Hyo Kang

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

701 Exposition Blvd HOH 431 (Office: 503) Los Angeles, CA 90089-1424, USA hyokang@marshall.usc.edu www.hyokang.com

ACADEMIC Marshall School of Business, University of Southern California

POSITIONS 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, *Business and Public Policy* group 2019

(Committee: Steve Tadelis, Reed Walker, Ben Handel, Lee Fleming, and Abhishek Nagaraj)

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, Journal of Economics & Management Strategy 29(3): 663-685.

- Seo, E., Kang, H., & Song, J. 2020. Blending Talents for Innovation: Team Composition for Crossborder R&D Collaboration Within Multinational Corporations, Journal of International Business Studies 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, Research Policy 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 Price Competition Affect Innovation? Evidence from US Antitrust Cases (2nd Round R&R).
- Choi, S., Kim, N., Kim, J., & Kang, H. 2021. How Does Al Improve Human Decision-Making? Evidence from the Al-powered Go Program (Under Review).
- Kang, H. 2021. Do Nonimmigrant Visits Promote Innovation? Evidence from the U.S. Visa Waiver 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

Information Systems Research
Industrial and Corporate Change

Journal of Business Research
Int'l 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

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)

Invited but could not attend due to Covid-19:

- CRESSE (Crete, Greece); DRUID (Copenhagen, Denmark)

2020 Society for Institutional & Organizational Economics (SIOE) Conference

Academy of Management (AoM) Annual Meeting

American Economic Association

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 Boston, MA

Academy of Management (AoM) Annual Meeting
Association for Korean Management Scholars (AKMS) Meeting

Boston, MA

Online

Online

Conference on the Changing Nature of Work and Workplaces (Whitman)
International Industrial Organization Conference – Rising Star Sessions

Syracuse, NY Boston, MA

Duke University (Fuqua)
Georgia Institute of Technology (Scheller)

Durham, NC Atlanta, GA

Presented by coauthor: AIB Annual (Copenhagen, Demark)

2018 University of Illinois, Urbana-Champaign (Gies)

Champaign, IL Los Angeles, CA

University of Southern California (Marshall)
University of Colorado, Boulder (Leeds)

Boulder, CO Salt Lake City, UT

University of Utah (Eccles) 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

University of California, Berkeley (Haas & Economics Dept.) Berkeley, (Second Manager Control (1999) Conference		
International Schumpeter Society (ISS) Conference Seoul, Kor		
International ZEW Conference on the Dynamics of Entrepreneurship Mannheim, Germa	•	
Annual Research Roundtable on SSOs and Patents by the Searle Center Chicago,		
Consortium on Competitiveness and Cooperation (CCC) Conference Berkeley, (2017 Kauffman Entrepreneurship Scholars Conference Kansas City, N		
Academy of Management (AoM) Meeting Academy of Management (AoM) Meeting Atlanta, (
Vienna Conference on Strategy, Organizational Design, and Innovation Vienna, Aust		
Conference on Innovation Economics by the Searle Center Chicago,		
American Economic Assn (AEA) Meeting (Kauffman Entrepreneurship Workshop) Chicago		
2016 Roundtable for Engineering Entrepreneurship Research Academy of Management (A.M.) Machine		
Academy of Management (AoM) Meeting Anaheim, (Seoul National University (Business School) Seoul, Kor		
Strategic Management Society (SMS) Special Conference Rome, Ita		
2015 <i>Presented by coauthor:</i> AoM Annual (Vancouver, Canada)	~- ,	
2013 Successive Changes in Industrial Leadership and Catch-up Cycle Conference Seoul, Kore Presented by coauthor: AIB Annual (Istanbul, Turkey)		
2012 Workshop for Catch-up Cycle Milan, Ita	aly	
Presented by coauthor: AoM Annual (Boston, MA)		
OTHER 2018 AOM – STR Dissertation Consortium & IM Doctoral Consortium Chicago,	Ш	
WORKSHOPS NBER Summer Institute – Entrepreneurship/Innovation/Productivity Cambridge, N		
2017 West Coast Research Symposium (WCRS) – Doctoral Consortium Edmonton, Cana		
Smith Entrepreneurship Research Conference – Doctoral Consortium College Park, N		
American Economic Association – Kauffman Entrepreneurship Workshop Chicago,		
2016 NBER Entrepreneurship Research Boot Camp & Summer Institute Cambridge, N	ΊA	
TEACHING University of Southern California – Marshall School of Business		
Strategic Management (BUAD497), Instructor Fall 2019, 2020, 2027		
University of California, Berkeley – Haas School of Business		
Competitive Strategy (EWMBA 299), Reader Fall 2015, 20		
Berkeley Business Academy for Youth, Invited Lecturer Summer 20	15	
Hanyang University & Korean government (at UC Berkeley campus) Entrepreneurship and Technology Commercialization Program, Invited Lecturer Fall 2015, 2016		
Seoul National University – SNU Business School	11	
Strategy (EMBA), Teaching Assistant Spring 20 Theories of Strategy (PhD), Teaching Assistant Spring 20		
cpinig 25	• •	
AWARDS & 2021 Winner, Best Interdisciplinary Paper Award (Strategic Human Capital IG), SMS Conference		
FELLOWSHIPS Winner, CRESSE & CPI Awards for Young Researchers Winner, Croif Entreprepayable Equility Research Award		
Winner, Greif Entrepreneurship Faculty Research Award 2019 Winner, Samsung Economic Research Institute (SERI) Award, Assn of Korean Mgmt Scholars		
Winner, Amore Pacific 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	٥)	

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: October 20, 2021