Khwan Kim

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Google Scholar

Research Interests

Interests	Organization Theory; Creativity and Innovation; Creative Industries
Methods	Causal Inference; Computational Content Analysis; Panel Data Analysis; Machine Learning; Survival Analysis

Education

July 2019– expected 2025	**Ph.D. Candidate in Management**, *INSEAD*, Fontainebleau, France Dissertation: *Essays on Novelty in Creative Industries* Committee: Frederic Godart (co-chair), Noah Askin (co-chair), Henrich Greve (INSEAD); Damon Phillips, Manav Raj (Wharton)
July 2022– January 2023	**Visiting Ph.D. Student (Management)**, *The Wharton School, University of Pennsylvania*, Philadelphia, PA, USA
August 2018	**Master of Arts in Sociology**, *The University of Chicago*, Chicago, IL, USA Thesis: *Diversity and Ambiguity in American Popular Music, 1965–2015* Advisor: James A. Evans • Winner, Earl S. and Esther Johnson Prize for Best Thesis

Publications

2024	**Khwan Kim**, Noah Askin, & James A. Evans "Disrupted Routines Anticipate Musical Exploration." *Proceedings of the National Academy of Sciences*, 121(6): e2306549121. • Finalist, Edgar Schein Best Student Paper Prize, 2024 Berkeley Culture Conference (Haas, Berkeley) • Featured in the United Nations Development Programme's Human Development Report 2023–24.
2024	**Khwan Kim** & Noah Askin "Feature-Based Structures of Opportunity: Genre Innovation in the American Popular Music Industry, 1958–2016." *American Sociological Review*, 89(3): 542–583.

Working Papers (Under Review)

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

Revise & Resubmit	**Khwan Kim** & Manav Raj "Kindle's Shadow: How Digitization Dims Novelty in the Book Industry." *Administrative Science Quarterly.* • Winner, Best Paper Award (2025), Munich Summer Institute. • Winner, Best Student Paper Award (2024), OMT Division, Academy of Management (Chicago) — *Awarded for the earlier solo-authored job market paper version, titled "Kindle's Kindle: Digitization and the Novelty of Creative Content in the US Book Publishing Industry."*
Reject & Resubmit	Abhishek Deshmane, Noah Askin, **Khwan Kim**, & Yewon Kim "Keep It or Skip It? Sequential Consumption of Music with Reference Effects." *Management Science.*
Revise & Resubmit	Eric Luis Uhlmann, et al., **Khwan Kim** "Emotion Expression and Status Conferral: Who Respects an Angry Woman?" *Psychological Science.*

Works in Progress

"Symbolic Capital in The Global Art Market Is Facilitated by Culturally Close Diversification." Manuscript available
(with Frederic Godart & William Maddux)

"Evolutionary Consecration for Cult Films: Acceptance and Attention to Deviants in the US Film Markets."
(with Spencer Harrison & Yanbo Song)

"The Collapse and Reconstruction of Relational Boundaries in Musicians: Case of Break-up Albums" Data analysis ongoing.
(with Spencer Harrison, Akshita Joshi, & Noah Askin)

"Market Intermediaries as Gatekeepers to Promote Domain Originality: Case of Broadway Musicals" Data analysis ongoing.
(with Xuege C. Lu, Heeyon Kim)

"Attractiveness and Occupations: A Historical Word Embedding Analysis." Data analysis ongoing.
(with Kelly A. Nault, Marko Pitesa, & Stefan Thau)

"The Effect of Virarlity on Performance and Creativity" Data analysis ongoing.
(with Manav Raj)

Teaching Experience

2021–2022	**Instructor**, *Programming and Computational Social Sciences with Python*, INSEAD Designed and led a 3-week bootcamp for incoming Ph.D. students.

2023   **Teaching Assistant**, *Organizational Behavior*, INSEAD
Supported Professor Stefan Thau.

Academic Service

Ad-hoc reviewer for *American Journal of Sociology*; *Poetics* (Journal of Empirical Research on Culture, the Media and the Arts).

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