

# Hyo Kang

Assistant Professor  
Management and Organization Department  
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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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- [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)

## MANUSCRIPTS UNDER REVISION

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- How Does Price Competition Affect Innovation? Evidence from US Antitrust Cases**  
*R&R*, 2<sup>nd</sup> round (Kang, H. 2022)
- Fast Friends: The Impact of Short-term Visits on Firms' Innovation Outcomes**  
*R&R*, 1<sup>st</sup> round (Kang, H. & Eklund, J.C. 2022)

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

**Stick or Twist: Agile Resource Allocation During Periods of Industry Change**  
*R&R, 1<sup>st</sup> round* (Eklund, J.C. & Kang, H. 2022)

## WORKING PAPERS

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**Exploratory innovation under capital market pressure:  
A randomized policy experiment of short-selling constraint**  
*Under Review* (with Seo, E. & Kang, J. 2022)

**Standing on the Shoulders of AI? Pushing the Knowledge Frontier by Learning from AI**  
Working Paper – Ready to Submit (with Choi, S., Kim, N., & Kim, J. 2022)

**Should Firms Hold More Patents?  
A Randomized Control Trial on the Commercial Value of Patent Protection**  
Working paper – Ready to Submit (Thompson, N., Tucci, C., Kang, H., & Khairullina, A. 2022)

**Visas, Visits, and Scientific Advances**  
Working paper (with Yoon, C. 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)

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

<b>Ad-hoc Reviewer:</b>	<i>Management Science</i>	<i>Quarterly Journal of Economics</i>
	<i>Strategic Management Journal</i>	<i>Organization Science</i>
	<i>Research Policy</i>	<i>Industrial and Corporate Change</i>
	<i>Journal of Business Research</i>	<i>Information Systems Research</i>
	<i>Int'l Journal of Industrial Organization</i>	
	AOM Annual Meetings	SMS Conferences
	INFORMS-OS Best Dissertation Proposal	AKMS Scholarship

**Service:** Co-chair, 3<sup>rd</sup> Annual Artificial Intelligence in Management (AIM) Conference (2023)  
Track Chair, TIM Division, AOM Annual Meeting (2022)

**Discussion:** AEA/ASSA Annual Meeting (New Orleans, 2023)  
AIEA–NBER Conference (Seoul, 2022)   
DRUID Conference (Copenhagen, 2022)  
International Industrial Organization Conference (Boston, 2019)

<b>Membership:</b>	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, Organization, and Management (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)
- *Canceled due to Covid-19*: 15th Digital Economics Conference (Toulouse); Vienna Conference on Strategy, Organizational Design, and Innovation (Vienna)
  - *Presented by coauthors*: Conference on AI, ML, and Business Analytics (Cambridge, MA), USPTO (online), NTU Singapore (online), TPRI’s Brown Bag Seminar (Boston), 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)
- *Canceled 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)
- *Canceled 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 Meeting (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 Meeting (Istanbul)
- 2012 Workshop for Catch-up Cycle (Milan); • *Presented by coauthors:* AOM Annual Meeting (Boston)

## TEACHING

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

## AWARDS & FELLOWSHIPS

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- 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

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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 31, 2022*