

Hyo Kang

강 효 석

Associate Professor
SNU Business School
Seoul National University

hyokang@snu.ac.kr | hyokang.com | Google Scholar
1 Gwanak-ro, Gwanak-gu, Seoul 08826, South Korea
Bldg. 59, Rm. 701 | T (+82) 2-880-7927 | F (+82) 2-878-3154

Academic Positions

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

Education

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

Publications

- [8] **Price-Fixing Cartels and Firm Innovation**
Management Science 71(11): 8995-9868 (Kang, H. 2025)
• Former title: “How Does Price Competition Affect Innovation? Evidence from US Antitrust Cases”
- [7] **Fast Friends: The Impact of Short-term Visits on Firms’ Invention Outcomes**
Organization Science 36(3): 1021-1220 (Kang, H. & Eklund, J.C. 2025)
- [6] **How Does AI Improve Human Decision-Making? Evidence from the AI-powered Go Program**
Strategic Management Journal 46(6): 1523-1554 (Choi, S., Kang, H., Kim, N. & Kim, J. 2025)
- [5] **The Dual Edges of AI: Advancing Knowledge While Reducing Diversity**
PNAS Nexus 4(5), May 2025: 1-7 (Choi, S., Kang, H., Kim, N., & Kim, J. 2025)
- [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)

Manuscripts Under Revision (R&Rs)

The Market Value of Patent Protection: Evidence from a Randomized Control Trial on Patent Renewal R&R (2nd round), *Organization Science* (Thompson, N., Tucci, C., Kang, H., & Khairullina, A. 2025)

Working Papers

Generative AI Is Fueling Solo Entrepreneurship, but Teams Still Lead at the Top
Working Paper (Kim, H., Kang, H., & Song, J.)

When AI Meets Copyright: How Ownership Concerns Reshape Creative Labor Markets
Working Paper (Barach, M., Jang, D., & Kang, H.)

How AI-Augmented Chest Radiography Alters Decisions in Emergency Care
Working Paper (Kang, H., Shin, H., Choi, S., Kim, E., & Kim, N.)

“AI and Hollow Innovation”
Working Paper (Jun, J. & Kang, H.)

“AI and trademark”
Working Paper (Ahn, S., Jun, J., & Kang, H.)

Driving Innovation through Socially Responsible Businesses: Evidence from B Corp Certification
Under Review (Nguyen, M., Lin, Y., Ozkaya, E., & Kang, H.)

Flying Through Turbulent Environments: Resource Reconfiguration in the Airline Industry
Working paper (Eklund, J.C. & Kang, H.)

Cross-border Visits and Scientific Collaboration
Working paper (Kang, H. & Yoon, C.)

The US–China AI Talent War: How It Has Evolved and Where We Stand
Working paper (Kang, H., Mukherjee, G., & Dutta, C.)

When Layoffs Happen En Masse: Consequences for Technology Workers and Firms
Work-in-progress (Chang, M., Kang, H., & Jia, N.)

**Exploratory Innovation under Capital Market Pressure:
A Randomized Policy Experiment of Short-Selling Constraint**
Working Paper (Seo, E., Kang, H. & Kang, J.)

How Did the Terms of Protection Affect Patenting and Innovation Activities?
Working paper (Kang, H.)

Tradeoffs in Firm Culture? Nope, You Can Have It All'
Working paper (Thompson, N., Kang, H., & Sull, D.)

Academic Activities

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

Academic Service: Co-chair, Artificial Intelligence in Management (AIM) Conference (2023–26)
Representative-at-Large, SMS Competitive Strategy IG (2026–2027)
Representative-at-Large, SMS Strategic Human Capital IG (2024–2025)
AIEA Faculty Scholar, Asia Innovation and Entrepreneurship Association (2024–)
Director, Korea Society of Strategic Management (2025–)
Director, Korean Association of Small Business studies (2025–)
Member, Innovation Growth Lab (IGL) Network (2024–)
Co-organizer, So-Cal Strategy and OT Workshop (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)

Ad-hoc reviewer:

<i>Management Science</i>	<i>Quarterly Journal of Economics</i>
<i>Strategic Management Journal</i>	<i>Organization Science</i>
<i>Strategic Entrepreneurship Journal</i>	<i>Research Policy</i>
<i>Industrial and Corporate Change</i>	<i>Journal of Business Research</i>
<i>Information Systems Research</i>	<i>Int'l Journal of Industrial Organization</i>
<i>Journal of Industrial Economics</i>	<i>California Management Review</i>
AOM Annual Meetings	SMS Conferences
INFORMS-OS Best Dissertation Competition	AKMS Scholarship

Panel & Discussion: Panelist, ESSEC Masterclass on Leadership in the Age of AI (Seoul, 2026)
Panelist, STR Doctoral Consortium, AOM Annual Meeting (Copenhagen, 2025)
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)
Co-organizer, 2025 SMS Conference – Junior Faculty PDW (2025)
Organizer, 2024 SMS Conference – SHC IG's Sunday Session (2024)
Discussant; AOM Annual Meeting (Copenhagen, 2025)
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*

- 2026 SMS Annual Conference* (Berlin); AOM Annual Meeting* (Philadelphia); ESSEC Masterclass (Seoul); Korean Strategic Management Society Conference (Seoul); AI in Management Conference (Los Angeles); Y-KAST (Busan)
- 2025 CEIBS (Shanghai); CITE Conference (Berkeley); SMS Annual Conference (San Francisco); IIR Innovation Research Workshop (Hitotsubashi); AOM Annual Meeting (Copenhagen); KDI School of Public Policy (Sejong); Evolutionary Perspective on Innovation, Technology, and Industry Dynamics (Seoul); KAIST Business School (Seoul); Korea University (Seoul)
- 2024 SMS Annual Conference (Istanbul); 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)

Teaching

Seoul National University—SNU Business School

- **AI and Strategic Management** (UG, MBA, EMBA), Instructor Spring 2026
- **Business and Humanities (EMBA)**, Moderator Fall 2025
- **Research Seminars in Strategy and International Management** (MS/PhD), Co-instructor Fall 2025
- **Research Methods in Strategic Management** (PhD), Co-instructor Spring 2025
- **Strategic Management** (UG), Instructor Spring 2025

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

Awards & Fellowships

- 2026 Membership, Young Korean Academy of Science and Technology (Y-KAST)
Winner, Grant for Outstanding Young Researchers, Nat’l Research Foundation of Korea (\$200,000)
- 2025 Winner, SNU Creative-Pioneering Researchers Program (PI, \$150,000)
Winner, Young Scholar Award – Korean Academic Society of Business Administration
- 2024 Winner, two iORB Multi-Disciplinary Research Initiative Awards (Co-PI, \$16,000 and \$10,000)
Winner, Emerging Scholar Award – Korean Society of Strategic Management
Winner, Young Scholar Award – Maekyung & Association of Korean Management Scholars
Winner, AOM STR Track Paper Award—Resources, Capabilities, and Strategic Factor Markets
- 2023 Best Paper Finalist, Conference on Information Systems and Technology (CIST)
1st 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

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
 - Placement: Assistant professor, University College London
- **Bo Yang** (2024, Strategy): Dissertation committee member
 - Placement: Assistant professor, University of Hong Kong

Other Experience

- 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