

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 & 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 & International Business), 2014
- Bachelor of Business Administration, *Summa Cum Laude*, 2012

RESEARCH INTERESTS

- Innovation, strategic human capital, employee mobility, knowledge creation and spillovers, 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. [\[Link\]](#)
- 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. [\[Link\]](#)
 - 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. [\[Link\]](#)
 - Winner, *AmorePacific Best Student Paper Award*, AIB Korea Chapter, 2019

Working Papers

- **Seo, E. & Dinkel, C. P.** [Title hidden for review: Knowledge protection and innovation]
 - Under *1st Round Revise and Resubmit* at **Strategic Management Journal**
- **Park, M., Bylund, P. L., & Seo, E.** [Title hidden for review: Stakeholder strategy for startups]
 - Under *2nd Round Review* at **Strategic Entrepreneurship Journal**
- **Seo, E.** [Title hidden for review: Collaboration and interfirm knowledge spillovers]
 - Under *1st Round Review* at **Journal of Management Studies**
- **Seo, E., Park, M., & Dinkel, C. P.** The deterrent effect of interorganizational mobility on employee misconduct: Evidence from physician overbilling in Medicare
 - Preparing submission to **Administrative Science Quarterly**
 - Finalist, *SMS Annual Conference Responsible Research Paper Prize*, Strategic Management Society Annual Conference in San Francisco, 2025
- **Seo, E.** Inventor collaboration and mobility: When collaboration may not deter inventors' inter-firm mobility?
 - 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, *SSRN Working Paper* (No. 4016583) [[Link](#)]
 - Under *Reject and Resubmit* at **Strategic Management Journal**
- **Seo, E., Kang, H., & Kang, J.** Technological exploration under capital market pressure: A randomized policy experiment of short-selling constraint
 - Under *Reject and Resubmit* at **Research Policy**

Works-in-progress

- Strategic use of low-quality patents: Beyond value appropriation to impression offsetting after reputational crises (with Haram Seo, Junbeom Park, & Jonathan Bundy)
 - *Manuscript writing in progress*
- Unleashing innovation: The impact of inventor mobility on exploratory value creation in firms (with Federico Aime)
 - *Manuscript writing in progress*
- Organizational effects on human capital redeployment: Evidence from equity research analysts (with Rosa Kim)
 - *Data analysis in progress*

PRESENTATIONS

(* denotes presentation by coauthor)

2024	Academy of Management Annual Meeting	Chicago, IL
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

- *Finalist*, SMS Annual Conference Responsible Research Paper Prize, Strategic Management Society, 2025
- 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)
- 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)
 - University of Illinois Urbana-Champaign (BADM 449)

PROFESSIONAL SERVICE

- Membership
 - Academy of Management (STR, TIM); Strategic Management Society (Strategic Human Capital, Knowledge & Innovation)
- Ad-hoc Reviewer
 - Strategic Management Journal; Organization Science; Research Policy; Journal of Economics & Management Strategy; Long Range Planning
- Dissertation Committee
 - Myeongho Park, Ph.D. in Business Administration (Entrepreneurship) at Oklahoma State University, Spring 2025 (Placement: Assistant Professor of Entrepreneurship at Rowan University)

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: September 2025)