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## Research Interests

Interests Organization Theory; Creativity and Innovation; Creative Industries

Methods Causal Inference; Computational Content Analysis; Panel Data Analysis; Machine Learning; Survival Analysis

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## Education

July 2019–**Ph.D. Candidate in Management, INSEAD**, Fontainebleau, France

expected Dissertation: *Essays on Novelty in Creative Industries*

2025 Committee: Frederic Godart (co-chair), Noah Askin (co-chair), Henrich Greve (INSEAD); Damon Phillips, Manav Raj (Wharton)

July 2022–**Visiting Ph.D. Student (Management), The Wharton School, University of Pennsylvania**, Philadelphia, PA, USA  
January 2023

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

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## 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.

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## Working Papers (Under Review)

Conditional Spencer Harrison, Pat Reilly, Yanbo Song, & **Khwan Kim**

Accept "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 (Munich).  
 • Winner, Best Student Paper Award (2024), OMT Division, Academy of Management (Chicago).
- 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 Virality 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.

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## Academic Service

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

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## References

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Manav Raj, Assistant Professor, The Wharton School  
*manavraj@wharton.upenn.edu*

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