

KHWAN KIM

khwan.kim@insead.edu / [Google Scholar](#) / [Personal Website](#)

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”

- Received 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”](#)

- Received 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

REFERENCES

Frederic Godart Associate Professor, INSEAD
frederic.godart@insead.edu

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

Noah Askin Associate Professor, UC-Irvine
noah.askin@insead.edu

Damon Phillips Professor, The Wharton School
djphill@wharton.upenn.edu

Henrich Greve Professor, INSEAD
henrich.greve@insead.edu

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