

Kylie Jiwon Hwang

CONTACT INFORMATION 655 Knight Way Faculty E244, Stanford, CA 94305 *E-mail:* jkhwang@stanford.edu
Web: www.kyliehwang.com

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

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

ACADEMIC ARTICLES

- (1) **Hwang, Kylie J.** and Damon J. Phillips. “Entrepreneurship as a Response to Labor Market Discrimination for Formerly Incarcerated People” *Conditionally Accepted at American Journal of Sociology*
 - Media Coverage: [Forbes](#), [Columbia Business School Ideas at Work](#), [CitySCOPE Podcast](#)
 - 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 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
- (3) **Hwang, Kylie J.** “Entrepreneurship as a Bridge to Employment: Evidence from Formerly Incarcerated People.” *Job Market Paper*
 - Media Coverage: [CitySCOPE Podcast](#)
 - 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)
- (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	<p>(1) “Navigating Entrepreneurship and Employment with a Criminal Record: Cross-institutional Evidence from Denmark and US” (with Tünde Cserpes & Elena Mattana)</p> <p>(2) “Entrepreneurship and Employers” (with Jesper Sørensen & Seyeon Kim)</p> <p>(3) “Justice Involved Individuals and Self Employment: Evidence from US Census Data” (with Mike Mueller-Smith, Brittany Street, Keith Finlay)</p>
ACADEMIC PRESENTATIONS & INVITED TALKS	<p>(2021) Carnegie Mellon Tepper, Yale SOM CITYScope Podcast, Academy of Management, Stanford Network and Organizations Workshop, Stanford Economic Sociology Workshop, Northwestern Kellogg</p> <p>(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</p> <p>(2019) Transatlantic Doctoral Conference, East Coast Doctoral Conference, Academy of Management, American Sociological Association, Wharton People and Organizations Conference, Strategic Management Society</p> <p>(2018) Sumantra Ghoshal Conference, Academy of Management</p> <p>(2017) Kauffman Doctoral Consortium, Strategic Management Society</p> <p>(2016) Academy of Management, (2015) Academy of Management, INFORMS</p>
RESEARCH GRANTS & FELLOWSHIPS	<p>Kauffman Knowledge Challenge Grant, <i>E.M. Kauffman Foundation</i> (2018 - 2020)</p> <p>Research Grant, <i>Jerome A. Chazen Institute for Global Business</i> (2020)</p> <p>Research Grant, <i>Wheeler Institute for Business and Development</i> (2019)</p> <p>Doctoral Fellowship, <i>W. Edwards Deming Center</i> (2018-2019)</p> <p>Doctoral Fellowship, <i>Eugene M. Lang Entrepreneurship Center</i> (2017 - 2019)</p> <p>Graduate Research Fellowship, <i>Columbia Business School</i> (2015 - 2020)</p> <p>Doctoral Fellowship, <i>Korea Foundation for Advanced Studies</i> (2015 - 2020)</p> <p>Graduate Fellowship, <i>Kwanjeong Educational Foundation</i> (2013 - 2015)</p> <p>Undergraduate Fellowship, <i>Korea Foundation for Advanced Studies</i> (2010 - 2013)</p> <p>Dean’s Scholarship, <i>Seoul National University</i> (2010 - 2012)</p> <p>Samsung Fellowship, <i>Samsung Educational Foundation</i> (2008 - 2013)</p>
TEACHING & TA EXPERIENCE	<p>Guest Lecturer/ Guest Speaker</p> <p>(2021 MBA) Yale SOM Inclusive Economic Development Lab: Supporting and Scaling Black Owned Businesses, Prof. Kate Cooney</p> <p>(2018 MBA) Reentry Acceleration Program: Reforming Mass Incarceration and the Role of Business, Prof. Damon Phillips</p> <p>(2018 PHD) Advanced Strategy, Prof. Bo Cowgill</p> <p>Teaching Assistant</p> <p>(2021, 2020, 2019, 2018 MBA) Reentry Acceleration Program, Prof. Damon Phillips</p> <p>(2019 MBA) Tech Immersion, Prof. Bo Cowgill</p> <p>(2018 MBA) Technology Strategy, Prof. Dan Wang</p> <p>(2017 PHD) Foundations of Strategy, Profs. Bruce Kogut, Stephan Meier, Hong Luo</p> <p>(2017 MBA) Strategy Formulation, Prof. Evan Rawley</p> <p>(2017 MBA) Fundamentals of Governance, Prof. Bruce Kogut</p>
REFeree SERVICES	Ad hoc reviewer for Organization Science, Strategic Management Journal
WORK EXPERIENCE	<p>LexisNexis Risk Solutions (Reed Elsevier), Washington D.C., USA</p> <ul style="list-style-type: none"> • <i>Research Assistant – Government Affairs Department</i> (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)