

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
	<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

(All co-authored articles reflect equal first authorship unless noted otherwise.)

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

- Media Coverage: [Strategic Management Society](#)

[2] Kim, J. Daniel. “Startup Acquisitions as a Hiring Strategy: Turnover Differences Between Acquired and Regular Hires.” **Strategy Science**, 9(2): 118-134, 2024

- 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: [The White House \(Economic Report of the President\)](#), [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] Kim, J. Daniel and Saerom Lee, "Target Startup's Organizational Structure and Acquirer's Integration-Separation Decision" Working Paper, 2024. (Revise and Resubmit at **Organization Science**)

[12] 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.

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

[14] Does Startup's Social Responsibility Influence Employee Recruitment and Retention? (with Matthew Lee)

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

Books Chapters and Other Non-Refereed Articles

[16] Kim, J. Daniel. "The Challenge of Retaining Startup Talent After an Acquisition." *Harvard Business Review (Online)*, February 2024

[17] 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

[18] 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

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

[20] 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

[21] 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

Venture Careers (with Elaine Pak)

Founders and Employee Retention (with Minjae Kim)

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

2025 (scheduled):
Columbia University, Columbia Business School

2024 (including scheduled):
Yale University, School of Management
Washington University in St. Louis, Olin
Seoul National University, College of Business
Temple University, Fox School of Business
Crete Innovation & Entrepreneurship Workshop
Duke Junior Strategy Conference
Tuck Strategy Summer Camp
Academy of Management: Venture Scaling - A Human Capital Perspective (Co-organizer)
Academy of Management: The Entrepreneurial Labor Market (Panelist)
Academy of Management: Scaling Strategies: Enabling Scalability and Overcoming Constraints (Panelist)

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 (Co-organizer)

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 (Co-organizer)

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) 2020–2024
Wharton MGMT 937/939: Entrepreneurship and Innovation Seminar (PhD) 2020, 2022, 2025
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 –

PhD Advising

WHARTON SCHOOL

Student	Role	
Michael Pergler	2 nd year exam committee	
Brittany Mallory	Dissertation committee	
Vinay Subramanian	2 nd year exam committee	
Jaeho Kim	2 nd year exam committee	
Elaine Pak	Dissertation committee	
Ndu Ugwuanyi	2 nd year exam committee	
Dan Schliesmann	2 nd year exam committee	

Grants and Fellowships

Global Initiatives Research Program, Wharton School 2024

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, 2024

Kauffman Dissertation Fellowship, Kauffman Foundation 2017

