

## **JOHAN CHU**

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### **ACADEMIC EMPLOYMENT**

#### **Massachusetts Institute of Technology Sloan School of Management**

Assistant Professor of System Dynamics. Cambridge, MA. 2022–

#### **Northwestern University Kellogg School of Management**

Visiting Assistant Professor of Management and Organizations. Evanston, IL. 2019–2022

#### **University of Chicago Booth School of Business**

Assistant Professor of Organizations and Strategy. Chicago, IL. 2014–2019

#### **University of Chicago Center for East Asian Studies**

Affiliated Faculty. Chicago, IL. 2018–

### **EDUCATION**

#### **University of Michigan Stephen M. Ross School of Business, Ann Arbor, MI**

PhD in Business Administration (Management and Organizations). 2010–2014

#### **California Institute of Technology, Pasadena, CA**

PhD and MS in Physics. 1992–1998

#### **Korea Advanced Institute of Science and Technology, Taejon, Republic of Korea**

BS in Physics, with honors. 1989–1992

### **RESEARCH**

#### **Publications**

Johan S. G. Chu and James A. Evans. 2021. Too many papers? Slowed canonical progress in large fields of science. *Proceedings of the National Academy of Sciences*, 118: e2021636118.

- Within top 0.03% of tracked publications in Altmetrics Attention Score (over 1500)

- Featured in PNAS's Front Matter

Johan S. G. Chu. 2018. A theory of durable dominance. *Strategy Science*, 3: 498–512.

Johan S. G. Chu and Gerald F. Davis. 2016. Who killed the inner circle? The decline of the American corporate interlock network. *American Journal of Sociology*, 122: 714–754.

Johan S. G. Chu and Mark S. Mizruchi. 2015. Elites. In Robert A. Scott and Stephen M. Kosslyn (Eds.), *Emerging Trends in the Social and Behavioral Sciences*. Hoboken, NJ: Wiley.

Gerald F. Davis and Johan S. G. Chu. 2015. Stability and change in corporate governance. In Robert A. Scott and Stephen M. Kosslyn (Eds.), *Emerging Trends in the Social and Behavioral Sciences*. Hoboken, NJ: Wiley.

Christoph Adami and Johan Chu. 2002. Critical and near-critical branching processes. *Physical Review E*, 66: 011907(1–8).

Johan Chu and Christoph Adami. 1999. A simple explanation for taxon abundance patterns. *Proceedings of the National Academy of Sciences*, 96: 15017–15019.

Johan Chu and Christoph Adami. 1997. Propagation of information in populations of self-replicating code. In C.G. Langton and K. Shimohara (Eds.), *Artificial Life V, Proceedings of the Fifth International Workshop on the Synthesis and Simulation of Living Systems*: 462–469. Cambridge, MA: MIT Press.

## **Working Papers**

Johan S. G. Chu and Sung-Chul Noh. Weapons of mass attention direction: Durable dominance in the Korean popular music industry

How dominants benefit from directing mass attention, while non-dominants suffer

Cohesion, fragmentation, and power: The role of inadvertent robust action (with Mark Mizruchi)

Argues that a fragmented elite captures greater benefits for themselves than a more unified elite.

The power of a fragmented elite (with Mark Mizruchi)

An agent-based simulation demonstrates why we should expect more elite-friendly policies enacted when elites are fragmented rather than unified.

United we fall: Faultlines and the death of employee activism (with Sung-Chul Noh)

How management actions at a leading broadcaster activated faultlines in labor. The dangers of structuring around a unified identity.

Attention misdirection: The use of entertainment scandals to bury political scandals

The likelihood of a major entertainment scandal emerging increases three-fold in the days following widespread reporting on political scandals involving the Korean ruling party.

The John M. Olin Foundation and the rise of Law and Economics (with Bryn Choi)

How the Olin Foundation supported creating field structures that directed attention to economic considerations in law, eventually making Law & Economics status quo in legal academia and practice.

The durable dominance of '90s Hollywood movie stars

Theory, data, and simulation show how Hollywood's democratized casting criteria for leading roles in the early 1990s led to the entrenchment of the top stars of the early 1990s (Tom Cruise, Brad Pitt, Julia Roberts, etc.) atop the A-list, allowing them an abnormally long period taking leading roles, while precluding less-established actors from accruing the same levels of leading role experience.

Dominant mutual funds benefit from increased competitive entry

Examining mutual fund flows and duration of dominance, I find that dominant mutual funds—those much larger than similar-portfolio competitors—benefited from increased competitive entry.

## **Projects in Progress**

Entrepreneurial success in consumer-powered ecosystems

Mapping the players and interactions in K-pop music production and promotion, with a focus on structures that enable breakthrough entrepreneurial success from smaller production companies.

The organizing structure of K-pop fandoms (with various collaborators)

How do these voluntary, online, mostly-anonymous, loosely-organized groups accumulate and wield power versus large, tightly-organized, billion-dollar companies?

The happy precariat (with Sung-Chul Noh)

Below minimum wage gig workers for a gig-work platform are very satisfied with their employment because they derive identity benefits from their employer and their mode of work.

Large-scale, daily tracking of employee attitudes (with various collaborators)

Negotiated access to data from daily pulse surveys of employee attitudes at multiple companies in the US and Korea. Currently cleaning data, and relating to organizational structure, minority status, and external events (e.g., the January 6th storming of congress).

Experiment-based design of blockchain-based, deliberative democracy (with various collaborators)

Working with a blockchain-based direct democracy application provider and its first client, a cryptocurrency company committed to democratic decision-making with over 1,000 participants. Designing experiments to ascertain best practices for structuring anonymous online deliberation and voting to optimize decision-making quality and user engagement.

The effect of negative citations (with Hyunzoo Chai)

Used natural language processing (NLP) to identify negative valence citations in academic papers. Examining the effects of being cited negatively.

## **Invited Presentations**

2022: Santa Fe Institute (scheduled), Northwestern University

2021: Massachusetts Institute of Technology, Northwestern University

2020: University of Hong Kong, University of Illinois Urbana Champaign (Illinois Strategic Organizations Initiative), Santa Clara University

2019: Nanyang Technological University, IESE, University of Michigan, INSEAD

2018: University of Chicago, Seoul National University, Northwestern University (Northwestern Institute on Complex Systems), University of Illinois, University of Tokyo, Hong Kong University of Science and Technology

2017: Princeton University (Center for the Study of Social Organization), Princeton University (Sociology)

2016: University of Michigan (Interdisciplinary Committee on Organizational Studies)

2014: INSEAD, University of Chicago, Northwestern University, University of Toronto, University of Texas

2013: Columbia Business School, IESE, Stanford University, University of Michigan (Strategy, Management and Organizations, Economic Sociology)

2012: University of Michigan (Ross School of Business, Economic Sociology)

### **Conference Presentations**

2022 (scheduled): Carnegie School of Organizational Learning Conference (Asilomar, CA), American Sociological Association Annual Meeting (Los Angeles, CA), Theoretical Organizational Models Annual Conference (LUISS)

2021: EGOS Colloquium (2 papers; virtual)

2020: Western Academy of Management (Conference cancelled due to COVID)

2019: Economic Sociology Conference (Emory University), EGOS Colloquium (Edinburgh, Scotland), Industry Studies Conference (Nashville, TN), Strategy Science Conference (University of Utah), Organization Science Winter Conference (Chandler, AZ), Choice Conference (University of Michigan)

2018: International Conference on Computational Social Science (Northwestern University Kellogg Business School), Junior Organization Theory Conference (Columbia Business School), Strategy Science Conference (University of Pennsylvania Wharton School of Business)

2017: Junior Organization Theory Conference (Yale School of Management), Micro Meets Macro Conference (Arizona State University Carey School of Business)

2016: Luskin Social Movements Workshop (UCLA), EGOS Colloquium (Naples, Italy)

2015: Junior Organization Theory Conference (University of Toronto Rotman School of Business), Wiley-Blackwell BPS Outstanding Dissertation Award Finalist Presentation (Annual Meeting of the Academy of Management, Vancouver, BC), Atlanta Competitive Advantage Conference (Atlanta, GA)

2014: Annual Meeting of the Academy of Management (Atlanta, GA)

2013: Inequality, Institutions, and Organizations Conference (Simon Fraser University), Inaugural Paul R. Lawrence Conference (Harvard Business School)

2012: Annual Meeting of the Academy of Management (Boston, MA), INSNA Sunbelt Social Networks Conference (Redondo Beach, CA), Rackham Centennial Symposium (University of Michigan; poster), Fourth Annual Political Networks Conference (University of Michigan; poster), Power and Institutions Paper Development Workshop (University of Cambridge Judge Business School)

2011: Complexity Conference (Northwestern University; poster)

### **Other Conference Participation**

2022: From Lab to Business School: Leveraging STEM Experience to Thrive in Management Workshop at the Annual Meeting of the Academy of Management (Seattle, WA; panelist, scheduled)

2018: OMT Doctoral Student Consortium at the Annual Meeting of the Academy of Management (Chicago, IL; presenter), Political Economy of Finance (University of Chicago Stigler Center; discussant)

2017: BPS New Faculty Consortium at the Annual Meeting of the Academy of Management (Atlanta, GA; invited participant), 2017 Conference on Behavioral Perspectives on Corporate Governance (INSEAD; session chair)

2016: BPS Managing Your Dissertation Workshop at the Annual Meeting of the Academy of Management (Anaheim, CA; organizer and presenter), Medici Summer School (HEC Paris; invited participant)

2014: “What happened to the elites? Old conundrums and new data on who they are and what they are doing.” Symposium (presenter) and OMT Junior Faculty Consortium (invited participant) at the Annual Meeting of the Academy of Management (Philadelphia, PA)

2013: “Durable domination: Mechanisms of elite entrenchment from strategy, sociology, and social psychology.” Symposium (organizer and presenter) and BPS Dissertation Consortium (invited participant) at the Annual Meeting of the Academy of Management (Lake Buena Vista, FL), PhD Pre-Colloquium Workshop at the 29th EGOS Colloquium (Montréal, Canada; invited participant), PhD Student Workshop at the Inequality, Institutions, and Organizations Conference (Simon Fraser University; invited participant)

1996: Complex Systems Summer School (Santa Fe Institute; invited participant)

### **Patents & Patents Pending**

Kyung Goo Doh, Ouk Seh Lee, Tae Hyoung Choi, Bo Hyon Whang, Johan Chu, Sang Sik Yoo and Sung Goo Hong. 2007. Universal string analyzer and method thereof. ROK Patent No. 1020050026727. Seoul, Korea: Korean Intellectual Property Office.

Johan Chu. 2003. A method and apparatus for developing a web application program. ROK Patent Pending No. 1020030033628. Seoul, Korea: Korean Intellectual Property Office.

## **TEACHING**

### **Northwestern University**

Corporate Entrepreneurship: Organization Design for Disruption (MORS-928). Winter 2020, Winter 2021 (online), Spring 2022

Negotiations Fundamentals (MORS-472-5). Winter 2021 (online), Spring 2022

### **University of Chicago**

Strategy and Structure (BUSE39001). Autumn 2014, Spring 2016, Winter 2017, Spring 2018, Spring 2019

### **University of Michigan**

Behavioral Theory in Management (MO300). Fall 2012

### **California Institute of Technology**

Section Instructor for Second-year Physics (wave theory, etc.); Teaching Assistant for Artificial Life

## **HONORS & AWARDS**

Giarratani Rising Star Award, Industry Studies Association. 2019

Likert Dissertation Award. Interdisciplinary Committee on Organizational Studies, University of Michigan. 2016

Wiley-Blackwell Business Policy and Strategy Outstanding Dissertation Award. 2015

Inducted, Beta Gamma Sigma Honor Society. 2015

Early Graduation Award, Early Proposal Defense Award, Rackham Research Grant (twice), Doctoral Research Grant, Rackham Centennial Symposium Poster Preparation Grant, Rackham International

Student Fellowship (25 awarded university-wide), Fellowships, Research Assistantships, Teaching Assistantships and Travel Grants. University of Michigan. 2010–2014

Love of Learning Award. Phi Kappa Phi Honor Society. 2013

Faculty Dinner Invitee. Delta Delta Delta University of Michigan Iota Chapter. 2013

Best Student Paper Award. Association of Korean Management Scholars. 2012

Inducted, Phi Kappa Phi Honor Society. 2012

Travel Bursary for Power and Institutions Conference. Academy of Management Organizations and Management Theory Division. 2012

Best Poster Presentation. 2011 Complexity Conference. 2011

Special Reading Fellowships, NSF-funded Research Assistantships, Teaching Assistantships, Travel Grants. California Institute of Technology. 1992–1998

Travel Grant for Complex Systems Summer School. Santa Fe Institute. 1996

National Science Scholarships. Ministry of Science & Technology, Korea. 1989–1992

National Science Scholarships. Ministry of Education, Korea. 1987–1992

Korean Science Foundation Gifted Scholar. 1988

Korean National Team Member, 29th International Mathematical Olympiad. 1988

Silver Medal, 1st Korean Mathematical Olympiad. 1987

## **PROFESSIONAL ACTIVITIES**

### **Service to the Academy**

Editorial board: Administrative Science Quarterly, 2018–2021

Academy of Management Organization and Management Theory Research committee. 2020–

Ad hoc reviewer: American Journal of Sociology, Administrative Science Quarterly, Management Science, Theory and Society, American Sociological Review, ILR Review, Strategic Management Journal, Organization Science, Social Forces, INFORMS/Organization Science Dissertation Proposal Competition

The ASQ Blog (ASQblog.com) Founder & Contributor. 2013–2014

External dissertation committee member: Shipeng Yan. IESE. 2016

### **Service to Chicago Booth**

Booth Organization Scholars Symposium (2-day recruiting workshop) Organizer, 2016

### **Outreach**

#### Advisory and board membership

Various, including venture-backed companies and the Institute for the Future

#### Popular press articles

2020 Power Celebrity. Director Bong Joon-Ho: How winning the Oscar changes “Bong Joon-Ho Power”. *Forbes Korea*. May 2020

The strategy behind Big Hit Entertainment's success: Taking the world by storm the Korean way. *Forbes Korea*. December 2019

The death of the corporate inner circle. *The Corporate Board*. May/June 2017

When board interlock network fell apart, so did political moderation in the boardroom. *LSE Business Review*. February 2017

Corporate America's old boys' club is dead—and that's why Big Business couldn't stop Trump. *The Conversation*. October 2016

- Syndicated by *Newsweek*, *RealClearPolitics*, *UPI*, *SFGate*, *Houston Chronicle*, *San Antonio Express-News*, etc.

### Interviews and news coverage

<Add>

2017: *Frankfurter Allgemeine* (news article), *The Matt Townsend Show* (radio interview)

2016: *Sparemin @MDeMello* (podcast interview), *Korea Daily* (news article), *The Korea Times* (news article)

### Keynotes

UIDP--<>. January 2022 (scheduled)

*Institute for the Future's 2021 Ten-Year Forecast Summit*. September 2021 (guest speaker)

*1st JC Leadership Summit*. September 2016

### **Professional Memberships**

Academy of Management. 2005–, International Network for Social Network Analysis. 2011–, Phi Kappa Phi Honor Society. 2012–, Beta Gamma Sigma Honor Society. 2015–, Behavioral Science & Policy Association. 2015–, Strategic Management Society. 2015–

## **NON-ACADEMIC EMPLOYMENT**

### **Egon Zehnder International**

Asia-Pacific Consumer Practice Leader, Global Consumer Electronics and Durables Leader, Consumer Practice Executive Committee member. Seoul, Korea. 2006–2009

### **ITP Systems**

Chief Executive Officer. San Francisco, CA. 2005–2006

### **ITPlus**

Director of Strategy. Seoul, Korea. 2004–2006

### **Accenture**

Senior strategy consultant. Seoul, Korea and Beijing, China. 2003–2004

### **Poiesis Laboratories**

Founder. Seoul, Korea. 2001–2002

### **Gensol Systems**

General Manager, Web Applications. Seoul, Korea. 2001–2002

### **The Exeter Group**

Manager and consultant. Cambridge, MA. 1999–2000