

Melody H. Chang

701 Exposition Blvd HOH 431 (Office: 511)
Los Angeles, CA 90089-1424
melody.chang@marshall.usc.edu | www.melody-chang.com

ACADEMIC EMPLOYMENT	Marshall School of Business, University of Southern California Assistant Professor in Management and Organization, 2022-Present
EDUCATION	Yale University Dissertation: “Human Capital in Innovation-driven Environments” 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 H. Chang and Valentina A. Assenova. “Founders’ pre-entry knowledge and the heterogeneous returns to accelerator participation” <i>Strategic Management Journal</i> , 2025. Melody H. Chang. “Cascading innovation: R&D team design and performance implications of mobility” <i>Strategic Management Journal</i> , 2023. Tristan L. Botelho and Melody Chang. “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, Marshall Minds.</i>
WORKING PAPER	Melody Chang. “Equity Crowdfunding” Revise and Resubmit at <i>Academy of Management Journal</i> .
POLICY PAPER	Melody Chang. “Women and Minority-Owned Businesses in Regulation Crowdfunding” <i>U.S. Security and Exchange Commission (SEC)’s Office of the Advocate for Small Business Capital Formation (OASB)</i> , 2024.
AWARDS, GRANTS, & HONORS	USC Marshall Institute for Outlier Research in Business (iORB) Research Award 2025 <i>Awardee</i> USC Marshall Greif Center of Entrepreneurial Studies Research Award 2024 <i>Awardee</i> 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> Best PhD Paper Prize, Strategic Management Society 2020

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

INVITED TALKS & PRESENTATIONS	2025 Strategic Management Society Annual Conference, San Francisco, CA.
	2025 Conference on Field Experiments in Strategy, San Francisco, CA
	2025 West Coast Research Symposium, Seattle, WA.
	2025 Academy of Management Annual Meeting, Copenhagen, Denmark.
	2025 The Sumantra Ghoshal Strategy Conference, London, UK.
	2025 Inequality and Evaluation Conference, New York, NY.
	2025 SoCal Startegy & Organizations Workshop, Los Angeles CA.
	2025 Organization Science Winter Conference, Los Angeles, CA.
	2024 USC Marshall Assistant Professor Research Day, Los Angeles, CA.
	2024 UCLA Price Center Fall Conference, Los Angeles, CA.
	2024 Academy of Management Annual Meeting, Chicago, IL.
	2024 DRUID Conference, Nice, France.
	2024 University of Oregon, Eugene, OR.
	2024 SEC Small Business Capital Formation Advisory Committee, Washington D.C.
	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

University of Southern California – Marshall School of Business
 Strategic Management (Undergraduate Core) Fall 2022, 2024, 2025
Instructor

Seminar in Strategic Management & Organizational Theory (PhD) Fall 2025
Co-Instructor

Independent Study in Human Capital & Entrepreneurship (PhD) Spring 2025
Co-Instructor

Yale University – School of Management
 Entrepreneurship and New Ventures (EMBA Elective) Spring 2020-2021
Teaching Fellow (with Prof. Tristan Botelho)

Global Virtual Teams (MBA Core) Spring 2017, 2019, 2021
Teaching Fellow (with Profs. Amy Wrzesniewski, Marissa King, Michael Kraus, and Julia DiBenigno)

Research Design (PhD) Spring 2020
Guest Lecturer on Designing Field Experiments

Venture Capital and Private Equity (EMBA / MBA Elective) Fall 2018-2019
Teaching Fellow (with Prof. Olav Sorenson)

Leading and Designing Organizations (EMBA Core) Summer 2018-2019
Teaching Fellow (with Prof. Balázs Kovács)

Managing Groups and Teams (MBA Core) Fall 2018
Teaching Fellow (with Amy Wrzesniewski, Marissa King, Julia DiBenigno, and Cydnee Dupree)

PROFESSIONAL
 SERVICE

Academy of Management STR Division Research Committee 2025-2027
Committee Member

Academy of Management Annual Meetings (STR) 2024-2025
Trusted Reviewer

SoCal Strategy & Organizations Workshop 2023-2025
Co-Organizer

Management and Organization Seminar Series 2024-Present
Committee Member

Management and Organization Recruiting Committee 2022-2023
Committee Member

Strategic Entrepreneurship Journal 2024-Present
Editorial Review Board

Research Policy 2024-Present
Ad Hoc Reviewer

Management Science 2022-Present
Ad Hoc Reviewer

Strategic Management Journal 2022-Present
Ad Hoc Reviewer

Administrative Science Quarterly 2022-Present

	<i>Ad Hoc Reviewer</i>	
	Organization Science	2020-Present
	<i>Ad Hoc Reviewer</i>	
	The Administrative Science Quarterly (ASQ) Blog	2018-2021
	<i>Co-Organizer and Contributor</i>	
	The Yale Internship in Organizational Behavior	2020
	<i>Student Mentor</i>	
	Yale Program on Entrepreneurship	2018-2020
	<i>Social Media Contributor – Research Insights</i>	
	Yale Management, Entrepreneurship, and Networks Workshop	2018-2020
	<i>Co-Organizer</i>	
	Academy of Management Annual Meetings (OMT & TIM)	2016-Present
	<i>Reviewer</i>	
INDUSTRY	Goldman Sachs , Investment Banking	2012-2016
EXPERIENCE	<i>Associate</i>	2015-2016
	<i>Analyst</i>	2013-2015
	<i>Summer Analyst</i>	2012
	Bank of America Merrill Lynch , Debt Capital Markets	2011
	<i>Summer Analyst</i>	
	Nomura Securities , Equity Sales Trading	2010
	<i>Summer Analyst</i>	
OTHER	Dual citizen of the United States and South Korea	