

## EUNKWANG SEO

Spears School of Business · Oklahoma State University  
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### ACADEMIC POSITION

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#### **Oklahoma State University (Spears School of Business)**

- Assistant Professor of Management, Strategic Management, Sep 2021-present

### EDUCATION

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

- Ph.D. in Business Administration, Strategy and Entrepreneurship, 2021

#### **Seoul National University**

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

### RESEARCH INTERESTS

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

### ACADEMIC RESEARCH

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#### ***Publications***

- **Seo, E. & Somaya, D.** (2021) Living it up at the Hotel California: Employee mobility barriers and inventor collaborativeness in firms
  - Forthcoming 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., 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

#### ***Working Papers***

- **Seo, E. & Somaya, D.** External knowledge sourcing and employee mobility barriers
  - Under 1st Round Revision at ***Strategic Management Journal***

- **Seo, E., Nagle F., & Shah, S.** (equal contributions) Does who helps you impact your behavior? Examining the effects of social interactions on knowledge sharing in online communities
  - Under review at ***Organization Science***
  - Available at [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3680076](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3680076)
- **Seo, E.** The effect of internal collaboration on inventor mobility: Quasi-experimental evidence from an office consolidation
  - Preparing for submission to ***Strategic Management Journal***
  - *AOM Best Paper Proceedings* (STR division), Academy of Management, 2021
- **Seo, E.** Collaboration and knowledge spillovers through mobile inventors
  - Preparing for submission to ***Organization Science***

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

- Innovation strategies under short-selling pressure: Evidence from a natural experiment (with Hyo Kang & Jingoo Kang)
  - *Data analyses in progress*

## **RESEARCH PRESENTATIONS**

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(\* 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      |

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

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- AOM Best Paper Proceedings (STR division), Academy of Management, 2021
- *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

## **TEACHING**

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- Strategic Management, UIUC (Undergraduate, Spring 2021 & Fall 2018)
  - Campus-wide *List of Teachers Ranked as Excellent*
  - Students: 40 Seniors at Gies College of Business

## **ACADEMIC ACTIVITIES**

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- 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**

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- 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 *(Last Update: September 22, 2021)*