

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*

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”

- 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”](#)

- 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*
- 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

PRIOR WORK EXPERIENCE

Investigative News Reporter

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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Manav Raj Assistant Professor, The Wharton School

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Noah Askin Associate Professor, UC-Irvine

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Damon Phillips Professor, The Wharton School

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Henrich Greve Professor, INSEAD

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James A. Evans, Professor, The University of Chicago

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