

SANGCHAN PARK

Technology, Organization, and Strategy
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Academic Experience

Associate Professor, KAIST, 2020 – Present
Assistant Professor, KAIST, 2014 – 2019
Assistant Professor, Ewha Womans University, 2013 – 2014
Assistant Professor, National University of Singapore, 2008 – 2013

Education

Cornell University, School of Industrial and Labor Relations, Ithaca, NY, USA.
Ph.D. Organizational Behavior, 2008.
Yonsei University, Graduate School of Business, Seoul, Korea.
M.B.A., Organizational Behavior, 2001.
Yonsei University, Seoul, Korea.
B.A., Sociology and Psychology, 1999.
University of California, Los Angeles.
Exchange Program, Sociology, 1997 – 1998.

Areas of Interest

Research: Organization and environment, institutional change and organizational innovation, business-government relations in emerging business sectors

Teaching: Green business and ESG management, organizational design and innovation, strategy implementation

Publications

2022 Shared fate and entrepreneurial collective action in the U.S. wood pellet market. Organization Science. Forthcoming (with Shon Hiatt).

- 2016 People's Choice Award, Alliance for Research in Corporate Sustainability
 - 2016 Best Paper Award, Academy of Management, ONE Division
- 2021 Enhancing firm performance through intra-group managerial experience: Evidence from group-affiliated firms in Korea. Asia Pacific Journal of Management. 38: 435-465 (with Young-Choon Kim and Taekjin Shin).
- 2020 The effects of renewable energy financial incentive policy and democratic governance on renewable energy aid effectiveness. Energy Policy. 145: 111682 (with Suyeon Yang).
- 2020 The halo effect and social evaluation: How organizational status shapes audience perceptions on corporate environmental reputation. Organization and Environment. 33(3): 464-482 (with Daegu Yang, Hyeonjin Cha, and Seobin Pyon).
- 2019 Institutional decoupling and the limited implementation of certified environmental technologies. Journal of Environmental Management. 247: 253-262 (with Hyeonjin Cha).
- 2018 A contingent approach to energy mix policy. Energy Policy. 123: 749-758 (with Jiwon Kim).
- 2017 Institutional decoupling: Conceptual review and future research. Korean Journal of Management 25(3): 121-150 (with Dongsoo Kim and Hyeonjin Cha).
- 2017 Knowledge decoupling: An institutional approach to the gap between the creation and utilization of environmental technologies. Knowledge Management Research 18(1): 117-138 (with Hyeonjin Cha).
- 2016 Too much is as bad as too little? Sources of the intention-achievement gap in sustainable innovation. Sustainability 8(8), 712 (with Daegyung Yang).
- 2015 Questions on organizational learning. Korean Journal of Management 24(4): 33-59 (with Young-Kyu Kim and Jonghoon Bae).
- 2015 Organizing knowledge ecosystems: The influence of organizational capabilities of platform leaders on multi-firm collaborations for knowledge creation. Knowledge Management Research 16(2): 1-27 (with Dong-Il Jung and Bo Kyung Kim).
- 2013 Lords of the harvest: Third-party influence and regulatory approval of genetically modified organisms. Academy of Management Journal 56(4): 923-944 (with Shon Hiatt).
- 2013 A multidimensional model of institutional embeddedness. Korean Journal of Management 21(3): 297-330 (with Sangmook Yi).

- 2011 Professions, organizations and institutions: Tenure systems in colleges and universities. Work and Occupations 38(3) 340-371 (with Wesley Sine and Pamela Tolbert).
- Winner of the 2008 Best Paper Award, Administrative Science Association of Canada
- 2010 To share or not to share? Professional norms, reference groups, and information withholding among life scientists. Organization Science 21(4) 873-891 (with Martine Haas).

Under Review and Working Papers

Local mimicry and market niche entry decisions in the U.S. nonprofit management consulting industry, 1977-2003 (with Dong-Il Jung). *4th round review*.

Resource redeployment and executive appointment in multidivisional forms (with Sea-Jin Chang and Young-Choon Kim). *2nd round review*.

Polyarchy and innovation in open collaboration (with Junyeong Lee and Heeseok Lee). *1st Revise and Resubmit*.

Politicized learning: Political moderation of performance feedback in downsizing decisions by Korean agricultural cooperatives, 1988-2009 (with Dongyoub Shin and Dongjoon Kim). *Revising manuscript*.

Market definitions and entrepreneurship in the U.S. geothermal power sector (with Shon Hiatt). *Revising manuscript*.

Papers Presented in Academic Conferences

- 2020 “Mind the Other Gap: Means-Ends Decoupling of Environmental Certification.” Paper presented (online) at the Academy of Management Annual Meeting, Vancouver, Canada.
- 2019 “Internal market for executives: Inter-divisional transfer and resource sharing.” Paper presented at the Academy of Management Annual Meeting, Boston, August.
- 2018 “Knowledge spill-ins as double-edged swords: How knowledge spill-ins by originating firms affect entrepreneurial recipients.” Paper presented at the 2018 SMS Annual Conference, Paris, France, September.
- Honorable Mention of the SMS Annual Conference Best Paper.
- “Competition at risk and overpayment as a proof of status.” Paper presented at the 2018 SMS Annual Conference, Paris, France, September.

- 2017 “Decoupling of Institutional Decoupling: Differential Utilization of Voluntary Environmental Policy.” Paper presented at the Academy of Management Annual Meeting, Atlanta, August.
- 2016 “Social movement contestation and entrepreneurial collective action in the emergent US wood pellet market.” Paper presented at the Academy of Management Annual Meeting, Anaheim, August (also presented at the ARCS Conference. Boulder, CO, May, and at the Kauffman Entrepreneurship Conference. Kansas City, MO. February).
- “Producers and Their Products: Genre Ambiguity in the U.S. Publishing Industry, 1999-2013.” Paper presented at the Academy of Management Annual Meeting, Anaheim, August.
- “Greenwashing and the halo effect: Does a firm’s environmental performance enhance its reputation?” Paper presented at the European Business Ethics Network Research Conference, Palermo, Italy, September.
- 2015 “The impact of social movements on nascent collective identities.” Paper presented at the Academy of Management Annual Meeting, Vancouver, British Columbia, Canada, August (also presented at the Entrepreneurship Conference, University of Maryland, May).
- 2014 “Technology definitions and entrepreneurship in the U.S. geothermal power sector.” Paper presented at the Academy of Management Annual Meeting, Philadelphia, August.
- 2013 “Identity framing in response to collective activism among U.S. wood- biomass pellet producers.” Paper presented at the Academy of Management Annual Meeting, Orlando, Florida, August.
- “Technology definitions and entrepreneurship in the US geothermal power sector.” Paper presented at the 11th West Coast Research Symposium on Technology Entrepreneurship, Seattle, WA, September.
- “Not too far, not too close: Local imitation in new market entry decisions in the management consulting industry, 1977-2003.” Paper presented at the annual meeting of the Korean Academy of Management, Korea, August.
- 2012 “Collective activism and market identity change in the U.S. biomass sector.” Paper presented at the Academy of Management Annual Meeting, Boston, MA, August.
- “Constructing Institutional Ambiguity: Technology Definitions and Entrepreneurship in the U.S. Geothermal Power Sector.” Paper presented at the Alliance for Research on Corporate Sustainability Conference, Yale University, New Haven, CT (also presented at the Darden Entrepreneurship and Innovation Research Conference, Charlottesville, VA, August).

- 2011 “Innovation and organizational responses to sustainability: An institutional perspective” with Shon Hiatt. Symposium paper presented at the Academy of Management Annual Meeting, San Antonio, Texas, August (Selected as a showcase symposium).
- “The bounds of boundaryless careers: The contingent value of human capital in job mobility” Paper presented at the Academy of Management Annual Meeting, San Antonio, Texas, August.
- “Lords of the harvest: Reputation concerns and regulatory approval of genetically modified organisms.” Paper presented at the 11th Annual Strategy and Business Environment Conference (jointly accepted to the 3rd Annual Research Conference Alliance for Research on Corporate Sustainability) at Wharton School, May.
- “Which firms patent (or not)? Organizational sources of variation in patent activity.” Paper presented at the Academy of Management Meeting, San Antonio, Texas, August.
- 2010 “Lords of the harvest: Inter-organizational endorsements and product approval of genetically modified organisms in the nascent U.S. agro-biotechnology sector.” Paper presented at the Academy of Management Meeting, Montréal, Canada, August.
- “Favorite sons or hired guns: The shifting balance in the face of environmental changes.” Paper presented at the Academy of Management Meeting, Montréal, Canada, August.
- 2009 “Institutional sources of variation in embedded agency: The adoption of unconventional therapies by conventional hospitals.” Paper presented at the Academy of Management Annual Meeting, Chicago, IL, August.
- “Substance and symbolism of restructuring: A nested institution view.” Paper presented at the Academy of Management Annual Meeting, Chicago, IL, August.
- 2008 “Disseminative capacity: University technology transfer and entrepreneurial activity.” Paper presented at the Academy of Management Annual Meeting, Anaheim, CA, August.
- 2007 “Is legitimacy contagious? The collective legitimation of alternative therapies in the U.S. hospital industry.” Paper presented at the Cornell-McGill Conference on Institutions and Entrepreneurship, Ithaca, NY.
- “Institutions in action: The use of tenure systems for faculty employment” with Wesley Sine and Pamela Tolbert. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA, August (Also presented at the Administrative Sciences Association of Canada meetings, June. Banff, Alberta, CA. *Prix d’Excellence, Organization Theory Division*).

- 2006 “Learning in scientific communities: Reference group influences and information withholding.” Paper presented at the Academy of Management Annual Meeting, Atlanta, GA, August.
- 2005 “Local search and mimetic entry into new markets in the nonprofit management consulting industry, 1977-2003.” Paper presented at the Academy of Management Annual Meeting, Honolulu, Hawaii, August.
- 2004 “Focus and locus: Organizational learning and new product development performance in R&D teams.” Paper presented at the Academy of Management Annual Meeting, New Orleans, LA, August.
- 2002 “The effects of exploration and exploitation on R&D performances.” Paper presented at the Annual Meeting of the Korean Strategic Management Association, Korea, August.

Teaching Experience

- 2014-Present KAIST College of Business
“Organization Design and Strategy Implementation,” MBA
“Organizational Structure and Innovation,” MBA.
“Seminar in Organization Theory,” Graduate.
“Green Business: Theory and Practice,” Graduate.
- 2013-2014 Ewha Womans University
“Managing Organizational Behavior,” Undergraduate.
“Organizational Design and Management,” Undergraduate.
“Seminar in Organization Theory,” Graduate.
“Seminar in Organizational Structure,” Graduate.
“Organizational Structure and Development,” MBA.
- 2008-2012 National University of Singapore
“Organisational Effectiveness,” Undergraduate.
“Seminar in Organization Theory,” Graduate.

Professional Affiliation

Academy of Management, American Sociological Association, Korean Academy of Management, Korean Society of Strategic Management

Professional Service

Editorial review board
Organization and Environment

Yonsei Business Review
Korean Journal of Management

Reviewer

Administrative Science Quarterly, Organization Science, Journal of Management Studies, Organization Studies, Organization and Environment, Research Policy, Strategic Entrepreneurship Journal, The Sociological Quarterly, Work and Occupations, Journal of Engineering and Technology Management, Asian Journal of Technology Innovation, Knowledge Management Research, Korean Journal of Management, Sustainability

Committees and assignments

Faculty Member:

- *Doctoral Committee* (Dongsu Kim, Eunji Hur, Jongsun Lee, Byungjik Kim, Ji-Hoon Park, KAIST College of Business; Bo-In Choi, Dongguk Business School; Ji Ye Lee, Ewha School of Business; He Soung Ahn, Korea University Business School; Grimm Noh, Yonsei University)
- *Business Case Development Committee*, KAIST
- *KAIST MBA Innovation Committee*, KAIST
- *Head Search Committee*, KAIST
- *Actional Learning TFT*, KAIST
- *PhD Program Committee*, NUS
- *Faculty Search Committee*, NUS
- *Research Forum Organizing Committee (Chair)*, Korean Academy of Management

Faculty Advisor

- *Undergraduate Independent Projects*, NUS, Ewha
- *Professional/Executive MBA Independent Projects*, KAIST

Seminar series coordinator

- *Organization and Strategy Group Seminar*, KAIST

References

Pamela Tolbert

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