KHWAN KIM

khwan.kim@insead.edu / Google Scholar / Personal Website

EDUCATION

INSEAD   **Fontainebleau, France**
Ph.D. Candidate in Management   *July 2019 – expected 2025*

- Dissertation: *Essays on Novelty in Creative Industries*
- Committee:
  - INSEAD: Frederic Godart (co-chair), Noah Askin (co-chair), Henrich Greve
  - Wharton: Damon Phillips, Manav Raj

The Wharton School, The University of Pennsylvania   **Philadelphia, PA, USA**
Visiting Ph.D. Student (Management)   *July 2022 -January 2023*

The University of Chicago   **Chicago, IL, USA**
Master of Arts in Sociology (Advisor: James A. Evans)   *August 2018*

- Thesis: "Diversity and Ambiguity in American Popular Music, 1965 to 2015"
  - Winner, Earl S. and Esther Johnson Prize for Best Thesis

RESEARCH INTERESTS & SKILLS

Interests: Organization Theory; Antecedents and Consequences of Creativity, Novelty, and Innovation; Creative Industries
Methods: Causal Inference; Computational Content Analysis; Panel Data Analysis; Machine Learning; Survival Analysis

JOB MARKET PAPER

"Kindle's Shadow: How Digitization Dims Novelty in the Book Industry"

- Winner, Best Student Paper Award (2024), OMT Division, Academy of Management (Chicago)
- Target journal: *Administrative Science Quarterly*
- Presented at:
  - Wharton-INSEAD Doctoral Consortium (Singapore), Nov 2023
  - Creative Industries Conference (INSEAD, Fontainebleau), Oct 2023
  - SMS Annual Conference (Toronto), Oct 2023
  - Medici Summer School (MIT Sloan, Boston), Jun 2023

PUBLICATIONS

Khwan Kim, Noah Askin, & James A. Evans. (2024). "Disrupted Routines Anticipate Musical Exploration." ***Proceedings of the National Academy of Sciences (PNAS)***, *121* (6), e2306549121.

- Finalist, The Edgar Schein Best Student Paper Prize at the 2024 Berkeley Culture Conference (Haas, Berkeley)
- Presented at:
  - Invited speaker, Data Seminar at the headquarters of Deezer (Paris), Jan 2024
  - Workshop on Digital Data for Research in Organization Studies (HEC Paris, Paris), Apr 2023
  - Creative Industries Conference (Columbia Business School, NYC), Oct 2022

Khwan Kim & Noah Askin. (2024) "Feature-Based Structures of Opportunity: Genre Innovation in the American Popular Music Industry, 1958-2016." ***American Sociological Review***, *89* (3), 542-583

- Presented at:
  - Strategy Science Conference (LMU, München), Jun 2023
  - Creative Industries Conference (Amsterdam Business School), May 2022
  - AOM Annual Meeting (Virtual), Aug 2021
  - AOM Annual Meeting (Virtual), Aug 2020

MANUSCRIPTS UNDER REVIEW

Spencer Harrison, Pat Reilly, Yanbo Song, & **Khwan Kim.** *"*Point Break? The Process and Impact of Collaborative Breakdowns in Creative Work"

- *Received 2nd round Revise & Resubmit at **Academy of Management Journal (AMJ)***

Abhishek Deshmane, Noah Askin, & **Khwan Kim.** *"*Keep It or Skip It? Sequential Consumption of Music with Reference Effects"

- *Received Reject & Resubmit at **Management Science***

SELECTED WORKS IN PROGRESS

Khwan Kim, Frederic Godart, & William Maddux. "So Close, Yet So Different: Symbolic Capital in The Art Market Is Facilitated by Culturally Close Diversification"
- Manuscript available; target journal: *Administrative Science Quarterly*
- Presented at:
    - Trans-Atlantic Doctoral Consortium (LBS, London), May 2023
    - AOM Annual Meeting (Chicago), Aug 2024

Spencer Harrison, **Khwan Kim**, & Yanbo Song. "Evolutionary Consecration: Acceptance and Attention to Deviants in the US Film Markets"
- Presented at:
    - Creative Industries Conference (INSEAD, Fontainebleau), Oct 2023
    - Creativity Collaboratorium (UCL, London), September 2023

Spencer Harrison, Akshita Joshi, **Khwan Kim**, & Noah Askin. "The Collapse and Reconstruction of Relational Boundaries in Musicians"
- Data analysis

Khwan Kim, & Stephen Mezias. "When Early Adoption and Rapid Diffusion Drive Heterogeneity in the Field: Case of Hollywood Studios in the US Film Market"
- Data analysis

Xuege C. Lu, Heeyon Kim, & **Khwan Kim**. "Old Wine in New Bottles but from Elsewhere? Market Intermediaries as Gatekeepers to Promote Domain Originality"
- Data analysis

Kelly A. Nault, **Khwan Kim**, Marko Pitesa, & Stefan Thau. "Attractiveness and Occupations: A Historical Word Embedding Analysis"
- Data analysis

Khwan Kim, & Manav Raj. "What does TikTok Really Do to the Music Industry?"
- Data analysis

TEACHING

Programming and Computational Social Sciences with Python	**INSEAD**
Course Creator/Instructor	2021-2022

- Build a 3-week Bootcamp for incoming Ph.D. students; Organize the entire class and content, including materials, assignments, and structure; Provide hands-on guidance for students to navigate programming in Python

Organizational Behavior	**INSEAD**
Teaching Assistant to Prof. Stefan Thau	2023

PRIOR WORK EXPERIENCE

Investigative Journalist	**South Korea**
Coverage: crimes, investigation, business	2008-2016
Winner, Journalist of the Year Prize 2015 (by Journalists Association of Korea)	2015
Special Prize, The 17th Amnesty International Media Awards	2014

Platoon Commander	**The Republic of Korea Army, South Korea**
Honorably discharged as First Lieutenant	2006-2008

REFERENCES

Frederic Godart *Associate Professor, INSEAD*
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Noah Askin *Associate Professor*, UC-Irvine
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Henrich Greve *Professor*, INSEAD
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Manav Raj *Assistant Professor,* The Wharton School
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Damon Phillips *Professor,* The Wharton School
djphill@wharton.upenn.edu

James A. Evans, *Professor,* The University of Chicago
jevans@uchicago.edu