

Academic Appointments

UCL School of Management

Assistant Professor
Organizations & Innovation Group

London, UK

Aug 2025–

Education

INSEAD

Ph.D. in Management

Dissertation: *Essays on Novelty in Creative Industries*

Committee: Frederic Godart (co-chair), Noah Askin (co-chair), Henrich Greve; Manav Raj (Wharton)

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

Thesis: *Diversity and Ambiguity in American Popular Music, 1965–2015*

Advisor: James A. Evans

Winner: Earl S. and Esther Johnson Prize for Best Thesis

Chicago, USA

2018

Referred Publications

2024: Khwan Kim, Noah Askin, & James A. Evans

[“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

2024: Khwan Kim & Noah Askin

[“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

Accepted: Spencer Harrison, Pat Reilly, Yanbo Song, & Khwan Kim. *[Paper on collaborative processes in creative work]*. *Academy of Management Journal*.

R&R: Khwan Kim & Manav Raj. *[Paper on digitization effects in the book industry]*. *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

Reject & Resubmit: Abhishek Deshmane, Noah Askin, Khwan Kim, & Yewon Kim. *[Paper on sequential music consumption behavior]*. *Management Science*.

R&R: Eric Luis Uhlmann, Khwan Kim, et al. *[Paper on emotion expression and status dynamics]*. *Psychological Science*.

Works in Progress

The Architecture of Modern Friendship: Case of Social Dining on TimeLeft
(with Raina Brands)

The Effect of Virality on Performance and Creativity in the Music Industry

(with Manav Raj)

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)

Teaching Experience

Programming and Computational Social Sciences with Python

INSEAD

Instructor

2021–2022

Designed and led a 3-week bootcamp for incoming Ph.D. students

Organizational Behavior

INSEAD

Teaching Assistant

2023

Supported Professor Stefan Thau

Academic Service

Peer Review: Ad-hoc reviewer for *American Journal of Sociology*; *INFORMS/Organization Science Best Dissertation Proposal Competition*; *Poetics*

References

Frederic Godart

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Noah Askin

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Henrich Greve

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James A. Evans

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