

JEAN JOOHYUN OH

✉ jjoh@cmu.edu 🏠 jeanoh.org 📄 4765 Forbes Ave, Pittsburgh, PA 15213

ACADEMIC EMPLOYMENT

Tepper School of Business, Carnegie Mellon University
Assistant Professor of Organization Theory and Entrepreneurship

Pittsburgh, PA
August 2024 - Present

AFFILIATIONS

Center for Collaboration Science (CoLab), Faculty Affiliate
Innovation Growth Lab (IGL), Research Network Member

2025 - Present
2019 - Present

EDUCATION

Columbia Business School, Columbia University
Ph.D. in Management

New York, NY
2024

- Committee: Damon Phillips (co-chair), Jorge Guzman (co-chair), Paul Ingram, Dan Wang, Ananya Sen
- Dissertation: Essays on Social Class Origins in Entrepreneurship
- Finalist for 2023 Organization Science/INFORMS Dissertation Proposal Competition

M.Phil. in Management

Seoul National University
M.S. in Strategy and International Management

Seoul, Korea

- Advisor: Sun Hyun Park
- Thesis: Sequential Homophily in Founding Teams and Gender Disparity in Entrepreneurship

B.B.A. (Bachelor of Business Administration), *Summa Cum Laude*

- Study Abroad, Schulich School of Business, York University (Spring 2012)

Toronto, Canada

RESEARCH INTERESTS

Entrepreneurship & Innovation; Inequality, Social Class, and Gender; Entrepreneurial Motivations; Field Experiments

PEER-REVIEWED PUBLICATIONS (* denotes equal first-authorship)

- [1] *Guzman, Jorge, **Jean J. Oh**, and Ananya Sen. 2023. [Climate Change Framing and Innovator Attention: Evidence from an Email Field Experiment](#). *Proceedings of the National Academy of Sciences*, 120(3): e2213627120.
- [2] Ingram, Paul, and **Jean J. Oh**. 2022. [Mapping the Class Ceiling: The Social Class Disadvantage for Attaining Management Positions](#). *Academy of Management Discoveries*, 8(1): 56-76.
 - Select Media Coverage: [Thomson Reuters](#), [Harvard Business Review](#)
- [3] *Guzman, Jorge, **Jean J. Oh**, and Ananya Sen. 2020. [What Motivates Innovative Entrepreneurs? Evidence from a Global Field Experiment](#). *Management Science*, 66(10): 4808–4819.
 - Select Media Coverage: [TechCrunch](#), [Scientific American](#), [Forbes](#)

SELECT WORKING PAPERS & WORKS IN PROGRESS

- [4] Privilege or Humble Beginnings? Founder and Investor Social Class Origins in Startup Investment Decisions. *Preparing for Submission*.

- [5] The Class Gap in Venture Capital Funding: The Effect of Elite Private School Pedigree. *Under Review*.
- [6] How Gen AI Affects Screening Outcomes of Asian Job Candidates (with Wyatt Lee). *Experimental design stage*.
- [7] Algorithmic Matching of Founders and Venture Capital Investors (with Brandy Aven). *Development stage*.
- [8] Pre-college Educational Background and Entrepreneurial Entry (with Jorge Guzman). *Data collection stage*.

GRANTS, AWARDS, & FELLOWSHIPS

CIB-BNY Mellon Foundation of Southwestern PA Fellowship on GenAI and Social Mobility (\$10,000)	2024
Finalist for Organization Science/INFORMS Dissertation Proposal Competition	2023
Sanford C. Bernstein & Co. Center for Leadership and Ethics Doctoral Research Grant (\$5,000)	2021-2022
The Eugene M. Lang Entrepreneurship Center PhD Fellowship (\$5,000)	2019-2021
Columbia Business School Doctoral Fellowship	2017-2022
Korea Foundation for Advanced Studies Doctoral Fellowship	2017-2022
Bang Il Young Foundation Undergraduate Scholarship	2011-2014
Samsung Junior Frontier Leaders Scholarship Undergraduate Scholarship	2010

INVITED ACADEMIC TALKS (* denotes co-author presentations)

The Class Gap in Venture Capital Funding: The Effect of Elite Private School Pedigree

- 2026 Johns Hopkins University, Carey Business School Management & Organization Seminar; Reversing the Arrow Conference at U of San Diego; AOM Symposium on "Entrepreneurship among Marginalized Populations"
- 2025 Junior Faculty OT Conference @Wharton; AOM Symposium on "Reconciling Supply- and Demand-side Explanations Behind Disparities in Early-Stage Entrepreneurship"; Entrepreneurship & Innovation Policy Virtual Research Seminar Series [[website](#)]

Privilege or Humble Beginnings? Founder and Investor Social Class Origins in Startup Investment Decisions

- 2024 Symposium on "Stratification and Synergy: Navigating Social Class Dynamics in Contemporary Management", Academy of Management Annual Meeting, Chicago, IL
- 2023 Carnegie Mellon University, Tepper School of Business; Emory University, Goizueta Business School; INSEAD; U of Michigan Ross; Washington University in St. Louis, Olin Business School, U of Toronto, Rotman School of Management; UT Dallas, Jindal School of Management; U of Oregon, Lundquist College of Business; University of Southern California, Marshall School of Business; Stevens Institute of Technology; Georgetown University, McDonough School of Business; London Business School; Symposium on "Social Inequality in Entrepreneurship: Insights into the Evaluations of Underrepresented Founders", Academy of Management Annual Meeting, Boston, MA; INCITE@Columbia University Experimental Design Workshop
- 2022 Bernstein Research Lightning Talks, Columbia Business School; Conference on Field Experiments in Strategy (CFXS), London, UK; Consortium on Competitiveness and Cooperation (CCC), U of Toronto

Climate Change Framing and Innovator Attention (previous version of the paper)

- 2021 Strategic Management Society Conference "Creating and Sustaining Competitive Advantage in a Discordant World: Paper Development Workshop"; *Academy of Management Annual Meeting, virtual; Trans-Atlantic Doctoral Conference, virtual The Lang Center PhD Fellowship Research Showcase in Entrepreneurship and Innovation 2020; CODE@MIT, virtual; Columbia Business School Management Seminar Series, virtual

What Motivates Innovative Entrepreneurs? Evidence from a Global Field Experiment

- 2020 Trans-Atlantic Doctoral Conference, London, UK (cancelled due to COVID-19 pandemic); Columbia/NYU East Coast Doctoral Conference, New York (cancelled due to COVID-19)
- 2019 Innovation Growth Lab Winter Research Meeting, Amsterdam, The Netherlands [[featured blog](#)]; *CODE@MIT, Boston, MA; Academy of Management Annual Meeting, Boston, MA

Mapping the Class Ceiling: The Social Class Disadvantage for Achieving Workplace Authority (previous version of the paper)

2019 Academy of Management Annual Meeting, Boston, MA

Sequential Homophily in Founding Teams and Gender Disparity in Entrepreneurship

2017 Academy of Management Annual Meeting, Atlanta, GA

INVITED CONSORTIA/WORKSHOPS

2026 Panelist for AOM PDW on "Measuring Founder Demographics at Scale: Novel Methods and New Research Questions"

2025 Tuck Junior Faculty Strategy Research Summer Camp, Hanover, NH

Panelist for AOM PDW on "Social Class, Social Mobility, and Entrepreneurship"

AOM OMT Junior Faculty Consortium

2024 Roundtable Discussant for PDW on "Social Class and Entrepreneurship" at Academy of Management Annual Meeting, Chicago, IL

2023 Discussant at Racial Equity in Technology Entrepreneurship Workshop, NYU

AOM OMT Doctoral Consortium

2022 Conference on Field Experiments in Strategy (CFXS) PhD Workshop

AOM TIM Doctoral Consortium

AOM STR Dissertation Consortium; Consortium on Competitiveness and Cooperation (CCC), U of Toronto

2021 SMS Workshop on Building Research Identity and Pipeline in Strategy and Entrepreneurship Research

PhD Workshop on Innovation & Entrepreneurship

Non-Market Strategy Research Community Doctoral Conference

2020 Strategy Science Doctoral Workshop; NBER Entrepreneurship Research Boot Camp

The Medici Summer School in Management Studies

2019 Innovation Growth Lab Winter Research Meeting, PhD Workshop, Amsterdam, The Netherlands

West Coast Research Symposium, Doctoral Consortium, Stanford University, Stanford, CA

TEACHING & TA EXPERIENCE

Carnegie Mellon University:

Introduction to Entrepreneurship, Instructor (UBA 70-415, Fall 2024, Fall 2025, Fall 2026)

Proseminar in Organizational Research, Instructor (PhD 47-889, Spring Mini 3 2026)

Seminar in Organizational Theory, Instructor (PhD 47-892, Fall Mini 1 2026)

Columbia Business School:

Debevoise & Plimpton LLP Business Education Program, TA for Jerry Kim (Exec Ed, 2022)

Cross-Cultural Seminar, Instructor (MBA, 2022-2023)

Technology Strategy, TA for Dan Wang (MBA, 2022) and Jerry Kim (EMBA, 2023-2024)

Foundations of Entrepreneurship, TA for Damon Phillips (MBA, 2020)

Entrepreneurial Strategy, TA for Jorge Guzman (MBA, 2020; EMBA, 2023)

– Guest lecturer on "Experimenting for Entrepreneurial Strategy"

Leadership and Organizational Change, TA for Paul Ingram (EMBA, 2018-2021)

Power & Influence, TA for Eric Abrahamson (EMBA, 2018-2020)

Seoul National University:

Environmental Shifts & Strategic Innovation, TA for Sun Hyun Park (EMBA, 2016)

Research Methods in Strategic Management, TA for Sun Hyun Park (MS/PhD, 2016)

Strategic Management, TA for Sun Hyun Park (Global MBA, 2016)

STATA Seminar, Instructor for Lab of Sun Hyun Park (MS, 2016)

SERVICE

Ad hoc reviewer, *Administrative Science Quarterly*, *Journal of Business Venturing*, *Management Science*, *Organization Science*, *Organization Studies*, *Research Policy*, *Strategic Management Journal*

Reviewer, Organization Science/INFORMS Dissertation Proposal Competition (2024, 2025)

Reviewer, Academy of Management Annual Meetings (2017-)

2026 CMU Tepper OBT Faculty Search Committee

2025- Co-organizer, CMU Tepper OBT Research Seminar Series

2025 CMU Tepper OBT PhD Admissions Reviewer

2025 Faculty Mentor, Tepper School of Business AI for Business Colloquium

2025 Member, CMU Tepper Entrepreneurship Curriculum Review Committee

2024- Co-organizer, CMU Tepper Entrepreneurship Research Seminar Series

2024 Panel Discussant, Doctoral Students Life at Future Faculty Event at St. John's University

2023 Co-organizer, AOM Annual Meeting Symposium on "Social Inequality in Entrepreneurship: Insights into the Evaluations of Underrepresented Founders"

2023 Co-organizer, AOM Annual Meeting PDW on "Social Class in Organizations: Bridging Macro and Micro Perspectives"

2022 PhD Mentor, Columbia Undergraduate Business Scholar (CUBS) Program

2020 Co-organizer, AOM Annual Meeting Symposium on "New Directions in Gender and Organizations: Closing the Gender Gap in Career Advancement"

2020 Contributor to ASQ Blog

STUDENT ADVISING

Edward Huang (1st year paper reader; current PhD student at CMU Tepper)

INDUSTRY EXPERIENCE

Golocat, Co-founder & Developer Seoul, Korea, 2013-2014

- Online platform for independent filmmakers to search for film locations
- Won KRW 50M (USD \$42,000+) funding from Campus CEO Project by the Korean government's Ministry of Science and ICT

UBS Securities, Intern, Investment Banking Division Seoul, Korea, 2013

Barclays Capital, Intern, Investment Banking Division Seoul, Korea, 2012

The Boston Consulting Group, Research Assistant Seoul, Korea, 2012

Podotree (EdTech startup, now Kakao Page), Editor (part-time) Seoul, Korea, 2010-2011

OTHER

Computer Skills STATA, R, Python, C, $\LaTeX$, HTML/CSS, Qualtrics, Gephi, Bloomberg Terminal
Languages English, Korean

Last updated: October 2026