

Hyo Kang

Assistant Professor
Management and Organization Department
Marshall School of Business
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ACADEMIC POSITIONS	Marshall School of Business, University of Southern California Assistant Professor in Management and Organization	2019–present
	MIT Initiative on the Digital Economy / Sloan School of Management Research Affiliate	2020–present
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
	Seoul National University M.S. in Business Administration	2013
	B.A. in Economics	2011
PUBLICATIONS	Kang, H. & Fleming, L. 2020. Non-competes, Business Dynamism, and Concentration: Evidence from a Florida Case Study , <i>Journal of Economics & Management Strategy</i> 29(3): 663–685.	
	Seo, E., Kang, H. , & Song, J. 2020. Blending Talents for Innovation: Team Composition for Cross-border R&D Collaboration Within Multinational Corporations , <i>Journal of International Business Studies</i> 51: 851–885.	
	Kang, H. & Song, J. 2017. Innovation and Recurring Shifts in Industrial Leadership: Three Phases of Change and Persistence in the Camera Industry , <i>Research Policy</i> 46(2): 376–387.	
WORKING PAPERS	Kang, H. & Lee, Y. 2021. How Innovating Firms Manage Knowledge Leakage: A Natural Experiment on the Threat of Worker Separation (2nd Round R&R) .	
	Kang, H. 2021. How Does Competition Affect Innovation? Evidence from U.S. Antitrust Cases (R&R – Revision in progress) .	
	Kang, H. 2021. Do Nonimmigrant Visits Promote Innovation? Evidence from the U.S. Visa Waiver Program .	
	Choi, S., Kim, N., Kim, J., & Kang, H. 2021. How Does AI Improve Human Decision-Making? Evidence from the AI-powered Go Program .	
	2021. Should firms do more or less patenting? Evidence from a randomized control trial on the commercial value of patent protection (with Tucci, C., Thompson, N., & Khairullina, A.) .	
	Kang, H. 2020. How Did the Terms of Protection Affect Patenting and Innovation Activities?	
	Thompson, N., Kang, H. , & Sull, D. 2018. Tradeoffs in Firm Culture? Nope, You Can Have It All .	

RESEARCH INTERESTS Innovation · Knowledge Management · Competitive Strategy · Product Market Competition · Mobility of Workers and Businesses · Business Law and Policy

ACADEMIC ACTIVITIES

Referring for: *Management Science* *Organization Science*
Strategic Management Journal *Research Policy*
International Journal of Industrial Organization
Industrial and Corporate Change *Journal of Business Research*
AOM Annual Meetings SMS Conferences
INFORMS-OS Best Dissertation Proposal 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 NBER Economics of Artificial Intelligence* Online, *Scheduled*
DRUID Conference Copenhagen, Denmark, *Scheduled*
CRESSE (Int'l Conference on Competition and Regulation) Crete, Greece, *Scheduled*
Strategic Management Society (SMS) Annual Conference* Online, *Scheduled*
Academy of Management Annual Meeting* Online, *Scheduled*
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 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, *cancelled*
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)	
OTHER WORKSHOPS	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
TEACHING	<i>University of Southern California – Marshall School of Business</i>	
	Strategic Management (BUAD497), Instructor	Fall 2019, 2020, 2021
	<i>University of California, Berkeley – Haas School of Business</i>	
	Competitive Strategy (EWMBA 299), Reader	Fall 2015, 2016
	Berkeley Business Academy for Youth , Invited Lecturer	Summer 2015
	<i>Hanyang University & Korean government (at UC Berkeley campus)</i>	
	Entrepreneurship and Technology Commercialization Program , Invited Lecturer	Fall 2015, 2016
	<i>Seoul National University – SNU Business School</i>	
	Strategy (EMBA), Teaching Assistant	Spring 2011
	Theories of Strategy (PhD), Teaching Assistant	Spring 2011
AWARDS & FELLOWSHIPS	2021 Best Interdisciplinary Paper Award Finalist, Strategic HC, SMS Annual Conference	
	Greif Entrepreneurship Faculty Research Award	
	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)

**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

Last update: July 15, 2021