

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–present

Marshall School of Business, University of Southern California

Assistant Professor in Management and Organization

2019–2024

Other positions:

- Research Affiliate, MIT FutureTech & Sloan Initiative on the Digital Economy 2020–present
- Special Sworn Status (SSS) Researcher, Census Bureau, U.S. Department of Commerce 2016–present

Education

Haas School of Business, University of California at Berkeley

Ph.D. in Business Administration, *Business and Public Policy* group

2019

- Committee: [Steve Tadelis](#), [Reed Walker](#), [Ben Handel](#), [Lee Fleming](#), and [Abhishek Nagaraj](#)

M.S. in Business Administration

2015

Seoul National University

M.S. in Business Administration

2013

B.A. in Economics (*Top academic honors*)

2011

Publications

[8] Price-Fixing Cartels and Firm Innovation

Management Science (forthcoming) (Kang, H. 2025)

- Former title: “How Does Price Competition Affect Innovation? Evidence from US Antitrust Cases”

[7] 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)

[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] Fast Friends: The Impact of Short-term Visits on Firms’ Invention Outcomes

Organization Science 36(3): 1021–1220 (Kang, H. & Eklund, J.C. 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)

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. 2025)

Working Papers

Driving Innovation through Socially Responsible Businesses: Evidence from B Corp Certification
Under Review (Nguyen, M., Lin, Y., Ozkaya, E., & Kang, H. 2025)

**Causal Impact of AI-Augmented Chest Radiography on Emergency Department Decision-Making:
A Regression Discontinuity Analysis**

Working paper (Kang, H., Shin, H., Choi, S., Kim, N. & Kim, E. 2025)

Flying Through Turbulent Environments: Resource Reconfiguration in the Airline Industry
Working paper (Eklund, J.C. & Kang, H. 2025)

Cross-border Visits and Scientific Collaboration

Working paper (Kang, H. & Yoon, C. 2025)

The US–China AI Talent War: How It Has Evolved and Where We Stand

Working paper (Kang, H., Mukherjee, G., & Dutta, C. 2025)

When Layoffs Happen En Masse: Consequences for Technology Workers and Firms

Work-in-progress (Chang, M., Kang, H., & Jia, N. 2025)

Exploratory Innovation under Capital Market Pressure:

A Randomized Policy Experiment of Short-Selling Constraint

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

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)

Academic Activities

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

Academic Service: Co-chair, Artificial Intelligence in Management (AIM) Conference (2023–25)
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>Strategic Management Journal</i> <i>Strategic Entrepreneurship Journal</i> <i>Industrial and Corporate Change</i> <i>Information Systems Research</i> <i>Journal of Industrial Economics</i> AOM Annual Meetings INFORMS-OS Best Dissertation Competition	<i>Quarterly Journal of Economics</i> <i>Organization Science</i> <i>Research Policy</i> <i>Journal of Business Research</i> <i>Int'l Journal of Industrial Organization</i> <i>California Management Review</i> SMS Conferences AKMS Scholarship
Panel & Discussion:	Panelist, STR Doctoral Consortium, AOM Annual Meeting (Copenhagen, 2025) Panelist; <i>AI, Business, & Policy Panel</i> hosted by USC IDC (Washington DC, 2023) Panelist; <i>The Future of Strategic Management in the Era of AI</i> by KSSM (2023) Panelist; <i>The Current State and Future of Technology Strategy Research</i> 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 Academy of International Business Production and Operations Management Society	Strategic Management Society American Economic Association Industrial Organization Society

Invited Talks and Presentations

**: scheduled*

2025 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), 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
- **Strategic Management** (BUAD497, UG), Instructor
 - Top 10% of all full-time Marshall faculty's teaching rating (Fall 2022)

Fall 2022, Spring 2024
Fall 2019, 2020, 2021, 2022

University of California, Berkeley—Haas School of Business

- **Competitive Strategy** (EW MBA 299, MBA), Reader
- **Berkeley Business Academy for Youth**, Invited Lecturer

Fall 2015, 2016
Summer 2015

Awards & Fellowships

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) 1 st 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 Top Academic Honors, Department of Economics, Seoul National University Alumni Association Award, Seoul National University	(-2012)
	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