

## J. DANIEL KIM

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### Academic Appointments

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#### The Wharton School, University of Pennsylvania

Assistant Professor of Management	2020 –
Affiliate Faculty, Mack Institute for Innovation Management	2025 –
Lecturer	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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(All co-authored articles reflect equal first authorship unless noted otherwise.)

[1] Kim, J. Daniel and Michael Pergler. “Startup Hiring through Firm-Driven Search: Evidence from Venture for America.” **Strategic Management Journal** (Forthcoming)

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

[2] Lee, Saerom R. and J. Daniel Kim. “When Do Startups Scale? Large-Scale Evidence from Job Postings.” **Strategic Management Journal**, 45(9): 1633-1669, 2024 (Lead Article)

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

[3] 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](#)

[4] 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

[5] 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](#)

[6] 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

[7] 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](#)

[8] 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](#)

[9] 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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[10] Botelho, Tristan L. and J. Daniel Kim. "Status Pursuit and Status Selectivity: Two-Sided Evaluation Between High-Status Candidates and Startup Employers." Working Paper, 2022.

[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] Kim, J. Daniel and Matthew Lee. "Social Responsibility Orientation and Employer Advantage Across the Employment Lifecycle." Working Paper, 2024. (Revise and Resubmit at **Strategic Management Journal**)

[13] Kim, J. Daniel, Joonkyu Choi, Nathan Goldschlag, and John Haltiwanger. "High-Growth Firms in the United States: Key Trends and New Data Opportunities." *US Census Bureau CES Working Paper 24-11*, 2024. (Revise and Resubmit at **Strategic Management Journal**)

[14] 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, 2023.

## Books Chapters and Other Non-Refereed Articles

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[15] Kim, J. Daniel and Saerom Lee. "When Should Startups Scale?" *Harvard Business Review (Online, HBR.org)*, October 2024

[16] Kim, J. Daniel. "The Challenge of Retaining Startup Talent After an Acquisition." *Harvard Business Review (Online, HBR.org)*, 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, HBR.org)*, July 2018
- [20] Goldschlag, Nathan, J. Daniel Kim, and Kristin McCue. "Just Passing Through: Characterizing U.S. Pass-Through Business Owners." *US Census Bureau CES Working Paper 17-69*, 2017
- [21] Kim, J. Daniel and Kristin McCue. "Matching State Business Registration Records to Census Business Data." *US Census Bureau CES Working Paper 20-03*, 2020

## Work In Progress

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Geographic Expansion and Venture Hiring Strategy (with Liinus Hietaniemi)

Venture Careers (with Elaine Pak)

Founders' Impact on Employee Retention (with Minjae Kim)

## Awards

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<b>Best 40 Under 40 Business Professors</b> , Poets & Quants	2023
<b>MBA Teaching Excellence Award</b> , Wharton School	2020, 2021, 2022, 2023, 2024
<b>Best Entrepreneurship Paper Award</b> , OMT Division, Academy of Management	2021
<b>Best Interdisciplinary Paper Award (Finalist)</b> , Strategic Management Society Conference	2021
<b>Best Paper Prize</b> , Strategic Management Society Conference	2020
<b>Wiley Blackwell Outstanding Dissertation Award (Finalist)</b> , STR Division, Academy of Management	2020
<b>Doctoral Research Thesis Prize</b> , MIT Sloan	2019

## Invited Presentations and Panels

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### 2025 (scheduled):

MIT, Sloan School of Management

HEC Paris

University of Maryland, Smith School of Business

IE Business School

Seoul National University, Department of Economics (postponed)

Strategic Management Society: The Future of Hiring: New Challenges and Opportunities for Firms (Panelist)

### 2024:

Columbia University, Columbia Business School

Indian School of Business

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

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### COURSES

Wharton MGMT 801: Entrepreneurship (MBA) 2020 –  
Wharton MGMT 937/939: Entrepreneurship and Innovation Seminar (PhD) 2020, 2022, 2025  
Ad-hoc: Wharton Scale School; Wharton Industry Exploration Program (Entrepreneurship)

### 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, 2024

### EXTERNAL

SMS Entrepreneurship & Strategy Interest Group, Rep-at-Large (Elected) 2022 – 2024

### 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

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### WHARTON SCHOOL

Student	Role
Michael Pergler	2 <sup>nd</sup> year exam committee
Brittany Mallory	Dissertation committee

Vinay Subramanian	2 <sup>nd</sup> year exam committee	
Jaeho Kim	2 <sup>nd</sup> year exam committee	
Elaine Pak	Dissertation committee	
Ndu Ugwuanyi	Dissertation committee	
Dan Schliesmann	Dissertation committee	

## Grants and Fellowships

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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, 2024
Dean’s Research Fund, Wharton School	2020, 2023
Kauffman Dissertation Fellowship, Kauffman Foundation	2017
Roberts Hammond & Krasner Fund Grant, MIT Entrepreneurship Center	2016