

J. DANIEL KIM

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Academic Appointments

The Wharton School, University of Pennsylvania

Assistant Professor of Management	2020 –
Wolpow Family Faculty Scholar	2025 –
Affiliate Faculty, Mack Institute for Innovation Management	2025 –
Lecturer	2019 – 2020

Education

Ph.D.	Massachusetts Institute of Technology	2020
	Sloan School of Management	
	· Dissertation: Entrepreneurial Organizations and Human Capital	
	· Advisors: Pierre Azoulay, Scott Stern, Fiona Murray	
A.B.	Dartmouth College	2011
	Mathematics and Social Sciences (High Honors)	

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, Joonkyu Choi, Nathan Goldschlag, and John Haltiwanger. "Firm Growth and Stagnation in the United States: Key Trends and New Data Opportunities." **Strategic Management Journal** (Forthcoming)

[2] Choi, Joonkyu, Nathan Goldschlag, John Haltiwanger, and J. Daniel Kim. "Early Joiners and Startup Performance." **Review of Economics and Statistics**, 107(6): 1485-1500, 2025

- Media Coverage: [Wall Street Journal](#), [NBER Bulletin](#)

[3] 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](#)

[4] 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](#)

- [5] 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](#)
- [6] 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
- [7] 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
- [8] 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](#)
- [9] 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](#)
- [10] Kim, J. Daniel. "Is There a Startup Wage Premium? Evidence from MIT Graduates." **Research Policy**, 47(3): 637-649, 2018

Working Papers

- [11] Kim, J. Daniel and Matthew Lee. "Social Responsibility Orientation and Startup Employment Outcomes." Working Paper, 2024. (Conditionally Accepted at **Strategic Management Journal**)
- [12] Botelho, Tristan L. and J. Daniel Kim. "Status Selectivity: The Role of Candidate Status and Gender in Startup Job Applications." Working Paper, 2025. (Revise & Resubmit, **Organization Science**)
- [13] Kim, J. Daniel and Saerom Lee. "Target Startup's Organizational Structure and Acquirer's Integration-Separation Decision" Working Paper, 2024. (Revise & Resubmit, **Strategic Management Journal**)
- [14] Kim, Minjae and J. Daniel Kim. "The Founder's Impact on Employee Retention." Working Paper, 2025.

Books Chapters and Other Non-Refereed Articles

- [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

Geographic Expansion and Venture Hiring Strategy (with Liinus Hietaniemi)

Hiring through Venture Capital Networks (with Elaine Pak)

Acquirable Startups (with Seungryul Shin & Toni Min)

Entrepreneurship in India (with Anusha Sirigiri)

Awards

Best 40 Under 40 Business Professors , Poets & Quants	2023
MBA Teaching Excellence Award , Wharton School	2020, 2021, 2022, 2023, 2024, 2025
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

2026 (scheduled):

Syracuse University, Whitman (Entrepreneurship Department)
 Imperial College London, Business School (Department of Management and Entrepreneurship)
 University of Oregon, Lundquist (Department of Management)
 Drexel University, Lebow (Department of Management)

2025:

MIT, Sloan School of Management (TIES Group)
 HEC Paris (Strategy and Business Policy Department)
 University of Maryland, Smith (Management and Organization Department)
 IE Business School (Strategy Department)
 Academy of Management: Entrepreneurship and Human Capital (Co-organizer)
 Strategic Management Society: The Future of Hiring: New Challenges and Opportunities for Firms (Panelist)

2024:

Columbia University, Business School (Management Division)
Indian School of Business (Strategy Department)
Yale University, School of Management (Innovation & Entrepreneurship Seminar)
Washington University in St. Louis, Olin (Strategy & Entrepreneurship Department)
Seoul National University, College of Business (Strategy & International Management Department)
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 (Information Systems Department)
University of Illinois Urbana-Champaign, Gies (Strategy & Entrepreneurship Seminar)
Yonsei University, School of Business (Management Department)
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
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 (Management Department)
EPFL Innovation Seminar; Strategy Science Conference
Strategy Innovation Entrepreneurship Workshop
Academy of Management: Using Employee-Employer Matched Data in Management Research (Panelist)

2020:

Harvard University (Seminar in Economics of Science & Engineering)
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

2018-19:

UCLA, Anderson (Strategy Area)
Stanford University (Department of Management Science & Engineering)
University of Pennsylvania, Wharton (Management Department)

Duke University, Fuqua (Strategy Department)
 Georgia Institute of Technology, Scheller (Strategy & Innovation Area)
 KAIST, College of Business (Innovation Strategy & Policy Institute)
 US Census Bureau
 MIT, Organizational Economics
 MIT, Sloan School of Management (TIES Group)
 People and Organizations Conference at Wharton

*=Discussant

Teaching

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

WHARTON SCHOOL

Management Dept. Seminar Committee, Representative	2020, 2022, 2023, 2024, 2025
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EXTERNAL

SMS Strategic Human Capital Interest Group, Rep-at-Large (Elected)	2026 – 2028
AOM STR Division Research Committee	2025 – 2026
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, Strategy Science, Strategic Entrepreneurship Journal, Research Policy, Journal of Finance, Review of Economics and Statistics, American Economic Review, Journal of Business Venturing, Proceedings of the National Academy of Sciences

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

WHARTON SCHOOL

Student	Role (most recent)	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)	Dissertation committee	In progress
Zorina Chen	Qualifying exam committee	Completed
Jimmy Zhang	First-year advisor	In progress
Vinay Subramanian	Qualifying exam committee	Completed
Jaeho Kim	Qualifying exam committee	Completed
Michael Pergler	Qualifying exam committee	Completed

Grants and Fellowships

Research in Strategic Management Grant (Strategic Management Society)	2026
Center of Human Resources (Wharton School)	2025
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