

SANGCHAN PARK

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ACADEMIC POSITIONS

Korea Advanced Institute of Science and Technology

2022 – Present Program Chair, Impact MBA/Social Entrepreneurship/Green Business & Policy
2022 – Present Director, KAIST-SK Impact Business Center
2022 Head, Graduate School of Green Growth, KAIST College of Business
2014 – Present Assistant and Associate Professor of Management, KAIST College of Business

Georgia Institute of Technology

2019 – 2020 Visiting Scholar, Scheller College Business

Ewha Womans University

2013 – 2014 Assistant Professor of Management, Ewha School of Business

National University of Singapore

2008 – 2013 Assistant Professor of Management, NUS Business School

Korea Development Institute

2001 – 2003 Research Associate

EDUCATION

Cornell University

2008 Ph.D. Organizational Behavior, School of Industrial and Labor Relations

Yonsei University

2001 M.B.A., Organizational Behavior, Graduate School of Business
1999 B.A., Sociology/Psychology, College of Liberal Arts

AREAS OF RESEARCH AND TEACHING

Organization theory, sustainability, entrepreneurship, institutional change and organizational innovation, business-government relations in emerging markets

PUBLICATIONS

* corresponding author

Articles in International Journals

2024 Chang, Sea-Jin*, Young-Choon Kim and Sangchan Park. Inter-unit executive redeployment in multiunit firms: Evidence from Korean Business Groups. *Organization Science*, forthcoming.

- 2024 Lee, Junyeong, Sangchan Park* and Heeseok Lee. Polyarchy and project performance in open, distributed forms of innovation. *Strategic Organization*, forthcoming.
- 2022 Hiatt, Shon* and Sangchan Park (equal contribution). Shared fate and entrepreneurial collective action in the U.S. wood pellet market. *Organization Science*, 33: 2065-2083.
- 2016 People's Choice Award, Alliance for Research on Corporate Sustainability
 - 2016 Best Paper Award, Academy of Management, Organizations and the Natural Environment Division
- 2021 Kim, Young-Choon, Taekjin Shin* and Sangchan Park (equal contribution). Enhancing firm performance through intra-group managerial experience: Evidence from group-affiliated firms in Korea. *Asia Pacific Journal of Management*, 38: 435-465.
- 2020 Park, Sangchan*, Daegu Yang, Hyeonjin Cha and Seobin Pyon. The halo effect and social evaluation: How organizational status shapes audience perceptions on corporate environmental reputation. *Organization & Environment*, 33: 464-482.
- 2020 Yang, Suyeon* and Sangchan Park (equal contribution). The effects of renewable energy financial incentive policy and democratic governance on renewable energy aid effectiveness. *Energy Policy*, 145: 111682.
- 2019 Park, Sangchan and Hyeonjin Cha*. Institutional decoupling and the limited implementation of certified environmental technologies. *Journal of Environmental Management*, 247: 253-262.
- 2018 Kim, Jiwon* and Sangchan Park (equal contribution). A contingent approach to energy mix policy. *Energy Policy*, 123: 749-758.
- 2016 Yang, Daegy and Sangchan Park*. Too much is as bad as too little? Sources of the intention-achievement gap in sustainable innovation. *Sustainability*, 8: 712.
- 2013 Hiatt, Shon* and Sangchan Park (equal contribution). Lords of the harvest: Third-party influence and regulatory approval of genetically modified organisms. *Academy of Management Journal*, 56: 923-944.
- 2011 Park, Sangchan, Wesley Sine and Pamela Tolbert* (equal contribution). Professions, organizations and institutions: Tenure systems in colleges and universities. *Work and Occupations*, 38: 340-371.
- 2008 Best Paper Award, Administrative Science Association of Canada, Organizational Theory Division.
- 2010 Haas, Martine* and Sangchan Park. To share or not to share? Professional norms, reference groups, and information withholding among life scientists. *Organization Science*, 21: 873-891.

Articles in Domestic Journals

- 2022 Bae, Jonghoon, Minsoo Kim, Young-Kyu Kim, Sangchan Park, Seung-Yoon Rhee* . Ritual networks of difference and conflict: Accepting strangers into the workplace. *Korean Journal of Management*, 30: 135-160.
- 2022 Park, Sangchan* . Institutional influence on innovation-oriented market creation and entrepreneurship. *Korean Journal of Management*, 30: 71-100.
- 2017 Kim, Dongsoo, Hyeonjin Cha and Sangchan Park* . Institutional decoupling: Conceptual review and future research. *Korean Journal of Management*, 25: 121-150.
- 2017 Park, Sangchan* and Hyeonjin Cha. Knowledge decoupling: An institutional approach to the gap between the creation and utilization of environmental technologies. *Knowledge Management Research*, 18: 117-138.
- 2015 Kim, Youngkyu* , Sangchan Park and Bae Jonghoon (equal contribution). Questions on organizational learning. *Korean Journal of Management*, 24: 33-59.
- 2015 Jung, Dong-Il, Sangchan Park* and Bo Kyung Kim. Organizing knowledge ecosystems: The influence of organizational capabilities of platform leaders on multi-firm collaborations for knowledge creation. *Knowledge Management Research*, 16: 1-27.
- 2013 Yi, Sangmook and Sangchan Park* . A multidimensional model of institutional embeddedness. *Korean Journal of Management*, 21: 297-330.
- 2003 Shin, Dongyoub* and Sangchan Park. The effects of exploration and exploitation on R&D performances, *Journal of Strategic Management*, 6: 93-126.

Cases and Book Chapters

- 2023 *Trends in Green Growth and Sustainability*. Seoul, Korea: KAIST Press.
- 2022 Entrepreneurial collective action for new market categories. *Frontier*, 89: 12-13.
- 2021 *Green Business Cases for Sustainability*. Seoul, Korea: KAIST Press.
- 2019 Neo-institutional theory and research on institutional decoupling. In M. Chung (ed.), *Management Theory 2.0: Recent Trends and Future Directions*. Seoul, Korea: Korean Academy of Management, 531-574.

WORK IN PROGRESS

Inter-divisional transfer versus external recruitment of executives in multidivisional firms (with Sea-Jin Chang and Young-Choon Kim). *Under review*

The impact of geography on attention allocation in imitation decisions (with Dongil Jung). *Revising for resubmission*

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

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

Contagion and confinement of illegitimacy: Media attention to organizational wrongdoings by Korean universities (with Dongyoub Shin and Daehun Chung). *Writing manuscript*

PAPERS PRESENTED IN ACADEMIC CONFERENCES

- 2024 “Endorsement or detachment? Examining individual responses to institutional decoupling.” Paper to be presented at the Academy of Management Annual Meeting, Chicago, August.
- “Inter-divisional transfer versus external recruitment of executives in multidivisional firms.” Paper to be presented at the Academy of Management Annual Meeting, Chicago, August.
- 2022 “Networks, translation, and collective sensemaking as sources of institutional compromise.” Paper presented at the Academy of Management Annual Meeting, Seattle, August.
- 2020 “Mind the other gap: Means-ends decoupling of environmental certification.” Paper presented (online) at the Academy of Management Annual Meeting, Vancouver, Canada, August.
- 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.
- “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).
- 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.

GRANTS AND AWARDS

2024 Education Innovation Award, KAIST

2023 Award for Excellence in Research, KAIST College of Business

2021 Best Reviewer Award, Korean Academy of Management.

2020 Best Paper Proceedings, Academy of Management Conference

2020 Excellence in Education, KAIST College of Business

2019 Fulbright Fellowship, Korean-American Educational Commission.

2019 Yonam Overseas Faculty Research Fellowship, LG Yonam Foundation of Korea.

2018 Honorable Mention of the SMS Annual Conference Best Paper, 2018 SMS Annual Conference, Paris, France.

2018 MaeKyung Best Paper Award, Korean Academic Society of Business Administration. Media Coverage: Maeil Business News Korea.

2016 Best Paper Award, Academy of Management, Organizations and the Natural Environment Division.

2016 People’s Choice Award, Alliance for Research on Corporate Sustainability Conference.

2016 Best Paper Proceedings, Academy of Management Conference.

2016 Service Award, Korean Academy of Management.

2014 – 2022 Faculty Research Grant, KAIST.

2014 – 2015 Young Scholar Research Grant, National Research Foundation of Korea.

2013 Excellence in Teaching Award, Ewha Womans University.

2013 Research Grant, Ewha Womans University.

2012 Showcase Symposium Award, Academy of Management Conference.

2008 – 2012 Research Grant, National University of Singapore.

2007 Prix d’Excellence (Best Paper Award), Administrative Science Association of Canada, Organizational Theory Division.

2006 – 2007 Kauffman Dissertation Fellowship Award, Ewing Marion Kauffman Foundation.

2001 Best Thesis Award, Yonsei University.

1996, 1998 Honors Student Award, Academic Excellence Scholarship, Yonsei University.

TEACHING

Korea Advanced Institute of Science and Technology

MS/PhD

2014 – Present Green Business: Theory and Practice (GG501/BGM500)
2014 Green Innovation and Strategy (GG542)
2015 Seminar on Strategy Implementation (BA543)
2016 Seminar in Organization Theory (BA545)

MBA

2014 – Present Organization Design and Innovation (PMB618/BIT555)
2015 – Present Capstone Project Study (PMB997/BIT904)
2017 – Present Organizational Design and Leadership (EMB690/691/BIT800)
2018 – Present Organization Design and Strategy Implementation (MGT689/BIT801/BIT556)
2014 – Present Sustainability Projects (GG951/BGM950)

Executive Education

2016 – Present Advanced Innovative Management Program
2018 – Present Advanced Program for Innovation & Change Management
2018 – Present Global Leader Program
2018 LD Display Global Management Program
2019 Hana Group Senior Leader Advanced Program
2020 – Present Digital Transformation Mastership Program
2021 Finance-IT Convergence Program
2021 – Present ESG Executive Program
2022 – Present Hanwha-KAIST R&D Leadership Program

Ewha Womans University

MS/PhD

2013 – 2014 Seminar in Organization Theory (G13015)
2013 Seminar in Organizational Structure (G12868)
2014 Seminar in Organizational Environment (G12879)

MBA

2013 Organizational Structure and Management (B35008)

Undergraduate

2013 – 2014 Organizational Structure and Development (34613)
2013 – 2014 Managing Organizational Behavior (30818)

National University of Singapore

MS/PhD

2010 Seminar in Organization Theory (BMO6002)

Undergraduate

2009 – 2013 Organisational Effectiveness (MNO3303)

PROFESSIONAL ACTIVITIES

Editorial Duties

2023 – Present Editorial Review Board, *Korea Business Review*
2020 – Present Editorial Review Board, *Organization & Environment*
2020 – Present Editorial Review Board, *Korean Journal of Management*
2017 – Present Editorial Review Board, *Yonsei Business Review*
2014 – 2017 Editorial Review Board, *Knowledge Management Research*

Reviewer for

Administrative Science Quarterly, Asian Journal of Technology Innovation, Journal of Engineering and Technology Management, Journal of Management Studies, Management and Organization Review, Organization & Environment, Organization Science, Organization Studies, Research Policy, Sociological Quarterly, Strategic Entrepreneurship Journal, Sustainability, Work and Occupations, Academy of Management Conference, Asia Academy of Management Conference, INFORMS Organization Science Dissertation Competition, AKMS SERI Scholarship Competition, Journal of Organization and Management, Journal of Strategic Management, Knowledge Management Research, Korean Journal of Management, Korean Management Review, Productivity Review, Seoul Journal of Business

Professional Committees and Assignments

2024 Member, OMT Research Committee, Best Paper Selection from a Dissertation Subcommittee, Academy of Management
2024 Faculty Member, Accreditation Renewal, Association to Advance Collegiate Schools of Business (AACSB)
2022 – Present Faculty Member, Curriculum Review Committee, KAIST
2022 – Present Faculty Member, Business Case Development Committee, KAIST
2022 – Present Faculty Member, Academic Affairs Committee, KAIST
2021 Best Paper Selection Committee, *Organization & Environment*
2021 Invited Presentation, HR Analytics Workshop, SK Academy
2021 Organizer and Session Chair, Research Webinar Series, Korean Academy of Management
2021 Faculty Member, Action Learning Task Force, KAIST
2021 Session Chair and Steer Committee Member, Virtual Student Research Presentations, The 8th Seoul Climate-Energy Conference 2021, KAIST
2021 Panelist, Organizational Culture Seminar, Woori Finance Research Institute
2020 – 2021 Best Published Paper Award Committee, *Korean Journal of Management*
2020 Steering Committee Member, The 7th Seoul Climate-Energy Conference 2020, KAIST
2020 Organizer and Session Chair, Inter-departmental symposium, KAIST College of Business Management Engineering and Business and Technology Management
2019 Faculty Member, Head Search Committee, KAIST
2019 Advisory Review Panel, Performance Certification Program, Korea Culture & Tourism Institute

- 2018 – 2019 Guest Lecturer, Organization and Social Network Seminar, Kyunghee University
 2018 Guest Lecturer, Social Science Research Methodology, Moon Soul Graduate School of Future Strategy, KAIST
- 2018, 2022 Discussant, Inter-departmental symposium: Roundtable sessions, KAIST College of Business Management Engineering and Business and Technology Management
- 2017 – 2021 Best Published Paper Award Committee, *Yonsei Business Review*
- 2017 – 2018 Faculty Member, MBA Program Innovation Committee, KAIST
- 2017 Discussant, the 1st YVIP Global Conference, Yonsei School of Business
- 2017 Co-organizer and Panelist, HR Collaboration Day: KAIST enrichment program for HR professionals, KAIST
- 2016 – 2019 Coordinator, Department seminar series, KAIST
- 2015 – 2017 Guest Lecturer, Organization Theory Seminar, Kyunghee University
- 2015 – 2018 Faculty Member, Sustainability Case Development Committee, KAIST
- 2015 – 2019 Faculty Member, Business Case Development Committee, KAIST
- 2015 – 2022 Faculty Member, Program Committee: Master's in Green Business and Policy, KAIST
- 2015 Invited Presentation and Panelist, 1st Colloquium on Organizational Learning Theory, Korean Academy of Management
- 2015 Invited Presentation, HR Collaboration Day: KAIST enrichment program for HR professionals, KAIST
- 2014 – 2022 Director, Auditor and Executive Board Member, Korean Academy of Management
- 2014 Invited Presentation, Seminar in Green Growth, KAIST
- 2013 Invited Presentation, Center for Business Research, Ewha Womans University
- 2011 – 2012 Faculty Member, Department Search Committee, NUS
- 2009 – 2012 Volunteer, BIZ Open House, NUS
- 2009 – 2012 Volunteer, BBA Master Class, NUS
- 2009 – 2012 Faculty Member, MSc/PhD Committee, NUS
- 2009 – 2011 Honor thesis supervisor/examiner, NUS
- 2009 – 2010 Faculty Advisor, Consulting Practicum Projects, NUS
- 2008 – 2012 Judge, Cerebration: University-wide business case competition, NUS

Professional Membership

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

REFERENCES

David Lehman
 University of Virginia, McIntire School of Commerce
 Tel: +1-434-243-2309, Email: lehman@virginia.edu

Dongyoub Shin
 Yonsei University, School of Business
 Tel: +82-2-2123-4459, Email: dshin@yonsei.ac.kr

Wesley Sine

Cornell University, Johnson College of Business
Tel: +1-607-254-1336, Email: wds4@cornell.edu

Pamela Tolbert
Cornell University, ILR School
Tel: +1-607-255-9527, Email: pam.tolbert@cornell.edu

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Yonsei University, School of Business
Tel: +82-2-2123-2496, Email: hyang@yonsei.ac.kr