

Sharique Hasan

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Academic positions

Duke University

2021-Present Associate Professor of Strategy (Tenured)

2017-2021 Associate Professor of Strategy

2018-Present Associate Professor of Sociology (by Courtesy)

Stanford University

2015-2017 Associate Professor of Organizational Behavior

2010-2015 Assistant Professor of Organizational Behavior

Education

2010 PhD in Organizational Theory and Management, Carnegie-Mellon University.

Thesis: Social networks, stratification and careers in organizations.

Advisors: David Krackhardt (chair), Shelby Stewman, Denise Rousseau, and Daniel B. Neill

2006 MS in Public Policy and Management, Carnegie-Mellon University.

2003 BS in Computer Science & BA in Philosophy, Rutgers College.

Research

Articles

1. “Experimentation and startup performance: Evidence from A/B testing” (with R. Koning and A. Chatterji) *Articles in Advance at Management Science*.
2. “Helpful behavior and the durability of collaborative ties” (with S. Samila and A. Oettl) *Articles in Advance at Organization Science*.
3. “Data exchanges between firms” (with M. Elsaify) *Digital Business 1(2), 100010.*
4. “Designing social networks: Joint tasks and the formation and endurance of network ties” (with R. Koning) *Journal of Organization Design 9(2020):1-19.*
5. “When does advice impact startup performance?” (with Rembrand Koning, Solene Delecourt and Aaron Chatterji) *Strategic Management Journal 40(2019):331-356. (Lead Article)*
6. “Prior social ties and the limits of peer effects on startup team performance” (with Rembrand Koning) *Strategic Management Journal 40(2019):1394-1416.*
7. “Conversations and idea generation: Evidence from a field experiment” (with Rembrand Koning) *Research Policy.*
8. “Peers and network growth: Evidence from a natural experiment” (with Surendrakumar Bagde) *Management Science 61(2015):2536-2547*

9. “The lives and deaths of jobs: Technical interdependence and survival in a job structure” (with John-Paul Ferguson and Rembrand Koning) *Organization Science* 26(2015):1665-1681.
10. “The mechanics of social capital and academic performance in an Indian college.” (with Surendrakumar Bagde) *American Sociological Review* 78(2013):1009-1032 (**Featured Article**)
11. “Specialization and career dynamics: Evidence from the Indian Administrative Service.” (with John-Paul Ferguson) *Administrative Science Quarterly* 58(2013):233-256.
12. “Group based trajectories of network formation and dynamics.” *Social Networks* 34(2012):506-514.
13. “Automatic detection of omissions in medication lists.” (with George T. Duncan, Daniel B. Neill and Rema Padman). *Journal of the American Medical Informatics Association* 18(2011):449-458.

Working papers and Under Review

1. “Which Businesses Enroll in Innovation Training? Evidence from a Field Experiment” (with Pascal Crama, Reddi Kotha, Vish Krishnan, and Cintia Kulzer Sacilotto) *Working paper*.
2. “The Critical Eye: Does Improving Judgment Lead to Better Ideas?” (with A. Chatterji, R. Larrick and R. Masclans) *Working paper*.
3. “I feel Threatened”: Measuring Racial Distrust in America from 911 Calls” (with Uttara Ananthakrishnan and Anuj Kumar) *Working paper SSRN. Under Review*.
4. “Network hiring, firm performance and growth” (with I. Black) *Working paper SSRN. Under Review*.
5. “Digitization and divergence: Online school ratings and neighborhood divergence in America” (with A. Kumar) *Under Review*.

Coverage: *New York Times, Mother Jones, T.H.E Journal, EdWeek, The74, The Bold Italic., Chalk-Beat*

6. “Is poverty good for business?: Inequality, digitization and the rise of dollar stores” (with U. Ananthakrishnan and A. Kumar) *Working paper*.
7. “The politics of experimentation” (with T. Hall) *Working paper SSRN*.
8. “Platforms, problems and the formation and performance of science-based startups” (with S. Belenzon and L. Cioaca) *Working paper*.
9. “Hunting for talent: Firm-driven labor market search in America” (with I. Black and R. Koning) *Working paper SSRN*.
10. “Educational inclusion and behavioral spillovers at home” (with S. Bano, A. Kumar and A. Kumar) *Working paper SSRN*.

Work in progress

1. “Early detection of emerging entrepreneurial innovations” (with A. Chatterji and E. McFowland) *Work in progress*.
2. “Invisible workers, invisible skills: A reverse audit experiment on outbound recruiting” (with B. Cowgill, I. Black and R. Koning) *Work in progress*.

Book Chapters and Proceedings

1. “Social Networks and Careers” *Social Networks at Work*, D.J. Brass and S.P. Borgatti (eds.) S.I.O.P. Frontiers Book Series, 2020.
2. “Guideline representation ontologies for evidence-based medicine practice.” (with Kai Zheng, Reman Padman and Michael P. Johnson) *Handbook of research on advances in health informatics and electronic healthcare applications: global adoption and impact of information communication technologies*. IGI Global, 2010. 234-254.
3. “Towards a collaborative filtering approach to medication reconciliation.” (with Rema Padman, Daniel Neill and George T Duncan) AMIA Annual Symposium Proceedings. Vol. 2008. American Medical Informatics Association, 2008.
4. “Getting users to pay attention to anti-phishing education: evaluation of retention and transfer.” (with Kumaraguru, Ponnuram, et al.) *Proceedings of the anti-phishing working groups 2nd annual eCrime researchers summit*. ACM, 2007.
5. “Analyzing the effect of data quality on the accuracy of clinical decision support systems: a computer simulation approach.” (with Rema Padman) AMIA annual symposium proceedings. Vol. 2006. American Medical Informatics Association, 2006.

Honors

- 2019** Award for Extraordinary Service to the Editorial Board, Organization Science
- 2018** Excellence in Teaching Award, Duke University Fuqua School of Business (MMS:DKU)
- 2015** Louise & Claude N. Rosenberg Jr. Faculty Scholar, Stanford University Graduate School of Business
- 2013** Fletcher Jones Faculty Scholar, Stanford University Graduate School of Business
- 2010** Herbert A. Simon Doctoral Dissertation Award in Administrative Sciences
- 2010** PhD with Highest Distinction, Carnegie Mellon University
- 2006** MS with Highest Distinction, Carnegie Mellon University
- 2003** Honors in Philosophy, Rutgers College

Grant Funding

- 2018** Ewing Marion Kauffman Foundation, “Machine Learning for Entrepreneurial Ideation and Execution.” Total award: \$300,000. Role: PI (with Aaron Chatterji).
- 2015** Stanford Institute for Innovation in Developing Economies (SEED), “Networks and Growth in India’s Startup Ecosystem.” Total award: \$27,500. Role: PI.
- 2013** Stanford Institute for Innovation in Developing Economies (SEED), “Innovation and Startups in Developing Societies.” This project will create an entrepreneurship academy called Innovate Delhi at IIT-D and run a randomized field experiment within the academy to examine how to design innovative entrepreneurial teams. Total award: \$40,000. Role: PI.

Affiliations

- 2017-present** Core Faculty, Duke University, Innovation and Entrepreneurship Initiative
- 2011-2017** Affiliated Faculty, Stanford University, Center for South Asia

Advising

Dissertations

- 2023, Duke, (Co-chair)** Larisa Cioaca
2021, Duke, (Member) Todd Hall
2020, Duke, (Member) Tatiana Lulent
2020, Duke, (Member) David Hall
2019, Duke, (Member) Xiaoshu Bei (Colorado)
2019, UNC-CH, (Member) Deepak Jena (ISB)
2016, Stanford, (Chair) Rembrand M. Koning, *First placement—Harvard Business School (Strategy)*
2016, Stanford, (Chair) Demetrius P. Lewis, *First placement—Emory University, Goizueta*

Research

- 2016** Solene Delecourt (PhD 2nd year paper)
2016 Morad Elsaify (Stanford GSB Research Fellow)
2015 Cam Gibson Chesnutt (Stanford Undergraduate)

Case Studies

- 2015** iSPIRT: M&A Connect (with Sara Rosenthal)

Invited Seminars *scheduled

(2020/21) University of Maryland - Smith School of Business; Harvard University - Strategy Group; Rutgers University - Global Management; Indian Institute of Management — Bangalore - Strategy Group (2019/20) Carnegie Mellon University — Tepper School of Business; Stanford University — Graduate School of Business; Johns Hopkins University — Carey School; University of Utah — Eccles School (2018) University of Texas-Austin — McCombs School, University of North Carolina-Chapel Hill — Strategy Department; (2017) New York University — Economics of Strategy Workshop; (2016) Emory University — Goizueta School, Duke University — Fuqua School of Business; (2015) Indian Institute of Management — Indore, Columbia University — Graduate School of Business, Carnegie Mellon University — Heinz College, Yale University — School of Management, University of Toronto - Rotman School of Management; (2014) Stanford University — Center for South Asia, Duke University — Duke Strategy Conference, Indian School of Business — Hyderabad (Organizational Behavior), (2013) Northwestern University — Kellogg School of Management, National University of Singapore — Strategy and Policy Department; (2012) Stanford University — Political Methodology Workshop, Massachusetts Institute of Technology — Sloan School of Management, Stanford University — SCANCOR Seminar Series, University of Chicago — Booth School of Business, Stanford University — Graduate School of Business OB Seminar, (2011) Indian School of Business — Hyderabad (Strategy), University of California-Berkeley — Haas School, University of California-Los Angeles — Anderson School; (2009) Stanford University — Graduate School of Business, Nanyang Technological University — Nanyang Business School

Invited Discussant in Conferences

- 2020** Field Experiments in Entrepreneurship and Innovation” (*SMS 2020*)
- 2020** Presentation “Can a computer be your startup’s coach?” (*Kauffman Foundation’s New Technologies in Entrepreneurship Workshop*)
- 2020** Plenary Panelist for “Cutting Edge Field Experiment Methods in Strategy Research” (w/ L. Pierce and V. Burbano) (*BYU-Utah Winter Strategy Conference*)
- 2020** Discussant for “Session on Social Control” (Jia et al.) (*7th Economic Sociology Conference*)
- 2019** Discussant for “AI-Bot versus Human Managers: A Field Experiment of Algorithm Coaching on Employee Performance” (Jia et al.) (*REER at GeorgiaTech*)
- 2019** From experiment to experimentation (Field Experiments PDW) (*Academy of Management Annual Meetings*)
- 2019** Knowledge specialization in innovative careers (*Academy of Management Annual Meetings*)
- 2019** Learning and experimentation (*Consortium on Competitiveness and Cooperation*)
- 2018** Network experiments (*Social Networks and Health Conference*)
- 2018** Discussant for “Early Work Experience and Developing Engineering Talent” (Boudreau and Marx) (*REER at GeorgiaTech*)
- 2018** Economic sociology in the age of algorithms and big data (*Economic Sociology Conference*)
- 2017** The Indian startup ecosystem (*Berkeley India Conference*)
- 2013** Diffusion and influence in networks (*SCANCOR Conference*)
- 2012** Discussant for “Forced Ruling: Violence, Language, and Federalism in the Governing of India” (*Stanford University’s Comparative Politics Book Workshop*)

Conference and Workshop Presentations (* peer-reviewed proceedings)

- 2020** Hunting for Talent - Firm-Driven Labor Market Search in America (with Ines Black and Rembrand Koning)
NBER Summer Institute - Digitization and IT.
- 2018** Digitization and Divergence (with Anuj Kumar)
Conference on Digital Experimentation @ MIT.
- 2016** Networks and Innovation: Computational Field Experiments (with Rembrand Koning)
Workshop on Social and Business Analytics @ UT Austin.
- 2014** Networks and Innovation: A Computational Field Experiment (with Rembrand Koning)
Stanford Conference on Computational Sociology.
Conference on Digital Experimentation @ MIT
Junior Faculty Organization Theory Conference @ Berkeley
- 2014** Quotidian Disruptions, Social Influence and Political Entrepreneurship (with Demetrius Lewis)
American Sociological Association Meetings.
Academy of Management Annual Meetings

- 2013** The Lives and Deaths of Jobs (with John-Paul Ferguson & Rembrand Koning)
American Sociological Association Meetings.
Sixteenth Annual Conference of Organizational Ecologists - Budapest, Hungary
- 2013** The Longitudinal Effects of Opportunity on the Formation of Inter-caste Social Relations. *Statistical & Machine Learning Approaches to Network Experimentation Workshop.* April 10-12.
- 2012** Typecasting and Skill in Labor Markets: Evidence from the Indian Administrative Service (with John-Paul Ferguson) *American Sociological Association Meetings.*
- 2012** Social Context and Network Structure: Evidence from Roommate Random Assignment. (with Surendrakumar Bagde)
Fifteenth Annual Conference of Organizational Ecologists - Copenhagen, Denmark.
Conference on the Carnegie School of Organizational Learning at Asilomar.
First Stanford Conference on Computational Social Science.
- 2012** Human Capital from Social Capital: Evidence from Randomly Assigned Roommates. (with Surendrakumar Bagde) *Sunbelt 2012.*
- 2011** Categorization in Labor Markets: Evidence from the Indian Administrative Service. (with John-Paul Ferguson) *Fourteenth Annual Conference of Organizational Ecologists.*
- 2011** Entrepreneurial Transitions and Trajectories. (with Jesper Sorensen) *Fourteenth Annual Conference of Organizational Ecologists.*
- 2010** Structure, Socialization and Durable Inequality in Networks. (with David M. Krackhardt and Shelby Stewman) *Academy of Management Annual Meetings.*
- 2009** A Longitudinal Analysis of Gender Differences in Networks. (with David M. Krackhardt and M.J. Tocci), *Academy of Management Annual Meetings.*
- 2008** Towards a Collaborative Filtering Approach to Medication Reconciliation.* (with George T. Duncan, Daniel B. Neill and Rema Padman), *AMIA Annual Symposium Proc.* pp. 288-292 ¹
- 2007** Getting Users to Pay Attention to Anti-Phishing Education: Evaluation of Retention and Transfer.* (with P. Kumaraguru, Y. Rhee., S. Sheng, A. Aquisti, L. Cranor, and J. Hong) , *ACM International Conference Proc.* pp. 324-328
- 2006** Analyzing the Effect of Data Quality on the Accuracy of Clinical Decision Support Systems: A Computer Simulation Approach.* (with Rema Padman), *AMIA Annual Symposium Proc.* pp. 324-328

Courses Taught

Duke University

2017 Foundations of Strategy (MMS) [Course: 6.12/7; Instructor: 6.31/7]

2019 Foundations of Strategy (GEMBA) [Course: 6.41/7; Instructor: 6.59/7]

Stanford University

Topics in Social Network Analysis (PhD); Managing Networks in Organizations (MBA); Data and Decisions (MSx); Organizations and Environments (PhD)

¹Published as “Automatic Detection of Omissions in Medication Lists”

Carnegie Mellon University

Managing Technology for Public and Global Health (Carnegie Mellon)

Service

University Service

Duke University, Fuqua School of Business, Dean's Faculty Advisory Committee, 2018-2020

Duke Sociology Social Networks Faculty Search (2017, Committee member)

Stanford GSB Macro OB PhD Liaison (2015-present)

Stanford University Pre-Major Advisor (2015-present)

Stanford University (GSB) PhD Admissions Committee (2011, 2013,2014)

Co-organizer of the Organizational Behavior Seminar Series (2012-2013)

Stanford University Undergraduate Advising and Research Faculty Advisory Committee (2014-2015)

Journals

2016-present Associate Editor, Management Science

2020-present Editorial Board, Strategic Management Journal

2017-present Editorial Board Member & Methods Panel Member, Organization Science

2010-present Manuscript reviewer for Administrative Science Quarterly, American Sociological Review, American Journal of Sociology, Strategic Management Journal, Management Science, Organization Science, Strategy Science, Information Systems Research, Industrial and Corporate Change, Entrepreneurship Theory and Practice, Sociology of Education.

To the Profession

Co-organizer/co-founder of 1st Workshop on Field Experiments in Strategy, Innovation and Entrepreneurship (2020)

Co-organizer/co-founder of 1st Organization Theory Workshop for Junior Faculty at the University of Chicago (2013)

External expert reviewer for Swiss National Science Foundation (2013)

Other experience

2005 Deloitte Consulting

2003-04 Memorial Sloan Kettering Cancer Center (Department of Pathology)

Personal

Married; two daughters.