

# Kylie Jiwon Hwang

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## ACADEMIC APPOINTMENTS

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**Northwestern University, Kellogg School of Management** July 2023 - present  
*Assistant Professor, Management and Organizations*  
*Faculty Associate, Institute for Policy Research (by courtesy)*

**Stanford University, Stanford Graduate School of Business** July 2021 - June 2023  
*Postdoctoral Fellow, Organizational Behavior*

## EDUCATION

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**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

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

## PUBLICATIONS

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\* Indicates equal authorship, otherwise the first author is the lead author

- (1) **Hwang, Kylie J.** and Damon J. Phillips.\* 2024. “We are Experts on Elite Entrepreneurs”: A call to integrate marginalized populations into entrepreneurship research” *Research in Organizational Behavior* 44  
– Media: [Revise & Resubmit Podcast](#) – [The Mayukh Show](#)
- (2) **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  
– Policy: [Senate Bill S.1499](#)  
– Media: [Forbes](#), [Columbia Business School Ideas at Work](#), [CitySCOPE Podcast](#), [Kellogg Insights](#), [Knowledge at Wharton](#), [Stanford Social Innovation Review](#), [The Human Challenge Podcast](#)  
– Winner, OMT Best Paper on Environmental and Social Practices, *AoM* (2020)  
– Best Paper Proceedings, *AoM* (2020)  
– Best paper Award, AKMS Samsung Economic Research Institute, *AoM* (2020)  
– Best Paper Award, *Transatlantic Doctoral Conference* (2019)  
– Best Presentation Award, *East Coast Doctoral Conference* (2019)
- (3) **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  
– Policy: [Small Business Administration Proposed Rule](#)  
– Media: [Washington Post](#), [This is Small Business](#)  
– Policy White Paper for REFORM Alliance headed by Bruce Western & David Harding

## WORKING PAPERS

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\* Indicates equal authorship, otherwise the first author is the lead author

- (4) **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)
- (5) **Hwang, Kylie J.** “Entrepreneurship as a Bridge to Employment: Evidence from Formerly Incarcerated People.” *Revise and Resubmit at Administrative Science Quarterly*
  - Media: [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)
- (6) **Hwang, Kylie J.**, Wyatt Lee, Ye Joon Lee.\* “Remote Work, Disability, and Employment” *Revise and Resubmit at Organization Science*
- (7) **Hwang, Kylie J.** and Tiantian Yang.\* “Entrepreneurship and the Reconfiguration of Marginalization: An Evaluative Regime Framework ” *Under Review*
- (8) Finlay, Keith, **Kylie J. Hwang**, Mike Mueller-Smith, & Brittany Street.\* “Credit Access among Former Justice-Involved Entrepreneurs: Regression Discontinuity Evidence from the Paycheck Protection Program.”
- (9) **Hwang, Kylie J.** and Melanie Wallskog.\* “Startups as Engines of Inclusion: Why do young firms hire individuals with criminal records”
  - [SSRN Working Paper #5463334](#)
- (10) Chen, Yixi, **Kylie J. Hwang**, & Rebecca Ponce De Leon. “Transforming Stigma into Strategy: Managing Devalued Identities in Entrepreneurial Narratives and Audience Evaluation”

## SELECT WORK IN PROGRESS

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

## INVITED TALKS & ACADEMIC PRESENTATIONS

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\* denotes scheduled presentations

- (2026) University of Oregon\*, MIT Sloan\*
- (2025) Cornell University S.C. Johnson College of Business, University of Chicago Conference on the Economics of Crime and Justice, Massachusetts Institute of Technology Equitable Opportunity Conference, Seoul National University Institute of Social Sciences, Academy of Management, American Sociological Association, Junior Faculty Organizational Theory Conference, Econonomic Sociology Conference, Strategic Management Society
- (2024) Tulane University, University of Michigan Equitable Opportunity Conference, Strategic Management Society Paper Development Workshop, University of Chicago Stone Center Socioeconomic Opportunity Conference, Junior Faculty Organizational Theory Conference, Academy of Management, Wharton People and Organizations Conference, Kellogg Global Women’s Summit, Economic Sociology Conference, American Society of Criminology
- (2023) University of Mannheim, Aarhus University, Imperial College London, University of Maryland 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

## RESEARCH GRANTS & FELLOWSHIPS

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- Arnold Ventures Research Grant (\$98,714, Co-PI with Brittany Street), *Arnold Ventures* (2024-2026)
- 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

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Ad hoc reviewer for American Journal of Sociology, Administrative Science Quarterly, Organization Science, Management Science, Strategic Management Journal, Strategy Science, Research in Organizational Behavior, Academy of Management, American Sociological Association, Organization Science/Informs Dissertation Proposal Competition, Swiss National Science Foundation, US-Israel Binational Science Foundation

## STUDENT ADVISING

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- Yixi Chen (Committee Member; Current Student at Columbia University)
- Ye Joon Lee (Committee Member; Current Student at Northwestern Kellogg)
- Seyeon Kim (Committee Member; Current Student at Stanford University)
- Ji Hae Choi (Committee Member; Current Student at Northwestern Kellogg)
- Shinan Wang (Candidacy Paper Reader; Current Student at Northwestern Kellogg)

## SKILLS

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R, Stata, MySQL, L<sup>A</sup>T<sub>E</sub>X, Korean

## TEACHING & TA EXPERIENCE

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### **Instructor**

MBA MORS 452: Leading the Strategic Organizational Change Process, Northwestern University (Spring 2024, 2025, 2026)

### **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

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*Research Assistant*, LexisNexis Risk Solutions (Reed Elsevier Group)

*Intern*, United States Congress (Congressman Manzullo's Office)

*Research Assistant*, National Geographic - International Licensing and Alliances Department

*Research Assistant*, Standard Chartered First Bank - International Trade Division

## OUTSIDE ACTIVITIES

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