

HEEJUNG BYUN

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West Lafayette, IN 47907

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ACADEMIC APPOINTMENT

PURDUE UNIVERSITY, KRANNERT SCHOOL OF MANAGEMENT
Assistant Professor of Management

West Lafayette, IN
Jul 2018 - Current

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

RESEARCH INTERESTS

My research is grounded on the embeddedness perspective to study issues in strategic human capital, entrepreneurship, and corporate strategy.

PUBLICATIONS

- Byun, H. & Kirsch, D. A. 2021. The Morning Inbox Problem. *Academy of Management Discoveries*.
- Raffee, J. & Byun, H. 2020. Revisiting the Portability of Performance Paradox: Employee Mobility and the Utilization of Human and Social Capital Resources. *Academy of Management Journal*. 63(1): 34-63.
- Byun, H., Raffee, J., & Ganco, M. 2019. Discontinuities in the Value of Relational Capital: The Effects on Employee Entrepreneurship and Mobility. *Organization Science*. 30(6): 1368-1393.
- 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.

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

- Reject and Resubmit at ***Strategic Management Journal***
- ***Academy of Management Best Paper Proceedings***, STR Division.
- ***Winner, Gleuck Best Paper Award***, STR Division, Academy of Management

Byun, H. & Raffee, J. Does Career Specialization Pay in Times of Job Displacement? Evidence from a Regression Discontinuity. Under review.

Lu, S., Seo, M., Byun, H., & Kirsch, D. I Am Telling You How I Feel: Investigating the Antecedents and Consequences of Bounded Emotion Sharing in Organizations.

Frake, J., Byun, H., & Kim, J. Does Money Corrupt? The Effect of Financial Performance on Corporate Misconduct.

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

GRANTS AND AWARDS

- 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

Byun, H. & Raffee, J. Does Career Specialization Pay in Times of Job Displacement? Evidence from a Regression Discontinuity. Paper presented at 2020 Wharton People & Organizations Conference, Philadelphia, PA and 2021 Austin Technology and Entrepreneurship Conference, Austin, TX.

Raffee, J. & Byun, H. Signals of Shade? How Lobbyists Benefit When Their Political Connections Become Tainted in Scandal. Paper presented at 2019 Academy of Management Annual Meetings, Boston, MA.

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

- Austin (TX) Technology and Entrepreneurship Conference (2021)
- University of Texas, Dallas (2019)
- 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

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

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

TEACHING EXPERIENCE

Purdue University, Krannert School of Management

- PhD Seminar in Strategic Human Capital and Entrepreneurship, *Spring 2020*
- Strategic Management, Undergraduate core, *Fall 2020* (3 sections): Distinguished Teacher.
- Strategic Management, Undergraduate core, *Fall 2019* (2 sections): Distinguished Teacher.
- Strategic Management, Undergraduate core, *Spring 2019* (3 sections): Distinguished Teacher.

University of Maryland, Robert H. School of Business

- Strategic Management, Undergraduate core, *Spring 2017*: Instructor ratings: 3.71/4.0
- Business Policies, Undergraduate core, *Summer 2015*: Instructor ratings: 3.57/4.0

Teaching Assistant for Prof. Rajshree Agarwal, University of Maryland, Robert H. School of Business

- Strategic Management (Executive MBA) *Spring 2014, 2015*
- Strategic Innovation and Entrepreneurship (Executive MBA) *Spring 2014, 2015*

WORK EXPERIENCE

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

Feb 2010- Dec 2011

REFERENCES

Rajshree Agarwal (Chair)

Rudolph P. Lamone Chair and Professor in Entrepreneurship
Robert H. Smith School of Business
University of Maryland, College Park
Email: rajshree@rhsmith.umd.edu

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