

HEEJUNG BYUN

3330 Van Munching Hall, University of Maryland
College Park, MD 20742

E-mail: heejung.byun@rhsmith.umd.edu
Tel: 1-202-805-0111

EDUCATION

UNIVERSITY OF MARYLAND, ROBERT H. SMITH SCHOOL OF BUSINESS **College Park, MD**
PhD Candidate in Strategic Management and Entrepreneurship Degree expected 2018

SEOUL NATIONAL UNIVERSITY **Seoul, Korea**
Master of Science in Business Administration Feb 2010
Bachelor of Business Administration Feb 2008

DISSERTATION

Title: “**Essays on a Demand-side Driver of Industry Evolution**”

- Committee: Rajshree Agarwal (Chair), Waverly Ding, David Kirsch, David Waguespack, Bennet Zelner
- SRF Dissertation Research Grant, Strategic Management Society (2017)

RESEARCH INTERESTS

My research interest grounds on the embeddedness perspective to study issues in corporate strategy, entrepreneurship, and human capital acquisition.

PUBLICATIONS

- Byun, H., Frake, J., & Agarwal, R. 2017. Leveraging Who You Know by What You Know: Specialists, Generalists, and Returns to Relational Capital. *Conditional accept, Strategic Management Journal*.
- Winner of the Best PhD Paper Prize, Strategic Management Society, September 2016.
 - Winner of the Best Interdisciplinary Paper Award, Strategic Management Society Strategic Human Capital Interest Group, September 2016.
 - Winner of the Best PhD Student Paper Award, Association of Korean Management Scholars, August 2016.
- 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.

WORKING PAPERS

- Byun, H., Raffiee, J., & Ganco, M. 2017. Employee Capability Discontinuities and Firm Knowledge Space: The Effects on Employee Entrepreneurship and Mobility. **Under review at *Organization Science***.
- Winner of the Dingman Award for Best Doctoral Paper in Entrepreneurship, University of Maryland, May 2017.

- Winner of the Best Doctoral Paper in Innovation and Entrepreneurship Award, Ed Snider Center for Enterprise and Markets, University of Maryland, May 2017.

Byun, H., Kim, T.-H., & Zelner, B. A. 2017. Principal-Principal Agency Problem and Shareholder Activism: The Rise of Minority Shareholder Movement in Korea, 2001-2008.

- Earlier version presented in *Academy of Management Best Paper Proceedings, 2013*.
- Winner of the Best PhD Student Paper Award, Association of Korean Management Scholars, August 2013.

Byun, H. 2017. When is a Client Not Right? Performance Implications of Client-led Diversification. *Job Market Paper*.

Raffiee, J. & Byun, H. 2017. Revisiting the Portability of Performance Paradox: The Role of Knowledge Similarity, Knowledge Complementarity, and Relational Resources.

Byun, H., Kim, T.-H. & Olson, D. 2017. Modes of Acquisition and Relational Assets Transfer in Professional Service Firms.

Byun, H. & Kirsch, D. A. 2017. Organizational Timing Norms: Synchronicity in Asynchronous Email Communication.

CONFERENCE PRESENTATIONS

Byun, H. 2017. When is a Client Not Right? Performance Implications of Client-led Diversification. Paper presented at Consortium on Competitiveness and Cooperation (CCC) 2017, Philadelphia, PA and Scheduled to present at 2017 Strategic Management Society Annual Conference, Houston, TX.

Byun, H., Raffiee, J., & Ganco, M. 2017. Employee Capability Discontinuities and Firm Knowledge Space: The Effects on Employee Entrepreneurship and Mobility. Scheduled to present at 2017 Academy of Management Annual Meetings, Atlanta, GA and at 2017 Strategic Management Society Annual Conference, Houston, TX.

Byun, H., Frake, J., & Agarwal, R. 2016. 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. 2015. 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. 2015. 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. 2013. 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. 2012. Effects of Lateral Hiring on Firm Performance. Paper presented at 2012 Academy of Management Annual Meetings, Boston, MA.

Byun, H., & Kim, T.-H. 2010. 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.

GRANTS AND AWARDS

- Recipient, SRF Dissertation Research Grant, Strategic Management Society, 2017 (\$6,000)
- Recipient, Jacob K. Goldhaber Travel Grant, University of Maryland, 2016 (\$600)
- Winner, Best Doctoral Paper in Entrepreneurship Award, Dingman Center for Entrepreneurship, University of Maryland, 2017 (\$1,000)
- Winner, Best Doctoral Paper in Innovation and Entrepreneurship Award, Ed Snider Center for Enterprise and Markets, University of Maryland, 2017 (\$250)
- Winner, Best PhD Paper Award, Strategic Management Society, 2016 (\$1,500)
- Winner, Best Interdisciplinary Paper Award, Strategic Management Society Strategic Human Capital Interest Group, 2016
- Winner, Best PhD Student Paper Award, Association of Korean Management Scholars, 2016 (\$1,000)
- Winner, Best PhD Student Paper Award, Association of Korean Management Scholars, 2013 (\$1,000)

TEACHING EXPERIENCE

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

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

PROFESSIONAL SERVICE

Ad-hoc reviewer:

- Organization Science
- Organization Studies
- Journal of Business Ethics
- Strategic Entrepreneurship Journal

Volunteer reviewer:

- Academy of Management Meetings (BPS and OMT)
- Strategic Management Society