# 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

## 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)
- Featured in the United Nations Development Programme's Human Development Report 2023-24

**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

## MANUSCRIPTS UNDER REVIEW

Spencer Harrison, Pat Reilly, Yanbo Song, & **Khwan Kim.** "Point Break? The Process and Impact of Collaborative Breakdowns in Creative Work"
- Conditional Accept at *Academy of Management Journal (AMJ)*

**Khwan Kim** & Manav Raj. "Kindle's Shadow: How Digitization Dims Novelty in the Book Industry"
- Revise & Resubmit at *Administrative Science Quarterly*
- Winner, Best Student Paper Award (2024), OMT Division, Academy of Management (Chicago)

Abhishek Deshmane, Noah Askin, **Khwan Kim**, & Yewon Kim "Keep It or Skip It? Sequential Consumption of Music with Reference Effects"
- Reject & Resubmit at *Management Science*

Eric Luis Uhlmann, …, **Khwan Kim,** … [Many-authored paper]. "Emotion Expression and Status Conferral: Who Respects an Angry Woman? A Pre-registered Reexamination of the Relationships between Gender, Emotion Expression, and Status Conferral"
- Revise & Resubmit at *Psychological 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*

- o 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"
- o 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"
- o 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"
- o Data analysis

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

**Khwan Kim**, & Manav Raj. "What Does TikTok Really Do to the Music Industry?"
- o 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

## ACADEMIC SERVICE

**Ad-hoc Reviewer:**
    American Journal of Sociology, Poetics (Journal of Empirical Research on Culture, the Media and the Arts)

## REFERENCES

**Frederic Godart** *Associate Professor, INSEAD*
frederic.godart@insead.edu

**Noah Askin** *Associate Professor*, UC-Irvine
noah.askin@insead.edu

**Henrich Greve** *Professor*, INSEAD
henrich.greve@insead.edu

**Manav Raj** *Assistant Professor,* The Wharton School
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**James A. Evans,** *Professor,* The University of Chicago
jevans@uchicago.edu