

Kwan Woo Kim

Postdoctoral Researcher
The Higher Education, Race, and the Economy (HERE) Lab
The University of California, Merced
kwanwookim@ucmerced.edu

EMPLOYMENT

The University of California, Merced
Postdoctoral Researcher in Sociology

Merced, CA
October 2023-Current

EDUCATION

Harvard University
Ph.D. in Sociology
MA in Sociology

Cambridge, MA
November 2023
May 2018

Yonsei University
BA in Sociology and Political Science and Foreign Affairs

Seoul, South Korea
Feb 2007

RESEARCH INTERESTS

Organizational Inequalities; Stratification; Higher Education; Cultural Industries; Attitudes; Quantitative Methods

DISSERTATION

- **Title:** *Institutional Barriers to the Diversification of Academic Workforce.*
- **Committee:** Frank Dobbin (chair), Alexandra Killewald, Peter V. Marsden

PUBLICATIONS

- Kim, Kwan Woo and Phillipa Chong. 2023. "Writing By Women or For Women? Either Way, You're Less Likely to Be Reviewed." *Poetics* 96:101737
- Kim, Kwan Woo, Alexandra Kalev, Frank Dobbin, and Gal Deutsch. 2021. "Crisis and Uncertainty: Did the Great Recession Reduce the Diversity of New Faculty?" *Sociological Science* 8:308–24.
 - Featured in [Harvard Gazette](#), [Inside Higher Ed](#), [Chronicle of Higher Education](#), and [Higher Education Today](#)

REVISE AND RESUBMIT

- Kim, Kwan Woo and Laura Hamilton "Online Education and Future Financial Well-Being: Do College Social Interactions Matter?" *Sociology of Education*.
- Kim, Kwan Woo "Competition or Credentialism? The Occupational Presence of Immigrants and European Attitudes Toward Welfare and Immigration." *Socio-Economic Review*.
- Gonsalves, Leroy, Kwan Woo Kim, Frank Dobbin, Alexandra Kalev, and Gal Deutsch. "How to Stop the Clock: The Effects of Tenure Clock Extensions on Faculty Diversity." *American Journal of Sociology*.
- Kim, Kwan Woo and Julia Dessauer. "Short Order: Restructuring Hollywood's Writers' Rooms in the Age of Streaming." *Poetics*. (Invited for the Special Issue on Technology and Inequality in Culture, Media, and the Arts).

HONORS AND AWARDS

Research

- *Finalist*, Best Student Paper in The Organization and Management Theory (OMT) Division, The Academy of Management 2023
- Best Paper on Environmental and Social Practices at The Academy of Management 2022

Teaching and Service

- ABL Connect Teaching Innovator Prize, Harvard University 2019
- Certificate of Distinction in Teaching, Harvard University 2018, 2021
- The Above and Beyond the Call of Duty Reviewing Award, The Academy of Management 2023

PAPERS UNDER REVIEW

- Kim, Kwan Woo “Selective Inclusion: Resource Dependence and the Uneven Diversification of the American Professoriate, 1993-2019.”

WORKING PAPERS (Manuscripts available)

- Kim, Kwan Woo, John Towey, Alexandra Kalev, Frank Dobbin, and Gal Deutsch. “Social Movements Can Have (Fleeting) Effects on Faculty Diversity.”
- Kim, Kwan Woo, Adam Goldstein, and Charlie Eaton. “Organizations and Effectively Maintained Inequality in U.S. Graduate Education: Racial Sorting by Graduate Degree Program Quality Measures.”
- Kim, Kwan Woo and Laura Hamilton. “Acting Before the Law: How Anti-Diversity Legislation Reshapes Faculty Hiring Before It Passes.”

SELECTED CONFERENCE PRESENTATIONS

- 2026 Annual Meeting of the American Sociological Association, New York City, NY
- Kim, Kwan Woo, John Towey, Alexandra Kalev, Frank Dobbin, and Gal Deutsch. “The 2020 Black Lives Matter Movement and Black Faculty Hiring in American Colleges and Universities”
 - Kim, Kwan Woo, Adam Goldstein, and Charlie Eaton. “Organizations and Effectively Maintained Inequality in U.S. Graduate Education: Racial Sorting by Graduate Degree Program Quality Measures”
- 2025 American Educational Research Association Annual Meeting, Denver, CO
- Kim, Kwan Woo and Laura Hamilton. “Online Degrees and Future Earnings: Do College Experiences Matter?”
- 2024 The Conference on Higher Education, Debt, and American Politics, Princeton University, Princeton, NJ
- Kim, Kwan Woo, Adam Goldstein, and Charlie Eaton. “The Stratification of Graduate Student Debt Within and Across Universities.”
- 2023 The Academy of Management Annual Meeting, Boston, MA
- Kim, Kwan Woo. “Deprioritizing Diversity: Two Changes in Workforce Composition Following Organizational Decline.”
- 2022 The Academy of Management Annual Meeting
- Gonsalves, Leroy, Kwan Woo Kim, Alexandra Kalev, Frank Dobbin, and Gal Deutsch. “How to Stop the Clock: The Effects of Tenure Clock Extensions on Faculty Diversity”

TEACHING EXPERIENCE

Teaching Fellow at Harvard University (Fall 2015 – Spring 2022)Graduate (Ph.D.) Level

- Introduction to Social Network Methods*
- Intermediate Quantitative Research Methods

Undergraduate Level

- Introduction to the Sociology of Organizations
- Thesis Advising in Sociology
- Philanthropy and Nonprofit Organizations*+
- Humanitarian Activism and Civil Society*
- Introduction to Social Movements

*4.5 or higher in teaching evaluation +Winner of the ABL Connect Teaching Innovator Prize

ACADEMIC SERVICE

Reviewer for <i>Social Forces</i> , <i>Poetics</i>	2021-current
Undergraduate thesis advisor, Harvard University	2018-19
Student organizer, Economic Sociology Seminar, Harvard University	2015-17
Graduate admissions committee, Department of Sociology, Harvard University	2015