

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*

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* (Early View).
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.** 2020. How Does Competition Affect Innovation? Evidence from U.S. Antitrust Cases (*Revise & Resubmit*).
Kang, H. & Lee, Y. 2020. How Innovating Firms Manage Knowledge Leakage: A Natural Experiment on Worker Mobility (*Revise & Resubmit*).
Sull, D., **Kang, H.**, & Thompson, N. 2019. The Close Relationship Between Management Practices and Corporate Culture.
Sull, D., **Kang, H.**, Thompson, N., & Hu, L. 2018. Tradeoffs in Firm Culture? Nope, You Can Have It All.
Kang, H. 2020. How Did the Terms of Protection Affect Patenting and Innovation Activities?

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*
Research Policy *Industrial and Corporate Change*
Journal of Business Research AOM Annual Meetings
SMS Conferences 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**

- | | | |
|------|---|---------------------|
| 2020 | Academy of Management (AoM) Annual Meeting | Online (Recording) |
| | Strategy Science Conference* | Online (Live) |
| 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**

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|------|--|------------------|
| 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

Marshall School of Business, University of Southern California
 • **Strategic Management** (BUAD497), Instructor Fall 2019 & 2020

Haas School of Business, University of California, Berkeley
 • **Competitive Strategy** (EWMBA 299), Teaching Assistant (Reader) Fall 2015 & 2016
 • **Entrepreneurship and Technology Commercialization Program**, Invited Lecturer Fall 2015 & 2016
 • **Berkeley Business Academy for Youth**, Invited Lecturer Summer 2015

Seoul National University
 • **Strategy** (EMBA), Teaching Assistant Spring 2011
 • **Theories of Strategy** (PhD), Teaching Assistant Spring 2011

AWARDS & FELLOWSHIPS

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: September 15, 2020