

# KHWAN KIM

INSEAD

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## EDUCATION

### INSEAD

*Ph.D. Candidate in Management*

Fontainebleau, France

July 2019 -

- 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*

Chicago, IL, USA

August 2018

- Advisor: James A. Evans
- 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
- 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.

- Invited speaker, Data Seminar at the headquarters of Deezer (Paris), Jan 2024
- Finalist, The Edgar Schein Best Student Paper Prize at the Berkeley Culture Conference (Haas, Berkeley), 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

- 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"

- 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"

- 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*
- Trans-Atlantic Doctoral Consortium (LBS, London), May 2023

Spencer Harrison, **Khwan Kim**, & Yanbo Song. “Evolutionary Consecration: Acceptance and Attention to Deviants in the US Film Markets”

- 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

## TEACHING

**Programming and Computational Social Sciences with Python**

**INSEAD**

*Course Creator/Instructor*

August 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

## 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**

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**James A. Evans**

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