

HARSH KETKAR

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ACADEMIC POSITIONS

Bocconi University 2020–present
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, Organizational Knowledge
Methodologies: Econometric Analysis with Large Datasets, Causal Inference Models, Computational 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](#)

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

WORKING PAPERS

Ketkar, Harsh; Carnahan, Seth; Greenwood, Brad. Gender as a Barrier to the Use of Sex-Equalizing Technology: Evidence from Robotic Surgery (*Reject and resubmit at Administrative Science Quarterly; under review*)

- OMT Responsible Research Award, Academy of Management Annual Meeting(2022), Seattle
- Media Coverage: *Il Sole 24 Ore* (Italy)

Ketkar, Harsh; Roche, Maria. Recombining for Unconventionality: When resource constraints may promote innovation (*Data analysis and draft completed; Submission targeted in Fall 2023*)

Ketkar, Harsh. Automation and its Discontents: The Impact of Automating Knowledge Integration Within Organizations (*Further data analysis; Submission targeted in Fall 2023*)

- 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

Agarwal, Shiva; **Ketkar, Harsh;** Ranganathan, Ram. Profiting from AI (Working Title) (*Data analysis completed; writing draft*)

Csaszar, Felipe; **Ketkar, Harsh;** Kim, Hyunjin. AI and Strategic Decision Making (Working Title) (*Field experiment and data analysis completed; writing draft*)

- Awarded Bocconi Junior Researchers' Grant 2022 (€10,000)

Clement, Julien; **Ketkar, Harsh;** Kim, Seyeon. Turnover in Online Collaborative Communities: An Empirical Study of GitHub (*Data analysis stage*)

PRESENTATIONS

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; Roche, Maria. Recombining for Unconventionality: When resource constraints may promote innovation

- 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. 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

- 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

- 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

- 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*

Ad-hoc Reviewer

- Journals: *Organization Science*, *Administrative Science Quarterly*, *Strategic Management Journal*, *Industrial and Corporate Change*, *Journal of Organization Design*

- Conferences: Academy of Management Annual Meeting, SMS Annual Conference

Conference Organizing

- Organizing committee member, *Bocconi Assembly for Innovation and Cooperation (BAIC), 2023*

Track Organizer

- STR Division, AOM Annual Meeting 2021

Workshops or Symposia Organizing/ Invited Participation

- Organizer, Showcase Symposium, AOM Annual Meeting 2022, 2023: *AI and Firm Strategy: New Perspectives and Opportunities* (with Hyunjin Kim, INSEAD)
- Presenter, *Studying Technology Without Patent Data? A PDW on the Promise & Perils of the BuiltWith Database*
- 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*

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
Jerry Davis, Professor of Management & Organizations, Michigan-Ross, gfdavis@umich.edu
Phanish Puranam, Professor of Strategy, INSEAD, phanish.puranam@insead.edu