

SEOK-WOO KWON

Haskayne School of Business
University of Calgary
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Canada

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ACADEMIC EMPLOYMENT

Professor, Haskayne School of Business, University of Calgary, 2021 to present
Associate Professor (with tenure), Haskayne School of Business, University of Calgary, 2016 to 2021
Assistant Professor, Fox School of Business, Temple University, 2012 to 2016
Assistant Professor, A. Gary Anderson Graduate School of Management, University of California, Riverside, 2007 to 2012
Assistant Professor, James W. Martin School of Public Policy and Administration, University of Kentucky, 2003 to 2007

VISITING POSITIONS

Visiting Scholar, Korea University Business School, 2019
Visiting Fellow, the Institute for Analytical Sociology (IAS) at Linköping University, 2019
Visiting Scholar, Leeds School of Business, University of Colorado at Boulder, 2010

EDUCATION

Ph.D. in Management & Organization, Marshall School of Business, University of Southern California, 2003
M.A. in Communications Management, Annenberg School for Communication, University of Southern California, 1990
M.A., Cultural Anthropology, University of Chicago, 1989
B.A. with high distinction, honors in Anthropology, University of Michigan, 1987

HONORS / RECOGNITIONS

Finalist for the 2025 Best Paper Award at the Journal of Management
Journal of Business Venturing's Best Reviewer Award of 2023

Best Seller Award for 2019-2020 from Ivey Publishing for teaching case, *Harley-Davidson: Internationalization in the Trump Era*

Robson Professorship in Entrepreneurship, Haskayne School of Business, University of Calgary (July 1, 2018 to present)

Robert K Merton Fellowship in Economic Sociology, the Institute for Analytical Sociology (IAS) at Linköping University, 2019 (including roundtrip travel and a tax-free stipend amounting to 31,500 Swedish krona per month to cover costs for housing and living expenses).

W. Richard Scott Award for Distinguished Scholarship from the Section on Organizations, Occupations, and Work in an article published within the last three years (2011-2013), in American Sociological Association, 2014

Academy of Management Review Decade Award, 2012

Overall research impact ranked 108th among more than 25,000 authors included in the database (*Journal of Management*, 2008)

W.H. Newman Award for best paper based on a dissertation at the Academy of Management meetings, 2005

Outstanding Paper based on a Dissertation Award in the Health Care Management Division, Academy of Management, 2005

Academy of Management Review 2002 Best Paper Award, 2003

Finalist for the 2002 INFORMS/Organization Science Dissertation Proposal Competition, 2002

RESEARCH GRANTS

A. External

Principal investigator, "Honey, I'm an entrepreneur now!" The crossover effect of entrepreneurship on the well-being of spouses," Social Sciences and Humanities Research Council of Canada (\$71,239), April 1, 2022 to March 31, 2025

Principal investigator, "Explaining Entrepreneurship Trends Using Hierarchical Age-Period-Cohort Models," Social Sciences and Humanities Research Council of Canada (\$46,536), March 15, 2018 to March 31, 2021

Co-investigator with Paul Adler, "Fair? A study of physicians' responses to restricted formularies," Agency for Healthcare Research and Quality in the U.S. Department of Health and Human Services, (\$99,940), 2002 to 2004

B. Institutional

Collaborator with Kanwal Bokhari, "Turning Tides – Charting Success for Women Entrepreneurs," Parex Resources Innovation Fellowship (\$20,000), University of Calgary, 2024

University Faculty Conference Travel Grant (\$1,500), University of Calgary, 2018.

Co-investigator with Jess Chua, Loren Falkenberg, Lienna Kano, Oleksiy Osiyevskyy, Alain

Verbeke, "Micro-Foundations and Governance Design Choices in Business: Toward an Integrative Framework," Haskayne Transformational Research Grant (\$250,000), project team member, 2018-2021

Haskayne Research Fellowship (\$5,000 per year), Haskayne School of Business, University of Calgary, 2018-2020

Co-investigator with Jenny Godley, "Are smart cities healthy? Combining novel data sources to investigate the impact of social, economic, and geographic factors on the relationship between employment and health within and across Canadian cities," University of Calgary Library sub-grant competition funded by The Andrew W. Mellon Foundation (\$36,744), 2017-2018

Principal investigator, University Research Grants Committee Faculty Seed Grants (\$13,364), 2017-2018

Dean's Publication Award, Haskayne School of Business, University of Calgary, 2017 (2 awards); 2018 (1 award)

Dean's Research Grant (\$10,000 per year), Haskayne School of Business, University of Calgary, 2016-2020

University of California Riverside Academic Senate Research Grant: 2008-2010

University of California Riverside Regents' Faculty Fellowship (\$5,000), 2008

Principal investigator, "Formulary fairness and its cost-effectiveness," Faculty Research Support Program (\$15,938), University of Kentucky, 2005 to 2006

Principal investigator, Travel Grant (\$1,000), International Business Education & Research (IBEAR) Program, University of Southern California, 1998

Principal investigator, Doctoral Research Grant (\$3,000), IBEAR Program, University of Southern California, 1997

PUBLICATIONS

Google Scholar: <https://scholar.google.com/citations?user=AxyqFm0AAAAJ&hl=en>

Published in Journals

Kwon, S. W., & Wang, X. (2026). Entrepreneurial Career Trajectories: An Exploratory Life-Course Perspective. *Entrepreneurship Theory and Practice*.

Yu, W., **Kwon, S.-W.**, Bokhari, K., Bao, J. (2025). Unseen strain: how entrepreneurial pursuits undermine spousal well-being. *Small Business Economics*.

Seok-Woo Kwon, Emanuela Rondi, Daniel Z. Levin, Alfredo De Massis, & Dan Brass, Network brokerage: An integrative review and future research agenda, *Journal of Management*, 46(6): 1092-1120, 2020. (finalist for the 2025 Best Paper Award at the Journal of Management)

Seok-Woo Kwon & Martin Ruef, The imprint of local labor markets on entrepreneurial performance, *Journal of Business Venturing*, 32(6): 611-626, 2017

- Interviewed at <https://faculti.net/the-imprint-of-labor-markets-on-entrepreneurial-performance/>

Seok-Woo Kwon, John Halebian, & John Hagedoorn, In country we trust?: The influence of category-based trust on alliance governance choice, *Journal of International Business Studies*, 47: 807-829, 2016.

Martin Ruef & **Seok-Woo Kwon**, Neighborhood Associations and Social Capital, *Social Forces*, 95(1): 159-190, 2016.

Seok-Woo Kwon & Paul Adler, Social capital: Maturation of a field of research. *Academy of Management Review*, 39(4), 412-422, 2014.

Seok-Woo Kwon, Colleen Heflin, & Martin Ruef, Community-level social capital and entrepreneurship, *American Sociological Review*, 78(6): 980-1008, 2013 (W. Richard Scott Award for Distinguished Scholarship, 2014)

Paul Adler & **Seok-Woo Kwon**, The mutation of professionalism as a contested diffusion process: Clinical guidelines as carriers of institutional change in medicine, *Journal of Management Studies*, 50:930-962, 2013

Seok-Woo Kwon & Pia Arenius, Nations of entrepreneurs: A social capital perspective, *Journal of Business Venturing*, Vol. 25, No. 3, 2010

Seok-Woo Kwon, Does the standardization process matter? A study of cost effectiveness in hospital drug formularies, *Management Science*, Vol. 54, No. 6, 2008

Paul Adler, **Seok-Woo Kwon**, & Charles Heckscher, Professional work: The emergence of collaborative community, *Organization Science*, Vol. 19, No. 2, 2008

Paul Adler, Patricia Riley, **Seok-Woo Kwon**, Jordana Signer, Ben Lee, and Ram Satrasala, Performance improvement capability: Keys to accelerating performance improvement in hospitals, *California Management Review*, vol. 45, No. 2, 2003

Paul Adler and **Seok-Woo Kwon**, Social capital: Prospects for a new concept, *Academy of Management Review*, Jan. 2002 (Academy of Management Review Decade Award, 2012; Best AMR Paper of 2002 Award)

Under Review

Wu, X., & **Kwon, S.-W.** From Network-based to Attribute-based Mechanisms of Partnership Formation: Evidence from Venture Capital Syndication in China. *Strategic Management Journal* (submitted).

Paeffgen, T. M. & **Seok-Woo Kwon**. Network Effect: Exploring How Social Capital Impacts Perceptions of Organizational Resilience. *Journal of Management & Organization* (submitted)

Conference Proceedings

Seok-Woo Kwon, The moderating effect of procedural fairness in standardizing professional work: Hospital drug formulary and its cost effectiveness, *Best Paper Proceedings of the 2005 Academy of Management Meeting*, Honolulu, Aug 2005 (Winner, W.H. Newman Award for best paper based on a dissertation & Outstanding Paper based on a Dissertation Award in the Health Care Management Division)

Book Chapters

Paul Adler and **Seok-Woo Kwon**, Community, market, and hierarchy in the evolving organization of professional work: The case of medicine, In Daniel Muzio, Stephen Ackroyd, and Jean-Francois Chanlat (Eds.), *Redirections in the Study of Expert Labour*. New York: Palgrave Macmillan, 2007

Paul Adler and **Seok-Woo Kwon**, Social capital: The good, the bad, and the ugly, In E. L. Lesser (Ed.), *Knowledge and Social Capital: Foundations and Applications* (pp. 89-115). Boston: Butterworth-Heinemann, 2000

Teaching cases

Won-Yong Oh, **Seok-Woo Kwon**, & Brooke Miskiman, UNIQLO: Expansion into Canada, Ivey Publishing, 2018

Bertrand Guillotin & **Seok-Woo Kwon**, Harley-Davidson: Internationalization in the Trump Era, Ivey Publishing, 2018 (won a Best Seller Award for 2019-2020 from Ivey Publishing)

Seok-Woo Kwon, Won-Yong Oh, & Brooke Miskiman, Las Vegas Sands Corp: Pricing Game in Vegas (Product Number: 9B17A067), Ivey Publishing, 2017

Bertrand Guillotin & **Seok-Woo Kwon**, Internationalization in Trump's Era: Harley Davidson's dilemma. JDC West Case Competition, 2017

REFEREED AND INVITED PRESENTATIONS

Xiaoteng Wu & **Seok-Woo Kwon**, From Network-based to Attribute-based Mechanisms of Partnership Formation: Evidence from Venture Capital Syndication in China

- The International Sunbelt Social Network Conference in Paris, June 23 - July 5, 2025

Seok-Woo Kwon & Xiaoying Wang, Entrepreneurial careers and “career entrepreneurs”

- Annual American Sociological Association Meeting in Montreal, August 10-13, 2024

Seok-Woo Kwon, The effect of entrepreneurship on the well-being of spouses

- John Molson School of Business at Concordia University, 2023
- People and Organizations Conference in Philadelphia, Oct 14 - 15, 2022
- Annual American Sociological Association Meeting in Los Angeles, August 5-9, 2022

Seok-Woo Kwon, Brokerage research in international alliances

- Strategic Management Society 38th Annual Conference in Paris, 2018

Christopher C. Liu, Shavin Malhotra, & **Seok-Woo Kwon**, Open to Commercialize? Scientist Personality, Social Influence, and Propensities to Commercialize

- Academy of Management Annual Meeting in Chicago, 2018 (withdrawn)

Bertrand Guillotin & **Seok-Woo Kwon**, International Expansion in Trump's America First Era: The Case of Iconic Harley

- AIB US-Northeast Conference, 2017

Seok-Woo Kwon & Martin Ruef, The Role of Generations in Explaining Self-employment Trends: An Assessment of Period and Cohort Effects

- Linkoping University, 2019
- Stockholm School of Economics, 2019

- American Sociological Association Annual Meeting in Montreal, 2017

Paul Adler & Seok-Woo Kwon

- Symposium: How to Write One of the Most Successful Academy of Management Articles of All Time, Academy of Management Annual Meeting in Anaheim, 2016

Seok-Woo Kwon & Martin Ruef, The imprint of local labor markets on entrepreneurial performance

- University of Alberta Business School, 2017
- Sociology Dept., University of Calgary, 2016
- Haskayne School of Business, University of Calgary, Canada, 2016
- Academy of Management Annual Meeting in Vancouver, 2015

Seok-Woo Kwon & Colleen Heflin, “Community-level social capital and entrepreneurship”

- The International Sunbelt Social Network Conference, Redondo Beach, 2012
- Academy of Management Annual Meeting in Boston, 2012

Seok-Woo Kwon, John Hagedoorn, & Dan Brass “The role of national trust in R&D alliances among European firms,”

- Rutgers Business School, 2014
- Fox School of Business, Temple University, 2011
- Academy of Management Annual Meeting in San Antonio, 2011
- The International Sunbelt Social Network Conference, Corfu, Greece, 2007

Seok-Woo Kwon & Pia Arenius “Nations of entrepreneurs: A social capital perspective”

- Academy of Management Annual Meeting in Philadelphia, Pennsylvania, 2007
- The Cornell-McGill Conference on Institutions & Entrepreneurship, Ithaca, NY, July 2007
- A. Gary Anderson Graduate School of Management, University of California, Riverside, Department of Management and Marketing, March 2007
- Leavey School of Business, Santa Clara University, Dept. of Management, March 2007
- The Gatton College of Business and Economics, University of Kentucky, Dept. of Management, January 2007

Paul Adler & Seok-Woo Kwon, “The evolving organization of professional work,” the 5th International Critical Management Studies Conference, Manchester Business School, UK, 2007

Colleen Heflin and **Seok-Woo Kwon**, “Social capital and racial inequality in labor force participation,” the Population Association of America Annual Meeting, Los Angeles, CA, 2006

Seok-Woo Kwon, “The moderating effect of procedural fairness in standardizing professional work: Hospital drug formulary and its cost effectiveness”

- Annual Meeting of the Academy of Management, Honolulu, 2005. (included in Best Papers Proceedings)
- The Gatton College of Business and Economics, University of Kentucky, Dept. of Management, 2003

Paul Adler, **Seok-Woo Kwon**, & Jordana Signer, “The evolution of professional work,” the 4th Critical Management Studies conference, University of Cambridge, Cambridge, UK, 2005

Seok-Woo Kwon, “The formalization of professional work: The case of clinical practice guidelines in medicine,” Annual Meeting of the American Sociological Association, Washington, DC, 2000

Paul Adler & **Seok-Woo Kwon**, "Social capital: The good, the bad, and the ugly," Annual Meeting of the Academy of Management, Chicago, 1999

COURSES TAUGHT

A. Regular-Length

Haskayne School of Business, University of Calgary (2016 to present)

- MGST 711 Quantitative Design Analysis (DBA required)
- MGST 799.7 Implementing Empirical Research (Ph.D. elective)
- ENTI 791-01 Technology Commercialization (MBA elective)
- ENTI 559 Technology Commercialization (Undergraduate elective)
- BSEN 559 Managing Knowledge Networks (MBA)

Fox School of Business, Temple University, Philadelphia (2012 to 2016)

- SGM 3503 Managing New and Small Enterprises (Undergraduate)
- SGM 4101 Global Business Policies (Undergraduate)
- SGM 5127 Managing Knowledge Networks (MBA)
- BA 9001 Organizations and Management Theory (PhD core)

A. Gary Anderson Graduate School of Management, University of California, Riverside (2007 to 2012)

- MGT 246 Intro to Entrepreneurial Management (MBA elective)
- MGT 235 Strategic Management (MBA core)
- MGT 200 Organizational Behavior and Theory (MBA core)
- BUS 146 Introduction to Entrepreneurship (Undergraduate elective)
- BUS 156 Leadership Development (Undergraduate elective)

Martin School of Public Policy and Administration, University of Kentucky (2003 to 2007)

- HA/PA 642: Public Organization Theory and Behavior, Required MPA/MHA core course
- PA 742: Theory of Public Organizations, Required Ph.D. core course.

Marshall School of Business, University of Southern California (1996 to 2002)

- BUAD 304: Organizational Behavior, Undergraduate core course.

B. Short-Courses: Executive Development

Samsung Marketing Leaders Program: University of Southern California. (1997)

ADVISING

Students supervised:

Kanwal Bokhari, DBA student, University of Calgary, 2019 – 2023 (Initial placement: University of Calgary).

Doctoral Committee participated:

Zahra Jamshidi. Proposal defense July 16, 24

Kerry Wang, Dissertation defense July 19, 2024

Xiaoying Wang, committee member for field of study (Candidacy) exam, Haskayne School of Business, University of Calgary, 2021

Philip Piercy, committee member for field of study (Candidacy) exam & thesis proposal, Haskayne School of Business, University of Calgary, 2021

Reiner Schaefer, committee member for field of study (Candidacy) exam, Haskayne School of Business, University of Calgary, 2018

Soonchul Hyun, Neutral Chair for final defense exam, Haskayne School of Business, University of Calgary, 2018

Amanda Julian, committee member for field of study (Candidacy) exam, Dept of Psychology, University of Calgary, 2018

Leo Lu, committee member for field of study (Candidacy) exam, Haskayne School of Business, University of Calgary, 2017

Nga Nguyen, Neutral Chair, Haskayne School of Business, University of Calgary, 2017

Kanhaiya Sinha, supervisory committee for candidacy exam, Haskayne School of Business, University of Calgary, 2017

Dongning Yu, Neutral Chair, Haskayne School of Business, University of Calgary, 2016

Alice Min, Fox School of Business, Temple University, 2016

Sung Namkung, Fox School of Business, Temple University, 2016

Yongbeom Hur, Martin School of Public Policy and Administration, University of Kentucky

Margaret Hughes, Gatton College of Business & Economics, University of Kentucky

Juan Ling, Gatton College of Business & Economics, University of Kentucky

Goce Andrevski, Gatton College of Business & Economics, University of Kentucky

Jody Michael Damron, Gatton College of Business & Economics, University of Kentucky

Richard Park Siemer, College of Education, University of Kentucky

Young-Kwi Bae, Dept. of Political Science, University of Kentucky

UNIVERSITY AND DEPARTMENTAL SERVICE

Provost appointee, Faculty Tenure and Promotion Committee, University of Calgary, Dec., 2025

Member, Committee for recruiting Tenure-Track Assistant Professor (Teaching), Haskayne School of Business, University of Calgary, 2024 – 25

Member, Committee for recruiting TT Quantum Position in ENTI, 2024-25

Member, open area cluster hire search committee, Haskayne School of Business, University of Calgary, 2022-2023

Member, Graduate Award Competition Evaluation Committee, Haskayne School of Business, University of Calgary, Feb, 15, 2022

Member, the DBA Advisory Program Committee, Haskayne School of Business, University of Calgary, Jan, 2021 to Dec, 2023

Member, Faculty Tenure and Promotion Committee, Haskayne School of Business, University of Calgary, July, 2021 to June, 2023

Member, PhD Advisory Committee, Haskayne School of Business, University of Calgary, Nov, 2019- June 2023

Member, ENTI Area Faculty Recruitment Committee, Haskayne School of Business, University of Calgary, 2020

Member, General Faculties Council – Research and Scholarship Committee, Haskayne School of Business, University of Calgary, 2018 – 2021

Member, Ph.D. Summer Research Project Evaluation Committee, Haskayne School of Business, 2018

Member, CCS Academic Advisory Group, Haskayne School of Business, 2018-2019

Member, CCAL Leadership Research Grant Adjudication Committee, Haskayne School of Business, 2017

Member, Graduate Award competition adjudication committee, Haskayne School of Business, 2016

Member, Fox School merit committee, Fox School of Business, Temple University, 2014

Member, SGM department recruitment committee, Fox School of Business, Temple University, 2012-2016

SGM research seminar coordinator, Fox School of Business, Temple University, 2012-2016

Faculty participant, CHASS Recruitment Project, University of California at Riverside, 2009

Member, AGSM Scholarship Committee, A. Gary Anderson Graduate School of Management, University of California at Riverside, 2009

Member, AGSM Graduate Programs Committee, A. Gary Anderson Graduate School of Management, University of California at Riverside, 2008 to 2009

Member, AGSM Academic Integrity Committee, A. Gary Anderson Graduate School of Management, University of California at Riverside, 2007 to 2008

Member, Ph.D. Committee, A. Gary Anderson Graduate School of Management, University of California at Riverside, 2007 to 2008

Member, MHA Committee, Martin School of Public Policy and Administration, University of Kentucky, 2005 to 2006

Member, MPA Curriculum Committee, Martin School of Public Policy and Administration, University of Kentucky, 2004 to 2005

Member, Colloquium Committee, Martin School of Public Policy and Administration, University of Kentucky, 2004 to 2005

Member, Nursing Management in Complex Systems – Rural Outreach Training Grant Committee, College of Nursing, University of Kentucky, 2004 to 2005

Member, Ph.D. Core Exam. Committee, Martin School of Public Policy and Administration, University of Kentucky, 2003 to 2007

PROFESSIONAL SERVICE

Member of the sub-committee of JPO editorial board members to choose the annual best paper award, 2019 & 2021

Review panel of the Social Capital pillar in the Prosperity Index (<http://www.prosperity.com/>), the Legatum Institute in London, 2018-2019

Member of Academy of Management Entrepreneurship Research Committee, 2014 - 2023

Editorial board:

Entrepreneurship Theory and Practice: 2023 – present

Journal of Business Venturing: 2023 - present

Journal of Professions and Organization: 2016 - 2023

Invitation to be the Editor-in-Chief of a journal on Business (declined): 2017

Journal reviews (<https://www.webofscience.com/wos/author/record/1261311>):

Academy of Management Review; Academy of Management Journal; Entrepreneur Theory and Practice; Human Relations; International Conference on Information Systems (ICIS); Journal of Business Venturing; Journal of International Business Studies; Journal of International Management; Journal of Management Studies; Journal of Professions and Organization; Organization Science; Organization Studies; Social Forces; Sociological Forum

Grant reviews:

Member of an Insight Grants adjudication committee (14A – Business, management and related fields) for the Social Sciences and Humanities Research Council of Canada, 2022-23

External reviewer for Social Sciences and Humanities Research Council of Canada, 2018

Robert Wood Johnson Foundation’s Changes in Healthcare Financing and Organization (HCFO) initiative

Conference reviews:

Reviewed 4 submissions for the Strategic Management Society Banff Conference, 2017

Discussant:

Panel on the OMT Global: Doing Organizational Research Around the World, AoM PWD workshop, 2020 & 2021

“Negative ties: A symposium” 2004 Meeting of the Academy of Management.

Organizer:

“Grant writing workshop for junior faculty and doctoral students” Marshall School of Business, University of Southern California, 2002

External Reviewer for P&T:

Indian Institute of Management Bangalore, 2024

Claremont College, 2016

COMMUNITY SERVICES

Webinar on innovation and entrepreneurship, Jim Dewald & Seok-Woo Kwon, University of Calgary, 2017 (<https://explore.ucalgary.ca/ingredients-entrepreneurial-success>)

PROFESSIONAL EXPERIENCE

Faculty Collaborator in LINKS, International Center for Research on Social Networks in Business, the Gatton College of Business and Economics, University of Kentucky, 2007

Researcher, Korea Appraisal Board, Seoul, Korea, 1992 to 1993

PROFESSIONAL MEMBERSHIP

Academy of Management
American Sociological Association
INFORMS