

## KHWAN KIM

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### EDUCATION

#### INSEAD

*Ph.D. Candidate in Management*

**Fontainebleau, France**

*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

*Visiting Ph.D. Student (Management)*

**Philadelphia, PA, USA**

*July 2022 -January 2023*

#### The University of Chicago

*Master of Arts in Sociology (Advisor: James A. Evans)*

**Chicago, IL, USA**

*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”

- *Under 2<sup>nd</sup> review at Academy of Management Journal (AMJ)*

Abhishek Deshmane, Noah Askin, & **Khwan Kim.** [“Keep It or Skip It? Sequential Consumption of Music with Reference Effects”](#)

- *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 Mezas. “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

## REVIEWING

Ad hoc reviewer for:

- SMS 44<sup>th</sup> Annual Conference 2024
- Poetics - Journal of Empirical Research on Culture, the Media and the Arts
- INSEAD-Wharton Ph.D. Consortium

## REFERENCES

**Frederic Godart** Associate Professor, INSEAD

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**Manav Raj** Assistant Professor, The Wharton School

[manavraj@wharton.upenn.edu](mailto:manavraj@wharton.upenn.edu)

**Noah Askin** Associate Professor, INSEAD, UC-Irvine

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**Damon Phillips** Professor, The Wharton School

[djphill@wharton.upenn.edu](mailto:djphill@wharton.upenn.edu)

**Henrich Greve** Professor, INSEAD

[henrich.greve@insead.edu](mailto:henrich.greve@insead.edu)

**James A. Evans**, Professor, The University of Chicago

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