

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 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

Seoul National University, College of Business

- 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, geography, stakeholder strategy

ACADEMIC RESEARCH

Publications

- **Seo, E.,** Song, J., & Jin, C. (2023) Heterogeneity of optimal balance between exploration and exploitation: The moderating role of firm technological capability and industry alliance network position. ***Industry and Innovation***, 30(4): 423-451.
- **Seo, E. & Somaya, D.** (2022) Living it up at the Hotel California: Employee mobility barriers and inventor collaborativeness in firms. ***Organization Science***, 33(2): 766-784.
 - 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.** Internal collaboration and inventor mobility: Quasi-experimental evidence from an office consolidation
 - Under Reject and Resubmit at *Strategic Management Journal*
 - *AOM Best Paper Proceedings* (STR division), Academy of Management, 2021
- **Seo, E. & Somaya, D.** External knowledge sourcing and employee mobility barriers
 - Under Reject and Resubmit at *Strategic Management Journal*
- **Seo, E.** Collaboration and knowledge spillovers through mobile inventors
 - Under 2nd Round Revise and Resubmit at *Journal of Management*
- **Seo, E., Kang, H., & Kang, J.** Exploratory innovation under capital market pressure: A randomized policy experiment of short-selling constraint
 - Under Reject and Resubmit at *Research Policy*
- **Park, M., Bylund, P. L., & Seo, E.** The effect of stakeholder orientation on entrepreneurial venture
 - Under 1st Round Revise and Resubmit at *Entrepreneurship Theory and Practice*
- **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. *Harvard Business School Working Paper*, No. 21-026
 - Preparing submission to *Strategic Management Journal*
- **Seo, E., Seo, H., & Park, J.** Let the cat out of the bag: Public disclosure of employee mistreatment and firm innovation
 - Preparing submission to *Strategic Management Journal*

Works-in-progress

- Unleashing innovation: The impact of inventor mobility on exploratory value creation in firms (with Federico Aime)
 - *Manuscript writing in progress*
- Post-turnover resilience, adjustment costs, and resource redeployment: Evidence from the turnover of equity research analysts (with Rosa Kim)
 - *Data collection in progress*

PRESENTATIONS

(* denotes presentation by coauthor)

2023	Workshop on Stakeholders, Property Rights & Entrepreneurship *	Syracuse, NY
	Sungkyunkwan University	Seoul, KR
	Strategic Management Society Annual Conference *	Toronto, ON
2022	Academy of Management Annual Meeting	Seattle, WA

2021	Academy of Management Annual Meeting	Online
	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
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, 2021
- *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

- Strategic Management (Undergraduate Capstone)
 - Oklahoma State University (MGMT 4513): Spring 2022, Spring 2023, Spring 2024
 - University of Illinois Urbana-Champaign (BADM 449): Spring 2021, Fall 2018

PROFESSIONAL SERVICE

- Membership: Academy of Management, Strategic Management Society (SMS Interest Groups: Knowledge & Innovation; Strategic Human Capital, Stakeholder Strategy)
- Session Chair: Academy of Management Annual Meeting
- Ad-hoc Reviewer: *Strategic Management Journal*, *Organization Science*, *Research Policy*

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: April 8, 2024)