

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
 Lecturer

2020 –
 2019 – 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

Primary: Entrepreneurship, Strategic Human Capital, Venture Scaling
Secondary: Innovation, Mergers & Acquisitions, Labor Markets

Refereed Publications

[1] Lee, Saerom R. and J. Daniel Kim. “When Do Startups Scale? Large-Scale Evidence from Job Postings.” **Strategic Management Journal** (Forthcoming)

[2] 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](#)

[3] Kim, J. Daniel and Minjae Kim. “Founder Turnover and Organizational Change.” **Organization Science**, 35(1): 259-280, 2024
 · Best Entrepreneurship Paper Award, OMT Division, Academy of Management 2021

[4] 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](#)

[5] 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

[6] 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](#)

[7] 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](#)

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

Working Papers

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

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

[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

[14] Kim, J. Daniel. "Acquiring startups for their talent? Consider the challenge of retaining employees." *Harvard Business Review* (Forthcoming)

[15] 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

[16] 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

[17] 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

[18] 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

[19] 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)

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

Awards

Best 40 Under 40 Business Professors, Poets & Quants	2023
Teaching Excellence Award, Wharton School	2020, 2021, 2022, 2023
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

Invited Presentations and Panels

2024 (scheduled):

Yale University, School of Management
 Washington University in St. Louis, Olin
 Seoul National University, College of Business
 Crete Innovation & Entrepreneurship Workshop
 Bayesian Entrepreneurship Conference at MIT
 Strategy Research Forum

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

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, 2023

EXTERNAL

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

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 –

MIT Innovation Initiative, Research Affiliate 2020 –

Strategy Research Forum 2021 –

Academy of Management 2019 –

Strategic Management Society 2020 –

Grants and Fellowships

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