

**Noah Benjamin-Pollak**  
**Curriculum Vitae**

**Address:**

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**EDUCATION**

- Stanford University**, Stanford, CA Expected 2027  
Doctoral Candidate in Management Science and Engineering  
Cumulative GPA 4.05
- Boston College**, Chestnut Hill, MA May 2022  
Master of Business Administration  
*Summa cum laude*  
Cumulative GPA 3.95
- Boston College**, Chestnut Hill, MA May 2015  
Bachelor of Arts, Communications and Corporate Systems (Double Major)  
*Summa cum laude*  
Cumulative GPA: 3.81
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**HONORS, AWARDS, AND FELLOWSHIPS**

**Doctoral Fellow at the McCoy Family Center for Ethics in Society for 2025-2026**

- Was selected as a doctoral fellow to pursue ethical questions related to LLMs compromising participant pseudonymity in ethnographic research

**Academy of Management Kauffman Best Paper Awards in Entrepreneurial Cognition: Student Finalist for 2024**

- One of 5 finalists for the best student-led paper award for the MOC division of the Academy of Management

**Doctoral Research Fellow in Management Science and Engineering 2022-2026**

- As an "outstanding" applicant and scholar, received research fellowship funding from the MS&E department 14 of 16 quarters

**Member of Beta Gamma Sigma Boston College Chapter**

- Honors society for the Association to Advance Collegiate Schools of Business. Awarded to students in the top quintile of their class with a 3.85 or higher GPA

**Dean's Scholarship, 2020, 2021, 2022**

- Merit scholarship awarded to attend Boston College's MBA program

**Rev. Michael Harding, S.J. Award Recipient for 2015**

- This award recognizes the top student within the Corporate Systems Major

**Alpha Sigma Nu Member**

- The Honors Society of Jesuit Colleges and Universities

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### Dean's List

- First Honors Fall 2013-August 2015
- Second Honors Fall 2012-August 2013

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### PROFESSIONAL AFFILIATIONS

#### Academy of Management

- Member of the Organization and Management Theory (OMT), Communication, Digital Technology, and Organization (CTO), and Managerial and Organizational Cognition (MOC) divisions

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### PUBLICATIONS

**Benjamin-Pollak, N.A., & Karunakaran, A.** (2025). *Expert Authority under Trial: Media Organizations, Professional Norm Violation, and the Supply and Demand of Experts in the Public Sphere*, Research in the Sociology of Organizations Volume 93: Expertise in and Around Organizations: The Changing Constitution and Ecology of Expertise

*Under Review*

**Benjamin-Pollak, N.A., & Karunakaran, A.** (Under Review). *Suits and Lab Coats: Epistemic Privileging and Its Impact on Strategic Transition in a “Deep-Tech” Battery Startup*. Under Review at Organization Science. Submitted to Academy of Management Annual Meeting January, 2025

- Finalist, Kauffman Best Paper Award, Academy of Management, 2024

**Benjamin-Pollak, N.A., & Karunakaran, A.** (Under Review). *Authority by Popularity: How Technological Developments and Changes in the Media have given rise to a Novel Mechanism for Evaluating Expertise*

*Working Papers*

**Benjamin-Pollak, N.A., & Karunakaran, A.** (in preparation). *Founder Mode as a “Cultural Anchor”: Understanding How Startup Culture and Processes of Authority Attenuate the Negative Impacts of Micromanagement by Founders and Senior Technical Employees*

**Benjamin-Pollak, N.A.**, (in preparation). *“I Think We Can Move Fast Here”: Political vs. Traditional Serendipity in Organizations*

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### CONFERENCES, SYMPOSIA, AND PDWs

#### **2026 Berkeley Culture Connect Conference**

- **Presenter Research Session 1B:** *Founder Mode as a “Toolkit”: Understanding How Startup Culture and Processes of Authority Attenuate the Negative Impacts of Micromanagement by Founders and Senior Technical Employees*

#### **2025 People and Organizations Conference, University of Pennsylvania**

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- **Paper:** *Suits and Lab Coats: Processes of Sanctification and its Impact on Cross-Occupational Coordination*. Presenting at roundtable session

### 2025 Academy of Management

- **Symposium:** *Decoding Organizational Culture: New Tools and Fresh Takes in Organizational Culture Research*. Author, Co-Organizer, and Presenter
- **Paper Development Workshop:** *Expertise in and around Organizations: Who Are the Experts?* Co-Organizer and Presenter
- **Paper:** *Suits and Lab Coats: Processes of Sanctification and its Impact on Cross-Occupational Coordination*. Submitter, Presenter, and Author

### 2025 Organization Science Winter Conference

- **Poster Session 2:** *Suits and Lab Coats: Processes of Sanctification and its Impact on Cross-occupational Coordination*
- **Doctoral Consortium:** Invitee

### 2025 Berkeley Culture Connect Conference

- **Presenter Research Session 1C:** *Suits and Lab Coats: Processes of Sanctification and its Impact on Cross-occupational Coordination*

### 2024 Academy of Management

- **Paper Development Workshop:** *Entrepreneurial Cognition Paper Development Workshop*. Presenter and Kaufman Best Paper Awards in Entrepreneurial Cognition Finalist

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## INVITED TALKS

### McCoy Center for Ethics in Society

- **Invited Talk:** Presented to an interdisciplinary audience on the risks of LLMs compromising participant pseudonymity in qualitative research and potential solutions

### MS&E 280 – Organizational Behavior: Evidence in Action

4/21/2026

Guest Lecturer at Stanford University

- Gave an 80-minute invited guest lecture on strategic transitions in Deep Tech.

### MS&E 180 – Organizations: Theory & Management

5/1/2025, 4/21/2026, 5/21/2026

Guest Lecturer at Stanford University

- Gave an 80-minute invited guest lecture on organizational culture in 2025. Delivered a case from research
- Was invited back to give an 80-minute lecture in 2026, on strategic transitions in Deep Tech

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### RESEARCH EXPERIENCE

**Stanford Management Science and Engineering** Summer 2024-Present

*Research Assistant*

*Mentor: Arvind Karunakaran, Ph.D.*

- Fully funded research assistant using interdisciplinary methods to study the impacts of authority and status on cross-occupational coordination.

**Harvard Business School** September 2021-May 2022

*Research Associate*

*Mentor: Joshua Coval, Ph.D.*

- Research associate studying the factors influencing remote versus in-person K-12 instruction decision-making during the COVID-19 pandemic.
- Op-ed based on results of research project published in
  - o Benjamin-Pollak, N.A. & Coval, J.D. (2021, October 11). It's Time to Face the Facts on School Closings. National Review.  
<https://www.nationalreview.com/2021/10/its-time-to-face-the-facts-on-school-closings>

**Boston College** December 2020-May 2021

*Research Assistant*

*Mentor: Bess Rouse, Ph.D.*

- Conducted systematic literature review and created a database of companies to explore questions of creativity and innovation in end-of-life care and death (i.e., “death tech”) from a macro organizational behavior perspective

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### TEACHING EXPERIENCE

**Stanford Management Science and Engineering** Spring 2025 & Spring 2026

*Course Assistant*

*MS&E 180 – Organizations: Theory & Management*

*Instructor: Arvind Karunakaran*

- Assisted with in-class exercises and activities
- Lesson planner and lecturer for 2025 Class 9: Organizational Culture
- Lesson planner and lecturer for 2026 Class 6: Strategic Transitions
- Helped deploy the course website and readings
- Organized office hours and mentored students

**Harvard Business School** May 2021-December 2021

*Research Associate & Course Assistant*

*Mentors: Malcolm Baker, Ph.D., and Joshua Coval, Ph.D.*

- Researched, wrote and edited cases for HBS Finance 1 course

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- Designed a new course website for HBS MBA Finance 1 course that will be used through 2030
- Designed Qualtrics survey and analyzed results from HBS first-year MBA survey, provided reports to Drs. Baker and Coval
- Hired as summer RA, accepted an offer to continue to help deploy the revised Fin 1 course website and materials through the end of the fall 2021 semester

**Epiphany School and Agassiz School, Boston, MA** School Year 2010-2011  
*Teaching Assistant, Tutor, and Sports Coach*

- Took a gap year to volunteer full time working with at-risk youth
- More than 1000 Hours of Service helping students overcome learning deficits
- Students came into the classroom 2-3 years behind in reading and math and ultimately graduated high-school averaging above 12<sup>th</sup>-grade level through extensive 1 on 1 classroom assistance from volunteers
- Also coached hockey, baseball, and soccer after school
- Switched schools after Boston Public Schools closed the Agassiz school

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## WORK EXPERIENCE

**The National Book Review** June 2015-August 2020  
*Managing Editor and Co-Founder*

- As managing editor was in charge of coordinating the National's content, reported directly to the editor in chief
- Work was published under my name and the National's byline in many places including *The Atlantic, The National Review, The Los Angeles Times, The Chicago Tribune, and Goodreads*

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## LEADERSHIP AND SERVICE EXPERIENCE

**Stanford University MS&E** Academic Year 2024-2025  
*Co-Organizer for WTO Lab Meeting*

- Co-organized lab meeting for the academic year
- Organized space, food, and topics/activities
- Successfully planned and executed six lab meetings per quarter

**Draper and Kramer, Chicago, IL** 2014-2022  
*Board Observer & Shareholder Council Committee Chair*

- One of two paid board observers. Attends and reports on the company's board meetings to shareholders.
- Chair of the Governance (2014), Education (2016), and Shareholder meeting (2015, 2017-2022) committees. Managed the 2017 Shareholder Council finances and budget

## **Noah Benjamin-Pollak – Curriculum Vitae**

- Organized five annual and two semi-annual meetings of over 50 major shareholders, the Draper and Kramer Board, and upper management

### **Graduate Leadership Program, Boston College**

2021

- One of ten graduate students selected from across the university to participate in a one-year leadership development program