JAEHO CHOI

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ACADEMIC EMPLOYMENT

HKUST Business School, The Hong Kong University of Science and Technology *Kowloon*
Assistant Professor *2023 – present*

EDUCATION

The Wharton School, University of Pennsylvania *Philadelphia*
Ph.D. in Management (Strategy) *2023*
 - Dissertation: "*No One Ever Steps in the Same River Twice: Exploring the Role of Generalization in Experiential Learning*"
 - Committee: Daniel Levinthal (Advisor/Chair), Lori Rosenkopf, Nicolaj Siggelkow, & Philip Tetlock

Yonsei University *Seoul*
M.S. in Business Administration (Management) *2016*
B.A. in Public Administration and Bachelor of Business Administration *2014*
Exchange Program with The Hong Kong University of Science and Technology *Fall 2012*

RESEARCH

Research Interests
I study organizational learning, managerial cognition, strategic decision making, and organizational design. Throughout my research, I explore the processes by which organizational decision makers learn from prior experience, develop a mental representation of their environment, and take strategic actions. To investigate these topics, my work employs a mix of research methods, including computational modeling, experiments, and big data analysis.

Refereed Publications
[1] **Choi, J.** and Levinthal, D. (2023). "Wisdom in the Wild: Generalization and Adaptive Dynamics." *Organization Science*, 34(3):1073-1089. [*Link*]

[2] **Choi, J.**, Menon, A., and Tabakovic, H. (2021). "Using Machine Learning to Revisit the Diversification-Performance Relationship." *Strategic Management Journal*, 42(9):1632-1661. [*Link*]

[3] **Choi, J.**, Rhee, M., and Kim, Y.C. (2019). "Performance Feedback and Problemistic Search: The Moderating Effects of Managerial and Board Outsiderness." *Journal of Business Research,* 102:21-33. [*Link*]

Works in Progress
[4] **Choi, J.** "Generalization and Learning in Novel Environments."

[5] **Choi, J.**, Kim, J.H., and Rhee, M. "Learning to Take Risks by Individuals and Organizations."

[6] **Choi, J.** "Strategic Change, Differentiation, and Performance: A Text-Based Analysis."

[7] **Choi, J**. and Lee, S. "Hierarchy, Span of Control, and the Patterns of Firm Growth."

[8] **Choi, J.** and Lee, J. "Learning from User Feedback."

PRESENTATIONS

[1] "*Generalization and Learning in Novel Environments*"
 - Consortium on Competitiveness and Cooperation (CCC) Doctoral Conference, 2022
 - University of Southern Denmark, 2022
 - Frankfurt School of Finance and Management, 2022
 - European School of Management and Technology (ESMT) Berlin, 2022
 - The Hong Kong University of Science and Technology, 2022
 - National University of Singapore, 2022
 - Singapore Management University, 2022
 - London Business School, 2022

[2] "*Wisdom in the Wild: Generalization and Adaptive Dynamics*"
 - Academy of Management (AOM) Annual Meeting, 2022
 - Theoretical Organizational Models (TOM) Society Brown Bag Seminar, 2021
 - Theoretical Organizational Models (TOM) Society Annual Conference, 2019
 - Carnegie School of Organizational Learning (CSOL) Conference, 2019

[3] "*What You Say Your Strategy Is and Why It Matters? Natural Language Processing of Unstructured Text*"
 - INSEAD-Wharton Doctoral Consortium, 2018
 - Strategic Management Society (SMS) Annual Conference, 2018
 - Academy of Management Annual Meeting, 2018
 - Strategy Science Conference, 2018

[4] "*Group Decision Rules and Exploratory / Exploitative Competences*"
 - Academy of Management (AOM) Annual Meeting, 2015

INVITED WORKSHOPS

 - Theoretical Organizational Models (TOM) Society Summer School in Computational Organization Science, 2018
 - Santa Fe Institute Graduate Workshop in Computational Social Science, 2017

TEACHING

HKUST Business School, The Hong Kong University of Science and Technology
 - MGMT 4210 *Corporate Strategy* (Undergraduate Elective), Instructor, Fall 2023

The Wharton School, University of Pennsylvania
 - MGMT 2330 *Business Strategy* (Undergraduate Elective), Instructor, Spring 2023
 - WH 1508 *Evaluating Evidence* (Undergraduate Elective), Guest Lecturer, Spring 2023
 - MGMT 101 *Introduction to Management* (Undergraduate Core), Instructor, Spring 2019

PROFESSIONAL ACTIVITY AND SERVICE

Refereeing
- Ad Hoc Reviewer: *Organization Science, Management and Organization Review*

- Academy of Management Annual Meeting, Strategic Management Society Annual Conference, Wharton Innovation Doctoral Symposium (WINDS)

Service
- Theoretical Organizational Models (TOM) Society Summer School in Computational Organization Science, Teaching Assistant, 2023
- Academy of Management STRonger Together Virtual PDW, Co-organizer, 2020
  - "*Organizational Design: From Finding Ideas to Publishing Papers*"
- The Wharton School, Ph.D. Student Representative, 2020–2021
- Wharton Innovation Doctoral Symposium (WINDS), Co-organizer, 2018–2022
- Mack Innovation Doctoral Association (MIDAS), Board Member, 2017–2020

HONORS AND GRANTS

- Mack Institute Research Grant, 2022
- Wharton Doctoral Program, George James Travel Award, 2018, 2022
- The Wharton School, Doctoral Studies Fellowship, 2016–2022
- Korea Student Aid Foundation (KOSAF), Graduate Research Scholarship, 2015
- Yonsei University, Undergraduate Global Experience Team Project Research Grant, 2013
- Yonsei University, Honors and High Honors Scholarships, 2009, 2012–2014

OTHER INFORMATION

- *Military Service*: Sergeant, Intelligence Analyst, Republic of Korea Defense Intelligence Command
- *Computational Skills*: Python, MATLAB, R, and STATA

REFERENCES

Daniel Levinthal (Advisor/Chair)
Reginald H. Jones Professor of Corporate Strategy
Department of Management
The Wharton School, University of Pennsylvania
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Lori Rosenkopf
Simon and Midge Palley Professor
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Nicolaj Siggelkow
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