

# ALBERT ROH

Ph.D. Candidate  
 USC Marshall School of Business  
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## EDUCATION

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### Marshall School of Business, University of Southern California

Ph.D. in Management and Organization (Strategic Management) 2022-*Present*

- Co-chair: [Nan Jia](#), [Milan Miric](#); Committee: [Shon Hiatt](#), [Bowen Lou](#), [Florenta Teodoridis](#)

### Fudan University

M.A. in Economics 2019-2022

- Advisor: [Shuo Chen](#)

### Hankuk University of Foreign Studies

B.A. in China Area Studies & Economics 2012-2019

## WORKING PAPERS

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### Beyond Technology: How Organizations Shape Human-AI Collaboration

- Working Paper (Jia, N., & Roh, A. 2025)
  - Status: *1st Round R&R at Strategy Science*
  - Presented at: ODC RIP, AOM 2025

### How AI Shapes Non-AI Positions: Evidence from Professional Service Firms

- Working Paper (Jia, N., Roh, A., Song, J. & Wei, Y. 2025)
  - Status: *Under Review at Organization Science*
  - Presented at: AIM 2025, WCRS Doctoral Consortium

### Substitution Over Compliance? Strategic Innovation between Data Privacy and Security Under Regulatory Scrutiny

- Working Paper (Roh, A., Jia, N., & Miric, M. 2024)
  - Presented at: Strategy and Business Environment 25th Anniversary Conference; 2025 NMSRC Doctoral Conference; AOM 2025

### Government Policy and Innovation Outcomes: Evidence from 2006 Chinese Indigenous Innovation Policy on Automation-AI Technologies

- Working Paper (Roh, A., Miric, M., & Jia, N. 2024)
  - Presented at: AIM 2025, The 2nd Lakeside Management Conference (Paper Development Workshop), AOM 2025
  - Recognition: Finalist, AIM 2025

### Generative AI for Enhanced Management Research: Analyzing Policy Environment for Firms' Technology Development based on Congressional Hearings

- Working Paper (Roh, A., Miric, M., & Jia, N. 2023)
  - Presented at: AOM 2024, AOM 2025

## WORK-IN-PROGRESS

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### Immigration Policy and Innovation

- Preliminary Results (Roh, A. 2025)
  - Invited for paper development: AOM 2025-STR Doctoral Consortium, SMS 2025 Annual Doctoral Workshop

**The Great Equalizer? AI and Market Access for Smaller and Lower-Status Firms**

- Preliminary Results (Jia, N., Roh, A., Shi, H. &amp; Yang, Z. 2025)

**To Learn or to Leverage? The Strategic Decision to Allow Employee Use of AI**

- Refining Theoretical Model (Camara, O., Jia, N., &amp; Roh, A. 2025)

**The Differential Impact of Generative AI on Strategy Research and Researchers**

- Preliminary Results (Kang, H., &amp; Roh, A. 2024)

**Indirect Lobbying to FERC Commissioners**

- Preliminary Results (Roh, A., Hiatt, S., &amp; Ryu, A. 2023)

**PRE-PH.D. RESEARCH****Digital Ingratiation and the Strength of Weak Ties in a Digital Small World Network**

- Working Paper (Chen, S., Fan, X., Roh, A., Shi, W., &amp; Tang, Y. 2019)

- Former Title: “Influence Activities in Academia: Evidence from Social Media”
- Presented at: 2021 Symposium on Contemporary Labor Economic; The Asian and Australasian Society of Labour Economic

**INVITED TALKS AND PRESENTATIONS**

\*: scheduled

- 2025 SMS 2025 Annual Doctoral Workshop (San Francisco); West Cost Research Symposium - Doctoral Consortium (Seattle); AOM 2025 STR Paper Session (Copenhagen); AI and the Future of Work (Philadelphia); Strategy and Business Environment 25th Anniversary Conference (Philadelphia); Artificial Intelligence in Management Conference (Marina Del Rey)
- 2024 Organizational Design Community: Research in Progress (online); [AOM 2024 Showcase Symposium #1311 on Gen AI](#) (As an Organizer & Presenter) (Chicago); 2024 NMSRC Doctoral Conference (online)
- 2023 2023 NMSRC Doctoral Conference (online)
- 2021 2021 Symposium on Contemporary Labor Economics (online); The Asian and Australasian Society of Labour Economics (online)

**TEACHING**

\*: scheduled

**University of Southern California–Marshall School of Business**

- Strategic Management (UG, BUAD-497), *Instructor* Summer 2025
  - Teaching Evaluation: Mean: 3.72/4 (USC Marshall Average: 3.61; MOR Department Average: 3.65); Median: 4/4
  - Students highlighted the course’s emphasis on real-world applications and case studies, the practical use of strategic frameworks and decision-making tools, the development of theoretical and conceptual understanding, and engaging teaching methods including lectures, projects, interactive activities.
- Essentials and Digital Frontiers of Big Data (UG, DSO-428), *Guest Speaker* Spring 2025
  - Class on transformers architecture, attention model, & application of large language models with coding session
- Applied Product Management (MBA, MOR-531), *Guest Speaker* Spring 2025
  - Class on introduction to large language models and their applications
- Strategic Management (UG, BUAD-497), *Teaching Assistant* Spring 2025
- Seminar in Strategic Management (Ph.D., MOR-603), *Guest Speaker* Fall 2024
  - Class on transformers architecture, attention model, & application of large language models in management science studies

**AWARDS & FELLOWSHIPS**

USC Marshall iORB Longitudinal and Multidisciplinary Research Grant (\$8,652)	2026 – 2027
USC Marshall PhD Dissertation Completion Funds (Merit-based; \$1,500)	2025
USC Marshall PhD Fellowship	2022 – 2027

**SERVICE**

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**Ad-hoc Reviewer**

- *Strategic Management Journal*

**Student Editor**

- *Organization Science Blog & Substack*
- *Non-market Strategy Research Community*

**EXTRACURRICULAR TRAINING**

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Using AI for Research in Organization Science	FEB 2024 – MAY 2024
Markets and Management PhD Development Program	APR 2023 – DEC 2023
2022-2023 Virtual PhD Seminar on Nonmarket Strategy	SEP 2022 – MAY 2023

**OTHER EXPERIENCE**

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<b>Military Service</b> , ROK-US Combined Forces Command, Seoul, Korea	2013-2015
<ul style="list-style-type: none"> <li>• Honorably discharged as a Staff Sergeant (AirForce, E-5)</li> <li>• Translator and assistant to C4 and J4</li> </ul>	

**LANGUAGE**

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English	Fluent
Mandarin Chinese	Fluent
Korean	Native
Japanese	Intermediate