

# Hyo Kang

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

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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, *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 Cross-border 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 (*2<sup>nd</sup> Round R&R*).

**Kang, H.** 2021. How Does Competition Affect Innovation? Evidence from U.S. Antitrust Cases (*R&R – Revision in progress*).

**Kang, H.** 2021. Do Nonimmigrant Visits Promote Innovation? Evidence from the U.S. Visa Waiver Program.

Choi, S., Kim, N., Kim, J., & **Kang, H.** 2021. How Does AI Improve Human Decision-Making? Evidence from the AI-powered Go 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*  
*International Journal of Industrial Organization*  
*Industrial and Corporate Change* *Journal of Business Research*  
 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 American Economic Association  
 Industrial Organization Society

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

**INVITED TALKS**

2021	NBER Economics of Artificial Intelligence*	Online, <i>Scheduled</i>
	CRESSE (Int'l Conference on Competition and Regulation)	Crete, Greece, <i>Scheduled</i>
	Strategic Management Society (SMS) Annual Conference*	Online, <i>Scheduled</i>
	Academy of Management Annual Meeting*	Online, <i>Scheduled</i>
	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
2020	Society for Institutional & Organizational Economics (SIOE) Conference	Online
	Academy of Management (AoM) Annual Meeting	Online
	Strategy Science Conference*	Online
	Strategy & Business Environment (SBE) Conference	Austin, TX, <i>cancelled</i>
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
	Academy of International Business (AIB) Meeting*	Copenhagen, Denmark
	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)	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
2015	Academy of Management (AoM) Meeting*	Vancouver, Canada
2013	Academy of International Business (AIB) Meeting*	Istanbul, Turkey
	Successive Changes in Industrial Leadership and Catch-up Cycle Conference	Seoul, Korea
2012	Academy of Management (AoM) Meeting*	Boston, MA
	Workshop for Catch-up Cycle	Milan, Italy

(\*: presented by co-author)

#### 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

	<i>University of Southern California – Marshall School of Business</i>	
	<b>Strategic Management</b> (BUAD497), Instructor	Fall 2019, 2020, 2021
	<i>University of California, Berkeley – Haas School of Business</i>	
	<b>Competitive Strategy</b> (EWMBA 299), Reader	Fall 2015, 2016
	<b>Entrepreneurship and Technology Commercialization Program</b> , Lecturer	Fall 2015, 2016
	<b>Berkeley Business Academy for Youth</b> , Lecturer	Summer 2015
	<i>Seoul National University – SNU Business School</i>	
	<b>Strategy</b> (EMBA), Teaching Assistant	Spring 2011
	<b>Theories of Strategy</b> (PhD), Teaching Assistant	Spring 2011

#### AWARDS & FELLOWSHIPS

2021	Best Interdisciplinary Paper Award Finalist, SMS Annual Conference (Strategic HC)	
	Greif Entrepreneurship Faculty Research Award	
2019	Samsung Economic Research Institute (SERI) Award, Assn of Korean Management Scholars	
	AmorePacific Award for Best Conference Papers, Academy of International Business (AIB)	
2018	Best Student Paper Finalist, 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	Best Student Paper Finalist, 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  
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: July 15, 2021*