

# Hyo Kang

Assistant Professor  
Management and Organization Department  
Marshall School of Business  
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## ACADEMIC POSITIONS

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**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

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**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

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**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)

**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)

**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

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**How Innovating Firms Manage Knowledge Leakage: A Natural Experiment on the Threat of Worker Separation**  
2<sup>nd</sup> round R&R ready to submit (Kang, H. & Lee, Y. 2021)

**How Does Price Competition Affect Innovation? Evidence from US Antitrust Cases**  
1<sup>st</sup> round R&R submitted (Kang, H. 2021)

## **Should Firms Do More or Less Patenting? A Randomized Control Trial on the Commercial Value of Patent Protection**

Ready to submit (Thompson, N., Tucci, C., Kang, H., & Khairullina, A. 2021)

## **How Does AI Improve Human Decision-Making? Evidence from the AI-powered Go Program**

Ready to submit (Choi, S., Kim, N., Kim, J., & Kang, H. 2021)

## **Fast Friends: Understanding the Impact of Short-term Visits on Firms' Innovation Outcomes**

Working paper (Kang, H. & Eklund, J.C. 2021)

## **Tradeoffs in Firm Culture? Nope, You Can Have It All'**

Working paper (Thompson, N., Kang, H., & Sull, D. 2018)

## **International Mobility and Scientific Advancement** (working title)

Working paper (with Yoon, C. 2021)

## **How Did the Terms of Protection Affect Patenting and Innovation Activities?**

Working paper (Kang, H. 2021)

## **RESEARCH INTERESTS**

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Innovation · Knowledge Management · Competitive Strategy · Product Market Competition ·  
Mobility of Workers and Businesses · Business Law and Policy

## **ACADEMIC ACTIVITIES**

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**Refereeing for:** *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

**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**

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2022 *Invited but cancelled due to Covid-19*: 15th Digital Economics Conference (Toulouse, France)  
2021 HEC Paris Entrepreneurship Workshop 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
	<i>Presented by coauthor:</i>	
	NBER Economics of AI (Online); SMS Annual (Online); AoM Annual (Online);	
	Conference on Artificial Intelligence, Machine Learning, and Business Analytics (Online)	
	<i>Invited but could not attend due to Covid-19:</i>	
	CRESSE (Crete, Greece); DRUID (Copenhagen, Denmark)	
2020	Society for Institutional & Organizational Economics (SIOE) Conference	Online
	Academy of Management (AoM) Annual Meeting	Online
	<i>Presented by coauthor:</i> Strategy Science Conference (Online)	
	<i>Invited but cancelled due to Covid-19:</i>	
	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
	<i>Presented by coauthor:</i> 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	<i>Presented by coauthor:</i> AoM Annual (Vancouver, Canada)	
2013	Successive Changes in Industrial Leadership and Catch-up Cycle Conference	Seoul, Korea
	<i>Presented by coauthor:</i> AIB Annual (Istanbul, Turkey)	
2012	Workshop for Catch-up Cycle	Milan, Italy
	<i>Presented by coauthor:</i> AoM Annual (Boston, MA)	

## OTHER WORKSHOPS

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2018	AOM – STR Dissertation Consortium & IM Doctoral Consortium NBER Summer Institute – Entrepreneurship/Innovation/Productivity	Chicago, IL Cambridge, MA
2017	West Coast Research Symposium (WCRS) – Doctoral Consortium Smith Entrepreneurship Research Conference – Doctoral Consortium American Economic Association – Kauffman Entrepreneurship Workshop	Edmonton, Canada College Park, MD Chicago, IL
2016	NBER Entrepreneurship Research Boot Camp & Summer Institute	Cambridge, MA

## TEACHING

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<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 <b>Berkeley Business Academy for Youth</b> , Invited Lecturer	Fall 2015, 2016 Summer 2015
<i>Hanyang University &amp; Korean government (at UC Berkeley campus)</i> <b>Entrepreneurship and Technology Commercialization Program</b> , Invited Lecturer	Fall 2015, 2016
<i>Seoul National University – SNU Business School</i> <b>Strategy</b> (EMBA), Teaching Assistant <b>Theories of Strategy</b> (PhD), Teaching Assistant	Spring 2011 Spring 2011

## AWARDS & FELLOWSHIPS

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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 Top Academic Honors, Department of Economics, Seoul National University Alumni Association Award, Seoul National University Winner, Best Paper Award, Korea Institute of Public Finance	(-2012)
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**

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**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: December 10, 2021*