Prithwiraj (Raj) Choudhury

Morgan Hall 497
Boston, MA 02163
pchoudhury@hbs.edu

EDUCATION

2010   DBA Strategy, Harvard Business School, Boston, MA
Dissertation: Innovation in Emerging Markets
Committee: Tarun Khanna (Chair)
        Lee Fleming
        Guido Imbens
        Josh Lerner

1998   MBA Strategy and Finance, Indian Institute of Management, Calcutta

1995   Bachelor of Technology in Computer Science, Indian Institute of Technology, Kharagpur

ACADEMIC EXPERIENCE

Harvard Business School

2019 – Present   Lumry Family Associate Professor (Technology and Operations Management)
2013 – 2019   Assistant Professor (Technology and Operations Management)

(Extensions received to tenure clock in 2014-2015 and 2015-2016 due to personal reasons)

The Wharton School, University of Pennsylvania

2010 – 2013   Assistant Professor (Management Department)

TEACHING ASSIGNMENTS

Harvard Business School

2023 – Present   Building and Sustaining a Successful Enterprise, Strategy and innovation elective
2022 – Present   Field Immersion course, MBA required course
2021 – 2021   Managing Global Operations, MBA elective
2018 – 2019   Program for Leadership Development, Executive course
2015 – 2018   Building and Sustaining a Successful Enterprise, MBA elective
2013 – 2015   Technology and Operations Management, MBA required course

Wharton

2010-2013   Global Strategy (taught both MBA students and undergraduate students)

Harvard University

2007 – 2009   Teaching Fellow for econometrics (with Professors Guido Imbens and Donald Rubin)
2008 – 2009   Teaching Fellow for microeconomics (with Professor Jeffrey Miron)

INDUSTRY WORK EXPERIENCE

2003 – 2005   Regional Business Manager, Microsoft Corporation
- Managed a $30 million business unit for Microsoft in South East Asia, focused on the 50 largest enterprise customers (the Global Accounts)
- Responsibilities included managing licensing agreements, running proof-of-concepts, managing new product introductions, and managing the technology support team

1998 – 2003   Engagement Manager, McKinsey & Company
- Managed teams of 3 – 5 consultants
- Worked on strategy and operations consulting projects in the software, retail, aluminum, and media industries out of the Mumbai, Delhi, Detroit, and Moscow offices of McKinsey

1995 – 1998   Software Engineer, IBM Global Services

AWARDS AND HONORS

2024   Included in the *Times Inc. Charter-*30 List of Future of Work Thought Leaders.
2023   Included in *Forbes* 'Future of Work-50' list.
2021   Finalist, HBR-McKinsey Award for "Our Work-from-anywhere Future".
2021   Rising Star AI-ML at the 2021 Conference on Artificial Intelligence, Machine Learning, and Business Analytics.
2020   Winner of the Best Conference Paper Award, Global Strategy and Emerging Markets Conference (hosted by Cornell).
2020   Winner of the 2020 Distinguished Paper Award from the Strategic Management Division (STR) of the *Academy of Management*.
2019   Winner, Best Conference Paper Award, *Strategic Management Society* (SMS) Annual Conference, Minneapolis.
2019   Winner, Best Interdisciplinary Paper Award, Strategic Human Capital Track, *Strategic Management Society* (SMS) Annual Conference, Minneapolis.
2018   2018 Emerging Scholar Award awarded by the *Academy of Management* (IM Division), AOM Annual Conference, Chicago.
2017   Winner, Best Paper Award, Strategic Human Capital Track, *Strategic Management Society* Annual Conference held in Houston.
2011   Richard N. Farmer Award for Best Dissertation, *Academy of International Business*. Conference held in Nagoya Japan.
2010   Haynes Prize for the Most Promising International Business Scholar, *Academy of International Business*. Conference held in Rio de Janeiro, Brazil.

2010   Finalist for the Douglas Nigh Memorial Best Paper Award, *Academy of Management*, IM Division, Montreal Canada.
2010   Finalist for the IMD Skolkovo Best Paper on Emerging Markets Award, *Academy of Management*, IM Division, Montreal Canada.
2010   Wyss Award for Excellence in Doctoral Research, Harvard Business School.
2009   Best Doctoral Dissertation Proposal Award at the *Academy of Management* Doctoral Consortium (IM Division), Chicago.
2009   Best Doctoral Dissertation Proposal Award (AIB/Sheth award) at the *Academy of International Business* (AIB) Doctoral Consortium, San Diego.
2008   Runner up for 'Best Doctoral Dissertation Proposal Award' at the *Strategic Management Society* (SMS) Doctoral Consortium, Hyderabad.
2006   High Pass on the Harvard Business School Doctoral General Exam.
1998   Ranked within top 2% of MBA class at the Indian Institute of Management.
1991   Ranked within top 0.1% of applicants at IIT entrance examination.

PEER-REVIEWED PUBLICATIONS, WORKING PAPERS, AND OTHER PUBLICATIONS

Peer-reviewed Publications including Forthcoming and Conditionally Accepted Publications

1. Choudhury, Prithwiraj, Kirk Doran, Astrid Marinoni and Chungeun Yoon. "Loss of Peers and Individual Worker Performance: Evidence From H-1B Visa Denials." Forthcoming at *Organization Science*.
2. Teodorovicz, Thomaz, Prithwiraj Choudhury and Evan Starr. "Location-Specificity and Geographic Competition for Remote Workers." Forthcoming at *Organization Science*.
3. Chauvin, Jasmina, Prithwiraj Choudhury, Tommy Pan Fang. "Working Around the Clock: Temporal Distance, Intrafirm Communication, and Time Shifting of the Employee Workday." Forthcoming at *Organization Science*.
   a. Winner, Best Conference Paper Award, Global Strategy and Emerging Markets Conference (hosted by Cornell), 2020.
4. Choudhury, Prithwiraj, Tarun Khanna, Christos A. Makridis, and Kyle Schirmann. "Is Hybrid Work the Best of Both Worlds? Evidence from a Field Experiment." *The Review of Economics and Statistics* (forthcoming).
5. Choudhury, Prithwiraj, Ina Ganguli, and Patrick Gaulé. "Top Talent, Elite Colleges, and Migration: Evidence from the Indian Institutes of Technology." (pdf) Art. 103120. *Journal of Development Economics* 164 (September 2023).
6. Bahar, Dany, Prithwiraj Choudhury, Do Yoon Kim and Wesley Koo. "Innovation on Wings: When Do Nonstop Flights Matter for Global Innovation?" Forthcoming at *Management Science*.
7. Teodorescu, Mike, Prithwiraj Choudhury and Tarun Khanna. "Role of Context in Knowledge Flows: Host Country versus Headquarters as Sources of MNC Subsidiary Knowledge Inheritance." Forthcoming at *Global Strategy Journal*.
8. Choudhury, Prithwiraj, Tarun Khanna and Victoria Sevcenko. "Firm-Induced Migration Paths and Strategic Human-Capital Outcomes." *Management Science*, 2022.
9. "Geographic Mobility, Immobility, and Geographic Flexibility – A Review and Agenda for Research on the Changing Geography of Work." *Academy of Management Annals.*, 2022.
   a. Featured in *Academy of Management Insights* blog
10. Allen, Ryan and Prithwiraj Choudhury. "Algorithm-Augmented Work and Domain Experience: The Countervailing Forces of Ability and Aversion." *Organization Science* 33(1):149-169, 2021.

11. Choudhury, Prithwiraj, Cirrus Foroughi, and Barbara Larson. "Work from Anywhere: Productivity Effects of Geographic Flexibility." *Strategic Management Journal*, 2021.
    a. Lead article.
    b. Winner, 2020 Distinguished Paper Award from the Strategic Management Division (STR) of the *Academy of Management*.
    c. Cited in the 2022 Economic Report of the President of the United States published by the Council of Economic Advisors.
    d. Research mentioned in *New York Times, Washington Post, Freakonomics, CBS, BBC, CNBC, NBC, Inc, NPR, Bloomberg Businessweek, Bloomberg, Boston Globe, Aljazeera, Yahoo! Finance, Forbes, San Diego Union-Tribune, Built.in, Benefits Magazine, Wired, Axios, Nikkei Asian Review, Economic Times, Harvard Kennedy School Growth Policy blog, Chicago Booth Review,* among other outlets.
    e. Top cited article at *Strategic Management Journal*, 2021.
12. Choudhury, Prithwiraj, Ryan Allen, and Michael G. Endres. "Machine Learning for Pattern Discovery in Management Research." *Strategic Management Journal* 42, no. 1 (January 2021): 30–57.
    a. Among top cited articles in *Strategic Management Journal*, 2021-2023.
13. Bahar, Dany, Prithwiraj Choudhury, and Hillel Rapoport. "Migrant Inventors and the Technological Advantage of Nations." *Research Policy* 49, no. 9 (November 2020).
14. "Intra-firm Geographic Mobility: Value Creation Mechanisms and Future Research Directions." Special Issue on Employee Inter- and Intra-Firm Mobility. *Advances in Strategic Management* 41 (July 2020).
15. Choudhury, Prithwiraj, Evan Starr, and Rajshree Agarwal. "Machine Learning and Human Capital Complementarities: Experimental Evidence on Bias Mitigation." *Strategic Management Journal* 41, no. 8 (August 2020): 1381–1411.
    a. Winner, Best Conference Paper Award, *Strategic Management Society* (SMS) Annual Conference, Minneapolis, 2019.
    b. Winner, Best Interdisciplinary Paper Award, Strategic Human Capital Track, *Strategic Management Society* (SMS) Annual Conference, Minneapolis, 2019.
16. Choudhury, Prithwiraj, Tarun Khanna, and Christos A. Makridis. "Do managers matter? A natural experiment from 42 R&D labs in India." *The Journal of Law, Economics, and Organization* 36, no. 1 (2020): 47-83.
17. Choudhury, Prithwiraj, Dan Wang, Natalie A. Carlson, and Tarun Khanna. "Machine Learning Approaches to Facial and Text Analysis: Discovering CEO Oral Communication Styles." *Strategic Management Journal* (November 2019).
    a. Lead article.
18. Choudhury, Prithwiraj, and Do Yoon Kim. "The Ethnic Migrant Inventor Effect: Codification and Recombination of Knowledge Across Borders." *Strategic Management Journal* 40, no. 2 (February 2019): 203–229.
    a. Featured on *Strategic Management Society* Blog, 2018.
19. Choudhury, Prithwiraj and Martine Haas. (2018) "Scope versus Speed: Team Diversity, Leader Experience, and Patenting Outcomes for Firms." *Strategic Management Journal*. DOI: 10.1002/smj.2753.
20. "Innovation Outcomes in a Distributed Organization: Intra-Firm Mobility and Access to Resources." *Organization Science (2017).*
    a. Winner, Richard N. Farmer Award for Best Dissertation.
    b. Finalist for the Douglas Nigh Memorial Best Paper Award, *Academy of Management*.
    c. Awarded Haynes Prize by *Academy of International Business*.
    d. Research profiled by *Wall Street Journal*, 2017.

21. Chattopadhyay, Shinjinee and Prithwiraj Choudhury. (2017) "Sink or Swim: The Role of Workplace Context in Shaping Career Advancement and Human-Capital Development." *Organization Science*.
22. "Return Migration and Geography of Innovation in MNEs: A Natural Experiment of On-the-job Learning of Knowledge Production by Local Workers Reporting to Return Migrants." *Journal of Economic Geography*: lbv025 (2015).
23. Choudhury, Prithwiraj, and Tarun Khanna. (2014) "Toward Resource Independence – Why State-owned Entities Become Multinationals: An Empirical Study of India's Public R&D Laboratories." *Journal of International Business Studies*. 45.8: 943-960.
24. Choudhury, Prithwiraj and Tarun Khanna. (2014) "Charting Dynamic Trajectories: Multinational Firms in India." Special Issue on Business, Networks, and the State in India. *Business History Review* 88.1: 133–169.
25. Choudhury, Prithwiraj, James Geraghty, and Tarun Khanna. (2012) "A 'Core-periphery' Framework to Navigate Emerging Market Governments—Qualitative Evidence from a Biotechnology Multinational." *Global Strategy Journal* 2.1:71-87.
26. Siegel, Jordan and Prithwiraj Choudhury. (2012) "A Reexamination of Tunneling and Business Groups: New Data and New Methods." *Review of Financial Studies* 25.6: 1763-1798.

Invited Articles

27. Minervini, Marco, Kevin Crowston, Prithwiraj Choudhury, Linus Dahlander, Sumita Raghuram. "Gitlab: Work Where You Want, When You Want." *Journal of Organization Design*, 2020.

Book Chapters

28. Choudhury, Prithwiraj, and Tarun Khanna. "Physical, Social, and Informational Barriers to Domestic Migration in India." In *Institutions and Comparative Economic Development*, pp. 173-183. Palgrave Macmillan, London, 2012.

Papers Under Review

29. Bahar, Dany, Prithwiraj, Choudhury, James Sappenfield and Sara Signorelli. "Human Mobility and the Globalization of Knowledge Production: Causal Evidence from Multinational Enterprises." Harvard Business School Working Paper, No. 22-047, January 2022. (Revised December 2022).
30. Bahar, Dany, Prithwiraj Choudhury; Ernest Miguelez; Sara Signorelli. "Global Mobile Inventors."
31. Ayoubi, Charles, Prithwiraj Choudhury, Sujin Jang, and Victoria Sevcenko. "Office at Offsite: How Temporary Colocation Shapes Communication in Fully-remote Organizations." August 2023.
    a. Winner, Best Paper Award, EGOS Sub-theme 61 ('Problems or Solutions? Emerging Technology, Equity & Inclusion at Work'), EGOS Colloquium 2023, Cagliari (Italy).

Working Papers and Research in Progress

32. Choudhury, Prithwiraj, Miguel Andres Espinosa Farfan, Tarun Khanna, Christos Makridis, Kyle Schirmann. "Co-location or Location: What Determines Intraorganizational Communication." Manuscript under preparation.

33. Choudhury, Prithwiraj, Wesley W. Koo, and Miaomiao Zhang. "Temporal Distance and User Interactions on a Digital Platform." Manuscript under preparation.
34. Choudhury, Prithwiraj, Jacqueline Lane and Iavor Bojinov. "Virtual Watercoolers: A Field Experiment on Virtual Synchronous Interactions and Performance of Organizational Newcomers." Harvard Business School Working Paper, No. 21-125, May 2021.
    a. Research mentioned in *New York Times*, *Forbes*, *Harvard Business Review, Business Insider, Ipsos,* among other outlets.
35. Choudhury, Prithwiraj, Xi Kang and Bart Vanneste. "CEO Bot – Generative AI and CEO Communication." Manuscript under preparation.
36. Choudhury, Prithwiraj, Jasmina Chauvin and Megan Lawrence. "Where in the World is My (Virtual) Firm?" Manuscript under preparation.
37. Choudhury, Prithwiraj, Sunasir Dutta, and Ohchan Kwon. "Geographic Mobility and Punctuated Renewal of Social Attachment: How Distance from Hometown and Vacation Flexibility Affect Job Performance."
    a. Winner, Best Paper Award, Strategic Human Capital Track, Strategic Management Society (SMS) Annual Conference, Houston, 2017.
38. Choudhury, Prithwiraj and Thorsten Grohsjean. "All-Remote and Hybrid-Remote Organizations: Knowledge Codification And Stigmergy." Manuscript under preparation.
39. Bahar, Dany, Prithwiraj, Choudhury, and Britta Glennon. "Immigrant CEOs." Early stage project.
40. Choudhury, Prithwiraj, Wesley W. Koo, and Xina Li. "Working (From Home) During a Crisis: Online Social Contributions by Workers During the Coronavirus Shock." (pdf) Harvard Business School Working Paper, No. 20-096, March 2020. (Revised April 2020.)
41. Gibson, Hise O., Ryan W. Buell, and Prithwiraj Choudhury. "Multi-location Workers in Multinational Firms? Tradeoffs in Contextual Specialization of Employees and Organizational Outcomes." Harvard Business School Working Paper, No. 22-007, August 2021.
42. Bahar, Dany, Prithwiraj Choudhury, and Britta Glennon. "An Executive Order Worth $100 Billion: The Impact of an Immigration Ban's Announcement on Fortune 500 Firms' Valuation." Harvard Business School Working Paper, No. 21-055, October 2020.
43. Choudhury, Prithwiraj, Sunasir Dutta, Hise O. Gibson, and Eric Lin. "Going to Extremes: Crucibles, Multiple Sensitive Periods, and Career Progression." Harvard Business School Working Paper, No. 22-006, August 2021
44. Smith, Drew, Prithwiraj Choudhury, Gilad Chen and Rajshree Agarwal, "Weathering the COVID Storm: The Effect of Employee Engagement on Firm Performance During the COVID Pandemic."
45. Choudhury, Prithwiraj, Wesley W. Koo, Xina Li, Nishant Kishore, Satchit Balsari, and Tarun Khanna. "Food Security and Human Mobility During the COVID-19 Lockdown." Harvard Business School Working Paper, No. 20-113, May 2020.
46. Choudhury, Prithwiraj and Tarun Khanna. "Information Provision and Innovation: Natural Experiment of Herbal Patent Prior Art Adoption at the EPO and USPTO." Harvard Business School Working Paper, No. 14-079.

Best Papers Proceedings Published

47. Choudhury P, Foroughi C, Larson BZ. Work-from-anywhere: The productivity effects of geographic flexibility. In *Academy of Management Proceedings* 2020 (Vol. 2020, No. 1, p. 21199). Briarcliff Manor, NY 10510: Academy of Management.

48. Choudhury, Prithwiraj. "Knowledge Creation in Multinationals and Return Migration: Evidence from Micro Data." In *Academy of Management Proceedings*, vol. 2010, no. 1, pp. 1-6. Academy of Management, 2010.

PRACTIONER ARTICLES, BLOGS, OP-EDS AND REPORTS

Practitioner Articles

1. Weinzierl, Matthew, Prithwiraj Choudhury, Tarun Khanna, Alan MacCormack, and Brendan Rosseau. "Your Company Needs a Space Strategy. Now." *Harvard Business Review* (November–December 2022): 80–91

2. Choudhury, Prithwiraj, Evan Starr, and Thomaz Teodorovicz. "Work-From-Anywhere as a Public Policy: 3 Findings from the Tulsa Remote Program." *Brookings Series*: Reimagining Modern-day Markets and Regulations (September 15, 2022).

3. Choudhury, Prithwiraj. "How 'Digital Nomad' Visas Can Boost Local Economies." *Harvard Business Review* (website) (May 27, 2022).

4. Choudhury, Prithwiraj. "Our Work-from-Anywhere Future." *Harvard Business Review* 98, no. 6 (November–December 2020).
   - Cover story.
   - Finalist, HBR-McKinsey Award, 2020.
   - Reprinted in HBR Special Issue on 'How to Build your Digital Intelligence', Summer 2021.
   - Reprinted in HBR's 10 Must Reads 2022: The Definitive Management Ideas of the Year from Harvard Business Review.

5. Bahar, Dany, Prithwiraj Choudhury, and Britta Glennon. "Research: The Cost of a Single U.S. Immigration Restriction." *Harvard Business Review* (online) (January 22, 2021).

6. Choudhury, Prithwiraj. "Make the Most of Your Relocation." *Harvard Business Review* 98, no. 4 (July–August 2020): 104–113.

7. Choudhury, Prithwiraj, Barbara Larson and Cirrus Foroughi. (2019) "Is It Time to Let Employees Work from Anywhere?" *Harvard Business Review* (website).

Blogs, Op-Eds and Policy Reports

8. Bahar, Dany, Prithwiraj Choudhury, and Sara Signorelli. "Immigration Is the Key to Emerging Markets Becoming Innovation Hubs." Future Development (blog) (February 14, 2022).

9. Choudhury, Prithwiraj. "The Changing Geography of Work: Priorities for Policy Makers." OECD Forum Network (December 6, 2021).

10. Choudhury, Prithwiraj. "Pursuing the American Dream with 'WFA'." *The Hindu* (March 8, 2021).

11. Choudhury, Prithwiraj. "Use Remote Work to Revitalize the Cities That Need It Most." *New York Times*. December 2020.

12. Choudhury, Prithwiraj, and Tarun Khanna. "Prime Minister's Scientist Return to India (SRI) Program: Proposal." Report submitted to Government of India, September 2019.

CASES AND TEACHING MATERIALS

Choudhury, Prithwiraj. "Managing the Geography of Work." Harvard Business School Module Note 623-061, February 2023.

Choudhury, Prithwiraj (Raj). "Sercomm: Operating in China Amid COVID-19 and Beyond." Harvard Business School Teaching Note 623-036, February 2023.

Choudhury, Prithwiraj, and Jacqueline N. Lane. "Creating a Virtual Internship at Goldman Sachs." Harvard Business School Teaching Note 623-059, February 2023.

Choudhury, Prithwiraj. "TCS: From Physical Offices to Borderless Work Video Supplement." Harvard Business School Supplement 623-711, March 2023.

Choudhury, Prithwiraj. "GitLab and the Future of All-Remote Work Video Supplement." Harvard Business School Supplement 623-710, March 2023.

Choudhury, Prithwiraj, and Emma Salomon. "Tulsa Remote: Moving Talent to Middle America." Harvard Business School Case 621-048, September 2020.

Choudhury, Prithwiraj (Raj). "Tulsa Remote: Moving Talent to Middle America." Harvard Business School Teaching Note 623-038, October 2022. (Revised February 2023).

Choudhury, Prithwiraj, and Malini Sen. "TCS: From Physical Offices to Borderless Work." Harvard Business School Case 621-081, February 2021 [20].

Choudhury, Prithwiraj. "TCS: From Physical Offices to Borderless Work." Harvard Business School Teaching Note 623-037, October 2022. (Revised February 2023).

Choudhury, Prithwiraj, Ruth Costas, and Pedro Levindo. "The Future of Start-Up Chile." Harvard Business School Case 622-080, March 2022 [38].

Choudhury, Prithwiraj (Raj) and Do Yoon Kim. "The Future of Start-Up Chile." Harvard Business School Teaching Note 623-039, October 2022. (Revised February 2023).

Choudhury, Prithwiraj, and Emma Salomon. "GitLab and the Future of All-Remote Work (A)." Harvard Business School Case 620-066 April 2020 [19].

Choudhury, Prithwiraj, and Emma Salomon. "GitLab and the Future of All-Remote Work (B)." Harvard Business School Supplement 620-117, April 2020 [4].

Choudhury, Prithwiraj (Raj). "GitLab and the Future of All-Remote Work." Harvard Business School Teaching Note 623-001, October 2022. (Revised February 2023).

Choudhury, Prithwiraj, and Tarun Khanna. "BRAC: Working-from-Home in Emerging Markets." Harvard Business School Case 623-025, August 2022 [19].

Choudhury, Prithwiraj (Raj), and Annelena Lobb. "FIELD Immersion 2022: Tulsa, Oklahoma." Harvard Business School Background Note 622-093, July 2022 [8].

Choudhury, Prithwiraj, and Susie L. Ma. "Unilever: Remote Work in Manufacturing." Harvard Business School Case 622-030, March 2022 [14].

Choudhury, Prithwiraj, Rachna Chawla, Kairavi Dey, and Anjali Raina. "VidyaGyan: Bridging the Rural Urban Divide." Harvard Business School Case 622-077, January 2022 [19].

Choudhury, Prithwiraj, Francesca Gino, and Jeffrey Huizinga. "Doist: Building the Future of Asynchronous Work." Harvard Business School Case 621-096, February 2021. (Revised February 2021.) [19].

Choudhury, Prithwiraj, Jan Bena, David Rowat, and Emma Salomon. "eXp Realty and the Virbela Platform." Harvard Business School Case 621-068, December 2020. (Revised March 2021.) [20].

Choudhury, Prithwiraj, Iavor Bojinov, and Emma Salomon. "Creating a Virtual Internship at Goldman Sachs." Harvard Business School Case 621-035, November 2020 [16].
Choudhury, Prithwiraj, Gary P. Pisano, and Bonnie Yining Cao. "Sercomm: Operating in China Amid COVID-19 and Beyond." Harvard Business School Case 621-005, November 2020 [31].

Choudhury, Prithwiraj, William R. Kerr, and Susie L. Ma. "MobSquad." Harvard Business School Case 821-010, July 2020 [22].

Choudhury, Prithwiraj. "MobSquad." Harvard Business School Teaching Note 821-033, October 2020. (Revised February 2023.)

Choudhury, Prithwiraj, Tarun Khanna, and Shreya Ramachandran. "Super 30: Educating the Elite Poor." Harvard Business School Case 621-004, July 2020 [8].

Elkins Caroline, Prithwiraj Choudhury and Tarun Khanna. "Kenya Railways: China's Belt and Road in Africa," Harvard Business School Case 319-109 June 2019 (Revised October 2019) [19].

Choudhury, Prithwiraj. "McKinsey & Company – Early Career Choices (A)," Harvard Business School Case 618-034, March 2018 [6].

Choudhury, Prithwiraj. "McKinsey & Company – Early Career Choices (B)," Harvard Business School Case 618-038, March 2018 [3].

Choudhury, Prithwiraj and Aynur Nabiyeva. "McKinsey & Company: Early Career Choices." Harvard Business School Teaching Note 618-050, March 2018. (Revised February 2023.)

Choudhury, Prithwiraj, Karim Lakhani, Tarun Khanna and Rachna Tahilyani. "ISRO: Explore Space or Exploit CubeSats?," Harvard Business School Case 617-062, April 2017, (Revised July 2017) [18].

Choudhury, Prithwiraj. "ISRO: Explore Space or Exploit CubeSats?," Harvard Business School Teaching Note 618-049, March 2018 [10].

Choudhury, Prithwiraj, Tarun Khanna, and Sarah Mehta. "The Future of Patent Examination at the USPTO," Harvard Business School Case 617-027, April 2017 [26].

Choudhury, Prithwiraj. "The Future of Patent Examination at the USPTO." Harvard Business School Teaching Note 618-035, January 2018. (Revised February 2023.)

Choudhury, Prithwiraj, and Vincent M. Servello. "Integrating Avocent Corporation into Emerson Network Power," Harvard Business School Case 616-032, October 2015 [18].

Choudhury, Prithwiraj, and Vincent M. Servello. "Integrating Avocent Corporation into Emerson Network Power," Harvard Business School Teaching Note 616-033, October 2015 [10].

SELECTED ACADEMIC PRESENTATIONS AND CONFERENCE PARTICIPATION

Stanford Remote Work Conference (September 2023)
EGOS Conference (July 2023)
MIT IWER Seminar (April 2023)
Plenary, Winter Strategy Conference (March 2023)
Syracuse University Seminar (November 2022)
Troesh Research Conference (November 2022)
Stanford Remote Work conference (October 2022)
Seminar at UCLA Strategy (October 2022)
Seminar at Berkeley MORS (October 2022)
Strategic Management Society (September 2022)
NBER Summer Institute (July 2022)
Keynote at CESifo Conference in Venice (June 2022)
Panelist Future of Work, LBS Ghoshal (May 2022)
Stanford WTO Seminar (February 2022)
Insead Seminar (January 2022)
GW Seminar (November 2021)
INFORMS seminar (October 2021)
Wharton P&O conference plenary (October 2021)
Berkeley Haas, Keynote on WFA (Oct 2021)
Wharton Innovation Conference (April 2021)
UT Austin Seminar (March 2021)
Cornell EMI Conference (Nov 2020)
UCL Strategy and Entrepreneurship Seminar (Nov 2020)
GSSI Conference (October 2020)
Wharton Innovation Remote Conference (June 2020)
Bocconi Migration Conference Keynote (May 2020)
BYU-Utah Winter Strategy Conference (January 2020)
Temple University Seminar (November 2019)
Crete Innovation and Creativity Workshop (July 2019)
Stanford OB Department Seminar (March 2019)
University of Wisconsin Madison Seminar (March 2019)
Boston University Strategy & Innovation Seminar (Feb 2019)
Bocconi University Seminar (September 2018)
Strategy Science Conference (June 2018)
Rice University (May 2018)
Wharton Innovation Conference (April 2018)
Insead Inventor Mobility Conference (April 2018)
BYU Winter Strategy Conference (March 2018)

Stanford Social Science and Technology Seminar (November 2017)
World Bank Migration Conference (June 2017)
DRUID conference (June 2017)
NBER Productivity Seminar (September 2016)
NEUDC Conference (November 2016)
SMS Strategic Human Capital Extension (September 2016)
LBS Sumantra Ghoshal Conference (June 2016)
Wharton Technology Conference (April 2016)
USPTO, Washington D.C. (August 2015)
Smith Entrepreneurship Research Conference (May 2015)
NBER Productivity, Innovation, and Entrepreneurship Spring Meeting (March 2015)
KNOMAD/ DECPG Seminar at the World Bank, Washington D.C. (April 2014)
Academy of Management, Philadelphia (August 2014)
Migration Conference, Oxford (July 2014)
International Economic Association, Jordan (May 2014)
IIM, Bangalore (January 2014)
Strategy Research Institute (June 2013)
HBS Business History Seminar (June 2013)
George Washington University (November 2012)
Duke University (October 2012)
SMS Conference Prague (October 2012)
Academy of Management (August 2012)
Academy of International Business (July 2012)
Rice University (April 2012)
Wharton School Bowman Series (March 2012)
Washington University St. Louis (October 2011)
World Bank Seminar Series (September 2011)
AIB Conference Farmer Dissertation Award Presentation (June 2011)
Northeastern University (October 2010)
Global Strategy Journal Conference (July 2010)
NBER Summer Institute (June 2010)
Wharton Technology Conference (April 2010)
Carnegie Mellon University (February 2010)
London Business School (January 2010)

American Economic Association (AEA) (January 2010)   MIT Innovation and Entrepreneurship Seminar (April 2009)
Strategic Management Society Conference (October 2009)   Strategy and Business Environment Conference, UCLA (March 2009)
Academy of Management Conference, Chicago (August 2009)   Strategy Unit Brown Bag, Harvard Business School (February 2009)
NBER Entrepreneurship Research Boot Camp (July 2009)
CCC Doctoral Colloquium, Copenhagen (May 2009)   NBER Productivity Seminar (December 2008)

SELECTED LIST OF INVITED TALKS FOR PRACTITIONERS

- HBR Future of Business mini-masterclass, November 2023.
- Closing Keynote Speaker - The National Intergovernmental Audit Forum (NIAF), May 2022, May 2023.
- Seminar to CXOs in Istanbul Turkey, organized by HBR Turkey, May 2023.
- Keynote on Work-from-anywhere at Harvard University's Talent Development Program, April 2022.
- Keynote on Work-from-anywhere at Council on Foreign Relations, January 2022.
- Keynote on Work-from-anywhere at Slack Future Forum (attended by 30+ CXOs), December 2021.
- Testimonial on Work-from-anywhere to The All-Party Parliamentary Group on Artificial Intelligence, British Parliament. November 2021.
- Keynote on Work-from-anywhere, United Nations Migration Conference (attended by Ministers and Public Policy officials from Armenia, Ukraine, Norway, Croatia, Georgia, etc.). November 2021.
- Keynote on Work-from-anywhere, Economist Magazine conference titled 'Innovation@Work', October 2021.
- Panelist, 'The best of both worlds? Making hybrid work' organized by the Economist Magazine and Google Workspace, September 2021.
- Keynote on Work-from-anywhere, Brookings Institute, July 2021.
- Panelist, Future of Work Panel organized by LinkedIn, June 2021.
- Closing keynote address on 'Work-from-anywhere' at Annual Event of National Intergovernmental Audit Forum (NIAF), Office of the Comptroller General of the United States, May 2021.
- Keynote on 'Work-from-anywhere' at Future of Work @ 2021 Google People Operations Analytics Summit, April 2021.
- Freakonomics podcast on 'Work-from-anywhere', April 2021.
- Young Presidents Organization (YPO) session on 'Work-from-anywhere', April 2021.
- Harvard Business Review 'Cold call' session on 'Tulsa Remote', March 2021.
- Participant in Future of Work panel hosted by Jena McGregor, Washington Post, March 2021.
- Keynote address on 'Work-from-anywhere' at webinar hosted by Human Sciences Resource Council and Department of Science and Innovation, Government of South Africa, January 2021.
- "Ask HBR" session titled 'The Future of Work in our Work-from-Anywhere World', January 2021.
- Talk on 'Work-from-anywhere' at online conference titled 'Remote work: will it change our lives? A view on cities, companies and gender equality' organized by Rotary Club, Italy, January 2021.
- Web seminar on 'Work-from-anywhere' with Executives in Middle East organized by HBS MENA Research Center, January 2021.
- Presentation on 'Work-from-anywhere' to Harvard University Committee on 'Workplace of the Future', January 2021.
- Panelist at Fortune "Reimagine Work: New ways to lead" event moderated by CEO of Fortune. December 2020.

- Talk on 'Work-from-anywhere', Harvard Kennedy School's Center for Business and Government (M-RCBG) panel discussion for senior business executives from the *Kansai Keizai Doyukai* in Japan, November 2020.
- Talk on 'Work-from-anywhere', CNBC's Workforce Executive Council Summit, November 2020.
- Keynote speech on "Work-from-anywhere", International Conference for Banking Supervisors, October 2020.
- "Why Work-From-Anywhere Is Here to Stay," HBR IdeaCast, October 2020.
- LinkedIn Live talk on 'Work-from-anywhere', hosted by Axis Bank India, Oct 2020.
- Presentation on 'Work-from-anywhere', Future of Work conference hosted by Microsoft, July 2020.
- Podcast on "Work-from-anywhere", hosted by Matt Mullenweg (founder of WordPress), July 2020.
- Keynote presentation on "Work-from-anywhere", Ashoka University, India, June 2020.

ACADEMIC AND PROFESSIONAL SERVICE

Editorial Service

- Associate Editor (Business Strategy), *Management Science* (since May 2022).
- Co-Editor, Special Issue on 'Migration and Organizations', *Organization Science* (due 2024).

Academic Community Service

- Member, *Academy of Management* Taskforce on Methods, 2022-2023.
- Co-organizer and Participant, "Remote Work Conference" hosted at Stanford, 2022, 2023.
- Co-organizer and Participant, "Immigration and Organizations Conference" hosted at Wharton School, 2019, 2021, 2022, 2023 (held at Columbia).
- Member, Editorial Review Board at *Organization Science* (since March 2022).
- Discussant, CCC Conference for Doctoral Scholars, 2021.
- Member, Editorial Board, *Global Strategy Journal* (since June 2021).
- Member, Editorial Board, *Strategic Management Journal* (since June 2020).
- Co-organizer, all-academy PDW on 'Managing Remote Work' at Academy of Management Annual Conference, 2021.
- Co-organizer, "Migration, Organizations, and Management Conference" hosted by Wharton School, 2019.
- Co-organizer and Participant, "Immigration and Organizations Conference" hosted by Wharton School, 2018.
- Track Co-Chair, Global Innovation and the Multinational Enterprise, Academy of International Business Annual Meeting, 2016.
- Co-Organizer and Participant, Workshop on Innovation in a Global Economy, Harvard Business School, 2015-2017.

- Co-Organizer, International Paper Development Workshop, Harvard Business School and the *Journal of International Business Studies*, 2015.

- Organizer and Participant, International Seminar Series, Harvard Business School, 2014-2015.

- Organizer and Participant, All Academy Theme Session, Academy of Management Annual Meeting, 2014.

- Participant, AIB Panel on Diaspora, Academy of International Business Annual Meeting, 2012.

- Participant, AOM Panel on Diaspora, Academy of Management Annual Meeting, 2012.

- Ad-hoc reviewer for *Management Science*, *Strategic Management Journal*, *Organization Science*, *Journal of International Business Studies*, *Global Strategy Journal*, *Journal of Economics and Management Strategy*, *Strategy Science*, and California Management Review.

School Community Service

- Faculty participant, HBS Conduct Review Board, 2019-present.

- Faculty coordinator, HBS TOM Unit Seminar, 2019-present.

- Faculty coordinator, HBS TOM Unit Doctoral Hiring (Innovation track), 2021-present.

- Faculty coordinator, HBS TOM Unit Doctoral Qualifying Exam Grading, 2021-present.

SELECTED MEDIA MENTIONS

- Al Jazeera
  - Home vs office: What is the best hybrid work mix for workers? (10/21)
  - As new wave of COVID-19 cases hits, remote work becomes the norm (10/20)
- BBC
  - The executive hubris driving five-day in-office mandates (2/24)
  - The digital nomad visas luring workers overseas (7/22)
  - Is the 'Remote Work Window' about to Close? (5/22)
  - Are pay-by-the-minute booths the future of work? (4/21)
  - Why tech giants now reject full-time telecommuting (4/21)
- Bloomberg
  - Work From Anywhere Weeks Are a Vacation From Return-to-Office Push (05/23)
  - Here are the Five Benefits US Employees Want Most (12/22)
  - Will Remote Work Continue in 2023 (12/22)
  - Offices Are Better for Mingling Than for Focusing (10/22)
  - CEO's Blame Remote Workers for Slow Sales, Earnings Shortfalls (8/22)
  - One or Two Days in the Office Is the 'Sweet Spot' of Hybrid Work (4/22)
  - In 10 Years, 'Remote Work' Will Simply Be 'Work' (2/22)
  - The Economics of Remote Work (7/20)
  - Five Tips for Talking to Your Boss About Relocating (7/20)
  - Sunday Strategist: Your Company Should Let You Work From Anywhere (9/19)
- Chicago Booth Review

- o Are We Really More Productive Working from Home? (8/21)
- CNBC
  - o Digital nomads' can now live in Spain with their families — if they earn enough (2/23)
  - o Biggest risks in return to offices: Harvard remote work guru (4/21)
  - o The message Microsoft is sending to managers after a decline in team connectedness (3/21)
  - o The worst work model of the future? It's not all office, or fully remote (11/20)
  - o This popular new perk may convince employees to delay retirement, says new Harvard study (9/19)
- Economic Times
  - o Trump ban on visas cost the US economy $100 billion: Study (10/20)
- Economist Magazine
  - o How technology is redrawing the boundaries of the firm (1/23)
  - o India's diaspora is bigger and more influential than any in history (6/23)
- El Pais
  - o Los Nuevos Mandamientos del Trabajo (9/21)
  - o Tulsa Quiere a Los Trabajadores Remotos (9/21)
- Forbes
  - o The War Over Work From Home: The Data CEOs And Workers Need To Know (8/23)
  - o Building An Office for The Hybrid Work Era (1/23)
  - o Does hybrid work actually work? Insights from 30,000 emails (9/22)
  - o Most Billionaires Don't Think Employees Will Stay Fully Remote, Forbes Survey Shows (6/22)
  - o Harvard and Stanford Professors Prediction The Future Of Work (01/22)
  - o In New Poll, Executives Say Remote Work Hurts Culture As They Cut Office Space To Make Hybrid Work Permanent (10/21)
  - o Three Ways Employers Can Best Support Caregivers Returning To Work (07/21)
  - o How To Successfully Lead Teams Through Work-From-Home To Work-From-Anywhere (12/20)
  - o Economic Research Exposes Significant Flaws In DOL H-1B Visa Rule (10/20)
  - o Three Keys to Engaged, Productive Telework Teams (04/20)
  - o Preparing For The Post-Crisis World: Using AI and RPA To Foster Remote Work (03/20)
  - o Work From Home? How About Work From Anywhere? (12/19)
  - o What Microsoft Japan's Successful 4-Day Week Suggests About Work-Life Balance (11/19)
- Fortune
  - o Even experts can't agree on the ideal hybrid workweek combo, says Harvard future of work professor: 'We're building the plane while flying it' (11/23)
  - o Labor Day return-to-office mandates fell flat because workers (still) value flexibility over money, says Harvard future of work professor (11/23)
  - o There are 2 types of companies, Harvard remote work expert says: Embrace work from anywhere, or live in denial (12/22)
  - o Remote Workers May Soon Be Able to Live and Work Tax-Free in Bali, under a 5-Year 'Digital Nomad' Visa (6/22)
  - o You Only Need To Go to the Office One or Two Days a Week, Says New Harvard Business School Study (4/22)
- Freakonomics
  - o Will Work-from-Home Work Forever? (6/21)
- Global Times (Middle East)

- o Capitalizing on remote work, US cities draw in tech workers (7/21)
- Harvard Kennedy School
    - o Prithwiraj Choudhury on the Future of Remote Work (8/21)
- New York Times
    - o Risks to the Brain (5/22)
    - o Can Workers Climb the Career Ladder From Outside the Office? (3/22)
    - o Will Remote Workers Get Left Behind in the Hybrid Office? (8/21)
    - o Use Remote Work to Revitalize the Cities That Need it Most (12/20)
    - o What if Working From Home Goes on…..Forever? (6/20)
    - o What if You Don't Want to Go Back to the Office? (5/20)
- NPR All things considered
    - o Cities like Tulsa in Oklahoma are Paying People to Move There (3/22)
- Wall Street Journal
    - o Are You a 'Digital Nomad'? (8/22)
    - o What if the Optimal Workweek Is Two Days in the Office, Not Three? (4/22)
    - o What Is a Sick Day When You're Working from Home? (3/21)
    - o How Important Is a Headquarters? One CEO Considers Getting Rid of It (11/20)
    - o One Trick for Getting Bosses to Buy In to Your Idea (5/17)
- Washington Post
    - o Zoom made employees return to the office to feel your hybrid pain (10/23)
    - o Return to the office? These workers quit instead (9/23)
    - o How to promote culture in a remote workplace (9/22)
    - o Bosses Say Remote Work Kills Culture, These Companies Disagree (9/22)
    - o Bosses say remote work kills culture. These companies disagree (9/22)
    - o Return to the Office? Managers Shouldn't Overstate the Benefits (4/22)
    - o Ask Help Desk: What should I Do When My Job Gives Me Lousy Tech? (02/22)
    - o Ask Help Desk: How remote workers can separate work and home lives (10/21)
    - o Americans Are Booking Working 'Vacci-cations' before Office Life Resumes (5/21)
    - o Hot new job title in a pandemic: 'Head of remote work' (9/20)