

# Arvind Karunakaran

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## ACADEMIC POSITIONS

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### Stanford University, School of Engineering

Assistant Professor of Management Science & Engineering July 2022 – Present

Core Faculty, Center for Work, Technology, and Organization (WTO)

Core Faculty, Stanford Technology Ventures Program (STVP)

Faculty Affiliate, Institute for Human-centered Artificial Intelligence (HAI)

### McGill University, Desautels Faculty of Management

Assistant Professor of Strategy & Organization Aug 2018 – June 2022

## EDUCATION

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Ph.D./M.S., Management, MIT Sloan School of Management, 2018

M.S. (Research), Information Sciences and Technology, Pennsylvania State University, 2011

B.E. (with Distinction), Computer Science and Engineering, Anna University, India, 2005

## RESEARCH

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**Theoretical Interests:** Authority; Accountability (Professional; Organizational; Algorithmic); Trust

**Phenomena:** Work and Occupations; Professions and the Crisis of Expertise; Platforms; Social Media Scrutiny; Social/Algorithmic Evaluation (of frontline workers, large organizations, startups); Technology Innovation

**Methods:** Ethnography; Comparative-Historical; Computational

### Awards and Honors:

- 2023
  - Fellowship, CASBS (Center for Advanced Study in the Behavioral Sciences) Summer Institute on Organizations and Their Effectiveness, Stanford University
- 2022
  - Recipient, Best Published Paper Award, Communications, Information Technologies, and Media Sociology section, American Sociological Association (ASA)
  - Recipient, Giarratani Rising Star Award, Industry Studies Association (ISA)
  - LERA Best Paper, Labor and Employment Relations Association
  - Runner-up, Best Paper in Innovation and Entrepreneurship, Industry Studies Association
  - Finalist, Best Symposium Award, OMT Division, AOM
  - Finalist, Michael Driver Best Symposium Award, Careers Division, AOM Annual Meeting
  - Jagdeep & Roshni Singh Faculty Fellow, Stanford University
- 2021
  - LERA Best Paper, Labor and Employment Relations Association Annual meeting
  - Nominee, Best Conference Paper, Strategic Management Society Annual Conference
- 2020
  - #1 ranked Social Sciences and Humanities Research Council (SSHRC) Insight Development Grant proposal among Emerging Scholars in Canada in “Business, Management and Related Fields.”
  - Nominee, Research Methods Paper Prize, Strategic Management Society Annual Conference

- 2019
- Recipient, William H. Newman Best Dissertation Paper (All-academy award given to best paper based on a dissertation across all divisions of AOM; Nominated for three different papers by OMT, MOC, and CTO divisions), Academy of Management
  - Recipient, Louis Pondy Best Dissertation Paper, OMT Division, AOM
  - Recipient, Gerardine DeSanctis Best Dissertation Paper, Communications, Technology, and Organizing (CTO) Division, AOM
  - Recipient, Best Conference Paper, CTO Division, AOM
  - Recipient, Emerging Scholar in Innovation and Entrepreneurship, Industry Studies Association
  - Honorable Mention (Runner-up), Junior Theorist Award, Theory Section, American Sociological Association
  - Finalist, Best Submission with Practical Implications, MOC Division/Behavioral Science and Policy Association, AOM
  - Finalist, That's Interesting Paper Award (for a paper that "cross intellectual boundaries, challenge taken-for-granted assumptions... and make an original argument"), EGOS
  - Runner-up, Best Working Paper Award, Technology, Innovation Management, and Entrepreneurship Section, INFORMS
  - Runner-up, Giarratani Rising Star Award, Industry Studies Association
  - LERA Best Paper Session, Labor and Employment Relations Association
  - LERA Competitive Papers, Labor and Employment Relations Association Annual meeting
- 2018 and earlier
- Recipient, Best Doctoral Dissertation, Association of Information Systems (AIS)/Association for Computing Machinery (ACM), ICIS 2018
  - Honorable Mention (Runner-up), Shils-Coleman Memorial Award, Theory Section, ASA, 2018
  - Recipient, Best Graduate Student Paper, Communications, Information Technologies, and Media Sociology section, ASA, 2017
  - Finalist, Best Paper Award, Knowledge & Innovation Interest Group, Strategic Management Society Annual Conference, 2017
  - Recipient, Best Paper (Macro Track), East Coast Doctoral Conference, Jointly Organized by Columbia University and New York University's Management Department, 2017
  - Ethnography Fellow, Department of Sociology, University of Chicago, 2017-2018
  - Recipient, Donald R. Cressey Award for the Most Outstanding Dissertation Project, Horowitz Foundation for Social Policy, 2016
  - Showcase Symposium on "Occupational Reactions in the Wake of Technological Shifts" (Co-organizer and Presenter), OMT Division, Academy of Management Meeting, Atlanta, GA, 2017
  - Showcase Symposium on "Platforms and Ecosystems: Insights from Field Research" (Co-organizer and Presenter), TIM Division, Academy of Management Meeting, Philadelphia, PA, 2014
  - Dissertation Fellow, Strategy Research Foundation [SRF], 2015-2017
  - Recipient, Above & Beyond Call of Duty Award (top 2% of reviewers), AOM OMT Division, 2013
  - Recipient, Vincent Cerf Graduate Student Paper Award, Design Science Research in Information Systems and Technologies, 2012

## **Journal Articles:**

8. Rahman, H., Weiss, T., and **Karunakaran, A.** The Experimental Hand: Examining the Social Effects of Experimentation on Worker's Autonomy. Conditionally Accepted at *Academy of Management Journal*, **\*\*Equal Contribution\*\***

7. Van Angeren, J., and **Karunakaran, A.** 2023. Anchored Inferential Learning: Platform-specific Uncertainty, Venture Capital Investments by the Platform Owner, and the Impact on Complementors, *Organization Science*, Forthcoming. **\*\*Equal Contribution\*\***

Online version: <https://osf.io/preprints/socarxiv/sjf2m/>

- Runner-up, Best Paper in Innovation and Entrepreneurship, Industry Studies Association, 2022
- Runner-up, Best Working Paper Award, Technology, Innovation Management, and Entrepreneurship Section, INFORMS, 2019

6. **Karunakaran, A.** 2022. Status-Authority Asymmetry between Professions: The Case of 911 Dispatchers and Police Officers, *Administrative Science Quarterly*, 67(2), 423-468.

Online version: <https://doi.org/10.1177/00018392211059505>

- Recipient, Louis Pondy Award for Best Dissertation Paper Award, OMT Division, AOM
- Best Paper Proceedings, OMT Division, 2019 Academy of Management Annual Meeting
- Nominee, William H Newman Award for Best Paper based on a Dissertation, AOM, 2019
- Best Paper Session, Advances in Industrial and Labor Relations/Labor and Employment Relations Association, 2019

5. **Karunakaran, A.** 2022. In Cloud We Trust? Co-opting Occupational Gatekeepers to Produce Normalized Trust in Platform-mediated Interorganizational Relationships, *Organization Science*, 33(3), 1188-1211

<https://doi.org/10.1287/orsc.2021.1469>

- Nominee, Best Conference Paper, Strategic Management Society Annual Conference, 2021
- Recipient, Best Graduate Student Paper Award, Communications, Information Technologies, and Media Sociology Section, ASA, 2017

4. **Karunakaran, A.**, Orlikowski, W.J., and Scott, S.V. 2022. Crowd-based Accountability: Examining how Social Media Commentary Reconfigures Organizational Accountability, *Organization Science*, 33(1), 170-193. Special Issue on "Emerging Technologies and Organizing."

<https://doi.org/10.1287/orsc.2021.1546>

- Recipient, Best Published Paper Award, Communications, Information Technologies, and Media Sociology section, ASA, 2022

3. Garud, R., and **Karunakaran, A.** 2018. Participative Experimentation to Foster Identity-challenging Innovations. *Strategic Organization*, 16(3), 272-303. **\*\*Equal Contribution\*\***

2. Garud, R., Gehman, J., and **Karunakaran, A.** 2014. Boundaries, Breaches, and Bridges: The Case of Climategate. *Research Policy*, 43(1), 60-73. **\*\*Equal Contribution\*\***

1. **Karunakaran, A.**, Reddy, M, and Spence, P.R. 2013. Toward a Model of Collaborative Information Behavior in Organizations, *Journal of the American Society for Information Science and Technology*, 64(12), 2437–2451. (Flagship journal in the Information Sciences and Technology field)

### **Manuscripts Under Review:**

5. **Karunakaran, A.** Social Media Scrutiny of Frontline Workers and the Processes of Obscured Accountability (Title changed for peer review; Second R&R at *Administrative Science Quarterly*)

- Recipient, William H Newman Award for Best Paper based on a Dissertation, AOM, 2019
- Recipient, Gerardine DeSanctis Dissertation Award, CTO Division, AOM, 2019
- Recipient, Best Conference Paper, CTO Division, AOM, 2019
- Best Paper Proceedings, Academy of Management Annual Meeting, 2019
- Finalist, That’s Interesting Paper Award, EGOS, 2019
- Honorable Mention, Shils-Coleman Award, ASA Theory Section, 2018
- Competitive Paper, Labor and Employment Relations Association (LERA) meeting, 2021
- Recipient, Best Paper Award, East Coast Doctoral Conference, Jointly Organized by Columbia University and New York University’s Management Department, 2017
- Nominee, Research Methods Paper Prize, SMS Annual Conference, 2020
- Finalist, Best Paper Award, SMS Knowledge and Innovation Interest Group, 2017

4. **Karunakaran, A.** Mechanisms for Addressing Protracted Conflicts between Professions (Title changed for peer review)

- Finalist, Best Symposium Award, Careers Division, AOM Annual Meeting, 2022
- Finalist, Best Paper Symposium Award, OMT Division, AOM Annual Meeting, 2022
- LERA Best Paper Session, Labor and Employment Relations Association, 2022
- Invited Presenter, 15<sup>th</sup> Junior Theorist Symposium, American Sociological Association, 2021
- Honorable Mention, Junior Theorist Award, American Sociological Association, 2019
- Nominee, William H. Newman Best Dissertation Paper Award, MOC Division, Academy of Management, 2019
- Finalist, Best Submission with Practical Implications Award, MOC Division/Behavioral Science and Policy Association, Academy of Management, 2019

3. Rahman, H., Cameron, L., and **Karunakaran, A.** Taming Platform Power: Taking Accountability into Account in the Management of Platforms (Proposal accepted at *Academy of Management Annals*; \*\*Equal Contribution\*\*)

2. Benjamin-Pollak, N\*\* and **Karunakaran, A.** Expert Authority under Trial: Media Organizations, Professional Norm Violation, and the Supply and Demand of Experts in the Public Sphere (Proposal accepted at *Research in the Sociology of Organizations: Expertise in and around Organizations*)

1. Hollister, M. **Karunakaran, A.**, and Cohen, L. An Ecological Model of AI-Induced Task Disruption (Title changed for peer review; Under Review)

## **Working Papers:**

**Karunakaran, A.** True to the Core? Authenticity Claims and Occupational Resistance during Product-to-Platform Transitions

**Karunakaran, A.**, and Van Angeren, J. Accountability and Ascriptions of Fairness in Platform-based Markets.

Valentine, M, **Karunakaran, A.**, and Bernstein, M. Authority and Compliance in Temporary Organizations

## **Works in Progress:**

The Authority Conundrum: Algorithmic Auditors and Developers in Tech Firms

Structural Preludes to Claiming Professional Authority during Periods of Change: Evidence from “Co-responder” Initiatives in Emergency Response Organizations

Mandate without Authority? Sustainability Professionals in Organizations (with Dror Etzion)

Structured Mentorship, Authority, and the Processes of Exclusion and Inclusion at Work

**Doctoral Student Research Projects:** (collaboration with Ph.D. students who led the data collection efforts)

Public Trust in Expertise and the Role of University Media Relations Office (with Noah Benjamin-Pollak)

Cross-Occupational Collaboration during Organizational Scaling (with Rebecca Hinds)

Informal Uses of Formal Authority: Addressing Conflicts between Symmetrical Occupations in Startups during the Move to “Fully-Remote” Work (with Hanieh Mohammadi; Manuscript drafting)

Turning “Biographies” into “Cases”: Front-line Workers’ Rapid Labeling of Clients and its Impact on Stratified Service Delivery (with Xian Zhu; Data analysis stage)

Hiring in Startups: The Role of VC Ecosystems (with Sara Mahabadi and Lisa Cohen; Manuscript Writing)

Screening for the Startup Savior: The Paradox of Fine-Grained Information Gathering and the Obsession over “Ideal” Founder Characteristics during the Evaluation of Early-stage Startups by Accelerators (with Sara Mahabadi and Lisa Cohen; Manuscript drafting stage)

## **Refereed Conference Proceedings:**

8. He, J., Murungi, D. M., Puroo, S., & **Karunakaran, A.** (2020). How Front-Line Professionals Use Knowledge: The Case of Petrochemical Operators. Proceedings of the Twenty-Eighth European Conference on Information Systems (ECIS’ 2020)

7. **Karunakaran, A.** 2019. Navigating Status-Authority Asymmetry between Professions. *Best Paper Proceedings*, OMT Division, Academy of Management Annual Meeting (AOM’ 2019), Boston, MA.

6. **Karunakaran, A.** 2019. Professions in the Wake of Increased Digital Scrutiny: Examining the Paradox of Public Accountability. *Best Paper Proceedings*, CTO Division, Academy of Management Annual Meeting (AOM' 2019), Boston, MA.
5. **Karunakaran, A.** 2017. In Cloud We Trust? Normalization of Uncertainties in Online Platform Services, Proceedings of the International Conference on Information Systems (ICIS' 2017)
4. Puroo, S., **Karunakaran, A.**, Cameron, B. 2012. A Process for Recombining Process Knowledge Chunks. Proceedings of the Conference on Business Process Modelling, Development and Support, Lecture Notes in Business Information Processing, Springer.
3. **Karunakaran, A.** & Puroo, S. 2012 Designing for Recombination: Process Design through Template Combination. Proceedings of Design Science Research in Information Systems and Technologies, Lecture Notes in Computer Science, Springer. *\*\* Recipient of the Vincent Cerf Graduate Student Paper Award \*\**
2. **Karunakaran, A.**, Hee-Nam, Y & Reddy, M. 2012. Investigating Barriers to Electronic Medical Record Use during Collaborative Information Seeking Activities. In Proceedings of ACM SIGHIT International Health Informatics Symposium (IHI'12), Miami, FL. (~15% acceptance rate)
1. **Karunakaran, A.**, Puroo, S., Cameron, B. 2009. From Method Fragments to Knowledge Units: Towards a Fine-granular Approach. Designing for Recombination: Process Design through Template Combination. Proceedings of the International Conference on Information Systems (ICIS), 2009. (~14% acceptance rate)

### **Book chapters and Case Studies:**

6. Puroo, S., & **Karunakaran, A.** 2020. Designing Platforms to Support Knowledge-Intensive Organizational Work. Jan vom Brocke, Alan Hevner (Eds): Design Science Research Series.
  5. **Karunakaran, A.**, Mooney, J.G., Ross, J.R., 2015. Accelerating Global Digital Platform Deployment Using the Cloud. Case Study, MIT Center for Information Systems Research.
  4. **Karunakaran, A.** 2014. Digital Platform Modernization. Case Study, MIT Center for Information Systems Research.
  3. Horne, D., Clark, S.M., & **Karunakaran, A.** 2011. Business Process Architecture: A Comparative Analysis of Reference Models and Methods. *Journal of Enterprise Architecture*, 7(3), 19-28
  2. **Karunakaran, A.**, He, J., Puroo, S., & Cameron, B. 2010. Growth Trajectories of SMEs and the Sensemaking of IT Risks. In A. Becker (Ed.), *Cases on Technology Innovation: Entrepreneurial Successes and Pitfalls*, Idea Group Publishing, Hershey, PA, USA.
  1. **Karunakaran, A.**, Puroo, S., & Cameron, B. 2010. Leveraging University Research to Assist SMEs in Legacy Industrial Era Regions. In P. Bharati (Ed.), *Global Perspectives on Small and Medium Enterprises and Strategic Information Systems: International Approaches*, Idea Group Publishing, Hershey, PA, USA.
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## GRANTS AND FELLOWSHIPS

- MITACS Grant (“Exploring Educational Support Systems in Asia: How EdTech Companies are Leveraging Technology to Democratize Postsecondary Opportunities”) to support the research of Colleen Chang, an Undergraduate student at McGill University (\$10,000), 2022
- Internal Social Sciences and Humanities Development Grant (\$7,000), McGill University, 2021
- Centre for Strategy Studies in Organizations’ Seed Grant (\$4000), McGill University, 2021
- Internal Research Grant (\$8000), McGill University, 2021
- Centre for Strategy Studies in Organizations’ Seed Grant (\$4000), McGill University, 2020
- Social Sciences and Humanities Research Council, Insight Development Grant (\$60,467), 2019
- #1 ranked Social Sciences and Humanities Research Council (SSHRC) Insight Development Grant proposal among Emerging Scholars in “Business, Management and Related Fields.”
- Centre for Strategy Studies in Organizations’ Seed Grant (\$4000), McGill University, 2019
- Internal Social Sciences and Humanities Development Grant (\$6,000), McGill University, 2019
- Doctoral Dissertation Research Grant, Horowitz Foundation for Social Policy (\$7,500), 2016
- Fellow, Regenhard Center for Emergency Response Studies, NY, 2015.
- Strategy Research Foundation Doctoral Research Grant (\$10,000), 2015
- Research Grant from Roberts, Hammond & Krasner Fund, MIT (\$18,300), 2013

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## Invited Seminars and Workshops (\*\* indicates presentation by co-author)

2023: HBS (OB seminar; scheduled); University of California, Santa Barbara (Technology Management; Distinguished Speaker Series; scheduled); European New School for Digital Studies (Research seminar; scheduled); First International Network on Trust (FINT; scheduled); California Workshop on Organizations and Organizing (CalO2), UCLA (scheduled); Organizations and Environmental Sustainability (Stanford)

2022: Keynote Speaker, The AI Summit, New York; Keynote Panelist (2 panels: Who Decides the Future of AI?; Data Science and AI in Business), The AI Summit, New York; Fireside chat/Interview, Leaders’ Role in Building the Future of AI; The AI Summit, New York; Keynote Speaker, International Conference on Fostering Resilient Business Ecosystems and Economic Growth: Towards the Next Normal; Wharton, University of Pennsylvania; Marshall School of Business, University of Southern California (Management and Organizations); Stanford University (People, Computers, and Design/HCI Seminar); Stanford HAI Workshop on Algorithms and Workplace Justice; Boston University Macro-OT seminar; University of Notre Dame (Sociology/Theory seminar); Organization Science Seminar (Theorizing Emerging Technologies: Past, Present, and Future); University of California, Irvine (Organization and Management); Yale University\*\*; University of Toronto \*\*; University of Michigan \*\*; “Digital meets Global” Conference, University of Cambridge\*\*

2021: Columbia University (Science, Knowledge, and Technology Workshop – 2 invited presentations); EM-Lyon (Ethnography Seminar); Tsinghua University; ASA Junior Theorist Symposium; Dartmouth Tuck (Strategy); MIT Sloan (IWER seminar); Boston College; Boston University (Strategy & Innovation); Johns Hopkins University; Darden School of Business, University of Virginia; UT Austin; Marshall School of Business, University of Southern California (Data Science and Operations); George Washington University; University of Illinois, Urbana-Champaign (Organizational Behavior)

2020: UC Davis Conference on Qualitative Research; EM-Lyon; Vaibhav Summit (Emerging Technology Initiative, Department of Science & Technology, Government of India)

2019: City University London; McGill University (Sociology); University of Maryland

2018: INSEAD, Stanford University, Boston University (Strategy & Innovation), Cambridge Judge Business School (Organization Theory & Information Systems), UCL School of Management

2017: Rotman School of Management, University of Toronto, Desautels Faculty of Management, McGill University, USC Marshall School of Business, Carlson School of Management, University of Minnesota, Boston College, University of Virginia (McIntire), Ohio State University, Virginia Tech, Stevens Institute of Technology, National University of Singapore, Nanyang Technological University, Singapore, Indian Institute of Management, Bangalore, Knowledge and Innovation Network (KIN), VU Amsterdam

**Conference Presentations** (\*\* indicates presentation by co-author)

2023: Values and Valuation Conference, Harvard Business School (scheduled); AI in Management Conference, USC Marshall (scheduled)

2022: AOM Annual Meeting (3 symposiums; 3 PDWs); Industry Studies Association; EGOS\*\*; SMS Annual Conference\*\*; West Coast Research Symposium\*\*; ASA Annual Meeting \*\*

2021: AOM Annual Meeting (1 paper, 2 PDWs), ASA Annual Conference (2 papers), ASA Junior Theorist Symposium; Labor and Employment Relations Annual Conference; Industry Studies Association Annual Conference (1 PDW; 1 presentation); 9<sup>th</sup> Accountability Research Workshop/University of Sydney (Plenary)\*\*; People and Organizations Conference (2 papers; scheduled); SMS Annual Meeting (2 presentations)

2020: AOM Annual Meeting (1 Paper, 1 PDW); ASA Annual Conference; People and Organizations Conference

2019: AOM Annual Meeting (3 papers), INFORMS Annual Conference, EGOS Annual Meeting, SMS Annual Meeting\*\*, Platform Strategy Symposium\*\*, Industry Studies Association Annual Conference (2 papers), EGOS, European Theory Development Workshop, Labor and Employment Relations Annual Conference (2 papers), Organization Science Winter Conference (Plenary Panel), Junior Faculty Organizational Theory Conference; Technology and Innovation Community Meeting, Rotterdam School of Management\*\*

2018: AOM Annual Meeting (2 papers), ASA Annual Conference (1 paper), AOM Annual Meeting (1), Munich Technology and Innovation Conference\*\*

2017: AOM Annual Meeting (2 papers), INFORMS College of Organization Science, ICIS Conference, SMS Annual Conference, Work, Identity, and Meaning (WIM) workshop; Platform Strategy Symposium (Discussant)

2016: AOM Annual Meeting, ASA Annual Conference, ASA New Economy Pre-conference, INFORMS Annual Meeting, SMS Annual Meeting

2015: AOM Annual Meeting

2013: AOM Annual Meeting



## Conferences, Symposiums, and PDWs

### **Conferences:**

1. 10<sup>th</sup> Annual Junior Faculty Organizational Theory Conference, 2019 (co-organizer with Daphne Demetry, Matt Corritore, and Kwangjun An)

### **Symposiums:**

2. Trust in Emerging Technology, First International Network on Trust (FINT), 2023 (Invited Speaker)
3. An Occupational Lens on Social Inequality, Showcase Symposium, OMT Division, Academy of Management Annual Meeting, 2022 (Showcase Symposium; Invited Panelist)
4. Professionals in Public: Challenges to Professional and Frontline Work in Public Organizations, Symposium, OMT Division, Academy of Management Annual Meeting, 2022 (Presenter and Co-organizer with Samantha Ortiz)
5. A “Relating” lens on occupations and professions: Collaboration, coproduction, and brokerage, OMT Division, Academy of Management Annual Meeting, 2022 (Invited Presenter and Discussant)
6. Occupational Reactions in the Wake of Technological Shifts, Showcase Symposium, OMT Division, Academy of Management Annual Meeting, 2017 (co-organizer with Callen Anthony, Karla Sayegh, and Alexandra Toll)
7. Analytics at Work Symposium, Academy of Management Annual Meeting, 2016 (invited presenter; symposium organized by Vern Glaser, Christopher Steele, and Stella Pachidi)
8. Platforms and Ecosystems: Insights from Field Research. Showcase Symposium, TIM division, Academy of Management Meeting, 2014 (co-organizer with Elizabeth Altman and Richard Tee)

### **Workshops:**

9. Algorithms and Workplace Justice Workshop, Stanford HAI, 2022 (Invited Participant)
  10. Qualitative Research with Archival Data PDW, OMT/RM/OB/TIM/STR Divisions, Academy of Management Annual Meeting, 2022 (Invited Presenter)
  11. Navigating Qualitative Dissertations PDW, Academy of Management Annual Meeting, 2022 (Invited Mentor and Facilitator)
  12. Digital Data/Digital Contexts PDW, Research Methods Division, Academy of Management Annual Meeting, 2021 (Invited Panelist)
  13. Occupations/Professions in Organizations PDW, OMT Division, Academy of Management Annual Meeting, 2021 (co-organizer with Matt Beane, Curtis Chan, and Julia DiBenigno)
  14. New Directions in Occupations and Professions PDW, OMT Division, Academy of Management Annual Meeting, 2020 (co-organizer with Matt Beane, Curtis Chan, and Julia DiBenigno)
  15. Technology and the Changing Nature of Work: What, if anything, is Changing? PDW, CTO Division, Academy of Management Annual Meeting, 2020 (co-organizer with Lindsey Cameron, Gretta Corporal, and Hatim Rahman)
  16. Technology, Law and Society Summer Institute, UC Irvine, 2018 (Invited Participant and Presenter)
  17. Conference on Data and Civil Rights: A New Era of Policing and Justice, Washington, DC, 2015 (Invited Participant and Discussant)
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## TEACHING

### Stanford University:

Instructor, Meso-Organizational Theory: Work, Occupations, & Technology (PhD)	Spring 2023 (scheduled)
Instructor, Organizations: Theory and Management (Undergraduate)	Spring 2023 (scheduled)
Instructor, Orchestrating Organizational Change for Digital Transformation (SCPD)	Winter 2023 (scheduled)
Instructor, Challenges of Managing without Authority (SCPD)	Autumn 2022
Instructor, Craft of Qualitative Research (PhD)	Autumn 2022
Instructor, Human Capital in the Age of AI and Algorithms (SCPD)	Fall 2022
Guest Lecturer, Fundamental Concepts in Management Science and Engineering	Autumn 2022
Guest Lecturer, Current Topics in Strategy, Innovation, and Entrepreneurship	Autumn 2022

### McGill University, Desautels Faculty of Management:

Instructor, Social Context of Business (Undergraduate)	Winter 2019, 2020, 2021, 2022
○ <b>Dean's Recognition for Excellence in Teaching, 2021</b>	
Instructor, Technological Entrepreneurship (Undergraduate/Masters)	Winter 2020
Guest Lecturer, Innovation, Technology, and Organizations (PhD)	Winter 2019, 2021

### MIT Sloan School of Management:

Graduate Teaching Assistant (Masters)	Fall, 2014
Graduate Teaching Assistant for Professor John Van Maanen	
• 15.322 – Leading Organizations (Sloan Fellows)	
Graduate Teaching Assistant and Guest Instructor (MBA)	Spring, 2013, 2014, 2015
Teaching Assistant for Professor Eric Von Hippel	
• 15.S08 - User-centered Innovation in the Internet Age	
• 15.356 - How to Develop Breakthrough Products and Services	

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## PROFESSIONAL ACTIVITIES AND SERVICE

### **Academic Community:**

#### **Editorial Board and Program/Award Committees**

- Member, Editorial Review Board, Organization Science, August 2020 – Present
- Member, Editorial Review Board, Strategic Organization Jan 2023 – Present
- Editorial board member, JAIS Special Issue on Artificial Intelligence and Organization, 2020-2021

- Associate Editor, Communications, Technology, and Organizing (CTO) section, Academy of Management, 2023 - Present
- Member, Best Dissertation Award Review Committee, Technology and Innovation Management (TIM) division, Academy of Management, 2023
- Associate Editor, AI & Society Track, International Conference on Information Systems (ICIS), 2021
- Associate Editor, Advances in Research Methods Track, International Conference on Information Systems (ICIS), 2020
- Track Chair, Innovation Process, Technology and Management (TIM) Division, Academy of Management Annual Meeting, 2022.
- Track Chair, Innovation Policy, Technology and Management (TIM) Division, Academy of Management Annual Meeting, 2022.
- Member, Best Paper Award Committee, Communications, Information Technology, and Media Technology (CITAMS) section, American Sociological Association, 2023.
- Member, Hacker-Mullins Best Student Paper Award Committee, Science, Knowledge, and Technology (SKAT) section, American Sociological Association, 2023.
- Mentor, Economic Sociology Section, American Sociological Association, 2022
- Research Committee Member, OMT division, Academy of Management, August 2019 – Present
  - Carolyn B. Dexter International Paper Award Subcommittee, 2022
  - Best Symposium Award Subcommittee, 2021
  - Best Paper on Environmental and Social Practices Award Subcommittee, 2020
- Member, Program Committee, ACM Fairness Accountability and Transparency in Machine Learning Conference, 2018, 2022
- Member, Program Committee, Third International Workshop on Algorithmic Bias in Search and Recommendation (Bias2022), 44<sup>th</sup> European Conference on Information Retrieval (ECIR 2022)
- Member, Best Dissertation Award Committee, Industry Studies Association, Oct 2022 - Present
- Member, PDW Organizing Committee, Industry Studies Association, August 2021 - Present
- Member, Early Career Development Committee, Industry Studies Association, August 2021 - Present
- Member, Diversity Committee, Organizations, Occupations, and Work (OOW) Section, American Sociological Association, Oct 2020 – Aug 2021
- Member, William Newman Best Dissertation Paper Awards Committee, AOM, 2021
- Roundtable Presider, Economic Sociology Section, American Sociological Association, Aug 2021
- Co-organizer and Program Committee Member, 10<sup>th</sup> Annual Junior Faculty Organizational Theory Conference, Desautels Faculty of Management, McGill University, 2019
- Interviewer of the OMT Distinguished Scholar Award Recipient (Professor Lynne Zucker), 2019; <http://omtweb.org/newsletters/f19/new-item>
- Best Student Paper Awards Committee, CITAMS Division, American Sociological Association, 2018
- Co-organizer, Boston Field Researchers Conference, Cambridge, MA, May' 2013

### **Ad-hoc Reviewer**

Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Management Science, Organization Science, Academy of Management Journal, Information Systems Research,

MIS Quarterly, Journal of the Association for Information Systems, Journal of the Association for Information Science and Technologies, Journal of Informal Technology; Journal of Computer-Mediated Communication (Special Issue on Technology and the Future of Work), Socio-Economic Review, Strategic Organization; Columbia University Press

### **Department and University:**

#### **Management Science & Engineering, Stanford University**

- Committee Member, Ph.D. Committee, 2022
- Faculty Organizer, WTO Colloquium/Speaker Series, 2022
- Member, Working Group on AI at MS&E

#### **Desautels Faculty of Management, McGill University:**

- Founder and Organizer, Junior Faculty R&R Brownbag (Strategy & OB areas), 2018 - 2022
- Co-organizer, Center for Strategic Studies in Organizations (CSSO) Speaker Series, 2018 - 2020
- Course Coordinator, Social Context of Business (MGCR-360), 2021
- Ph.D. Program Committee Member, Desautels Faculty of Management, 2018-2020
- Ph.D. Recruitment Coordinator (Strategy & Organization Area), 2018-2020
- Committee Member, Center for Strategic Studies in Organizations, 2021 - Present
- Committee Member, Dobson Center for Entrepreneurship, Desautels, 2020 – Present
- Research Advisor, McGill Startup Accelerator Program Redesign, Desautels, 2020 – Present
- Participant, Qualitative Research Writing Group, McGill University, 2019 - Present
- Participant, Montreal Organizational Writing Workshop (MOWW), 2019 – Present

### **Student Advising**

#### **Postdoc:**

- Farnaz Ghaedipour (Stanford MS&E)

#### **Doctoral:**

- Rebecca Hinds (Co-advisor, Stanford MS&E; Graduation; 2022)
- Sanna Ali (PhD Thesis Committee Member; Stanford Communications)
- Alan Zhang (PhD Thesis Committee Member, MIT Sloan School of Management)
- Meaghan Girard (PhD Thesis Committee External Member, HEC Montreal)
- Hanieh Mohammadi (PhD Thesis Committee Member, S&O Area, McGill)
- Tommaso Ferretti (PhD Thesis Internal Member/Second Reader, S&O Area, McGill; Graduation:2023; Placement: Telfer School of Business, University of Ottawa)
- Sara Mahabadi (PhD Thesis Internal Member/Second Reader, OB Area, McGill; Graduation; 2023; Placement: Alberta School of Business, University of Alberta, Strategy, Entrepreneurship, and Management department)
- Karla Sayegh (PhD Thesis Examiner, S&O Area, McGill; Graduation: 2020; Placement: Cambridge University, Judge Business School, Organizational Theory and Information Systems group)
- Amir Nosrat (PhD Thesis Examiner, S&O Area, McGill; Graduation: 2020; Placement: ESG Consultant, Millani Consulting, Montreal, Canada)

**PhD Comprehensive Exam Committees:**

- Paolo V. Leone (Comprehensive Exam Committee Member, S&O Area, McGill)
- Tommaso Ferretti (Comprehensive Exam Committee Member, S&O Area, McGill)

**Masters:**

- Fredrik Jones (MBA, Practicum Supervisor), Lauren Pochereva (MBA Final Research Project), Ajay Singh (Integrative Management Research Fellowship)

**Undergraduate**

- Dixon Wong, Yuan Tian, Manan Lilani, Mary Zhang, Sreenidhi Ramachandran, Sinthura Chandramohan, Sarosha Chagani, Qinyu Fang, Catherine Audette, Sacha Krajcik (Supervisor, Integrated Management (IM) Fellowship – Undergraduate level)

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**MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS**

Academy of Management

American Sociological Association

Strategic Management Society

**INDUSTRY EXPERIENCE**

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**Pre-Sales Consultant****2007 – 2008**

Photon Infotech Pvt. Ltd., India

**Software Engineer****2005 – 2006**

Infosys Technologies Ltd., India

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