

## J. DANIEL KIM

3620 Locust Walk, 2029 SH-DH, Philadelphia, PA 19104  
[jdkim@wharton.upenn.edu](mailto:jdkim@wharton.upenn.edu) • [Webpage](#)

### Academic Appointments

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#### The Wharton School, University of Pennsylvania

Assistant Professor of Management  
 Lecturer

2020 –  
 2019 – 2020

### Education

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

### Research Interests

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**Primary:** Entrepreneurship, Strategic Human Capital, Venture Scaling

**Secondary:** Innovation, Mergers & Acquisitions, Labor Markets

### Refereed Publications

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- [1] Kim, J. Daniel. "Startup Acquisitions as a Hiring Strategy: Turnover Differences Between Acquired and Regular Hires." **Strategy Science** (Forthcoming)
  - Media Coverage: [Wall Street Journal](#), [MIT Sloan News](#)
- [2] Kim, J. Daniel and Minjae Kim. "Founder Turnover and Organizational Change." **Organization Science** (Forthcoming)
  - Best Entrepreneurship Paper Award, OMT Division, Academy of Management 2021
- [3] Choi, Joonkyu, Nathan Goldschlag, John Haltiwanger, and J. Daniel Kim. "Early Joiners and Startup Performance." **Review of Economics and Statistics** (Forthcoming)
  - Media Coverage: [NBER Bulletin](#)
- [4] 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
- [5] 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](#)

[6] 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](#)

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

## Working Papers

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[8] Kim, J. Daniel and Michael Pergler. "Startup Hiring through Firm-Driven Search: Evidence from Venture for America." Working Paper, 2021. (2<sup>nd</sup> Revise and Resubmit at **Strategic Management Journal**)

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

[9] Lee, Saerom R. and J. Daniel Kim. "When Do Startups Scale? Large-Scale Evidence from Job Postings." SSRN Working Paper, 2021. (3<sup>rd</sup> Revise and Resubmit at **Strategic Management Journal**)

[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**)

[12] Does Social Responsibility Influence Employee Recruitment and Retention? (with Matthew Lee)

[13] Scaling Out? Geographic Expansion and Venture Hiring Strategy (with Liinus Hietaniemi)

## Books Chapters and Other Non-Refereed Articles

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[14] 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

[15] 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

[16] 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

[17] 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

[18] 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

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

Better Together? Target Startup's Organizational Structure and Acquirer's Integration-Separation Decision  
(with Ronnie Lee)

## Awards

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<b>Best 40 Under 40 Business Professors</b> , Poets & Quants	2023
<b>Teaching Excellence Award</b> , Wharton School	2020, 2021, 2022, 2023
<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 and Panels

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### 2024 (scheduled):

Washington University in St. Louis, Olin  
Seoul National University, College of Business

### 2023:

Boston University, Questrom  
University of Illinois Urbana-Champaign, Gies  
Yonsei University, School of Business  
Smith Entrepreneurship Research Conference  
Multicultural Business Expo (Keynote)  
Venture Café Philadelphia (Panelist)  
Academy of Management: Startup Employees - Current Research and Future Research Directions (Panelist)  
Academy of Management: Experimentation, Pivoting, and Performance in Early-Stage Ventures (Panelist)  
Academy of Management: TIM Doctoral Consortium (Panelist)  
Strategic Management Society: Scaling Up - Theoretical Frontiers and Practical Implications (Panelist)

### 2022:

Strategy Research Forum  
Sumantra Ghoshal Conference  
INSEAD Doriot Entrepreneurship Conference  
Strategy Science Conference  
Troesh Research Conference  
People and Organizations Conference at Wharton  
Academy of Management: Organizational Scaling - New Research Frontiers (Panelist)

### 2021:

Sungkyunkwan University  
EPFL Innovation Seminar; Strategy Science Conference  
Strategy Innovation Entrepreneurship Workshop  
Academy of Management: Using Employee-Employer Matched Data in Management Research (Panelist)

### 2020:

Harvard Business School  
Utah Winter Strategy Conference  
NBER Conference on The Role of Innovation and Entrepreneurship in Economic Growth

HEC Paris Entrepreneurship Workshop  
 NYU Stern Economics of Strategy Workshop  
 Academy of Management: STR Best Dissertation Finalists' Presentations (Presenter)

### **2018-19:**

UCLA, Anderson  
 Stanford University, MS&E  
 University of Pennsylvania, Wharton  
 Duke University, Fuqua  
 Georgia Institute of Technology, Scheller  
 KAIST, College of Business  
 US Census Bureau  
 MIT Organizational Economics  
 MIT Sloan TIES  
 People and Organizations Conference at Wharton

\*=Discussant

## **Teaching**

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### **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**

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### **WHARTON SCHOOL**

Management Dept. Seminar Committee, Representative	2020, 2022, 2023
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### **EXTERNAL**

SMS Entrepreneurship & Strategy Interest Group, Rep-at-Large (Elected)	2022 –
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### **EDITORIAL REVIEW BOARD**

Organization Science	2023 –
Strategic Management Journal	2023 –
Strategic Entrepreneurship Journal	2023 –

### **PEER REVIEW**

Organization Science, Management Science, Strategic Management Journal, Strategic Entrepreneurship Journal, Research Policy, Review of Economics and Statistics, American Economic Review

### **PROFESSIONAL AFFILIATIONS**

U.S. Census Bureau, Schedule A Employee	2015 –
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MIT Innovation Initiative, Research Affiliate	2020 –
Strategy Research Forum	2021 –
Academy of Management	2019 –
Strategic Management Society	2020 –

## Grants and Fellowships

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ESG Initiative, Wharton School	2023
Data Science and Business Analytics Fund, Wharton School	2021
Mack Institute Research Fellowship, Wharton School	2019, 2020
Dean’s Research Fund, Wharton School	2020, 2023
Kauffman Dissertation Fellowship, Kauffman Foundation	2017
Roberts Hammond & Krasner Fund Grant, MIT Entrepreneurship Center	2016