

## Academic Appointments

**UCL School of Management**

Assistant Professor

Organizations & Innovation Group

**London, UK**

Aug 2025–

## Education

**INSEAD**

Ph.D. in Management

**Fontainebleau, France**

2019–2025

**The Wharton School, University of Pennsylvania**

Visiting Ph.D. Student (Management)

**Philadelphia, USA**

2022–2023

**The University of Chicago**

M.A. in Sociology

**Chicago, USA**

2018

## Referred Publications

- [1] Spencer Harrison, Pat Reilly, Yanbo Song, & **Khwan Kim** (2026), *"Point Break? The Efficacy of Creative Differences as a Protective Label for Future Work"*, *Academy of Management Journal*
- [2] **Khwan Kim**, Noah Askin, & James A. Evans (2024), *"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, UC Berkeley)
  - Featured in the United Nations Development Programme's Human Development Report 2023–24
- [3] **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

## Working Papers (Under Review)

Note: Titles redacted for peer review

- [4] **Khwan Kim** & Manav Raj, *The Effect of Virality on Performance and Creativity in the Music Industry*
  - Under review at *Strategic Management Journal*
- [5] **Khwan Kim** & Manav Raj, *Digitization Effects in the Book Industry*
  - Revise & Resubmit at *Administrative Science Quarterly*
  - Winner, Best Paper Award (2025), Munich Summer Institute
  - Winner, Best Student Paper Award (2024), OMT Division, Academy of Management (Chicago); Award for earlier solo-authored version
- [6] Abhishek Deshmene, Noah Askin, **Khwan Kim**, & Yewon Kim, *Sequential Music Consumption Behavior*
  - Reject & Resubmit at *Management Science*
- [7] Eric Luis Uhlmann, **Khwan Kim**, et al., *Emotion Expression and Status Dynamics*
  - Revise & Resubmit at *Psychological Science*

## Works in Progress

*The Architecture of Modern Friendship: Case of Social Dining on TimeLeft*

(with Raina Brands)

*Symbolic Capital in the Global Art Market Is Facilitated by Culturally Close Diversification*

(with Frederic Godart & William Maddux)

*Evolutionary Consecration for Cult Films: Acceptance and Attention to Deviants in the US Film Market*

(with Spencer Harrison & Yanbo Song)

*The Collapse and Reconstruction of Relational Boundaries in Musicians: The Case of Break-up Albums*

(with Spencer Harrison, Akshita Joshi, & Noah Askin)

*Market Intermediaries as Gatekeepers of Domain Originality: The Case of Broadway Musicals*

(with Xuege C. Lu & Heeyon Kim)

*Attractiveness and Occupations: A Historical Word Embedding Analysis*

(with Kelly A. Nault, Marko Pitesa, & Stefan Thau)

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## Invited Seminars & Talks

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### 2026:

- University of Groningen (scheduled)
- University of Amsterdam (scheduled)

### 2025:

- INSEAD Tech Talk X

### 2024:

- UCL School of Management (Organisations & Innovation)
- London Business School (Strategy & Entrepreneurship)
- Melbourne Business School (Management)
- Harvard Business School (Organizational Behavior)
- Stockholm School of Economics (House of Innovation)
- SKEMA Business School (Knowledge, Technology, & Organisation)
- HEC Paris (Management & Human Resources)
- Warwick Business School (Entrepreneurship & Innovation)

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## Conference Presentations

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### 2025:

- Academy of Management Annual Meeting, Copenhagen, Denmark
- Munich Summer Institute, Munich, Germany

### 2024:

- Berkeley Culture Conference, UC Berkeley, USA
- SEI Consortium @ ESSEC, Paris, France
- Creativity Collaboratorium @ UCL, London, UK
- Creative Industries Conference @ University of Edinburgh, Scotland
- Doriot Entrepreneurship Conference @ INSEAD Abu Dhabi, UAE
- Academy of Management Annual Meeting, Chicago, USA

### 2023:

- Wharton-INSEAD Doctoral Consortium, Singapore
- SMS Annual Meeting, Toronto, Canada
- Creative Industries Conference @ INSEAD, Fontainebleau, France
- Academy of Management Annual Meeting, Boston, USA
- Strategy Science Conference @ LMU, Munich, Germany

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## Teaching Experience

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### Social Network Analysis with Python

Instructor

INSEAD & UCL

2025-

### Programming and Computational Social Sciences with Python

Instructor

INSEAD

2021–2022

### Organizational Behavior

Teaching Assistant

INSEAD

2023

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## Academic Service

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**Peer Review:** Ad-hoc reviewer for *Administrative Science Quarterly*; *American Journal of Sociology*; *INFORMS/Organization*

