

**YONGHA (“YON”) KWON**

Ph.D. Candidate

Wisconsin School of Business, University of Wisconsin-Madison

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**EDUCATION**

- 2018 - 2025 (Expected) **University of Wisconsin-Madison, Wisconsin School of Business**  
 Ph.D. Candidate in Management And Human Resources  
 Specialization: Strategy (Major); Entrepreneurship (Minor)  
 Dissertation: *Three Essays on Social Dynamics in Organizational Learning*  
 Committee: Hart E. Posen (Co-chair, Dartmouth College)  
 Martin Ganco (Co-chair, UW-Madison)  
 Russ Coff (UW-Madison)  
 Stav Atir (UW-Madison)  
 Henning Piezunka (University of Pennsylvania)
- 2018 **Yonsei University, School of Business**  
 M.S. in Business Administration  
 Specialization: Management
- 2015 **Yonsei University**  
 B.A. in Business Administration

**ACADEMIC POSITION**

- 2025 - **Oberlin College & Conservatory**  
 Assistant Professor of Business

**RESEARCH**Research Interest

I study the role of organizational design as a managerial device to facilitate organizational learning. My research focuses on how individuals' social behaviors (e.g., homophily, knowledge-sharing) influence the efficacy of organizational designs in creating, recombining, and spreading valuable knowledge within organizations. I employ agent-based models to articulate how these behaviors augment and adjust the pattern of knowledge transfer and in turn shape the processes and outcomes of organizational learning.

*Keywords:* Organizational design; organizational learning; social behavior; social interaction; knowledge transfer; innovation; agent-based model

Working Papers and Research in Progress

1. Kwon, Y., Posen, H. E., Piezunka, H. Do flatter organizations learn better? How a narrow span of control facilitates organizational learning.  
*Status: In preparation for submission (Target Journal: Organization Science); Job market paper*
2. Kwon, Y., Kim, J. -H., Rhee, M., & Kim, T. **Title redacted for blind review.**  
*Status: Management Science, R&R*
3. Kwon, Y., Absorption and coordination: The two faces of imitation.  
*Status: Developing a theoretical model*

4. Piezunka, H., Aggarwal, V., Kwon, Y., Posen, H., Equity by design: Using decision-making structures to redress representational imbalances.  
*Status: Writing draft*
5. Piyanontalee, R. & Kwon, Y., Turnover contagion  
*Status: Developing a theoretical model*

## PRESENTATIONS & CONFERENCE PAPERS

### Conference Presentations (Presenter<sup>†</sup>)

1. Kwon, Y.<sup>†</sup>, Posen, H. E., & Piezunka, H. 2024. Designing hierarchy as an outline for organizational learning.  
*Presented at the 31st Consortium on Competitiveness and Cooperation (“CCC”) Conference for doctoral student research, St. Louis, USA*
2. Kwon, Y.<sup>†</sup>, Kim, J. -H., Rhee, M., Kim, T. 2023. On praise for knowledge-sharing.  
*Presented at the 83rd annual meeting of the Academy of Management, Boston, USA*
3. Kwon, Y.<sup>†</sup>, & Posen, H. E., 2021. On learning benefits of homophily in firms.  
*Presented at the 81st annual meeting of the Academy of Management, Virtual  
Awarded Annual Meeting OMT Division Best Paper*
4. Kwon, Y.<sup>†</sup>, 2020. Two faces of mental representation and the adaptive implication of their joint development.  
*Presented at the 80th annual meeting of the Academy of Management, Virtual*
5. Kwon, Y.<sup>†</sup>, & Rhee, J. 2017. The effect of failure on organizational adaptation.  
*Presented at the 77th annual meeting of the Academy of Management, Atlanta, USA*
6. Ahn, J.<sup>†</sup>, Kwon, Y., Kim, J. -H. 2016. The role of errors in organizational adaptation.  
*Presented at the 76th annual meeting of the Academy of Management, Anaheim, USA*

## TEACHING

### Teaching Philosophy

My teaching approach is guided by three fundamental principles. First, I emphasize continuous and proactive communication with students, both inside and outside the classroom, to foster an inclusive and supportive learning environment. Second, I advocate for experiential learning by utilizing a variety of teaching methodologies. I am particularly committed to creating, implementing, and sharing interactive classroom activities that simulate decision-making in business contexts. Lastly, my overarching teaching philosophy is anchored in the principles of positive education, where I regard students' well-being as equally crucial to their acquisition of knowledge and skills.

### Course Instructor

1. Strategic Management (2021 Fall) - Rating 4.44 / 5.00 (Average: 4.41)

### Teaching Assistant

1. Entrepreneurial Management (2018 Fall)
2. Entrepreneurial Management (2019 Spring)
3. Introduction to Entrepreneurial Management (2019 Fall)

4. Compensation Theory & Administration (2019 Fall)
5. Introduction to Entrepreneurial Management (2020 Spring)
6. Challenges & Solutions in Business Sustainability (2021 Spring)
7. Personnel Staffing & Evaluation (2021 Spring)
8. Business Strategy for MBA (2022 Spring)
9. Introduction to Entrepreneurial Management (2022 Fall)
10. Challenges & Solutions in Business Sustainability (2023 Spring)
11. Introduction to Entrepreneurial Management (2023 Summer)
12. Introduction to Entrepreneurship (2024 Spring)
13. Managing Behavior in Organizations for MBA (2024 Spring)
14. Growth Strategies: Multi Business and Global Arenas for MBA (2024 Spring)

### **PROFESSIONAL AND SERVICE ACTIVITIES**

1. Ad-hoc reviewer, Strategic Management Journal (2022 - Present)
2. Group coordinator, TOM Ph.D. Brown Bag seminar series (October 2023 - June 2024)

### **AWARD & RECOGNITION**

1. 2021 Annual Meeting Best Paper (10%), OMT Division, Academy of Management
2. 2024 MHR Scholarship Award (\$2,000)
3. 2023 MHR Scholarship Award (\$2,000)
4. 2023 Student Research Grants Competition (\$1,500)
5. 2023 WSB PhD Travel Award (\$600)
6. 2022 WSB PhD Travel Award (\$600)
7. 2020 WSB PhD Travel Award (\$600)
8. 2019 WSB PhD Travel Award (\$600)

### **CONSORTIA AND WORKSHOPS**

1. 2024 Consortium on Competitiveness and Cooperation (“CCC”), St. Louis, USA
2. 2024 Delta Research Mentor Training, Madison, USA
3. 2021 SMS Annual Doctoral Workshop, Virtual
4. 2021 TOM Computational Organization Science Summer School, Virtual

### **OTHER INFORMATION**

#### Military Service

Korean Augmentation to the United States Army (July 2011 - February 2013; Honorable discharge)  
News Producer, Regional Media Center, American Forces Network (AFN) Korea

#### Programming Skills

Java, R, Python, MATLAB, and STATA

#### Other Interests

Running (10K PR 46:55)