

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: 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

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”

- Conditional Accept at *Academy of Management Journal (AMJ)*

Abhishek Deshmane, Noah Askin, **Khwan Kim**, & Yewon 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*

Khwan Kim & Manav Raj. “Kindle’s Shadow: How Digitization Dims Novelty in the Book Industry”

- Under Review
- Winner, Best Student Paper Award (2024), OMT Division, Academy of Management (Chicago)

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

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

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*

manavraj@wharton.upenn.edu

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

jevans@uchicago.edu