

HARSH KETKAR

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ACADEMIC POSITIONS

University of Texas at Austin

2024–present

Assistant Professor

Rosenthal Department of Management, McCombs School of Business

Bocconi University

2020–2024

Assistant Professor

Department of Management and Technology

EDUCATION

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

Areas: Technology and Innovation, Artificial Intelligence, Organization Design, Human Capital

Methodologies: Econometric Analysis with Large Datasets, Causal Inference, Agent-based Models, Experiments

PEER-REVIEWED PUBLICATIONS

Ketkar, Harsh; Workiewicz, Maciej. (2022) Power to the People: Decentralized Project Selection and Employee Self-allocation in Organizations. *Strategic Management Journal*, 43(5). [Link](#)

- Media Coverage: [Phys.org](#)

Csaszar, Felipe; **Ketkar, Harsh;** Kim, Hyunjin. (2024) Artificial Intelligence and Strategic Decision-Making: Evidence from Entrepreneurs and Investors. *Strategy Science*, 9(4). [Link](#)

- Media Coverage:
 - McCombs Big Ideas Blog. [Link](#)
 - Also featured in *12 Big Ideas in Business from 2025*. [Link](#)

WORKING PAPERS

Ketkar, Harsh; Roche, Maria. Too Much, Too Soon? Early Funding, Technological Unconventionality, and Innovation Capabilities (*Revise and Resubmit at Organization Science*)
Available at SSRN [here](#).

- Media Coverage:
 - HBS Working Knowledge. [Link](#);
 - Harvard Business Review (Sept-Oct 2025). [Link](#)

Ketkar, Harsh; Carnahan, Seth; Greenwood, Brad. Gender as a Barrier to the Use of Sex-Equalizing Technology: Evidence from Robotic Surgery (*Revise and Resubmit at Organization Science*)

- OMT Responsible Research Award, Academy of Management Annual Meeting(2022), Seattle
- Media Coverage: [Il Sole 24 Ore](#) (Italy's leading business newspaper), [Medical Xpress](#)

Agarwal, Shiva; **Ketkar, Harsh**; Ranganathan, Ram. Is AI disruptive or enabling in an ecosystem? Empirical evidence from a digital platform (*In preparation for submission at Strategic Management Journal*)

- Nominee, Strategic Management Society Best Conference Paper (2025)
- Research Excellence Grant (\$20,000), McCombs School of Business, Spring 2025

Ketkar, Harsh; Li, Cha. Riding the Jagged Frontier: Task Allocation within Human-AI Organizations (*Early Stage Draft*)

Ketkar, Harsh. Automation and its Discontents: The Impact of Automating Knowledge Integration Within Organizations

- 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)

ONGOING RESEARCH

Chattopadhyay, Shinjinee; **Ketkar, Harsh**. Prior AI experience and startup innovation (*Data cleaning and analysis*)

Balachandran, Sarath; **Ketkar, Harsh**. Hiring within Tech Startups (*Early stage*)

Ketkar, Harsh; Moeen, Mahka. AI and product architecture (*Early stage, applied for grant funding*)

PRESENTATIONS

Agarwal, Shiva; **Ketkar, Harsh**; Ranganathan, Ram. Is AI disruptive or enabling in an ecosystem? Empirical evidence from a digital platform

- Academy of Management Annual Meeting, Philadelphia, PA (July 2026)
- Strategy Science Conference, Boulder, CO (May 2026)
- Lone Star Conference, College Station, TX (September 2025)

- SMS Annual Conference 2025, San Francisco, CA (October 2025)

Ketkar, Harsh; Li, Cha. Riding the Jagged Frontier: Task Allocation within Human-AI Organizations

- Decentralization in Organizations Conference, Fontainebleau, France (June 2026)

Ketkar, Harsh; Roche, Maria. Too Much, Too Soon? Early Funding, Technological Unconventionality, and Innovation Capabilities

- Academy of Management Annual Meeting, Philadelphia, PA (July 2026)
- Academy of Management Annual Meeting 2025, Copenhagen (July 2025) *invited panelist*
- Indian School of Business, Hyderabad, India (January 2025)
- SMS Annual Conference 2024, Istanbul, Turkey (October 2024)*
- Academy of Management Annual Meeting, Chicago, IL (August 2024)
- Faculty of Business and Management, University of Southern Denmark (March 2024)
- McCombs School of Business (Management), University of Texas at Austin (November 2023)
- Wisconsin School of Business (Management & Human Resources), University of Wisconsin at Madison (November 2023)
- Gies College of Business (Strategy, Entrepreneurship and IB), University of Illinois at Urbana-Champaign (November 2023)
- Smith Entrepreneurship and Research Conference, University of Maryland (May 2023)
- Strategy Science Conference, Munich (June 2023)*
- Management and Technology Department Brown Bag, Bocconi University (April 2023)

Ketkar, Harsh; Carnahan, Seth; Greenwood, Brad. Gender as a Barrier to the Use of Sex-Equalizing Technology: Evidence from Robotic Surgery

- Austin Technology & Entrepreneurship Conference, University of Texas at Austin (February 2023)
- Arizona State University (Management & Entrepreneurship), Tempe (January 2023)*
- HEC Paris (Strategy & Business Policy), Online (December 2022)*
- Academy of Management Annual Meeting, Seattle (August 2022)
- University of Colorado Boulder (Strategy), Online (October 2021)*
- Wharton People and Organizations Conference (September 2021)
- Management and Technology Department Brown Bag, Bocconi University (May 2021)

Ketkar, Harsh. 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, Harsh; Workiewicz, Maciej. 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*

AWARDS AND GRANTS

- Research Excellence Grant (\$20,000), McCombs School of Business, Spring 2025
- OMT Responsible Research Award, Academy of Management (2022)
- Bocconi Junior Researchers' Grant 2022 (€10,000)
- Finalist, 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)

INVITED CONFERENCES, WORKSHOPS AND SYMPOSIA

- Strategy Junior Faculty Summer Camp, Dartmouth College– Tuck School of Business (2025, 2026)
- Smith Entrepreneurship and Research Conference, University of Maryland (May 2023)
- Austin Technology & Entrepreneurship Conference, University of Texas at Austin (February 2023)
- 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)

TEACHING

Instructor

- University of Texas at Austin
 - Innovation and Entrepreneurship: Honors (Course coordinator; Course code: MAN327H)
- Bocconi University
 - Entrepreneurship and New Business Startup (Course Director; Course code: 30492)
 - Management (Co-instructor; Course code: 30060)
 - Fundamentals of Management (Co-instructor; Course code: 30450)
- 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

Member, Editorial Review Board

- *Organization Science* 2021–present
- *Strategic Management Journal* 2026–present

Reviewer

- Journals: *Organization Science*, *Strategic Management Journal*, *Administrative Science Quarterly*, *Management Science*, *Industrial and Corporate Change*, *Journal of Organization Design*
- Conferences: Academy of Management Annual Meeting, SMS Annual Conference

STR division, Academy of Management

- Member, Research Committee (2026–2028)
- Track Organizer, AOM Annual Meeting 2021

Conference Organizing

- Co-organizer, *Austin Technology and Entrepreneurship Conference (ATEC)*, 2025, 2026
- Organizing committee member, *Bocconi Assembly for Innovation and Cooperation (BAIC)*, 2023

Workshops or Symposia Organizing/ Invited Participation

- Discussant, Professional Development Workshop, *AI X Carnegie School* AOM Annual Meeting, 2025, 2026
- Organizer, Professional Development Workshop, AOM Annual Meeting 2024, 2025: *Harnessing LLMs for Management Research* (with Navid Asgari, Fordham U.; Deepak Nayak, Ohio State U.)
- Panelist, Ross School of Business Centennial Conference, Ann Arbor, MI (October 2024)
- Faculty mentor and panelist, TIM Doctoral Consortium, Academy of Management Annual Meeting 2024, Chicago, IL
- Organizer, Showcase Symposium, AOM Annual Meeting 2022, 2023: *AI and Firm Strategy: New Perspectives and Opportunities* (with Hyunjin Kim, INSEAD)
- Invited Presenter, Symposium, AOM Annual Meeting, 2025: *Transformative Impacts of Data-Driven Technological Advancements on the Phases of the Entrepreneurial Lifecycle*
- Invited Presenter, Symposium, AOM Annual Meeting, 2023, 2024: *Studying Technology Without Patent Data? A PDW on the Promise & Perils of the BuiltWith Database*
- Invited Presenter, STR Dissertation Workshop, AOM Annual Meeting 2022, Seattle
- 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*

PhD Dissertation Committee Member

- Puneet Sachdeva, University of Texas at Austin (2025)

Other

- Member, Strategy Faculty Hiring Committee, Management Department, McCombs School of Business (2025)
- Member, PhD Admissions Committee, Management Department, McCombs School of Business (2025)
- Member, Memorial Resolution Committee, McCombs School of Business (2025)

- Ross School of Business PhD Forum Facilities Chair (2015–2016)

LANGUAGES AND TOOLS

Languages	Python, C, C++, C#, SQL
Libraries	Pandas, NumPy
Statistics	Stata, R
Tools	git, L ^A T _E X

OTHER WORK EXPERIENCE

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

REFERENCES

Seth Carnahan, Associate Professor of Strategy, Olin Business School, seth.carnahan@wustl.edu
Felipe Csaszar, Professor of Strategy, Michigan-Ross, fcsaszar@umich.edu
Gautam Ahuja, Professor of Management, Cornell University, ga337@cornell.edu