

Rembrand Koning

CONTACT INFORMATION	Harvard Business School Morgan Hall 233 Boston, MA 02163	rem@hbs.edu (617) 495-6171 www.remkoning.com
RESEARCH INTERESTS	Strategy; Diversity; Entrepreneurship and Innovation; Field Experiments; Relationships and Advice; Inequality and Stratification; International Markets	
EMPLOYMENT	Harvard Business School , Cambridge, MA Assistant Professor, Strategy Unit, July 2016 - Present	
EDUCATION	Stanford Graduate School of Business , Stanford, CA Ph.D. Business, June 2016 University of Chicago , Chicago, IL B.A. Statistics and B.S. Mathematics, June 2007	
PUBLICATIONS	Rembrand Koning, Sampsa Samila, and John-Paul Ferguson. “Inventor Gender and the Direction of Invention” <i>American Economic Association Papers & Proceedings</i> . 2020. Sharique Hasan and Rembrand Koning. “Designing social networks: Joint tasks and the formation and endurance of network ties” <i>Journal of Organizational Design</i> . 2020. Sharique Hasan and Rembrand Koning. “Conversations and idea generation: Evidence from a field experiment” <i>Research Policy</i> . 2019. Coverage: <i>HBS Working Knowledge</i> Sharique Hasan and Rembrand Koning. “Prior ties and the limits of peer effects on startup team performance” <i>Strategic Management Journal</i> . 2019. Aaron Chatterji, Solene Delecourt, Sharique Hasan, and Rembrand Koning. “When does advice impact startup performance?” <i>Strategic Management Journal</i> . 2019. Coverage: <i>Marginal Revolution</i> , <i>Wall Street Journal, Inc.</i> , <i>SHRM</i> John-Paul Ferguson and Rembrand Koning. “Firm turnover and the return of racial establishment segregation” <i>American Sociological Review</i> . 2018. Coverage: <i>Vox Video</i> , <i>Vox Article</i> , <i>Work In Progress Blog</i> <i>Time Money</i> , <i>Forbes</i> , <i>New York Times</i> , <i>Financial Times</i> Sharique Hasan, John-Paul Ferguson, and Rembrand Koning. “The lives and deaths of jobs: Technical interdependence and survival in a job structure” <i>Organization Science</i> . 2015.	
WORKING PAPERS	Rembrand Koning, Sampsa Samila, and John-Paul Ferguson. “Female inventors and inventions” (<i>R&R</i>) Rembrand Koning, Sharique Hasan, and Aaron Chatterji. “Experimentation and startup performance: Evidence from A/B testing” (<i>R&R</i>)	

Stefan Dimitriadis and Rembrand Koning. “Social skills improve business performance: Evidence from a randomized control trial with entrepreneurs in Togo” (*Under Review*)

Ines Black, Sharique Hasan, and Rembrand Koning. “Hunting for Talent: Firm-Driven Labor Market Search in America”

John-Paul Ferguson and Rembrand Koning. “Industrial Change, the Boundary of the Firm, and Racial Employment Segregation”

Rembrand Koning and John-Paul Ferguson. “Does public ownership and accountability increase diversity? Evidence from IPOs”

Coverage: *Columbia Law School Blue Sky Blog*

PAPERS: WRITING
& DATA ANALYSIS

Ruiqing Cao, Rembrand Koning, and Ramana Nanda. “Experimentation bias and the new product gender gap”

Nataliya Landburg Wright, Rembrand Koning and Tarun Khanna “Biased against acceleration? Home-bias and international scaling by new ventures.”

Victor Bennett, John-Paul Ferguson, and Rembrand Koning “Automating segregation”

Josh Feng and Rembrand Koning. “Discovering lost inventions: Evidence from a randomized control trial”

Rembrand Koning “Product-market bias”

Arlen Galeano, Rembrand Koning, Christian Suarez, and Jorge Tomayo. “Gender diversity, biased training, and firm performance: Evidence from the random assignment of Columbian doctors”

DORMANT
WORKING PAPERS

Rembrand Koning. “Do network dynamics undermine idea-based network advantages? Experimental results from an entrepreneurship bootcamp” *Working Paper*. 2016.

Rembrand Koning and Jacob Model. “Experimental study of crowdfunding cascades: When nothing is better than something” *SSRN Working Paper 2308161*. 2014.

CASES

Koning, Rembrand, Elie Ofek, and Nicole Keller. “Thinx, Inc. - Breaking Barriers in Feminine Care” *Harvard Business School*. 2020.

Koning, Rembrand, Andy Wu, Nataliya Wright, and Tarun Khanna. “MassChallenge” *Harvard Business School*. 2020.

Rembrand Koning, Andy Wu, Rembrand Koning and Huaiyi Cici Sun “Walmart Inc. takes on Amazon.com” *Harvard Business School*. 2020.

David Collis, Andy Wu, Rembrand Koning and Huaiyi Cici Sun “Walmart Inc. takes on Amazon.com” *Harvard Business School*. 2018.

Bo Cowgill and Rembrand Koning “Matching Googlers.” *Harvard Business School*. 2018. Coverage: *ReWork Blog*, *Market Design by Al Roth*

TALKS, PANELS AND
CONFERENCES
(COMPLETED AND
SCHEDULE)

Rice Univeristy Jones School of Business ~~Houston, TX~~ Remote, October 2020

Strategic Management Society, Panel on field experiments in strategy ~~London, UK~~ Remote, October

2020 [Co-organizer]

Academy of Management: Field experiments in strategy and entrepreneurship professional development workshop, ~~Vancouver, Canada~~ Remote, August 2020 [Co-organizer]

NBER Summer Institute (Digitization), ~~Cambridge, MA~~ Remote, July 2020

Society for Institutional & Organizational Economics, ~~Boston, MA~~ Remote, June 2020

American Economic Association, San Diego, CA, January 2020

Bocconi Assembly for Innovation and Cooperation (BAIC), Milan, Italy, December 2019

Roundtable for Engineering Entrepreneurship Research (REER), Atlanta, GA, November 2019 [Discussant]

MIT Sloan School of Business (TIES), Cambridge, MA, October 2019

Economic Sociology Conference, Atlanta, GA, October 2019

Academy of Management: Field experiments in strategy and entrepreneurship professional development workshop, Boston, MA, August 2019 [Co-organizer]

Society for Institutional & Organizational Economics, Stockholm, Sweden, June 2019

Innovation Growth Lab Conference, Berlin, Germany, May 2019 [Co-organizer]

Academy of Management: From Startup to Scale Up Conference, Tel Aviv, Israel, December 2018

Swiss Chamber of Conference Annual Dinner, Cambridge, MA, November 2018

MIT Conference on Digital Experimentation, Cambridge, MA October 2018

Academy of Management: Panel on Strategy and Diversity, Chicago, IL, August 2018

NYU Economics of Strategy Conference, New York, NY, August 2018

European Group for Organizational Studies, Tallinn, Estonia, July, 2018

Innovation Growth Lab Meeting at HBS, Cambridge, MA, June 2018

Academy of Management: Lean Startup Symposium Symposium, Atlanta, GA, August 2017

University of Maryland Smith Entrepreneurship Research Conference, College Park, MD, April 2017

MIT Sloan School of Business (Economic Sociology), Cambridge, MA, April 2017

GeorgiaTech Scheller School of Business (Strategy), Atlanta, GA, April 2017

Innovation Growth Lab Meeting at HBS, Cambridge, MA, December 2016 [Co-organizer]

Questrom Strategy and Innovation Group, Boston University, Boston, MA, November 2016

Innovation Growth Lab Research Meeting, London, UK, May 2016

Kauffman Emerging Scholars Conference, Kansas City, MO, April 2016

Wharton School of Business (Entrepreneurship), Philadelphia, PA, January 2016

INSEAD (Entrepreneurship), Singapore, January 2016

University of California Haas School of Business (MORS), Berkeley, CA, December 2015

Harvard Business School (EM), Cambridge, MA, December 2015

Harvard Business School (Strategy), Cambridge, MA, December 2015

Duke Fuqua School of Business (Strategy), Durham, NC, December 2015

University of Michigan Ross School of Business (Strategy), Ann Arbor, MI, December 2015

University of Chicago Booth School of Business (M&O), Chicago, IL, December 2015

Northwestern Kellogg School of Management (MORS), Evanston, IL, November 2015

Academy of Management: Knowledge Transfer Symposium, Vancouver, August 2015

Academy of Management: TIM Doctoral Consortia, Vancouver, August 2015

Google for Work Learning Seminar, Mountain View, CA March 2015

Raising the Bar Public Lecture Series, San Francisco, CA February 2015

Airbnb Data Science Learning Lunch, San Francisco, CA January 2015

Stanford-Berkeley Doctoral OB Conference, Berkeley, CA January 2015

Stanford Institute for Innovation in Developing Economies Board Meeting, Stanford, October 2014

Guest Lecture on Networks & Innovation, Levy School of Business, Santa Clara, October 2014

Conference on Digital Experimentation, MIT, October 2014

Academy of Management: Entrepreneurship Division, Philadelphia, August 2014

American Sociological Association: Economic Sociology Section, San Francisco, August 2014

New Computational Sociology Conference, Stanford, August 2014

Fung Institute Crowdfunding Seminar, Berkeley, CA, November 2013

American Sociological Association: Social Networks Section, NYC, August 2013

International Network for Analytical Sociology, Stockholm, June 2013

Computational and Online Social Science Conference, Columbia University, October 2012

FELLOWSHIPS AND
HONORS

Dissertation Fellow, Ewing Marion Kauffman Foundation, 2015-6
University Scholar, University of Chicago, 2004-7

- RESEARCH GRANTS *Kauffman Foundation*, Kansas City, MO
Grant (\$375,000) for “Developing real-time measures of firm strategy and ecosystem growth by merging digital data on the software tools, employee skills, and growth trajectories of US firms”
January 2018
- Stanford Center for Innovation in Developing Economies (SEED)*, Stanford GSB, CA
Grant (\$27,500) for “Learning and Growing Human Capital Intensive Enterprises in Developing Countries” with Sharique Hasan and Aaron Chatterji, April 2015
- IRISS Center for Computational Social Science*, Stanford GSB, CA
Grant (\$7,500) for computational component of Innovate Delhi, September 2013
- Stanford Center for Innovation in Developing Economies (SEED)*, Stanford GSB, CA
Grant (\$35,000) for Innovate Delhi Entrepreneurship Academy with Sharique Hasan and Ponnurangam Kumaraguru, August 2013
- Stanford Center for Social Innovation*, Stanford GSB, CA
Grant (\$5,000) with Jacob Model, January 2012
- Center for Philanthropy and Civil Society*, Stanford, CA
Grant (\$2,500) with Jacob Model, January 2012
- REFEREE *Management Science, Strategy Science, Organization Science, Strategic Management Journal, American Sociological Review, Organizational Behavior and Human Decision Processes, Industrial and Corporate Change, Research Policy*
- TEACHING *Strategy (Required first year course)*, Winter 2020
Harvard Business School, Cambridge, MA
- Strategy (Required first year course)*, Winter 2019
Harvard Business School, Cambridge, MA
- Strategic IQ (Executive Education)*, October 2018
Harvard Business School, Cambridge, MA
- Strategy (Required first year course)*, Winter 2017
Harvard Business School, Cambridge, MA
- CA for Aligning Startups with their Markets with Bill Barnett and Andy Rachleff*, Spring 2015
Stanford Graduate School of Business, Stanford, CA
- CA for Paths to Power with Jeffrey Pfeffer*, Winter 2015
Stanford Graduate School of Business, Stanford, CA
- Instructor in Design Thinking and Business Model Validation*, Summer 2014
Innovate Delhi Entrepreneurship Academy, Delhi, India
- CA for Social Networks with Sharique Hasan (MBA & PhD)*, Spring 2013 and 2014
Stanford Graduate School of Business, Stanford, CA
- CA for Global Strategy with William Barnett and Condoleezza Rice (MBA)*, Fall 2012 and 2013
Stanford Graduate School of Business, Stanford, CA

STUDENTS ADVISED Stefan Dimitriadis
HBS Organizational Behavior and Sociology PhD, 2019
Placement: Toronto Rotman (Strategy)

Ruiqing (Sam) Cao
Harvard Economics PhD, 2019
Placement: The National Bureau of Economic Research (Digitization Postdoc)

RESEARCH ASSISTANTSHIPS *RA for Christopher Mayer, Senior Vice Dean of Columbia Business School, July 2007 - Sept 2009*
Paul Milstein Center for Real Estate, Columbia Business School, New York, NY

RA for James Evans, Associate Professor of Sociology, Spring 2007
The University of Chicago, Chicago, IL

RA for Marianne Bertrand, Chris P. Dialynas Professor of Economics, Summer 2006
Booth School of Business, University of Chicago, Chicago, IL

COMPUTATIONAL SKILLS R, Python, Stata, L^AT_EX, HTML, Javascript, SQL, NoSQL

AFFILIATIONS Founding Member, Laboratory for Innovation Science at Harvard
Member, Academy of Management
Alumni Volunteer, Indian Software Product Industry Round Table