

SEOK-HYUN (STEPHEN) HWANG
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ACADEMIC POSITIONS

Hong Kong Baptist University

Assistant Professor of Management, 2021-Present

INSEAD

Postdoctoral Fellow (Strategy & Entrepreneurship and Family Enterprise), 2019-2020

EDUCATION

Northwestern University (Kellogg School of Management)

Ph.D. in Management and Organizations, 2019

Areas of Concentration: Organization Theory and Strategic Management

Committee: Edward Zajac (Chair), William Ocasio, Brayden King, and Ithai Stern

Seoul National University

M.S. in Business Administration (Strategy and International Management), 2013

Bachelor of Business Administration, 2009

MANUSCRIPTS UNDER REVIEW/REVISION

Hwang, S. & Zajac, E. “How Symbolic Capital Reduces Negative Spillovers for Corporate Directors: The Case of Shareholder Activism”, Under Review at *Organization Science*

Ma, J. & **Hwang, S.** “Breaking the Silence in the Boardroom: An Analysis of Independent Directors’ Dissenting Opinions on Corporate Boards”, Under Review at *Academy of Management Journal*

Szatmári, B. & **Hwang, S.** “Like a Tree Falling Unheard in the Forest: The Effect of Audience Remembering on Status Spillover in Status-based Relations”, Revise and Resubmit at *Organization Theory*

WORKING PAPERS

Hwang, S. “Does Increased Labor Market Demand Affect CEO Compensation? Evidence from a Natural Experiment”

Hwang, S. & Zajac, E. “Explaining Bi-Directional Spillovers from the Same Event: Theory and Evidence from CEO Deaths”

Hwang, S. & Stern, I. “The Effects of Firm Status Loss on CEO Dismissal”

Jin, K. & **Hwang, S.** “Addressing Missing Markets for Innovation: Whether and How Business Groups Continue to Promote Firm Innovation”

WORK IN PROGRESS

“CEO Regulatory Focus and Earnings Management” with S. Ahn, T. Cho, and C. Cho (Manuscript in preparation)

“Business Group Status” with K. Jin (Data analysis underway)

“Corporate Litigation Risk” with G. Wernicke and J. Mawdsley (Data analysis underway)

CONFERENCE PRESENTATIONS

Ahn, S., Cho, T., **Hwang, S.** & Cho, C., 2021. “CEO Regulatory Focus, Decision Frames, and Earnings Management.” Academy of Management Annual Conference (Virtual).

Hwang, S. & Zajac, E., 2020. “Too Legit to Quit? How Shareholder Activism Differentially Affects Outside Directors.” Academy of Management Annual Conference (Virtual).

Hwang, S. & Zajac, E., 2020. “Too Legit to Quit? How Shareholder Activism Differentially Affects Outside Directors.” European Group on Organisation Studies (EGOS) Colloquium (Virtual).

Ma, J. & **Hwang, S.**, 2019. “Who Governs Whom? Evidence from Outside Directors’ Actual Boardroom Voting Behavior in China.” Strategic Management Society Annual Conference, Minneapolis, MN.

Hwang, S. & Stern, I., 2019. “Outside Directors’ Status Anxiety and CEO Dismissal Following a Loss in Firm Status.” Strategic Management Society Special Conference, Las Vegas, NV.

Hwang, S. & Wernicke, G., 2019. “How CEO Characteristics Affect Investor Reactions to Large Acquisitions: A Case of Lawyer-CEOs.” Strategic Management Society Special Conference, Las Vegas, NV.

Hwang, S. & Zajac, E., 2018. “Explaining Bi-Directional Spillovers from the Same Event: Theory and Evidence from CEO Deaths.” Strategic Management Society Annual Conference, Paris, France.

Szatmári, B. & **Hwang, S.**, 2018 “Like a Tree Falling Unheard in the Forest: The Effect of Audience Remembering on Status Spillover in Status-based Relations.” Strategic Management Society Annual Conference, Paris, France.

Hwang, S. 2018. “Explaining Bi-Directional Spillovers from the Same Event: Theory and Evidence from CEO Deaths.” Academy of Management Annual Conference, Chicago, IL.

Szatmári, B. & **Hwang, S.**, 2018. “Like a Tree Falling Unheard in the Forest: The Effect of Audience Remembering on Status Spillover in Status-based Relations.” European Group of Organizational Studies (EGOS) Colloquium, Tallinn, Estonia.

- Nominated for 2019 “That’s Interesting!” Award

Hwang, S. & Stern, I., 2017. “Don’t Dare to Knock Them off Their Pedestal: The Likelihood of CEO Dismissal Following a Loss in Firm Status.” Academy of Management Annual Conference, Atlanta, GA.

Hwang, S. & Stern, I., 2016. “Don’t Dare to Knock Them off Their Pedestal: The Likelihood of CEO Dismissal Following a Loss in Firm Status.” Strategic Management Society Annual Conference, Berlin, Germany.

Lee, J. & **Hwang, S.**, 2016. “How New CEO Gender and the Board Composition Affect the Amount of First Pay.” Academy of Management Annual Conference, Anaheim, CA.

Hwang, S. & Stern, I., 2015. “Don’t Dare to Knock Them off Their Pedestal: The Likelihood of CEO Dismissal Following a Loss in Firm Status.” Strategic Management Society Annual Conference, Denver, CO.

Lee, J. & **Hwang, S.**, 2015. “How New CEO Gender and the Board Composition Affect the Amount of First Pay.” Strategic Management Society Annual Conference, Denver, CO.

Cho, T., Chung, S. & **Hwang, S.**, 2015. “Post-Acquisition Innovativeness in High-Tech Industries: The Role of Attentional Congruence.” Academy of Management Annual Conference, Vancouver, BC, Canada.

Jin, K. & **Hwang, S.**, 2013. “Unpacking Performance Heterogeneity in Group-Affiliated Firms in Korea.” Academy of Management Annual Conference, Orlando, FL.

Hwang, S., Cho, T. & Chai, D., 2012. “Dismissal of Newly Appointed CEOs: A Behavioral Theory Perspective.” Academy of Management Annual Conference, Boston, MA.

Hwang, S. & Cho, T., 2012. “When Do We Jump In? Managerial Attention and Acquisition Timing in M&A Waves.” Annual Meeting of Korean Strategic Management Society, Seoul, Korea.

AWARDS, HONORS, AND FELLOWSHIPS

Winner, Best Doctoral Student Conference Paper, AKMS/Samsung Economic Research Institute, 2017 (awarded with a cash prize of USD 1,000)
Outstanding Reviewer Award, Academy of Management (STR), 2012, 2016-2018

Kellogg School of Management Doctoral Fellowship, 2013-2019
Hong Kong Baptist University Startup Grant (HKD 100,000), 2021

TEACHING EXPERIENCE

Northwestern University (Kellogg School of Management)

- *Negotiation Fundamentals* (MBA-level), 2018
(Rating: 5.05 out of 6; Kellogg average: 4.83)

PROFESSIONAL AFFILIATIONS AND SERVICES

Ad Hoc Reviewer for *Strategic Management Journal*, *Journal of Management Studies*

Reviewer for Academy of Management Conference (STR/OMT), Strategic Management Society Conference (Strategic Leadership and Governance Track)

Contributor for the ASQ Blog (asqblog.com)

Membership: Academy of Management; Strategic Management Society