SEYEON KIM

Stanford Graduate School of Business
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EDUCATION

Stanford Graduate School of Business, Stanford, CA — Expected June 2026
Candidate for PhD in Macro Organizational Behavior

University of Oxford, St. Antony's College, Oxford, UK — Sep 2020
MSc in Sociology

University of Pennsylvania, College of Arts and Sciences, Philadelphia, PA — May 2019
BA with Distinction in Sociology, Minor in Consumer Psychology, Magna Cum Laude

RESEARCH INTERESTS

Entrepreneurship, Labor Markets, Strategic Human Capital, Careers, Hiring, Economic Sociology

JOB MARKET PAPER

1. **Seyeon Kim.** "Sorting into Startups: Unpacking Supply- and Demand-Side Dynamics in Hiring."
In Preparation for Submission
Using a proprietary dataset of 7 million job applications and interview records from a Korean digital hiring platform (2015-2024), my job-market paper disentangles how applicant and employer behaviors jointly shape who works for startups. I find that both highly and lower-credentialed candidates gravitate toward startups—but to different types and through distinct mechanisms. I introduce a 2×2 framework of preference- vs. constraint-driven behavior and show that highly credentialed candidates match with prestige-signaling young firms through mutual selection, while lower-credentialed candidates are hired by small startups that still prefer higher-credentialed applicants but cast a wide net out. The study presents novel insights into applicant and employer behavior, sorting mechanisms across the hiring funnel, and heterogeneity among startups. Doing so reconciles competing portrayals of startup hiring and highlights how symbolic quality signals shape talent flows into early-stage firms.

WORKING PAPERS (MANUSCRIPTS AVAILABLE)

2. **Seyeon Kim**. "From Founder to Follower: The Return Journey to Paid Employment." *In Preparation for Submission*
I use text network analysis to investigate how employers interpret entrepreneurial experience versus conventional employment. While prior research tends to assume uniformly negative beliefs about former founders, I collect and analyze open-ended employer evaluations of simulated resumes to uncover how such beliefs are structured. Using topic co-occurrence networks and community detection, I find that beliefs about employees tend to cluster cleanly—positive traits like leadership, competence, and stability co-occur, while negative ones remain separate. In contrast, founder resumes evoke more cognitively complex and ambivalent evaluations. Founder resumes activate similar positive traits such as initiative, but these often co-occur with concerns about self-orientation or defiance of authority. These findings suggest that founder experience invites more interpretive ambiguity than prior research has captured, and that the meaning of the same signal may shift depending on the evaluative context.

WORK IN PROGRESS

3. **Seyeon Kim** and Jon Atwell. "Bundled Signals and Hiring Risk: Experimental Evidence on the Entrepreneur-to-Employee Transition." - *running pilot experiments*

4. Kylie J Hwang and **Seyeon Kim**. "Attracting Talent When You're the Underdog: Startups and Labor Market Signaling." - *data analyses*

5. **Seyeon Kim**. "Micro-Dynamics of Job Search: How Feedback and Perceived Ability Shape Search Intensity and Direction." - *early stage (ideation/theorizing)*

6. **Seyeon Kim**. "Beyond the Homogeneous Firm: Theorizing the Effects of Firm Age and Size on Hiring." - *early stage*

7. **Seyeon Kim**. "Experience, Education, and the Role of Startups as Career Bridges." - *early stage*

ACADEMIC PRESENTATIONS

Chaired Symposia

Startups as Workplaces
Co-organized with with Vera Rocha (CBS), 2025 AOM Annual Conference, Copenhagen.
Speakers include Benjamin Hallen (UW Foster), Florence Honore (Wisconsin-Madison), Mehdi Ibn Brahim (SKEMA), Thomas Lyttelton (MIT).

Careers Approach to Entrepreneurship
- Finalist for Best Symposium Award, AOM 2024 CAR Division
Symposium chair for the 2024 AOM Annual Conference, Chicago.
Speakers included Tristan Botelho (Yale), Aleksandra (Olenka) Kacperczyk (LBS), Olav Sorenson (UCLA), Tiantian Yang (Wharton).

Toward a More Granular Understanding of Employee Mobility
Symposium chair for the 2023 AOM Annual Conference, Boston.
Speakers included Federica De Stefano (Oxford Saïd), Ken Moon (Wharton), Victoria Sevcenko (INSEAD)

Conference Presentations

Sorting into Startups: Unpacking Supply- and Demand-Side Dynamics in Hiring (2025)
Paper presentation at DRUID Conference, Toronto.
YSI @DRUID 2025 pre-conference workshop.

After Entrepreneurship: Challenges and Opportunities (2024)
Paper development workshop, invited by Institute for Humane Studies & Center for Free Enterprise

Economic Sociology and Organizations Workshop (2022)
Stanford University

Open House and Research Expo (2018)
Invited by the University of Pennsylvania's Center for Undergraduate Research and Fellowships

H+U+D Colloquium Presentation (2018)
Invited by Mellon Humanities, Urbanism and Design Initiative at the University of Pennsylvania

FELLOWSHIPS, AWARDS, AND GRANTS

2025   Stanford GSB Academic Career Advancement Fellowship (ACAF)

2023	The Catherine S. Muther Fellowship, Stanford University
2022	The Kenneth Minge Brown Fellowship Fund, Stanford University
2021	The Helena Rubinstein Endowed Fellowship Fund, Stanford University
2020	The Roger and Marjorie Davisson Fellowship Fund, Stanford University
2019	E. Digby Baltzell Senior Thesis Award for best Sociology honors thesis, University of Pennsylvania
	American Sociological Association (ASA) Student Forum Travel Award
2018	Jumpstart for Juniors Grant, University of Pennsylvania
	Undergraduate Urban Research Colloquium (UURC) grant, University of Pennsylvania
2017	Mellon Project in Humanities, Urbanism, and Design (H+U+D) Award, Schools of Arts and Sciences and Design and the Penn Institute of Urban Research
	UURC grant, University of Pennsylvania

SERVICE EXPERIENCE

Ad-Hoc Reviewer for *Management and Business Review*	2025
Panelist, Summit@Stanford GSB (program introducing doctoral studies/research to undergraduates)	2025
Founder & Organizer, Macro/Micro OB Student Lunch Workshop	2024-25
Panelist, Stanford GSB Research Fellows Workshop	2023
Graduate Mentor, Stanford Macro OB Department	2021-2023
Panelist, Stanford GSB PhD Orientation	2022

TEACHING EXPERIENCE

Course Assistant, Stanford Graduate School of Business

"Strategic Leadership" for Jesper Sørensen	2022
"Negotiations" for Jon Atwell	2022
"Acting with Power" for Benoît Monin, Deborah H. Gruenfeld	2022-2023

ADDITIONAL INFORMATION

Citizenship: South Korea

Programming Languages (ordered by proficiency): SQL, R, Python, Stata, ArcGIS Pro

Spoken Languages: English (fluent), Korean (native), Chinese (intermediate)

REFERENCES

Jesper B. Sørensen
The Robert A. and Elizabeth R. Jeffe Professor of Organizational Behavior
Stanford University, Graduate School of Business
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Glenn R. Carroll
The Adams Distinguished Professor of Management
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Kylie J. Hwang
Assistant Professor of Management and Organizations
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