

## Kylie Jiwon Hwang

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*Web:* [www.kyliehwang.com](http://www.kyliehwang.com)

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 Entrepreneurship, Labor Markets, Discrimination, Incarceration

DISSERTATION 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 facing pervasive discrimination in the US. I use the US National Longitudinal Survey of Youth 1997 & 1979 data, and take advantage of the "Ban-the-Box" policy shocks and occupational licensing bans to verify underlying mechanisms. I find that entrepreneurship is essentially a response to labor market discrimination for formerly incarcerated people. At the same time, entrepreneurship is a viable alternative career choice for the formerly incarcerated, yielding higher income, lower recidivism rates, and favorable subsequent labor market outcomes. I find this is particularly true for Black or Hispanic formerly incarcerated individuals. I also exhibit supplementary analyses of field work in Arizona State Prison Complex and 67 qualitative interviews with formerly incarcerated individuals and employers.

- 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*

- Winner, OMT Best Paper on Environmental and Social Practices, *AoM* (2020)
- Best Paper Proceedings, *AoM* (2020)
- AKMS Samsung Economic Research Institute Best Paper, *AoM* (2020)
- Best Paper Award, *Transatlantic Doctoral Conference* (2019)
- Best Presentation Award, *East Coast Doctoral Conference* (2019)
- Nominee, Best Conference Paper Prize, *SMS* (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.** “Entrepreneurship for Justice Impacted Individuals” *Forthcoming at Annals of the American Academy of Political and Social Science*
  - Policy White Paper for REFORM Alliance headed by Bruce Western & David Harding
- (4) **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)
- (5) **Hwang, Kylie J.** “Barriers to Entrepreneurship for Formerly Incarcerated People.” *Working Paper*
- (6) **Hwang, Kylie J.** “How do Currently and Formerly Incarcerated Individuals Perform as Employees: Evidence from Field Micro-data and Interviews.” *Working Paper*
- (7) **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 and Employers” (with Jesper Sørensen & Seyeon Kim)
- (3) “Justice Involved Individuals and Self Employment: Evidence from US Census Data” (with Mike Mueller-Smith, Brittany Street, Keith Finlay)

ACADEMIC  
PRESENTATIONS  
& INVITED TALKS

- (2021) Carnegie Mellon Tepper, Yale SOM CITYScope Podcast, Academy of Management, Stanford Network and Organizations Workshop, Stanford Economic Sociology 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 J. Phillips**, Professor of Management, Wharton School, University of Pennsylvania, [djphill@wharton.upenn.edu](mailto:djphill@wharton.upenn.edu)
  - Dan J. Wang**, Associate Professor of Business, Columbia Business School, [djw2104@gsb.columbia.edu](mailto: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](mailto:bruce.kogut@columbia.edu), 212-854-9050
  - 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)
  - Jesper Sørensen**, The Robert A. and Elizabeth R. Jeffe Professor, and Professor of Organizational Behavior, Stanford Graduate School of Business, [sorensen@stanford.edu](mailto:sorensen@stanford.edu)