

# Hyo Kang

Assistant Professor  
Management and Organization Department  
Marshall School of Business  
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## Academic Positions

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

Assistant Professor in Management and Organization

2019–*present*

#### *Other positions:*

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

## Education

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### **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

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- [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)

## Manuscripts Under Revision (R&Rs)

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### **How Does Price Competition Affect Innovation? Evidence from US Antitrust Cases**

R&R, 3<sup>rd</sup> round (Kang, H. 2023)

## **Fast Friends: The Impact of Short-term Visits on Firms' Innovation Outcomes**

R&R, 2<sup>nd</sup> round (Kang, H. & Eklund, J.C. 2023)

## **How Does AI Improve Human Decision-Making? Evidence from the AI-powered Go Program**

R&R, 2<sup>nd</sup> round (Choi, S., Kim, N., Kim, J., & Kang, H. 2023)

## **Working Papers**

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### **Should Firms Maintain Patents Longer?**

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

*Under Review* (Thompson, N., Tucci, C., Kang, H., & Khairullina, A. 2023)

### **Standing on the Shoulders of AI? Pushing the Knowledge Frontier by Learning from AI**

Working Paper (Choi, S., Kang, H., Kim, N., & Kim, J. 2023)

### **Exploratory innovation under capital market pressure:**

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

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

### **Stuck or Twister: Resource Reconfiguration and Redeployment in the Airline Industry**

Working Paper (Eklund, J.C. & Kang, H. 2023)

### **Cross-border Visits and Scientific Collaboration**

Working paper (Kang, H. & Yoon, C. 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**

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<b>Ad-hoc reviewer:</b>	<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>	
	AOM Annual Meetings	SMS Conferences
	INFORMS-OS Best Dissertation Proposal	AKMS Scholarship
<b>Service:</b>	Co-organizer, Inaugural So-Cal Strategy and OT Workshop (2023)	
	Co-chair, 3 <sup>rd</sup> Annual Artificial Intelligence in Management (AIM) Conference (2023)	
	Track Chair, TIM Division, AOM Annual Meeting (2022)	
	Ph.D. student recruiting committee (2020, 2021, 2022, 2023)	
<b>Panel &amp; Discussion:</b>	Panelist, AI, Business, & Policy Panel hosted by USC IDC (Washington DC, 2023)	
	AEA/ASSA Annual Meeting (New Orleans, 2023)	
	AIEA-NBER Conference (Seoul, 2022) ☞	
	DRUID Conference (Copenhagen, 2022)	
	International Industrial Organization Conference (Boston, 2019)	

**Membership:** Academy of Management  
Academy of International Business  
Industrial Organization Society

Strategic Management Society  
American Economic Association

## Invited Talks and Presentations

\*: *scheduled*

- 2024 Max Plank Institute for Innovation and Competition\* (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)
  - *Presented by coauthors:* Conference on Information Systems and Technology (Phoenix), 2<sup>nd</sup> International Conference on the Science of Science and Innovation (Chicago); LBS Sumatra Ghoshal Strategy Conference (London); DRUID (Lisbon); Munich Summer Institute (Munich)
- 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)
  - *Canceled due to Covid-19:* 15th Digital Economics Conference (Toulouse); Vienna Conference on Strategy, Organizational Design, and Innovation (Vienna)
  - *Presented by coauthors:* Conference on AI, ML, and Business Analytics (Cambridge, MA), USPTO (online), NTU Singapore (online), TPRI's Brown Bag Seminar (Boston), Conference on Field Experiments in Strategy (London); Imperial College Business School (London); Samsung Advanced Institute of Technology (online); Strategy Science Conference (New York); WAIM Summer Conf. (DC); Wharton/Columbia Management, Analytics, and Data Conference (New York); Wharton Technology & Innovation Conference (online); IP and Innovation Seminar (online); Yonsei ICT Colloquium (online); 3rd AI and Strategy Consortium (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)
  - *Canceled due to Covid-19:* CRESSE (Crete); DRUID (Copenhagen)
  - *Presented by coauthors:* NBER Economics of AI (online); SMS Annual Conference (online); AOM Annual Meeting (online); Conference on Artificial Intelligence, Machine Learning, and Business Analytics (online); MIT IDE Lunch Seminar Series (online)
- 2020 UC Berkeley—Haas PhD Seminar (online); Society for Institutional & Organizational Economics (SIOE) Conference (online); AOM Annual Meeting (online)
  - *Canceled due to Covid-19:* Strategy & Business Environment Conference (Austin)
  - *Presented by coauthors:* Strategy Science Conference (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)
  - *Presented by coauthors:* AIB Annual Meeting (Copenhagen)
- 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)
- 2015 • *Presented by coauthors*: AOM Annual Meeting (Vancouver)
- 2013 Successive Changes in Industrial Leadership and Catch-up Cycle Conference (Seoul)  
• *Presented by coauthors*: AIB Annual Meeting (Istanbul)
- 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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- 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

## Other Experience

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<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: November 21, 2023*