Khwan Kim | Assistant Professor, UCL School of Management

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Academic Appointments

UCL School of Management — **London, UK**
Assistant Professor — *Aug 2025–*
Organizations & Innovation Group

Education

INSEAD — **Fontainebleau, France**
Ph.D. in Management — *2019–2025*

The Wharton School, University of Pennsylvania — **Philadelphia, USA**
Visiting Ph.D. Student (Management) — *2022–2023*

The University of Chicago — **Chicago, USA**
M.A. in Sociology — *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 *Management Science*

[5] **Khwan Kim** & Manav Raj, *Digitization Effects in the Book Industry*
- Under review at *Strategic Management Journal*
- 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] **Khwan Kim**, Manav Raj & Adithya Venkateswaran *(authors listed alphabetically)*, *The Effect of Subscription-Only Business Models on Platform Participation*
- Under review at *Management Science*

[7] Abhishek Deshmane, Noah Askin, **Khwan Kim**, & Yewon Kim, *Sequential Music Consumption Behavior*
- Reject & Resubmit at *Management Science*

[8] 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)

The Career Arc of Unconventionality in Popular Music
(with Sameer B Srivastava)

Cross-National Collaboration and Performance in U.S. Popular Music

(with Exequiel Hernandez, Andrew Carton, and Noah Askin)

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)

Invited Seminars & Talks

2026:
- Stockholm School of Economics (scheduled)
- University of Groningen
- University of Amsterdam

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)

Conference Presentations

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

Teaching Experience

Creativity and Creative Industries **UCL**
Instructor *2026-*

Data Visualisation **UCL**
Instructor *2025-*

Social Network Analysis with Python **INSEAD & UCL**
Instructor *2025-*

Programming and Computational Social Sciences with Python **INSEAD**
Instructor *2021–2022*

Organizational Behavior **INSEAD**
Teaching Assistant *2023*

Academic Service

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