

Kylie Jiwon Hwang

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ACADEMIC POSITION **Stanford University, Stanford Graduate School of Business**
Postdoctoral Fellow, Organizational Behavior (2021 -)

EDUCATION **Columbia University, Columbia Business School**
Ph.D., Management, 2021

Seoul National University, Business School and College of Social Sciences
M.S., Strategy and International Business (*Valedictorian*), 2015
B.A., Business and Economics (*Summa Cum Laude*), 2013

RESEARCH INTERESTS Discrimination, Entrepreneurship, Racial Inequality

DISSERTATION **Entrepreneurship and Incarceration**

My dissertation examines entrepreneurship as a way to overcome labor market discrimination. Specifically, I investigate entrepreneurship as a career choice for formerly incarcerated individuals, a group that faces pervasive labor market discrimination in the United States. Using the NLSY 1997 & 1979 dataset and conducting 60+ interviews, I examine the underlying mechanisms of entrepreneurial entry, the economic and social outcomes of entrepreneurship, and the barriers to entrepreneurship for the formerly incarcerated population. I take advantage of a quasi-experimental setting using the staggered implementation of the “Ban-the-Box” policy in the United States to disentangle the underlying mechanism of how labor market discrimination affects formerly incarcerated individuals in their entrepreneurial choices. I find that entrepreneurship is a viable alternative career choice for formerly incarcerated people, particularly for those who are racial minorities, yielding higher income, lower recidivism rates, and favorable subsequent labor market outcomes.

- Media Coverage: [Forbes](#), [Columbia Business School Ideas at Work](#)
- Kauffman Knowledge Challenge Research Grant, *Ewing Marion Kauffman Foundation*
- Wheeler Institute for Business and Development Research Grant
- Jerome A. Chazen Institute for Global Business Research Grant
- W. Edwards Deming Center Research Grant

ACADEMIC ARTICLES (1) **Hwang, Kylie J.** and Damon J. Phillips. “Entrepreneurship as a Response to Labor Market Discrimination for Formerly Incarcerated People” *R&R at American Journal of Sociology*

- OMT Best Paper on Environmental and Social Practices, *AoM* (2020)
- Best Paper Proceedings, *AoM* (2020)
- AKMS Samsung Economic Research Institute Best Paper, *AoM* (2020)
- Nominee, Best Conference Paper Prize, *SMS* (2019)
- Best Paper Award, *Transatlantic Doctoral Conference* (2019)
- Best Presentation Award, *East Coast Doctoral Conference* (2019)

(2) **Hwang, Kylie J.** “Entrepreneurship as a Bridge to Employment: Evidence from Formerly Incarcerated People.” *Job Market Paper*

- Winner, William H. Newman Best Dissertation Paper Award, *AoM* (2021)
- Winner, Louis R. Pondy Best Dissertation Paper Award, *AoM* (2021)
- Best Paper Proceedings, *AoM* (2021)
- Finalist, Organization Science/INFORMS Dissertation Proposal Competition (2020)

- (3) **Hwang, Kylie J.**, Dan J. Wang, & Modupe Akinola “How Knowledge Specialization and Diversity Jointly Influence Entrepreneurial Entry: The Complementary Role of Social Groups” *Working Paper*
 - Best Paper Proceedings, *AoM* (2018)
- (4) **Hwang, Kylie J.** “Barriers to Entrepreneurship for Formerly Incarcerated People.” *Working Paper*
- (5) **Hwang, Kylie J.** “How do Currently and Formerly Incarcerated Individuals Perform as Employees: Evidence from Field Micro-data and Interviews.” *Working Paper*
- (6) **Hwang, Kylie J.**, Damon J. Phillips & Evan Rawley “Why Generalists Are Successful but Short-term Entrepreneurs: Evidence from the Global Hedge Fund Industry” *Working Paper*

WORK IN
PROGRESS

- (1) “Navigating Entrepreneurship and Employment with a Criminal Record: Cross-institutional Evidence from Denmark and US” (with Tünde Cserpes)
- (2) “Entrepreneurship for Justice Impacted Individuals” (Policy White Paper for REFORM Alliance headed by Bruce Western & David Harding)
- (3) “Entrepreneurship and Employers” (with Jesper Sørensen & Seyeon Kim)

ACADEMIC
PRESENTATIONS
& INVITED TALKS

- (2021) Carnegie Mellon Tepper, Yale SOM CITYScope Podcast, Academy of Management, Stanford Network and Organizations Workshop
- (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

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, *E.M. Kauffman Foundation* (2018 - 2020)
- Research Grant, *Jerome A. Chazen Institute for Global Business* (2020)
- Research Grant, *Wheeler Institute for Business and Development* (2019)

Doctoral Fellowship, *W. Edwards Deming Center* (2018-2019)
Doctoral Fellowship, *Eugene M. Lang Entrepreneurship Center* (2017 - 2019)
Graduate Research Fellowship, *Columbia Business School* (2015 - 2020)
Doctoral Fellowship, *Korea Foundation for Advanced Studies* (2015 - 2020)
Graduate Fellowship, *Kwanjeong Educational Foundation* (2013 - 2015)
Undergraduate Fellowship, *Korea Foundation for Advanced Studies* (2010 - 2013)
Dean's Scholarship, *Seoul National University* (2010 - 2012)
Samsung Fellowship, *Samsung Educational Foundation* (2008 - 2013)

REFEREE Ad hoc reviewer for Organization Science, Strategic Management Journal

WORK
EXPERIENCE LexisNexis Risk Solutions (Reed Elsevier), Washington D.C., USA
• *Research Assistant – Government Affairs Department* (2011)
United States Congress, Washington D.C., USA
• *Intern – Congressman Manzullo's Office* (2011)
National Geographic, Washington D.C., USA
• *Intern – International Licensing and Alliances Department* (2010)
Standard Chartered First Bank, Seoul, South Korea
• *Intern – International Trade Division* (2009)

REFERENCES **Damon Phillips**, Lambert Family Professor of Social Enterprise,
Columbia Business School, dp2588@gsb.columbia.edu, 212-854-8546
Dan Wang, David W. Zalaznick Associate Professor of Business,
Columbia Business School, djw2104@gsb.columbia.edu, 212-854-5875
Bruce Kogut, Sanford C. Bernstein & Co. Professor of Leadership and Ethics,
Columbia Business School, bruce.kogut@columbia.edu, 212-854-9050
Jorge Guzman, Assistant Professor of Business,
Columbia Business School, 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