

SUYEON KANG

School of Labor and Employment Relations
University of Illinois Urbana-Champaign
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EDUCATION

University of Illinois Urbana-Champaign	May 2025 (expected)
Ph.D. Candidate at Human Resources and Industrial Relations	
KDI School of Public Policy and Management	2019
Master of Public Policy	
<i>Dean's List with Distinction, Award for Outstanding Thesis</i>	
Yonsei University	2015
Bachelor of Art in English and English Literature	
Exchange Student at University of Oslo	2013 Spring

RESEARCH INTERESTS

Strategic HR Management; Corporate Disclosures; Organizational Theory; Corporate Governance

SELECTED WORKING PAPERS

- Kang, S.,** Weaver, A. & Jung, J. "Strategic Partner or Cost Controller? Competing Logics behind the Rise of HR Executives at Large U.S. Firms"
- Invited for revision & resubmission at *Human Resource Management Journal*.

RESEARCH IN PROGRESS

- Jung, J., **Kang, S.**, & Lee, Y. A Double-Edged Sword: Restructuring as Impression Management and the Risk of Early CEO Departure (*in preparation for journal submission to Journal of Management*)
- Kang, S.** & Jung, J. Contrasting Role of Institutional Ownership in Shaping Human Capital Disclosure (*in preparation for journal submission to Organization Science*)
- Weaver, A. & **Kang, S.** Longitudinal and Contemporaneous Predictors of Corporate Training in U.S. Manufacturing (*in manuscript writing stage, targeting ILR Review*)
- Kang, S.** Human Capital Logics in Human Capital Management Disclosure: Application of Topic Modeling (*in manuscript writing stage*)
- Kang, S.** Job Creation as Strategic Response to Institutional Process: Application of Integrated

PAPER PRESENTATIONS AT CONFERENCES & SEMINARS

Kang, S. & Jung, J. Activist Construction of Compliance: Long-Term Investors' Promotion of Human Capital Disclosures. *2024 People and Organization Conference*

Jung, J., **Kang, S.** & Lee, Y. A Double-Edged Sword: Restructuring as Impression Management and the Risk of Early CEO Departure. *2024 Academy of Management Annual Meetings*

Kang, S. Weaver, A. & Jung, J. The Rise of HR Executives: What Drives the Elevation of HR Function?. *2023 Academy of Management Annual Meetings*

Kang, S. Weaver, A. & Jung, J. The Rise of HR Executives: What Drives the Elevation of HR Function?. *2022 People and Organizations Conference.*

Weaver, A. & **Kang, S.** Training and Technical Change. *2021 American Economic Association.*

Weaver, A. & **Kang, S.** Training and Technical Change. *2021 Labor and Employment Relations Association*

Jung, J., Lee, Y., & **Kang, S.** Shrinking Horizons: The Cyclical Relationship between CEO Change and Corporate Restructuring. *2021 Academy of Management Annual Meetings*

RESEARCH EXPERIENCE

University of Illinois at Urbana Champaign, IL 2019-Present

Advisor: Andrew Weaver

- Study on external factors explaining employers' job training provision in the U.S. manufacturing sector
 - Literature review, Data collection and processing
- Study on job positing and skill requirement for admin and tech jobs
 - Named Entity Recognition, Labeling Validation

University of Illinois at Urbana Champaign, IL 2020-Present

Advisor: Jiwook Jung

- Study on CEO career horizon and strategic decision-making on downsizing and divestiture
 - Literature Review, Data construction, Manuscript Writing

KDI School of Public Policy and Management, South Korea 2017

Advisor: Dongyoung Kim

- Study on history of Korean energy governance from 1960's to 2000's
 - Literature review on policy agenda and projection of energy supply with actual consumption

AWARDS & FELLOWSHIP

Tim Judge Fellowship Award 2023
School of Labor and Employment Relations, University of Illinois

TEACHING EXPERIENCES

Quantitative Methods (Master Core), Fall 2022, Spring 2023 *Teaching Assistant*
Macro Research Method (Doctorate Core), Spring 2024 – NLP& Text Mining *Guest Lecturer*

WORK EXPERIENCES

Asia Foundation Malaysia, Internship Dec. 2017– Jan. 2018
- Supported Migrant Labor Reform Project for Indigenous and Disadvantaged Entrepreneurs
National Assembly of Korea, Internship Dec. 2014 – Apr. 2015
- Wrote Inquiry Letter for Trade, Industry, Energy, SMEs and Startups Committee

EXTRA-CURRICULAR

AOM HR Division Ph.D. Consortium, (Aug. 2024)
Community of Organization Scholars at Illinois (COSI) – Member (Feb 2023-)
Illinois Strategic Organizations Initiative – Student Associate (2021-)

OTHER INFORMATION

Programming Skills: Stata, Python for Natural Language Processing, R Studio
Language: English, Korean, Spanish (Basic)

REFERENCES

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