

SUKHUN KANG

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ACADEMIC APPOINTMENT

University of California Santa Barbara *2023–Present*
Assistant Professor of Technology Management

EDUCATION

London Business School *2023*

Ph.D. in Strategy and Entrepreneurship

Dissertation: Essays on Innovation Commercialization

Committee: Gary Dushnitsky (chair), Sungyong Chang, Sendil Ethiraj, Olenka Kacperczyk, Abhishek Nagaraj

University of Southern California

M.S. in Entrepreneurship and Innovation (*Focus:* Entrepreneurial strategy) *2016*

M.S. in Computer Engineering (*Focus:* Computer architecture) *2010*

University of Illinois at Urbana-Champaign *2007*

B.S. in Computer Engineering

PUBLICATIONS

2. **Implementation of 21st Century Cures Act Expanded Access Policies Requirement** (with Sungyong Chang, Joseph Ross, and Jennifer Miller)
Clinical Pharmacology & Therapeutics (2021) [[link](#)]

1. **Entrepreneurship, Innovation, and Political Competition: How the Public Sector Helps the Sharing Economy Create Value** (with Yongwook Paik and Rob Seamans)
Strategic Management Journal (2019) [[link](#)]

WORKING PAPERS

When Do Firms Provide Early Access Prior to Commercialization? Evidence From Expanded Access Programs in the Oncology Drug Market (with Sungyong Chang)
(*2nd Round Revise & Resubmit*)

From Outward to Inward: Reframing Search with New Mapping Criteria
(*1st Round Revise & Resubmit*)

- 2023 Academy of Management Annual Meeting Best Paper Proceedings
- 2024 Runner-up for ISA Giarrantani Rising Star Award

Whitespace in Drug Development: Quantifying the Inter-trial Intervals Between Clinical Trials (with Sandra Barbosa, Sungyong Chang, and Fan Ye)
(1st Round Revise & Resubmit)

Uncovering Seeding Trials: Examining non-scientific Purposes in Clinical Trials (with Ivan Lin and Sungyong Chang)
(1st Round Revise & Resubmit)

Do Biomedical Researchers Study Topics Related to Their Own Ethnicities? Evidence from NIH (with Wesley Greenblatt and Young Hou)
(Under Review)

How Do Investors Shape Startups' Response to New Market Opportunities? (with Sarath Balachandran and Sungyong Chang)

- 2025 AOM Annual Meeting Best Paper Proceedings
- 2025 AOM The Sumantra Ghoshal Research and Practice Award
- 2025 AOM The STR Distinguished Paper Award in Corporate and International Strategy

SELECTED WORK IN PROGRESS

Data Privacy Regulation and Innovation (with Jennifer Kao)

Shattering Ceilings While Opening Doors: The Symbolic Effect of the First Female Political Leader on the Mobility Outcomes of Female Employees (with Aleksandra Kacperczyk and Yongwook Paik)

Orchestrating an Ecosystem of Innovative Startups: Ex-Ante and Ex-Post Actions and Orchestrator's Performance (with Gary Dushnitsky)

INVITED PRESENTATIONS

2025-26: UC Merced Yosemite Retreat in Entrepreneurship and Innovation (scheduled); Entrepreneurship & Innovation Policy Virtual Seminar Series (scheduled); Utah Winter Strategy Conference (scheduled); UT Austin Technology and Entrepreneurship Conference (scheduled); Duke Fuqua Strategy Junior Faculty Conference; SMS San Francisco; IQVIA Institute Research Forum; University of Washington, West Coast Research Symposium; FDA's Economics Brownbag; HIWG Research Chat; AOM Copenhagen

2024-25: Harvard Medical School, Program On Regulation, Therapeutics, and Law (PORTAL) Guest Lecture Series; ISA Boston; UCLA, Seminar on Pharmaceutical Economics and Policy; UC Merced, Economics Department Seminar; SoCal Strategy/OT Workshop; Korea University, International Business Department Seminar; Troesh Entrepreneurship Conference; USC, Research Roundtable on Platform Dynamics; International Conference on Entrepreneurship Ecosystem; UCLA, Price Center Workshop in Entrepreneurship and Innovation; University of Oregon, West Coast Research Symposium; AOM Chicago

2023-24: HIWG Research Chat; ISA Sacramento; UCLA, Price Center Workshop in Entrepreneurship and Innovation; University of Maryland, Smith Entrepreneurship Research Conference; Korea Institute of Science and Technology (KAIST) College of Business, Technology/Organization/Strategy Department Seminar; USC, SoCal Strategy/OT Workshop; University of California Riverside, Management Department Seminar; University of California Santa Barbara, Technology Management TORS; SMS Toronto; AOM Boston

2022-23: Max Planck Institute for Innovation and Competition, The Workshop on The Organisation, Economics and Policy of Scientific Research; University of Sussex Business School, SPRU Freeman Friday Seminar; University of California Santa Barbara, Technology Management Seminar; National University of Singapore (NUS), Strategy and Policy Seminar; HIWG Research Chat; Global Conference on Regulatory Science; SMS London; AOM Seattle

2021-2022: CCC Doctoral Conference; Trans-Atlantic Doctoral Conference; IP & Innovation PhD Seminar; East Coast Doctoral Conference; Wharton Innovation Doctoral Symposium SMS Virtual; Research Policy Conference; DRUID Annual Meeting; AOM Virtual; IP & Innovation PhD Seminar; Trans-Atlantic Doctoral Conference

2020-21 and earlier: SMS Virtual; People and Organization Conference; Trans-Atlantic Doctoral Conference; West Coast Research Symposium

GRANTS *indicates co-investigator

- University of California Regents' Junior Faculty Fellowship, 2025 (\$7.5K)
- Faculty Travel Grant, UCSB, 2023, 2024, 2025
- Proposal Writing for Success (PROWESS) Grant, UCSB, 2024
- Strategy Research Foundation (SRF) Dissertation Research Grant, SMS, 2022–2023 (\$4K)
- Wheeler Institute for Business and Development Research Grant, LBS, 2021 (\$10K)
- Wheeler Institute for Business and Development Research Grant, LBS, 2020*
- Institute of Entrepreneurship and Innovation Research Grant, LBS, 2020*
- Wheeler Institute for Business and Development Research Grant, LBS, 2019*
- Institute of Entrepreneurship and Innovation Research Grant, LBS, 2019 (\$5K)
- Fellowship for Doctoral Students, LBS, 2016–2023

AWARDS & HONORS

- AOM The Sumantra Goshal Research and Practice Award, 2025
- AOM The STR Distinguished Paper Award in Corporate and International Strategy, 2025
- ISA Giarrantani Rising Star Award, Runner-up, 2024
- AOM TIM Dissertation Award, Finalist, 2024
- AOM STR Dissertation Award, Finalist, 2024
- Sir James Ball PhD Award, LBS, 2022
- Organization Science/INFORMS Dissertation Proposal Competition Finalist (Selected from 8 of 100+ proposals), 2022
- Best Reviewer Award, AOM (TIM), 2021
- Best Reviewer Award, AOM (ENT), 2019

OTHER PUBLICATIONS, CASES, AND MEDIA

Behind the Scenes of a YouTube Mega-Hit: Baby Shark, The Pinkfong Company, and What's Next (with A. Nagaraj)

Berkeley Haas Case (2025) [\[link\]](#)

Measuring Biopharmaceutical Innovation in the Modern Era (with S. Barbosu, S. Chang, and F. David)

The Incidental Economist (2025) [\[link\]](#)

Conversation with Sukhun Kang on access to medicines

The PI-Squared Initiative (The Burnes Center for Social Change at Northeastern University Podcast) (2025) [\[link\]](#)

Why should collaboration enhance oncology drug innovation?

The Think at London Business School (The Why Podcast) (2023) [\[link\]](#)

WearMon: Reliability Monitoring Using Adaptive Critical Path Testing (with B. Zandian, W. Dweik, T. Punihaoole, M. Annavaram)

IEEE/IFIP International Conference on Dependable Systems and Networks (2010)

Magellan: A Search and Machine Learning-Based Framework for Fast Multi-Core Design Space Exploration and Optimization (with R. Kumar)

Design, Automation and Test in Europe (2008)

TEACHING

UC Santa Barbara, Technology Management:

Instructor, TMP412, "Technology Strategy", Master-level course, 2025-Present

Instructor, TMP120, "Strategy", Undergraduate-level course, 2023-Present

Rating: 4.5/5 (Winter 2024); 4.8/5 (Winter 2025)

London Business School, Strategy and Entrepreneurship:

Teaching Assistant, Executive Education, "Developing Strategy for Value Creation," 2021

Grader, C002, "Strategic Management," 2017

University of Southern California:

Instructor, EE201, "Introduction to Digital Design," 2008–2010

Teaching Assistant, ACAD182, "Case Studies in Innovation," 2015

Teaching Assistant, EE560, "Digital System Design," 2009–2010

Teaching Assistant, EE557, "Advanced Computer Architecture," 2008

Grader, GSBA550, "Entrepreneurship," 2016

SERVICE

Editorial Review Board:

Organization Science (2025-Present)

Ad-hoc Refereeing:

California Management Review; Clinical Pharmacology & Therapeutics; Entrepreneurship Theory and Practice; Journal of Business Venturing; Journal of Management Studies; Management Science; National Science Foundation; Research Policy; Strategic Management Journal; Strategy Science; Socio-Economic Review

(Conferences) AOM Annual Meetings; AOM TIM Best Paper Award; AOM TIM Best Dissertation Award; INFORMS/Organization Science Dissertation Competition; SMS Conferences

Affiliations:

- Health Innovation Lab (HIL), Founder and Co-director, 2024-Present
- Health Innovation Working Group (HIWG), Co-founder and Organizer, 2021-Present
- Working Group on Compassionate Use & Preapproval Access (CUPA) at NYU, Member, 2021-Present

Professional Service:

- *Strategic Management Society*, Rep-at-Large of Knowledge and Innovation IG, 2026-Present
- *Academy of Management*, Research Committee of STR Division, 2025-Present
- *Strategic Management Society*, Rep-at-Large of Research Methods IG, 2025-Present
- *Industries Studies Association*, Giarrantani Rising Star Award Committee, 2025
- *West Coast Research Symposium*, Doctoral Consortium Mentor, 2024-25
- *CancerX*, Accelerator Mentor, 2024-25
- *International Rare Diseases Research Consortium (IRDiRC)*, Member of Task Force on Funding

Models to Support the Rare Disease Research and Development, 2023-2024

- *Working Group on Compassionate Use & Preapproval Access (CUPA)* at NYU, Speaker
 - A panel on Expanded Access at CUPACON, 2022
 - A panel on Expanded Access at CUPA Webinar, 2023
 - A panel on Advanced Topic on Expanded Access at CUPA Webinar, 2023
- *LBS*, Strategy and Entrepreneurship Area PhD Committee, 2018

Conference Organization:

- Co-organizer, West Coast Research Symposium, Doctoral Consortium, 2025
- Co-organizer, Conference Extension on Strategy and Innovation in Pharmaceutical Industry, SMS, 2025
 - Co-organizer, Managing Your Dissertation Workshop, AOM, 2025
 - Co-organizer, PDW on Strategy and Innovation in Pharmaceutical Industry, AOM, 2025
 - Co-organizer, PDW on Strategy and Innovation in Pharmaceutical Industry, AOM, 2024
 - Co-organizer, PDW on the Empirical Research on Organization Search, AOM, 2024
 - Co-organizer, PDW on Strategy and Innovation in Pharmaceutical Industry, AOM, 2023
 - Co-organizer, PDW on the Landscape of Research on Organization Search, AOM, 2022
 - Co-organizer, Presenter symposium on Strategy in Pharmaceutical Industry, AOM, 2022
 - Co-organizer, Panel symposium on Science and Firm Strategy, AOM, 2021
 - Co-organizer, Presenter symposium on Where do Ecosystems Come From, AOM, 2021

Service to UCSB:

- College of Engineering, Faculty Search Committee, 2023-24
- Technology Management Department, Social Committee, 2023-Present
- UCSB, Faculty Legislature (Senate) Representative, 2024-Present

Mentoring:

- The Research Mentorship Program, UCSB, 2025
- The McNair Scholars Program, UCSB, 2025-Present

STUDENTS ADVISED

Current PhD:

- Zerin Dong (UC Merced PhD): External Committee Member for Oral Examination

Undergraduates:

- Kuan-I (Brian) Lu (UCSB), MIT Master's in Business Analytics
- Pramukh Shankar (UCSB), Americorps Forest Corps
- Carter Kulum (UCSB), UT Austin Master's in Data Science
- Amy Ji (UCSB), IQVIA

INDUSTRY EXPERIENCE

Primer Accelerator	2016
Intern, Los Angeles, CA, USA	
City of Glendale	2015
MBA Intern, Glendale, CA, USA	
Samsung Electronics	2012–2014
Engineer, Yong-In, South Korea	
I&C Technology	2010–2012
Research Engineer, Seoul, South Korea	
Egghead	2010
Founder, Seoul, South Korea	
LG Electronics	2007
Intern, Seoul, South Korea	

PERSONAL

- Languages: English (fluent); Korean (native)
- Citizenships: United States; Republic of Korea

Professional Memberships:

- Academy of Management, Member, 2017-Present
- Strategic Management Society, Member, 2017-Present

Last Updated: January 2026