

J. DANIEL KIM

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Academic Appointments

<b>The Wharton School, University of Pennsylvania</b>	
Assistant Professor of Management	2020 –
Affiliate Faculty, Mack Institute for Innovation Management	2025 –
Lecturer	2019 – 2020

Education

Ph.D.	<b>Massachusetts Institute of Technology</b> Sloan School of Management	2020
	· Dissertation: Entrepreneurial Organizations and Human Capital	
	· Advisors: Pierre Azoulay, Scott Stern, Fiona Murray	
A.B.	<b>Dartmouth College</b> 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] Kim, J. Daniel and Michael Pergler. “Startup Hiring through Firm-Driven Search: Evidence from Venture for America.” **Strategic Management Journal**, 46(8): 1829-2048, 2025

- Best Interdisciplinary Paper Award (Finalist), Strategic Management Society Conference 2021
- Media Coverage: [Knowledge at Wharton](#)

[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](#), [Knowledge at Wharton](#)

[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: [Wall Street Journal](#), [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 at 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] 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**)
- [11] 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**)
- [12] 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**)
- [13] Botelho, Tristan L. and J. Daniel Kim. "Status Selectivity: The Role of Candidate Status and Gender in Startup Job Applications." Working Paper, 2025.
- [14] Kim, Minjae and J. Daniel Kim. "The Founder's Impact on Employee Retention." Working Paper, 2025.

## 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)

Entrepreneurship in India (with Anusha Sirigiri)

## 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</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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### 2026 (scheduled):

Syracuse University, Whitman School of Management

### 2025 (including scheduled):

MIT, Sloan School of Management

HEC Paris

University of Maryland, Smith School of Business

IE Business School

Academy of Management: Entrepreneurship and Human Capital (Co-organizer)

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

Seoul National University, Department of Economics [postponed]

### 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  
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
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### EXTERNAL

SMS Entrepreneurship & Strategy Interest Group, Rep-at-Large (Elected)	2022 – 2024
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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, Strategy Science, Strategic Entrepreneurship Journal, Research Policy, Journal of Finance, Review of Economics and Statistics, American Economic Review

### PROFESSIONAL AFFILIATIONS

U.S. Census Bureau, Schedule A Employee	2015 – 2025
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	Status
Ndu Ugwuanyi	Dissertation committee	In progress
Elaine Pak	Dissertation committee	In progress
Brittany Mallory	Dissertation committee	In progress
Dan Schliesmann	Dissertation committee	In progress
Qian Wang (Cornell University)	Dissertation committee	In progress
Vinay Subramanian	2 <sup>nd</sup> year exam committee	Completed
Jaeho Kim	2 <sup>nd</sup> year exam committee	Completed
Michael Pergler	2 <sup>nd</sup> year exam committee	Completed

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