

EUNKWANG SEO

Spears School of Business · Oklahoma State University
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ACADEMIC POSITION

Oklahoma State University, Spears School of Business

- Assistant Professor of Management (Strategic Management), 2021-Current

EDUCATION

University of Illinois at Urbana-Champaign, Gies College of Business

- Ph.D. in Business Administration (Strategy and Entrepreneurship), 2015-2021
- Dissertation: “Collaboration for Innovation through the Lens of 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

Seoul National University

- M.S. in Business Administration (Strategy and International Business), 2014
- Bachelor of Business Administration, *Summa Cum Laude*, 2012

RESEARCH INTERESTS

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

ACADEMIC RESEARCH

Publications

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

PRESENTATIONS

(* denotes presentation by coauthor)

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| 2021 | Oklahoma State University | Online |
| | University of Iowa | Online |
| 2020 | University of Texas at Austin | Online |
| | Southern Illinois University Edwardsville | Online |
| | 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 |

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| 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

- 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

University of Illinois at Urbana-Champaign

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

PROFESSIONAL SERVICE

- Membership: Academy of Management, Strategic Management Society
- Ad-hoc Reviewer: Strategic Management Journal
- Conference Reviewer: Academy of Management Annual Meeting (STR & TIM Divisions)

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

(Last Update: October 11, 2021)