

JIWON BYUN

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EDUCATION

Stanford University, Graduate School of Business	Stanford, CA, USA
Ph.D. in Organizational Behavior	Expected June 2026
Committee: Glenn Carroll (Co-Chair), Adina Sterling (Co-Chair), Jesper Sorensen, William Barnett	
Columbia University, Graduate School of Business	New York, NY, USA
Visiting Ph.D. Student, Management Department	2024
Yonsei University, School of Business	Seoul, South Korea
M.S. in Management (Organization and Management Theory)	2019
B.B.A. in Business Administration	2015
Exchange, Darla Moore School of Business, University of South Carolina	2014

RESEARCH INTERESTS

I study how cultural boundaries and network structures jointly shape visibility, evaluation, and strategic outcomes in digital and entrepreneurial contexts. My work develops a cultural-strategic perspective on how actors navigate symbolically segmented environments by forming affiliations and crossing boundaries. I use large-scale panel data, computational text and network analysis, and agent-based modeling, with applications in the global music industry, venture capital investment, and scientific collaboration.

Keywords: Organizational Theory, Strategic Management | Culture & Networks, Brokerage, Organizational Identity, Collaborations, Cultural Innovation, Digital Platforms, Cultural Markets, Entrepreneurship

WORKING PAPERS

- [1] **Byun, J.** Bridging the Gap: Strategic Cultural Brokerage in the Global Music Industry. *Job Market Paper*.
- [2] **Byun, J.**, Atwell, J., & Sterling, A.D. Policy over Prejudice: How Organizational Referral Policies and Labor Pool Composition Shape Demographic Outcomes.
- [3] **Byun, J.**, Rhee, M., & Barnett, W.P. Which Rivals Matter? Competitive Learning under Divergent Logics among K-pop Idols.

WORK IN PROGRESS (* denotes equal authorship.)

- [1] **Byun, J.** Climbing the Ladder: How Global Cultural Hierarchy Shapes Cross-Border Success. *[Writing]*
- [2] **Byun, J.***, Overmeyer, N.* Making Culture Up: The Situated Construction and Negotiation of Organizational Culture in Early Founding Teams. *[Data analysis & ongoing fieldwork (since Spring 2024)]*
- [3] **Byun, J.**, Du, T., & McFarland, D. Crossing Lines, Unequal Gains: Culture and Network Embeddedness in Scientific Collaboration. *[Data analysis]*
- [4] **Byun, J.** Bridging Culture and Structure: Brokerage at Network and Symbolic Boundaries. *[Data analysis]*
- [5] Barnett, W.P., Overmeyer, N., & **Byun, J.** Pivoting to Sustainability: Entrepreneurship as a Catalyst for the Green Transformation. *[Internal draft completed; additional data collection & analysis]*

- [6] **Byun, J.** Who Gains When Markets Open? Network Brokerage, Cultural Gaps, and Startup Financing After Deregulation. *[Data collection]*
- [7] **Byun, J.***, Greve, H.R.*, Milovac, M.*, & Rao, H.* Pinocchio and Founderdom: What Makes Entrepreneurs Resort to Cheating? *[On hold; data analysis]*

PRESENTATIONS (* denotes equal authorship; † denotes presentation by a co-author.)

Byun, J. Bridging the Gap: Strategic Cultural Brokerage in the Global Music Industry.

- Strategic Management Society Annual Meeting (San Francisco, CA, USA). October 2025.
- Academy of Management Annual Meeting (Copenhagen, Denmark). July 2025.

Byun, J., Atwell, J., & Sterling, A.D. Policy over Prejudice: How Organizational Referral Policies and Labor Pool Composition Shape Demographic Outcomes.

- Theoretical Organizational Models (TOM) Society Annual Conference (Odense, Denmark). July 2025.
- International Network of Analytical Sociology (INAS) Annual Conference (New York, NY, USA). June 2025.
- Equitable Opportunity Conference, University of Michigan (Ann Arbor, MI, USA). June 2024.
- Theoretical Organizational Models (TOM) Society Brown Bag Seminar (Virtual). March 2024.
- Academy of Management Annual Meeting (Boston, MA, USA). August 2023.

Byun, J.*, Overmeyer, N.* Making Culture Up: The Situated Construction and Negotiation of Organizational Culture in Early Founding Teams.

- International Columbia Coaching Conference (New York, NY, USA). October 2025.[†]

Byun, J. Cross-Boundary Collaborations, Creativity, and Artist Careers in the U.S. Popular Music Industry.

- Academy of Management Annual Meeting (Chicago, IL, USA). August 2024.

Byun, J., Rhee, M., & Yang, D. Reputation-Status Discrepancy and Downward Status-Heterophilous Partner Selection in the Venture Capital Industry.

- European Group for Organization Studies Annual Conference (Tallin, Estonia). July 2018.

Byun, J., Rhee, M., & Yang, D. From Startup Brokerage to Venture Capital Status: Dual Network Effects across Alliance and Syndication Networks.

- European Group for Organization Studies Annual Conference (Tallin, Estonia). July 2018 (Invited).
- The Exploratory Minds of Organization (EMO) Annual Forum (Paju, South Korea). January 2018.

CHAired SYMPOSIA

Byun, J., & Choe, S. Beyond Documentation: Mechanism-based Approaches to Addressing Inequalities in Cultural Industries. *Showcase Symposium*. Academy of Management Annual Meeting (Copenhagen, Denmark). July 2025.

Byun, J., & Oshotse, A. Expression in Art and Politics: Interplay of Artistic and Social Discourse in Creative Industries. Academy of Management Annual Meeting (Chicago, IL, USA). August 2024.

Byun, J., & Sterling, A.D. Constrained or Free? How Networks Enable and Reduce Path-Dependent Behavior. Academy of Management Annual Meeting (Boston, MA, USA). August 2023.

INVITED CONSORTIA & WORKSHOPS

2025	Academy of Management STR Dissertation Consortium (Copenhagen, Denmark)
2024	XVI Medici Summer School in Management Studies (Bologna, Italy)
2024	Strategy Science Doctoral Workshop (Ann Arbor, MI, USA)
2024	Migration & Organizations Doctoral Consortium (Philadelphia, PA, USA)
2023	TOM Society PhD Summer School (Boston, MA, USA)
2022	Carnegie School of Organizational Learning (CSOL) Academy (Virtual)

TEACHING INTERESTS

Strategic Management, Organizational Theory, Corporate Strategy, International Business, Entrepreneurship, Managing Groups and Teams, Organizational Culture, Social Networks

TEACHING EXPERIENCE

Stanford Graduate School of Business

- **Leading Through Culture** (MBA)
TA for Glenn Carroll 2023–2024
- **From Founder to CEO: The Strategic Management of Start-Ups and Established Firms** (Undergraduate)
TA for Garth Saloner 2023
- **Equity by Design: Building Diverse and Inclusive Organizations** (MBA)
TA for Adina Sterling 2023
- **Managing Groups and Teams** (MBA)
TA for Deborah Gruenfeld and Ashley Martin 2022–2023
- **Acting with Power** (MBA)
TA for Deborah Gruenfeld and Benoit Monin 2022–2023

Yonsei University School of Business

- **Organization and Management Theory** (Graduate)
TA for Mooweon Rhee 2018

AWARDS & GRANTS

2025–2026	GSB Academic Career Advancement Fellowship, Stanford Graduate School of Business
2020–2025	Ph.D. Fellowships, Stanford Graduate School of Business
2020–2024	National Overseas Ph.D. Fellowship, Ilju Academy & Culture Foundation
2016–2019	Graduate Fellows Scholarships, Yonsei University
2016–2017	Yonsei Academic Excellence Scholarship, Yonsei University
2012–2014	National Humanities & Social Sciences Scholarship, Korean Student Aid Foundation
2011–2014	University Undergraduate Scholarships, Yonsei University
2014	University Honors, University of South Carolina
2013	Class MVP for Academic Excellence, Yonsei University
2013	Grand Prize, 12th National Mock Trial Competition, Korea Fair Trade Commission

PROFESSIONAL ACTIVITY & SERVICE

Reviewer , Academy of Management Annual Meeting	2022–Present
Lab Affiliate , Equity by Design Lab, Columbia Business School	2023–Present
Group Facilitator , Theoretical Organizational Models (TOM) Society Brown Bag Seminar	2023–2024
Lab Member , Equity by Design Lab, Stanford Graduate School of Business	2020–2023
Alumni Mentor & Panelist , Yonsei Study Abroad Association, Yonsei University	2022
Social Chair , GSB PhD Association, Stanford Graduate School of Business	2021–2022
Research Seminar Organizer , Management Department, Yonsei University	2018–2019
Lead Conference Organizer , Global Conference on Entrepreneurship, Yonsei University	2017–2018
Vice President , Diversity & Inclusion Student Association, Yonsei University	2011–2014
Section Leader , Yonsei Commercial Law Society, Yonsei University	2012–2013

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM); Strategic Management Society (SMS); European Group for Organization Studies (EGOS); Theoretical Organizational Models Society (TOM)

OTHER

Computer Skills	Python, R, Stata, SQL, C++, Qualtrics, UCINET, SPSS, L ^A T _E X
Languages	English (fluent), Korean (native)
Interests	Weightlifting, Dog training

REFERENCES

Glenn R. Carroll (Co-Chair)

The Adams Distinguished Professor of Management
Stanford Graduate School of Business
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Adina D. Sterling (Co-Chair)

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William P. Barnett

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Strategy, and Organizations
Stanford Graduate School of Business
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Jesper B. Sørensen

The Robert A. and Elizabeth R. Jeffe Professor, &
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