

# Hyo Kang

Assistant Professor  
Management and Organization Department  
Marshall School of Business  
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<b>ACADEMIC POSITIONS</b>	<b>Marshall School of Business, University of Southern California</b> Assistant Professor in Management and Organization	2019–present
	<b>MIT Initiative on the Digital Economy / Sloan School of Management</b> Research Affiliate	2020–present
<b>EDUCATION</b>	<b>Haas School of Business, University of California at Berkeley</b> Ph.D. in Business Administration, <i>Business and Public Policy</i> group (Committee: <a href="#">Steve Tadelis</a> , <a href="#">Reed Walker</a> , <a href="#">Ben Handel</a> , <a href="#">Lee Fleming</a> , and <a href="#">Abhishek Nagaraj</a> )	2019
	<b>Seoul National University</b> M.S. in Business Administration	2013
	B.A. in Economics	2011
<b>PUBLICATIONS</b>	<b>Kang, H.</b> & Fleming, L. 2020. <a href="#">Non-competes, Business Dynamism, and Concentration: Evidence from a Florida Case Study</a> , <i>Journal of Economics &amp; Management Strategy</i> 29(3): 663–685.	
	Seo, E., <b>Kang, H.</b> , & Song, J. 2020. <a href="#">Blending Talents for Innovation: Team Composition for Cross-border R&amp;D Collaboration Within Multinational Corporations</a> , <i>Journal of International Business Studies</i> 51: 851–885.	
	<b>Kang, H.</b> & Song, J. 2017. <a href="#">Innovation and Recurring Shifts in Industrial Leadership: Three Phases of Change and Persistence in the Camera Industry</a> , <i>Research Policy</i> 46(2): 376–387.	
<b>WORKING PAPERS</b>	<b>Kang, H.</b> & Lee, Y. 2021. <a href="#">How Innovating Firms Manage Knowledge Leakage: A Natural Experiment on the Threat of Worker Separation</a> ( <i>R&amp;R: Revision submitted</i> ).	
	<b>Kang, H.</b> 2020. <a href="#">How Does Competition Affect Innovation? Evidence from U.S. Antitrust Cases</a> ( <i>Revise &amp; Resubmit</i> ).	
	Thompson, H., <b>Kang, H.</b> , & Sull, D. 2018. <a href="#">Tradeoffs in Firm Culture? Nope, You Can Have It All</a> .	
	<b>Kang, H.</b> 2021. <a href="#">Do Nonimmigrant Visits Promote U.S. Innovation? Evidence from the Visa Waiver Program, 1986–2020</a> .	
	<b>Kang, H.</b> 2020. <a href="#">How Did the Terms of Protection Affect Patenting and Innovation Activities?</a> 2021. <a href="#">Should firms do more or less patenting? Evidence from a randomized control trial on the commercial value of patent protection</a> .	
<b>RESEARCH INTERESTS</b>	Innovation · Knowledge Management · Competitive Strategy · Product Market Competition · Mobility of Workers and Businesses · Business Law and Policy	
<b>ACADEMIC ACTIVITIES</b>	<b>Referring for:</b> <i>Management Science</i>	<i>Organization Science</i>
	<i>Strategic Management Journal</i>	<i>Research Policy</i>

*International Journal of Industrial Organization*  
*Industrial and Corporate Change*      *Journal of Business Research*  
AOM Annual Meetings      SMS Conferences  
AKMS Scholarship

**Discussion:** International Industrial Organization Conference (2019)

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

**Special Sworn Status (SSS) Researcher,** U.S. Census Bureau (2016–Present)

**INVITED  
TALKS**

2021	Korea-America Economic Association (KAEA) Virtual Seminar	Online, <i>scheduled</i>
	CCC Entrepreneurship Junior Faculty Brownbag	Online, <i>scheduled</i>
	Strategy Science Conference	Online, <i>scheduled</i>
2020	Society for Institutional & Organizational Economics (SIOE) Conference	Online
	Academy of Management (AoM) Annual Meeting	Online
	Strategy Science Conference*	Online
	Strategy & Business Environment (SBE) Conference	Austin, TX, <i>Cancelled</i>
2019	Institutions and Innovation Conference	Cambridge, MA
	Academy of Management (AoM) Annual Meeting	Boston, MA
	Association for Korean Management Scholars (AKMS) Meeting	Boston, MA
	Conference on the Changing Nature of Work and Workplaces (Whitman)	Syracuse, NY
	Academy of International Business (AIB) Meeting*	Copenhagen, Denmark
	International Industrial Organization Conference – Rising Star Sessions	Boston, MA
	Duke University (Fuqua)	Durham, NC
	Georgia Institute of Technology (Scheller)	Atlanta, GA
2018	University of Illinois, Urbana-Champaign (Gies)	Champaign, IL
	University of Southern California (Marshall)	Los Angeles, CA
	University of Colorado, Boulder (Leeds)	Boulder, CO
	University of Utah (Eccles)	Salt Lake City, UT
	Rice University (Jones)	Houston, TX
	NBER Productivity Lunch Seminar	Cambridge, MA
	INFORMS/Organization Science Dissertation Competition: Finalist & Runner-up	Phoenix, AZ
	Roundtable for Engineering Entrepreneurship Research: Best student paper finalist	Atlanta, GA
	Institutions and Innovation Conference	Cambridge, MA
	Korea University (Business School)	Seoul, Korea
	University of California, Berkeley (Haas & Economics)	Berkeley, CA
	International Schumpeter Society (ISS) Conference	Seoul, Korea
	International ZEW Conference on the Dynamics of Entrepreneurship	Mannheim, Germany
	Annual Research Roundtable on SSOs and Patents by the Searle Center	Chicago, IL
	Consortium on Competitiveness and Cooperation (CCC) Conference	Berkeley, CA
2017	Kauffman Entrepreneurship Scholars Conference	Kansas City, MS
	Academy of Management (AoM) Meeting	Atlanta, GA
	Vienna Conference on Strategy, Organizational Design, and Innovation	Vienna, Austria
	Conference on Innovation Economics by the Searle Center	Chicago, IL
	American Economic Assn (AEA) Meeting (Kauffman Entrepreneurship Workshop)	Chicago, IL
2016	Roundtable for Engineering Entrepreneurship Research	Atlanta, GA
	Academy of Management (AoM) Meeting	Anaheim, CA
	Seoul National University (Business School)	Seoul, Korea
	Strategic Management Society (SMS) Special Conference	Rome, Italy

	2015 Academy of Management (AoM) Meeting*	Vancouver, Canada
	2013 Academy of International Business (AIB) Meeting*	Istanbul, Turkey
	Successive Changes in Industrial Leadership and Catch-up Cycle Conference	Seoul, Korea
	2012 Academy of Management (AoM) Meeting*	Boston, MA
	Workshop for Catch-up Cycle	Milan, Italy
	(*: presented by co-author)	
<b>OTHER WORKSHOPS</b>	2018 AOM – STR Dissertation Consortium & IM Doctoral Consortium	Chicago, IL
	NBER Summer Institute – Entrepreneurship/Innovation/Productivity	Cambridge, MA
	2017 West Coast Research Symposium (WCRS) – Doctoral Consortium	Edmonton, Canada
	Smith Entrepreneurship Research Conference –Doctoral Consortium	College Park, MD
	American Economic Association – Kauffman Entrepreneurship Workshop	Chicago, IL
	2016 NBER Entrepreneurship Research Boot Camp & Summer Institute	Cambridge, MA
<b>TEACHING</b>	<i>Marshall School of Business, University of Southern California</i>	
	• <b>Strategic Management</b> (BUAD497), Instructor	Fall 2019 & 2020
	<i>Haas School of Business, University of California, Berkeley</i>	
	• <b>Competitive Strategy</b> (EWMBA 299), Teaching Assistant (Reader)	Fall 2015 & 2016
	• <b>Entrepreneurship and Technology Commercialization Program</b> , Invited Lecturer	Fall 2015 & 2016
	• <b>Berkeley Business Academy for Youth</b> , Invited Lecturer	Summer 2015
	<i>Seoul National University</i>	
	• <b>Strategy</b> (EMBA), Teaching Assistant	Spring 2011
	• <b>Theories of Strategy</b> (PhD), Teaching Assistant	Spring 2011
<b>AWARDS &amp; FELLOWSHIPS</b>	2019 Samsung Economic Research Institute (SERI) Award, Assn of Korean Management Scholars	
	AmorePacific Award for Best Conference Papers, Academy of International Business (AIB)	
	2018 Best Student Paper Finalist, 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 Best Student Paper Finalist, 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	
	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)
<b>OTHER EXPERIENCE</b>	<b>Military Service</b> , 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	

*Last update: April 1, 2021*