

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

- [1] 2025, Spencer Harrison, Pat Reilly, Yanbo Song, & **Khwan Kim**, “Point Break? The Efficacy of Creative Differences as a Protective Label for Future Work”, *Academy of Management Journal* (Forthcoming)
- [2] 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
- [3] 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

- [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 Deshmane, 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)

Teaching Experience

Programming and Computational Social Sciences with Python

Instructor

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

INSEAD

2021–2022

Organizational Behavior

Teaching Assistant

Supported Professor Stefan Thau

INSEAD

2023

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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