



H A R V A R D | B U S I N E S S | S C H O O L

February 2020

Christopher T. Stanton

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EDUCATION

- 2011 Ph.D., Business Administration, Stanford University, Stanford, CA
Dissertation: Essays in Applied Economics
Committee: Edward Lazear (co-chair)
 Kathryn Shaw (co-chair)
 Liran Einav
 Claire Lim
- 2005 M.A., Political Science, Emory University, Atlanta, GA
 B.A., with highest honors, International Studies, Emory University, Atlanta, GA

HARVARD UNIVERSITY

Appointments

- 2019 - Marvin Bower Associate Professor of Business Administration
 Entrepreneurial Management Unit, Harvard Business School
- 2015 - 2019 Assistant Professor of Entrepreneurial Management
 Harvard Business School

Current Teaching Assignments

- 2019 - Managing Future of Work, HBS MBA Elective Curriculum
- 2015 - HBS Executive Education Programs: Endeavor Custom Program, Leading Agile Workforce Transformation, Launching New Ventures, Leading Growing Ventures, and Select Custom Programs.

OTHER EXPERIENCE

Appointments

- 2019- Fellow, CESifo
- 2015- Affiliate, CEPR
Industrial Organization Working Group
- 2014- Faculty Research Fellow, NBER
Labor Studies Program
- 2014 – 2015 Assistant Professor of Managerial Economics and Strategy
London School of Economics
- 2011 – 2014 Assistant Professor of Finance
University of Utah, Eccles School of Business
- 2005 – 2006 Research Analyst, The Brattle Group, San Francisco, CA

Previous Teaching Assignments

- 2015 - 2019 The Entrepreneurial Manager, HBS MBA Required Curriculum
- Various Years Financial Economics (PhD), Econometrics I (PhD), Econometrics II (PhD),
Microeconomics for Managers (MsC).

AWARDS AND HONORS

The Sumantra Ghoshal Research and Practice Award, Strategic Management Division of the Academy of Management (2019)

American Economic Review, Excellence in Refereeing Award (2018)

Keynote Lecture at CESifo Venice Summer Institute (2019)

Invited Keynote Lecture for Colloquium on Personnel Economics (2018, declined due to teaching conflict)

Kauffman Foundation Doctoral Dissertation Award (2011)

Elliot Levitas Award for Top Departmental Graduate, Emory University (2005)

PUBLICATIONS

Journal Articles and Edited Volumes

Bartik, Alexander, Marianne Bertrand, Zoe Cullen, Ed Glaeser, Mike Luca, and Christopher Stanton (2020). "The Impact of COVID-19 on Small Business Outcomes and Expectations." Forthcoming, *Proceedings of the National Academy of Sciences*.

Sandvik, Jason, Richard Saouma, Nathan Seegert, and Christopher Stanton. (2020). "Workplace Knowledge Flows." *Quarterly Journal of Economics*, 135, 1635-1680.

Lazear, Edward, Kathryn Shaw, and Christopher Stanton (2018). "Who Gets Hired? The Importance of Competition Among Applicants." *Journal of Labor Economics*, 36, S133-S181.

Horton, John William R. Kerr, and Christopher Stanton (2018). "Digital Labor Markets and Global Talent Flows." Chap. 3 in *High-Skilled Migration to the United States and its Economic Consequences*, edited by Gordon H. Hanson, William R. Kerr, and Sarah Turner. Chicago, IL: University of Chicago Press, forthcoming.

Chaudoin, Stephen, Zachary Peskowitz, and Christopher Stanton (2017). "Beyond Zeroes and Ones: The Severity and Evolution of Civil Conflict." *Journal of Conflict Resolution*, 61, 56-83.

Stanton, Christopher and Catherine Thomas (2016). "Landing the First Job: The Value of Intermediaries in Online Hiring." *Review of Economic Studies*, 83, 810-854.

Lazear, Edward, Kathryn Shaw, and Christopher Stanton (2016). "Making Do with Less: Working Harder During Recessions." *Journal of Labor Economics*, 34, S333-S360.

Lazear, Edward, Kathryn Shaw, and Christopher Stanton (2015). "The Value of Bosses." *Journal of Labor Economics*, 33, 823-861.

Stanton, Christopher (2015). “Comment On ‘Digitization and the Contract Labor Market: A Research Agenda,’” in *Economic Analysis of the Digital Economy*, edited by Avi Goldfarb, Shane M. Greenstein, and Catherine E. Tucker. Chicago, IL: University of Chicago Press.

Ghani, Ejaz, William R. Kerr, and Christopher Stanton (2014). “Diasporas and Outsourcing: Evidence from oDesk and India,” *Management Science*, 60, 1677-1697.

Working Papers

Bartik, Alexander, Zoe Cullen, Edward Glaeser, Michael Luca, and Christopher Stanton (2020). “What Jobs are Being Done at Home During the COVID-19 Crisis? Evidence from Firm-Level Surveys.”

Balla-Elliott, Dylan, Zoe Cullen, Edward Glaeser, Michael Luca, and Christopher Stanton (2020). “Business Reopening Decisions and Demand Forecasts During the COVID-19 Pandemic.”

Sandvik, Jason, Richard Saouma, Nathan Seegert, and Christopher Stanton. (2018). “Employee Responses to Compensation Reductions: Evidence from a Sales Firm.” Revise-and-Resubmit, *Management Science*.

Stanton, Christopher and Catherine Thomas. (2019). “Missing Trade in Tasks: Employer Outsourcing in the Gig Economy.”

Dillon, Eleanor and Christopher Stanton. (2017). “Self-Employment Dynamics and the Returns to Entrepreneurship.”

Ewens, Michael, Ramana Nanda, and Christopher Stanton (2019). “The Evolution of CEO Compensation in Venture Capital Backed Startups.”

Practitioner Focused Writing

Bartik, Alexander, Marianne Bertrand, Zoe Cullen, Ed Glaeser, Mike Luca, and Christopher Stanton. “A Way Forward for Small Businesses,” *Harvard Business Review, Digital*, April 2020.

Work in Progress

Sandvik, Jason, Richard Saouma, Nathan Seegert, and Christopher Stanton. “Mentoring in the Workplace.”

Christopher Stanton. “Remote Work Across Geographies and Occupations.”

Harry Elworthy, Elizabeth Mishkin, and Christopher Stanton. “The Gig Economy and Labor Market Fluidity.”

Christopher Stanton and Catherine Thomas. “The Surplus from Online Gig Economy Platforms: Implications for Growth and Regulation.”

Cases and Teaching Materials

Stanton, Christopher, William R. Kerr, James Palano, and Kendall Smith. “Catalant’s Operating System for the Future of Work.” Harvard Business School Case N9-820-093, February 2020.

Stanton, Christopher, Karim Lakhani, Jennifer Hoffman, Jin Paik, and Nina Cohodes. “Freelancer, Ltd.” Harvard Business School Case N2-820-075, January 2020.

Stanton, Christopher, Jennifer Hoffman, and Sean Hennessy. “Freelancer, Ltd.” Case Supplement. Harvard Business School Courseware 9-820-710, February 2020.

Krieger, Joshua, Christopher Stanton, and James Barnett. “Forecasting Climacell.” Harvard Business School Case 820-044, December 2019.

Stanton, Christopher, Richard Souma, and Olivia Hull. “Clear Link Technologies, LLC: Driving Sales with Peer Learning” Harvard Business School Case 819-072, February 2019.

Stanton, Christopher and Shikhar Ghosh. “Collage.com: Scaling a Distributed Organization.” Harvard Business School Case 817-038, September 2016. (Revised September 2017.)

Ghosh, Shikhar, Christopher Stanton, Allison Ciehanover, and Jeff Huizinga. “Dinesh Moorjani and Hatch Labs.” Harvard Business School Case 818-026, March 2018.

Ghosh, Shikhar, Christopher Stanton, and Sanchali Pal “Valuing Employee Equity at Early Stage Ventures,” Harvard Business School Technical Note 819-167, June 2019.

Nicholas, Tom, Christopher Stanton, and Matthew Preble. “Edwin Land: The Art and Science of Innovation.” Harvard Business School Case 817-107, March 2017.

Nicholas, Tom, Christopher Stanton, and Matthew Preble. “The Flint, Michigan Sit-Down Strike.” Harvard Business School Case 817-005, February 2017.

“The Entrepreneurial Manager Module 3: Operating the Business Model.” Harvard Business School Module Note 817-131, April 2017.

Online Discussions of Research

HBS Working Knowledge: <http://hbswk.hbs.edu/Pages/browse.aspx?HBSFaculty=cstanton>

CentrePiece: <http://cep.lse.ac.uk/pubs/download/cp468.pdf>

NBER Digest: <http://www.nber.org/digest/dec12/w18317.html>

NBER Digest: <http://www.nber.org/digest/dec13/w19328.html>

The Atlantic: <https://www.theatlantic.com/business/archive/2012/08/study-your-boss-really-is-more-productive-than-you-sorry/261334/>

The Economist: <https://www.economist.com/blogs/freeexchange/2013/12/effort-work>

Slate: http://www.slate.com/articles/business/small_business/2012/10/the_value_of_a_good_boss_stanford_researchers_show_the_economic_value_of.html

VoxEU: <https://voxeu.org/article/stickiness-digital-labour-platforms-and-ethnic-networks>

OTHER PROFESSIONAL SERVICE AND EXPERIENCE

Academic Presentations

“The Evolution of CEO Compensation in Venture Capital Backed Startups”

CEPR Entrepreneurship Conference (2019)

NBER Summer Institute, Entrepreneurship (2019)

Munich Innovation Seminar (2019)

“Workplace Knowledge Flows.”

Kellogg Strategy Seminar (2019)
NBER Summer Institute, Labor/Personnel (2019)
Ohlstadt Workshop (2019)
Barcelona GSE Org Econ Workshop (2019)
NBER Organizational Economics (2019)
NYU Stern, Strategy and Economics (2018)
Minnesota, Carlson School (2018)
McGill, Economics Department (2018)
Behavioral Personnel Economics Workshop, Universidad de los Andes (2018)

“Employee Responses to Compensation Reductions: Evidence from a Sales Firm”

University of California, Santa Barbara (2017)
Labor and Finance Group, Arizona State (2017)
Harvard Business School (2017)
SIOE, Montreal (2018)

“Digital Labor Markets and Global Talent Flows”

Texas A&M (2019)

“Self-Employment Dynamics and the Returns to Entrepreneurship”

CEPR Entrepreneurship Conference, Copenhagen (2017)
Labor and Finance Group, UT Austin (2016)
NBER Summer Institute Labor and Personnel Economics (2016)
Wharton, Management Group Seminar (2015)

“Missing Trade in Tasks: Employer Outsourcing in the Gig Economy “ and “Experience Markets: An Application to Outsourcing and Hiring” and “Information Frictions and Observable Experience: The New Employer Price Premium in an Online Market”

Columbia Business School, IO/Org Econ Seminar (2017)
Queens University, Organizational Economics Conference (2017)
Chicago Booth, Microeconomics Seminar (2017)

Stanford, Labor Economics Seminar (2016)
MIT Sloan, Organizational Economics Lunch (2016)
Harvard, Labor Economics Seminar (2015)
Harvard Business School, EM Unit Seminar (2015)
Yale School of Management, Economics Seminar (2015)
University College London, Economics Seminar (2015)
NBER, Summer Institute (2014)

“Who Gets Hired: The Importance of Competition Among Applicants”
NBER conference on Firms and Inequality (2015)

“Making Do with Less: Working Harder During Recessions”
Arizona State, Economics Seminar (2014)
London School of Economics, Capabilities Seminar (2013)
INSEAD, Economics Seminar (2013)
NBER, Labor Markets in the Great Recession Conference (2013)
AEA Meetings (2013)

“The Value of Bosses”
London School of Economics, Capabilities Seminar (2014)
AEA Meetings (2013)
NBER, Organizational Economics (2012)
USC Marshall, Economics Seminar (2012)

“Landing the First Job: The Value of Intermediaries in Online Hiring”
Columbia Business School (2011)
Kellogg, Managerial Economics and Strategy (2011)
Utah, Finance (2011)
NBER Summer Institute, Labor and Personnel Economics (2010)

Other Presentations and Discussions

HBS Managing Future of Work Podcast: <https://www.hbs.edu/managing-the-future-of-work/podcast/Pages/default.aspx>

Discussion of “Minimum Wage and Individual Worker Productivity: Evidence from a Large US Retailer,” NBER Organizational Economics (2018).

“Patent Examination Time and Incentives: Some Insights from Economic Research,” United States Patent and Trademark Office (2017)

Discussion of “Cyclical Reallocation of Workers Across Employers by Firm Size and Firm Wage,” AEA Meetings (2017).

Discussion of “Firm Heterogeneity in Skill Demands,” AEA Meetings (2017).

Discussion of “The More You Know: Information Effects in Job Application Rates by Gender in a Large Field Experiment,” AEA Meetings (2016).

Discussion of “The Value of Employer Reputation in the Absence of Contract Enforcement: A Randomized Experiment,” AEA Meetings (2015).

Discussion of “Do Star Performers Produce More Stars? Peer Effects and Learning in Elite Teams,” NBER Organizational Economics (2015).

Discussion of “Discretion in Hiring,” AEA Meetings (2014).

Discussion of “Digitization and the Contract Labor Market: A Research Agenda,” NBER Economics of Digitization (2013).

Grants

Time Warner Cable Research Program Grant (\$20,000, shared with Katrina Kosec and Sara Champion).

Kauffman Foundation Dissertation Grant (\$20,000).

MBA Advising

Oversaw 6 student IPs in 2016-2017, 10 student IPs in 2017-2018, and 8 student IPs in Fall 2018.

Doctoral Advising

Barbara Chambers (Committee member), Joseph Halford (Committee member), Mingming Qiu (Committee member), Jason Sandvik (Committee member), James Sappenfield (Committee member).

Service

HBS Advisory Group on Research Computing, HBS EM unit seminar organizer, HBS EM faculty recruiting at AEA meetings; LSE MiM Steering Committee; Co-organizer of the Utah Winter Business Economics Conference; Co-organizer and co-founder of Labor and Finance Group; Co-chair of Business Economics Hiring (2012-2013).

Refereeing

American Economic Review, AEJ: Applied, AEJ: Micro, Big Data, Econometrica, Economic Inquiry, European Economic Review, Industrial and Labor Relations Review, Information Economics and Policy, Information Systems Research, IZA Journal of Labor Economics, Journal of Business Venturing, Journal of the European Economic Association, Journal of Finance, Journal of Human Resources, Journal of Labor Economics, Journal of Law and Economics, Journal of Law Economics and Organization, Journal of Political Economy, Management Science, Mitsui Finance Conference Program Committee, Quarterly Journal of Economics, Review of Economics and Statistics, Review of Economic Studies, SIOE Program Committee, Small Business Economics, Utah Winter Finance Conference.