

# HEEJUNG BYUN

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## ACADEMIC APPOINTMENT

**PURDUE UNIVERSITY, KRANNERT SCHOOL OF MANAGEMENT**  
Assistant Professor of Management

**West Lafayette, IN**  
Jul 2018 - Current

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## EDUCATION

**UNIVERSITY OF MARYLAND, ROBERT H. SMITH SCHOOL OF BUSINESS**  
Ph.D. in Strategic Management and Entrepreneurship

**College Park, MD**  
Aug 2018

**SEOUL NATIONAL UNIVERSITY**  
Master of Science in Business Administration  
Bachelor of Business Administration

**Seoul, Korea**  
Feb 2010  
Feb 2008

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## RESEARCH INTERESTS

My research is grounded on the embeddedness perspective to examine the dark-side of social capital in inter-organizational relationships, entrepreneurship, and employee mobility.

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## PUBLICATIONS

Raffiee, J. & Byun, H. 2019. Revisiting the Portability of Performance Paradox: Employee Mobility and the Utilization of Human and Social Capital Resources. *Academy of Management Journal*.  
Forthcoming.

Byun, H., Raffiee, J., & Ganco, M. 2019. Discontinuities in the Value of Relational Capital: The Effects on Employee Entrepreneurship and Mobility. *Organization Science*. Forthcoming.

Byun, H., Frake, J., & Agarwal, R. 2018. Leveraging Who You Know by What You Know: Specialists, Generalists, and Returns to Relational Capital. *Strategic Management Journal*. 39(7): 1803-1833.

Byun, H. & Kim, T.-H. 2017. Identity Claims and Diffusion of Sustainability Report: Evidence from Korean Listed Companies, 2003-2010. *Journal of Business Ethics*. 140(3): 551-565.

Kim, K.-H., Kim, T.-H, Kim, T.-Y., & Byun, H. 2016. Lateral Hiring and the Performance of Professional Service Firms: The Moderating Effects of Leverage Ratio. *International Journal of Human Resource Management*. 27(3): 338-354.

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## SELECTED WORKING PAPERS

Zelner, B. A., Byun, H., & Kim, T.-H. Minority Shareholder Activism as an External Governance Mechanism in Korea, 2001-2008. **R&R** at *Administrative Science Quarterly*

- Earlier version in *Academy of Management Best Paper Proceedings*, OMT Division

Byun, H. & Kirsch, D. A. Marching to the Beat of the Same Drum? An Exploration of Organizational Timing Norms. 2<sup>nd</sup> round R&R at *Academy of Management Discoveries*

Byun, H. When is a Client Not Right? Performance Implications of Client-led Diversification.

- *Academy of Management Best Paper Proceedings*, STR Division.
- *Winner, Gleuck Best Paper Award*, STR Division, Academy of Management

Frake, J., Byun, H., & Kim, J. The Effect of Financial Performance on Organizational Misconduct.

Raffiee, J. & Byun, H. Signals of Shade? How Lobbyists Benefit When Their Political Connections Become Tainted in Scandal.

Byun, H., Kim, T.-H. & Olson, D. Modes of Acquisition and Relational Assets Transfer in Professional Service Firms.

## GRANTS AND AWARDS

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- Winner, Jay Ross Young Faculty Scholar Award (\$10,000), Purdue University, 2019
- Recipient, Blake Family Fund for Ethics, Leadership, and Governance (\$10,000), Purdue University, 2018
- Winner, Gleuck Best Paper Award, STR Division of the Academy of Management, 2018
- Recipient, SRF Dissertation Research Grant (\$6,000), Strategic Management Society, 2017
- Winner, Best Doctoral Paper in Entrepreneurship Award, Dingman Center for Entrepreneurship, University of Maryland, 2017
- Winner, Best Doctoral Paper in Innovation and Entrepreneurship Award, Ed Snider Center for Enterprise and Markets, University of Maryland, 2017
- Winner, Best PhD Paper Award, Strategic Management Society, 2016
- Winner, Best Interdisciplinary Paper Award, Strategic Management Society Strategic Human Capital Interest Group, 2016
- Recipient, Jacob K. Goldhaber Travel Grant (\$600), University of Maryland, 2016
- Winner, Best PhD Student Paper Award, Association of Korean Management Scholars, 2016
- Winner, Best PhD Student Paper Award, Association of Korean Management Scholars, 2013

## CONFERENCE PRESENTATIONS

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Byun, H. When is a Client Not Right? Performance Implications of Client-led Diversification. Paper presented at Consortium on Competitiveness and Cooperation (CCC) 2017, Philadelphia, PA, at 2017 Strategic Management Society Annual Conference, Houston, TX, at 2018 Academy of Management Annual Meetings, Chicago, IL, and at Wharton Corporate Strategy and Innovation Conference 2018, Philadelphia, PA.

Byun, H., Raffiee, J., & Ganco, M. Employee Capability Discontinuities and Firm Knowledge Space: The Effects on Employee Entrepreneurship and Mobility. Paper presented at 2017 Academy of Management Annual Meetings, Atlanta, GA, at Wharton People & Organizations Conference, Philadelphia, PA, and at 2017 Strategic Management Society Annual Conference, Houston, TX.

Byun, H., Frake, J., & Agarwal, R. Leveraging Who You Know by What You Know: Specialists, Generalists, and Returns to Relational Capital. Paper presented at 2016 Academy of Management Annual Meetings, Anaheim, CA and at 2016 Strategic Management Society Annual Conference, Berlin, Germany.

Byun, H. & Kim, T.-H. Modes of Acquisition, Relational Assets Transfer, and Performance in Professional Service Firms. Paper presented at 2015 Academy of Management Annual Meetings, Vancouver, Canada

Byun, H. & Kirsch, D. A. Organizational Timing Norms: Evidence from Email Time-to-Responses. Paper presented at 2015 Academy of Management Annual Meetings, Vancouver, Canada and at workshop on the Micro Foundations of Social Networks and the Implications for Strategy and Entrepreneurship Research, Copenhagen Business School, Denmark.

Byun, H. & Kim, T.-H. Principal-Principal Agency Problem and Shareholder Activism: The Rise of Minority Shareholder Movement in Korea 2001-2008. Paper presented at 2013 Academy of Management Annual Meetings, Orlando, FL.

Kim, K., Kim, T.-H., & Byun, H. Effects of Lateral Hiring on Firm Performance. Paper presented at 2012 Academy of Management Annual Meetings, Boston, MA.

Byun, H., & Kim, T.-H. Identity Claims and Diffusion of Sustainability Report: Evidence from Korean Listed Firms, 2003-2009. Paper presented at 2010 Academy of Management Annual Meetings, Montreal, Canada.

## INVITED SEMINAR PRESENTATIONS

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- Pennsylvania State University (2018)
- Purdue University (2018)
- University of North Carolina, Chapel Hill (2018)
- University of Washington, Seattle (2018)
- Hong Kong University of Science and Technology (2017)
- University of Florida (2017)
- University of Texas, Austin (2017)
- University of Massachusetts, Amherst (2017)
- Tulane University (2017)
- University of Hong Kong (2017)
- Singapore Management University (2017)

## PROFESSIONAL SERVICE

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Ad-hoc reviewer: Management Science, Strategic Management Journal, Organization Science, Strategic Entrepreneurship Journal, Organization Studies, Journal of Business Ethics

Volunteer reviewer: Academy of Management Meetings (OMT and STR), Strategic Management Society

## TEACHING EXPERIENCE

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Purdue University, Krannert School of Management, Undergraduate program

- Strategic Management (MGMT 352) *Spring 2019* (3 sections)  
Instructor ratings: **4.8/5.0**, **4.8/5.0**, **4.6/5.0**

University of Maryland, Robert H. School of Business, Undergraduate program

- Strategic Management (BMGT 495) *Spring 2017*  
Instructor ratings: **3.71/4.0**
- Business Policies (BMGT 495) *Summer 2015*  
Instructor ratings: **3.57/4.0**

## WORK EXPERIENCE

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Republic of Korea Army Headquarters, Analysis & Assessment Group  
Associate Researcher

Feb 2010- Dec 2011

## REFERENCES

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### **Rajshree Agarwal**

Rudolph P. Lamone Chair and Professor in Entrepreneurship  
Robert H. Smith School of Business  
University of Maryland, College Park  
Phone: 301-405-2250 | Email: [rajshree@rhsmith.umd.edu](mailto:rajshree@rhsmith.umd.edu)

### **Waverly Ding**

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Robert H. Smith School of Business  
University of Maryland, College Park  
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### **David Kirsch**

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