

MinSub Kim

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Citizenship and Visa Status

South Korea (F-1 visa)

Education

Ph.D. Economics, The Ohio State University, 2021 (expected)
Dissertation: "Social Network and Labor Market Inequality"
Committee: Professor Bruce Weinberg (chair), Professor Kurt Lavetti, Professor Trevon Logan, Professor Joyce Chen
M.A. Economics, The Ohio State University, 2016
M.A. Economics, Yonsei University, 2015
B.A. Economics (Minor in Applied Statistics), Yonsei University, 2013

Teaching and Research Fields

Primary fields: Labor Economics
Secondary fields: Applied Microeconomics

Research Papers

"Opening the Door for Others?: Female Leadership and Gender Disparities" (Job Market Paper)
Do empowered women empower women? Does the gender of a leader affect women's advancement and representation in the workplace? Although a number of emerging literature have proposed the appointment of female managers as a potential means of reducing gender disparity within a given organization, results vary significantly, depending on context. Moreover, there is a glaring lack of causal evidence on the impact of female managers in male-dominated fields where female leadership is most wanted. I fill such gaps in existing literature by seeking causal evidence for the role of female leadership in redressing gender disparities in academia, particularly in male-dominated areas such as STEM and Economics fields. Deploying a unique dataset that collects wages of 14 public university faculties 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) gender pay gap, and (2) share of female professors within a given academic organization, thereby bettering female representation. To estimate the causal effect of an academic head's gender, I adopt an event study design which compares gender-change head transitions and gender-constant transitions. Unlike most findings of existing literature, empirical evidence does not support the hypothesis that female chairs or deans open the door for faculty members of the same gender. Furthermore, results show that male chairs and deans neither favor male faculty over female colleagues nor hinder female faculty's career progression.

"Social Network and Inequality in Career Outcomes: Evidence from Prosecutors in Korea"
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)

Conference and Seminar Presentations

June 2020	EALE SOLE AASLE World Conference, Berlin, Germany
April 2020	Population Association of America (PAA) Annual Meeting, Washington, DC
November 2019	APPAM Research Conference, Denver, CO
May 2019	The Society of Labor Economists (SOLE) Annual Meeting, Arlington, VA
April 2019	Population Association of America (PAA) Annual Meeting, Austin, TX
March 2019	The Midwest Economics Association Annual Conference, St. Louis, MO
October 2014	The Conference of Panel Study on Korean Children, Seoul, Korea

Research Experience

Summer 2019, 2020 Research Assistant to Bruce A. Weinberg

Honors, Scholarships, and Fellowships

2020	L. Edwin Smart Departmental Citation for Excellence in Teaching , OSU
2019, 2020	Travel Grant, The Institute for Population Research, OSU
2019, 2020	JMCB Research Travel Grant, The Department of Economics, OSU
2015	Ilsong Fellowship for Doctoral Studies, Yonsei University
2014	Research Fund by the Graduate School of Yonsei University
2014	Excellence Award in the Conference of Panel Study on Korean Children
2006, 2011	Yonsei Honors Student, Yonsei University

Teaching Experience

Spring 2020	Principles of Macroeconomics, OSU, Independent Instructor
Fall 2019	The Analysis and Display of Data, OSU, Independent Instructor
Fall 2020	Principles of Microeconomics, OSU, Teaching Assistant
Spring 2019	Principles of Microeconomics, OSU, Teaching Assistant
Spring 2018	Principles of Microeconomics, OSU, Teaching Assistant
Spring 2017	Principles of Microeconomics, OSU, Teaching Assistant
Fall 2018	Principles of Macroeconomics, OSU, Teaching Assistant
Fall 2016	Principles of Macroeconomics, OSU, Teaching Assistant

References

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