

## Kylie Jiwon Hwang

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EDUCATION	<b>Columbia University, Columbia Business School</b> Ph.D. Candidate, Management (expected 2021) <b>Seoul National University, Business School and College of Social Sciences</b> M.S., Strategy and International Business ( <i>Valedictorian</i> ), 2015 B.A., Business and Economics ( <i>Summa Cum Laude</i> ), 2013
RESEARCH INTERESTS	Entrepreneurship, Discrimination, Incarceration, Racial Inequality
DISSERTATION	<b>Entrepreneurship, Incarceration, and Racial Inequality</b> <ul style="list-style-type: none"><li>• Media Coverage: <a href="#">Forbes</a>, <a href="#">Columbia Business School Ideas at Work</a></li><li>• Kauffman Knowledge Challenge Research Grant, <i>Ewing Marion Kauffman Foundation</i></li><li>• Wheeler Institute for Business and Development Research Grant</li><li>• Jerome A. Chazen Institute for Global Business Research Grant</li><li>• W. Edwards Deming Center Research Grant</li></ul> <ol style="list-style-type: none"><li>(1) <b>Hwang, Kylie J.</b> “Entrepreneurship as a Bridge to Employment: Evidence from Formerly Incarcerated People.” <i>Job Market Paper</i><ul style="list-style-type: none"><li>• Winner, Louis R. Pondy Best Dissertation Paper Award, <i>AoM</i> (2021)</li><li>• Best Paper Proceedings, <i>AoM</i> (2021)</li><li>• Finalist, Organization Science/INFORMS Dissertation Proposal Competition</li></ul></li><li>(2) <b>Hwang, Kylie J.</b> and Damon J. Phillips. “Entrepreneurship as a Response to Labor Market Discrimination for Formerly Incarcerated People” <i>R&amp;R at American Journal of Sociology</i><ul style="list-style-type: none"><li>• OMT Best Paper on Environmental and Social Practices, <i>AoM</i> (2020)</li><li>• Finalist, Louis R. Pondy Best Dissertation Paper Award, <i>AoM</i> (2020)</li><li>• Best Paper Proceedings, <i>AoM</i> (2020)</li><li>• AKMS Samsung Economic Research Institute Best Paper, <i>AoM</i> (2020)</li><li>• Nominee, Best Conference Paper Prize, <i>SMS</i> (2019)</li><li>• Best Paper Award, <i>Transatlantic Doctoral Conference</i> (2019)</li><li>• Best Presentation Award, <i>East Coast Doctoral Conference</i> (2019)</li></ul></li><li>(3) <b>Hwang, Kylie J.</b> “Barriers to Entrepreneurship for Formerly Incarcerated People.” <i>Working Paper</i></li><li>(4) <b>Hwang, Kylie J.</b> “How do Currently and Formerly Incarcerated Individuals Perform as Employees: Evidence from Field Micro-data and Interviews.” <i>Working Paper</i></li><li>(5) <b>Hwang, Kylie J.</b> and Tünde Cserpes. “Navigating Entrepreneurship and Employment with a Criminal Record: Cross-institutional Evidence from Denmark and US” <i>Work in Progress</i></li></ol>
WORKING PAPERS	<ol style="list-style-type: none"><li>(1) Wang, Dan J., <b>Kylie J. Hwang</b>, &amp; Modupe Akinola “How Knowledge Specialization and Diversity Jointly Influence Entrepreneurial Entry: The Complementary Role of Social Groups” <i>Working Paper</i><ul style="list-style-type: none"><li>• Best Paper Proceedings, <i>AoM</i> (2018)</li></ul></li><li>(2) <b>Hwang, Kylie J.</b>, Damon J. Phillips &amp; Evan Rawley “Why Generalists Are Successful but Short-term Entrepreneurs: Evidence from the Global Hedge Fund</li></ol>

Industry” *Working Paper*

TEACHING & TA EXPERIENCE	Guest Lecturer/ Guest Speaker (2021 MBA) Yale SOM Inclusive Economic Development Lab: Supporting and Scaling Black Owned Businesses, Prof. Kate Cooney (2018 MBA) Reentry Acceleration Program: Reforming Mass Incarceration and the Role of Business, Prof. Damon Phillips (2018 PHD) Advanced Strategy, Prof. Bo Cowgill  Teaching Assistant (2021, 2020, 2019, 2018 MBA) Reentry Acceleration Program, Prof. Damon Phillips (2019 MBA) Tech Immersion, Prof. Bo Cowgill (2018 MBA) Technology Strategy, Prof. Dan Wang (2017 PHD) Foundations of Strategy, Profs. Bruce Kogut, Stephan Meier, Hong Luo (2017 MBA) Strategy Formulation, Prof. Evan Rawley (2017 MBA) Fundamentals of Governance, Prof. Bruce Kogut
RESEARCH GRANTS & FELLOWSHIPS	Kauffman Knowledge Challenge Grant, <i>E.M. Kauffman Foundation</i> (2018 - 2020) Research Grant, <i>Jerome A. Chazen Institute for Global Business</i> (2020) Research Grant, <i>Wheeler Institute for Business and Development</i> (2019) Doctoral Fellowship, <i>W. Edwards Deming Center</i> (2018-2019) Doctoral Fellowship, <i>Eugene M. Lang Entrepreneurship Center</i> (2017 - 2019) Graduate Research Fellowship, <i>Columbia Business School</i> (2015 - 2020) Doctoral Fellowship, <i>Korea Foundation for Advanced Studies</i> (2015 - 2020) Graduate Fellowship, <i>Kwanjeong Educational Foundation</i> (2013 - 2015) Undergraduate Fellowship, <i>Korea Foundation for Advanced Studies</i> (2010 - 2013) Dean’s Scholarship, <i>Seoul National University</i> (2010 - 2012) Samsung Fellowship, <i>Samsung Educational Foundation</i> (2008 - 2013)
ACADEMIC PRESENTATIONS & INVITED TALKS	(2021) Carnegie Mellon Tepper, Yale SOM CITYScope Podcast (2020) Stanford GSB, MIT Sloan, Yale SOM, UC Berkeley Haas, U of Toronto Rotman, U of Wisconsin-Madison, U of Toronto CIRHR, Academy of Management, CCC Doctoral Conference, Wharton People and Organizations Conference, Economic Sociology Conference, INFORMS/Organization Science Dissertation Competition (2019) Transatlantic Doctoral Conference, East Coast Doctoral Conference, Academy of Management, American Sociological Association, Wharton People and Organizations Conference, Strategic Management Society (2018) Sumantra Ghoshal Conference, Academy of Management (2017) Kauffman Doctoral Consortium, Strategic Management Society (2016) Academy of Management, (2015) Academy of Management, INFORMS
REFEREE	Ad hoc reviewer for Organization Science
WORK EXPERIENCE	LexisNexis Risk Solutions (Reed Elsevier), Washington D.C., USA • <i>Research Assistant – Government Affairs Department</i> (2011) United States Congress, Washington D.C., USA • <i>Intern – Congressman Manzullo’s Office</i> (2011) National Geographic, Washington D.C., USA • <i>Intern – International Licensing and Alliances Department</i> (2010) Standard Chartered First Bank, Seoul, South Korea • <i>Intern – International Trade Division</i> (2009)

## REFERENCES

**Damon Phillips**, Lambert Family Professor of Social Enterprise,  
Columbia Business School, [dp2588@gsb.columbia.edu](mailto:dp2588@gsb.columbia.edu), 212-854-8546

**Dan Wang**, David W. Zalaznick Associate Professor of Business,  
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**Bruce Kogut**, Sanford C. Bernstein & Co. Professor of Leadership and Ethics,  
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**Jorge Guzman**, Assistant Professor of Business,  
Columbia Business School, [jag2367@columbia.edu](mailto:jag2367@columbia.edu), 212 854-2820

**Bruce Western**, Bryce Professor of Sociology and Social Justice & Co-Director of the  
Justice Lab at Columbia University, Department of Sociology, [bw2562@columbia.edu](mailto:bw2562@columbia.edu)