

# SHINJAE WON

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## EDUCATION

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- 2016 **Ph.D. in Management**, The Wharton School, University of Pennsylvania  
**Dissertation:** Essays on Executive Search  
*Committee:* Peter Cappelli (Wharton), Matthew Bidwell (Wharton), Lori Rosenkopf (Wharton), Isabel Fernandez-Mateo (London Business School)
- 2009 **A.B. in Economics with honors**, Princeton University

## ACADEMIC APPOINTMENT

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- 2016- Assistant Professor, School of Labor and Employment Relations  
University of Illinois at Urbana-Champaign

## PUBLICATIONS

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- Shinjae Won and Matthew Bidwell (Forthcoming). “Finding the Right Path to the Top: How Past Interorganizational Moves Impact Executive Selection Outcomes,” *Strategic Management Journal*
- Matthew Bidwell, Shinjae Won, Roxana Barbulescu and Ethan Mollick (2015), “I Used to Work at Goldman Sachs! How Organizational Status Creates Rents in the Market for Human Capital,” *Strategic Management Journal*
  - First two authors listed alphabetically
  - Finalist, Strategic Management Society (SMS) Best Conference Paper Prize
  - Featured in *Human Capital in Strategy 2008-2018*, SMJ Virtual Issue (2019)
- Peter Cappelli and Shinjae Won (2012), “Soft Skills,” for SAGE Sociology of Work Encyclopedia, Vicki Smith and J. Geoffrey Golson (eds.)

## WORKING PAPERS

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- “If You Can’t Beat Them, Hire Them: Client Tie Formation as Defense Mechanism in Conflicts Involving Professional Services Firms”
  - Reject and Resubmit at *Organization Science*
- “Academic Entrepreneurs in an Emerging Industry: Career Experiences, Breadth of Technology and Entrepreneurial Success” (with *Shinjinee Chattopadhyay (UIUC)* and *Florence Honore (Wisconsin)*)
  - Under review at *Strategic Management Journal*
- “Climbing the Ranks: Knowledge diversification, promotions and managerial skills” (with *Matthew Bidwell (Wharton)* and *Shinjinee Chattopadhyay (UIUC)*)
- “Career Diversification in Missing Markets: Evidence from India and US” (with *Shinjinee Chattopadhyay*)
- “How You Pay Affects How You Do: Financial Aid Type and Student Performance in College” (with *Peter Cappelli (Wharton)*)

## WORKS IN PROGRESS

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- “The Effect of Private Sector Experience for Public Sector Employees” (with *Shinjinee Chattopadhyay (UIUC)* and *Joe Mahoney (UIUC)*)
- “Gender-based Selection in Executive Hiring: New Evidence from Executive Search Data”
- “The Effect of Performance Pay Dispersion on Employee Turnover Rate” (with *Kiwoong Kim (Sungkyunkwan)* and *Jaesung Choi (Sungkyunkwan)*)

## CONFERENCE AND SEMINAR PRESENTATIONS

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“Academic Entrepreneurs”

- 2023 Wharton Technology and Innovation Conference, Philadelphia (*planned*)
  - 2022 Academy of Management Meeting, Seattle
  - 2022 Strategic Management Society Meeting, Milan & London
- “Climbing the Ranks”
- 2022 Hong Kong University Research Seminar, Virtual
  - 2020 People and Organizations Conference, Virtual
  - 2019 Academy of Management Meeting, Boston
  - 2019 Strategic Management Society Meeting, Minneapolis
- “Career Diversification in Missing Markets”
- 2021 People and Organizations Conference, Virtual
  - 2020 Strategic Management Society Meeting, Virtual
- “Opting Out or Opting In?”
- 2019 Academy of Management Meeting, Boston
- “Cognitive Processes and Educational Outcomes”
- 2017 Academy of Management Meeting, Atlanta
- “Gender-based Selection in Executive Hiring”
- 2016 People and Organizations Conference, Philadelphia
- “Finding the Right Path to the Top”
- 2015 Labor and Employment Relations Association Annual Meeting
  - 2015 Executive Search Information Exchange, New York (*practitioner conference*)
  - 2015 People and Organizations Conference, Philadelphia
- “If You Can’t Beat Them, Hire Them”
- 2017 People and Organizations Conference, Philadelphia
  - 2014 Wharton-INSEAD Student Consortium, Fontainebleau
  - 2014 Strategic Management Society Meeting, Madrid
  - 2015 CCC Doctoral Consortium, New York
  - 2015 Executive Search Information Exchange, New York (*practitioner conference*)
  - 2015 Academy of Management Meeting, Vancouver
- “I Used to Work at Goldman Sachs!”
- 2012 Wharton-INSEAD Student Consortium, Fontainebleau
  - 2012 Strategic Management Society Meeting, Prague
  - 2012 European Group for Organizational Studies Colloquium, Helsinki
  - 2013 Trans-Atlantic Doctoral Consortium, London
  - 2013 Academy of Management Meeting, Orlando

## **AWARDS AND FELLOWSHIPS**

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- 2014 Strategic Management Society Best Conference Paper Prize for Practice Implications Nominee
- 2012 Best Reviewer Award, Careers Division of the Academy of Management
- 2012 Strategic Management Society Best Conference Paper Prize Finalist
- 2015 Wharton Risk Center Russell Ackoff Doctoral Student Fellowship Award Recipient
- 2014 Northrop-Grumman Fellowship Recipient
- 2014 Wharton Leadership Center Research Grant Recipient

## **TEACHING EXPERIENCE**

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### *University of Illinois*

**LER 565: Human Resource Management and Strategy** (Graduate)

**LER 598: Designing High Performance Work Systems** (Graduate)

### *University of Pennsylvania*

**MGMT 101: Introduction to Management** (Undergraduate)

## **OTHER ACADEMIC ACTIVITIES**

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**Leadership:** Strategic Management Society—Strategic Human Capital Interest Group *Rep-at-Large* (2023-2024)

**Dissertation Committee member:**

Eunkwang Seo (Ph.D. in Business Administration, 2021)

**Ad-hoc reviewing:** Management Science; Organization Science; Strategic Management Journal; Administrative Science Quarterly; Industrial and Labor Relations Review; British Journal of Industrial Relations; Labour Economics

**Academy of Management Meeting membership:** HR, BPS, CAR divisions

**Languages:** *English (Fluent), Korean (Native), Chinese and Japanese (Conversational)*