

# Arvind Karunakaran

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## ACADEMIC POSITIONS

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### Stanford University, School of Engineering

Assistant Professor of Management Science & Engineering, and (by courtesy) Sociology July 2022– Present

- Center for Work, Technology, and Organization (WTO)
- Stanford Technology Ventures Program (STVP)
- Faculty Affiliate, Institute for Human-centered Artificial Intelligence (HAI)
- Faculty Affiliate, Stanford Digital Economy Lab

### McGill University, Desautels Faculty of Management

Assistant Professor of Strategy & Organization

Aug 2018–June 2022

(\*\*Off the tenure clock in 2020 due to university-wide Covid-19 tenure clock extension)

## 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

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

## RESEARCH

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**Theoretical Interests:** Authority; Accountability; Evaluation

**Phenomena:** AI and its Workplace Impacts; Work and Occupations; Professions/Expertise; Future of Work; Frontline Workers; Social Media Scrutiny; Platform Governance; Algorithmic Evaluation; Technological Change

**Methods:** Ethnographic Methods(Primary); Archival, Quantitative & Computational Methods (Secondary)

### Awards and Honors:

- 2026
  - Ascendant Scholar, Western Academy of Management, 2025
  - Thinkers 50 Radar (30 up-and-coming thinkers whose ideas will make an important impact on management thinking & practice in shaping the future of work)
  - LERA Best Papers, Labor and Employment Relations Association Annual meeting
- 2025
  - Recipient, Best Published Paper Award (in the past 2 years), Communications, Information Technologies, and Media Sociology section, American Sociological Association (ASA)
  - Recipient, Gerard J. Tellis Best Paper Award, 5<sup>th</sup> Artificial Intelligence in Management (AIM) Conference, USC Marshall School of Business
  - Finalist, Responsible Research in Management Award, co-sponsored by the Community for Responsible Research in Business and Management (RRBM) and the Academy of Management Fellows Group
  - Finalist, Best Published Paper Award, Reputation Symposium, Oxford University, 2025
  - LERA/AILR Best Papers, Labor and Employment Relations Association Annual meeting
  - Outstanding Reviewer, Technology and Management (TİM) Division, AOM Annual Meeting

- 2024
  - Recipient, W. Richard Scott Article Award for Distinguished Scholarship (Best article published in the past 3 years), Organizations, Occupations, and Work (OOW) Section, American Sociological Association
  - Recipient, Responsible Research in Management Award, co-sponsored by the Community for Responsible Research in Business and Management (RRBM) and the Academy of Management Fellows Group.
  - Recipient, Future of Organizations Inaugural Fellowship, Organization Design Community
  - Recipient, Research Committee Service Award, Organizational & Management Theory Division, AOM
  - LERA/AILR Best Papers, Labor and Employment Relations Association Annual meeting
  - LERA Best Papers, Labor and Employment Relations Association Annual meeting
  - Finalist, Kauffman Best Paper Award (for a paper co-authored with Noah Benjamin-Pollak, PhD student at Stanford MS&E), Academy of Management
  - Research with Societal Impact Award (for the article “The Experimental Hand: How Platform-based Experimentation Reconfigures Worker Autonomy”), Responsible Business Education, Financial Times
- 2023
  - Runner-up, ASQ Best Published Paper Based on a Dissertation Award, Administrative Science Quarterly
  - Fellowship, CASBS (Center for Advanced Study in the Behavioral Sciences) Summer Institute for Behavioral and Social Scientists on Organizations and Their Effectiveness, Stanford University
  - Fellowship, Summer Institute on Public Sector Organizational Effectiveness, Philadelphia, PA
  - Recipient, LERA/AILR Best Papers, Labor and Employment Relations Association Annual meeting
  - Finalist, Best Conference Paper Award, OMT Division, AOM Annual Meeting
- 2022
  - Recipient, Best Published Paper Award (in the past 3 years), Communications, Information Technologies, and Media Sociology section, American Sociological Association (ASA)
  - Recipient, Giarratani Rising Star Award, Industry Studies Association
  - Recipient, LERA Best Paper, Labor and Employment Relations Association
  - Runner-up, Best Paper in Innovation and Entrepreneurship, Industry Studies Association
  - Runner-up, Best Symposium Award, OMT Division, AOM
  - Finalist, Michael Driver Best Symposium Award, Careers Division, AOM Annual Meeting
  - Recipient, Jagdeep & Roshni Singh Faculty Fellow, Stanford University
- 2021
  - Recipient, LERA Best Papers, Labor and Employment Relations Association Annual meeting
  - Nominee, Best Conference Paper, Strategic Management Society Annual Conference
- 2020
  - Recipient, #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/AILR Best Paper, Labor and Employment Relations Association Annual meeting
  - LERA Best 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, American Sociological Association, 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

## **Publications** (\*\* indicates co-authors who are Ph.D. students or postdocs)

1. Lepp, H.,\*\* Narayanan, D.,\*\* and **Karunakaran, A.** Benchmarking and the Pursuit of Public Accountability in Artificial Intelligence: Rethinking Evaluation Regimes for the Sciences of the Artificial, *The Annals of the American Academy of Political and Social Science*, *Forthcoming*
2. **Karunakaran, A.,** Lebovitz, S., Narayanan, D.,\*\* and Rahman, H.A. 2025. Artificial Intelligence at Work: An Integrative Review on the Impact of AI on Workplace Inequality, *Academy of Management Annals*, 19(2), 693–735. \*\**Equal Authorship*\*\*  
<https://doi.org/10.5465/annals.2023.0230>; Open access: <https://purl.stanford.edu/rf958bq8885>

3. **Karunakaran, A.** 2024. Frontline Professionals in the Wake of Social Media Scrutiny: Examining the Processes of Obscured Accountability. *Administrative Science Quarterly*, 69(3), 747-790.

<https://doi.org/10.1177/00018392241256303>

- Recipient, Best Published Paper Award (in the past 2 years), Communications, Information Technologies, and Media Sociology section, American Sociological Association (ASA), 2025
- Recipient, William H Newman Award for Best Paper based on a Dissertation (All-academy award given to best paper based on a dissertation across all divisions of AOM), Academy of Management, 2019
- Recipient, Gerardine DeSanctis Dissertation Award, CTO Division, AOM, 2019
- Recipient, Best Conference Paper, CTO Division, Academy of Management Annual Meeting, 2019
- Honorable Mention (Runner-up), Shils-Coleman Award, ASA Theory Section, American Sociological Association, 2018
- Finalist, Responsible Research in Management Award, co-sponsored by the Community for Responsible Research in Business and Management (RRBM) and the Academy of Management Fellows Group, 2025
- Finalist, Best Published Paper Award, Reputation Symposium, Oxford University, 2025
- Best Paper Session, Labor and Employment Relations Association (LERA) meeting, 2021
- Finalist, That's Interesting Paper Award (for a paper that "cross intellectual boundaries, challenge taken-for-granted assumptions... and make an original argument"), European Groups for Organization Studies, 2019
- Recipient, Best Doctoral Dissertation, Association of Information Systems (AIS)/Association for Computing Machinery (ACM), International Conference on Information Systems, 2018
- Nominee, Research Methods Paper Prize, SMS Annual Conference, 2020
- Finalist, Best Paper Award, SMS Knowledge and Innovation Interest Group, 2017
- Best Paper Award, East Coast Doctoral Conference, Jointly Organized by Columbia University and New York University's Management Department, 2017

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

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

- Recipient, W. Richard Scott Article Award for Distinguished Scholarship (Best article published in the past 3 years), Organizations, Occupations, and Work (OOW) Section, American Sociological Association, 2024
- Recipient, Responsible Research in Management Award, co-sponsored by the Community for Responsible Research in Business and Management (RRBM) and the Academy of Management Fellows Group, 2024
- Runner-up, ASQ Best Published Paper Based on a Dissertation Award, Administrative Science Quarterly
- Recipient, Louis Pondy Award for Best Dissertation Paper Award, OMT Division, AOM, 2019
- Best Paper Proceedings, OMT Division, 2019 Academy of Management Annual Meeting, 2019
- Nominee, William H Newman Award for Best Paper based on a Dissertation, AOM, 2019
- Best Paper Session, Advances in Industrial and Labor Relations, LERA 2019

5. **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 (Best article published in the previous 2 years), Communications, Information Technologies, and Media Sociology section, American Sociological Association, 2022

6. **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 Paper Award, Industry Studies Association, 2019
  - Recipient, Best Graduate Student Paper Award, Communications, Information Technologies, and Media Sociology Section, ASA, 2017
  
7. Rahman, H., Weiss, T., and **Karunakaran, A.** 2023. The Experimental Hand: Examining How Platform-based Experimentation Reconfigures Worker Autonomy. *Academy of Management Journal*, 66(6), 1803–1830. <https://doi.org/10.5465/amj.2022.0638> *\*\*Equal Authorship\*\**
  - Research with Societal Impact Award, Responsible Business Education, Financial Times, 2024
  - LERA/AILR Best Papers, Labor and Employment Relations Association Annual Meeting, 2023
  
8. 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*, 34(3), 1027-1050. <https://doi.org/10.1287/orsc.2022.1607> *\*\*Equal Authorship\*\**
  - 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
  
9. Rahman, H., **Karunakaran, A.**, and Cameron, L. 2024. Taming Platform Power: Taking Accountability into Account in the Management of Platforms. *Academy of Management Annals*, 18(1), 251-194. <https://doi.org/10.5465/annals.2022.0090> *\*\*Equal Authorship\*\**
  
10. **Karunakaran, A.** 2024. Persistence of Occupational Recognition Gaps: Examining the Mismatch between Classification Systems and the Expertise Needed to Accomplish Occupational Work. *Journal of Management Inquiry*, Curated Section on “Scholarly Approaches to the Study of Work.” <https://doi.org/10.1177/10564926241261259>
  
11. Benjamin-Pollak, N\*\* and **Karunakaran, A.** 2025. Expert Authority under Trial: Media Intermediaries, Professional Norm Violation, and the Supply and Demand of Experts in the Public Sphere. Forthcoming, *Research in the Sociology of Organizations: Expertise in and around Organizations*  
DOI: 10.1108/S0733-558X20250000097011
  
12. Garud, R., Turunen, M., and **Karunakaran, A.** 2025. Revisiting Exploration and Exploitation: Temporal Structing for Innovation at Work. *Organization Theory*, 6(1). *\*\*Equal Authorship\*\**  
<https://doi.org/10.1177/26317877251346>
  
13. Garud, R., and **Karunakaran, A.** 2018. Process-based Ideology of Participative Experimentation to Foster Identity-challenging Innovations. *Strategic Organization*, 16(3), 272-303. *\*\*Equal Authorship\*\**
  
14. Garud, R., Gehman, J., and **Karunakaran, A.** 2014. Boundaries, Breaches, and Bridges: The Case of Climategate. *Research Policy*, 43(1), 60-73. *\*\*Equal Authorship\*\**

15. **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** (\*\* indicates co-authors who are Ph.D. students or postdocs)

1. Mahabadi, S\*\*, Cohen, L. and **Karunakaran, A.** “It’s Not Just a Job:” Understanding the Process and Consequences of External Stakeholder Collaboration in Hiring and Designing Jobs (Received Third R&R at *Administrative Science Quarterly*)

2. Vendraminelli, L\*\*, Narayanan, D\*\*, and **Karunakaran, A.** “This is not our Role!” Strategic Role Repositioning, AI Stack Bundling, and the Processes of Technology Sourcing in Large Organizations (Under Second Round Review at *Strategic Mangement Journal*) \*\*Equal Authorship \*\*

3. Sheehan, P\*\*, and **Karunakaran, A.** “The Best Defense is a Good Offense:” How Occupational Members Use Moral Offense to Produce Authority and Navigate a Shadow of Suspicion about Their Work (Revise and Resubmit at *American Journal of Sociology*) \*\*Equal Authorship\*\*

4. Narayanan, D\*\*, Vendraminelli, L\*\*, and **Karunakaran, A.** Structural Enablers and Constraints to Relational Work: The Case of Artificial Intelligence (AI) Development in a Multinational Firm (Revise and Resubmit at *American Journal of Sociology*) \*\*Equal Authorship \*\*

5. Narayanan, D\*\*, **Karunakaran, A.**, and Lee, A\*\*. Scope Capture of Technology by Law and Finance: Processes that Constrain the Appropriation of Technology by High-Status Professionals in Service of Their Workplace Autonomy (Under Review at *American Journal of Sociology*)

6. Benjamin-Pollak, N\*\*, and **Karunakaran, A.** Suits and Lab Coats: Processes of Sanctification and its Impact on Cross-Occupational Coordination in a “Deep Tech” Battery Venture (Under Review at *Organization Science*)

7. **Karunakaran, A.**, Kellogg, K.C., and Wiesenfeld, B. Experimentalist Intensification Governance: Managing Worker Negative Consequences associated with Generative AI Experimentalist Work (Under Review at *American Sociological Review*)

8. **Karunakaran, A.** Role as Structural Truce (Under Review at *American Sociological Review*)

9. Jarrahi, M., and **Karunakaran, A.** Beyond Task-Centric Approaches: The Invisible Glue Work of Human-AI Collaboration (Under Review at *Organization Studies*)

10. **Karunakaran, A.**, Ramjee, P\*\*, and Narayanan, D\*\*. Artificial Intelligence and its Impact on Skilling (Under Review at Research in *Organizational Behavior*)

11. **Karunakaran, A.** “Permanent Band-aids?”: Emergence of Status-Authority Asymmetry in Professional Roles and its Consequences for Workplace Inequality (Under Review at *American Journal of Sociology*)

- Recipient, Frank Giarratani Rising Star Award, Industry Studies Association, 2022

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

12. Ghaedipour, F\*\* and **Karunakaran, A.** “Express, Deflect, or Protect?”: Content Creators’ Differential Interpretations of Authenticity in Platform-based Work and Their Consequences (Under Review at *Academy of Management Journal*)

- LERA Best Papers, Labor and Employment Relations Association, 2024

### **Selected Working Papers** (\*\* indicates co-authors who are Ph.D. students or postdocs)

1. Vendraminelli, L\*\*, Disorbo, D\*\*, Hildebrandt, A\*\*, McFowland, E. **Karunakaran, A.**, and Bojinov, I. The GenAI Wall Effect: Examining the Enablers and Limits to Horizontal Expertise Transfer Between Occupational Insiders and Outsiders in the Wake of Gen AI
2. Xiao, Q\*\*, Whiting, M\*\*, Hu, E\*\*, **Karunakaran, A.** Shen, H., and Cao, H. A. A Longitudinal Study on the Differential Impact of Artificial Intelligence on Team Collaboration and Division of Labor in Distributed Software Development
3. Vendraminelli, L\*\*, Narayanan, D\*\*, and **Karunakaran, A.** Eliciting Domain Expertise for AI Development in the Absence of Formal Authority
4. **Karunakaran, A.**, Zhang, A\*\*, and Orlikowski, W.J. Achieving Universal Service Through Social Innovation: How 911 Became the Nationwide Emergency Number in the United States
5. Mahabadi, S\*\*, **Karunakaran, A.**, and Cohen, L.E. Evaluation-in-the-Wild: Explaining the Processes and Consequences of Evaluative Drift
6. **Karunakaran, A.** Reskilling and Emergent Role Redesign in the Wake of Generative AI in Organizations
7. **Karunakaran, A.**, Raveendhran, R., and Kim, T. Artificial Intelligence and Workforce Skill Development: Examining the Role of Task Meaningfulness in Worker Reskilling \**Equal Authorship*\*

### **Refereed Conference Proceedings:**

1. He, J., Murungi, D. M., Purao, 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)
2. **Karunakaran, A.** 2019. Navigating Status-Authority Asymmetry between Professions. *Best Paper Proceedings*, OMT Division, Academy of Management Annual Meeting (AOM’ 2019), Boston, MA.

3. **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.
4. **Karunakaran, A.** 2017. In Cloud We Trust? Normalization of Uncertainties in Online Platform Services, Proceedings of the International Conference on Information Systems (ICIS' 2017)
5. Purao, 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.
6. **Karunakaran, A.** & Purao, 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 \*\**
7. **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)
8. **Karunakaran, A.**, Purao, 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**

1. Kellogg, K.C. **Karunakaran, A.**, and Wiesenfeld, B. Four Perspectives on Learning around Generative AI and its Implications for Reskilling, *Handbook on AI and Organizational Transformation*
2. Hollister, M. **Karunakaran, A.**, and Cohen, L. Task Vacancy Chains: An Ecological Model of AI-Induced Task Disruption and its Workplace Impacts, *Handbook on AI and Organizational Transformation*
  - LERA/AILR Best Papers, Labor and Employment Relations Association Annual meeting, 2024
  - Finalist, Best Conference Paper Award, OMT Division, AOM Annual Meeting, 2023
3. Purao, S., & **Karunakaran, A.** 2020. Designing Platforms to Support Knowledge-Intensive Organizational Work. Jan vom Brocke, Alan Hevner (Eds): Design Science Research Series.
4. **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.
5. **Karunakaran, A.** 2014. Digital Platform Modernization. Case Study, MIT Center for Information Systems Research.
6. 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

7. **Karunakaran, A.,** He, J., Purao, 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.

8. **Karunakaran, A.,** Purao, 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.

## GRANTS and FELLOWSHIPS

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| 2025             | <ul style="list-style-type: none"> <li>Seed grant on Ethics &amp; Technology, MS&amp;E, Stanford University (\$20,000)</li> <li>Seed grant, Stanford Accelerator for Learning and the Stanford Institute for Human-Centered Artificial Intelligence (\$50, 000)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 2024             | <ul style="list-style-type: none"> <li>Future of Organizations Inaugural Fellowship (EUR 7500), Organization Design Community</li> <li>AI and Society Seed Grant (\$50, 000), MS&amp;E, Stanford University</li> <li>AI and Organizational Redesign, Stanford Human-Centered AI Research Token (\$250, 000)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 2023             | <ul style="list-style-type: none"> <li>Fellowship, CASBS (Center for Advanced Study in the Behavioral Sciences) Summer Institute for Behavioral and Social Scientists on Organizations and Their Effectiveness, Stanford University</li> <li>Fellowship, Summer Institute on Public Sector Organizational Effectiveness, Philadelphia, PA</li> <li>Presidential Grants for Junior Faculty (\$10, 000), Stanford University</li> <li>Jagdeep &amp; Roshni Singh Faculty Fellow, Stanford University</li> <li>Institute for Human-Centered Artificial Intelligence (HAI) Postdoctoral Fellowships - Faculty Proposal Grant (\$80,000), Stanford University</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 2022 and earlier | <ul style="list-style-type: none"> <li>MITACS Grant (\$10, 000), 2022</li> <li>Internal Social Sciences and Humanities Development Grant (\$7, 000), McGill University, 2021</li> <li>Centre for Strategy Studies in Organizations' Seed Grant (\$4000), McGill University, 2021</li> <li>Internal Research Grant (\$8000), McGill University, 2021</li> <li>Centre for Strategy Studies in Organizations' Seed Grant (\$4000), McGill University, 2020</li> <li>Social Sciences and Humanities Research Council, Insight Development Grant (\$60, 467) [#1 ranked Social Sciences and Humanities Research Council (SSHRC) Insight Development Grant proposal among Emerging Scholars in "Business, Management and Related Fields"], 2019</li> <li>Centre for Strategy Studies in Organizations' Seed Grant (\$4000), McGill University, 2019</li> <li>Internal Social Sciences and Humanities Development Grant (\$6, 000), McGill University, 2019</li> <li>Ethnography Fellow, Department of Sociology, University of Chicago, 2017-2018</li> <li>Donald R. Cressey Award for the Most Outstanding Dissertation Project and the Doctoral Dissertation Research Grant (\$7,500), Horowitz Foundation for Social Policy, 2016</li> <li>Fellow, Regenhard Center for Emergency Response Studies, NY, 2015</li> <li>Dissertation Fellow and Doctoral Research Grant, Strategy Research Foundation [SRF], 2015-2017</li> <li>Above &amp; Beyond Call of Duty Award (top 2% of reviewers), AOM OMT Division, 2013</li> <li>Research Grant from Roberts, Hammond &amp; Krasner Fund, MIT (\$18,300), 2013</li> </ul> |

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

2026: Columbia University; Princeton University; Technical University of Munich (TUM)

2025: UCLA Anderson (Strategy); HBS (Strategy Area); SCANCOR (Scandinavian Consortium for Organizational Research); Indian School of Business; Keynote Speaker, AI and Education (Heritage School, India); MIT Sloan IWER Seminar; NYU Stern; Columbia University; University of Michigan (ICOS)

2024: NYU Stern (Tech seminar); UC Davis Graduate School of Management (Technology Management); Keynote address, Reskilling and Role redesign in the Age of Generative AI (McKinsey-HAI workshop); UC Davis Qualitative Research Conference; Southern California Strategy and Organizational Theory Workshop (USC Marshall); California Theory Workshop on Organizations and Organizing (CalO2, USC Marshall); Conference honoring the Work of Professor Susan Silbey (MIT Sloan); Paul Lawrence Conference (HBS); MIT Economic Sociology Working Group (ESWG); Stanford HCI Seminar; Transformative AI Workshop (Stanford Digital Economy Lab); Organizational Design Community (ODC) Annual Workshop; Nova School of Business and Economics\*\*; Copenhagen Business School,\*\* ESSEC Business School\*\*

2023: HBS (OB Unit); University of California, Santa Barbara (Technology Management); European New School for Digital Studies; First International Network on Trust (FINT) Conference; Organizations and Environmental Sustainability (Stanford); Values and Valuation Conference (HBS); Stanford Networks and Organizations Workshop; Panel on Multidisciplinary Collaboration and Technology, National Academies of Sciences, Engineering, and Medicine, Board on Human-Systems Integration; AI Summit, Roundtable; Google-HAI Workshop (Stanford); McKinsey-HAI Workshop on Generative AI; PepsiCo-HAI Workshop on Generative AI (Stanford); Keynote address, Symposium on the Ethical Use of Foundation Models in Enterprises, Notre Dame-IBM Technology Ethics Lab, University of Notre Dame; Keynote Speaker, Association of Indian Management Schools and Center for Education Growth & Research, India; Panelist, Ethnography Atelier Workshop (EM Lyon); Invited Panelist, American Bar Association's Conference on AI; Advisory Board, Stanford Technology Ventures Program (STVP); Yale School of Management

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)

2026: AI in Management Conference (USC); Western Academy of Management Annual Conference; AOM Annual Meeting (scheduled); ASA Annual Conference (scheduled)

2025: Authenticity Conference (UC Berkeley Haas); Sociological Science Conference (Cornell); AI in Management Conference (USC); Southern California Strategy and Organizational Theory Workshop (USC); Equitable Opportunities Conference (MIT Sloan); Labor and Employment Relations Conference; American Sociological Association Annual Conference (2 presentations), People and Organizations Conference (Wharton; scheduled); Economic Sociology Conference (Yale; scheduled); West Coast Research Symposium on Technology Entrepreneurship (University of Washington; scheduled); Strategic Management Society Annual Conference; Academy of Management Annual Meeting (2 presentations, 1 symposium, 2 PDWs)\*\*; EGOS\*\*; Berkeley Culture Connect Conference\*\*; Community on Social Innovation (COSI, Santa Barbara)\*\*; AI and the Future of Work Conference (Wharton) \*\*

2024: Culture Connect Conference (UC Berkeley); AI and the Future of Work Conference (Wharton); Strategy Science Conference (Michigan Ross); Equitable Opportunity Conference (Michigan Ross); Industry Studies Association Annual Conference; Labor and Employment Relations Association Annual Conference; AOM (2 papers, 1 symposiums, 3 PDWs); ASA (2 papers); Wharton Conference on Generative AI; Yale AI/ML conference; EGOS; Interpretive Data Science (IDeAS) Conference on Qualitative Studies of Algorithmic Organizing, University of Alberta\*\*

2023: AOM Annual Meeting (1 paper, 2 symposium, 3 PDWs, 2 Caucus); ASA Annual Conference; Artificial Intelligence in Management Conference, USC Marshall; Conference on Management, Analytics, and Data (Columbia University); 4S Annual Conference, Society for the Social Studies of Science; Labor and Employment Relations Association (LERA) Annual Conference\*\*; Summer Institute on Public Sector Organizational Effectiveness, Philadelphia, PA; Mini-Conference on DEI Expertise in Racialized Organizations (Columbia University)\*\*; McGill-Cornell Institutions & Entrepreneurship Conference\*\*

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 Association (LERA) 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

## **Conferences, Symposiums, and Workshops:**

### **Conferences:**

1. Co-organizer, Inagural Conference on AI and Business, Co-sponsored by Stanford GSB and MS&E, 2023
2. Co-organizer, 10<sup>th</sup> Annual Junior Faculty Organizational Theory Conference, 2019
3. Co-organizer, Boston Field Researchers Conference, Cambridge, MA, May' 2013

### **Symposiums:**

4. Generative AI and the Future of Work: Ethics, Reskilling, and Research Methodologies in the Age of GenAI - TIM, STR, OB), AOM, 2025 (Invited Panelist)
5. Studying the Designers Behind Technologies of Coordination and Control, 2024 (Invited Panelist)
6. Trust in Emerging Technology, First International Network on Trust (FINT), 2023 (Invited Speaker)
7. Authenticity and Individuation in the Digital Era: Technology, Authenticity, and Occupational Work, Symposium, AOM Annual Meeting, 2023 (Co-organizer)
8. An Occupational Lens on Social Inequality, Showcase Symposium, OMT Division, Academy of Management Annual Meeting, 2022 (Showcase Symposium; Invited Panelist)
9. 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)
10. A "Relating" lens on occupations and professions: Collaboration, coproduction, and brokerage, OMT Division, Academy of Management Annual Meeting, 2022 (Invited Presenter and Discussant)
11. 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)
12. Analytics at Work Symposium, Academy of Management Annual Meeting, 2016 (invited presenter; symposium organized by Vern Glaser, Christopher Steele, and Stella Pachidi)

13. 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:**

14. Artificial Intelligence, Innovation, and Organizational Design: Charting a New Research Agenda (TIM, STR, OMT Divisions - Co-organizer and Presenter), AOM Annual Meeting, 2025
15. Classic or Unlikely Inspirations? Tradition and Innovation in Professions and Occupations Research (OMT, MOC, TIM, CTO, SIM) (Invited Presenter), AOM Annual Meeting, 2025
16. Expertise in and around Organizations: Who Are the Experts? (OMT, DEI, CTO) (Invited Presenter), AOM Annual Meeting, 2025
17. Generative AI in the Workplace: Implications for Work, Occupations, and Inequality (OMT, TIM, CTO), AOM Annual Meeting, 2024 (Co-organizer and Presenter)
18. Embracing the Benefits and Managing the Challenges of Mixed Methods Research, AOM Annual Meeting, 2024 (Invited Presenter)
19. OMT Doctoral Student Consortium (Facilitator/Mentor), AOM Annual Meeting, 2024
20. Digital Ethnography in Management Research: A Caucus Workshop, AOM Annual Meeting, 2023 (Organizer and Presenter)
21. Joining Forces: Leveraging Independently Collected Field Data For Comparative Analysis, PDW, AOM Annual Meeting, 2023 (Invited Presenter)
22. Mixing Qualitative and Quantitative Methods: How to Use and Publish Mixed Methods Research PDW, AOM Annual Meeting, 2023 (Invited Panelist)
23. Work, Occupations/Professions, and Technological Change PDW, Academy of Management Annual Meeting, 2023 (co-organizer with Matt Beane, Curtis Chan, and Julia DiBenigno)
24. Algorithms and Workplace Justice Workshop, Stanford HAI, 2022 (Invited Participant)
25. Qualitative Research with Archival Data PDW, OMT/RM/TIM/STR Divisions, Academy of Management Annual Meeting, 2022 (Invited Presenter)
26. Navigating Qualitative Dissertations PDW, Academy of Management Annual Meeting, 2022 (Invited Mentor and Facilitator)
27. Digital Data/Digital Contexts PDW, Research Methods Division, Academy of Management Annual Meeting, 2021 (Invited Panelist)
28. Occupations/Professions in Organizations PDW, OMT Division, Academy of Management Annual Meeting, 2021 (co-organizer with Matt Beane, Curtis Chan, and Julia DiBenigno)
29. Technology and the Changing Nature of Work: What, if anything, is Changing? PDW, CTO and TIM Division, Academy of Management Annual Meeting, 2020 (co-organizer with Lindsey Cameron, Gretta Corporal, and Hatim Rahman)
30. Technology, Law and Society Summer Institute, UC Irvine, 2018 (Invited Participant and Presenter)
31. Conference on Data and Civil Rights: A New Era of Policing and Justice, Washington, DC, 2015 (Invited Participant and Discussant)

### **Participation in Consortiums:**

- Participant, TIM Junior Faculty Consortium, AOM, 2019
  - Participant, OMT Junior Faculty Consortium, AOM, 2018
-

## TEACHING INTERESTS

Organizational Processes; Power, Politics, and Influence; Groups & Teams; Reskilling and Workforce Development in the Age of AI; AI and Organizations; Digital Transformation; Technology & Organizations (Doctoral); Meso-Organizational Theory (Doctoral); Ethnography/Qualitative Methods (Doctoral)

## TEACHING EXPERIENCE

### Stanford University:

#### **Core courses:**

|                                                                                 |                    |
|---------------------------------------------------------------------------------|--------------------|
| Instructor, Leading Organizations: Organizational Behaviour in Action (Masters) | Spring'26          |
| Instructor, Organizations: Theory & Management (Undergrad/Co-term Masters)      | Spring 2023,24, 25 |
| Instructor, MS&E 382/Soc 382 Meso-Organizational Theory(PhD)                    | Spring 2023, 2025  |
| Instructor, MS&E 386/Soc 360: Technology and Organizations(PhD)                 | Spring 2024, 2026  |

#### **Elective courses and workshops:**

|                                                                                   |                     |
|-----------------------------------------------------------------------------------|---------------------|
| Instructor, Change Management: Reskilling in the Age of Analytics and AI (Online) | Spring 2024         |
| AI at Work (Workshop)                                                             | 2022, 23, 24, 25    |
| • Instructor, Generative AI in the Workplace: Redesigning Work and Orgs           | Autumn 2023, 25     |
| • Instructor, Generative AI in the Workplace: Rethinking Skill Development        | Winter 2023, 24     |
| • Instructor, Building an AI-powered Organizations:                               | Spring 2023, 24, 25 |
| • Instructor, Three Lenses on Structuring and Scaling AI Initiatives              | Autumn 2023, 24     |
| • Instructor, Organizational Governance, Implementation, and Use of AI            | Autumn, 2023, 24    |
| • Instructor, Human Capital in the Age of AI and Algorithms                       | Fall, 2022          |
| Instructor, Craft of Qualitative Research (PhD)                                   | Summer 2022         |

#### **Other course sessions:**

|                                                                              |             |
|------------------------------------------------------------------------------|-------------|
| Instructor, Strategies for Product-to-Platform Transition                    | Spring 2024 |
| Instructor, Lenses on Technological Disruption                               | Autumn 2022 |
| Instructor, Challenges of Managing without Authority                         | Autumn 2022 |
| Guest Lecturer, Future of Work: A Lab for Startups (Stanford GSB)            | Autumn 2024 |
| 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

- **Dean's Recognition for Excellence in Teaching, 2021**

Instructor, Technological Entrepreneurship (Undergraduate/Masters) Winter 2020

Guest Lecturer, Innovation, Technology, and Organizations (PhD) Winter 2019, 2021

Guest Lecturer, Strategic Management (Undergraduate/Masters) Winter 2019, 2021

- Technology Lifecycle (Session 1)
- Digital Goods and Platform Governance (Session 2)

**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 Committees**

- Member, Editorial Board, Administrative Science Quarterly, 2025 – Present
- Member, Editorial Review Board, Organization Science, 2020 – 2023
- Member, Editorial Board, Strategic Organization, 2023 – Present
- Member, Editorial Board, Journal of Organization Design, 2025 – Present
- Editorial board member, Journal for the AIS, Special Issue on Artificial Intelligence and Organization, 2020-2021
- Representative-at-Large (Elected), Technology and Innovation Management (TIM) Division, Academy of Management, 2023 – Present
- Associate Editor, Communications, Technology, and Organizing section, Academy of Management, 2023 – Present
- Associate Editor, AI & Society Track, International Conference on Information Systems, 2021
- 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

- Associate Editor, Advances in Research Methods Track, International Conference on Information Systems (ICIS), 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)

#### **Award Committees:**

- Member, Best Paper Award Committee, Communications, Information Technology, and Media Technology (CITAMS) section, American Sociological Association, 2023, 2026
- Member, ASQ Scholarly Contribution Award Committee, 2025
- Member, Responsible Research in Business and Management (RRBM) Dare to Care Dissertation Scholarship, 2025
- Member, Max Weber Book Award for Distinguished Scholarship, Organizations, Occupations, and Work (OOW) Section, American Sociological Association, Oct 2024 – Aug 2025
- Member, All-academy George Terry Book Award Committee, Academy of Management, 2024
- Member, Ronald Burt Best Student Paper Award Committee, Economic Sociology Section, American Sociological Association, 2024
- Member, James Coleman Outstanding Book Award Committee, Decision-Making, Social Networks, and Society Section, American Sociological Association, 2024
- Chair, Giarratani Rising Star Award Committee, Industry Studies Association, 2024 - 2025
- Member, Giarratani Rising Star Award Committee, Industry Studies Association, 2023 - 2024
- Member, Best Dissertation Award Committee, Technology and Innovation Management (TIM) division, Academy of Management, 2023
- Member, Hacker-Mullins Best Student Paper Award Committee, Science, Knowledge, and Technology (SKAT) section, American Sociological Association, 2023.
- Member, All-academy William Newman Best Dissertation Paper Awards Committee, AOM, 2021
- Member, Best Dissertation Award Committee, Industry Studies Association, Oct 2022 - Present
- Member, Best Student Paper Committee, CITAMS Division, ASA, 2018
- Member, Research Committee, OMT division, Academy of Management, August 2019 – Present
  - Research Committee Service Award for 5 years of service to OMT division, 2024
  - Member, Louis Pondy Best Paper from a Dissertation Award Subcommittee, 2024
  - Member, OMT Responsible Research Award Subcommittee, 2023
  - Member, Carolyn B. Dexter International Paper Award Subcommittee, 2022
  - Member, Best Symposium Award Subcommittee, 2021
  - Member, Best Paper on Environmental and Social Practices Award Subcommittee, 2020

#### **Session organizing, mentorship and other service:**

- Session Organizer and Chair, Generative AI and Future of Work, Invited Thematic Session, American Sociological Association, 2025
- Session Chair, Workforce Skills and Development, Industry Studies Association, MIT, 2025

- Invited Panelist and Mentor, Strategy Research Foundation (SRF) Dissertation Workshop Panel, 2025
- Session Chair, Conference on Artificial Intelligence, Machine Learning, and Business Analytics, Yale School of Management, 2024
- Session Chair, Economic Sociology Paper Session, American Sociological Association Annual Conference, 2023
- Mentor, OMT Doctoral Consortium, Academy of Management, 2024
- Faculty Mentor, Rising Scholars Conference, 2024
- Presider, Economic Sociology Section Paper Session, American Sociological Association, 2023
- Member, PDW Organizing Committee, Industry Studies Association, August 2021 - Present
- Member, Early Career Development Committee, Industry Studies Association, 2021 - Present
- Mentor, Economic Sociology Section, American Sociological Association, 2022
- Member, Diversity Committee, Organizations, Occupations, and Work (OOW) Section, American Sociological Association, Oct 2020 – Aug 2021
- Presider, Economic Sociology Section Roundtables, American Sociological Association, Aug 2021
- Interviewer of the OMT Distinguished Scholar Award Recipient (Professor Lynne Zucker), 2019; <http://omtweb.org/newsletters/f19/new-item>

### **Ad-hoc Reviewer**

American Journal of Sociology; American Sociological Review; Administrative Science Quarterly; Management Science; Organization Science; Academy of Management Journal; Academy of Management Discoveries; Socio-Economic Review; Sociology of Development; Research in the Sociology of Organizations; Journal of Professions and Organization; Information Systems Research; MIS Quarterly; Journal of Management; Journal of Management Studies; 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); Information and Organization; Strategic Organization; Industrial and Corporate Change; Columbia University Press; Social Sciences and Humanities Research Council (SSHRC) Canada; European Research Council; U.S. National Science Foundation; Swiss National Science Foundation

### **University/Department:**

#### **Stanford University**

- Member, Master's Program and Admissions Committee, 2024 - Present
- Member, Ph.D. Program and Admissions Committee, 2022 - 2024
- Organizer, Work, Technology, and Organization (WTO) Colloquium/Speaker Series, 2022 – 2024
- Co-facilitator & Participant, Networks and Organizations (“Nets & Orgs”) Workshop, 2023-Present
- Mentor, Research Experience for Undergraduates, 2023 - Present
- Participant, Economic Sociology Workshop, 2022-2024
- Co-organizer, Inaugural Conference on AI and Business, Stanford MS&E and GSB, 2023
- Co-organizer, Ph.D. Admit Day, 2023

- Panelist and Guest Speaker, MS&E SERGE (admission event for MS&E Masters students) and M.S. Admit Day, 2023, 2024, 2025
- Member, Working Group on AI at MS&E, 2022

### **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 and Recruitment Coordinator, Desautels Faculty of Management, McGill University, 2018-2020
- Committee Member, Center for Strategic Studies in Organizations, 2021 - 2022
- Committee Member, Dobson Center for Entrepreneurship, Desautels, 2020 – Present
- Research Advisor, McGill Startup Accelerator Program Redesign, Desautels, 2020 – 2022
- Participant, Qualitative Research Writing Group, McGill University, 2019 - 2022
- Participant, Montreal Organizational Writing Workshop (MOWW), 2019 – 2022

### **Student Advising and Mentorship**

#### **Current**

#### **Postdoctoral:**

1. Luca Vendraminelli (Advisor; Stanford MS&E/Human-centered AI; 2023 – Present)

#### **Doctoral:**

2. Noah Benjamin-Pollak (Advisor and Dissertation Chair, Stanford MS&E; 2022 – Present)
3. Devesh Narayanan (Advisor and Dissertation Chair, Stanford MS&E; 2023 – Present)
4. Pragnya Ramjee (Advisor, Stanford MS&E; 2025 – Present)
5. Rhea Bergman (Advisor, Stanford MS&E; 2025 – Present)
6. Emma Casey (Committee Member, Stanford Sociology; 2024 – Present)
7. Allie Kika Cemalovic (Committee Member, Stanford Civil Engineering & Sustainable Design 2024 – Current)

#### **Graduated**

8. Patrick Sheehan (Postdoc Advisor, Stanford MS&E – 2023 – 2025; Current position: Assistant Professor of Sociology, Boston University)
9. Farnaz Ghaedipour (Postdoc Advisor, Stanford MS&E, 2022 – 2024; Current position: Assistant Professor, Human Resources Management, York University)
10. Rebecca Hinds (PhD Co-advisor, Stanford MS&E; Graduation; 2022; Current position: Head of the Research Lab on Work Innovation, Asana)
11. Sanna Ali (Chair of Dissertation Defense/Oral Examination; Stanford University, Department of Communications; Graduation: 2023; Current position: Senior Program Manager, Sensitive Use and Emerging Technologies, Responsible AI, Microsoft)
12. Heitor Santos (University Chair, Dissertation Defense/Oral Examination, Stanford Graduate School of Education, 2025)

13. Britiny Cook (University Chair, Dissertation Defense/Oral Examination, Stanford Sociology, 2025)
14. Seyedeh Zahra Hejrati (Dissertation Committee Member, Stanford MS&E, 2025)
15. Lan Li (UNC-Chapel Hill, PhD Thesis Committee Member, 2025)
16. Kimberly Ruth (University Chair, Dissertation Defense/Oral Examination, Stanford CS, 2026)
17. Alan Zhang (PhD Committee Member, MIT Sloan School of Management; 2024; Current position: Assistant Professor, Management Department, Columbia Business School, Columbia University)
  - Recipient, Grigor McClelland Doctoral Dissertation Award, Society for the Advancement of Management Studies, EGOS 2025
  - Runner-up, Louis Pondy Best Dissertation Paper Award, Organizational and Management Theory (OMT) Division, Academy of Management, 2024
  - Runner-up, Best Dissertation Award, Industry Studies Association, 2025
18. Maria Antony Ranesh (PhD Thesis External Examiner, Faculty of Computer Science, Sathyabama Institute of Science and Technology, India; Graduation: 2024)
19. Sara Mahabadi (PhD Thesis Internal Member/Second Reader, OB Area, McGill; Graduation: 2023; Current position: Alberta School of Business, University of Alberta, Strategy, Entrepreneurship, and Management department)
20. Tommaso Ferretti (PhD Thesis Internal Member/Second Reader, S&O Area, McGill; Graduation: 2023; Current position: Assistant Professor, Telfer School of Business, University of Ottawa)
  - Finalist, Peter J. Buckley and Mark Casson AIB Best Dissertation Award, Academy of International Business, 2023
21. Karla Sayegh (PhD Thesis Examiner, S&O Area, McGill; Graduation: 2020; Current position: Assistant Professor, Organizational Theory & Information Systems, Judge Business School, Cambridge University)
  - Finalist, All-academy William H Newman Award for Best Dissertation, AOM, 2022
  - Recipient, Best Dissertation Award, Healthcare Management Division, AOM, 2022
  - Recipient, Best Paper Award, Healthcare Management Division, AOM, 2022
22. Amir Nosrat (PhD Thesis Examiner, S&O Area, McGill; Graduation: 2020; Current position: ESG Consultant, Millani Consulting, Montreal, Canada)

### **Qualifying Exam/2<sup>nd</sup> year Paper Committees:**

1. Allie Kika Cemalovic (Stanford Civil Engineering & Sustainable Design, 2023-2024)
2. Priyam Saraf (Stanford GSB, 2022 - 2023)
  - Recipient, Best International Paper Award, OMT Division, AOM, 2024
  - Finalist, Carolyn Dexter Award, AOM, 2024
3. Lan Li (UNC-Chapel Hill, 2023 - 2025)
4. Paolo V. Leone (Comprehensive Exam Committee Member, S&O Area, McGill)
5. Tommaso Ferretti (Comprehensive Exam Committee Member, S&O Area, McGill)

### **Masters:**

- Stanford: Alec Bank, Alahji Barry, Poorva Bhalerao, Shawn Charles, Kachachan Chotitamnavee, Aidan Cullen, Maria Damian, Justin Dea-Mattson, Joshua Karty, Armin Rezaiean-Asel, Jesse DeRose, Aaron Thompson, Nicole Yang; Lily Lyu, Eamon Aalipour, Sambhav Aggarwal, Erik Bradley
- McGill: Fredrik Jones (MBA, Practicum Supervisor), Lauren Pochereva (MBA Final Research Project), Ajay Singh (Integrative Management Research Fellowship)

## Undergraduate

- Stanford: Rita Shuster, Arjin Singh Claire, Dilan Desir, Hazel Le, Kuot Kiir, Annie Lee, Juan Irigoyen Castillo, Mohammed Zaman, Charlie Seymour; Prince Nwalozie; Elias Schmieder; Katherine Hui, Diya Bansal, Merve Ondogan, Jose Vasquez, Amama Oriho, Jordan McElroy, Adjun Claire, Michelle Buyan, Prince Nwalozie, Hannah Shu, Alan Williams, Dean Alamy, Zihan Ye
- McGill: 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 (OMT, TIM, CTO); American Sociological Association (OOW, Economic Sociology, Theory sections); Strategic Management Society; Labor and Employment Relations Association

## INDUSTRY EXPERIENCE

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### Pre-Sales Consultant and Solutions Architect

2007 – 2008

Photon Infotech Pvt. Ltd., India

### Software Engineer

2005 – 2006

Infosys Technologies Ltd., India

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## REFERENCES

### Wanda Orlikowski

Alfred P. Sloan Professor of Management  
Professor of Information Technologies &  
Organization Studies  
MIT Sloan School of Management  
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### Kate Kellogg

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MacArthur Fellow  
Stanford University  
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**Ezra Zuckerman**

Alvin J. Siteman (1948) Professor of  
Entrepreneurship  
and Strategy  
MIT Sloan School of Management  
Tel: 617-460-0091  
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MIT Sloan School of Management  
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