

Melody H. Chang

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| ACADEMIC EMPLOYMENT | Marshall School of Business, University of Southern California Assistant Professor in Management and Organization, 2022-Present |
| EDUCATION | Yale University Ph.D., Management, 2022 M.Phil., Management, 2019 M.A., Management, 2019 University of Pennsylvania B.A. Economics (with Honors), 2013 |
| RESEARCH INTERESTS | Entrepreneurship, Human Capital, Innovation, Labor Markets, Resource Mobilization |
| PUBLICATION | Melody Chang. “Cascading innovation: R&D team design and performance implications of mobility” <i>Strategic Management Journal</i> , 2023. Tristan L. Botelho and Melody Chang (2023) “The Evaluation of Founder Failure and Success by Hiring Firms: A Field Experiment” <i>Organization Science</i> , 2023. <ul style="list-style-type: none">• Best Entrepreneurship Paper Award, Academy of Management (OMT), 2020• <i>Media Coverage: Financial Times, Harvard Business Review, Yale Insights</i> |
| WORKING PAPER | Melody Chang. “Can Equity Crowdfunding Improve Capital Access for More Diverse Founders?” (Under review) Valentina Assenova and Melody Chang.* “Founders’ Human Capital and Startup Performance” (Under review) |
| RESEARCH IN PROGRESS | Tristan L. Botelho and Melody Chang.* “Founder Status and Job Interest” Melody Chang* and Jane Wu. “Startup Metrics and Funding Outcomes” Melody Chang,* Amanda Sharkey, and Peter Younkin. “Entrepreneurship and Inequality” Melody Chang. “Job Hopping Experience” Melody Chang. “Startup Evaluation Project” * denotes equal authorship |
| AWARDS, GRANTS, & HONORS | Kauffman Knowledge Challenge Grant, Ewing Marion Kauffman Foundation 2020-2021 <i>Grantee</i> Best Entrepreneurship Paper Award, Academy of Management (OMT Division) 2020 <i>Winner</i> |

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| Best PhD Paper Prize, Strategic Management Society <i>Nominee</i> | 2020 |
| Best Conference Paper Prize, Strategic Management Society <i>Nominee</i> | 2019 |
| Best PhD Paper Prize, Strategic Management Society <i>Nominee</i> | 2019 |
| Doctoral Consortium (OMT Division), Academy of Management <i>Selected Participant</i> | 2021 |
| Doctoral Workshop, Strategic Management Society <i>Selected Participant</i> | 2019 |
| Doctoral Consortium (TIM Division), Academy of Management <i>Selected Participant</i> | 2019 |
| Doctoral Consortium, West Coast Research Symposium <i>Selected Participant</i> | 2019 |
| Doctoral Fellowship, Yale University <i>Recipient</i> | 2016-2021 |

INVITED TALKS &
PRESENTATIONS

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| 2024 Austin Technology and Entrepreneurship Conference, Austin, TX. |
| 2023 SoCal Startegy & Organizations Workshop, Los Angeles CA |
| 2023 UMD Smith Entrepreneurship Conference, College Park, MD. |
| 2023 Arizona State University, Micro Meets Macro Conference, Tempe, AZ. |
| 2022 Washington University in St. Louis–Brookings Institute, Washington, DC. |
| 2022 INSEAD Doriot Entrepreneurship Conference, Fontainebleau, France. |
| 2022 ASQ-Cornell Paper Development Workshop, New York, NY. |
| 2022 Taiwan Symposium on Innovation Economics and Entrepreneurship, Virtual. |
| 2021 New York University, Stern School of Business, New York, NY. |
| 2021 Northeastern University, D’Amore-McKim School of Business, Boston, MA. |
| 2021 University of Southern California, Marshall School of Business, Los Angeles, CA. |
| 2021 London Business School, London, UK. |
| 2021 University of North Carolina, Kenan-Flagler Business School, Chapel Hill, NC. |
| 2021 Georgia Institute of Technology, Scheller College of Business, Atlanta, GA. |
| 2021 University of Minnesota, Carlson School of Management, Minneapolis, MN. |
| 2021 Santa Clara University, Santa Clara, CA. |
| 2021 Singapore Management University, Singapore. |
| 2021 Economic Sociology Conference, Virtual. |
| 2020 UC Berkeley, Haas School of Business, Berkeley, CA. |
| 2020 Strategic Management Society Annual Conference, Virtual. |
| 2020 Academy of Management Annual Meeting, Virtual. |
| 2019 Strategic Management Society Annual Conference, Minneapolis, MN. |
| 2019 People and Organizations Conference, The Wharton School, Philadelphia, PA. |
| 2019 Academy of Management Annual Meeting, Boston, MA. |
| 2018 Academy of Management Annual Meeting, Chicago, IL. |
| 2017 Academy of Management Annual Meeting, Atlanta, GA. |

TEACHING
EXPERIENCE

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| University of Southern California – Marshall School of Business | |
| Strategic Management (Undergraduate Core) <i>Instructor</i> | Fall 2022 |
| Yale University – School of Management | |
| Entrepreneurship and New Ventures (EMBA Elective) <i>Teaching Fellow (with Prof. Tristan Botelho)</i> | Spring 2020-2021 |
| Global Virtual Teams (MBA Core) | Spring 2017, 2019, 2021 |

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| | <i>Teaching Fellow (with Profs. Amy Wrzesniewski, Marissa King, Michael Kraus, and Julia DiBenigno)</i> | |
| | Research Design (PhD) <i>Guest Lecturer on Designing Field Experiments</i> | Spring 2020 |
| | Venture Capital and Private Equity (EMBA / MBA Elective) <i>Teaching Fellow (with Prof. Olav Sorenson)</i> | Fall 2018-2019 |
| | Leading and Designing Organizations (EMBA Core) <i>Teaching Fellow (with Prof. Balázs Kovács)</i> | Summer 2018-2019 |
| | Managing Groups and Teams (MBA Core) <i>Teaching Fellow (with Amy Wrzesniewski, Marissa King, Julia DiBenigno, and Cydnee Dupree)</i> | Fall 2018 |
| PROFESSIONAL SERVICE | SoCal Strategy & Organizations Workshop <i>Co-Organizer</i> | 2023-2024 |
| | USC Marshall Management and Organization (MOR) Department <i>Recruiting Committee Member</i> | 2022-2023 |
| | Management Science <i>Ad Hoc Reviewer</i> | 2022-Present |
| | Strategic Management Journal <i>Ad Hoc Reviewer</i> | 2022-Present |
| | Administrative Science Quarterly <i>Ad Hoc Reviewer</i> | 2022-Present |
| | Organization Science <i>Ad Hoc Reviewer</i> | 2020-Present |
| | The Administrative Science Quarterly (ASQ) Blog <i>Co-Organizer and Contributor</i> | 2018-2021 |
| | The Yale Internship in Organizational Behavior <i>Student Mentor</i> | 2020 |
| | Yale Program on Entrepreneurship <i>Social Media Contributor – Research Insights</i> | 2018-2020 |
| | Yale Management, Entrepreneurship, and Networks Workshop <i>Co-Organizer</i> | 2018-2020 |
| | Academy of Management Annual Meetings (OMT & TIM) <i>Reviewer</i> | 2016-Present |
| INDUSTRY EXPERIENCE | Goldman Sachs , Investment Banking <i>Associate</i> | 2012-2016 |
| | <i>Analyst</i> | 2015-2016 |
| | <i>Summer Analyst</i> | 2013-2015 |
| | <i>Summer Analyst</i> | 2012 |
| | Bank of America Merrill Lynch , Debt Capital Markets <i>Summer Analyst</i> | 2011 |
| | Nomura Securities , Equity Sales Trading <i>Summer Analyst</i> | 2010 |
| OTHER | Programming skills: R, Stata, SQL, Python, L ^A T _E X Languages: English (fluent), Korean (fluent), Chinese (basic) Nationality: dual citizen of the United States and South Korea | |