

## EUNKWANG SEO

Gies College of Business · University of Illinois at Urbana-Champaign  
330 Wohlers Hall, 1206 South Sixth Street, Champaign, IL 61820  
Email: [eseo7@illinois.edu](mailto:eseo7@illinois.edu) / Phone: 217-979-6653 / Website: [eunkwangseo.com](http://eunkwangseo.com)

### EDUCATION

---

#### **University of Illinois at Urbana-Champaign (Gies College of Business)**

- Ph.D. in Business Administration, Strategy and Entrepreneurship, 2015-present
- Advanced to Candidacy, January 2020

#### **Seoul National University**

- M.S. in Business Administration, Strategic Management, 2014
- Bachelor of Business Administration (*Summa Cum Laude*), 2012

### RESEARCH INTERESTS

---

- Innovation strategies, strategic human capital, employee mobility, collaboration and knowledge sharing, global R&D

### DISSERTATION

---

- **Title:** “Collaborative Innovation and Employee Mobility”
  - Committee: Deepak Somaya (chair), Joseph Mahoney, Martin Ganco, Shinjae Won
  - Recipient, *SRF Dissertation Research Grant*, Strategic Management Society, 2019
  - First Place Winner, *PDMA Dissertation Proposal Competition*, Product Development and Management Association, 2020
- **Job Market Paper:** The effect of internal collaboration on inventor mobility: Quasi-experimental evidence from an office consolidation

**Abstract:** While previous research has examined the role of collaboration for value creation in firms’ innovation, little is known about how collaboration affects value capture from firms’ knowledge resources. This paper examines how collaboration among inventors within firms affects their mobility, a key influence on firms’ ability to capture value from knowledge assets. In contrast to conventional wisdom that collaboration decreases mobility due to the development of relational capital, collaboration may facilitate rather than deter inventor mobility, via three channels: (1) developing general human capital, (2) providing signals, and (3) expanding interpersonal contacts. These hypotheses are tested using an inventor-year panel that combines patent data and LinkedIn data. To mitigate self-selection biases, I use a novel research design that leverages a quasi-exogenous source of variation for inventors’ collaboration within firms: the increased collaboration generated by an office consolidation. The empirical evidence is consistent with the hypothesis that collaboration increases inventors’ mobility, and with the three proposed channels. These results make significant contributions to the literature on employee mobility and collaborative innovation.

## **ACADEMIC RESEARCH**

---

### ***Publications & Papers Under Review***

- **Seo, E. & Somaya, D.** Employee mobility barriers and inventor collaborativeness in firms
  - Under 2nd Round Review at **Organization Science**
  - Winner, *Best Interdisciplinary Paper Award* (Strategic Human Capital IG), Strategic Management Society Annual Conference in Paris, 2018
  - Winner, *SERI Best Doctoral Student Paper Award*, Association of Korean Management Scholars, 2019
  
- **Seo, E. & Somaya, D.** External knowledge sourcing and employee mobility barriers
  - Under 1st Round Revision at **Strategic Management Journal**
  
- **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(5):851-885.
  - Winner, *AmorePacific Best Student Paper Award*, AIB Korea Chapter, 2019
  
- **Seo, E., Nagle F., & Shah, S.** (equal contributions) A little help from my friends: How receiving assistance affects participation in online knowledge-sharing communities
  - Under 1st Round Review at **Management Science**
  - Available at [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3680076](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3680076)

### ***Works-in-progress***

- Collaboration and knowledge spillovers through mobile inventors
  - *Data analyses in progress*
- Stuck in the innovative middle: The effects of acquisitions on the acquirer's inventors (with Shinjinee Chattopadhyay & Mario Schijven)
  - *Manuscript under preparation*

## **RESEARCH PRESENTATIONS**

---

(\* denotes presentation by coauthor)

2020	Strategic Management Society Annual Conference	Online
	Wharton People and Organization Conference	Online
	Journal of Product Innovation Management Research Forum	Online
	Academy of Management Annual Meeting	Online
	Consortium for Competitiveness and Cooperation (CCC)	Online
	Labor & Employment Relations Seminar in UIUC	Champaign, IL
2019	Strategic Management Society Annual Conference*	Minneapolis, MN
	Wharton People and Organization Conference	Philadelphia, PA
	Academy of Management Annual Meeting	Boston, MA

	Wharton Technology and Innovation Conference	Philadelphia, PA
	Academy of International Business Annual Meeting*	Copenhagen, DK
	Strategy Science Conference*	Salt Lake City, UT
2018	Strategic Management Society Annual Conference*	Paris, FR
	Academy of Management Annual Meeting	Chicago, IL
2017	Academy of Management Annual Meeting	Atlanta, GA
	Strategic Management Society Special Conference*	Milan, IT
2015	Academy of Management Annual Meeting	Vancouver, CA

## **WORKSHOPS & CONSORTIA**

2020	Strategic Management Society – SRF Dissertation Scholar Workshop	Online
	Academy of Management – STR Dissertation Consortium	Online
2019	Academy of Management – TIM Doctoral Consortium	Boston, MA
2018	Strategic Management Society – Doctoral Workshop	Paris, FR
	Academy of Management – STR Doctoral Consortium	Chicago, IL
2017	Academy of Management – HR Doctoral Consortium	Atlanta, GA

## **TEACHING EXPERIENCE**

### ***Instructor***

- Strategic Management, UIUC (Undergraduate, Fall 2018)
  - Campus-wide ***List of Teachers Ranked as Excellent***
  - Teaching evaluation: 4.6/5.0 (Overall effectiveness of instructor)
  - Students: 40 Seniors at Gies College of Business

### ***Teaching Assistant***

- Strategic Management, UIUC (Undergraduate, Spring 2017)
- International Business, Seoul National University (MBA, Fall 2012 & Fall 2013)
- Corporate Strategy, Seoul National University (MS, Fall 2012)
- Strategic Management, Seoul National University (Undergraduate, Spring 2013)

## **HONORS, AWARDS, GRANTS & FELLOWSHIPS**

- *First Place Winner*, PDMA Dissertation Proposal Competition, Product Development and Management Association, 2020 (\$3,000)
- *Recipient*, SRF Dissertation Research Grant, Strategic Management Society, 2019 (\$7,140)
- *Winner*, SERI Best Doctoral Student Conference Paper Award, Association of Korean Management Scholars, 2019 (\$1,000)
- *Winner*, AmorePacific Best Student Paper Award, AIB Korea Chapter, 2019 (\$1,000)
- List of Teachers Ranked as Excellent, Gies College of Business, UIUC, 2019

- *Winner*, Best Interdisciplinary Paper Award (Strategic Human Capital IG), Strategic Management Society, 2018
- Richard A. Erley Fellowship Award, Gies College of Business, UIUC, 2019 (\$2,500)
- Block Summer Research Grant, Gies College of Business, UIUC, 2018 (\$1,380)
- Robert Ferber Award, Gies College of Business, UIUC, 2017 (\$2,500)
- Block Summer Research Grant, Gies College of Business, UIUC, 2017 (\$1,714)
- Zwisler Doctoral Fellowship, Gies College of Business, UIUC, 2016 (\$2,500)
- Caterpillar Fellowship, Gies College of Business, UIUC, 2015 (\$10,000)
- Block Grants, College of Business, Gies College of Business, UIUC, 2015 (\$1,500)
- Research Fellowship, Korea Student Aid Foundation, 2013 (\$6,000)
- Research Fellowship, Brain Korea 21, 2012 (\$10,000)
- Summa Cum Laude Honor, Seoul National University, 2012

## **ACADEMIC ACTIVITIES**

---

- Membership: Academy of Management, Strategic Management Society
- Session Chair: Academy of Management Annual Meeting (TIM Division), 2019
- Conference Reviewer: Academy of Management Annual Meeting (STR & TIM Divisions), 2016–2019

## **OTHER INFORMATION**

---

- Computational Skills: Stata, R, Python, MATLAB, MySQL
- Empirical Methods: natural experiments, difference-in-differences, matching techniques (coarsened exact matching, propensity score matching, inverse probability weighting), LDA topic modeling, social network analysis

## **REFERENCES**

---

### **Deepak Somaya**

*Professor of Strategy and Entrepreneurship*  
 Gies College of Business  
 University of Illinois at Urbana-Champaign  
 Email: [dsomaya@illinois.edu](mailto:dsomaya@illinois.edu)

### **Joseph Mahoney**

*Professor of Strategy and Entrepreneurship*  
 Gies College of Business  
 University of Illinois at Urbana-Champaign  
 Email: [josephm@illinois.edu](mailto:josephm@illinois.edu)

### **Martin Ganco**

*Associate Professor of Management and Human Resources*  
 Wisconsin School of Business  
 University of Wisconsin-Madison  
 Email: [ganco@wisc.edu](mailto:ganco@wisc.edu)

(Last Update: September 23, 2020)