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Kylie Jiwon Hwang

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Academic Appointments

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

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

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

(1) **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

(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.** 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

Under Review & Working Papers

* Indicates equal authorship, otherwise the first author is the lead author
† Indicates collaborator was a PhD student at the time of the initial submission

(4) **Hwang, Kylie J.** "Entrepreneurship as a Stepping-stone or Dead-end 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)

(5) **Hwang, Kylie J.**, Dan J. Wang, & Modupe Akinola. "It Takes a "Knowledge Village": The complementary role of knowledge from social groups in nascent entrepreneurship" *Revise and Resubmit at* ***Strategic Management Journal***
- Best Paper Proceedings, *AoM* (2018)

(6) Kim, Seyeon† & **Kylie J. Hwang**. "A Dynamic, Status-Based Theory of Applicant Sorting into Startups" *Revise and Resubmit at* ***Organization Science***

(7) Chen, Yixi†, **Kylie J. Hwang**, & Rebecca Ponce De Leon. "Transforming Stigma into Strategy: Managing Devalued Identities in Entrepreneurial Narratives and Audience Evaluation" *Revise and Resubmit at* ***Strategic Management Journal***

(8) **Hwang, Kylie J.** & Melanie Wallskog.* "The Role of Young Firms as Employers of Marginalized Workers" *Under Review*
- SSRN Working Paper #5463334

(9) **Hwang, Kylie J.**, Wyatt Lee, & Ye Joon Lee†.* "The Visibility Paradox: Remote Work as a Double-Edged Sword for People with Physical Disabilities" *Under Review*

(10) Lawrence, Megan, Evan Rawley, & **Kylie J. Hwang**. "Are MBAs Good Entrepreneurs?" *Under Review*

(11) 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." *Working Paper*

(12) **Hwang, Kylie J.** & Tiantian Yang.* "Entrepreneurship and the Reconfiguration of Marginalization: An Evaluative Regime Framework" *Working Paper*

Select Work in Progress

(1) "Navigating Entrepreneurship and Employment with a Criminal Record: Evidence from Denmark" (with Tünde Cserpes & Elena Mattana)
(2) "Physical Disabilities and Entrepreneurship" (with Wyatt Lee & Ye Joon Lee)
(3) "The Spillover Effects of Entrepreneurship by Marginalized Individuals"
(4) "Startups and Political Lobbying" (with Haram Seo)

Invited Talks

∗ denotes scheduled presentations

2027	University of Pennsylvania, Wharton School∗
2026	Columbia University, Department of Psychology∗
	University of Michigan, Ross School of Business∗

Seoul National University, Graduate School of Business∗
Korea Advanced Institute of Science & Technology, Graduate School of Business∗
MIT, Sloan School of Management
University of Oregon, Lundquist College of Business
Seoul National University, Applied Economics Seminar
2025 Cornell University, S.C. Johnson College of Business
Seoul National University, Institute of Social Sciences
2024 Tulane University, Freeman School of Business
2023 Imperial College London, Business School
University of Mannheim, Mannheim Business School
Aarhus University, School of Business and Social Sciences
2022 Korea University, Business School
2021 Carnegie Mellon, Tepper School of Business
Northwestern University, Kellogg School of Management
2020 Stanford University, Graduate School of Business
MIT, Sloan School of Management
Yale University, School of Management
UC Berkeley, Haas School of Business
University of Toronto, Rotman School of Management
University of Wisconsin–Madison, Wisconsin School of Business
University of Toronto, CIRHR

Invited & Refereed Conference Presentations

∗ denotes scheduled presentations

(2026) Academy of Management, Strategic Management Society, Wharton People & Organizations Conference, Economic Sociology Conference∗

(2025) University of Chicago Conference on the Economics of Crime and Justice, MIT Equitable Opportunity Conference, Academy of Management, American Sociological Association, Junior Faculty Organizational Theory Conference, Economic Sociology Conference, Strategic Management Society

(2024) 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 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

(2021) Yale SOM CITYScope Podcast, Academy of Management, Stanford Network & Organizations Workshop, Stanford Economic Sociology Workshop

(2020) 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

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)

Service

Kellogg School
MORS Seminar Organizer (2024, 2025, 2026)
MORS Brownbag Seminar Organizer (2024, 2025, 2026)
MORS PhD Admissions Committee Member (2024, 2025, 2026)

External
SMS Strategic Human Capital Interest Group, Rep-at-Large (Elected) 2026 – 2028

Peer Review
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

Professional Affiliations
Academy of Management (2015-), American Sociological Association (2019-), Strategic Management Society (2017-)

Student Advising

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

Pre-Doctoral Students
$*$ denotes current students
Jiaqi Li (Placement: MIT Sloan School of Management PhD Program)
Kharynton Beggs (Placement: University of Houston PhD Program)
Leon Fang*
Jiaowei Gong*
Jingwen Fu*

Skills

R, Stata, MySQL, LaTeX, Korean

Teaching & TA experience

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

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

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