

## J. DANIEL KIM

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### ACADEMIC APPOINTMENTS

The Wharton School, University of Pennsylvania  
 Assistant Professor of Management  
 Lecturer

2020 –  
 2019 – 2020

### EDUCATION

Ph.D. Massachusetts Institute of Technology  
 Sloan School of Management

2020

- 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 and Minjae Kim. “Founder Turnover and Organizational Change.”  
**Organization Science** (Forthcoming)

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

[2] Kim, J. Daniel. “Startup Acquisitions, Relocation, and Employee Entrepreneurship.”  
**Strategic Management Journal**, 43(11): 2189-2216, 2022 (Lead Article)

- Best Paper Prize, Strategic Management Society Conference 2020

[3] 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](#)

[4] 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](#)

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

## WORKING PAPERS

[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. (2<sup>nd</sup> Revise and Resubmit at **Review of Economics and Statistics**)

- 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. (Revise 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. (2<sup>nd</sup> Revise and Resubmit at **Strategy Science**)

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

[10] Botelho, Tristan L. and Kim, J. Daniel. “Status Pursuit and Status Selectivity: Two-Sided Evaluation Between High-Status Candidates and Startup Employers.” Working Paper, 2022. (Revise and Resubmit at **Administrative Science Quarterly**)

[11] Berman, Ron, Pablo Hernandez-Lagos, and J. Daniel Kim. “Too Much Talent? The Tradeoff Between Human and Non-Human Assets in Technology Startups.” Working Paper, 2022. (Reject and Resubmit at **Strategic Management Journal**)

## BOOK CHAPTERS AND OTHER NON-REFEREED ARTICLES

[12] 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*, University of Chicago Press, 2022

[13] 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

[14] 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

[15] 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

[16] 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

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

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

Social Responsibility Orientation in the Employment Lifecycle: Signal or Amenity? (with Matthew Lee)

## AWARDS

<b>Teaching Excellence Award</b> , Wharton School	2020, 2021, 2022
<b>Best Entrepreneurship Paper Award</b> , OMT Division, Academy of Management	2021
<b>Best Interdisciplinary Paper Award</b> (Finalist), Strategic Management Society Conference	2021
<b>Best Paper Prize</b> , Strategic Management Society Conference	2020
<b>Wiley Blackwell Outstanding Dissertation Award</b> (Finalist), STR Division, Academy of Management	2020
<b>Doctoral Research Thesis Prize</b> , MIT Sloan	2019

## INVITED PRESENTATIONS

**2023** (including scheduled): University of Illinois Urbana-Champaign (Gies); Boston University (Questrom); Yonsei University

**2022**: Strategy Research Forum; Sumantra Ghoshal Conference (LBS); INSEAD Doriot Entrepreneurship Conference; Strategy Science Conference; AOM Annual Meeting; SMS Annual Conference; Troesh Research Conference; People and Organizations Conference

**2021**: Strategy Science Conference; EPFL Innovation Seminar; Strategy Innovation Entrepreneurship 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; HBS PhD Entrepreneurship and Innovation Seminar; UCLA Anderson; Stanford University (MS&E); Wharton School; Duke University; Georgia Tech; US Census; KAIST (Daejeon); NBER Summer Institute

\*=Discussant

## TEACHING

### COURSES

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	

### CASE STUDIES

"Bain Capital: Outback Steakhouse," (with P. Gompers and K. Mugford) HBS Case 212-087, 2012

"FirstMark Capital," (with P. Gompers), HBS Case 212-041, 2012

"Private Equity Finance Vignettes: 2014," (with P. Gompers), HBS Case 213-026, 2012

"Harrah's Entertainment," (with P. Gompers and K. Mugford), HBS Case 213-054, 2012

"United Capital Partners," (with P. Gompers and V. Mukharlyamov), HBS Case 213-044 & 213-045, 2012

**SERVICE****WHARTON SCHOOL**

Management Dept. Seminar Committee, Representative 2020, 2022

**EXTERNAL**

SMS Entrepreneurship & Strategy Interest Group, Rep-at-Large (Elected) 2022 –

**EDITORIAL REVIEW BOARD**

Organization Science 2023 –

Strategic Entrepreneurship Journal 2023 –

**PEER REVIEW**

Organization Science, Management Science, Strategic Management Journal, Strategic Entrepreneurship Journal, Research Policy, Small Business Economics, American Economic Review

**PROFESSIONAL AFFILIATIONS**

U.S. Census Bureau, Schedule A Employee 2015 –

MIT Innovation Initiative, Research Affiliate 2020 –

Strategy Research Forum 2021 –

Academy of Management 2019 –

Strategic Management Society 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