

Hyo Kang

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

701 Exposition Blvd HOH 431 (Office: 513)
Los Angeles, CA 90089-1424, USA
hyokang@marshall.usc.edu
<https://hyokang.com/>

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, *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

- [4] **How Innovating Firms Manage Knowledge Leakage: A Natural Experiment on the Threat of Worker Departure**
Strategic Management Journal 43(10): 1961–1982 (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. 2022)

How Does AI Improve Human Decision-Making? Evidence from the AI-powered Go Program
R&R, 1st round (Choi, S., Kim, N., Kim, J., & Kang, H. 2022)

Stick or Twist: Agile Resource Allocation During Periods of Industry Change
Under review (Eklund, J.C. & Kang, H. 2022)

Should Firms Hold More Patents? A Randomized Control Trial on the Commercial Value of Patent Protection
Working paper (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)

Standing on the Shoulders of AI? Knowledge Creation by Learning from AI
Work-in-progress (with Choi, S., Kim, N., & Kim, J. 2022)

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: *Management Science* *Quarterly Journal of Economics*
Strategic Management Journal *Organization Science*
Research Policy *Industrial and Corporate Change*
Journal of Business Research *Information Systems Research*
Int'l Journal of Industrial Organization
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*)
AIEA-NBER Conference (2022) ☐
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

*: *scheduled*

2022 KAIST Business School* (Seoul), AOM Annual Meeting (Seattle), DRUID Conference (Copenhagen),
Munich Summer Institute (Munich) IMS/HBS Data Science in a Digital World: Methodology, Org.,
and Mgmt. (Boston), 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)
- *Talk cancelled due to Covid-19*: 15th Digital Economics Conference (Toulouse), Vienna Conference on Strategy, Organizational Design, and Innovation (Vienna)
 - *Presented by coauthors*: Conference on Field Experiments in Strategy (London), Imperial College Business School (London), Samsung Advanced Institute of Technology (Online), Strategy Science Conference (New York), WAIM Summer Conf. (DC) , Wharton/Columbia Management, Analytics, and Data Conference (New York), Wharton Technology & Innovation Conference (Online), IP and Innovation Seminar (online), Yonsei ICT Colloquium (online), 3rd AI and Strategy Consortium (online)
- 2021 HEC Paris Entrepreneurship Workshop (Paris), 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)
- *Talk cancelled due to Covid-19*: CRESSE (Crete), DRUID (Copenhagen)
 - *Presented by coauthors*: NBER Economics of AI (online), SMS Annual Conference (online), AOM Annual Meeting (online), Conference on Artificial Intelligence, Machine Learning, and Business Analytics (online), MIT IDE Lunch Seminar Series (online)
- 2020 UC Berkeley—Haas PhD Seminar (online), Society for Institutional & Organizational Economics (SIOE) Conference (online), AOM Annual Meeting (online)
- *Talk cancelled due to Covid-19*: Strategy & Business Environment Conference (Austin)
 - *Presented by coauthors*: Strategy Science Conference (online)
- 2019 Institutions and Innovation Conference (Cambridge), AOM Annual Meeting (Boston), Association for Korean Management Scholars (AKMS) Meeting (Boston), Conference on the Changing Nature of Work and Workplaces—Whitman (Syracuse), International Industrial Organization Conference—Rising Star Sessions (Boston), Duke University—Fuqua (Durham), Georgia Institute of Technology—Scheller (Atlanta)
- *Presented by coauthors*: AIB Annual (Copenhagen)
- 2018 University of Illinois, Urbana-Champaign—Gies (Champaign), University of Southern California—Marshall (Los Angeles), University of Colorado, Boulder—Leeds (Boulder), University of Utah—Eccles (Salt Lake City), Rice University—Jones (Houston), NBER Productivity Lunch Seminar (Cambridge), INFORMS/Organization Science Dissertation Competition: Finalist & runner-up (Phoenix), Roundtable for Engineering Entrepreneurship Research: Best student paper finalist (Atlanta), Institutions and Innovation Conference (Cambridge), Korea University Business School (Seoul), University of California, Berkeley—Haas & Economics Dept. (Berkeley), International Schumpeter Society (ISS) Conference (Seoul), International ZEW Conference on the Dynamics of Entrepreneurship (Mannheim), AOM Annual Meeting—STR Dissertation Consortium & IM Doctoral Consortium (Chicago), Annual Research Roundtable on SSOs and Patents by the Searle Center (Chicago), Consortium on Competitiveness and Cooperation (CCC) Conference (Berkeley), West Coast Research Symposium (WCRS)—Doctoral Consortium (Edmonton)
- 2017 Kauffman Entrepreneurship Scholars Conference (Kansas City), AOM Annual Meeting (Atlanta), Vienna Conference on Strategy, Organizational Design, and Innovation (Vienna), Conference on Innovation Economics by the Searle Center (Chicago), American Economic Assn (AEA) Meeting—Kauffman Entrepreneurship Workshop (Chicago), Smith Entrepreneurship Research Conference—Doctoral Consortium (College Park)
- 2016 Roundtable for Engineering Entrepreneurship Research (Atlanta), AOM Annual Meeting (Anaheim), Seoul National University Business School (Seoul), Strategic Management Society (SMS) Special Conference (Rome), NBER Entrepreneurship Research Boot Camp & Summer Institute (Cambridge)
- 2015 *Presented by coauthors*: AOM Annual Meeting (Vancouver)
- 2013 Successive Changes in Industrial Leadership and Catch-up Cycle Conference (Seoul)
- *Presented by coauthors*: AIB Annual Conference (Istanbul)

- 2012 Workshop for Catch-up Cycle (Milan)
 – Presented by coauthors: AOM Annual Meeting (Boston)

TEACHING

<i>University of Southern California – Marshall School of Business</i>	
Causal Inference Research Methods (GSBA603, PhD), Instructor	Fall 2022
Strategic Management (BUAD497, UG), Instructor	Fall 2019, 2020, 2021, 2022
<i>University of California, Berkeley – Haas School of Business</i>	
Competitive Strategy (EWMBA 299, MBA), Reader	Fall 2015, 2016
Berkeley Business Academy for Youth , Invited Lecturer	Summer 2015
<i>Hanyang University & Korean government (at UC Berkeley campus)</i>	
Entrepreneurship and Technology Commercialization Program , Invited Lecturer	Fall 2015, 2016
<i>Seoul National University – SNU Business School</i>	
Strategy (EMBA), Teaching Assistant	Spring 2011
Theories of Strategy (PhD), Teaching Assistant	Spring 2011

AWARDS & FELLOWSHIPS

2022	Winner, iORB Multi-Disciplinary Research Initiative Award (\$19,400)	
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
<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: October 5, 2022