

Hyo Kang

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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

- [4] **How Innovating Firms Manage Knowledge Leakage: A Natural Experiment on the Threat of Worker Separation**
Strategic Management Journal, Accepted & Published Online (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)

WORKING PAPERS

How Does Price Competition Affect Innovation? Evidence from US Antitrust Cases
R&R, 2nd round (Kang, H. 2022)

Fast Friends: Understanding the Impact of Short-term Migration on Firms' Innovation Outcomes
R&R, 1st round (Kang, H. & Eklund, J.C. 2021)

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

Under review (Choi, S., Kim, N., Kim, J., & Kang, H. 2022)

Stick or Twist: Agile Resource Allocation During Periods of Industry Change

Submitted (Eklund, J.C. & Kang, H. 2022)

Should Firms Do More or Less Patenting? A Randomized Control Trial on the Commercial Value of Patent Protection

Ready to submit (Thompson, N., Tucci, C., Kang, H., & Khairullina, A. 2022)

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)

RESEARCH INTERESTS

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

ACADEMIC ACTIVITIES

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

Ad-hoc Reviewer:	<i>Management Science</i>	<i>Quarterly Journal of Economics</i>
	<i>Strategic Management Journal</i>	<i>Organization Science</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>	
	AOM Annual Meetings	SMS Conferences
	INFORMS-OS Best Dissertation Proposal	AKMS Scholarship

Service: Track Chair, 2022 Academy of Management Annual Meeting – TIM Division

Discussion: AEA/ASSA Annual Meeting (2023, *scheduled*)
DRUID Conference (2022)
International Industrial Organization Conference (2019)

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

INVITED TALKS & PRESENTATIONS


2022	Academy of Management (AoM) Annual Meeting, <i>scheduled</i>	Seattle, WA
	DRUID Conference	Copenhagen, Denmark
	Munich Summer Institute	Munich, Germany
	IMS/HBS Data Science in a Digital World: Methodology, Org., and Mgmt.	Boston, MA
	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

	<i>Talk cancelled due to Covid-19:</i> 15th Digital Economics Conference (Toulouse, France); Vienna Conference on Strategy, Organizational Design, and Innovation (Vienna, Austria)	
2021	HEC Paris Entrepreneurship Workshop	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
	<i>Talk cancelled due to Covid-19:</i> CRESSE (Crete, Greece); DRUID (Copenhagen, Denmark)	
2020	UC Berkeley (Haas) PhD Seminar	Online
	Society for Institutional & Organizational Economics (SIOE) Conference	Online
	Academy of Management (AoM) Annual Meeting	Online
	<i>Talk cancelled due to Covid-19:</i> Strategy & Business Environment 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
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
2013	Successive Changes in Industrial Leadership and Catch-up Cycle Conference	Seoul, Korea
2012	Workshop for Catch-up Cycle	Milan, Italy

Presented by coauthors:

Imperial College Business School (London; 2022)

Samsung Advanced Institute of Technology (Online; 2022)

Strategy Science Conference (New York; 2022) WAIM Summer Conf. (DC; 2022) 

Wharton/Columbia Management, Analytics, and Data Conference (New York, NY; 2022)	
Wharton Technology & Innovation Conference (Online; 2022)	
IP and Innovation Seminar (Online; 2022)	Yonsei ICT Colloquium (Online; 2022)
3 rd AI and Strategy Consortium (Online; 2022)	NBER Economics of AI (Online; 2021)
SMS Annual (Online; 2021)	AoM Annual (Online; 2021)
Conference on Artificial Intelligence, Machine Learning, and Business Analytics (Online; 2021)	
MIT IDE Lunch Seminar Series (Online; 2021)	Strategy Science Conference (Online; 2020)
AIB Annual (Copenhagen, Denmark; 2019)	AoM Annual (Vancouver, Canada; 2015)
AIB Annual (Istanbul, Turkey; 2013)	AoM Annual (Boston, MA; 2012)

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

University of Southern California – Marshall School of Business
Causal Inference Research Methods (GSBA603), Instructor Fall 2022 (scheduled)
Strategic Management (BUAD497), Instructor Fall 2019, 2020, 2021, 2022

University of California, Berkeley – Haas School of Business
Competitive Strategy (EWMBA 299), Reader Fall 2015, 2016
Berkeley Business Academy for Youth, Invited Lecturer Summer 2015

Hanyang University & Korean government (at UC Berkeley campus)
Entrepreneurship and Technology Commercialization Program, Invited Lecturer Fall 2015, 2016

Seoul National University – SNU Business School
Strategy (EMBA), Teaching Assistant Spring 2011
Theories of Strategy (PhD), Teaching Assistant Spring 2011

AWARDS & FELLOWSHIPS

2022	Winner, iORB Multi-Disciplinary Research Initiative Award (\$20,000)	
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	

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| 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

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| Military Service , 9th Infantry Division of Korean Army | 2006-2008 |
| <ul style="list-style-type: none"> • 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: June 30, 2022