

# Hyo Kang

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## Academic Positions

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| <b>SNU Business School, Seoul National University</b><br>Associate Professor in Strategy and International Management       | 2024– <i>present</i> |
| <b>Marshall School of Business, University of Southern California</b><br>Assistant Professor in Management and Organization | 2019–2024            |
| <i>Other positions:</i>   |                      |
| • Research Affiliate, MIT Initiative on the Digital Economy / Sloan School of Management                                    | 2020– <i>present</i> |
| • Special Sworn Status (SSS) Researcher, Census Bureau, U.S. Department of Commerce   | 2016– <i>present</i> |

## Education

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| <b>Haas School of Business, University of California at Berkeley</b><br>Ph.D. in Business Administration, <i>Business and Public Policy</i> group<br>• Committee: Steve Tadelis, Reed Walker, Ben Handel, Lee Fleming, and Abhishek Nagaraj | 2019 |
| M.S. in Business Administration   | 2015 |
| <b>Seoul National University</b><br>M.S. in Business Administration   | 2013 |
| B.A. in Economics ( <i>Top academic honors</i> )  | 2011 |

## Publications

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- [7] **Price-Fixing Cartels and Firm Innovation**  
*Management Science* (accepted) (Kang, H. 2024)  
• Former title: “How Does Price Competition Affect Innovation? Evidence from US Antitrust Cases”
- [6] **How Does AI Improve Human Decision-Making? Evidence from the AI-powered Go Program**  
*Strategic Management Journal* (conditional accept) (Choi, S., Kang, H, Kim, N. & Kim, J. 2024)
- [5] **Fast Friends: The Impact of Short-term Visits on Firms’ Invention Outcomes**  
*Organization Science* (Kang, H. & Eklund, J.C. 2024)
- [4] **How Innovating Firms Manage Knowledge Leakage:  
A Natural Experiment on the Threat of Worker Departure**  
*Strategic Management Journal* 43(10): 1961–1982 (Kang, H. & Lee, W. 2022)
- [3] **Non-competes, Business Dynamism, and Concentration: Evidence from a Florida Case Study**  
*Journal of Economics & Management Strategy* 29(3): 663–685 (Kang, H. & Fleming, L. 2020)

- [2] **Blending Talents for Innovation:  
Team Composition for Cross-border R&D Collaboration Within Multinational Corporations**  
*Journal of International Business Studies* 51: 851–885 (Seo, E., Kang, H., & Song, J. 2020)
- [1] **Innovation and Recurring Shifts in Industrial Leadership:  
Three Phases of Change and Persistence in the Camera Industry**  
*Research Policy* 46(2): 376–387 (Kang, H. & Song, J. 2017)

*Coauthorship as a member of a consortium (peer-reviewed):*

**Reproducibility in Management Science**

*Management Science* 70(3): 1343–1356 (Fišar, M., Greiner, B., Huber, C., Katok, E., Ozkes, A., and the Management Science Reproducibility Collaboration, 2024)

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**Manuscripts Under Revision (R&Rs)**

**Should Firms Maintain Patents Longer?**

**A Randomized Control Trial on the Commercial Value of Patent Protection**

R&R, *Organization Science* (Thompson, N., Tucci, C., Kang, H., & Khairullina, A. 2024)

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**Working Papers**

**Flying through Turbulent Environments:**

**Physical Resource Reconfiguration and Redeployment in the Airline Industry**

Working Paper (Eklund, J.C. & Kang, H. 2024)

**The Dual Edges of AI: Advancing Knowledge While Reducing Diversity**

Working Paper (Choi, S., Kang, H., Kim, N., & Kim, J. 2024)

**Exploratory innovation under capital market pressure:**

**A randomized policy experiment of short-selling constraint**

Working Paper (Seo, E., Kang, H. & Kang, J. 2023)

**Cross-border Visits and Scientific Collaboration**

Working paper (Kang, H. & Yoon, C. 2024)

**How Did the Terms of Protection Affect Patenting and Innovation Activities?**

Working paper (Kang, H. 2022)

**Tradeoffs in Firm Culture? Nope, You Can Have It All'**

Working paper (Thompson, N., Kang, H., & Sull, D. 2019)

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**Academic Activities**

**Editorial review board:** *Strategic Management Journal* (2024–)

**Academic Leadership:** Representative-at-Large, SMS Strategic Human Capital IG (2024–)

**Ad-hoc reviewer:** *Management Science*

*Strategic Management Journal*

*Strategic Entrepreneurship Journal*

*Industrial and Corporate Change*

*Information Systems Research*

*Quarterly Journal of Economics*

*Organization Science*

*Research Policy*

*Journal of Business Research*

*Int'l Journal of Industrial Organization*

*Journal of Industrial Economics*

AOM Annual Meetings

INFORMS-OS Best Dissertation Competition

SMS Conferences

AKMS Scholarship

**Academic Service:** Representative-at-Large, SMS Strategic Human Capital IG (2024–)  
Co-organizer, So-Cal Strategy and OT Workshop (2023–24)  
Co-chair, Artificial Intelligence in Management (AIM) Conference (2023–24)  
Track Chair, TIM Division, AOM Annual Meeting (2022)  
Ph.D. student recruiting committee, USC MOR (Chair: 2024, Member: 2020–23)  
Advisory Professor, QANDA/Mathpresso (an EdTech startup) (2023–24)

**Panel & Discussion:** Panelist; *AI, Business, & Policy Panel* hosted by USC IDC (Washington DC, 2023)  
Panelist; *The Future of Strategic Management in the Era of AI* by KSSM (2023)  
Panelist; *The Current State and Future of Technology Strategy Research* by KAM (2021)  
Organizer, 2024 SMS Conference – SHC IG’s Sunday Session (2024)  
Discussant; AEA/ASSA Annual Meeting (New Orleans, 2023)  
Discussant; AIEA–NBER Conference (Seoul, 2022) ☞  
Discussant; DRUID Conference (Copenhagen, 2022)  
Discussant; International Industrial Organization Conference (Boston, 2019)

**Membership:** Academy of Management Strategic Management Society  
Academy of International Business American Economic Association  
Production and Operations Management Society Industrial Organization Society

## Invited Talks and Presentations

\*: *scheduled*

- 2024 West Coast Research Symposium\* (Eugene); AOM Annual Meeting (Chicago); Academy of International Business (AIB) Conference (Seoul); Strategy Science Conference (Ann Arbor); Wharton Migration & Organizations Conference (Philadelphia); POMS Conference (Minneapolis); Max Plank Institute for Innovation and Competition (online); Seoul National University (online)
- 2023 SMS Annual Conference (Toronto); AOM Annual Meeting (Boston); Strategy Science Conference (Munich); Seoul National University (Seoul); Korean Academic Society of Business Administration (online); So-Cal Strategy and OT Workshop (Los Angeles)
- 2022 KAIST Business School (Seoul); AOM Annual Meeting (Seattle); DRUID Conference (Copenhagen); Munich Summer Institute (Munich); IMS/HBS Data Science in a Digital World: Methodology, Organization, and Management (Boston); Erasmus University–Rotterdam School of Management (online); University of Cambridge–Judge Business School (online); U.S. Department of Justice Antitrust Division–Economics Analysis Group (online)
- 2021 HEC Paris Entrepreneurship Workshop (Paris); Korea Academy of Management Webinar Series: Technology Strategy (online); Munich Summer Institute (online); Wharton Migration & Organization Conference (online); CCC Entrepreneurship Junior Faculty Brownbag (online); Korea-America Economic Association (KAEA) Virtual Seminar (online); Strategy Science Conference (online)
- 2020 UC Berkeley—Haas PhD Seminar (online); Society for Institutional & Organizational Economics (SIOE) Conference (online); AOM Annual Meeting (online)
- 2019 Institutions and Innovation Conference (Cambridge); AOM Annual Meeting (Boston); Association for Korean Management Scholars (AKMS) Meeting (Boston); Conference on the Changing Nature of Work and Workplaces–Whitman (Syracuse); International Industrial Organization Conference–Rising Star Sessions (Boston); Duke University–Fuqua (Durham); Georgia Institute of Technology–Scheller (Atlanta)
- 2018 University of Illinois, Urbana-Champaign–Gies (Champaign); University of Southern California–Marshall (Los Angeles); University of Colorado; Boulder–Leeds (Boulder); University of Utah–Eccles (Salt Lake City); Rice University–Jones (Houston); NBER Productivity Lunch Seminar (Cambridge);

- INFORMS/Organization Science Dissertation Competition: Finalist & runner-up (Phoenix); Roundtable for Engineering Entrepreneurship Research: Best student paper finalist (Atlanta); Institutions and Innovation Conference (Cambridge); Korea University Business School (Seoul); University of California; Berkeley–Haas & Economics Dept. (Berkeley); International Schumpeter Society (ISS) Conference (Seoul); International ZEW Conference on the Dynamics of Entrepreneurship (Mannheim); AOM Annual Meeting–STR Dissertation Consortium & IM Doctoral Consortium (Chicago); Annual Research Roundtable on SSOs and Patents by the Searle Center (Chicago); Consortium on Competitiveness and Cooperation (CCC) Conference (Berkeley); West Coast Research Symposium (WCRS)—Doctoral Consortium (Edmonton)
- 2017 Kauffman Entrepreneurship Scholars Conference (Kansas City); AOM Annual Meeting (Atlanta); Vienna Conference on Strategy, Organizational Design, and Innovation (Vienna); Conference on Innovation Economics by the Searle Center (Chicago); American Economic Assn (AEA) Meeting–Kauffman Entrepreneurship Workshop (Chicago); Smith Entrepreneurship Research Conference–Doctoral Consortium (College Park)
- 2016 Roundtable for Engineering Entrepreneurship Research (Atlanta); AOM Annual Meeting (Anaheim); Seoul National University Business School (Seoul); Strategic Management Society (SMS) Special Conference (Rome); NBER Entrepreneurship Research Boot Camp & Summer Institute (Cambridge)
- 2013 Successive Changes in Industrial Leadership and Catch-up Cycle Conference (Seoul)
- 2012 Workshop for Catch-up Cycle (Milan); • *Presented by coauthors*: AOM Annual Meeting (Boston)

## Teaching

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### *University of Southern California—Marshall School of Business*

- **Causal Inference Research Methods** (GSBA603, PhD), Co-instructor Fall 2022, Spring 2024
- **Strategic Management** (BUAD497, UG), Instructor Fall 2019, 2020, 2021, 2022
- Top 10% of all full-time Marshall faculty’s teaching rating (Fall 2022)

### *University of California, Berkeley—Haas School of Business*

- **Competitive Strategy** (EWMBA 299, MBA), Reader Fall 2015, 2016
- **Berkeley Business Academy for Youth**, Invited Lecturer Summer 2015

### *Seoul National University Business School*

- **Strategy** (EMBA), Teaching Assistant Spring 2011
- **Theories of Strategy** (PhD), Teaching Assistant Spring 2011

## Awards & Fellowships

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- 2024 Winner, MK-AKMS Young Scholar Award  
Winner, AOM STR Track Paper Award—Resources, Capabilities, and Strategic Factor Markets
- 2023 Best Paper Finalist, Conference on Information Systems and Technology (CIST)  
1<sup>st</sup> Runners Up (Innovation Track), wISE Conference
- 2022 Winner, iORB Multi-Disciplinary Research Initiative Award (\$19,400)
- 2021 Winner, Best Interdisciplinary Paper Award (Strategic Human Capital IG), SMS Conference  
Winner, CRESSE & CPI Awards for Young Researchers  
Winner, Greif Entrepreneurship Faculty Research Award
- 2019 Winner, Samsung Economic Research Institute (SERI) Award, Assn of Korean Mgmt Scholars  
Winner, AmorePacific Award for Best Conference Papers, Academy of Int’l Business (AIB)
- 2018 Finalist, Best Student Paper, Roundtable for Engineering Entrepreneurship Research  
Runner-up, INFORMS/Organization Science Best Dissertation Proposal Competition
- 2017 Kauffman Dissertation Fellowship, Ewing Marion Kauffman Foundation  
The Ryoichi Sasakawa Young Leaders Fellowship—Slyff (–2018)

- 2016 Finalist, Best Student Paper, Roundtable for Engineering Entrepreneurship Research  
The Bradley Fellowship, The Lynde and Harry Bradley Foundation (-2018)
- 2015 Berkeley-Haas Summer Research Fellowship
- 2013 Korea Foundation for Advanced Studies (KFAS) Fellowship for Ph.D. Studies (-2018)
- 2011 Gwanjeong Educational Foundation Fellowship for M.S. Studies (-2012)  
Top Academic Honors, Department of Economics, Seoul National University  
Alumni Association Award, Seoul National University  
Winner, Best Paper Award, Korea Institute of Public Finance
- 2009 Second Prize, National Mock Trial and Thesis Competition, Korea Fair Trade Commission  
Advanced Strategy Program Fellowship for B.A. studies (-2010)
- 2005 Dean's Scholarship, Department of Economics, Seoul National University (-2009)

## Doctoral Student Advising

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*University of Southern California—Marshall School of Business*

- **Ignacio Riveros** (2026, Marketing): Oral exam & dissertation committee member
- **Tom (Hee Yeul) Kwon** (2025, Strategy): Dissertation committee member
- **Bo Yang** (2024, Strategy): Dissertation committee member
  - Placement: Assistant professor, University of Hong Kong

## Other Experience

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- Military Service**, 9th Infantry Division of Korean Army 2006–2008
  - Ammunition Specialist at the Supply and Transportation Battalion
  - Assistant to the Commanding General and Chief of Staff at the Headquarters
  - Honorably discharged as a sergeant