



HARVARD | BUSINESS | SCHOOL

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William R. Kerr

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EDUCATION

- 2005 Ph.D., Economics, Massachusetts Institute of Technology
Dissertation: The Role of Immigrant Scientists and Entrepreneurs in International Technology Transfer
Committee: Daron Acemoglu (chair), David Autor, Ricardo Caballero, Peter Temin
- 1996 B.S., summa cum laude, Systems Engineering and Economics, University of Virginia
Thesis: Limits on Interest Rate Rules in Macroeconomic Models Governed by Price Stickiness and Rational Expectations
Committee: Robert King, Mark Shields

HARVARD UNIVERSITY

Appointments

- 2005 – Senior Associate Dean for Faculty Development and Research
Co-Director, [Managing the Future of Work](#) project
Dimitri V. D'Arbeloff - MBA Class of 1955 Professor of Business Administration
2020-2023 Unit Head, HBS Entrepreneurial Management Unit
2015-2016 MBA Class of 1975 Professor of Entrepreneurial Management, 2014-2015 Professor, 2010-2014 Associate Professor, 2005-2010 Assistant Professor, 2005 Instructor

Current Teaching Assignments

- 2007 – Launching New Ventures, Program Chair, HBS Executive Education
- 2007 – HBS Executive Education Programs: 8400 - The Health Network (chair), Adidas, Abu Dhabi National Oil Company, Anadolu, Argo (chair), Bacardi, BDO, Bertelsmann, Chick-fil-A, Daimler, Deloitte, Egyptian Banking Institute, Endeavor (chair), Entrepreneurs' Organization (chair), Genpact, GIA, Global Strategic Management, Grant-Thornton, Groupos Argos (co-chair), IBM, IPADE, Jiangsu Broadcasting Corporation and Changsha Broadcast and TV Group, Kaiser Permanente, Leading Agile Workforce Transformation (co-chair), Leading Professional Services Firms, Novartis, NTPC, Nufarm, SAMDS, Sartorius, Southern Glazers, The HR–

Executive Suite Connection, Viatrix, Young American Leaders Program, Young Presidents Organization.

Previous Teaching Assignments

2020 – 2023 The Entrepreneurial Manager, HBS MBA Required Curriculum
2020 – 2021 RC Advisory Group, HBS MBA Required Curriculum
2018 – 2020 Managing the Future of Work, HBS MBA Elective Curriculum
2014 – 2018 The Entrepreneurial Manager, HBS MBA Required Curriculum
2014 – 2017 Microeconomics of Competitiveness, HBS MBA Elective Curriculum (affiliate lecturer)
2012 – 2014 Launching Global Ventures, HBS MBA Elective Curriculum
2012 Owner/President Management Program, HBS Executive Education
2008 – 2021 Theoretical and Empirical Perspectives on Entrepreneurship: Economics & Finance
Cross-Listed HBS and Harvard Economics Ph.D. Course
2008 HBS MBA “Lapdesk” Orientation Program
2006 Harvard Engineering School’s “Mini-MBA” Program
2006 – HBS Independent Student Projects (150+ teams)
2005 – 2011 The Entrepreneurial Manager, HBS MBA Required Curriculum
2011 Course Co-Head
2005 HBS MBA “Crimson Greetings” Orientation Program
2004 International Finance, Harvard Economics Undergraduate and Kennedy School Masters Course

OTHER ACADEMIC EXPERIENCE

2010 – Bank of Finland Research Fellow, Research Department
2008 – 2022 Entrepreneurial Research Boot Camp Ph.D. Course, NBER and Kauffman Foundation
2004 Teaching Fellow, Harvard University Economics Department
2003 – 2004 Lecturer, Principles of Macroeconomics, MIT

WORK EXPERIENCE

1996 – Consulting for projects related to entrepreneurship and innovation
Primary Entities: Boston iLab; Capturing Advantage
Additional: Nordic Advisory Group; Keystone Strategy; Deloitte Consulting
Project summaries at end of CV, Sample projects:

- Developed a corporate entrepreneurship and corporate venture capital group for a Korean chaebol; designed and launched two start-up businesses
- Performed market forecasting and company valuation exercises for the governments of Singapore and South Africa related to telecom market liberalization and firm entry

1995 – 1996 White House, Executive Office of the President

AWARDS AND HONORS

2022 Greenhill Award, Harvard Business School
2020 Swedish Schumpeter Lecture, Swedish Entrepreneurship Forum
2019 Thinkers50 Radar
2019 Axiom Silver Medal for Best Business Book

- 2015 Honorary Masters of Arts, Harvard University
- 2014 Faculty Research Associate, National Bureau of Economic Research
- 2014 World Bank Research Academy Award
- 2013 Ewing Marion Kauffman Prize Medal for Distinguished Research in Entrepreneurship, awarded annually to one scholar under age 40 for research on entrepreneurship
- 2012 H. Gregg Lewis Prize for Best Paper in *Journal of Labor Economics* 2010-2011
- 2012 FPD Academy Award for Best Research at the World Bank regarding Finance and Private Sector Development in 2011
- 2011 Marvin Bower Fellow, Harvard Business School
- 2009 Faculty Research Fellowship, National Bureau of Economic Research
- 2009 Kauffman Junior Faculty Fellowship in Entrepreneurship Research, Kauffman Foundation
- 2008 MBA Class of 1961 Fellow, Harvard Business School
- 2004 Certificate of Distinction in Teaching, Harvard University
- 1996 Systems Engineering Student of the Year, University of Virginia
- 1996 Thesis Finalist, Undergraduate Engineering Research & Design Symposium
- 1996 Gus Tebell Memorial Scholar-Athlete Award, University of Virginia
- 1996 All-ACC Scholar-Athlete Award, Atlantic Coast Conference

GRANTS

- 2022 – Research Grant (Smith Richardson Foundation) for research regarding state minimum wages (\$199,980, co-PI)
- 2020 – Research Grant (Fidelity Foundation) for research regarding female entrepreneurship in low-wage sectors (\$325,000, co-PI)
- 2020 – Research Grant (Kauffman Foundation) for research regarding female entrepreneurship to establish career flexibility in higher income groups (\$304,000, co-PI)
- 2015 – 2019 Research Grant (National Science Foundation) for research regarding immigrant entrepreneurship and job creation (\$402,743, co-PI)
- 2015 – 2019 Research Grant (Kauffman Foundation) for research regarding entrepreneurship and founder traits (\$180,000, co-PI)
- 2015 – 2019 Research Grant (Smith Richardson Foundation) for research regarding entrepreneurship and founder traits (\$229,275, co-PI)
- 2014 – 2015 Research Grant (CEPR Private Enterprise Development in Low-Income Countries) for research regarding misallocation of inputs and outputs in Indian economy (\$44,500, co-PI)
- 2013 – 2016 Research Grant (Alfred P. Sloan Foundation) for NBER working group initiative regarding high-skilled immigration and in the global economy (\$682,228, co-PI)
- 2012 – 2015 Research Grant (National Science Foundation) for research regarding market access and border entrepreneurship (\$313,796, co-PI)
- 2012 Research Grant (CEPR Private Enterprise Development in Low-Income Countries) for research regarding highway infrastructure, entrepreneurship, and economic reallocation (\$35,622)
- 2011 – 2014 Research Grant (Alfred P. Sloan Foundation) for research regarding high-skilled immigration and the structure of high-tech firms (\$308,075, co-PI)
- 2011 – 2012 Research Grant (National Bureau of Economic Research) for conference regarding high-skilled immigration and the science and engineering labor market (\$70,000, co-administrator)

- 2010 – 2013 SSHRC Standard Research Grants (Social Sciences and Humanities Research Council of Canada) for research regarding entrepreneurship and innovation (\$75,500, co-PI)
- 2009 – 2011 Kauffman Junior Faculty Fellowship in Entrepreneurship Research (Kauffman Foundation) for research regarding entrepreneurship and innovation (\$50,000)
- 2006 – 2007 Innovation Policy and the Economy Faculty Research Fellowship (National Bureau of Economic Research, Kauffman Foundation) for research regarding entrepreneurship (\$20,000)
- 2004 George Schultz Fund Grant Recipient (MIT) for research on immigrant inventors (\$1,000)
- 2003 – 2005 Boston Research Data Center Graduate Student Fellowship (Census Bureau) for research regarding firm entry and investment decisions (\$30,000)
- 2000 – 2003 Graduate Student Fellowship (National Science Foundation) for research regarding economic growth (\$60,000, tuition)

PUBLICATIONS

Papers and appendices available at <http://www.people.hbs.edu/wkerr/>.

Active Working Papers:

Bai, John (Jianqui), William Kerr, Chi Wan, and Alptug Yorulmaz, “Migration Fear and Minority Crowd-Funding Success: Evidence from Kickstarter.” HBS WP 23-046. [56p].

Innessa Colaiacovo, Margaret Dalton, Sari Pekkala Kerr, and William Kerr, “The Transformation of Self Employment.” NBER WP 29725, HBS WP 22-051, CES WP. [51p].

Abhiman Das, Ejaz Ghani, Arti Grover, William Kerr, and Ramana Nanda, “Infrastructure and Finance: Evidence from India’s GQ Highway Network,” HBS WP 19-121, World Bank WP 8885 (2019). [32p].

“Centralization and Organization Reproduction: Ethnic Innovation in R&D Centers and Satellite Locations.” [60p].

Ufuk Akcigit, William Kerr, Tom Nicholas, and Jeremy Pearce, “The Mechanics of Endogenous Innovation and Growth: Evidence from Historical U.S. Patents.”

Books:

The Gift of Global Talent: How Migration Shapes Business, Economy & Society (Palo Alto, CA: Stanford University Press, 2018).

Available at: [Amazon](#), [Extended Webpage](#).

Featured in *800-CEO-READ*, *Administrative Science Quarterly*, *American Enterprise Institute Political Economy*, *Atlantic*, *Behavioral Scientist*, *Bloomberg*, *Chief Executive*, *CNBC*, *C-SPAN*, *Economist*, *Forbes*, *GeekWire*, *HARBUS*, *Harvard Business Review*, *Harvard Magazine*, *HKS GrowthPolicy*, *HR.com*, *INC.*, *Inside Higher Ed*, *Journal of Economic Literature*, *National Public Radio*, *Nature*, *Only in America*, *Pitch Book*, *Poets & Quants*, *Quartz*, *Radically Agile*, *Reuters TV*, *Review of Regional Studies*, *Science*, *Sloan Management Review*, *Wall Street Journal*, *Washington Journal*, *Stanford Social Innovation Review*, *TechCrunch*, *The Hill*, *Thinkers50*, *Voice of America*, *Washington Post*, and *Yahoo!Finance*.

Edited Books and Special Issues:

William Kerr and Hillel Rapoport, *Immigration in OECD Countries*, *Journal of Economic Geography* (Oxford, UK: Oxford University Press, 2022).

Gordon Hanson, William Kerr, and Sarah Turner, *High-Skilled Migration to the United States and its Economic Consequences* (Chicago, IL: University of Chicago Press, 2018).

William Kerr, Çağlar Özden, and Hillel Rapoport, *Migration and Development*, *Journal of Economic Geography* (Oxford, UK: Oxford University Press, 2018).

William Kerr, Josh Lerner, and Scott Stern, *Innovation Policy and the Economy Volume 15* (Chicago, IL: University of Chicago Press, 2015).

William Kerr and Sarah Turner, *U.S. High-Skilled Immigration in the Global Economy*, *Journal of Labor Economics* S1 (Chicago, IL: University of Chicago Press, 2015).

Journal Articles:

William Kerr and Martin Mandorff, “Social Networks, Ethnicity, and Entrepreneurship.” *Journal of Human Resources* 58:1 (January 2023), 183-220. NBER WP 21597, HBS WP 16-042. [54p + 45p App]. Featured in *Atlantic*.

Sari Pekkala Kerr, William Kerr, and Ramana Nanda, “House Prices, Home Equity and Entrepreneurship: Evidence from U.S. Census Micro Data.” *Journal of Monetary Economics* 130 (September 2022), 103-119. NBER WP 21458, HBS WP 15-069. [17p + 5p App].

Chattergoon, Brad and William Kerr, “Winner Takes All? Tech Clusters, Population Centers, and the Spatial Transformation of U.S. Invention.” *Research Policy* 51 (March 2022): 104418. NBER WP 29456, HBS WP 22-027. [17p + 34p App].

Sari Pekkala Kerr and William Kerr, “Whose Job Is It Anyway? Co-Ethnic Hiring in New U.S. Ventures.” *Journal of Human Capital* 15:1 (Spring 2021), 86-127. NBER WP 28509, HBS WP 21-101, CES WP 21-5. [44p].

William Kerr and Frederic Robert-Nicoud, “Tech Clusters.” *Journal of Economic Perspectives* 34:3 (Summer 2020), 50-76. NBER WP 27421, HBS WP 20-063. [27p.] Featured in VoxTalk podcast and *Works in Progress*.

Sari Pekkala Kerr and William Kerr, “Immigrant Entrepreneurship in America: Evidence from the Survey of Business Owners 2007 & 2012.” *Research Policy* 49:3 (April 2020), 103918. NBER WP 24494, HBS WP 18-098, CES WP. [43p + 44p App]. Featured in *Atlantic* and *USA Today*.

Sari Pekkala Kerr, William Kerr, and Margaret Dalton, “Risk Attitudes and Personality Traits of Entrepreneurs and Venture Team Members.” *Proceedings of the National Academy of Sciences* 116:36 (September 2019), 17712-17716. [5p + 25p App]. Featured in *Forbes* and *WBUR*.

Daron Acemoglu, Ufuk Akcigit, Harun Alp, Nick Bloom, and William Kerr, “Innovation, Reallocation, and Growth,” *American Economic Review* 108:11 (November 2018), 3450-3491. NBER WP 18993, HBS WP 13-088, CES WP 13-23. [42p]. Featured on *Harvard Law School Forum on Corporate Governance and Financial Regulation*.

Ufuk Akcigit and William Kerr, “Growth through Heterogeneous Innovations,” *Journal of Political Economy* 126:4 (August 2018), 1374-1443. NBER WP 16443, HBS WP 11-044, CES WP 12-08. [70p]. Featured in *Instant MBA*.

Sari Pekkala Kerr and William Kerr, “Global Collaborative Patents,” *Economic Journal* 128:612 (July 2018), F235-F272. NBER WP 21735, HBS WP 16-059. [37p].

Sari Pekkala Kerr, William Kerr, and Tina Xu, “Personality Traits of Entrepreneurs: A Review of Recent Literature,” *Foundations and Trends in Entrepreneurship* 14:3 (Summer 2018), 279-356. NBER WP 24097, HBS WP 18-047. [52p + 27p App].

“Heterogeneous Technology Diffusion and Ricardian Trade Patterns,” *World Bank Economic Review* 31:1 (March 2018), 163-182. NBER WP 19657, HBS WP 14-039. [28p + 31p App].

Sari Pekkala Kerr, William Kerr, Çağlar Özden, and Christopher Parsons, “High-Skilled Migration and Agglomeration,” *Annual Review of Economics* 9 (August 2017), 201-234. NBER WP 22926, HBS WP 17-045. [34p]. Featured in *Atlantic*.

Ejaz Ghani, Arti Grover, and William Kerr, "Highways and Spatial Location within Cities: Evidence from India," *World Bank Economic Review* 30:S1 (March 2017): S97-S108. [11p].

Daron Acemoglu, Ufuk Akcigit, and William Kerr, "Innovation Network." *Proceedings of the National Academy of Sciences* 113:41 (October 2016), 11483-11488. NBER WP 22783, HBS WP 17-033. [6p + 17p App]. Featured in *Chicago Booth Review*.

Sari Pekkala Kerr, William Kerr, Çağlar Özden, and Christopher Parsons, "Global Talent Flows," *Journal of Economic Perspectives* 30:4 (Fall 2016), 83-106. NBER WP 22715, HBS WP 17-026, IZA WP 10328. [25p]. Featured in *Harvard Business Review*, *Wall Street Journal.com*, *Washington Post*, *Huffington Post*, Quartz, CBC Radio, and *Yomiuri Shimbun*.

Philippe Aghion, Ufuk Akcigit, Julia Cage, and William Kerr, "Taxation, Corruption, and Growth," *European Economic Review* 86 (July 2016), 24-51. NBER WP 21928, HBS WP 16-075, CES WP. [28p].

Ejaz Ghani, Arti Grover, and William Kerr, "Highway to Success: The Impact of the Golden Quadrilateral Project for the Location and Performance of Indian Manufacturing," *Economic Journal* 126:591 (March 2016), 317-357. NBER WP 18524, HBS WP 13-040. Winner of 2014 Research Academy at the World Bank. [41p].

Daron Acemoglu, Ufuk Akcigit, Douglas Hanley, and William Kerr, "Transition to Clean Technology," *Journal of Political Economy* 124:1 (February 2016), 52-104. NBER WP 20743, HBS WP 15-045, CES WP. [59p]. Featured in *Mapping Ignorance*.

William Kerr and Scott Kominers, "Agglomerative Forces and Cluster Shapes," *Review of Economics and Statistics* 97:4 (October 2015), 877-899. NBER WP 16639, HBS WP 11-061, CES WP 12-09. [22p + 6p App; extended NBER App].

Sari Pekkala Kerr, William Kerr, and William Lincoln, "Skilled Immigration and the Employment Structures of U.S. Firms," *Journal of Labor Economics* 33:S1 (July 2015), S147-S186. NBER WP 19658, HBS WP 14-040, CES WP. [39p]. Featured in *New York Times*, *Forbes*, and *Technology-Academics-Policy Blog*.

Edward Glaeser, Sari Pekkala Kerr, and William Kerr, "Entrepreneurship and Urban Growth: An Empirical Assessment with Historical Mines," *Review of Economics and Statistics* 97:2 (May 2015), 498-520. NBER WP 18333, HBS WP 13-015, CES WP 13-15. [23p+App.]. Featured in *Atlantic*, *Bloomberg*, and *NBER Digest*. To be reprinted in *The Economics of Agglomeration*, edited by William Strange.

William Kerr, William Lincoln, and Prachi Mishra, "The Dynamics of Firm Lobbying," *American Economic Journal: Economic Policy* 6:4 (November 2014), 343-379. NBER WP 17577, HBS WP 12-034. [44p]. Featured on *National Public Radio*.

Ant Bozkaya and William Kerr, "Labor Regulations and European Venture Capital," *Journal of Economics & Management Strategy* 23:4 (Winter 2014), 776-810. Older version titled "Labor Regulations and European Private Equity" released as NBER WP 15627, HBS WP 08-043. [35p].

"Income Inequality and Social Preferences for Redistribution and Compensation Differentials," *Journal of Monetary Economics* 66 (September 2014), 62-78. NBER WP 17701, HBS WP 12-048. [40p + 29p App]. Featured in the *Financial Times*.

William Kerr, Ramana Nanda, and Matthew Rhodes-Kropf, "Entrepreneurship as Experimentation," *Journal of Economic Perspectives* 28:3 (Summer 2014), 25-48. NBER WP 20358, HBS WP 15-005. [24p]. Featured in the *Motley Fool*.

Ejaz Ghani, William Kerr, and Christopher Stanton, "Diasporas and Outsourcing: Evidence from oDesk and India," *Management Science* 60:7 (July 2014), 1677-1697. NBER WP 18474, HBS WP 13-035. [36p]. Featured in *Diplomatist*.

- Ejaz Ghani, William Kerr, and Stephen O'Connell, "Political Reservations and Women's Entrepreneurship in India," *Journal of Development Economics* 108 (May 2014), 138-153. NBER WP 19868, HBS WP 14-056. [16p + 15pApp].
- Ejaz Ghani, William Kerr, and Stephen O'Connell, "Spatial Determinants of Entrepreneurship in India," *Regional Studies* 48:6 (May 2014), 1071-1089. NBER WP 17514, HBS WP 12-027. [47p]. Featured in *Economic Times*.
- William Kerr, Josh Lerner, and Antoinette Schoar, "The Consequences of Entrepreneurial Finance: Evidence from Angel Financings," *Review of Financial Studies* 27:1 (January 2014), 20-55. NBER WP 15831, HBS WP 10-086. [36p]. Lead article. Featured in *Wall Street Journal*, *Tech Crunch*, *Christian Science Monitor*, *NBER Digest*, *VentureHype*, and others.
- Ejaz Ghani, William Kerr, and Stephen O'Connell, "Local Industrial Structures and Female Entrepreneurship in India," *Journal of Economic Geography* 13:6 (November 2013), 929-964. NBER WP 17596, HBS WP 12-036. [48p]. Awarded FPD Academy Award for Best Research at the World Bank in Finance and Private Sector Development in 2011.
- C. Fritz Foley and William Kerr, "Ethnic Innovation and U.S. Multinational Firm Activity," *Management Science* 59:7 (July 2013), 1529-1544. NBER WP 17336, HBS WP 12-006. [33p]. Featured in the *Economist* and *Wall Street Journal*.
- Sari Pekkala Kerr and William Kerr, "Immigration and Employer Transitions for STEM Workers," *American Economic Review Papers and Proceedings* 103:3 (May 2013), 193-197. [5p].
- Oliver Falck, Christina Guenther, Stephan Heblich, and William Kerr, "From Russia with Love: The Impact of Relocated Firms on Incumbent Survival," *Journal of Economic Geography* 13:3 (May 2013), 419-449. NBER WP 16141, HBS WP 10-112. [31p].
- Sari Pekkala Kerr and William Kerr, "Economic Impacts of Immigration: A Survey," *Finnish Economics Papers* 24:1 (Spring 2011), 1-32. NBER WP 16736, HBS WP 09-013. [32p]. Lead article. Featured in *BBC The World*, *Economist* and *Fortune*.
- William Kerr and William Lincoln, "The Supply Side of Innovation: H-1B Visa Reforms and US Ethnic Invention," *Journal of Labor Economics* 28:3 (July 2010), 473-508. NBER WP 15768, HBS WP 09-005. [36p, 95p WP]. Lead article. Featured in *Business Week*, *CNN*, *Economist*, *New York Times*, *National Public Radio*, *Wall Street Journal*, *Washington Post*, and others. Awarded H. Gregg Lewis Prize for Best Paper in *Journal of Labor Economics* during 2010-2011.
- Glenn Ellison, Edward Glaeser, and William Kerr, "What Causes Industry Agglomeration? Evidence from Coagglomeration Patterns," *American Economic Review* 100:2 (June 2010), 1195-1213. NBER WP 13068, HBS WP 07-064, CES WP 07-13. [19p + 65p App]. Reprinted in *New Developments in Spatial Economics and Economic Geography* (Edward Elgar Publishing).
- William Kerr and Ramana Nanda, "Banking Deregulations, Financing Constraints and Firm Entry Size," *Journal of European Economic Association* 8:2-3 (April/May 2010), 582-593. NBER WP 15499, HBS WP 10-010. [12p].
- "Breakthrough Inventions and Migrating Clusters of Innovation," *Journal of Urban Economics* 67:1 (January 2010), 46-60. NBER WP 15443, HBS WP 10-020. [15p]. Reprinted in *Migration and Economic Growth* (Edward Elgar Publishing).
- Edward Glaeser, William Kerr, and Giacomo Ponzetto, "Clusters of Entrepreneurship," *Journal of Urban Economics*, 67:1 (January 2010), 150-168. NBER WP 15377, HBS WP 10-019, CES WP 09-036. [19p].
- William Kerr and Ramana Nanda, "Democratizing Entry: Banking Deregulations, Financing Constraints, and Entrepreneurship," *Journal of Financial Economics*, 94:1 (October 2009), 124-149. HBS WP 07-033, CES WP 07-33. [26p].

Edward Glaeser and William Kerr, "Local Industrial Conditions and Entrepreneurship: How Much of the Spatial Distribution Can We Explain?" *Journal of Economics & Management Strategy*, 18:3 (Fall 2009), 623-663. NBER WP 14407, HBS WP 09-055, CES WP 08-37. [41p + 8p App]. Lead article.

"Ethnic Scientific Communities and International Technology Diffusion," *Review of Economics and Statistics*, 90:3 (August 2008), 518-537. HBS WP 06-022. [20p + 31p App]. Reprinted in *Migration and Economic Growth* (Edward Elgar Publishing). Featured in the *Economist* and *Wall Street Journal*.

Shihe Fu and William Kerr, "The Survey of Industrial R&D—Patent Database Link Project," *Journal of Technology Transfer*, 33:2 (April 2008), 173-186. HBS WP 07-031, CES WP 06-28. [14p, 29p WP].

David Autor, William Kerr, and Adriana Kugler, "Does Employment Protection Reduce Productivity? Evidence from U.S. States," *Economic Journal*, 117:521 (June 2007), F189-F217. NBER WP 12860, HBS WP 07-048, CES WP 07-04. [29p, 48p WP]. Lead article.

William Kerr and Robert King, "Limits of Interest Rate Rules in the IS Model," *Federal Reserve Board of Richmond Economic Quarterly*, 82:2 (Spring 1996), 47-75. [29p].

Book Chapters:

Sari Pekkala Kerr and William Kerr, "Immigration Policy Levers for US Innovation and Startups," in Austan Goolsbee and Benjamin Jones (eds.) *Innovation and Public Policy* (Chicago, IL: University of Chicago Press, 2021), 85-115. NBER WP 27040, HBS WP 20-105. [31p]. Featured in *Atlantic* and *USA Today*.

"The Gift of Global Talent: Innovation Policy and the Economy," in Josh Lerner and Scott Stern (eds.) *Innovation Policy and the Economy Volume 19* (Chicago, IL: University of Chicago Press, 2019), 1-37. NBER WP 25875, HBS WP 19-116. [37p].

Sari Pekkala Kerr and William Kerr, "Immigrant Networking and Collaboration: Survey Evidence from CIC," in Ina Ganguli, Shulamit Khan and Megan Macgarvie, *The Roles of Immigrants and Foreign Students in US Science, Innovation and Entrepreneurship* (Chicago, IL: University of Chicago Press, 2019), 173-205. NBER WP 25509, HBS WP 19-078. [32p + 26p App].

John Horton, William Kerr, and Christopher Stanton, "Digital Labor Markets and Global Talent Flows," in Gordon Hanson, William Kerr and Sarah Turner, *High-Skilled Migration to the United States and its Economic Consequences* (Chicago, IL: University of Chicago Press, 2018), 71-108. NBER WP 23398, HBS WP 17-096. [38p].

Gilles Duranton and William Kerr, "The Logic of Agglomeration," in Gordon Clark, MaryAnn Feldman, Meric Gertler, and Dariusz Wojcik (eds.) *The New Oxford Handbook of Economic Geography* (Oxford University Press, 2018). NBER WP 21452, HBS WP 16-037. [20p].

Sari Pekkala Kerr and William Kerr, "Immigrant Entrepreneurship," in John Haltiwanger, Erik Hurst, Javier Miranda, and Antoinette Schoar (eds.) *NBER-CRIW Measuring Entrepreneurial Businesses: Current Knowledge and Challenges* (Chicago, IL: University of Chicago Press, 2017), 187-249. NBER WP 22385, HBS WP 16-037, CES WP. [66p]. Featured in *Bloomberg Business*, *Fashion.Net*, *Harvard Business Review*, *Oxford Business Law Blog*, *Technology-Academics-Policy Blog*, and *WallStreetJournal.com*.

"U.S. High-Skilled Immigration, Innovation, and Entrepreneurship: Empirical Approaches and Evidence," in Carsten Fink and Ernest Miguelez (eds.) *Innovation, Intellectual Property, and Economic Development* (Cambridge, UK: Cambridge University Press, 2017), 193-221. NBER WP 19377, HBS WP 14-017. [28p].

Daron Acemoglu, Ufuk Akcigit, and William Kerr, "Networks and the Macroeconomy: An Empirical Exploration," in Martin Eichenbaum and Jonathan Parker (eds.) *NBER*

Macroeconomics Annual 2015 (Chicago, IL: University of Chicago Press, 2016), 276-335. NBER WP 21344, HBS WP 16-006. [59p App]. Featured in *Bloomberg*.

William Kerr and Ramana Nanda, “Financing Innovation”, in Andrew Lo and Robert Merton (eds.) *Annual Review of Financial Economics Volume 7* (Palo Alto, CA: Annual Reviews, 2015), 445-462. NBER WP 20676, HBS WP 15-034. [18p].

“Business Innovation and Growth,” in Austrian Council for Research and Technology Development (ed.) *Designing the Future: Economic, Societal and Political Dimensions of Innovation* (Vienna, AU: Echomedia Buchverlag, 2015), 137-156. [20p]. Reprinted in Christian Keuschnigg (ed.) *Moving to the Innovation Frontier* (2016).

“International Migration and Innovation: Insights from the US Experience,” in Anna Triandafyllidou (ed.) *Routledge Handbook of Immigration and Refugee Studies* (Routledge, 2015), 82-87. [6p].

Sari Pekkala Kerr, William Kerr, and William Lincoln, “Firms and the Economics of High-Skilled Immigration,” in William Kerr, Josh Lerner, and Scott Stern (eds.) *Innovation Policy and the Economy Volume 15* (Chicago, IL: University of Chicago Press, 2015), 115-152. NBER WP 20069, HBS WP 14-102. [38p].

Gerald Carlino and William Kerr, “Agglomeration and Innovation,” in Gilles Duranton, Vernon Henderson, and William Strange (eds.), *Handbook of Regional and Urban Economics Volume 5* (Amsterdam: Elsevier, 2015), 349-404. NBER WP 20367, HBS WP 15-007. [55p].

Aaron Chatterji, Edward Glaeser, and William Kerr, “Clusters of Entrepreneurship and Innovation,” in Josh Lerner and Scott Stern (eds.) *Innovation Policy and the Economy Volume 14* (Chicago, IL: University of Chicago Press, 2014), 129-166. NBER WP 19013, HBS WP 13-090. [38p].

Ejaz Ghani, William Kerr, and Stephen O’Connell, “Promoting Entrepreneurship, Growth, and Job Creation,” in Ejaz Ghani (ed.), *Reshaping Tomorrow: Positioning South Asia for the Big Leap* (Oxford, UK: Oxford University Press, 2011), 168-201. Refereed chapter. [28p]. Featured in *Business World* and *Economic Times*.

William Kerr and Ramana Nanda, “Financing Constraints and Entrepreneurship,” in David Audretsch, Oliver Falck, and Stephan Heblich (eds.), *Handbook on Research on Innovation and Entrepreneurship* (London, UK: Edward Elgar, 2011), 88-103. NBER WP 15498, HBS WP 10-013. [16p].

“The Agglomeration of US Ethnic Inventors,” in Edward Glaeser (ed.), *Agglomeration Economics* (Chicago, IL: University of Chicago Press, 2010), 237-276. Refereed chapter. NBER WP 15501, HBS WP 09-003. [40p]. Featured in *NBER Digest*.

Ant Bozkaya and William Kerr, “The Rationales and Performance of Public Venturing: Survey Evidence from Belgium and Finland,” in *Essays in Entrepreneurial Finance* (Universite Libre de Bruxelles, Ant Bozkaya Ph.D. Thesis, 2007), 104-150. [47p]. Reprinted in *Entrepreneurial Finance: Financing of Young, Innovative Ventures* (Saarbrücken, Germany: VDM Verlag, 2009), 95-139.

Ant Bozkaya and William Kerr, “Labor Market Regulations and European Restructuring: Evidence from Private Equity Investments,” in *Essays in Entrepreneurial Finance* (Universite Libre de Bruxelles, Ant Bozkaya Ph.D. Thesis, 2007), 151-189. [39p]. Reprinted in *Entrepreneurial Finance: Financing of Young, Innovative Ventures* (Saarbrücken, Germany: VDM Verlag, 2009), 140-176.

Policy and Practitioner Reports:

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- Ramana Nanda, William Kerr, and Carin Knoop, "INNOVA-MEX's Bid for ENKONTROL," HBS case 812-008 (2011, Revision 2012). [21p].

William Kerr and Ramana Nanda, “INNOVA-MEX’s Bid for ENKONTROL,” HBS teaching note 813-087 (2013). [16p].

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Lynda Applegate, William Kerr, Elisabeth Koll, and David Lane, “ReSource Pro,” HBS case 812-031 (original version 811-079) (2011). [24p]. Featured HBSP case for May 2012.

William Kerr and David Lane, “ReSource Pro,” HBS teaching note 813-137 (original teaching plan 813-027) (2013). [15p].

Lynda Applegate, William Kerr, and David Lane, “Home Essentials: Building a Global Service Business with Local Operations,” HBS case 811-078 (2011, Revised 2013). [18p].

Lynda Applegate and William Kerr, “Home Essentials: Building a Global Service Business with Local Operations (CW),” HBS spreadsheet supplement 813-702 (2012).

“Home Essentials: Building a Global Service Business with Local Operations,” HBS teaching note 813-154 (2013). [20p].

“Cherrypicks,” HBS case 807-106 (2007, Revised 2009). [22p].

“Cherrypicks,” HBS teaching note 808-065 (2007, Revised 2009). [23p].

William Kerr, Dan Isenberg, and Ant Bozkaya, “TA Energy (Turkey): A Bundle of International Partnerships,” HBS case 807-175 (original version 807-075) (2007, Revised 2011). [18p]. Featured in the *HBS Premier Case Collection*.

“TA Energy (Turkey): A Bundle of International Partnerships,” HBS teaching note 809-131 (2009, Revised 2011). [16p].

HBS Course Notes:

Joseph Fuller, William Kerr, and Ria Mazumdar, “The Labor Market as COVID Recedes: A Great Resignation or a Great Realization?,” HBS technical note 822-113 (2022). [10p].

Frank Nagle, George Riedel, William Kerr, and David Lane, “Note on Cyberattacks and Regulatory Regimes,” HBS technical note 723-392 (2022).

William Kerr, Daniel O’Connor, and Paige Boehmcke, “The Impact of Digital Commerce and Delivery: Experience from Grocery and Food Value Chains,” HBS technical note 822-108 (2022). [17p].

Joseph Fuller, William Kerr, Manjari Raman, and Bailey McAfee. “Note on the Future of Work,” HBS technical note 821-063 (2021). [15p].

William Kerr, Daniel O’Connor, and James Palano, “The New Generation of Retail,” HBS technical note 821-036 (2020). [12p].

William Kerr and Gorick Ng, “Talent Management in the Future of Work,” HBS technical note 820-084 (2020). [10p].

William Kerr and James Palano, “Modern Automation (B): Robotics,” HBS case 820-069 (2019). [18p].

William Kerr, Daniel O’Connor, and Nathaniel Schwalb, “China Commerce 2020,” HBS technical note 820-014 (2019). [22p].

Joseph Fuller, William Kerr, Manjari Raman, and Carl Kreitzberg. “Care Economy in the U.S. (Primer),” HBS technical note 820-027 (2019). [35p].

William Kerr, Daniel O’Connor, and Nathaniel Schwalb, “A Note on the Future of Commerce,” HBS technical note 819-017 (2019). [27p].

William Kerr and James Palano. “Modern Automation (A): Artificial Intelligence,” HBS case 819-084 (2019). [35p].

Joseph Fuller, William Kerr, Manjari Raman, and Donald Maruyama. “Geographic Inequality Primer,” HBS technical note 546-541 (2019). [24p].

Joseph Fuller, William Kerr, Manjari Raman, and Carl Kreitzberg. “Managing Talent Pipelines in the Future of Work,” HBS technical note 819-131 (2019). [27p].

Joseph Fuller, William Kerr, and Carl Kreitzberg. “The Gig Economy: Leasing Skills to Pay the Bills,” HBS technical note 819-146 (2019). [32p].

William Kerr and Mark Roberge, “The Entrepreneurial Manager, Module I: Defining and Developing the Business Model,” HBS technical note 817-108 (2017). [10p].

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“Launching Global Ventures: Location Choices,” HBS module note 813-160 (2013). [32p].

“Launching Global Ventures: Business Models,” HBS module note 813-161 (2013). [28p].

Ramana Nanda and William Kerr, “Convertible Notes in Seed Financings,” HBS technical note 813-017 (2012). [11p].

William Kerr and Alexis Brownell, “Location Choice for New Ventures: Choices within Cities,” HBS technical note 812-036 (2011, Revised 2012). [19p].

William Kerr and Ramana Nanda, “Location Choice for New Ventures: Cities,” HBS technical note 811-106 (2011, Revised 2013). [14p].

Lynda Applegate, William Kerr, Ann Cullen, and Alexis Brownell, “Online Research Guide,” HBS technical note 811-095 (2011). [15p].

William Kerr and Ramana Nanda, “Financing New Ventures,” HBS technical note 811-093 (2011). [21p].

Lynda Applegate, William Kerr, and Alexis Brownell, “Pitching Business Opportunities,” HBS technical note 811-086 (2011). [16p].

William Kerr, Lynda Applegate, Frank Cespedes, and Shikhar Ghosh (eds.), “The Entrepreneurial Manager 2011 Winter Term: Course Overview,” HBS course note 801-325 (2011). [9p].

William Kerr and Dan Isenberg, “Take Advantage of Your Diaspora Network,” HBS technical note 808-029 (2007, Revised 2008). [8p]. Featured in *Harvard Business Review*. Reprinted in *Diaspora Strategies Toolkit* for the State Department’s Global Diaspora Forum Conference (2011).

PODCAST SERIES: MANAGING THE FUTURE OF WORK

Available at: <https://www.hbs.edu/managing-the-future-of-work/podcast/Pages/default.aspx>, additional podcasts hosted by Joseph Fuller

2018 How Vodafone’s CEO is using AI to transform the way the company works
 What smart employers are doing to prevent degree inflation
 What really worries the AFL-CIO about the future of work?
 Jobs lost, jobs gained: Focus less on predictions, more on potential
 The CEO of ING Netherlands describes his bank’s agile “big bang”
 What can businesses learn from the present crisis of trust in tech?
 How firms are building strategy around AI

Collaborate in the classroom, compete on the grid
Work without borders: How digital platforms are transforming the way firms get things done
The gift of global talent: Why talented people are the world's most precious resource
How advanced technology is lifting the business of cranes
Retraining road-trip: New skills for older workers
Larry Summers: Urban-rural inequality and the importance of work
2019 IBM: View from the cutting edge of AI
Uncertain times for global talent: News Corp's global mobility director on Brexit and U.S. policy changes
How the U.S. is driving away foreign talent and what happens when American companies miss out
The prognosis for AI-assisted radiology
Prediction: How AI will affect business, work, and life
Investing in innovation: boosting growth beyond superstar cities
Fried chicken and fresh starts: fair chance hiring as a talent strategy
Expanding access and conveying competencies: How Western Governors University is rethinking higher education
The energy industry's cooperative approach to expanding the talent pipeline
Fintech on Main Street: How small businesses are banking on new technology
How teaching robots the way the world works changes the world of work
How global trade and AI are resetting the terms of white-collar work
Rebooting the apprenticeship for tech jobs
2020 From opt-in to check-out: How digital platforms are transforming retail
Richard Florida: the creative class in the age of the superstar city
Data-centric business: Inside the artificial intelligence factory
COVID Dispatch: Justin Wolfers
COVID Dispatch: Ardine Williams
COVID Dispatch: Derek Thompsom
COVID Dispatch: Ed Glaeser
Freelancer.com: On-demand skills and ideas
COVID Dispatch: Nick Dalton
Handicapping the global competition for talent
COVID Dispatch: Karen Mills
How Catalant helps align workforce and work
COVID Dispatch: Dan O'Connor
COVID Dispatch: Joe DeLoss
COVID Dispatch: Sal Khan
Dexai: Machine learning in the kitchen
COVID Dispatch: Noah Smith

COVID Dispatch: Tsedal Neeley
 COVID Dispatch: Kass Dawson
 COVID Dispatch: Laura Morgan Roberts
 COVID Dispatch: Tim Rowe
 Unilever’s workforce transformation: hard truths and help with change
 Tulsa Remote: Live here, work anywhere
 MFW Dispatch: Marissa Andrada
 MFW Dispatch: Jeff Ray
 How US community colleges can bolster the post-Covid recovery
 Glint-LinkedIn: Worker sentiment informs management
 WWT: IT innovation rooted in diversity and employee wellbeing
 Udacity’s skills play: Closing the loop on demand and supply
 2021 Keeping remote workers at the center of the action
 MIT’s David Autor on engineering more equitable growth
 Factoring high-skills freelancers into the enterprise equation
 Spotify’s talent play: distributed, flexible, and diverse
 Architect Stefan Behnisch on designing for a changing workforce
 US plans for AI primacy
 AI-assisted language translation: Context is king
 Infrastructure: Upgrading the US labor statistics system
 People analytics: Getting from data to meaningful impact
 Veeva’s distributed approach to building institutional knowledge and shared culture
 Coursera: From virtual lecture hall to platform for lifelong learning
 Slack’s Brian Elliott: Digital-first elevates output and diversity
 Lisa Cook on why inclusion benefits the economy and economics
 Hubert Joly on humanizing the profit motive
 2022 MFW research: Rethinking low-wage work
 Working with software robots
 Building back a better supported federal workforce
 Virtually present: Meta’s vision for the hybrid workplace
 Dropbox founder Drew Houston on streamlining the digital workspace
 Can we automate our way to better decision making?
 MOOC to graduate degree: What the 2U, edX merger means for higher ed and skills building
 Rolls-Royce: Re-engineering work while retaining institutional knowledge
 Packaging skills: FedEx Services’ flexible work strategy
 SAP’s Sabine Bendiek on workforce strategy
 Sprawling ambition: Jonathan Webb on AppHarvest’s bid to transform agriculture
 The American Opportunity Index: Rating Employers on Upward Mobility

- Mapping the flow of knowledge, goods, and jobs
 Abby Falik on Global Citizen Year and finding purpose
- 2023 AI: The good, the bad, and the transformative
 Good jobs as good cause: The philanthropy of upward mobility
 Gregory Washington on the relevance of George Mason
 Bankable skills: Goldman Sachs CIO Marco Argenti on the emerging tech-business talent model
 How to upgrade the community college talent supply chain
 Delta Dental's Sarah Chavarria on the value of communication

PRESENTATIONS AND SEMINARS

- 2023 8400–The Health Network; American Economic Association; Bertelsmann; Boston iLab; Endeavor; Entrepreneurs Organization; Ernst & Young; Gemological Institute of America; General Mills; GIA; George Washington University Business School; Harvard Business School; International Conference on the Science of Science and Innovation; IPADE; NBER Labor Studies; QatarEnergy; Saudi Institute for Internal Auditors; Stryker; Thrivent; Ultimate Kronos Group; University of Southern California Marshall Business School; Viatrix; Young Presidents Organization.
- 2022 8400–The Health Network; Abu Dhabi National Oil Company; Academy of Management; American Economic Association; Anadolu Group; BDO; Charles Schwab; Coca Cola; Deloitte Consulting; Emerson; Endeavor; Entrepreneurs Organization; Ernst & Young; Fazer; General Mills; Harvard Business School; Harvard University Center for International Development; IGT; INDEED; IPADE; Key Bank; Medco Energi; NBER Entrepreneurial Research Boot Camp; NBER Innovation Policy and Economy; NBER Urban Studies; Northeastern Finance Conference; Saudi Institute for Internal Auditors; Tietoevry; Ultimate Kronos Group; University of California Berkeley; Viatrix; Walmart; Walmex; Washington University Olin; World Bank; Young Presidents Organization.
- 2021 8400–The Health Network; Abbott Nutrition; Academy of Management; CSIS Renewing American Innovation Project; Endeavor; Endeavor Drinks; Entrepreneurs Organization; FEMSA; Future of Work: Thought Leadership Series 2021; Genpact; Harvard Business School; Harvard Graduate School of Design; Haworth; IPADE; Lifeblood; Kauffman Foundation and NBER Entrepreneurial Research Boot Camp; Kauffman Foundation Immigration Forum; Kronos; Kuwait Finance House; Richmond Federal Reserve Board; Saudi Ministry of Communication and Information Technology; Saudi Ministry of Housing; Smithsonian Institute; Stanford Research Park; Stanford University; Tulane University; Unilever; Universidad Catolica, Chile; University of California Irvine; University of California San Diego; University of Toronto Rotman; Young Presidents Organization.
- 2020 8400–The Health Network; American Economic Association; Coca-Cola Bottlers Japan; Emerson Group; Endeavor; Entrepreneurs Organization; EPFL; Fazer; Former Members of Congress; Future of Commerce Initiative; German Advisory Board for Research Migration; GMDC; Harvard Alumni Organization; Holland Innovation Network; Immigration Nerds; Ismaili Canada Future of Work; Kauffman Foundation and NBER Entrepreneurial Research Boot Camp; Kemira; KONE; Kronos; NBER Growth Conference; NBER Innovation and Public Policy; NBER Personnel Economics; NBER Productivity; Northeastern University Finance; Nufarm; Oxford Union; Politico; Saudi Ministry of Housing; Swedish Entrepreneurship Forum (keynote); Voice of America; Young Presidents Organization.
- 2019 8400–The Health Network; Abu Dhabi School of Management; American Economic Association; AFL-CIO; Argo; Bacardi; Bank of Finland; C&C Alpha Group; Center for the

- Governance of Change; Chick-fil-A; Coca-Cola; Decision Institute; Endeavor; Entrepreneurial Organization; Envoy Global (keynote); Executive Global Systems; Fazer; Fordham University (keynote); Grant Thornton; Harvard University Reunion; Harvard Business Press Partners; HBS Alumni Club; IBM; Information Technology and Innovation Foundation; International Monetary Fund; Kaiser Permanente; Kauffman Foundation and NBER Entrepreneurial Research Boot Camp; Key Bank; Konecranes; Kronos (keynote); MIT Sloan; National Academy of Arbitrators; NBER Innovation Policy and the Economy; NBER Growth Conference; Nordea; Procter & Gamble (keynote); Richmond HR, Learning & Talent Management Forums (keynote); Roundtable for Engineering Entrepreneurship Research Conference (keynote); SAMDS; Sartorius; SNaC; Society for Information Management Advanced Practices Council; Southern Glazers; The Indus Entrepreneur Forum; Tufts University; University of Pennsylvania Wharton; UPM; Wharton Migration Conference (keynote); World Bank; Yale School of Management.
- 2018 8400–The Health Network; Academy of Finland’s Strategic Research Council; Adidas; Alvogen; American Economic Association; Bank of Finland; Bertelsmann; Brigham and Women’s Hospital; Brookings Institute; Carl Zeiss China; CEPII Conference (keynote); Cinda Asset Management; Daimler; Dallas Federal Reserve Board Conference; Dar Al-Hekma University (keynote); Decision Institute; Directors Institute Finland; Endeavor; Entrepreneurial Organization; Entrepreneurial Organization Middle East; Envoy Global; ETLA; Executive Global Systems; Harvard Alumni Club Helsinki; Harvard Engineering Next Generation Ops; Harvard Presidential Inauguration; HBS Alumni Hackathon San Francisco; HBS 7th Annual International Research Symposium; Kauffman Foundation and NBER Entrepreneurial Research Boot Camp; Kellogg School of Management; Keystone Strategy; Kingdom of Saudi Arabia, Crown Prince Mohammed bin Salman; Konecranes; Massachusetts Technology Leadership Council; MIT; NBER Corporate Sponsor Symposium; NBER The Role of Immigrants and Foreign Students in Science, Innovation, and Entrepreneurship Conference; OECD; RSA Logistics; Tieto; UPM; Wellesley College; Young American Leaders Program; Young Presidents Organization.
- 2017 American Economic Association; Bank of Finland; Endeavor; Entrepreneurial Organization; Entrepreneurship Research Boot Camp; Finland Billion Group; Harvard Alumni Reunions; Harvard Economics Undergraduate Seminar; Harvard-ILO Future of Work Roundtable; Harvard SBBI-Economics of Science Workshop; International Monetary Fund; Kauffman Foundation and NBER Entrepreneurial Research Boot Camp; Konecranes; National Science Foundation Patent Conference; Neste; Novartis; Novo Nordisk; Peak Games; Shanghai Advanced Institute of Finance, Shanghai Jiao Tong University; Shanghai Tongji University; World Bank; Yale Cowles Summer Trade Labor and Migration Conference; Young Presidents Organization.
- 2016 American Economic Association; Arcelik; Bank of Finland; Cargotec Kalmar; Decision Institute; Endeavor; Groupos Argos; Guangzhou Rural Commercial Bank; HaiKe; HBS India Research Center Advisory Board; Huhtamaki; John Hopkins Business School; Labor and Employment Relations Association; Linkage Asia; MIT 50 Years of Entrepreneurship Conference; NAG; NBER Global Talent Flows Conference; Outotec; Real Colegio Complutense; ScaleX Turkey; SR-Bank (Stavanger); Turkcell; UCIBN; United States Patent and Trademark Office; University of Oslo Technology Transfer Office; UPM; Xiamen University EMBA; Young Presidents Organization Turkey.
- 2015 American Economic Association; Bank of Finland; Brown University Economics; CEPR: Moving to the Innovation Frontier (Keynote Speaker); CESifo Summer Institute on the Economics of Entrepreneurship (Keynote Speaker); Duke University Fuqua Strategy; Endeavor; Finnish Association for HR Management 25th Annual Conference (Keynote Speaker); HBS Microeconomics of Competitiveness Conference (Keynote Speaker); Huaxia Insurance; IZA Institute for the Study of Labor; Kauffman Foundation Entrepreneurial Growth Conference; LahiTapiola; Linkage Asia; MayBank; NAG; National Academy of Sciences; NBER Entrepreneurship; NBER Innovation Policy and the Economy; NBER Macro Annual Conference; Outotec; Real Colegio Complutense; University of Chicago Booth; University of

- Pennsylvania Wharton; World Bank Migration and Development Conference; Yale University Economics; YLE; Young Presidents Organization.
- 2014 American Economic Association; American Real Estate & Urban Economic Association; Bank of Finland; Columbia University Graduate School of Business; Cornell University Dyson School of Applied Economics and Management; Endeavor; ETLA, The Research Institute of the Finnish Economy; Fordham University; Handbook of Regional and Urban Economics Conference; Harvard College European Business Group; Harvard Economics of Science and Engineering Workshop; Harvard Kennedy School Ash Center; Lincoln Academy; Linkage Asia; National Association of Manufacturers; National Research Council's Global High-Skilled Immigration Workshop; NBER/CRIW Measuring Entrepreneurial Businesses: Current Knowledge and Challenges Conference; NBER Innovation Policy and the Economy; New York University Stern School; Real Colegio Complutense; Rensselaer Polytechnic Institute; Roundtable for Engineering Entrepreneurship Research Conference; University of California Berkeley Haas School of Business; University of California San Diego Center for Comparative Immigration Studies; University of Quebec Montreal; Urban Economics Association.
- 2013 American Economic Association; American Financial Association; Bank of Finland; Brandeis University Business School; Brookings Foundation Entrepreneurship Conference; China Construction Bureau; CEPR / Tinbergen Institute Conference on Entrepreneurship Economics (Keynote Speaker); European Economic Association; HBS Business, Government & the International Economy Conference; HBS International Research Conference; HBS International Seminar; HBS Strategy Conference; Helsinki Center for Economic Research; John Hopkins SAIS; Kauffman Foundation Entrepreneurial Finance and Innovation Conference; Kauffman Foundation Entrepreneurship Mentoring Workshop; Kauffman Foundation and NBER Entrepreneurial Research Boot Camp; Linkage 20 Conversations@ Harvard; NBER High-Skilled Immigration in Science and Engineering Conference; NBER Innovation Policy and the Economy; NBER Productivity; NBER Urban Studies; North American Winter Meetings of the Econometric Society; Real Colegio Complutense; Robert H. Smith School of Business, University of Maryland; Rotman School of Management, University of Toronto; Society of Labor Economics; Stanford University Economics; University of California Davis; World Bank; World Intellectual Property Organization, Intellectual Property, The Migration of Skilled Workers and Development Conference; Zhejiang Province Development and Reform Commission.
- 2012 Academy of Management; American Economic Association; Association for Public Policy Analysis and Management; Bank of Finland; Canadian Conference on the Economics of Innovation and Entrepreneurship; Carnegie Mellon Tepper School of Business; China Yunnan Construction Engineering Group; Harvard University Economic History; Harvard University Labor Economics; Harvard Spanish Management Scholars Seminar; HBS Arab Entrepreneurship Panel; HBS International Seminar; HBS PRIMO; HBS START; Kauffman Foundation Entrepreneurial Finance and Innovation Conference; Kauffman Foundation Entrepreneurship Mentoring Workshop; London Business School; London School of Economics; NBER Entrepreneurship; NBER Growth Conference; NBER High-Skilled Immigration in Science and Engineering Conference; NBER Productivity; NBER Urban Studies; Northeastern University Finance; Society of Labor Economists; Rappaport Institute; RCEF Cities, Open Economies, and Public Policy Conference; Regional Science Association International; Research Institute of Industrial Economics; Rutgers Business School; Sun Yat-Sen Business School; University of Bergen; University of California Berkeley Haas School of Business; Urban Economics Association; USPTO Conference on Patents, Entrepreneurship and Innovation; Western University Richard Ivey School of Business; Wharton School of the University of Pennsylvania.
- 2011 AFD-World Bank International Migration and Development Conference; American Economic Association; American Financial Association; Bank of Finland; Calvin College; Center for International Development; David Eccles School of Business, University of Utah; ETLA, The Research Institute of the Finnish Economy; Federal Reserve Board of Governors; Fuqua School of Business, Duke University; European Association of Labour Economists; Harvard Spanish

- Management Scholars Seminar; HBS Doctoral Admissions Day; Indian American Forum for Political Education Forum; Kauffman Foundation Entrepreneurship Finance and Innovation Conference; Kauffman Foundation Entrepreneurship Mentoring Workshop; NBER Income Distribution and Macroeconomics Conference; NBER Growth Conference; NBER Productivity; NBER Public Economics; Olin Business School, Washington University; Ross School of Business, University of Michigan; University of Amsterdam Immigration and Growth Conference.
- 2010 Aalto University School of Economics; American Economic Association; Bank of Finland; Boston University School of Management; CEPR Transnationality of Migrants Conference; European Regional Science Association; Georgia Institute of Technology College of Management; Hanken School of Economics; Harvard Spanish Management Scholars Seminar; HBS Faculty Research Symposium; Kauffman Foundation Entrepreneurship Finance and Innovation Conference; Kauffman Foundation Entrepreneurship Mentoring Workshop; NBER Entrepreneurship; NBER Productivity; NBER Rate and Direction of Inventive Activity 50th Anniversary Conference; Norwegian School of Economics and Business Administration Finance; Sweden Conference on Immigration and Labor Market Integration; Tilburg University Finance; University of California San Diego Economics; University of Virginia Economics.
- 2009 American Economic Association; Boston Area Urban and Real Estate Economics Seminar; Brookings Institute; European Economic Association; European Regional Science Association; Georgetown University Economics; Helsinki Center of Economic Research; Institute for the Study of International Migration; Kauffman Foundation Cities and Entrepreneurship Conference; NBER Productivity; Philadelphia Federal Reserve Board; Society of Labor Economists; Sauder School of Business, University of British Columbia; University of Helsinki Economics; Wharton School of the University of Pennsylvania.
- 2008 American Economic Association; European Regional Science Association; Hassan & Partners; HBS International Business Seminar; HBS South Asia Conference; International Monetary Fund; JTO Eloriihi Conference; Kauffman Foundation and NBER Entrepreneurial Research Boot Camp; London School of Economics; MIT Sloan; NBER Innovation Policy and the Economy; NBER Labor Studies; NBER Productivity; Queens University Business School; Rotman School of Management, University of Toronto; Sloan Industry Studies; University of Helsinki Economics.
- 2007 American Economic Association; Baruch University Business School; Census Bureau; European Regional Science Association; HBS Charlotte Alumni Association; HBS International Business Seminar; Kellogg School of Management, Northwestern University; NBER Agglomeration; NBER Entrepreneurship; NBER Innovation Policy and the Economy; NBER Productivity; NBER Science and Engineering Workforce Project; Society of Labor Economists; SPX Corporation.
- 2006 Boston Research Data Center; Census Bureau; Centre for Economic Performance; Comparative Analysis of Enterprise (Micro) Data Conference; European Productivity Conference; Federal Reserve Board Cleveland; National Science Foundation; NBER Labor Studies; NBER Productivity; University College London; University of Connecticut Economics.
- 2005 Boston University School of Management; Clemson University Economics; Cornell University; Federal Reserve Board of Governors; Goldman Sachs; HBS Entrepreneurial Management; HBS International Business Seminar; IZA Conference on Employment Protection and Labor Markets; Johnson & Johnson; Lexecon; Merrill Lynch; MIT Economics; MIT Sloan; NBER Productivity; NBER Science and Engineering Workforce Project.

PROFESSIONAL ACTIVITIES

External Academic Experience:

- 2021 – Advisory Board Member, Vienna University Migration, Business & Society
- 2016 – Member, CESifo Research Network
- 2009 – Fellow and Affiliate, National Bureau of Economic Research
- 2008 – Industry Studies Affiliate, Sloan Foundation
- 2002 – Research Associate, Center for Economic Studies
- 2013 – 2017 Co-Organizer of NBER Working Group on U.S. High Skilled Immigration
- 2013 – 2015 Council Member, Urban Economics Association
- 2011 – 2012 Co-Organizer of NBER Conference on High Skilled Immigration in Science and Engineering
- 2005 – 2008 Affiliate, NBER Science and Engineering Workforce Project

Harvard Experience:

- 2023 – Senior Associate Dean of Faculty Development and Research
- 2017 – Member, HBS Private Capital Project
- 2022 – 2023 Member, Elective Curriculum Renewal Committee
- 2022 – 2023 Campus Framework Plan Committee, Future of Workplace
- 2020 – 2023 Faculty Advisor, HBS Heartland Club
- 2020 – 2023 Unit Head, HBS Entrepreneurial Management Unit
- 2019 – 2021 Member, HBS Research Culture Advisory Team
- 2016 – 2021 Member, HBS Lateral Chair Search Committee
- 2016 – 2020 Member, HBS Conduct Review Board
- 2017 – 2020 Member, HBS Faculty Integration Working Group
- 2015 – 2020 Recruiting Chair, HBS Entrepreneurial Management Unit
- 2015 – 2016 Member, HBS Faculty Engagement Working Group
- 2014 – 2015 Board of Advisors, Harvard Global Cities Initiative Advisory Group
- 2014 – 2016 Steering Committee, Rock 100 Entrepreneurship Regional Roundtables
- 2013 – 2015 Rookie Recruiting Committee Member, HBS Entrepreneurial Management Unit
- 2011 – 2012 Board of Advisors, Harvard Migration and Integration Studies Project
- 2011 – 2012 Board of Advisors, HBS Cluster Mapping Project
- 2011 – 2012 Seminar Committee Member, HBS Entrepreneurial Management Unit
- 2007 – 2011 Rookie Recruiting Chair, HBS Entrepreneurial Management Unit
- 2005 – 2006 Rookie Recruiting Committee Member, HBS Entrepreneurial Management Unit

Journal Experience:

- 2011 – Editorial Board, *Journal of Urban Economics*
- 2013 – 2021 Editor, *Journal of Economic Geography*
- 2013 – 2015 Guest Editor, *Innovation Policy and the Economy Volume 15*, immigration focus
- 2013, 2020 Lewis Prize Selection Committee Member, *Journal of Labor Economics*
- 2012 – 2014 Guest Editor, *Journal of Labor Economics*, special issue on high-skilled immigration

2011 – 2013 Editorial Board, *Journal of Economic Geography*
2008 – 2012 Associate Editor, *Management Science*, Entrepreneurship and Innovation
Meritorious Service Award 2010

Referee Activities and Conference Program Committees:

Journals: American Economic Journal: Applied Economics; American Economic Journal: Economic Policy; American Economic Journal: Macroeconomics; American Economic Review; American Economic Review Insights; American Sociological Review; Annals of Regional Science; Canadian Journal of Economics; Competition Review; Econometrica; Economic Journal; Economics Letters; Economics and Politics; Economics of Transitions; Entrepreneurship Theory and Practice; European Political Science Review; Industrial and Labor Relations Review; International Economic Review; International Migration; International Regional Science Review; Journal of Banking and Finance; Journal of Business Venturing; Journal of Comparative Economics; Journal of Development Economics; Journal of Economic Geography; Journal of Economic Literature; Journal of Economic Growth; Journal of Economics and Management Strategy; Journal of Environmental Economics and Management; Journal of European Economic Association; Journal of Finance; Journal of Financial Intermediation; Journal of Human Capital; Journal of Industrial Economics; Journal of International Economics; Journal of Labor Economics; Journal of Law and Economics; Journal of Law, Economics, and Organizations; Journal of Monetary Economics; Journal of Political Economy; Journal of Population Economics; Journal of Public Economics; Journal of Regional Science; Journal of Technology Transfer; Journal of Urban Economics; Labour Economics; Management Science; Nature Biotechnology; Open Demography Journal; Proceedings of National Academy of Science; Quarterly Journal of Economics; Regional Science and Urban Economics; Regional Studies; Research Policy; Review of Economics and Statistics; Review of Economic Studies; Review of Finance; Review of Financial Studies; Scandinavian Journal of Economics; Strategic Management Journal.

Excellence in Refereeing Award 2013, 2016, 2017: *American Economic Review*

Proposals: Alfred P. Sloan Foundation; Census Bureau; CONICYT-Chile; Elsevier; John Templeton Foundation; Kauffman Foundation Ph.D. Dissertation Grants; Kauffman Foundation Junior Faculty Fellowship Grants; Leverhulme Trust; National Bureau of Economic Research; National Science Foundation; Oxford University Press; Princeton University Press; Private Enterprise Development in Low-Income Countries; Research Foundation Flanders; Research Grant Council of Hong Kong; Routledge; Smith Richardson Foundation; United States-Israel Binational Science Foundation.

Conferences: American Economic Association (multiple years); Center for International Development Conference; HBS Corporate Entrepreneurship Conference; French Development Agency Migration and Development Conference (multiple years); HBS Creativity Conference; HBS Entrepreneurial Finance and IPO Conference; Kauffman Foundation Entrepreneurial Finance and Innovation Conference (multiple years); NBER High-Skilled Immigration in Science and Engineering Conference.

Letter Writer or Thesis Reviewer for Ph.D. Students, Schools, and First Placements:

- Ville Savolainen (Hanken School of Economics, 2021): 2021 job market
- Marinoni, Astrid (University of Toronto Rotman, 2020): Georgia Institute of Technology
- Rahul Gupta (Duke Fuqua, 2020): McDonough School of Business, Georgetown
- Jin Woo Chang (University of Michigan Ross Business School, 2018): Mercer Consulting
- Jasmina Chauvin (Harvard Business School, 2018): McDonough School of Business, Georgetown
- Mike Teodorescu (Harvard Business School, 2018): Boston College Business School
- Stephen O'Connell (CUNY, 2016): MIT Economics Post Doctorate, Emory University
- James Lee (Harvard University, 2015): Cornerstone Research
- Supradeep Dutta (Purdue University, 2013): SUNY-Buffalo
- Max Nathan (London School of Economics, 2012): London School of Economics
- William Lincoln (University of Michigan, 2012): John Hopkins SAIS
- Kaushik Ghosh (Clark University, 2011): NBER Health Care Initiative

External Board Experience:

- 2022 – Scientific Advisory Board Member, HiredScore venture
- 2022 – Economic Advisory Board Member, Economic Innovation Group
- 2019 – Board of Directors, MobSquad venture
- 2018 – Advisor and Founding Shareholder, Spok'n venture
- 2015 – Principal and Owner, Capturing Advantage LLC
- 2015 – Non-Executive Cofounder and Board of Advisors, RedGiraffe venture
- 2015 – Contractor, Boston iLab LLC
- 2013 – Board of Advisors, Residency Select / J3P Personica venture
- 2015 External Advisor, Bizcuit venture
- 2009 – 2010 Re-engineering Entrepreneurial Finance Committee Member, Entrepreneurial Cluster Initiative of Massachusetts Technology Leadership Council
- 2008 – 2010 Board of Advisors, Clear Mechanic venture
- 2007 – 2009 Human Resources Expert Panel, National Science Foundation

Selected Business Experience:

- Assisted in the diagnosis and reorganization of a European manufacturer's process for new business identification and nurturing.
- Assisted in the exploratory launch of a new internal business for European manufacturer.
- Aided in a large European firm in the evaluation of its R&D portfolio and new ventures.
- Quantified the economic consequences of software piracy for U.S. manufacturing performance.
- Evaluated the economic impact and financial return of substantial government investments into R&D and entrepreneurial sectors for a Middle Eastern nation.
- Evaluated software procurement process among US government IT departments.
- Evaluated university-industry technology transfer for a Turkish cellular operator.
- Developed a corporate entrepreneurship and corporate venture capital group for a Korean chaebol; designed and launched two start-up businesses.

- Performed market forecasting and company valuation exercises for the governments of Singapore and South Africa related to telecom market liberalization and entrepreneurship.
- Performed strategic assessments of market entry, partner selection, and technology strategy for telecom operators in eleven countries.
- Performed a study of e-Business, its background in enterprise computing and ERP, and its effect on the economy and industrial organization: “The Future of Enterprise Computing” (Korea 1999).
- Evaluated financial and operational aspects of multiple wireless tower resale proposals, international service proposals, and telemanagement proposals.
- Restructured workflow processes and analyzed system requirement for risk management, marketing, and procurement departments.
- Evaluated the operational impact of local service deregulations for a US long distance carrier.
- Evaluated approaches for incorporating a multimedia group into a Malaysian operator.