

J. DANIEL KIM

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ACADEMIC APPOINTMENTS

The Wharton School, University of Pennsylvania

Assistant Professor of Management
 Lecturer

2020 –
 2019 – 2020

OTHER AFFILIATIONS

U.S. Census Bureau, Center for Economic Studies

Economist
 Pathways Intern

2020 –
 2015 – 2019

MIT Innovation Initiative

Research Affiliate

2020 –

EDUCATION

Ph.D.	Massachusetts Institute of Technology Sloan School of Management	2020
	<ul style="list-style-type: none"> · Dissertation: Entrepreneurial Organizations and Human Capital · Advisors: Pierre Azoulay, Scott Stern, Fiona Murray 	
A.B.	Dartmouth College Mathematics and Social Sciences (High Honors)	2011

RESEARCH INTERESTS

Entrepreneurship, Strategy, Human Capital,
 Innovation, Mergers and Acquisitions, Labor Markets

REFEREED PUBLICATIONS

[1] Kim, J. Daniel. "Is There a Startup Wage Premium? Evidence from MIT Graduates." *Research Policy*, 47(3): 637-649, 2018.

[2] Azoulay, Pierre, Benjamin Jones, J. Daniel Kim, and Javier Miranda. "Age and High-Growth Entrepreneurship." *American Economic Review: Insights*, 2(1): 65-82, 2020

- Media Coverage: [The New York Times](#), [The Washington Post](#), [TechCrunch](#), [Wall Street Journal](#), [World Economic Forum](#), [Financial Times](#), [Forbes](#), [Quartz](#), [NBER Digest](#), [MIT Sloan News](#)

[3] Azoulay, Pierre, Benjamin Jones, J. Daniel Kim, and Javier Miranda. "Immigration and Entrepreneurship in the United States." *American Economic Review: Insights* (Forthcoming).

- Media Coverage: [Quartz](#), [Knowledge@Wharton](#)

WORKING PAPERS

[4] Kim, J. Daniel. "Startup Acquisitions as a Hiring Strategy: Worker Choice and Turnover." *SSRN Working Paper 3252784*, 2021.

- Media Coverage: [Wall Street Journal](#), [MIT Sloan News](#)

[5] Choi, Joonkyu, Nathan Goldschlag, John Haltiwanger, and J. Daniel Kim. "Founding Teams and Startup Performance." *NBER Working Paper 28417*, 2021. *Under Review*

[6] Kim, J. Daniel. "Startup Acquisitions, Relocation, and Employee Entrepreneurship." *SSRN Working Paper 3568153*, 2020. *Revise-and-Resubmit*

- Best Paper Prize, Strategic Management Society Conference 2020

[7] Kim, J. Daniel and Minjae Kim. "Founders and Organizational Change: Effect of Founder Loss on Industry Change Among US Startups." *Working Paper*, 2021.

- Best Entrepreneurship Paper Award, OMT Division, Academy of Management 2021

[8] Kim, J. Daniel and Michael Pergler. "Startup Hiring through Firm-Driven Search: Evidence from Venture for America." *Working Paper*, 2021.

- Best Interdisciplinary Paper Award (Finalist - ongoing), Strategic Management Society Conference 2021

[9] Lee, Saerom and J. Daniel Kim. "Organizational Scaling: Theoretical Framework, Measurement, and Large-Scale Evidence." *Working Paper*, 2021.

BOOK CHAPTERS AND OTHER NON-REFEREED PUBLICATIONS

[10] Delgado, Mercedes, J. Daniel Kim, and Karen Mills. "The Servicification of the US Economy: The Role of Startups versus Incumbent Firms." *NBER Volume: The Role of Innovation and Entrepreneurship in Economic Growth* (Forthcoming)

[11] Roberts, Edward B., Fiona Murray, and J. Daniel Kim. "Entrepreneurship and Innovation at MIT: Continuing Global Growth and Impact." *Foundations and Trends in Entrepreneurship*. 15(1): 1-55, 2019

[12] Azoulay, Pierre, Benjamin Jones, J. Daniel Kim, and Javier Miranda. "The Average Age of a Successful Startup Founder Is 45." *Harvard Business Review*, July 2018

[13] Goldschlag, Nathan, J. Daniel Kim, and Kristin McCue. "Just Passing Through: Characterizing U.S. Pass-Through Business Owners." *US Census Bureau Center for Economic Studies Paper No. CES-WP-17-69*, 2017

[14] Kim, J. Daniel and Kristin McCue. "Matching State Business Registration Records to Census Business Data." *US Census Bureau Center for Economic Studies Paper No. CES-WP*, 2019

WORK IN PROGRESS

Status Hiring (with Tristan Botelho)

Entrepreneurial Entry Among Immigrants: An Organizational Account

High-Growth Startups in the United States (with John Haltiwanger, Joonkyu Choi, and Nathan Goldschlag)

CASE STUDIES

“Bain Capital: Outback Steakhouse,” (with Paul Gompers and Kristin Mugford) Harvard Business School Case 212-087, February 2012. (Revised November 2012.)

“FirstMark Capital,” (with Paul Gompers), Harvard Business School Case 212-041, February 2012.

“Private Equity Finance Vignettes: 2014,” (with Paul Gompers), Harvard Business School Case 213-026, July 2012. (Revised July 2013.)

“Harrah's Entertainment,” (with Paul Gompers and Kristin Mugford), Harvard Business School Case 213-054, October 2012.

“United Capital Partners,” (with Paul Gompers and Vladimir Mukharlyamov), Harvard Business School Case 213-044 and 213-045, September 2012.

INVITED PRESENTATIONS

2021: Strategy Science Conference; EPFL Innovation Seminar; Strategy Innovation Entrepreneurship (SIE) Workshop

2020: Harvard Business School; Utah Winter Strategy Conference, NBER Conference on The Role of Innovation and Entrepreneurship in Economic Growth; HEC Paris Entrepreneurship Workshop; Barcelona GSE Summer Forum*, NYU Stern Economics of Strategy Workshop; AOM Annual Meeting; SMS Annual Conference

2018-19: MIT Organizational Economics; MIT Sloan TIES; NBER Productivity Seminar; People and Organizations Conference at Wharton; HBS PhD Entrepreneurship and Innovation Seminar; UCLA Anderson; Stanford University (MS&E); Wharton School, University of Pennsylvania; Fuqua, Duke University; Scheller, Georgia Tech, Census Economic Research Brown Bag; KAIST (Daejeon); NBER Summer Institute

*=Discussant

TEACHING

Wharton MGMT 801: Entrepreneurship (MBA)	2020, 2021
Wharton MGMT 939: Entrepreneurship and Innovation (PhD)	2020
Wharton MGMT 970: Applied Methods in Management Research (PhD, Guest Lecture)	2020

GRANTS AND FELLOWSHIPS

Data Science and Business Analytics Fund, Wharton School	2021
Mack Institute Research Fellowship, Wharton School	2019, 2020
Dean's Research Fund, Wharton School	2020
Kauffman Dissertation Fellowship, Kauffman Foundation	2017
Roberts Hammond & Krasner Fund Grant, MIT Entrepreneurship Center	2016

AWARDS

Best Entrepreneurship Paper Award, OMT Division, Academy of Management	2021
Best Interdisciplinary Paper Award (Finalist), Strategic Management Society Conference	2021
Best Paper Prize, Strategic Management Society Conference	2020
AOM STR Wiley Blackwell Outstanding Dissertation Award (Finalist)	2020
MIT Sloan Doctoral Research Thesis Prize	2019
James O. Freedman Presidential Scholar, Dartmouth College	2010

PROFESSIONAL ACTIVITIES

Ad-hoc Reviewer: Organization Science, Management Science, Strategic Management Journal, Strategic Entrepreneurship Journal, Research Policy, Small Business Economics; American Economic Review

Membership: Academy of Management, Strategic Management Society, American Economic Association

Departmental Service:

Representative, Wharton Management Seminar Committee