HARVARD BUSINESS SCHOOL

DOCTORAL PROGRAMS
“Think of the most pressing challenges, and interesting opportunities, facing the world today. These will not be met without business playing a significant role.”

Dean Nitin Nohria
YOUR IDEAS WILL MATTER.

SUSTAINABILITY  HEALTH CARE  ORGANIZATIONS  TECHNOLOGY  PITAL MARKETS  EDUCATION
A PHD DEGREE IN BUSINESS is the path to becoming a tenure-track professor at an institution of higher learning, most commonly at a business school. These positions are offered to doctoral students, trained as scholars, who are able to demonstrate their independent research and thought leadership through publications in academic journals and scholarly presentations of their work.

Business scholars investigate a wide range of topics from a scientific perspective, pursuing questions relating to management, markets, finance, and organizations and aspire to rewarding careers filled with inquiry and intellectual growth. They create and disseminate knowledge influencing not only the practice of business, but also education, government, and public policy on a global scale.

Successful PhD students come from a variety of backgrounds, including economics, mathematics, psychology, sociology, engineering, and statistics, and from all stages of life. Some begin immediately following their undergraduate studies while others start the doctoral degree after a decade or more of professional experience.
WHILE ALL ACADEMICS CAN make their mark in a field, those in business academia have the opportunity to influence both the academic and the corporate sectors. Because most research is grounded in the reality of business, many scholars today see their theories enacted in the practice of business. In addition to writing scholarly publications and collaborating with colleagues on cutting-edge research, business professors can also be found advising leaders of industry and public policy and guiding students as well as executives in search of new ideas and practices.

Most research evolves into published works that impact both academia and business practice, and many professors assume leadership roles as consultants to and board members of international corporations that define the way our world does business. Academics also work on issues and ideas that affect emerging global markets and infrastructures of national economies.

Although the work is challenging, a career in academia offers great flexibility. It requires that you serve as your own manager—compelling you to be exceptionally disciplined and self-guided, while rewarding you with the freedom to pursue ideas and topics that most interest you.
WHY HBS?

FACULTY
Harvard Business School faculty are world-class scholars who have had an impact on organizations and economies on every continent. As teachers, mentors, researchers, and co-authors, faculty from across the University create a collaborative and rich learning environment.

233
FULL-TIME FACULTY, WITH 7 NEW TENURE-TRACK FACULTY ADDED ANNUALLY

COMMITMENT TO RESEARCH
Each academic year, HBS faculty author or co-author more than 250 academic papers and 15 books.

$136m.
INVESTED IN FACULTY RESEARCH, 2017
PROGRAM STRUCTURE
In addition to training you in cutting-edge research methods, the two years of coursework, followed by a comprehensive examination, ensure you possess the skills needed to become a world-class scholar. The remaining two to three years for your research are designed for you to test your abilities with the various methods and learning from the coursework phase, culminating in your own original, independent, scholarly dissertation in your chosen field.

COMMUNITY OF SCHOLARS
All PhD students receive rigorous methods training in their discipline of choice by taking courses at HBS, Harvard University, and neighboring schools, offering an unparalleled network of resources and opportunities for development as a scholar.

RECORD OF PLACEMENT
Our doctoral programs are recognized as a leader in educating faculty for business schools and universities throughout the world.

80%
PLACED AT LEADING ACADEMIC INSTITUTIONS, 2018
OUR PHD STUDENTS COLLABORATE with faculty on research, writing, and teaching. By the time they graduate, most students have co-authored at least one scholarly article with another graduate student or a faculty member. As one of the world’s great academic centers, Boston offers a wealth of opportunities for seminars, events, and collaborations with leading scholars across all fields and disciplines.

“The collaborative process could not be more rewarding. When we talk through our research design, theory, and the interpretation of our analysis, we are able to push each other to higher ground than if one of us were pursuing this alone,” says Technology and Operations Management student Michelle Shell.

At the heart of the HBS experience are the relationships formed among doctoral students. In this collegial environment, students challenge each other, grow together, collaborate on research, and enrich the learning process for one another. After graduating, they belong to a lifelong alumni network of more than 80,000 influential business leaders and scholars.
The research and teaching resources at Harvard University are unmatched by any other school. Students can make use of virtually any methodology required to pursue their research interests, including field studies, large-scale statistical databases, consumer panel research, behavioral experiments, and theoretical and empirical models. Support is available for methodological and statistical consultation, data procurement and analysis, programming, research software, subject pool administration, travel, and region-based field support. And, the collections of Baker Library—one of the world’s largest and most respected business libraries—are available at the center of the HBS campus.

RESEARCH COMPUTING CENTER
Research Computing Services provides expertise and personalized guidance in all phases of faculty and doctoral student research projects, including planning, data collection, analysis, and reporting. With a staff consisting of statisticians, research analysts, and applications and system programmers, the Services center assists doctoral students with all their research computing needs.

ACADEMIC JOB PLACEMENT SUPPORT
Harvard offers a wide range of support for placement in academia. Students work closely with faculty to develop a job market paper and build their presentation and communication skills by attending a job market seminar. Students are also eligible for individual coaching with experts in public speaking and graphic design for slide presentations. There is also financial support for attending research and recruitment conferences.

BUREAU OF STUDY COUNSEL
The services of the Bureau of Study Counsel (BSC) are designed to support students in their efforts to learn and grow at Harvard. PhD students benefit from BSC’s many workshops, including the reading and study strategies, dissertation writing, and keeping ourselves accountable. Students also have the option to meet with BSC staff for one to one academic counseling.

INSTITUTE FOR QUALITATIVE SOCIAL SCIENCES
The Institute for Qualitative Social Studies (IQSS) provides a wide array of data science resources to facilitate and accelerate social science research. Through their consulting services, students can receive help in the areas of research design, statistics, visualization, and research tools and methods. IQSS also offers training in Python, R, and Stata.
**BEHAVIORAL RESEARCH SERVICES**

Behavioral Research Services supports experimental research and data collection from human subjects. The Behavioral team operates the Computer Lab for Experimental Research (CLER) and manages the human subject pool for the School.

**CENTER FOR WRITING & COMMUNICATING IDEAS**

The Center for Writing and Communicating Ideas (CWCI) offers individual consultations, peer review groups, dedicated writing space, and workshops to provide PhD students with the means to enhance the clarity and depth of their communication.

**RESEARCH SUPPORT**

Baker Research Services provides doctoral students with research assistance, specializing in data retrieval, analysis, and management. Services include, but are not limited to data sourcing and purchasing, locating data, finding articles, managing citations, creating charts and graphs for papers or presentations, utilizing Baker Library’s databases, diving deeply into Excel’s functionality (including creating models), merging data from disparate sources, designing your study, deciding which statistical methods to employ, interpreting results, and writing a statistical program.

**GLOBAL RESEARCH CENTERS (★) & OFFICES (○)**

- **Africa**  ○ Johannesburg
- **Asia-Pacific**  ● Hong Kong  ● Shanghai  ○ Singapore
- **California**  ● Silicon Valley
- **Europe**  ● Paris
- **Japan**  ● Tokyo
- **Latin America**  ● Buenos Aires  ○ Mexico City  ● São Paulo
- **Middle East**  ○ Dubai  ● Istanbul  ○ Tel Aviv
- **South Asia**  ● Mumbai
“I LOVE THE FREEDOM TO EXPLORE MY INTERESTS AND LET CURIOSITY LEAD MY DAY AND SCHEDULE. MY DAYS HERE COMBINE DOING MY OWN RESEARCH AND PARTICIPATING IN INTELLECTUALLY CAPTIVATING SEMINARS. IT’S A VERY COLLABORATIVE AND COLLEGIAL ENVIRONMENT. ABOVE EVERYTHING ELSE, I LOVE BEING EXPOSED TO THE IDEAS EXPLORED BY FELLOW STUDENTS AND FACULTY; I FEEL LUCKY TO BE A PART OF THE RICH INTELLECTUAL COMMUNITY.”

HILA LIFSHITZ-ASSAF, MANAGEMENT 2014
ASSISTANT PROFESSOR, NYU STERN SCHOOL OF BUSINESS
DOCTORAL PROGRAMS

Flexibility in learning, independence in study, research with deep impact, outstanding faculty who are leaders in their fields, and the finest resources in academia—these are the distinguishing characteristics of Harvard Business School Doctoral Programs.

HBS’s doctoral programs are an integral part of Harvard University’s tradition of intellectual excellence. Throughout their history, our programs have continuously evolved to reflect the needs of students, respond to changes in business academia, and remain true to our mission. Thanks to our close partnership with the Harvard Faculty of Arts and Sciences (FAS)—which dates to the debut of our first jointly administered doctoral program in 1916—PhD students work closely with distinguished faculty and access resources from across HBS and Harvard University.
PHD PROGRAMS

Accounting & Management
Business Economics
Health Policy (Management)
Management
Marketing
Organizational Behavior
Strategy
Technology & Operations Management

2–3 YEARS COURSEWORK

5 YEARS TO DEGREE
Accounting & Management

Accounting scholars study how information affects capital allocation across firms, resource allocation within firms, and the behavior of key stakeholders such as shareholders, regulators, customers, and suppliers. Researchers also study the process by which such information is produced and disclosed and the quality of that information. Academic work in accounting is a critical input into the design and implementation of accounting standards and regulations by the Financial Accounting Standards Board, the Public Accounting Oversight Board, and the Securities and Exchange Commission, as well as to the work of company managers and accounting firms.

“The Accounting and Management program stands out to me as a group deeply invested in its people and their pursuit of big questions. Equipped with a rigorous training in both analytical and empirical modeling and exposed to a broad range of management research, students are enabled to set bold research trajectories.”

— Abigail Allen, Accounting & Management 2013
Assistant Professor, Marriott School of Management, Brigham Young University

Examples of topics studied by HBS faculty members and doctoral students include

The effect of capital market and corporate governance regulations, such as the Sarbanes-Oxley Act or the Dodd-Frank Act, on corporate behavior and performance.

How organizations design information systems to help align behavior with desired outcomes.

The effect of management compensation on the incentives to report reliable financial information and how accounting information can be used to design appropriate management compensation schemes.

Academic work in accounting mainly uses statistical/econometric methods and theoretical economic modeling. It often draws from and extends frameworks developed in information economics and financial economics. Much of the work by researchers who study the link between accounting information and capital markets analyzes large-sample data sets with research designs that include observational studies, event studies, and natural (or quasi-natural) experiments. Researchers who study accounting systems within firms often combine these statistical techniques with field research methods, which include conducting field interviews, collecting field data from companies, and designing and running field experiments.
The PhD in Business Economics is an interfaculty program offered by the Department of Economics and the faculty at Harvard Business School. The Business Economics program provides students with the full training of a PhD in economics along with the opportunity to focus on research questions related to the field of business, finance, and behavioral economics. In order to ground students in disciplinary theories and methods, students take the same first year coursework as PhD students in economics and are thoroughly embedded in both the economics department and the business school. In the second year, students take coursework in their selected field courses in the areas of: corporate finance, behavioral economics, econometrics, public economics, development, industrial organization, international economics, theory, organizational economics, labor economics, and macroeconomics.

“The Business Economics students really get the best of both worlds because they have the exposure to people in the Economics department, and they have the wealth of practical knowledge here at HBS.”

— Robin Greenwood, George Gund Professor of Finance and Banking & Co-chair, Business Economics PhD Program

Students conduct research with faculty at both HBS and the Department of Economics. The program prepares students for careers in academia in business schools, but also target academic placements in departments of economics, finance, and public policy.
Health Policy (Management)

The Harvard PhD in Health Policy, awarded by the Faculty of Arts and Sciences, is a collaborative program among six Harvard University faculties: Graduate School of Arts and Sciences, Harvard Business School, Harvard Kennedy School, Harvard Law School, Harvard Medical School, and Harvard School of Public Health.

“This is a truly unique program that brings together health policy and a disciplinary area of management—in my case, operations management. It trains students to become an expert in both fields and supports us in doing research at the intersection of the two. In fact, students take two sets of qualifying exams, one in health policy and another in an area of focus within management. This uncompromising rigor and the stellar faculty lay a strong foundation for incredible research.”

— Hummy Song, Health Policy (Management) 2017
Assistant Professor, Wharton School, University of Pennsylvania

While the program is interdisciplinary in nature, students specialize in one of six concentrations, with Management as the concentration affiliated with Harvard Business School. This management-focused program prepares students to do research on the managerial, operational, and strategic issues facing a wide range of organizations in the health care industry including health care providers, pharmaceutical and biotechnology firms, device and technology companies, and private and public insurers.

Students in the program examine how theories and concepts from fields such as technology and operations management, organizational behavior, organizational economics, and competitive strategy can be applied to and further developed for understanding health care organizations.

Key research themes include

- Information technology and the management of health care processes
- Learning and process improvement
- Managing R&D organizations
- Managing teams in clinical and research settings
- Organizational structure and performance in health care delivery
Management

Management scholars study organizational structures and human behavior in organizations to identify factors that affect a variety of outcomes ranging from business performance to employee satisfaction. Academic work in management informs practices related to incentives, the use of interventions to improve team performance, and structures to allow organizational hierarchies to function effectively.

“The Management program is evolving quickly and students participate in shaping its development, which is representative of how faculty members treat doctoral students—like junior colleagues. Even as a first-year student I was encouraged to think deeply about the type of research that would be significant and also fulfill my interests.”

— Patricia Satterstrom, Management 2016
Assistant Professor, NYU Wagner School of Public Service

Examples of topics studied include

How organizations without managerial hierarchies use formal structures to organize work interdependencies and role accountabilities.

How meaning and task significance motivate employees in routine jobs.

How work team autonomy affects performance in manufacturing environments.

How interventions that provide safe spaces and interaction scripts promote team effectiveness.


How managers attempt to reduce uncertainty through varied prediction strategies.

Management researchers adopt a range of methods at individual, group, and organizational levels of analysis. Methods vary, as appropriate, to fit the nature of the problems they study. In relatively new domains of inquiry, researchers often follow a sociological grounded-theory approach, collecting qualitative data through interviews and observation to deepen understanding of phenomena and suggest new theory. Researchers analyze data systematically through coding processes characterized by organizing and sorting qualitative data to identify themes, illuminate processes, and suggest relationships between variables. Other researchers use quantitative data—either original data collected in the field by the researcher or archival data sets that are publicly available or provided to the researcher by an organization. Such work employs statistical/econometric methods to test hypotheses proposed by researchers in advance. Additionally, some design and implement field experiments. Two current doctoral students are undertaking field experiments—one in a manufacturing business and the other in a government agency—using qualitative and quantitative data and tests of formal hypotheses.
Marketing scholars explore the societal and managerial processes by which goods, services, and information are exchanged in a market to satisfy the needs and wants of individuals and organizations. Researchers study how firms, including non-profit entities, can facilitate these exchanges by discovering ways to understand consumer behavior and by determining the kinds of activities that can be used to best educate potential customers about the availability and value of offerings relevant to them. In addition, marketing as a field is concerned with how different forms of communication, such as social media platforms, enable meaningful interactions between firms and consumers and between consumers and consumers. Academic work provides rich insights on how organizations can more effectively serve customers and has generated sophisticated approaches to gauge the impact of various efforts. The findings and frameworks produced also serve public policy makers and advocacy groups who seek to monitor the actions of corporations in order to protect the rights of consumers.

“When coming to HBS, I imagined I would have little face-time with the faculty because of their demanding schedules. However, I saw my advisor multiple times a week and had regular meetings about our research. Faculty are passionate and excited about research. They make time to talk about it.”

— Grant Donnelly, Marketing 2018
Assistant Professor, Fisher College of Business, The Ohio State University

Examples of topics studied by HBS faculty and doctoral students include

**How to design online recommendation platforms to provide a better match between consumer tastes and suggested content on news websites.**

**How to encourage consumers to give more to charitable organizations and engage in other prosocial behavior.**

**How sellers adjust price quotes for services based on how knowledgeable they perceive the customer to be.**

Academic researchers in marketing use a host of methods to shed light on phenomena of interest. Empirical studies employ the most recent econometric and statistical techniques to examine the link between firm actions and consumer response to these actions. Increasingly, big data are analyzed using techniques such as machine learning and computational linguistics, with the objective of uncovering patterns in customer behavior and providing predictive insights. Experimental work in marketing, both lab and field-based, aims to understand the psychological and social motivations behind individuals’ response to various stimuli. Theoretical modeling borrows from microeconomics and game theory to offer normative guidelines for a firm’s marketing strategies.
The PhD program in Organizational Behavior trains scholars who are able to draw on the concepts and methods of psychology and sociology in conducting research on behavior and management within complex organizations. It prepares students for careers as researchers and teachers. Program graduates will be comfortable working either in disciplinary departments or in professional schools—especially schools of management.

“Collaborating with doctoral students is the most important part of my career. Working with spectacular doctoral students is a real joy, and I take great pride in seeing my former students thrive as professors at the best management schools in the world. For me, working together is simultaneously a great way to conduct research and allows us all to grow as better researchers.”

— Max Bazerman, Jesse Isidor Straus Professor of Business Administration

The Organizational Behavior program is presented jointly by the faculty of Harvard Business School and the Department of Sociology in the Faculty of Arts and Sciences. The program combines training in the theory and methods of psychology and sociology, the study of business administration, and empirical research on organizational phenomena. Students have the choice of focusing their research at either the micro (i.e., psychological, interpersonal) or macro (i.e., sociological, organizational) level. Organizational Behavior faculty members come from both the Faculty of Arts and Sciences and the Harvard Business School.

Although specific research interests span a wide range of subjects, the Organizational Behavior program features a problem-driven, interdisciplinary, multi-method approach that has led to significant impact on theory and practice. Our current intellectual agenda builds on the rich history of OB at HBS and focuses squarely on the organizational changes and challenges arising from today’s increasingly global and more competitive economy. In the last decade, the faculty have been recognized for their work on leadership in an increasingly diverse and dynamic environment, the evolution of managerial careers in our society, managing diversity, and organizational design and change to meet evolving needs and expectations in a changing world.
Researchers in strategy seek to understand the mechanisms through which firms create value and sustain superior performance over time. In addressing these general concerns, strategy scholars address more specific challenges faced by firms including deciding which customers the firm will serve, which capabilities need to be developed to support those positioning choices, the dynamics of competition within markets, and the appropriate scope of the firm in terms of products or geographies. Many strategy scholars also focus on challenges faced by nonprofit and governmental organizations, which share common mechanisms with their for-profit counterparts but typically in the context of different objective functions and constraints.

“Given my main research interests, the Strategy program is a great fit as it is located at the intersection of many academic disciplines—economics, psychology, and more—and also physically at the intersection of the intellectual wealth of Harvard and Boston’s many neighboring schools.”

— Anoop Menon, Strategy 2013
Assistant Professor, Wharton School, University of Pennsylvania

Topics which have been or are being studied by HBS faculty and doctoral students include

How business groups compensate for institutional weaknesses in developing countries.

The effect of location on learning and R&D.

The different financing models, human resource systems, and objectives of nonprofit organizations, as compared to for-profits, in the mixed industry of microfinance.

The role of incentives and corporate scope on U.S. mortgage lenders preceding the 2007–2008 housing crisis.

The challenges and implications of legitimating a firm in a nascent industry.

The effect of firm history on how widely it searches for innovative ideas.

Given the range of problems addressed by researchers in the strategy field, strategy scholarship uses a variety of quantitative and qualitative methods ranging from econometric analysis of large-sample data sets to field and laboratory experiments to ethnographic studies of a single organization. Students in the Strategy program develop a disciplinary base in microeconomics with complementary training in econometrics. Typically, these students extend the base to another discipline (e.g., sociology) or business field (e.g., entrepreneurship) that is important for gaining further traction on their chosen problem, or they deepen their understanding of microeconomics by pursuing one or more economics field sequences such as industrial organization, contract theory, or development economics.
Technology & Operations Management

At a broad level, researchers study how and why firms create innovative products and services, and how the technological novelty generates economic growth and transforms society. They also study how and why organizations translate organizational goals into action by harnessing people, processes, and capabilities. Research questions in these areas encompass a wide and diverse set of topics, and arise in some of the most important sectors of the economy, including health care, information and communication technology, energy, and the environment.

“A key strength of the TOM unit is the diversity of the faculty, in terms of backgrounds and research interests. There are economists, operations management scholars, organizational theorists, and others studying topics ranging from open innovation to information technology to product innovation. I have borrowed freely from these many perspectives to develop my own research.”

— Anil Doshi, Technology and Operations Management 2015
Lecturer (Assistant Professor), University College London, School of Management

Examples of topics studied by HBS faculty members and doctoral students include:

How machine learning and optimization algorithms can use the data sources created with rapid advances in information technology.

The phenomena that drive and limit innovative development in new medical devices, frontier therapies, and new medical services.

The conditions under which ambitious and innovative projects with large societal impact are able to overcome massive coordination challenges from experts with different values, skills, time frames, and models for executing their goals.

The effect of online services on the productivity of the economy as they compete with offline markets and established industries.

Researchers draw from and extend frameworks developed in many disciplines, including economics, history, sociology, operations research, and statistics. They employ a range of quantitative and qualitative methods including large sample econometric analysis, machine learning, observational studies, event studies, natural (or quasi-natural) experiments, and mathematical modeling. Researchers also use field data from companies and run field experiments.
APPLICATION MATERIALS

REQUIRED MATERIALS

Completed online application form
Resume or CV
Statement of Purpose
Transcripts for all college/university degrees and courses
(Self-reported transcripts are accepted for all programs.)
Current GMAT or GRE scores
Current TOEFL scores
(if applicable)
Three letters of recommendation
Application fee via credit card

APPLY ONLINE
www.hbs.edu/doctoral
“THE PROGRAM EMPHASIZES A BALANCE OF THEORETICAL RIGOR AND PRACTICAL RELEVANCE IN RESEARCH.

THE COURSES OFFERED AT HBS, HARVARD, AND NEIGHBORING SCHOOLS PRESENT AN OPPORTUNITY TO DEVELOP A UNIQUE SKILL SET IN EMPIRICAL METHODS AND ANALYTICAL MODELING TECHNIQUES.”

PAVEL KIREYEV, MARKETING 2016
ASSISTANT PROFESSOR, INSEAD
With the expanding role of business in global society and the increasing sophistication of the practice of management, the demand for faculty researchers and educators at business schools has never been greater.

Harvard Business School is recognized as a leading supplier of faculty—renowned researchers and educators who are firmly grounded in both theory and practice—for business schools and universities across the country and around the globe. Graduates of the HBS Doctoral Programs have gone on to become prominent scholars in a wide range of disciplines at many of the world’s most prestigious institutions.

HBS is proud of the achievements of our graduates, and highlights a full list of initial academic placements on our website: www.hbs.edu/doctoral.
Business academia is an exciting career that offers unparalleled autonomy, independence, flexibility, and intellectual freedom for individuals who are creative and driven to succeed. As a professor you are free to explore the most interesting and pressing issues facing businesses today with a skill set that enables you to influence how individuals and organizations succeed and grow. If you are looking for a career that is rewarding and impactful, we hope you will consider this unique and fulfilling route for your future.

Students are forever changed by their HBS experience. They are challenged to ponder the most critical issues in business management and to form new insights by thinking at levels they never thought possible. Ultimately, these students become the next generation of faculty who will make a difference in the world through their teaching and research.
ACCOUNTING & MANAGEMENT

Andrew Jing Liu, 2018
University of Connecticut, School of Business, Accounting Department
“Accuracy, Timeliness and Managers’ Discretion of Fair Value Pricing: Evidence from the Banking Industry”

Jee Eun Shin, 2018
University of Toronto, Rotman School of Management, Accounting Department

Aaron Seokhyun Yoon, 2018
Northwestern University, Kellogg School of Management, Accounting Department
“Essays on the Role of Accounting Information and Governance in Emerging Institutions”

Carolyn Deller, 2018
University of Pennsylvania, Wharton School, Accounting Department
“Identifying, Measuring and Communicating Employee Fit Through Formal Control Mechanisms: Evidence from the Field”

Akash Chattopadhyay, 2017
University of Toronto, Rotman School of Management, Accounting Department
“Essays on the Role of Accounting Information in Governance and Valuation”

Henry Eyring, 2017
London School of Economics, Accounting Department
“Private and Public Performance Reports as Drivers of Performance and Determinants of Performance Measure Information Content”

Rajesh Vijayaraghavan, 2017
University of British Columbia, Sauder School of Business
“Essays in Bank Accounting and Regulation”

Shelley Xin Li, 2016
University of Southern California, Leventhal School of Accounting, Marshall School of Business
“Management Control and Employee-driven Innovation”

Sa-Pyung Sean Shin, 2016
Singapore Management University, School of Accountancy
“Essays on Corporate Governance and Shareholder “

Zeshawn Beg, 2014
Cornell University, Dyson School of Applied Economics and Management
“Complexity, Contract Design and Incentive Design in the Construction Management Industry”

Kyle Travis Welch, 2014
The George Washington University
“Private Equity’s Diversification Illusion: Economic Co-movement and Fair Value Reporting”

Abigail McIntosh Allen, 2013
Harvard Business School, Lecturer
“Essays in Financial Accounting Standard Setting”

Maria Loumioti, 2012
University of Southern California, Marshall School of Business
“The Use of Intangible Assets as Loan Collateral”

Aida Sijamic Wahid, 2012
University of Toronto, Rotman School of Management
“Director Heterogeneity and Its Impact on Board Effectiveness”

James P. Naughton, 2011
Northwestern University, Kellogg School of Management
“Essays on Corporate Pension Plans”

Sofia Lourenço, 2010
Instituto Superior de Economia e Gestão
“Do Monetary Incentives, Feedback and Recognition Matter for Performance? Evidence from a Field Experiment in a Retail Services Company”

Georgios Serafeim, 2010
Harvard Business School
“Essays on Fair Value Reporting”

Lloyd Tanlu, 2009
University of Washington, Foster School of Business
“Essays on Forecasting”

David Maber, 2009
University of Southern California, Leventhal School of Accounting
“Essays on Compensation”

Craig Chapman, 2008
Northwestern University, Kellogg School of Management
“Essays on Real Earnings Management”

Wan Wong Sun-Wai, 2007
Northwestern University, Kellogg School of Management
“Does Venture Capitalist Quality Affect Corporate Governance?”

BUSINESS ECONOMICS

Vitaly Michael Bord, 2018
Harvard Business School, Post-doctoral fellow
“Essays in Financial Intermediation”

Anastassia Fedyk, 2018
University of Berkeley, Haas School of Business, Finance
Department
“Essays on Information in Financial Markets”

Yueran Ma, 2018
University of Chicago, Booth School of Business, Finance Department
“Empirical Analyses in Finance and Macroeconomics”

Neil Thakral, 2018
Brown University, Economics Department
“Essays on Economic Behavior and Design”

William Diamond, 2018
University of Pennsylvania, Wharton School, Finance Department
“Essays on Financial Intermediation and Econometrics”

Gordon Liao, 2017
Board of Governors of the Federal Reserve System, Economist
“Essays in Financial Economics”

Diana Moreira, 2017
University of California, Davis, Department of Economics

Mingzhu Tai, 2017
University of Hong Kong, School of Business
“Essays in Consumer and Small Business Finance”

Xavier Jaravel, 2017
London School of Economics (2017)
“Essays in the Economics of Innovation”

Rohan Kekre, 2016
University of Chicago, Booth School of Business
“Essays on Macroeconomic Stabilization”

Benjamin B. Lockwood, 2016
University of Pennsylvania, Wharton School, Business Economics and Public Policy Department
“Essays in Optimal Taxation”

Filippo Mezzanotti, 2016
Northwestern University, Kellogg School of Management, Finance Department
“Essays in Corporate Finance”

Mira Anna Phyllis Frick, 2015
Yale University, Cowles Foundation for Research in Economics, Postdoctoral Research Associate (2015–2016)
Yale University, Department of Economics, Assistant Professor (2017)
“Essays on Learning, Uncertainty, and Choice”

Benjamin Michael Hebert, 2015
Stanford Graduate School of Business, Finance Department
“Essays on Information and Debt”

Assaf Romm, 2015
Hebrew University of Jerusalem
“Essays on Microeconomic Theory”

Martin Sebastian Rotemberg, 2015
Harvard Kennedy School, Visiting Professor (2015–2016)
New York University, Economics Department, Assistant Professor (2016)
“Essays in Industrial Policy and Communication”

Ran I. Shorrer, 2015
Pennsylvania State University, Economics Department
“Essays on Indices and Matching”

Mary Bryce Millet Steinberg, 2015
Brown University, Watson Institute, Postdoctoral Fellow (2015–2016)
Brown University, Assistant Professor (2016)
“On the Demand For Human Capital in India”

Thomas George Wollmann, 2015
University of Chicago Booth School of Business, Microeconomics Group
“Essays on Industrial Organization”

Catherine Grace Barrera, 2014
Cornell University Johnson School of Management, Post-Doctoral Associate, 2014
Cornell University Johnson School of Management, Assistant Professor of Economics, 2015
“Skill, Job Design, and the Labor Market under Uncertainty”

Thomas Rutford Covert, 2014
University of Chicago Booth School of Business
“Essays in Industrial Organization and Finance”

Ralucă Ecaterina Drăgușanu, 2014
Federal Reserve Board Research and Statistics, Economist
“Essays in International Trade and Development”

Samuel Arthur Kruger, 2014
The University of Texas at Austin McCombs School of Business
“Essays in Financial Economics”

Heather Ward Schofield, 2014
Center for Global Development Post-Doctoral Fellow, 2014–2015; University of Pennsylvania Health Policy Department, Assistant Professor, 2015
“Essays in Development and Health”

Dmitry Taubinsky, 2014
Harvard University and UC Berkeley, Post-Doctoral Fellow in Economics
“Essays in Behavioral and Experimental Economics”

Eric Meinberg Zwick, 2014
University of Chicago Booth School of Business
“Finance Implications of the Great Recession”

Stephanie Ruth Hurder, 2013
MIT Sloan School of Management, Post-doctoral Associate (2013)
University of Michigan, Assistant Professor (2014)
“Essays on Matching in Labor Economics”

Benjamin Charles Iverson, 2013
Northwestern University, Kellogg School of Management
“Essays in Corporate and Consumer Finance”

Hoan Soo Lee, 2013
Tsinghua University
“Essays on Applied Microeconomics”
Shai Bernstein, 2012
Stanford Graduate School of Business
“Essays in Entrepreneurial Finance”

Julian Emil Kolev, 2012
MIT Sloan School of Management, Post-Doctoral Fellow (2012-2013)
Southern Methodist University, Cox School of Business, Assistant Professor (2013)
“How Ila in Finance and Innovation”

Jacob Dov Leshno, 2012
Columbia Business School (2013)
“Essays in Market Design”

Carolin Elisabeth Pflueger, 2012
University of British Colombia, Sauder School of Business
“Inflation and Asset Prices”

Michael James Sinkinson, 2012
University of Pennsylvania, Wharton School of Business
“Essays on Industrial Organization”

Michael Dickstein, 2011
Stanford University, Department of Economics
“Essays on the Industrial Organization of Health Care”

Samuel Hanson, 2011
Harvard Business School
“Essays in Financial Economics”

Judd Kessler, 2011
University of Pennsylvania, Wharton School of Management
“Social Forces and Public Good Provision”

Scott Duke Kominers, 2011
University of Chicago, Becker Friedman Institute for Research in Economics, Post-Doctoral Fellow (2011)
Harvard University, Junior Fellow, Society of Fellows (2013)
“Matching Models of Markets”

Hongyi Li (PhD, 2011
Post-Doctoral Fellow, Massachusetts Institute of Technology (2011-2012)
University of New South Wales, School of Economics, Senior Lecturer (2012)
“Essays in Microeconomic Theory”

Amanda Kay Starc, 2011
University of Pennsylvania, Wharton School of Management
“The Industrial Organization of Health Insurance Markets”

Aditya Sunderam, 2011
Harvard Business School
“Effects of the Organization of Financial Markets”

Laura Elena Serban, 2010
U.S. Securities and Exchange Commission, Division of Risk, Strategy, and Financial Innovation
“Liquidity and Traders’ Behavior in Financial Markets”

Sergey Chernenko, 2010
Ohio State University, Fisher College of Business
“Capital Market Imperfections and Corporate Finance”

Lucas Coffman, 2010
Ohio State University, Department of Economics
“Essays in Experimental Economics”

Itay Fainmesser, 2010
Brown University, Department of Economics
“Essays on Networks and Markets”

Winnie Wan-Yi Fung, 2010
Wheaton College
“Malnutrition, Infectious Disease, and Economic Development”

Soojim Yim, 2010
Emory University, Goizueta Business School
“Individuals and Corporate Decisions”

Amrita Ahuja, 2009
Post-Doctoral Fellow, Harvard Kennedy School of Government
“Essays in Empirical Contracting and Development”

John Beshears, 2009
Stanford University, Graduate School of Business (2010)
“Financial Choices and the Decision-making Context”

Eric Budish, 2009
University of Chicago, Booth School of Business
“Essays on Market Design”

Jennifer Dlugosz, 2009
Board of Governors of the Federal Reserve System
“Essays in Corporate Finance”

Ioannis Ioannou, 2009
London Business School
“Essays on Strategy and Industrial Organization”

Steven Leider, 2009
University of Michigan, Ross School of Management
“Essays on Experimental Economics and Behavioral Contract Theory”

Jakub Jurek, 2008
Princeton University, Department of Economics
“Exploring Deviations between Prices and Values in Capital Asset Markets”

Anna Kovner, 2008
Federal Reserve Bank of New York
“Essays in Financial Economics”

Robin Lee, 2008
New York University, Stern School of Business
“Essays on Platform Competition and Two-Sided Markets”

Gregor Matvos, 2007
Massachusetts Institute of Technology, Department of Economics
“Essays in Proxy Voting and Human Capital Investment”

Harini Parthasarathy, 2007
World Bank
“Essays on the Lending and Underwriting Industries”

Parag Pathak, 2007
“Essays on Real-life Allocation Problems”
HEALTH POLICY MANAGEMENT

Michaela Kerrissey, 2018
Harvard T.H. Chan School of Public Health, Assistant Professor
“Integrating across boundaries: Behaviors, processes and structures that enable integrated services”

Humy Song, 2017
University of Pennsylvania, The Wharton School, Operations, Information and Decisions Department
“Drivers of Physician Productivity and Performance: The Role of Queuing Systems, Relative Performance Feedback, and Cohort Turnover”

Scott Sang-Hyun Lee, 2015
Brigham and Women’s Hospital, Internal Medicine Residency Program, Resident in Internal Medicine (2015–2018)
“Three Field Experiments on Incentives for Health Workers”

Melissa A. Valentine, 2013
Stanford University, Management Science and Engineering Department
“Team Scaffolds: How Minimal Team Structures Enable Role-Based Coordination”

Universidad Carlos III de Madrid
“From Idea to Product: Translating Research between the Bench and the Clinic”

Julia Adler-Millstein, 2011
University of Michigan, School of Information & School of Public Health
“The Use of Information Technology in U.S. Health Care Delivery”

Jonathan Clark, 2010
Pennsylvania State University
“Everything for Everybody? An Examination of Organizational Scope in the Health Care Industry”

Lucy Hamilton MacPhail, 2010
New York University Wagner Graduate School of Public Service
“Work Process Failure and Organizational Learning in Health Care Delivery Settings”

Syeda Noorein Inamdar, 2008
San Jose State University
“Examining the Scope of Multibusiness Health Care Firms: Implications for Corporate Strategy, Management Control Systems and Performance”

Ingrid Nembhard, 2007
Yale University, School of Medicine and School of Management
“Organizational Learning in Health Care: A Multi-Method Study of Quality Improvement Collaboratives”

Sara Singer, 2007
Harvard University, School of Public Health
“Safety Climate in U.S. Hospitals: Its Measurement, Variation, and Relationship to Organizational Safety Performance”

MANAGEMENT

Johnathan Cromwell, 2018
University of San Francisco
“Dynamic Problem Solving for Breakthrough Innovation: The Case of a Social Robot”

Paul Green, 2018
University of Texas at Austin, McCombs School of Business
“The Ties that Bind Us: The motivational potential of close relationships at work”

Michele Rigolizzo Talaga, 2017
Montclair State University, Management Department
“Individual Self-Directed Learning Behaviors: A Measure, Model, and Field Experiment Examining How Working Adults Learn.”

Patricia Satterstrom, 2016
New York University, Robert F. Wagner Graduate School of Public Service
“How Micro-Processes Change Social Hierarchies in Teams”

Elizabeth Altman, 2015
University of Massachusetts (Lowell)
“Platform and Ecosystem Transitions: Strategic and Organizational Implications”

Matthew Scott Lee, 2014
INSEAD
“Mission and Markets? Organizational Hybridity in Social Ventures”

Hila Lifshitz-Assaf, 2014
NYU Stern School of Business
“Shifting Loci of Innovation: A Study of Knowledge Boundaries, Identity and Innovation at NASA”

Everett Stuart Palmer Spain, 2014
United States Military Academy

Ethan S. Bernstein, 2013
Harvard Business School
“Does Privacy Make Groups Productive?”

Andrew A. Hill, 2011
US Army War College
“Risk, Hiring and Organizational Performance: Essays in the Management of Human Capital”

Barbara Zepp Larson, 2011
University of Sussex
“Working across societal borders: Essays on cross-sector interactions”

Howard H. Yu, 2011
IMD Switzerland
Leopards Sometimes Change Their Spots: How Established Firms Can Transform Themselves

Adam Kleinbaum, 2008
Harvard Business School, Post-Doctoral Fellow, 2008; Dartmouth College, Tuck School of Business, 2009
“The Social Structure of Organization: Coordination in a Large, Multi-Business Firm”
Spela Trefalt, 2008
Simmons College
“Between You and Me: A Relational Perspective on Managing Work - Nonwork Boundaries”

MARKETING

Grant Donnelly, 2017
The Ohio State University, Fisher College of Business, Marketing Department
“Essays on Enhancing Consumer Welfare”

Tami Kim, 2017
University of Virginia, Darden School of Business, Marketing Department
“Implicit Contracts and Consumer Behavior”

Katherine Neva Barasz, 2016
IESE Business School
“The Continuum of Choice: Essays on How Consumer Decisions are Made, Changed, and Perceived”

Bhavya Mohan, 2016
University of San Francisco, Marketing Department
“Lifting the Veil: Essays on Firm Transparency and Consumer Behavior”

Lingling Zhang, 2016
University of Maryland, Marketing Department
“Essays on Online and Multi-Channel Marketing”

Silvia Bellezza, 2015
Columbia Business School
“Symbolic Consumption and Alternative Signals of Status”

Clarence Lee, 2014
Cornell University

Jeffrey Kwok-wai Lee, 2013
MIT Sloan School of Management, Visiting Scholar and Lecturer; Post-doctoral Research Fellow
“The Downsides of Social Consumption”

Taylan Yalcin, 2012
Chapman University, Argyros School of Business and Economics
“The Effect of Quality Decisions on Competitive Strategy”

ROGANIZATIONAL BEHAVIOR

Rachel Arnett, 2018
University of Pennsylvania, Wharton School
“Cultivating Inclusion: Navigating Diversity through Expressing and Concealing Social Identity Differences in Interpersonal Interactions”

Andrew Brodsky, 2017
University of Texas at Austin, McCombs Business School
“The Astute Communicator: Strategic Choices and Consequences of Goal-Oriented Workplace Communication”

Curtis Kwinyen Chan, 2017
Boston College, Management and Organization Department
“Organizational Culture Gone Awry: The Double-Edged Sword of Ambiguity”

Ryann Manning, – 2017
University of Toronto, Rotman School of Management
“Organizing for Resilience: Mobilization by Sierra Leonean Diaspora Communities in Response to the 2014-2015 Ebola Crisis”

Ӧvül Sezer, 2017
University of North Carolina Kenan-Flagler Business School, Organizational Behavior Department
“Misguided Self-Presentation”

Elizabeth Baily Wolf, 2017
INSEAD, Organizational Behavior Department
“Emotion as Performance Feedback: (Mis)Inferring Work Quality from Evaluators’ Affect”

Ting Zhang, 2015
Columbia Business School, Management Department Postdoctoral Fellow
“The Personal and Interpersonal Benefits of Rediscovery”

Pavel Ivanov Zhelyazkov, 2015
Hong Kong University of Science and Technology, Management Department
“The Contingent Effects of Prior Relationships: Essays on the Formation and Dissolution of Interorganizational Ties in the VC Industry”
Sujin Jang, 2014
INSEAD Organisational Behaviour Department, Assistant Professor
“Bringing Worlds Together: Cultural Brokerage in Multicultural Teams”

Mary Carol Mazza, 2013
PAMFR/STANFORD Levy Post Doctoral Fellow at Palo Alto Medical Foundation Research Institute and Stanford’s Clinical Excellence Research Center
“Encouraging Healthful Dietary Behavior in a Hospital Cafeteria: A Field Study using Theories from Social Psychology and Behavioral Economics”

Vaughn Tan, 2013
University College London
“Intentional Ambiguity”

András Tilcsik, 2012
University of Toronto, Rotman School of Management
Remembrance of Things Past: Individual Imprinting in Organizations

Andreea Daniela Gorbatai, 2012
University of California, Haas School of Business
“Social Structure and Mechanisms of Collective Production: Evidence from Wikipedia”

Sameer Bhatt Srivastava, 2012
University of California, Haas School of Business
“Social Capital Activation during Times of Organizational”

Erin Marie Reid, 2012
Boston University, School of Management
“Men and the Ideal Worker Image”

Lisa L. Shu, 2012
Northwestern University, Kellogg School of Management, Post-Doctoral Fellow
“Essays on Ethics: Antecedents and Consequences”

Chia-Jung Tsay, 2012
University College London, Assistant Professor
“The Impact of Visual Cues on Judgment and Perceptions of Performance”

John Almandoz, 2011
IESE Business School, University of Navarra
“The Invisible Hand and the Good of Communities: The Influence of Institutional Logics on the Founding Teams of Local Banks”

Colin Fisher, 2010
Boston University, School of Management
“The Timing and Type of Team Coaching Interventions”

Modupe Akinola, 2009
Columbia University, Graduate School of Business
“Deadly Decisions: An Examination of Racial Bias in the Decision to Shoot under Threat”

Qingxia Tong, 2009
Zayed University

Marya Besharov, 2008
Cornell University, School of Industrial and Labor Relations
“Mission Goes Corporate: Employee Behavior in a Mission-Driven Business”

Heather Mairhe Caruso, 2008
Post-Doctoral Fellow, University of Chicago, Booth School of Business
“What We Can Gain From Losses: How Framing Affects Willingness to Collaborate with Outgroup Members”

Katerina Pick, 2007
“Around the Boardroom Table: Interactional Aspects of Governance”

Marya Besharov, 2008
Post-Doctoral Fellow, University of Chicago, Booth School of Business
“What We Can Gain From Losses: How Framing Affects Willingness to Collaborate with Outgroup Members”

Katerina Pick, 2007
“Around the Boardroom Table: Interactional Aspects of Governance”

STRATEGY

Jasmina B. Chauvin, 2018
Georgetown University, McDonough School of Business
“Essays on Strategy, Geography and Firm Performance”

Cheng Gao, 2018
University of Michigan, Ross School of Business, Strategy Area
“Strategy and Entrepreneurship in Nascent Industries”

Christopher Poliquin, 2018
University of California at Los Angeles, Anderson School of Management, Strategy Department
“Essays in Strategy and Microeconomics”

Mike Horia Teodorescu, 2018
Boston College, Department of Information Sciences
“Knowledge Flows and IP Within and Across Firms—Economics and Machine Learning Approaches”

Jin Hyung Kim, 2017
George Washington University, International Business Department
“Essays in Nonmarket Strategy”

Nishani Siriwardane, 2017
NEOMA Business School, People and Organizations Department
“Three Essays Exploring How Deeply Embedded Norms Shape the Experience of Individuals and Organizations During Times of Transition”

Megan Lynn Lawrence, 2016
Vanderbilt University, Owen Graduate School of Management

Juan Ma, 2016
INSEAD, Strategy Department
“Competing Globally: Institutional Voids in Emerging Markets”

Sarah Elizabeth Wolfolds, 2016
Cornell University, Dyson School of Applied Economics and Management
“Donations and Differentiation: Three Essays on Non-profit Strategy”

Andrea Hugill, 2015
Georgetown University McDonough School of Business, Visiting Assistant Professor
“Strategies for the Non-Market Environment”

Tiona Zuzul, 2014
London Business School
“Entrepreneurship and Innovation in Nascent Industries”
Anoop Ramachandran Menon, 2012
University of Pennsylvania, Wharton School of Business
“Essays on Cognition in Strategy”

Sanjay Patnaik, 2012
University of Pennsylvania, Wharton School, Visiting Senior Fellow (2012)
The George Washington University School of Business (2013)
“Essays on International Non-market Strategy and the Political Economy of Environmental Regulation”

Kristin Elizabeth Wilson, 2012
University of North Carolina, Kenan-Flagler Business School
“Essays on Competitive Dynamics in Regulated Industries: Evidence from Commercial Banking”

Claudine Madras Gartenberg, 2011
New York University, Stern School of Business
“Essays on Firm Scope and Incentives”

Markus Taussig, 2011
National University of Singapore
“Essays on Firm Strategy and Performance in Emerging Economies”

Prithviraj Choudhury, 2010
University of Pennsylvania, Wharton School
“Impact of Workload and Resource Availability on Hospital Productivity”

Emilie Feldman, 2010
University of Pennsylvania, Wharton School
“Essays on Corporate Strategy”

TECHNOLOGY & OPERATIONS MANAGEMENT

Karthik Balasubramanian, 2018
Howard University
“Mobile Money Agent Competition, Inventory Management and Pooling”

Maria Ibañez, 2018
Northwestern University, Kellogg School of Management
“Behavioral drivers of process deviations and the effects on productivity and quality: Evidence from the field”

Budhaditya Gupta, 2016
University of Melbourne, Faculty of Business and Economics
“Essays on External Context and Operating Models”

Anil Rajnikant Doshi, 2015
University College London, Department of Management Science and Innovation
“Essays on Strategy and Management of Platforms”

Francis Edward Nagle, 2015
University of Southern California, Marshall School of Business
“The Digital Commons: Tragedy or Opportunity? The Effect of Crowdsourced Digital Goods on Innovation and Economic Growth”

Nathan Charles Craig, 2014
The Ohio State University, Fisher College of Business
“Essays on Retail Operations Management”

Jillian Alexandra Berry Jaeker, 2014
Boston University School of Management
“Impact of Workload and Resource Availability on Hospital Productivity”

Sen Chai, 2013
ESSEC Business School (2014)
“Essays on the Emergence and Diffusion of Breakthroughs”

William Schmidt, 2013
Cornell University, S.C. Johnson Graduate School of Management
“Supply Chain Disruptions and the Role of Information Asymmetry”

Ryan Williams Buell, 2012
Harvard Business School
“The Experience of Production: Essays on Customers in Service Operations”

Venkat Kuppuswamy, 2011
University of North Carolina
“The Performance Consequences of Firm Scope Choices”

Christopher Liu, 2010
University of Toronto, Rotman School of Management
“Essays on Network Antecedents in a Knowledge Production Context”

Matthew Marx, 2009
Massachusetts Institute of Technology, Sloan School of Management
“Essays on Employee Non-compete Agreements”

Santiago Mingo, 2009
University of Miami, School of Business Administration
“Essays on Industrial Policy, Strategy, and Entrepreneurship”

Bradley Staats, 2009
University of North Carolina at Chapel Hill, Kenan-Flagler Business School
“Microfoundations of Organizational Capabilities: Empirical Evidence from Indian Software Services”

Richard Lai, 2008
University of Pennsylvania, Wharton School of Management
“Empirical Operations Management—Three Essays”