

## SUKHUN KANG

sukhunkang@ucsb.edu  
<http://www.sukhunkang.com>

### ACADEMIC APPOINTMENT

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**University of California Santa Barbara**  
Assistant Professor of Technology Management

2023–Present

### EDUCATION

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**London Business School** 2023  
Ph.D. in Strategy and Entrepreneurship  
*Dissertation:* Essays on Innovation Commercialization  
*Committee:* Gary Dushnitsky (chair), Sungyong Chang, Sendil Ethiraj, Olenka Kacperczyk, Abhishek Nagaraj

**University of Southern California**  
M.S. in Entrepreneurship and Innovation (*Focus:* Entrepreneurial strategy) 2016  
M.S. in Computer Engineering (*Focus:* Computer architecture) 2010

**University of Illinois at Urbana-Champaign** 2007  
B.S. in Computer Engineering

### PUBLICATIONS

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[2] **Sukhun Kang**, Sungyong Chang, Joseph Ross, & Jennifer Miller (2021) “Implementation of 21st Century Cures Act Expanded Access Policies Requirement” at Clinical Pharmacology & Therapeutics (2021) [[link](#)]

[1] Yongwook Paik, **Sukhun Kang**, & Rob Seamans (2019) “Entrepreneurship, Innovation, and Political Competition: How the Public Sector Helps the Sharing Economy Create Value” at Strategic Management Journal [[link](#)]

### WORKING PAPERS

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Sungyong Chang & **Sukhun Kang** “When Do Firms Provide Early Access Prior to Commercialization? Evidence From Expanded Access Programs in the Oncology Drug Market” (2<sup>nd</sup> Round Revise & Resubmit)

**Sukhun Kang** “From Outward to Inward: Reframing Search with New Mapping Criteria” (1<sup>st</sup> Round Revise & Resubmit)

- 2023 Academy of Management Annual Meeting Best Paper Proceedings
- 2024 Runner-up for ISA Giarrantani Rising Star Award
- Previous titles: “Objects may be closer than they appear: The impact of public scientific map on organizational search”

**Sukhun Kang**, Sandra Barbosu, Sungyong Chang, & Fan Ye “Whitespace in Drug Development: Quantifying the Inter-trial Intervals Between Clinical Trials”  
(1<sup>st</sup> Round Revise & Resubmit)

**Sukhun Kang**, Ivan Lin & Sungyong Chang “Uncovering Seeding Trials: Examining non-scientific Purposes in Clinical Trials”  
(1<sup>st</sup> Round Revise & Resubmit)

Wesley Greenblatt, Young Hou, & **Sukhun Kang** “Do Biomedical Researchers Study Topics Related to Their Own Ethnicities? Evidence from NIH”  
(Under Review)

Sarath Balachandran, Sungyong Chang, & **Sukhun Kang** “How Do Investors Shape Startups’ Response to New Market Opportunities?”

- 2025 AOM Annual Meeting Best Paper Proceedings
- 2025 AOM The Sumantra Ghoshal Research and Practice Award
- 2025 AOM The STR Distinguished Paper Award in Corporate and International Strategy

## SELECTED WORK IN PROGRESS

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**Sukhun Kang** & Jennifer Kao “Data Privacy Regulation and Innovation”

**Sukhun Kang**, Aleksandra Kacperczyk, & Yongwook Paik “Shattering Ceilings While Opening Doors: The Symbolic Effect of the First Female Political Leader on the Mobility Outcomes of Female Employees”

Gary Dushnitsky & **Sukhun Kang** “Orchestrating an Ecosystem of Innovative Startups: Ex-Ante and Ex-Post Actions and Orchestrator’s Performance”

## INVITED PRESENTATIONS

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**2025-26:** Entrepreneurship & Innovation Policy Virtual Seminar Series (scheduled); Utah Winter Strategy Conference (scheduled); UT Austin Technology and Entrepreneurship Conference (scheduled); Duke Fuqua Strategy Junior Faculty Conference; SMS San Francisco; IQVIA Institute Research Forum; University of Washington, West Coast Research Symposium; FDA’s Economics Brownbag; HIWG Research Chat; AOM Copenhagen

**2024-25:** Harvard Medical School, Program On Regulation, Therapeutics, and Law (PORTAL) Guest Lecture Series; ISA Boston; UCLA, Seminar on Pharmaceutical Economics and Policy; UC Merced, Economics Department Seminar; SoCal Strategy/OT Workshop; Korea University, International Business Department Seminar; Troesh Entrepreneurship Conference; USC, Research Roundtable on Platform Dynamics; International Conference on Entrepreneurship Ecosystem; UCLA, Price Center Workshop in Entrepreneurship and Innovation; University of Oregon, West Coast Research Symposium; AOM Chicago

**2023-24:** HIWG Research Chat ; ISA Sacramento; UCLA, Price Center Workshop in Entrepreneurship and Innovation; University of Maryland, Smith Entrepreneurship Research Conference; Korea Institute of Science and Technology (KAIST) College of Business, Technology/Organization/Strategy Department Seminar; USC, SoCal Strategy/OT Workshop; University of California Riverside,

Management Department Seminar; University of California Santa Barbara, Technology Management TORS; SMS Toronto; AOM Boston

**2022-23:** Max Planck Institute for Innovation and Competition, The Workshop on The Organisation, Economics and Policy of Scientific Research; University of Sussex Business School, SPRU Freeman Friday Seminar; University of California Santa Barbara, Technology Management Seminar; National University of Singapore (NUS), Strategy and Policy Seminar; HIWG Research Chat; Global Conference on Regulatory Science; SMS London; AOM Seattle

**2021-2022:** CCC Doctoral Conference; Trans-Atlantic Doctoral Conference; IP & Innovation PhD Seminar; East Coast Doctoral Conference; Wharton Innovation Doctoral Symposium SMS Virtual; Research Policy Conference; DRUID Annual Meeting; AOM Virtual; IP & Innovation PhD Seminar; Trans-Atlantic Doctoral Conference

**2020-21 and earlier:** SMS Virtual; People and Organization Conference; Trans-Atlantic Doctoral Conference; West Coast Research Symposium

## GRANTS (\*indicates co-investigator)

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- University of California Regents' Junior Faculty Fellowship, 2025 (\$7.5K)
- Faculty Travel Grant, UCSB, 2023, 2024, 2025
- Proposal Writing for Success (PROWESS) Grant, UCSB, 2024
- Strategy Research Foundation (SRF) Dissertation Research Grant, SMS, 2022–2023 (\$4K)
- Wheeler Institute for Business and Development Research Grant, LBS, 2021 (\$10K)
- Wheeler Institute for Business and Development Research Grant, LBS, 2020\*
- Institute of Entrepreneurship and Innovation Research Grant, LBS, 2020\*
- Wheeler Institute for Business and Development Research Grant, LBS, 2019\*
- Institute of Entrepreneurship and Innovation Research Grant, LBS, 2019 (\$5K)
- Fellowship for Doctoral Students, LBS, 2016–2023

## AWARDS & HONORS

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- AOM The Sumantra Goshal Research and Practice Award, 2025
- AOM The STR Distinguished Paper Award in Corporate and International Strategy, 2025
- ISA Giarrantani Rising Star Award, Runner-up, 2024
- AOM TIM Dissertation Award, Finalist, 2024
- AOM STR Dissertation Award, Finalist, 2024
- Sir James Ball PhD Award, LBS, 2022
- Organization Science/INFORMS Dissertation Proposal Competition Finalist (Selected from 8 of 100+ proposals), 2022
- Best Reviewer Award, AOM (TIM), 2021
- Best Reviewer Award, AOM (ENT), 2019

## OTHER PUBLICATIONS, CASE AND MEDIA

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**S.Kang, A. Nagaraj.** Berkeley Haas Case; “Behind the Scenes of a YouTube Mega-Hit: Baby Shark, The Pinkfong Company, and What's Next” ([link](#)) (2025)

**S. Kang, S. Barbosu, S. Chang, and F. David.** The Incidental Economist; “Measuring Biopharmaceutical Innovation in the Modern Era” ([link](#)) (2025)

**S. Kang.** The PI-Squared Initiative (The Burnes Center for Social Change at Northeastern University Podcast); “Conversation with Sukhun Kang on access to medicines” ([link](#)) (2025)

**S. Kang.** The Think at London Business School (The Why Podcast); “Why should collaboration enhance oncology drug innovation?” ([link](#)) (2023)

B. Zandian, W. Dweik, **S. Kang**, T. Punihaole, M. Annavaram. “WearMon: Reliability Monitoring Using Adaptive Critical Path Testing.” *IEEE/IFIP International Conference on Dependable Systems and Networks* (2010)

**S. Kang**, R. Kumar. “Magellan: A Search and Machine Learning-Based Framework for Fast Multi-Core Design Space Exploration and Optimization.” *Design, Automation and Test in Europe* (2008)

## TEACHING

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### **UC Santa Barbara, Technology Management:**

- Instructor, TMP412, “Technology Strategy”, Master-level course, 2025-Present
- Instructor, TMP120, “Strategy”, Undergraduate-level course, 2023-Present
  - Rating: 4.5/5 (Winter 2024); 4.8/5 (Winter 2025)

### **London Business School, Strategy and Entrepreneurship:**

- Teaching Assistant, Executive Education, “Developing Strategy for Value Creation,” 2021
- Grader, C002, “Strategic Management,” 2017

### **University of Southern California:**

- Instructor, EE201, “Introduction to Digital Design,” 2008–2010
- Teaching Assistant, ACAD182, “Case Studies in Innovation,” 2015
- Teaching Assistant, EE560, “Digital System Design,” 2009–2010
- Teaching Assistant, EE557, “Advanced Computer Architecture,” 2008
- Grader, GSBA550, “Entrepreneurship,” 2016

## SERVICE

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### **Editorial Review Board:**

Organization Science (2025-Present)

### **Ad-hoc Refereeing:**

California Management Review; Clinical Pharmacology & Therapeutics; Entrepreneurship Theory and Practice; Journal of Business Venturing; Journal of Management Studies; Management Science; National Science Foundation; Research Policy; Strategic Management Journal; Strategy Science; Socio-Economic Review

(Conferences) AOM Annual Meetings; AOM TIM Best Paper Award; AOM TIM Best Dissertation Award; INFORMS/Organization Science Dissertation Competition; SMS Conferences

### **Affiliations:**

- Health Innovation Lab (HIL), Founder and Co-director, 2024-Present
- Health Innovation Working Group (HIWG), Co-founder and Organizer, 2021-Present

- Working Group on Compassionate Use & Preapproval Access (CUPA) at NYU, Member, 2021-Present

**Professional Service:**

- Strategic Management Society, Rep-at-Large of Knowledge and Innovation IG, 2026-Present
- Academy of Management, Research Committee of STR Division, 2025-Present
- Strategic Management Society, Rep-at-Large of Research Methods IG, 2025-Present
- Industries Studies Association, Giarrantani Rising Star Award Committee, 2025
- West Coast Research Symposium, Doctoral Consortium Mentor, 2024-25
- CancerX Accelerator Mentor, 2024-25
- International Rare Diseases Research Consortium (IRDiRC), Member of Task Force on Funding Models to Support the Rare Disease Research and Development, 2023-2024
- Working Group on Compassionate Use & Preapproval Access (CUPA) at NYU, Speaker
  - A panel on Expanded Access at CUPACON, 2022
  - A panel on Expanded Access at CUPA Webinar, 2023
  - A panel on Advanced Topic on Expanded Access at CUPA Webinar, 2023
- LBS, Strategy and Entrepreneurship Area PhD Committee, 2018

**Conference Organization:**

- Co-organizer, West Coast Research Symposium, Doctoral Consortium, 2025
- Co-organizer, Conference Extension on Strategy and Innovation in Pharmaceutical Industry, SMS, 2025
- Co-organizer, Managing Your Dissertation Workshop, AOM, 2025
- Co-organizer, PDW on Strategy and Innovation in Pharmaceutical Industry, AOM, 2025
- Co-organizer, PDW on Strategy and Innovation in Pharmaceutical Industry, AOM, 2024
- Co-organizer, PDW on the Empirical Research on Organization Search, AOM, 2024
- Co-organizer, PDW on Strategy and Innovation in Pharmaceutical Industry, AOM, 2023
- Co-organizer, PDW on the Landscape of Research on Organization Search, AOM, 2022
- Co-organizer, Presenter symposium on Strategy in Pharmaceutical Industry, AOM, 2022
- Co-organizer, Panel symposium on Science and Firm Strategy, AOM, 2021
- Co-organizer, Presenter symposium on Where do Ecosystems Come From, AOM, 2021

**Service to UCSB:**

- College of Engineering, Faculty Search Committee, 2023-24
- Technology Management Department, Social Committee, 2023-Present
- UCSB, Faculty Legislature (Senate) Representative, 2024-Present

**Mentoring:**

- The Research Mentorship Program, UCSB, 2025
- The McNair Scholars Program, UCSB, 2025-Present

**Students Advised:**

- Current PhD
  - Zerín Dong (UC Merced PhD): External Committee Member for Oral Examination
- Undergraduates
  - Kuan-I (Brian) Lu (UCSB), MIT Master's in Business Analytics
  - Pramukh Shankar (UCSB), Americorps Forest Corps
  - Carter Kulum (UCSB), UT Austin Master's in Data Science
  - Amy Ji (UCSB), IQVIA

**Professional Memberships:**

- Academy of Management, Member, 2017-Present
- Strategic Management Society, Member, 2017-Present

## INDUSTRY EXPERIENCE

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- **Primer Accelerator**, *Intern*, Los Angeles, CA, USA, 2016
- **City of Glendale**, *MBA Intern*, Glendale, CA, USA, 2015
- **Samsung Electronics**, *Engineer*, Yong-In, South Korea, 2012–2014
- **I&C Technology**, *Research Engineer*, Seoul, South Korea, 2010–2012
- **Egghead**, *Founder*, Seoul, South Korea, 2010
- **LG Electronics**, *Intern*, Seoul, South Korea, 2007

## PERSONAL

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- Languages: English (fluent); Korean (native)
- Citizenships: United States; Republic of Korea