

Kylie Hwang

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ACADEMIC APPOINTMENTS

- Northwestern University, Kellogg School of Management** July 2023 - present
Assistant Professor, Management and Organizations
- Stanford University, Stanford Graduate School of Business** July 2021 - June 2023
Postdoctoral Fellow, Organizational Behavior

EDUCATION

- Columbia University, Columbia Business School**
PhD Management June 2021
- Seoul National University, Business School and College of Social Sciences**
MS Strategy and International Business (Valedictorian) 2015
BBA Business, BA Economics (Summa Cum Laude) 2013

RELEVANT POSITIONS

Special Sworn Status, U.S. Census Bureau (2021 -)

PUBLICATIONS

- (1) **Hwang, Kylie J.** and Damon J. Phillips. 2024. “[Entrepreneurship as a Response to Labor Market Discrimination for Formerly Incarcerated People](#)” *American Journal of Sociology* 130(1): 88-146
- 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)
- (2) **Hwang, Kylie J.** 2022. “[From Prison to Entrepreneurship: Can Entrepreneurship be a Reentry Strategy for Justice-Impacted Individuals?](#)” *ANNALS of the American Academy of Political and Social Science*, 701(1): 114–133
- Media Coverage: [Washington Post](#)
 - Policy White Paper for REFORM Alliance headed by Bruce Western & David Harding

WORKING PAPERS

- (1) **Hwang, Kylie J.**, Dan J. Wang, & Modupe Akinola. “How Knowledge Specialization and Diversity Jointly Influence Entrepreneurial Entry: The Complementary Role of Social Groups” *Revise and Resubmit at Strategic Management Journal*
- Best Paper Proceedings, *AoM* (2018)
- (2) Keith Finlay, **Hwang, Kylie J.**, Mike Mueller-Smith, & Brittany Street. “Credit Access among Former Justice-Involved Entrepreneurs: Regression Discontinuity Evidence from the Paycheck Protection Program.” *Under Review*
- (3) **Hwang, Kylie J.** “Entrepreneurship as a Bridge to Employment: Evidence from Formerly Incarcerated People.” *Job Market Paper*

- Media Coverage: [CitySCOPE Podcast](#)
- Winner, NFIB Doctoral Dissertation Award, *AoM* (2022)
- 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) Damon J. Phillips & **Hwang, Kylie J.** “Marginalized Populations as a Path Towards a More Robust Theory of Entrepreneurship” *Under Review*

(3) **Hwang, Kylie J.** “Barriers to Entrepreneurship for Formerly Incarcerated People.” *Working Paper*

(4) **Hwang, Kylie J.** “How do Currently and Formerly Incarcerated Individuals Perform as Employees: Evidence from Field Micro-data and Interviews.” *Working Paper*

(5) **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) “People with Disabilities and Entrepreneurship” (with Wyatt Lee & YeJoon Lee)

(2) “Entrepreneurial Storytelling among Justice-Involved Entrepreneurs” (with Yixi Chen)

(3) “The Entrepreneurial Outcomes of Justice-Involved Entrepreneurs” (with Melanie Wallskog)

(4) “Navigating Entrepreneurship and Employment with a Criminal Record: Cross-institutional Evidence from Denmark and US” (with Tünde Cserpes & Elena Mattana)

INVITED TALKS & ACADEMIC PRESENTATIONS

(2025) Cornell University S.C. Johnson College of Business*

(2024) Tulane University, Equitable Opportunity Conference, Strategic Management Society Paper Development Workshop, Stone Center Socioeconomic Opportunity Conference, Junior Faculty Organizational Theory Conference, Academy of Management, Wharton People and Organizations Conference, Economic Sociology Conference*, American Society of Criminology*

(2023) University of Mannheim, Aarhus University, Imperial College London, Smith Entrepreneurship Conference, Columbia Alumni Conference, Academy of Management, Strategic Management Society

(2022) ASQ-Cornell Paper Development Workshop, Junior Faculty Organizational Theory Conference, Wharton People & Organizations Conference, Korea University

(2021) Carnegie Mellon Tepper, Yale SOM CITYScope Podcast, Academy of Management, Stanford Network & Organizations Workshop, Stanford Economic Sociology Workshop, Northwestern Kellogg

(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 & 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 & 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

* denotes scheduled presentations

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 SERVICES

Ad hoc reviewer for Organization Science, Management Science, Strategic Management Journal, Academy of Management, Organization Science/Informs Dissertation Proposal Competition, Swiss National Science Foundation

SKILLS

R, Stata, L^AT_EX, Korean

TEACHING & TA EXPERIENCE

Instructor

MBA MORS 452: Leading the Strategic Organizational Change Process, Northwestern University (Spring 2024)

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

OTHER INDUSTRY EXPERIENCE

LexisNexis Risk Solutions (Reed Elsevier Group) | *Research Assistant - Government Affairs Department* 2011

United States Congress - Congressman Manzullo's Office | *Intern* 2011

National Geographic - International Licensing and Alliances Department | *Research Assistant* 2010

Standard Chartered First Bank - International Trade Division | *Research Assistant* 2009

OUTSIDE ACTIVITIES

Kellogg requires its faculty members to disclose any activities that might present a real or apparent conflict of interest: None.