Tae Wan Kim
Associate Professor of Business Ethics with Tenure
Tepper School of Business
Carnegie Mellon University
(September 2022)

EDUCATION
2012   PhD, Ethics and Legal Studies, Wharton School, University of Pennsylvania
2007   B.A. in Philosophy, Sungkyunkwan University, Seoul, Korea

POSITIONS HELD
2018-   Associate Professor of Business Ethics, Tepper School of Business, Carnegie Mellon
2012-18   Assistant Professor of Business Ethics, Tepper School of Business, Carnegie Mellon

OTHER POSITIONS
2021-   Fellow, World Economic Forum, Future Council for Human Rights
2022-   Advisory Board, CMU Responsible AI Initiative
2022-   Board Member, CMU Sustainability Initiative Advisory Council
2022-   Affiliate Faculty, Collaboration against Hate, Carnegie Mellon University &
               University of Pittsburgh.
2017-   Faculty member, Block Center for Technology and Society, Heinz College of
               Information Systems and Public Policy, Carnegie Mellon
2018-   Affiliate Faculty, CyLab, School of Computer Science, Carnegie Mellon
2020-21   Xerox Junior Faculty Research Chair, Tepper School of Business, Carnegie Mellon

PUBLICATIONS
Articles in refereed journals (i.e., critical peer review before publication):
20. Edmond Awad, Sydney Levine, Michael Anderson, Susan Anderson, Jana Schaich Borg, Vincent Conitzer, Jim Everett, Molly Crockett, Theororos Evgeniou, Tae Wan Kim, Patrick Lin, Michelle N. Meyer, John Mikhail, Kweku Opoku-Agyemang, Walter Sinott-Armstrong, Marija Slavkovik, & Joshua Tenenbaum. (Online First). "Computational ethics," *Trends in Cognitive Sciences*.

19. Tae Wan Kim, Fabrizio Maimone, Katherina Pattit, Alejo Sison, & Benito Teehankee. (Online first). "Master and slave: The dialectic of human-artificial intelligence engagement," *Humanistic Management Journal*.

18. Tae Wan Kim, John Roberts, Alan Strudler, & Sridhar Tayur. (Online First). "Ethics of split liver transplantation revisited: Should a large liver always be split if medically safe?" *Journal of Medical Ethics*.

17. Tae Wan Kim & Bryan Routledge. (2022). "Why a right to explanation of automated algorithmic decision-making should exist," *Business Ethics Quarterly*, *32*(1), 75-102.

16. Tae Wan Kim, John Hooker, & Thomas Donaldson (2021). "Taking principles seriously: Toward a hybrid value alignment in artificial intelligence," *Journal of Artificial Intelligence Research* (Special track on AI and Society), 70: 871-890.

15. Tae Wan Kim, Joseph Xu, Jooho Lee, & Bryan Routledge. (2021). "Data and manure: Are data subjects investors?" *Berkeley Business Law Journal*, 18(1): 65-89 (*This article was identified by the Social Issues in Management Division of the Academy of Management as the "Best Article of 2020, Finalist.")

14. John Hooker & Tae Wan Kim. (2019). "Truly autonomous machines are ethical," *Artificial Intelligence Magazine*, 40(4), Winter: 66-73.

13. Tae Wan Kim & Santiago Mejia. (2019). "From artificial intelligence to artificial wisdom: What Socrates teaches us," *IEEE Computer*, November. (*reprinted *in Computing Edge*, IEEE Computer Society. February 2020. 8-12.)

12. Tae Wan Kim & Ariel Zetlin-Jones. (2019). "The ethics of contentious hard forks in blockchain networks with fixed features," *Frontiers in Blockchain*, 2: 1-6.

11. Tae Wan Kim & Alan Scheller-Wolf. (2019). "Technological unemployment, meaning in life, purpose of business, and the future of stakeholders," *Journal of Business Ethics*, 160 (2): 319-337.

10. Tae Wan Kim. (2018). "Gamification of labor and the charge of exploitation," *Journal of Business Ethics*, 152 (1): 27-39. (*reprinted as a book chapter of *Ethics of Data and Analytics: Concepts and Cases*, K. Martin (Ed.), forthcoming, Routledge Press).

9.   Tae Wan Kim & Thomas Donaldson. (2018). "Rethinking right: Moral epistemology in management research," *Journal of Business Ethics* 148(1): 5-20 (*reprinted as a book chapter of *Cambridge Handbook of Research Approaches to Business Ethics and Corporate Responsibility*, P. Werhane, E. Freeman, and S. Dmytriyev (Eds.), 2018, Cambridge University Press.)

8.   Gastón de los Reyes, Tae Wan Kim, & Gary Weaver. (2017). "Teaching ethics in business schools: A conversation on disciplinary differences, academic provincialism, and the case for integrated pedagogy," *Academy of Management Learning & Education* 16(2): 314-336.

7.   Tae Wan Kim & Kevin Werbach. (2016). "More than just a game: Ethical issues in gamification," *Ethics and Information Technology*, 18(2): 157-173.

6.   Jessica Kennedy, Tae Wan Kim, & Alan Strudler. (2016). "Hierarchies and dignity: A Confucian communitarian approach," *Business Ethics Quarterly*, 26(4): 479-502. (*This article was identified by the editorial award panel of the Business Ethics Quarterly as the "Best Article of 2016.")

5.   Tae Wan Kim, Rosemarie Monge & Alan Strudler. (2015). "Bounded ethicality and the principle that 'ought' implies 'can'," *Business Ethics Quarterly*, 25(3): 341-369.

4.   Tae Wan Kim. (2014). "Confucian ethics and labor rights," *Business Ethics Quarterly*, 24 (4): 565-594.

3.   Tae Wan Kim. (2014). "Decent termination: A moral case for severance pay," *Business Ethics Quarterly*, 24(2): 203-227. (*This article was identified by the editorial award panel of the *Business Ethics Quarterly* as the "Best Article of 2014.")

2. Tae Wan Kim (first author) & Alan Strudler. (2012). "Workplace civility: A Confucian approach," *Business Ethics Quarterly*, 22(3): 557-577.

1. Katherina Glac & Tae Wan Kim. (2009). "The 'I' in ISCT: Normative and empirical facets of integration," *Journal of Business Ethics*, 88(4): 693-705.

Articles in refereed conference proceedings:
4. Joy Lu, Dokyun Lee, Tae Wan Kim, & David Danks. (2020). "Good explanation for algorithmic transparency," *Proceedings of the 3th AAAI & ACM Conference on Artificial Intelligence, Ethics and Society (AIES)* (Oral).

3. John Hooker & Tae Wan Kim. (2018). "Toward non-intuition-based machine and artificial intelligence ethics: A deontological approach based on modal logic," *Proceedings of the 1th AAAI & ACM Conference on Artificial Intelligence, Ethics and Society (AIES)* (Oral).

2. Tae Wan Kim & Bryan Routledge. (2018). "Informational privacy, a right to explanation and interpretable AI," *Proceedings of IEEE Symposium on Privacy-Aware Computing, IEEE Xplore* (Oral).

1. Tae Wan Kim. (2015). "Gamification ethics: Exploitation and manipulation," *Proceedings of the 33rd Annual ACM Conference on Human Factors in Computing Systems (CHI)* (Oral).

Articles in edited books/volumes:
5. Tae Wan Kim, Matthew Caulfield, & Alan Strudler. (2021). "Toward a "we"-mode team production theory of the firm: A Confucian approach," In D. Korten, M. Pirson, D. Wasieleski, E. Steckler, & R. Aguado (Eds.), *Alternative Theories of the Firm,* Talyor and Francis.

4. John Hooker & Tae Wan Kim. (2021). "Humanizing business in the age of artificial intelligence," In M. Dion, R. E. Freeman, & S. Dmytriyev (Eds.), *Humanizing Business: What Humanities Can Say to Business*, Springer.

3. Tae Wan Kim. (2021). "Humanizing business with Confucian meritocracy," In M. Dion, R. E. Freeman, & S. Dmytriyev (Eds.), *Humanizing Business: What Humanities Can Say to Business*, Springer.

2. John Hooker & Tae Wan Kim. (2019). "Ethical implications of the fourth industrial revolution for business and society," In J. Weber & D. Wasieleski (Eds.), *Business & Society 360*, Emerald.

1. Vikram Bhargava & Tae Wan Kim. (2017). "Autonomous vehicles and moral uncertainty," In P. Lin, K. Abney, & R. Jenkins (Eds.), *Robot Ethics 2.0*, Oxford University Press.

Other articles:
3. Tae Wan Kim. (2021). "Flawed like us and the starry moral law: A review of Ian McEwan's Machines Like Me," *Journal of Business Ethics*. Feb. 2021 (commissioned and refereed).

2. Tae Wan Kim. (2020). "The ethics of artificial intelligence: Why we need to go back to GOFAI ("good old-fashioned AI)," *Revue Internationale de la Compliance et de l'Ethique des Affaires*, October, 12-14 (commissioned).

1. Tae Wan Kim. (2016). "Alejo Sison's Happiness and Virtue Ethics in Business," *Business Ethics Quarterly*, 26(2): 261-264 (commissioned and refereed).

NON-PUBLISHED PAPERS
Completed Working Papers:
Tae Wan Kim, "Should robots have rights or rites? A Confucian cross-cultural perspective to robot ethics," (Minor Revision at *Communications of the ACM*).

Joy Lu, Dokyun Lee, Tae Wan Kim & David Danks. "Good explanation for algorithmic transparency: The interplay of content, outcomes, and expectations," (Under Review at *Management Science*).

Tae Wan Kim, Joy Lu, Kyusong Lee, Zhaoqi Cheng, Yanhan Tang, & John Hooker " it ethically permissible for AI to lie? A trust-based cross-cultural AI ethics," (*This article was identified by the award panel of the Society for Business Ethics Annual Meeting as the "Best Conference Paper of 2021"). (Under Review)

Tae Wan Kim, Pierre Jinghong Liang, & John Hooker. "Yuji Ijiri's fairness question in accounting: Perspectives from analytic ethics and game theory." (Under Review)

Other Papers (Works-in-progress):
Tae Wan Kim & Jooho Lee, "Artificial intelligence, unpredictability and ownership."

Tae Wan Kim, Kirsten Martin, & Youngjin Yoo, "Ten ethical challenges in Management Information Systems." (commissioned and will be referred at *Management Information Systems Quarterly*).

Tae Wan Kim, "Limits of democratic approaches in artificial intelligence ethics."

Tae Wan Kim & Sam Mortimer, "Ethical issues in metaverse."

Tae Wan Kim, "An ethical game theoretic concept: A deontological approach."

Tae Wan Kim, Joy Tong Lu, Joo Yoon and DK Lee, "Medical XAI."

RESEARCH GRANTS AND CONTRACTS
Awarded to Date
Explanations, Trust, and Artificial Intelligence
Carnegie Bosch Institute Research Award
2019 - 2021 ($240,513)
Role: Principal Investigator
(with Professors Tong (Joy) Lu (Tepper), Dokyun Lee (Tepper, Currently at Boston U), and David Danks (CMU Philosophy, Currently at UC San Diego)

Block Chain Research Center Program
Klaytn (a blockchain company based in Singapore)
2022 - 2026 ($20M)
Role: Principal Investigator for Ethics ($600,000)

(with Prateek Saxena (NUS), Min Suk Kang (KAIST), Maria Apostolaki (Princeton), Christine A Parlour (Berkeley), and Taesoo Kim (George Tech)).

PROFESSIONAL ACTIVITIES
Plenary talks/tutorials at Conference/Symposium
Speaker, "Ethical issues surrounding AI," Ethics Week at University of Wisconsin, Milwaukee (April 2022).

Speaker, "When is it ethically admissible for artificial intelligence to lie?" R:ETRO Seminar, Said Business School, University of Oxford (April 2022).

Speaker, "The ethical challenges of artificial intelligence," Trinity Business School Speaker Series, Trinity College Dublin (November 2020).

Speaker, "Flawed like us and the starry moral law: A critical perspective to artificial intelligence," Critical Artificial Intelligence Series, Rutgers Center for Cognitive Science and the Center for Cultural Analysis, Rutgers University (January 2021).

Keynote, "Business's responsibility in the age of artificial intelligence," International Colloquim on Ethics and Artificial Intelligence, CY Cergy Paris Université, Paris, France (May 2020, Cancelled and rescheduled).

Speaker, "What accountability professionals need to know about data privacy, quality and bias for AI applications," National Intergovernmental Audit Forum Executive Roundtable, The US General Accountability Office (GAO), NYC (October 2019).

Speaker, "What not to automate?" TTI/Vanguard Conference, Pittsburgh (July 2019).

Speaker, "Can ethics be taught to AI?" Albers Ethics Week Speaker Series, Center for Business Ethics, Seattle University (May 2019).

Speaker, "Practical AI Ethics," Robo-AI Exchange, Sloan School of Management, MIT, Boston (March 2019).

Speaker, "AI Ethics," Cintas Institute for Business Ethics Annual Speaker Series, Xavier University, Cincinnati (September 2018).

Speaker, "Business ethics," John A. Hauser Executive-in-Residence Program, Gettysburg College (April 2018).

Invited talks at Conference/Symposium (after critical review)
Symposium, "Promises and perils of electoral AI ethics," Said Business School, University of Oxford (June 2022).

Workshop, "Who owns artificial intelligence?" Egalitarianism and the future of work, Stockholm (May 2021).

Workshop, "A right to explanation," The Leverhulme Centre for the Future of Intelligence, Cambridge University, UK (September 2018).

Workshop, "A right to explanation," Ethics and Legal Studies, Wharton School of Business, University of Pennsylvania (April 2018).

Workshop, "Can ethics be taught to AI?" Artificial Intelligence and Human Flourishing, University of St. Thomas (May 2019).

Symposium, "Confucian business ethics," The Daniel P. Paduano Research Symposium in Business Ethics, Business & Society Program, Stern School of Business, New York University (April 2018)

Special session, "Algorithmic transparency, a right to explanation, and placing trust," special session on "Ethics in AI and OR," INFORMS Annual Meeting, Houston, TX (October 2017)

Panel discussions at Conference/Symposium
SBE panel for b ethics method with Frank, Mollie.

Co-chair and presenter, "Data and technology ethics," Philosophy, Politics & Economics Society, New Orleans (scheduled, October 2021).

Co-organizer, "Waheed Hussain Memorial Symposium: Toward a sophisticated normative conception of market society," Society for Business Ethics (scheduled, August 2021).

Panel presenter, "Business ethics and new technologies: A primer and path forward," Society for Business Ethics (scheduled, August 2021).

Panel presenter, "Artificial intelligence and innovations ethics" Academy of Management (TIM, SIM, CMS) (August 2020).

Panel presenter, "Meaning of work in the fourth industrial revolution," Society for Business Ethics (August 2020).

Panel co-chair, "Normative workshop for behavioral methodology," Society for Business Ethics, Vancouver, Canada (August 2015).

Panel co-chair, "Confucian Business Ethics," Society for Business Ethics, Vancouver, Canada (August 2015).

Panel co-chair, "Oil and water, or peas in a pod: Making sense of behavioral and normative approaches to business ethics," Society for Business Ethics, Philadelphia PA (August 2014).

Conference talks after critical review prior to presentation
"Yuji Ijiri's fairness question in accounting: Perspectives from analytic ethics and game theory," The Society for the Advancement of Socio-Economics (July 2021).

"Are data subjects investors," Academy of Management (August 2020).

"Yuji Ijiri's Fairness Question," Society for Business Ethics (August 2020).

"What can we learn from Socrates about the fourth industrial revolution?" Society for Business, Boston (August 2019).

"Informational privacy and a right to explanation," IEEE Symposium on Privacy-Aware Computing, Washington DC (September 2018).

"A right to explanation," Society for Business Ethics (August 2018).

"Toward a non-intuition-based machine ethics," AAAI/ACM Conference on Artificial Intelligence, Ethics and Society, New Orleans (January 2018).

"Technological unemployment, meaning in life, purpose of business, and the future of stakeholders," Society for Business Ethics (August 2017).

"Confucianism and hereditary CEO succession in East Asia," Society for Business Ethics (August 2016).

"The problem of managing under moral uncertainty," Academy of Management (August 2016); ISBEE World Congress, Shanghai, China. (July 2016); International Association for Business and Society's Annual Conference (June 2016).

"Gamification and manipulation," Society for Business Ethics (August 2015).

"Gamification and exploitation," Academy of Management (August 2015).

"Bounded ethicality, the responsibility gap and the principle that 'ought' implies 'can'," Society for Business Ethics (August 2014).

"Would a Confucian sage appreciate rights as well as rites at the workplace?" Society for Business Ethics (August 2014).

"The decent form of termination: A moral case for severance pay," Society for Business Ethics (August 2013).

"Workplace spirituality: A Confucian perspective," International Vincentian Conference Promoting Business Ethics, St. John's University, New York (October 2011).

"Civility at the workplace: A Confucian perspective," Society for Business Ethics' Annual Meeting (August 2011); East-West Philosophers' Conference, University of Hawaii, Manoa, Hawaii (May 2011); Society for Business Ethics' Annual Meeting (August 2010).

Seminars at other academic institutions
"Explainable AI, a right to explanation, and data ownership." – Korea University (October, 2021).

"Explainable AI, a right to explanation, and data ownership." – AI Institute, Seoul National University (July 2021).

"Are data subjects investors?" – Georgetown Institute for the Study of Markets and Ethics (February 2020).

"When it is not unethical for AI to lie?"
 Katz Graduate School of Business, University of Pittsburgh, (November 2019);
 Technical University of Munich, Institute for Ethics in AI, Germany. (December 2019);
 Illinois Institute of Technology, Center for the Study of Ethics in the Professions (February 2020);
 Center for Human-Compatible AI, UC Berkeley (April 2020).

"Grounding AI with ethical principles," – MIT Media Lab (March 2019).

"Technological unemployment, meaning in life and purpose of business."
Barun ICT Research Center, Yonsei University, Seoul, Korea (July 2017);
School of Management, Korea University (July 2017);
Gabriel School of Business, Fordham University (April 2018).

"Bounded ethicality and the principle that 'ought' implies 'can'," – Seogang University, Seoul, Korea (June 2015).

Awards, Prizes, Honors
President-elect, Board member, Society for Business Ethics (2021-26).
Best Conference Paper, Society for Business Ethics (June 2021)
Finalist, Best Article of 2020, Social Issues in Management, Academy of Management (August 2020)
11 Groundbreaking, World-Changing Wharton PhDs. Wharton Magazine (2018)
Star Reviewer, Journal of Business Ethics (December 2017)
Best Article published in 2016, Business Ethics Quarterly (May 2017)
Best Article published in 2014, Business Ethics Quarterly (August 2015)
Founder's Award, Society for Business Ethics (August 2011)
Founders' Award, Society for Business Ethics (August 2010).

EDITORIAL ROLES

Scientific/Professional Journals
Member, Editorial Board, Business Ethics Quarterly (2017-)
Member, Editorial Board, Journal of Business Ethics (2017-)
Member, Editorial Board, Business & Society Review (2017-)

Professional Meetings (Conference/Symposium)
Associate Editor, Academy of Management Annual Meeting, Social Issues Management (2020, 2021).
Track Editor, Artificial intelligence ethics, International Society for Business, Economics, and Ethics (2020).

SERVICE

Tepper School of Business
Organizing Tepper Economics & Ethics Book Club (with Lawrence Ales, 2018 -)
Member, McGowan Fellow Selection Committee (2016 -).
Member, Masters Educational Affairs Committee Meeting (MEAC) (2015 -).
Organizing Tepper Ethics Lunch Series (with John Hooker) (2014 -).
Waffle, Coffee, and Professor (talk hosted by Undergraduate Business Program) (October 2013)

Other Carnegie Mellon
Sustainability Advisory Council (2021-).
Member, K&L Gates Prize Committee (2018 -).

Professional Societies
Elected board member including Presidency, Society for Business Ethics (2021-26).
Member of American Philosophical Association (APA), International Association of Business and Society (IABS), Academy of Management (AOM), INFORMS, Institute of Electrical and Electronics Engineers (IEEE), Association for Computing Machinery (ACM), and Association for the Advancement of Artificial Intelligence (AAAI).

Conference or program committee chair or member
Program committee of AAAI/ACM Conference on Artificial Intelligence, Society and Ethics (2018 -).
Committee member of the IEEE Global Initiative for Ethical Considerations in Artificial Intelligence and Autonomous Systems (2018 -).