

# HARSH KETKAR

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## ACADEMIC POSITIONS

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**Bocconi University**

*2020-present*

Assistant Professor, Department of Management and Technology

## EDUCATION

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**University of Michigan-Ross School of Business**

*2020*

Ph.D. in Strategy

**Dissertation Title:** *Essays on Organizing Human Capital, Automation, and Innovation*

Finalist, STR Wiley Blackwell Outstanding Dissertation Award, AOM 2021

**Committee:** Seth Carnahan(Co-chair), Felipe Csaszar(Co-chair), Gautam Ahuja, Jerry Davis, Kentaro Toyama

**Indian Institute of Management, Calcutta**

*2011*

Post-graduate Diploma in Management (MBA)

**University of Pune, India**

*2007*

Bachelor of Engineering in Computer Science

## RESEARCH INTERESTS

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**Areas:** Organization Structure, Human Capital, Organizational Learning and Knowledge

**Methodologies:** Econometric Analysis with Large Datasets, Causal Inference Models, Computational Models, Experiments

## PEER-REVIEWED PUBLICATIONS

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Ketkar H, Workiewicz M. (2021) Power to the People: Decentralized Project Selection and Employee Self-allocation in Organizations. (Forthcoming in *Strategic Management Journal*. [Link](#))

- Nominee, Strategic Management Society Best Conference Paper (2017)

## CURRENT RESEARCH

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**Ketkar H.** Automation and its Discontents: The Impact of Automating Knowledge Integration Within Organizations (*Under preparation for submission*)

- Winner, Strategic Management Society Best PhD Paper Award, Knowledge & Innovation Interest Group (2019)
- Nominee, Strategic Management Society Best Conference Paper and Best PhD Paper Prize (2019)

**Ketkar H**, Carnahan S, Greenwood B. Robots and Gender Equality: Evidence from US Surgeons (*Authors in random order, manuscript under preparation*)

Carnahan S, **Ketkar H**. What types of jobs do start-ups create? (*Data analysis stage*)

## PRESENTATIONS

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**Ketkar H**, Carnahan S, Greenwood B. Robots and Gender Equality: Evidence from US Surgeons (*Authors in random order, manuscript under preparation*)

- Wharton People and Organizations Conference (September 2021)
- Management and Technology Department Brown Bag, Bocconi University (May 2021)

**Ketkar H**. Automation and its Discontents: The Impact of Automating Knowledge Integration Within Organizations (*Job Market Paper*)

- AI in Strategic Management Workshop, NYU-Stern School of Business (April 2020)
- Artificial Intelligence and Strategy Workshop, Indian School of Business, Hyderabad, India (December 2019)
- Olin Business School (Strategy and Entrepreneurship), Washington University in St Louis (December 2019)
- Bocconi University (Management and Technology), Milan, Italy (November 2019)
- INSEAD (Strategy), Singapore (November 2019)
- National University of Singapore (Strategy and Policy), Singapore (November 2019)
- Indian School of Business (Strategy), Hyderabad, India (September 2019)
- SMS Annual Conference 2019, Minneapolis, MN (October 2019)
- Consortium on Competitiveness and Cooperation (CCC) 2019, Chapel Hill, NC (June 2019)
- LBS Trans-Atlantic Doctoral Conference 2019, London, UK (May 2019)
- Strategy Science Conference 2019, Salt Lake City, UT (May 2019)
- Strategy Brown Bag, Ross School of Business (November 2018)
- Organization Science Winter Conference (Poster presented), Park City, UT (March 2018)

**Ketkar H**, Workiewicz M. Power to the People: Decentralized Project Selection and Employee Self-allocation in Organizations (*Authors in alphabetical order*)

- Academy of Management From Start-up to Scale-up Conference, Tel Aviv (December 2018)\*
- Strategy Science Conference 2018, Philadelphia (June 2018)\*
- SMS Annual Conference 2017, Houston (October 2017)
- Academy of Management Annual Meeting 2017, Atlanta (August 2017)\*
- Vienna Conference on Strategy, Organizational Design and Innovation (June 2017)\*
- Strategy Brown Bag, Ross School of Business (October 2016)
- Behavioral Strategy Workshop, SMS Annual Conference 2016, Berlin (September 2016)

- Economic Sociology Workshop, Sociology Department, University of Michigan (September 2016)  
*\*Presented by co-author*

## INVITED CONSORTIA AND WORKSHOPS

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- **Doctoral Consortium (Track 2)**, West Coast Research Symposium, Stanford, CA (September 2019)
- **STR Doctoral Consortium**, Academy of Management, Boston, MA (August 2019)
- **TIM Doctoral Consortium**, Academy of Management, Chicago, IL (August 2018)
- **SMS Annual Doctoral Workshop**, SMS Annual Conference 2017, Houston, TX (October 2017)
- **Medici Summer School**, MIT Sloan School of Management (June 2017)
- **Kauffman Doctoral Consortium**, Robert H. Smith School of Business, University of Maryland (April 2017)
- **Causal Inference Workshop**, Northwestern University (July 2015)

## AWARDS AND GRANTS

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- Nominee, STR Wiley Blackwell Outstanding Dissertation Award, AOM 2021
- Strategic Management Society Best PhD Paper Award, Knowledge & Innovation Interest Group (2019)
- Nominee, Strategic Management Society Best Conference Paper and Best PhD Paper Prize (2019)
- Flamholtz Award for Excellent Academic Performance (2018)
- Nominee, Strategic Management Society Best Conference Paper (2017)
- Early PhD Candidacy Award, Ross School of Business (2016)
- Rackham Conference Travel Grant, University of Michigan (2016, 2017)
- Ross School of Business Doctoral Fellowship (2014–2020)

## TEACHING

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### Instructor

- Bocconi University
  - Management (Course code: 30060; Fall 2020)
  - Fundamentals of Management (Course code: 30450; Fall 2020)
  - Entrepreneurship and New Business Startup (Course code: 30492; Spring 2021)
- Ross School of Business
  - Business Strategy (STRAT 290)

### Teaching Assistant

- Ross School of Business
  - Mergers and Acquisitions; MBA and Weekend MBA courses (Spring 2015, 2016; Winter 2017)

## Case Writing

- Tripathy A, **Ketkar H**, Kulkarni O. 2016. 3D Printing at Imaginarium: If you think it, we can build it. IIM Bangalore Case IMB589. Available at [Harvard Business Publishing](#)

## SERVICE

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### Member, Editorial Review Board

- *Organization Science* *2021-present*

### Ad-hoc Reviewer

- Journals: *Organization Science*, *Administrative Science Quarterly*, *Strategic Management Journal*
- Conferences: Academy of Management Annual Meeting, SMS Annual Conference

### Track Organizer

- STR Division, AOM Annual Meeting 2021

### Workshop Organizer

- Professional Development Workshop, AOM Annual Meeting 2019, Boston: *AI and Machine Learning as a Tool and Topic: Recent Research, New Methods and Future Opportunities*

### Ross School of Business PhD Forum

- Facilities Chair (2015–2016)

## PROGRAMMING AND COMPUTER SKILLS

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<b>Languages</b>	Python, C, C++, C#, SQL
<b>Libraries</b>	Pandas, NumPy
<b>Statistics</b>	STATA, R
<b>Tools</b>	git, L <sup>A</sup> T <sub>E</sub> X

## WORK EXPERIENCE

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<b>Mahindra (Group Management Cadre)</b> Manager– Strategy in a retail subsidiary Brand and Product Manager for Commercial Vehicles	<i>2011–2014</i>
<b>Accenture</b> Associate Software Engineer on a knowledge management project	<i>2008–2009</i>
<b>Azingo Inc.</b> Software Engineer; writing keypad drivers for handheld devices	<i>2007–2008</i>

## REFERENCES

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**Seth Carnahan**, Associate Professor of Strategy, Olin Business School, [seth.carnahan@wustl.edu](mailto:seth.carnahan@wustl.edu)  
**Felipe Csaszar**, Associate Professor of Strategy, Michigan-Ross, [fcsaszar@umich.edu](mailto:fcsaszar@umich.edu)  
**Jerry Davis**, Professor of Management & Organizations, Michigan-Ross, [gfdavis@umich.edu](mailto:gfdavis@umich.edu)  
**Gautam Ahuja**, Professor of Management, Cornell University, [ga337@cornell.edu](mailto:ga337@cornell.edu)

**Phanish Puranam**, Professor of Strategy, INSEAD, [phanish.puranam@insead.edu](mailto:phanish.puranam@insead.edu)