

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 (*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 AI Improve Human Decision-Making? Evidence from the AI-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*
 Journal of Business Research *Industrial and Corporate Change*
 International 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 American Economic Association
 Industrial Organization Society

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

INVITED TALKS

2022	15th Digital Economics Conference, <i>scheduled</i>	Toulouse, France
2021	HEC Paris Entrepreneurship Workshop, <i>scheduled</i>	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
	<u>Presented by coauthor:</u>	
	– NBER Economics of AI (Online); SMS Annual (Online); AoM Annual (Online)	
	<u>Invited but could not attend due to Covid-19:</u>	
	– CRESSE (Crete, Greece); DRUID (Copenhagen, Denmark)	
2020	Society for Institutional & Organizational Economics (SIOE) Conference	Online
	Academy of Management (AoM) Annual Meeting	Online
	<u>Presented by coauthor:</u> Strategy Science Conference (Online)	
	<u>Invited but cancelled due to Covid-19:</u>	
	– Strategy & Business Environment (SBE) Conference (Austin, TX)	
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
	International Industrial Organization Conference – Rising Star Sessions	Boston, MA
	Duke University (Fuqua)	Durham, NC
	Georgia Institute of Technology (Scheller)	Atlanta, GA
	<u>Presented by coauthor:</u> AIB Annual (Copenhagen, Denmark)	
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 Dept.)	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	<u>Presented by coauthor:</u> AoM Annual (Vancouver, Canada)	
2013	Successive Changes in Industrial Leadership and Catch-up Cycle Conference	Seoul, Korea
	<u>Presented by coauthor:</u> AIB Annual (Istanbul, Turkey)	
2012	Workshop for Catch-up Cycle	Milan, Italy
	<u>Presented by coauthor:</u> AoM Annual (Boston, MA)	
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>	
	Strategic Management (BUAD497), Instructor	Fall 2019, 2020, 2021
	<i>University of California, Berkeley – Haas School of Business</i>	
	Competitive Strategy (EWMBA 299), 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	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
 • 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