

# JEAN JOOHYUN OH

Columbia Business School | Management Division  
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## EDUCATION

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**Columbia Business School**, Columbia University New York, NY  
Ph.D. Candidate in Management expected 2024  
Committee: Damon Phillips (co-chair), Jorge Guzman (co-chair), Paul Ingram, Dan Wang  
Dissertation: *Essays on Socioeconomic Background in Entrepreneurship*  
M.Phil. in Management 2020  
**Seoul National University** Seoul, Korea  
M.S. in Strategy and International Management 2017  
Advisor: Sun Hyun Park  
Thesis: *Sequential Homophily in Founding Teams and Gender Disparity in Entrepreneurship*  
B.B.A. (Bachelor of Business Administration), *Summa Cum Laude* 2015  
Study Abroad, Schulich School of Business, York University (Spring 2012) Toronto, Canada

## RESEARCH INTERESTS

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Entrepreneurship, Innovation, Inequality, Social Class, Gender, Prosociality, Field Experiments

## PEER-REVIEWED PUBLICATIONS (\* denotes equal first-authorship)

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- \*Guzman, Jorge, **Jean J. Oh**, and Ananya Sen. 2023. [Climate Change Framing and Innovator Attention: Evidence from an Email Field Experiment](#). *Proceedings of the National Academy of Sciences*, 120(3): e2213627120.
- Ingram, Paul, and **Jean J. Oh**. 2022. [Mapping the Class Ceiling: The Social Class Disadvantage for Attaining Management Positions](#). *Academy of Management Discoveries*, 8(1): 56-76.
- \*Guzman, Jorge, **Jean J. Oh**, and Ananya Sen. 2020. [What Motivates Innovative Entrepreneurs? Evidence from a Global Field Experiment](#). *Management Science*, 66(10): 4808-4819.
- Select Media Coverage: [TechCrunch](#), [Scientific American](#), [Forbes](#)

## WORKING PAPERS AND WORKS IN PROGRESS

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Privilege and Humble Beginnings: The Effects of Founder and Investor Socioeconomic Background on Startup Funding. *Job market paper*.

Working-Class Founder: The Effects of Socioeconomic Origins on Entrepreneurial Entry. *Data analysis stage*.

Founder Socioeconomic Background and the Language of Business. *Data collection stage*.

## AWARDS & FELLOWSHIPS

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Sanford C. Bernstein & Co. Center for Leadership and Ethics Doctoral Research Grant	2021-2022
The Eugene M. Lang Entrepreneurship Center PhD Fellowship	2019-2021
Columbia Business School Doctoral Fellowship	2017-2022
Korea Foundation for Advanced Studies Doctoral Fellowship	2017-2022
Bang Il Young Foundation Undergraduate Scholarship	2011-2014
Samsung Junior Frontier Leaders Scholarship Undergraduate Scholarship	2010

## CONFERENCE PRESENTATIONS (\* denotes co-author presentations)

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*Whose Problems Are Worth Solving? The Effects of Founder Socioeconomic Background on Startup Funding.*

- 2023 Symposium on “Social Inequality in Entrepreneurship: Insights into the Evaluations of Underrepresented Founders”, Academy of Management Annual Meeting, Boston, MA  
INCITE @ Columbia University Experimental Design Workshop
- 2022 Bernstein Research Lightning Talks, Columbia Business School  
Conference on Field Experiments in Strategy (CFXS), London, UK  
Consortium on Competitiveness and Cooperation (CCC), U of Toronto

*Climate Change Framing and Innovator Attention (previous version of the paper)*

- 2021 Strategic Management Society Conference “Creating and Sustaining Competitive Advantage in a Discordant World: Paper Development Workshop”  
Academy of Management Annual Meeting, virtual\*  
Trans-Atlantic Doctoral Conference, virtual  
The Lang Center PhD Fellowship Research Showcase in Entrepreneurship and Innovation
- 2020 CODE@MIT, virtual  
Columbia Business School Management Seminar Series, virtual

*What Motivates Innovative Entrepreneurs? Evidence from a Global Field Experiment*

- 2020 Trans-Atlantic Doctoral Conference, London, UK (cancelled due to COVID-19 pandemic)  
Columbia/NYU East Coast Doctoral Conference, New York (cancelled due to COVID-19)
- 2019 Innovation Growth Lab Winter Research Meeting, Amsterdam, The Netherlands [[featured blog](#)]  
\*CODE@MIT, Boston, MA  
Academy of Management Annual Meeting, Boston, MA

*Mapping the Class Ceiling: The Social Class Disadvantage for Achieving Workplace Authority (previous version of the paper)*

- 2019 Academy of Management Annual Meeting, Boston, MA

*Sequential Homophily in Founding Teams and Gender Disparity in Entrepreneurship*

- 2017 Academy of Management Annual Meeting, Atlanta, GA

## INVITED CONSORTIA/WORKSHOPS

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- 2023 Discussant at Racial Equity in Technology Entrepreneurship Workshop, NYU  
AOM OMT Doctoral Consortium
- 2022 Conference on Field Experiments in Strategy (CFXS) PhD Workshop  
AOM TIM Doctoral Consortium  
AOM STR Dissertation Consortium  
Consortium on Competitiveness and Cooperation (CCC), U of Toronto
- 2021 SMS Workshop on Building Research Identity and Pipeline in Strategy and Entrepreneurship Research  
PhD Workshop on Innovation & Entrepreneurship  
Non-Market Strategy Research Community Doctoral Conference
- 2020 Strategy Science Doctoral Workshop  
NBER Entrepreneurship Research Boot Camp  
The Medici Summer School in Management Studies
- 2019 Innovation Growth Lab Winter Research Meeting, PhD Workshop, Amsterdam, The Netherlands  
West Coast Research Symposium, Doctoral Consortium, Stanford University, Stanford, CA

## RESEARCH AFFILIATIONS

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**Innovation Growth Lab**, Research Affiliate 2019-Present

## TA & TEACHING EXPERIENCE

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### *Columbia Business School*

- Debevoise & Plimpton LLP Business Education Program**, TA (Exec Ed, 2022)  
**Cross-Cultural Seminar**, Instructor (MBA, 2022)  
**Technology Strategy**, TA for Dan Wang (MBA, 2022), TA for Jerry Kim (EMBA, 2023)  
**Foundations of Entrepreneurship**, TA for Damon Phillips (MBA, 2020)  
**Entrepreneurial Strategy**, TA for Jorge Guzman (MBA, 2020; EMBA, 2023)
  - Guest lecturer on “Experimenting for Entrepreneurial Strategy”

**Leadership and Organizational Change**, TA for Paul Ingram (EMBA, 2018-2021)  
**Power & Influence**, TA for Eric Abrahamson (EMBA, 2018-2020)

### *Seoul National University*

- Environmental Shifts & Strategic Innovation**, TA for Sun Hyun Park (EMBA, 2016)  
**Research Methods in Strategic Management**, TA for Sun Hyun Park (MS/PhD, 2016)  
**Strategic Management**, TA for Sun Hyun Park (Global MBA, 2016)  
**STATA Seminar**, Instructor for Lab of Sun Hyun Park (MS, 2016)

## SCHOLARLY SERVICE

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- 2023 Co-organizer, AOM Annual Meeting Symposium on “Social Inequality in Entrepreneurship: Insights into the Evaluations of Underrepresented Founders”

Co-organizer, AOM Annual Meeting PDW on “Social Class in Organizations: Bridging Macro and Micro Perspectives”

2022-2023 PhD Mentor, Columbia Undergraduate Business Scholar (CUBS) Program

2021- Ad hoc reviewer for Management Science, Strategic Management Journal, Research Policy

2020 Co-organizer, AOM Annual Meeting Symposium on “New Directions in Gender and Organizations: Closing the Gender Gap in Career Advancement”

2020 Contributor for ASQ Blog

2017- Reviewer for AOM Annual Meeting

## INDUSTRY EXPERIENCE

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**Golocat**, Co-founder & Developer Seoul, Korea, 2013-2014

- Online platform for independent filmmakers to search for film locations
- Won KRW 50M (USD \$42,000+) funding from Campus CEO Project by the Korean government’s Ministry of Science and ICT

**UBS Securities**, Intern, Investment Banking Division Seoul, Korea, 2013

**Barclays Capital**, Intern, Investment Banking Division Seoul, Korea, 2012

**The Boston Consulting Group**, Research Assistant Seoul, Korea, 2012

**Podotree** (EdTech startup, now Kakao Page), Editor (part-time) Seoul, Korea, 2010-2011

## OTHERS

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**Computer Skills** STATA, R, Python, LaTeX, HTML/CSS, Qualtrics, Gephi, Bloomberg Terminal

**Languages** English (fluent), Korean (fluent), French (basic)

**Interests** Electric guitar, Singing, Dog training

## REFERENCES

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**Damon Phillips** (co-chair)  
Robert Steinberg Professor  
Wharton School, University of Pennsylvania  
[djphill@wharton.upenn.edu](mailto:djphill@wharton.upenn.edu)

**Jorge Guzman** (co-chair)  
Gantcher Associate Professor of Business  
Columbia Business School & NBER  
[jag2367@gsb.columbia.edu](mailto:jag2367@gsb.columbia.edu)

**Paul Ingram**  
Kravis Professor of Business  
Columbia Business School  
[pi17@gsb.columbia.edu](mailto:pi17@gsb.columbia.edu)

**Dan Wang**  
Lambert Family Associate Professor of Social Enterprise in the Faculty of Business  
Columbia Business School  
[djw2104@gsb.columbia.edu](mailto:djw2104@gsb.columbia.edu)