

## 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

### 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

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

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

Spencer Harrison, Pat Reilly, Yanbo Song, & **Khwan Kim**. “Point Break? The Process and Impact of Collaborative Breakdowns in Creative Work”

- Under 3<sup>rd</sup> round review 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*

### 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*

[frederic.godart@insead.edu](mailto:frederic.godart@insead.edu)

**Noah Askin** *Associate Professor, UC-Irvine*

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**Henrich Greve** *Professor, INSEAD*

[henrich.greve@insead.edu](mailto:henrich.greve@insead.edu)

**Manav Raj** *Assistant Professor, The Wharton School*

[manavraj@wharton.upenn.edu](mailto:manavraj@wharton.upenn.edu)

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

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