

ALICIA DESANTOLA

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EDUCATION

Harvard University	Ph.D. in Organizational Behavior	Exp. 2019
	Dissertation Committee: Ranjay Gulati (Chair), Frank Dobbin, Laura Huang, and Rory McDonald	
Harvard University	A.M. in Sociology	May 2016
Stanford University	M.S. in Management Science & Engineering	June 2010
Stanford University	B.S. with Honors in Science, Technology, & Society B.A. in International Relations	June 2009

PUBLICATIONS AND ARTICLES IN PREPARATION

DeSantola, A. & Gulati, R. 2017. "Scaling: Organizing and Growth in Entrepreneurial Ventures." *Academy of Management Annals*. 11(2): 640-668.

DeSantola, A., Ramarajan, L., & Battilana, J. 2017. "New Venture Milestones and the First Female Board Member." *Academy of Management Best Paper Proceedings*.

- Latest version entitled "Role (Inter)Play: The Addition of Women to Entrepreneurial Boards." Preparing for submission to *Organization Science*.

DeSantola, A. & Gulati, R. "Becoming a Professional Firm: Role Delineation in Young Ventures." Revise & Resubmit at *Organization Science*.

Gulati, R. & **DeSantola, A.** 2016. "Start-Ups That Last: How to Scale Your Business." *Harvard Business Review*. 94(3):54-61.

- Reprinted in *Launch a Start-Up that Lasts*, HBR OnPoint Winter 2016 Edition.

DeSantola, A. "Ahead of the Curve? New Venture Scaling and the Influence of Early Joiners with Entrepreneurial Experience." Job Market Paper.

DeSantola, A., McDonald, R. & Allen, R. "Who Joins a Nascent Industry?" Data Analysis in Progress.

AWARDS, GRANTS AND HONORS

Kauffman Dissertation Fellow, \$20,000 dissertation grant (1 out of 16 Fellows), 2018

Certificate of Distinction in Teaching, Harvard University, 2017

Kauffman Foundation research grant in the amount of \$29,800 (with Rory McDonald), 2015

Sociology General Exam Special Mention in Culture, Harvard University, 2014

Doctoral Fellowship, Harvard University, 2013- 2019

Joshua Lederberg Graduate Fellowship, Stanford University, 2010

Walter G. Vincenti prize for excellence in Science, Technology, and Society research for undergraduate honors thesis, Stanford University, 2009

PUBLISHED TEACHING MATERIALS AND BLOGS

Gulati, Ranjay, & **DeSantola, A.** “Startups Can't Revolve Around Their Founders If They Want to Succeed.” *Harvard Business Review* (website) (March 4, 2016). < <https://hbr.org/2016/03/startups-cant-revolve-around-their-founders-if-they-want-to-succeed>>

Gulati, R., Tahilyani, R., & **DeSantola, A.** (2014). “Micromax: Scaling the Largest Indian Mobile Handset Company.” HBS Case 9-415-034.

TEACHING EXPERIENCE

2017 **Economics 970: Entrepreneurship (Harvard College)**
Instructor: Designed Course Syllabus & Served as Sole Instructor
Overall teaching rating: 5.0/5.0

2017 **Advanced Management Program (Harvard Business School)**
T.F. for Ranjay Gulati

2015 **USW36: Innovation and Entrepreneurship (Harvard College)**
T.F. for Mihir Desai & David Ager

2010 **STS 200: Senior Colloquium (Stanford University)**
T.A. for Robert McGinn, Rebecca Slayton, & Patrick Windham

2009 **STS 101: Science, Technology & Contemporary Society (Stanford University)**
T.A. for Robert McGinn

INVITED TALKS AND CONFERENCE PRESENTATIONS

Wharton People and Organizations Conference. “First (and Only)? The Role of New Venture Milestones in Adding the First Female Board Member.” Philadelphia, October 2017.

Academy of Management Annual Meeting. “New Venture Milestones and the First Female Board Member.” Atlanta, August 2017.

HEC Montreal. “New Directions in New Venture Development.” Montreal, April 2017.

Strategic Management Society. “The Young Venture Life-Cycle Revisited: Stage-Contingent Benefits of Technical, Commercial & Process Roles.” Berlin, October 2016.

Academy of Management Annual Meeting. “Endorsing or Eclipsing: Collaborator Status and the Consequences of Organizational Successes.” Anaheim, August 2016.

Academy of Management Annual Meeting. “The Young Venture Life-Cycle Revisited: Stage-Contingent Benefits of Technical, Commercial & Process Roles.” Anaheim, August 2016.

London Business School Transatlantic Doctoral Conference. “IPOs & Board Gender Composition of Young Entrepreneurial Firms.” London, May 2015.

Cyberposium. “Scaling Startups.” Boston, November 2014.

Stanford University STS Departmental Commencement. “Challenging Paradigms: The Value of an Interdisciplinary Education in a Multidisciplinary World.” Stanford, June 2009.

CONSORTIA PARTICIPATION

West Coast Research Symposium (WCRS), Track 2 Doctoral Participant, Seattle, 2018

STR Division Dissertation Consortium, AOM Annual Meeting, Chicago, 2018

Smith Entrepreneurship Research Conference Doctoral Consortium, College Park, MD, 2018

Kauffman Dissertation Fellows Workshop, AEA Annual Meeting, Philadelphia, 2018

TIM Division Doctoral Consortium, AOM Annual Meeting, Anaheim, 2016

West Coast Research Symposium (WCRS), Track 1 Doctoral Participant, Seattle, 2015

PROFESSIONAL ACTIVITIES AND SERVICE

2018- Ad-Hoc Reviewer, *Strategic Management Journal*

2017- Ad-Hoc Reviewer, *Organization Science*

2017- Ad-Hoc Reviewer, *Strategic Entrepreneurship Journal*

2015-2017 Non-resident Tutor (Careers Advisor), Lowell House, Harvard College

2015-2017 Co-organizer, Work, Organizations and Markets Workshop Series, HBS

2015- Ad-Hoc Reviewer, Academy of Management Annual Meetings

2014 Mentor, Summer Research Opportunities at Harvard (Diversity Pipeline Program for Undergraduates)

INDUSTRY EXPERIENCE

Associate Consultant (Promoted from Associate 06/12)
ZS ASSOCIATES

06/10-06/13
San Francisco Bay Area

Management consultant specialized in advising biotechnology and life-sciences executives on the strategic management of pipeline portfolio products.