

# Min Kay, Ph.D

Email: min.kay@sauder.ubc.ca

Full-Time: University Canada West (ACBSP Accredited)  
Sessional: Sauder School of Business, University of British Columbia

## EDUCATION

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- 2007- 2013     **Fuqua School of Business, Duke University**, Durham, NC  
Ph.D. in Business Administration (Organizational Behavior)
- 2005- 2007     **University of Waterloo**, Waterloo, Ontario  
Master of Applied Science in Management Science (Organizational Behavior)
- 1999- 2004     **University of Waterloo**, Waterloo, Ontario  
Bachelor of Applied Science in Environmental Chemical Engineering  
(with Management Science option)

## TEACHING EXPERIENCE

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### MBA

- ORG. BEHAVIOUR     Topics: Leadership, Ethics, Motivation, Groups & Teams, Negotiation,  
Corporate Social Responsibility, Org. Culture  
**Also responsible for course development**
- BUSINESS  
FUNDAMENTALS     Topics: Economics, Entrepreneurship, HRM, Marketing, Finance,  
Accounting
- LEADERSHIP         Topics: Leadership Traits, Theories and Attributes, Leading Through Change
- MANAGERIAL  
DECISION MAKING    Topics: System 1 and System 2 Thinking, Decision Biases, Bounded Rationality  
**Also responsible for course development**
- NEGOTIATION        Topics: Distributive and Integrative, Conflict Resolution, Meditation  
**Also responsible for course development**

### UNDERGRAD

- STRATEGIC  
LEADERSHIP         Topics: External & Internal Analysis, Business & Corporate Strategy,  
M&A, Corporate Governance, Strategic Entrepreneurship
- INTRO ORG.  
BEHAVIOR            Topics: Ethics, Motivation, Groups and Teams, Org. Culture

## RESEARCH INTEREST/EXPERTISE

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### JUDGMENT AND DECISION MAKING

- Biases in performance evaluation across objective (e.g. performance data) and subjective (e.g. creativity) dimensions
- Biases in personnel selection
- Biases in managerial and group decision making in organizational context

## RESEARCH EXPERIENCE

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### PUBLICATION

Kay, M. B., Proudfoot, D., & Larrick, R. P. (2018). There's no team in I: How observers perceive individual creativity in a team setting. *Journal of Applied Psychology*, 103(4), 432-442.

### UNDER REVIEW

Proudfoot, D., & Kay, M. B. (2018). The diversity bonus and penalty: How team demographic composition can bias perceptions of team creativity. Under review at *Organizational Behavior and Human Decision Processes*

### WORKING PAPERS

**Kay, Min.**, Proudfoot, Devon & Larrick, Richard P. The diversity bonus and penalty: how demographic diversity affects perceptions of group creativity. Submitted to *Organizational Behaviour and Human Decision Processes*

**Kay, Min.** & Larrick, Richard P. The implications of scale expansion for evaluation of performance and fairness perception.

**Kay, Min.** & Soll, Jack. B. The effect of losing versus gaining information on confidence and accuracy.

### ACADEMIC MEMBERSHIP

Academy of Management, Society for Judgment and Decision Making

## WORK(CO-OP) EXPERIENCE

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SEPTEMBER –  
DECEMBER  
2003

**Polycon Industries (Plastic container manufacturer), Guelph, Ontario**  
Process engineer  
Involved in project management and maintenance of the fascia paint line  
Independently managed an optimization project that increased the *overall* efficiency of the production line by 10%

JANUARY –  
APRIL  
2003

**Kraft Foods, Etobicoke, Ontario**  
Packaging development coordinator  
Participated in project management for new products and continuous improvement initiatives by providing engineering services in the development of consumer packaging from concept to implementation  
Led a team of engineers on an optimization project that resulted in the *annual* savings of \$200,000 CAD in packaging costs

AUGUST –  
DECEMBER  
2001

**Stuart Energy Systems (Hydrogen fuel cell developer), Etobicoke, Ontario**  
Chemical systems technologist  
Engaged in modification of hydrogen fuel generator as member of the R&D team  
Responsible for optimizing the overall manufacturing process of electrodes by reducing cost, enhancing cell performance and increasing stability

JANUARY –  
APRIL  
2001

**Ford Motor Company of Canada, Windsor, Ontario**  
Environmental Co-op  
Decreased the monthly production of sludge (industrial waste) by 5%

## AWARDS AND FELLOWSHIPS

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2007- 2013

**Doctoral Student Fellowship**  
Fuqua School of Business, Duke University

2006

**Graduate Merit Scholarship**  
University of Waterloo

2006

**Faculty of Engineering Graduate Scholarship**  

- Department of Management Sciences, University of Waterloo

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