, offering timely insights into how boards adapt to emerging technological risks.

- 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

**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 influence shareholder voting, with negative recommendations leading to dissent on management proposals. We examine why firms respond to *Against* Say-on-Pay recommendations from ISS and Glass Lewis by filing DEFA14A supplements. About 10% of firms respond, especially when ISS or both advisors recommend *Against*, with responses more common among larger firms and those with high institutional ownership. These filings typically address compensation practices and proxy advisor peer group choices. We find positive market reactions when both advisors recommend *Against*, but no significant effect on voting outcomes, possibly due to early vote submissions or firms reacting to interim voting trends.

- 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*) (scheduled), 2025 Colorado Accounting Research Symposium (*Kim*) (scheduled)
- Preparing for submission to a top-tier accounting journal

**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

**GRANTS AND AWARDS**


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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

## TEACHING EXPERIENCE

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### 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*

## CONFERENCE PARTICIPATION

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AAA Annual Meeting - <i>Presenter &amp; Discussant</i>	<i>scheduled, 2025</i>
Colorado Accounting Research Symposium (CARS) - <i>Presenter</i>	<i>scheduled, 2025</i>
NC State Risk Governance Research Symposium - <i>Invited Participant</i>	<i>2025</i>
AAA Annual Meeting - <i>Discussant</i>	<i>2024</i>
AAA/Deloitte Foundation/J.Michael Cook Doctoral Consortium Fellow - <i>Presenter</i>	<i>2024</i>
Western AAA Doctoral Student Faculty Interchange - <i>Presenter</i>	<i>2024</i>
FARS Doctoral Consortium	<i>2024</i>
Colorado Summer Accounting Research Conference (CSARC)	<i>2022-2025</i>
Colorado Accounting Research Symposium (CARS)	<i>2021, 2023, 2024</i>
AAA Annual Meeting (Online) - <i>Discussant</i>	<i>2021</i>
FARS Midyear meeting (Online)	<i>2021</i>
AAA Annual Meeting (Online)	<i>2020</i>

## AD HOC REVIEWER

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AAA FARS Midyear Meeting (2023-2025), AAA Sustainability Conference (2025), AAA Annual Meeting (2022-2025), AAA Western Region Meeting (2021)

## OTHERS

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<b>Computer skills</b>	SAS, STATA, Python, LaTeX
<b>Languages</b>	English(Fluent), Korean(Native), Spanish(Basic)
<b>Citizenships</b>	U.S., South Korea