

J. DANIEL KIM

3620 Locust Walk, 2029 SH-DH, Philadelphia, PA 19104

jdkim@wharton.upenn.edu • [Webpage](#)

ACADEMIC APPOINTMENTS

The Wharton School, University of Pennsylvania

Assistant Professor of Management

2020 –

Lecturer

2019 – 2020

OTHER AFFILIATIONS

U.S. Census Bureau, Center for Economic Studies

Economist

2015 –

MIT Innovation Initiative

Research Affiliate

2020 –

EDUCATION

Ph.D. **Massachusetts Institute of Technology** 2020

Sloan School of Management

- Dissertation: Entrepreneurial Organizations and Human Capital
- Advisors: Pierre Azoulay, Scott Stern, Fiona Murray

A.B. **Dartmouth College** 2011

Mathematics and Social Sciences (High Honors)

RESEARCH INTERESTS

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

REFEREED PUBLICATIONS

[1] Kim, J. Daniel. “Startup Acquisitions, Relocation, and Employee Entrepreneurship.” *Strategic Management Journal* (Accepted for publication)

- Best Paper Prize, Strategic Management Society Conference 2020

[2] Azoulay, Pierre, Benjamin Jones, J. Daniel Kim, and Javier Miranda. “Immigration and Entrepreneurship in the United States.” *American Economic Review: Insights*, 4(1): 71-88, 2022.

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

[3] 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](#)

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

WORKING PAPERS

[5] Kim, J. Daniel and Minjae Kim. "Founder Turnover and Organizational Change: Environmental Uncertainty as an Impetus." *Working Paper*, 2021. (*Revise and Resubmit at Organization Science*)

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

[6] Kim, J. Daniel and Michael Pergler. "Startup Hiring through Firm-Driven Search: Evidence from Venture for America." *Working Paper*, 2021. (*Revise and Resubmit at Strategic Management Journal*)

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

[7] Choi, Joonkyu, Nathan Goldschlag, John Haltiwanger, and J. Daniel Kim. "Early Joiners and Startup Performance." *NBER Working Paper 28417*, 2022.

- Media Coverage: [NBER Bulletin](#)

[8] Lee, Saerom R. and J. Daniel Kim. "When Do Startups Scale? Large-Scale Evidence from Job Postings." *SSRN Working Paper*, 2021. (*Reject and Resubmit at Strategic Management Journal*)

[9] 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](#)

[10] Botelho, Tristan L. and Kim, J. Daniel. "Chasing Stars: Two-Sided Matching Between Startups and High-Status Candidates." *Working Paper*, 2022.

BOOK CHAPTERS AND OTHER NON-REFEREED PUBLICATIONS

[11] 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)

[12] 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

[13] 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

[14] 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

[15] 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

Resource Allocation and Startup Performance (with Ron Berman and Pablo Hernandez-Lagos)

To Integrate or To Separate: How Post-Acquisition Coordination Depends on a Target Startup's Organizational Structure (with Ronnie Lee)

Do Employees Pay to Join a Social Mission-Oriented Startup? (with Matthew Lee)

High-Growth Firms 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

2022 (including scheduled): Strategy Research Forum; Sumantra Ghoshal Conference (LBS); Industry Studies Association Conference; AOM Annual Meeting

2021: Strategy Science Conference; EPFL Innovation Seminar; Strategy Innovation Entrepreneurship (SIE) Workshop; AOM Annual Meeting; SMS Annual Conference; SKK University

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, 2022

Wharton MGMT 937/939: Entrepreneurship and Innovation Seminar (PhD) 2020, 2022

Ad-hoc: Wharton Scale School; Wharton MGMT 970: Applied Methods in Management Research

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

Teaching Excellence Award , Wharton School	2020, 2021
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
Wiley Blackwell Outstanding Dissertation Award (Finalist), STR Division, Academy of Management	2020
Doctoral Research Thesis Prize , MIT Sloan	2019

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; Strategy Research Forum

Departmental Service:

Representative, Wharton Management Seminar Committee, 2021