

HEEJUNG BYUN

417 Business Building
University Park, PA 16802

E-mail: byun@psu.edu
Tel: 1-202-805-0111

ACADEMIC APPOINTMENT

THE PENNSYLVANIA STATE UNIVERSITY, Smeal College of Business Associate Professor of Management and Organization	University Park, PA August 2026 – Current
PURDUE UNIVERSITY, MITCH DANIELS SCHOOL OF BUSINESS Assistant Professor of Management	West Lafayette, IN Jul 2018 – Jul 2026

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

PUBLICATIONS

- Byun, H. 2026. Are Client Ties Pre-Entry Resources? Performance Implications of Client Tie Diversification. **Strategic Management Journal**.
- Winner, Gleuck Best Paper Award, STR Division, *AoM*
 - Earlier version in *Academy of Management Best Paper Proceedings*, STR Division, *AoM*
- Gibbs, R. A., Byun, H., & Lim, K. 2026. Build, Borrow, Buy... or Bail: Divestiture Following M&A Deal Termination. **Strategy Science**.
- Winner, Distinguished Paper Award in Corporate and International Strategy, STR Division, *AoM*
 - Earlier version in *Academy of Management Best Paper Proceedings*, STR Division, *AoM*
- Kim, J., Byun, H., & Raffee, J. 2026. Scandal, Stigma, and Sorting in Labor Markets: Archival and Experimental Evidence. **Management Science**. 72(7): 5586–5610.
- Frake, J., Byun, H. & Kim, J. 2025. The Effect of Financial Performance on Misconduct: Evidence from Lottery Ticket Sales. **Organization Science**. 36(1): 145–165.
- Byun, H. & Raffee, J. 2023. Involuntary Worker-Firm Separations, Career Specialization, and Employment Outcomes: Why Generalists Outperform Specialists When Their Jobs Are Displaced. **Administrative Science Quarterly**. 68(1): 270–316.
- Byun, H. & Kirsch, D. A. 2021. The Morning Inbox Problem. **Academy of Management Discoveries**. 7(2): 180–202.
- Winner of 2022 *Best Article Award of 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

- Lim, K. & Byun, H. Unlocking Synergies Through Hiring: Post-M&A Complementarity Hiring and its Performance Implications.
 • Earlier version in *Academy of Management Best Paper Proceedings*, STR Division, *AoM*
- Byun, H. & Lim, K. When Are Hiring and M&A Substitutes? Factor Market Arbitrage Between Labor and M&A Markets.
 • Winner, Distinguished Paper Award in Corporate and International Strategy, STR Division, *AoM*
 • Earlier version in *Academy of Management Best Paper Proceedings*, STR Division, *AoM*
- Byun, H., Lim, K., & Raffee, J. Failing Fast and Founding Next: Mode of Organizational Failure and Entrepreneurial Careers.
- Kim, J., Lim, K., & Byun, H. Coordination Without Proximity: Work-From-Home and The Recomposition of HR Demand.
- Yu, S., Sohn, J., Seo, M., & Byun, H. The Emotional Tolls of Hierarchy.
- Lim, K., Gibbs, R. A., & Byun, H. Organizational Paralysis and its Effects on Corporate Investment and Firm Performance.
- Zelner, B. A., Byun, H., & Kim, T.-H. The Translation of Minority Shareholder Protection Reforms into the Korean System of Family Capitalism.
 • Earlier version in *Academy of Management Best Paper Proceedings*, OMT Division, *AoM*

BOOK CHAPTERS & OTHER PUBLICATIONS

- Gibbs, R. A., Byun, H., & Lim, K. 2026. Deal Termination Risk and M&A Performance: A New Research Design. Finkelstein, S. & Cooper, C. L. (Eds.). **Advances in Mergers and Acquisitions**. Vol. 25.

AWARDS AND RECOGNITION

- Distinguished Paper Award in Corporate and International Strategy, STR Division of the Academy of Management, 2026
- Outstanding Reviewer Award, Organization Science, 2025
- Best Reviewer Award, Strategic Management Journal, 2024, 2025
- Honorable Mention, SMS Annual Conference Best Paper Prize, Strategic Management Society, 2023
- Distinguished Paper Award in Corporate and International Strategy, STR Division of the Academy of Management, 2023
- 2022 Best Article Award of Academy of Management Discoveries, 2022
- Jay Ross Young Faculty Scholar Award, Purdue University, 2019
- William F. Glueck Best Paper Award, STR Division of the Academy of Management, 2018

- Best Doctoral Paper in Entrepreneurship Award, Dingman Center for Entrepreneurship, University of Maryland, 2017
- Best Doctoral Paper in Innovation and Entrepreneurship Award, Ed Snider Center for Enterprise and Markets, University of Maryland, 2017
- Best PhD Paper Award, Strategic Management Society, 2016
- Best Interdisciplinary Paper Award, Strategic Management Society Strategic Human Capital Interest Group, 2016
- Best PhD Student Paper Award, Association of Korean Management Scholars, 2016
- Best PhD Student Paper Award, Association of Korean Management Scholars, 2013

GRANTS

- Blake Family Fund for Ethics, Leadership, and Governance (\$7,000), Purdue University, 2023
- Krannert STAR Supplement Competition (\$6,000), Purdue University, 2023
- Blake Family Fund for Ethics, Leadership, and Governance (\$5,000), Purdue University, 2021
- Jay Ross Young Faculty Scholar Award (\$10,000), Purdue University, 2019
- Blake Family Fund for Ethics, Leadership, and Governance (\$10,000), Purdue University, 2018
- SRF Dissertation Research Grant (\$6,000), Strategic Management Society, 2017
- Jacob K. Goldhaber Travel Grant, University of Maryland, 2016

CONFERENCE PRESENTATIONS AND PANELS

Byun, H. & Lim, K. When Are Hiring and M&A Substitutes? Factor Market Arbitrage Between Labor and M&A Markets. Paper presented at 2026 Academy of Management Annual Meetings, Philadelphia, PA.

Discussant, 2026 Austin Technology and Entrepreneurship Conference, Austin, TX.

Lim, K., Gibbs, R. A., & Byun, H. Organizational Paralysis and its Effects on Corporate Investment and Firm Performance. Paper presented at 2025 Strategic Management Society Annual Conference, San Francisco, CA.

Byun, H. & Lim, K. When Are Inorganic Growth and Organic Growth Substitutes? Technological M&A Deal Terminations and Subsequent Hiring. Paper presented at 2025 Academy of Management Annual Meetings, Copenhagen, Denmark and at 2025 Wharton People and Organization Conference, Philadelphia, PA.

Co-organizer. The Intersection of Corporate Strategy and Strategic Human Capital. Paper Symposium at 2025 Academy of Management Annual Meetings, Copenhagen, Denmark.

Kim, J., Byun, H., & Raffiee, J. Scandal, Stigma, and Sorting in Labor Markets: Archival and Experimental Evidence. Paper presented at 2024 Wharton People and Organization Conference, Philadelphia, PA.

Lim, K. & Byun, H. Unlocking Synergies Through Hiring: Post-M&A Complementarity Hiring and its Performance Implications. Paper presented at 2023 Strategic Management Society Annual Conference, Toronto, Canada, at 2024 Academy of Management Annual Meetings, Chicago, IL, and at 2024 Wharton People and Organization Conference, Philadelphia, PA.

Gibbs, R. A., Byun, H., & Lim, K. Build, Borrow, Buy... or Bail: Divestiture Following M&A Deal Termination. Paper presented at 2023 Academy of Management Annual Meetings, Boston, MA, 2023 Strategic Management Society Annual Conference, Toronto, Canada, and at 2023 Wharton Corporate Strategy and Innovation Conference, Philadelphia, PA.

Panelist. AKMS (Association of Korean Management Scholars) Doctorate Consortium. 2023, Boston, MA.

- Panelist. Employee Entrepreneurship in the Context of Modern Economy. 2022. Academy of Management Annual Meetings, Seattle, WA.
- Byun, H. & Lim, K. When M&A Attempts Fail: M&A Deal Termination and Subsequent Corporate Strategy Transactions. Paper presented at 2022 Academy of Management Annual Meetings, Seattle, WA, 2022 Strategic Management Society Annual Conference, London, UK, and at 2022 Wharton Corporate Strategy and Innovation Conference, Philadelphia, PA.
- Panelist. A Demand Side Perspective in Cooperative Strategy: Exploring Research Opportunities. 2021 Strategic Management Society Annual Conference, Virtual.
- Panelist. AKMS (Association of Korean Management Scholars) Doctorate Consortium. 2021, Virtual.
- 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 2018 Wharton Corporate Strategy and Innovation Conference, Philadelphia, PA.
- Byun, H., Raffee, 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 2017 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

- Texas A&M University (2026)

- Pennsylvania State University (2025)
- SKK Business School, Sungkyunkwan University (2024)
- Korean Academy of Management Webinar Series (2022)
- Korea Advanced Institute of Science & Technology (2022)
- Austin (TX) Technology and Entrepreneurship Conference (2021)
- University of Texas, Dallas (2019)
- Purdue University (2018)
- Pennsylvania State 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

Editorial board member: Organization Science (2021–), Strategic Management Journal (2024–)

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

Engagement Officer, Corporate Strategy Interest Group, Strategic Management Society (2026)

TEACHING EXPERIENCE

Penn State University, Smeal College of Business

- PhD Seminar in Strategy, *Fall 2026*

Purdue University, Mitch Daniels School of Business

- PhD Seminar in Strategic Human Capital and Entrepreneurship, *Spring 2020, 2023, 2026*
- Strategic Management, Undergraduate core, 2019-2025. Average instructor rating: 4.6/5
- 4-time Distinguished Instructor (2019, 2020, 2021, 2023)

University of Maryland, Robert H. School of Business

- Strategic Management, Undergraduate core, *Spring 2017*
- Business Policies, Undergraduate core, *Summer 2015*

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*

PHD ADVISING

Purdue University, Mitch Daniels School of Business

- Koungjin Lim (2025). Advisor, Committee Member. Placement: Kennesaw State University
- Tae Um (2023). Committee Member. Placement: Louisiana State University
- Sandi Nwe (2023). Committee Member. Placement: Post-doc Researcher, Purdue University

- Wenqian Wang (2023). Committee Member. Placement: Hong Kong Baptist University