

# Hyo Kang

Assistant Professor  
Management and Organization Department  
Marshall School of Business  
University of Southern California

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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: Steve Tadelis, Reed Walker, Ben Handel, Lee Fleming, and Abhishek Nagaraj)	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. Non-competes, Business Dynamism, and Concentration: Evidence from a Florida Case Study, <i>Journal of Economics &amp; Management Strategy</i> 29(3): 663–685.	
	Seo, E., <b>Kang, H.</b> , & 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.	
	<b>Kang, H.</b> & 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.	
<b>WORKING PAPERS</b>	<b>Kang, H.</b> & Lee, Y. 2021. How Innovating Firms Manage Knowledge Leakage: A Natural Experiment on the Threat of Worker Separation ( <i>2<sup>nd</sup> Round R&amp;R</i> ).	
	<b>Kang, H.</b> 2021. How Does Price Competition Affect Innovation? Evidence from US Antitrust Cases ( <i>2<sup>nd</sup> Round R&amp;R</i> ).	
	Thompson, N., Tucci, C., <b>Kang, H.</b> , & Khairullina, A. 2021. Should Firms Do More or Less Patenting? Evidence from a Randomized Control Trial on the Commercial Value of Patent Protection.	
	Choi, S., Kim, N., Kim, J., & <b>Kang, H.</b> 2021. How Does AI Improve Human Decision-Making? Evidence from the AI-powered Go Program.	
	<b>Kang, H.</b> 2021. Do Nonimmigrant Visits Promote Innovation? Evidence from the U.S. Visa Waiver Program.	
	<b>Kang, H.</b> & J.C. Eklund. 2021. Fast Friends: Understanding the Impact of Short-term Visits on Firms' Innovation Outcomes.	
	<b>Kang, H.</b> 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

**Refereeing for:** *Management Science* *Organization Science*  
*Quarterly Journal of Economics* *Strategic Management Journal*  
*Research Policy* *Industrial and Corporate Change*  
*Journal of Business Research* *Information Systems Research*  
*International Journal of Industrial Organization*  
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

2022 15th Digital Economics Conference, *scheduled* Toulouse, France  
2021 HEC Paris Entrepreneurship Workshop, *scheduled* Paris, France  
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  
Presented by coauthor:  
– NBER Economics of AI (Online); SMS Annual (Online); AoM Annual (Online);  
Conference on Artificial Intelligence, Machine Learning, and Business Analytics (Online)  
Invited but could not attend due to Covid-19:  
– CRESSE (Crete, Greece); DRUID (Copenhagen, Denmark)  
2020 Society for Institutional & Organizational Economics (SIOE) Conference Online  
Academy of Management (AoM) Annual Meeting Online  
Presented by coauthor: Strategy Science Conference (Online)  
Invited but cancelled due to Covid-19:  
– Strategy & Business Environment (SBE) Conference (Austin, TX)  
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  
International Industrial Organization Conference – Rising Star Sessions Boston, MA  
Duke University (Fuqua) Durham, NC  
Georgia Institute of Technology (Scheller) Atlanta, GA  
Presented by coauthor: AIB Annual (Copenhagen, Denmark)  
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 Dept.)	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	<u>Presented by coauthor:</u> AoM Annual (Vancouver, Canada)	
2013	<u>Successive Changes in Industrial Leadership and Catch-up Cycle Conference</u>	Seoul, Korea
	<u>Presented by coauthor:</u> AIB Annual (Istanbul, Turkey)	
2012	<u>Workshop for Catch-up Cycle</u>	Milan, Italy
	<u>Presented by coauthor:</u> AoM Annual (Boston, MA)	
<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>University of Southern California – Marshall School of Business</i>	
	<b>Strategic Management</b> (BUAD497), Instructor	Fall 2019, 2020, 2021
	<i>University of California, Berkeley – Haas School of Business</i>	
	<b>Competitive Strategy</b> (EWMBA 299), Reader	Fall 2015, 2016
	<b>Berkeley Business Academy for Youth</b> , Invited Lecturer	Summer 2015
	<i>Hanyang University &amp; Korean government (at UC Berkeley campus)</i>	
	<b>Entrepreneurship and Technology Commercialization Program</b> , Invited Lecturer	Fall 2015, 2016
	<i>Seoul National University – SNU Business School</i>	
	<b>Strategy</b> (EMBA), Teaching Assistant	Spring 2011
	<b>Theories of Strategy</b> (PhD), Teaching Assistant	Spring 2011
<b>AWARDS &amp; FELLOWSHIPS</b>	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)

**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: November 24, 2021*