Curriculum Vitae

BO HEE MIN

Department of Business Humanities and Law
Copenhagen Business School
Porcelænshaven 18B, 4.148
2000 Frederiksberg, Denmark
Phone: +45 3815 3624
Email: bhm.bhl@cbs.dk
Web: http://www.cbs.dk/en/staff/bhmbhl
ORCID: 0000-0003-2800-7370
Google Scholar: https://scholar.google.com/citations?user=qaDZtHgAAAAJ&hl=en

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ACADEMIC EMPLOYMENT

Copenhagen Business School

2018 – present   Postdoc/Assistant Professor

Department of Business Humanities and Law (formerly Department of Management, Politics and Philosophy)

Received positive evaluations for qualification in three associate professorship positions at multiple Danish universities.

EDUCATION

Dec. 2017   Ph.D. in Sociology
University of Wisconsin – Madison
Dissertation Title: "Opening Up Black Boxes of Financial Markets: Crashes, Regulations, and Interactions between Humans and Material Entities"
Ph.D. Minors: Business (with concentration in entrepreneurship);
                        Science and Technology Studies

2012   M.S. in Sociology
University of Wisconsin – Madison

1998   B.A. in Sociology (with distinction)
Seoul National University, Seoul, South Korea

RESEARCH

RESEARCH INTERESTS

Sociology of technology; Sociology of organization; Economic sociology; Regulation and governance; Sociology of finance

Qualitative method; Quantitative methods; Computerized text analysis

PUBLICATIONS

Kristian Bondon Hansen and Bo Hee Min. Forthcoming. "Clouded visions: Imaginaries of cloud computing as a boundary infrastructure enabling scalable machine learning in financial markets". *Information, Communication & Society* [Proposal accepted for special issue]. (AJG: 2; 5-year impact factor: 5.6)

Christian Borch and Bo Hee Min. 2023. "Toward a sociology of machine learning explainability: Human–machine interaction in deep neural network-based automated trading." *Big Data & Society*. (h-index: 69; 2022 impact factor: 7.65)

Christian Borch and Bo Hee Min. 2022. "Machine learning and social action in markets: From first- to second-generation automated trading." *Economy and Society*. (AJG: 3; h-index: 98; 2021 impact factor: 4.182)

Bo Hee Min and Christian Borch. 2022. "Systemic Failures and Organizational Risk Management in Algorithmic Trading: Normal Accidents and High-Reliability in Financial Markets." *Social Studies of Science*. (AJG: 2; h-index: 106; 5-year impact factor: 4.2)

Bo Hee Min, Nora Cate Schaeffer, Dana Garbarski, and Jennifer Dykema. 2020. "The Action Structure of Recruitment Calls and Its Analytic Implications: The Case of Disfluencies." *Journal of Official Statistics.* (5-Year Impact Factor: 0.9)

Nora Cate Schaeffer, Bo Hee Min, Thomas Purnell, Dana Garbarski, and Jennifer Dykema. 2018. "Greeting and Response: Predicting Participation from the Call Opening." *Journal of Survey Statistics and Methodology*. (2024 Impact Factor: 3.2)

Randy Stoecker, Mary Beckman, and Bo Hee Min. 2010. "Evaluating the Community Impact of Higher Education Civic Engagement." Hiram E. Fitzgerald, Diane L. Zimmerman, Cathy Burack, and Sarena Seifer (eds.) *Handbook of Engaged Scholarship: The Contemporary Landscape*.

MANUSCRIPTS UNDER REVIEW

"Financial Regulation as Material-Normative Foundation of Institutions." Invited to revise and resubmit at *Economy and Society.* (AJG: 3; h-index: 98; 2021 impact factor: 4.18)

"Institutional Entrepreneurship in Entrenched Fields: Anchoring strategy in the Danish Design Board for reconciling field change and continuity" (with Stina Teilmann-Lock and Vishv Priya Kohli). Under review at *Organization Studies*. (AJG: 4; h-index: 187; 2024 Impact Factor: 6.03)

MANUSCRIPTS IN PREPARATION

"The Confidence-Trust Chain in Sustaining Algorithmic Practices: The Transitive Properties of Confidence in Algorithmic Finance" (with Kristian Bondo Hansen). Revision in progress.

"Reconceiving Organizations for AI: The Divergent Impact of Machine Learning." Revision in progress.

"Willful Waiting or Unavoidable Delay? Understanding Regulatory Lag and the Emergence of New technologies" (with Ulrik Roehl). Manuscript in preparation.

"Materializing Institutional Logics of Algorithms: From a trading floor to co-location." Manuscript in preparation.

"Temporal Structures in Algorithmic Sensemaking." Manuscript in preparation.

CONFERENCE PRESENTATIONS

Kristian Bondo Hansen and Bo Hee Min. 2025. "Clouded visions: Imaginaries of cloud computing as a boundary infrastructure for scalable machine learning in finance." Paper accepted at the annual meeting of the Society for Social Studies of Science, Seattle, WA on September 3–6, 2025.

Bo Hee Min. 2024. "Materializing financial order in algorithmic trading: From a trading floor to co-location." Paper presented at the annual meeting of the American Sociological Association, Montreal, Canada on August 9–13, 2024.

Bo Hee Min, Stina Teilmann-Lock and Vishv Priya Kohli. 2024. "Anchoring institutional entrepreneurship and resilience in institutional fields: The establishment of the Danish Design Board." Paper presented at the annual meeting of the American Sociological Association, Montreal, Canada on August 9–13, 2024.

Bo Hee Min. 2023. "Materializing Institutional Logics of Algorithms: From a trading floor to co-location." Paper presented at the annual meeting of the Society for Social Studies of Science, Honolulu, HI on November 8-11, 2023.

Bo Hee Min and Kristian Bondo Hansen. 2023. "Imperviousness of confidence in financial models: Upholding of model practices in Quant Quake of 2007." Paper presented at the annual meeting of the American Sociological Association, Philadelphia, PA on August 17–21, 2023.

Bo Hee Min. 2020. "Anchored to Machine: Regulating Algorithms in Financial Markets." Paper presented at the annual meeting of the Society for Social Studies of Science, online on August 18-21, 2020.

Christian Borch and Bo Hee Min. 2020. "Risk and Reliability in AI Finance." Paper presented at the annual meeting of the American Sociological Association, online on August 8-11, 2020

Bo Hee Min and Kristian Bondo Hansen. 2020. "In Models We Trust: An Investigation of Confidence in Algorithmic Trading." Paper presented at the annual meeting of the Society for the Advancement of the Socio-economics, online on July 18–22, 2020

Bo Hee Min. 2019. "Organizational Changes and Structural (Dis)advantages in Digital Economy: The Case of Latency in Financial Markets." Paper presented at the annual meeting of the Society for Social Studies of Science, New Orleans, LA on September 3–7, 2019.

Bo Hee Min. 2019. "Temporal Construction in Algorithmic Sensemaking: The Case of Financial Markets." Paper presented at the annual meeting of the American Sociological Association, New York, NY on August 4–6, 2019.

Bo Hee Min. 2019. "Unleveling the playing field: How data infrastructure creates structural (dis)advantages in financial markets." Paper presented at the 35th EGOS Colloquium, Edinburgh, United Kingdom on July 4 – 6, 2019.

Bo Hee Min. 2019. "Organizing around algorithms: Sociomaterial organizing in financial markets." Paper presented at the 14th Organization Studies Summer Workshop, Mykonos, Greece on May 23 – 25, 2019.

Bo Hee Min. 2019. "Temporal Structures of Algorithmic Sensemaking." Paper presented at the Futures of Finance and Society conference, Edinburgh, UK, on December 6-7, 2018.

Bo Hee Min. 2018. "Reengineering Oversight: Regulating Algorithms in Financial Markets." Paper Presented at the annual meeting of the American Sociological Association, Philadelphia, PA on August 11-14, 2018.

Garbarski, Dana, Nora Cate Schaeffer, Jennifer Dykema, Ashley Baber, Ellen Dinsmore, Bo Hee Min. 2017. "Rapport in the Standardized Survey Interview: Responsiveness, Engagement, and Future Participation." Paper presented at the annual meeting of the Midwest Association for Public Opinion Research, November, Chicago, IL.

Bo Hee Min. 2017. "Politics of Microseconds: Auditing Algorithms in Financial Markets" Paper presented at the annual meeting of the Society for Social Studies of Science, Boston, MA on August 30 – September 2, 2017.

Garbarski, Dana, Nora Cate Schaeffer, Jennifer Dykema, Ellen Dinsmore, and Bo Hee Min. May 2016. "Interviewing Practices, Conversational Practices, and Rapport: Responsiveness and Engagement in the Standardized Survey Interview." Paper presented at the annual meeting of the American Association for Public Opinion Research, Austin, TX.

Bo Hee Min. 2015. "Social Construction of Materiality of Technology: Sociotechnical Contexts and Speed of Technology in Financial Market Crashes." Paper presented at the annual meeting of the Society for Social Studies of Science, Denver, CO on November 11 - 14, 2015.

Bo Hee Min. 2015. "The Recursivity in Production of Market Rules: A Case of Reg NMS." Paper presented at the annual meeting of the American Sociological Association, Chicago, IL on August 22-25, 2015.

Bo Hee Min, Nora Cate Schaeffer, Dana Garbarski, Jennifer Dykema, Ellen Dinsmore, Douglas W. Maynard. May 2015. "Refusal Conversions Across Calls: Interviewer's Actions in the Initial Call and Their Consequences." Paper presented at the annual meeting of the American Association for Public Opinion Research, Hollywood, FL.

Purnell, Thomas, Bo Hee Min, Nora Cate Schaeffer, Dana Garbarski, Jennifer Dykema and Ellen Dinsmore. 2014. "Greeting and Response: Can We Predict Participation from the Call Opening?" Paper presented at the annual meeting of the Midwest Association for Public Opinion Research in Chicago, IL on November 20-21, 2014.

Nora Cate Schaeffer, Dana Garbarski, Jennifer Dykema, Douglas W. Maynard, Bo Hee Min, and Ellen Dinsmore. 2014. "The Role of the Interviewer's Responsiveness in Avoiding and Converting Refusal". Paper presented for AAPOR (American Association for Public Opinion Research) Conference in Anaheim, California on May 15-18, 2014.

Dana Garbarski, Nora Cate Schaeffer, Jennifer Dykema, Bo Hee Min, and Ellen Dinsmore. "The Role of Rapport and Standardization in Predicting Future Survey Participation: Interviewer-

Respondent Interaction in Questions about End-Of-Life Planning and Preferences". Paper presented for AAPOR (American Association for Public Opinion Research) Conference in Anaheim, California on May 15-18, 2014.

Bo Hee Min. 2013. "The "Flash Crash" as a Normal Accident in High-Tech Finance".
Paper presented at the annual meeting of the American Sociological Association, New York, NY on August 10-13, 2013.

AWARDS
University of Wisconsin – Madison

2017   Genevieve Gorst Herfurth Award for Outstanding Research in Social Studies, University of Wisconsin–Madison

2013   Genevieve Gorst Herfurth Award for Outstanding Research in Social Studies (honorable mention), University of Wisconsin–Madison

EDUCATION

COURSE COORDINATION
Copenhagen Business School

2022 – 2024	Research Methods in MSc. Organizational Innovation and Entrepreneurship (Strategic Design and Entrepreneurship)
2019 – present	Advanced International Entrepreneurship (online) in MSc. Organizational Innovation and Entrepreneurship
2020 – 2022	Corporate Finance in BSc. Business Administration and Sociology
2020	Digital Society—Computing in Social Science Research in BSc. Business Administration and Sociology

INSTRUCTION
Copenhagen Business School

2024 – 2025	Module on Sociological Perspectives of Digital Technology in the course Digital Sociology in BSc. Business Administration and Sociology
2022 – 2024	Research Methods in MSc. Organizational Innovation and Entrepreneurship (Strategic Design and Entrepreneurship)
2024	Workshop on Using Large Language Models for Exam and Academic Writing in the course Entrepreneurial Processes in MSc. Organizational Innovation and Entrepreneurship
2023	Module on Implications of Digital Technology in the course Companies in Contextual Perspective in BSc. Business Administration and Sociology
2020 – 2023	Corporate Finance in BSc. Business Administration and Sociology
2020	Digital Society—Computing in Social Science Research in BSc. Business Administration and Sociology
2019 – 2020	Advanced International Entrepreneurship (online) in MSc. Organizational Innovation and Entrepreneurship
2018 – 2022	Social Studies of Finance in MSc. Business Administration and Philosophy

University of Wisconsin – Madison

2012 – 2013   Statistics for Sociologists II (master's level)
2011 – 2012   Statistics for Sociologists III (PhD level)
2009 – 2010   Statistics for Sociologists I (undergraduate level)

EDUCATIONAL INNOVATION AND DEVELOPMENT

Copenhagen Business School

AI in Teaching Pilot: AI-Augmented Dual Expertise Teaching in AI Competency (110,500 DKK, 2024-2025)

- Competitive internal grant from CBS for innovative teaching development
- Pilot project developing progressive AI competency pathways across three levels
- Implements dual-expertise teaching model pairing AI researchers with course instructors
- Creates modular "plug-and-play" teaching packages for CBS-wide implementation

TEACHING RECOGNITION

University of Wisconsin – Madison

2016   Teaching Fellow Award, College of Letters and Science, University of Wisconsin–Madison
2013   Teaching Award for Teaching Assistant, Department of Sociology, University of Wisconsin–Madison

EXTERNAL FUNDING

FUNDING APPLICATIONS IN DEVELOPMENT

- Collaborative applications with senior professors in the department addressing AI implementation in welfare services
- Focus on improving service effectiveness while minimizing vulnerabilities from foreign technology dependencies
- Applications targeting European research programs emphasizing responsible innovation and labor market concerns
- Preparing major grant applications contingent upon associate professorship eligibility (DFF, Horizon Europe, Innovation Fund Denmark)

ACADEMIC CITIZENSHIP AND MANAGEMENT

EDITORIAL AND SERVICE ROLES

2016 – present   Assistant Editor, Editor-in-Chief, to Editor-at-large
                        Work in Progress: Sociology on the economy, work and inequality:
                        a public sociology blog of American Sociological Association
                        (http://www.wipsociology.org)

ACADEMIC MEMBERSHIP

American Sociological Association
Academy of Management
Society for Social Studies of Science

DISSEMINATION

INDUSTRY EXPERIENCE AND KNOWLEDGE EXCHANGE

1998 – 2007   Technology Strategist, Research and Development Center, LG CNS, Seoul, Korea

- Examined emerging technologies and their potential applications for business
- Supported executives' decision making on investment in emerging technologies
- Developed strategies for company's research and development projects
- Participated as a project manager or member in or provided support for engineers for development of prototype systems

TECHNICAL SKILLS AND CAPABILITIES

Data Analysis Software: R (Advanced), Stata (Advanced), SAS (Intermediate), SPSS (Advanced), NVivo (Advanced), Excel (Advanced with macros)

Programming Skills: C, Java, Oracle PL/SQL, HTML, ASP.NET, JSP

Database Management: Oracle, MS SQL, MySQL, Microsoft Access