

# *Sharique Hasan*

Duke University  
Fuqua School of Business  
Durham, North Carolina  
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## Employment

*Duke University, Fuqua School of Business*

**2026-** Professor of Strategy

**2026-** Co-Director *Duke Innovation Strategy and Policy Lab*

**2021-2026** Associate Professor of Strategy and Sociology (by courtesy) [with Tenure]

**2017-2021** Associate Professor of Strategy and Sociology (by courtesy)

## Administrative Responsibilities

**2026-** Area Coordinator, Strategy Area.

**2021-2026** PhD Coordinator, Strategy Area.

*University of Pennsylvania, Wharton School*

**2025-2026** Visiting Associate Professor of Strategy

*Stanford University, Graduate School of Business*

**2015-2017** Associate Professor of Organizational Behavior

*Louise & Claude N. Rosenberg Jr. Faculty Scholar for 2015-2016*

**2010-2015** Assistant Professor of Organizational Behavior

*Fletcher Jones Faculty Scholar for 2013-2014*

## Professional Activities

**2022-Present** Deputy Editor, *Organization Science*

**2016-2022** Associate Editor, *Management Science*

**2023-Present** Board Member & Co-Scientific Director, *Innovation Growth Lab*

**2020-Present** Co-Founder and Co-Organizer, Conference on Field Experiments in Strategy (CFXS)

**2022-Present** Jameel Poverty Action Lab (J-PAL) Invited Researcher

## 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*.

## Grant Funding

- 2025** OpenAI's NextGenAI Metascience Research Grant, "AI to Manage Scientific Discovery and Translation" Total award: \$70,000.00. Role PI (CoPIs: Wesley Cohen, Roger Masclans and Steven McClelland)
- 2024** Alfred P. Sloan Foundation, "Reducing Barriers for High-Impact Experimental Research in Science, Innovation, and Productivity." Total award: \$849,762.00. Role Co-PI (PI: Albert Bravo-Biosca (Innovation Growth Lab); other Co-PIs: Hyunjin Kim, Rembrand Koning)
- 2024** NCBIotech, "Measuring the Commercial Potential of Science." Total award: \$45,000.00. Role Co-PI with Wesley Cohen (PI).
- 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.

## Research

### *Journal Articles*

1. "Opinion Trumps Facts: Entrepreneurship and Competition in Political News" (with Aaron Chatterji, Dror Shvadron and William Miles) *Forthcoming*, ***Management Science***.
2. "More Versus Better: Artificial Intelligence, Incentives, and the Emerging Crisis in Peer Review" (with Claudine M. Gartenberg, Alex Murray, and Lamar Pierce) *Articles in Advance* ***Organization Science***.
3. "The Aging Firm" (with Ines Black, Yoko Shibuya, and Maria Zhu) *Forthcoming*, ***Research in Organizational Behavior***.
4. "Measuring the Commercial Potential of Science" (with R. Masclans-Armengol and W. Cohen) ***Forthcoming Strategic Management Journal***.  
*National Bureau of Economic Research Working Paper No. 32262*
5. "Who captures the value from organizational ratings?: Evidence from public schools" (with A. Kumar) ***Strategy Science***. 9(2024):229-296  
**Coverage:** *New York Times, Mother Jones, T.H.E Journal, EdWeek, The74, The Bold Italic., Chalk-Beat*
6. "Hunting for talent: Firm-driven labor market search in the United States" (with I. Black and R. Koning) ***Strategic Management Journal***. 45(2024):429-462
7. "Organizational decision-making and the returns to experimentation" (with T. Hall) *Forthcoming Journal of Organization Design*.  
*Winner of Organizational Design Community Annual Prize for Best Research Paper in the Journal of Organization Design.*
8. "Gentrification and Racial Distrust in Communities: Evidence from 911 Calls" (with U Ananthkrishnan and A Kumar) *Articles in Advance (2024)* ***Management Science***.

9. “Experimentation and startup performance: Evidence from A/B testing” (with R. Koning and A. Chatterji) *Management Science*. 68(2022):6434–6453
10. “Helpful behavior and the durability of collaborative ties” (with S. Samila and A. Oettl) *Organization Science*. 33(2022):1816–1836
11. “Designing social networks: Joint tasks and the formation and endurance of network ties” (with R. Koning) *Journal of Organization Design* 9(2020):1-19.
12. “When does advice impact startup performance?” (with Rembrand Koning, Solene Delecourt and Aaron Chatterji) *Strategic Management Journal* 40(2019):331-356. (**Lead Article**)
13. “Prior social ties and the limits of peer effects on startup team performance” (with Rembrand Koning) *Strategic Management Journal* 40(2019):1394-1416.
14. “Conversations and idea generation: Evidence from a field experiment” (with Rembrand Koning) *Research Policy*.
15. “Peers and network growth: Evidence from a natural experiment” (with Surendrakumar Bagde) *Management Science* 61(2015):2536-2547
16. “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.
17. “The mechanics of social capital and academic performance in an Indian college.” (with Surendrakumar Bagde) *American Sociological Review* 78(2013):1009-1032 (**Featured Article**)
18. “Specialization and career dynamics: Evidence from the Indian Administrative Service.” (with John-Paul Ferguson) *Administrative Science Quarterly* 58(2013):233-256.
19. “Group based trajectories of network formation and dynamics.” *Social Networks* 34(2012):506-514.
20. “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.
21. “Data exchanges between firms” (with M. Elsaify) *Digital Business* 1(2), 100010.

#### *Working papers and Under Review*

1. “If You Had One Shot: Strategic Experimentation in High-Technology Industries” (with A. Arora and W. Miles) *NBER Working Paper*. *Revise & Resubmit*, *Management Science*.
2. “It Didn’t Work: Learning from Failed Experiments” (with Chiara Spina) *Revise & Resubmit*, *Organization Science*.
3. “Which Businesses Enroll in Innovation Training? Evidence from a Field Experiment” (with Pascal Crama, Reddi Kotha, Vish Krishnan, and Cintia Kulzer Sacilotto) *Under Review*, *Strategic Entrepreneurship Journal*.
4. “When Do Intermediaries Slow Scientific Diffusion? Evidence from Google Search” (with Wesley Cohen and Roger Masclans.) *Work in Progress*
5. “The Evaluation Bottleneck: Artificial Intelligence and the Problem of Judgment at Scale” (with David Hsu and Prasanna Tambe) *Working Paper*

#### *Work in progress*

1. “Gray Areas: How Firm-Level Strategies Shape Workforce Age Distributions” (with Ines Black, Yoko Shibuya and Maria Zhu) *Work in Progress*
2. “From Model Design to Organizational Design: Complexity Redistribution and Trade-Offs in Generative AI” (with S. Samila and A. Oettl) *Working Paper* - Available on SSRN.

*Book Chapters and Proceedings*

1. “Field Experiments in Entrepreneurship and Innovation” (with Chira Spina) in *De Gruyter Handbook of Sociology of Innovation and Entrepreneurship*, Olav Sorenson and Patricia H. Thornton (eds.), 2024
2. “Social Networks and Careers” in *Social Networks at Work*, D.J. Brass and S.P. Borgatti (eds.) S.I.O.P. Frontiers Book Series, 2020.
3. “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.
4. “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.
5. “Getting users to pay attention to anti-phishing education: evaluation of retention and transfer.” (with Kumaraguru, Ponnurangam, et al.) *Proceedings of the anti-phishing working groups 2nd annual eCrime researchers summit*. ACM, 2007.
6. “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.

## Service

*Journals***Editorships**

**2022-Present** Deputy Editor, Organization Science

**2016-2022** Associate Editor, Management Science

**Editorial Board & Ad-hoc Reviewing**

**2020-present** Editorial Board, Strategic Management Journal

**2017-2022** 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-founder/Co-Organizer (with Hyunjin Kim and Rembrand Koning) of Conference on Field Experiments in Strategy ([cfxs.org](http://cfxs.org))

February 2020 - Durham, NC

March 2021 - Online

September 2022 - London, UK

August 2023 - Cambridge, MA

December 2024 - Fontainebleau, France

October 2025 - San Francisco, CA (*Scheduled*)

Co-organizer/Co-founder (with Elizabeth Pontikes) of 1<sup>st</sup> Organization Theory Workshop for Junior Faculty

2013 - Chicago, IL

External expert reviewer for Swiss National Science Foundation (2013)

### *University Service*

Duke University, Fuqua School of Business, Area Coordinator, Strategy Area.

Duke University, AI at Duke Steering Committee, Subcommittee on Advancing Discovery with AI 2025-2025

Duke University, Fuqua School of Business, AI Working Group under Senior Associate Dean of Innovation, 2025-2025

Duke University, Fuqua School of Business, Strategy Committee, 2024-2025

Duke University, Fuqua School of Business, PhD Coordinator - Strategy, 2021-Present

Duke University, Fuqua School of Business, Dean's Search Committee, 2023-2024

Duke University, Fuqua School of Business, Curriculum Committee, 2023-Present

Duke University, Institutional Review Board, 2021-2023

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 (2015-2017)

Stanford University Pre-Major Advisor (2015-2017)

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)

### 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

### Affiliations

**2017-present** Core Faculty, Duke University, Innovation and Entrepreneurship Initiative

**2011-2017** Affiliated Faculty, Stanford University, Center for South Asia

## PhD Student Advising

**Exp 2028, Duke** Maria Zhu

**Exp 2027, Duke** William Miles

**Exp 2025, Duke, (Co-Chair)** Roger Masclans-Armengol

**2023, Duke, (Member)** Bernardo Dionisi

**2021, Duke, (Member)** Todd Hall (U Kansas)

**2020, Duke, (Member)** Tatiana Lulent (ESMT Berlin)

**2020, Duke, (Member)** David Hall (McKinsey & Co.)

**2019, Duke, (Member)** Xiaoshu Bei (Colorado)

**2019, UNC-CH, (Member)** Deepak Jena (ISB)

**2016, Stanford (2nd Year Paper)** Solene Delecourt

**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** 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

**2025–26** Massachusetts Institute of Technology - Sloan School; INSPER - Sao Paolo; University of Washington - Foster; Washington U in St. Louis - Olin School.

**2024–25** Vanderbilt University - Owen; Carnegie Mellon University - Tepper; IESE - Barcelona.

**2023–24** Imperial College - London; University of Pennsylvania - Wharton; University of Minnesota - Carlson.

**2022–23** University of Maryland - Smith School of Business; Bocconi University - Milan, Italy.

**2021–22** Michigan State University - Eli Broad College of Business

**2020–21** University of Maryland - Smith School of Business; Harvard Business School - Strategy Group; Rutgers University - Global Management; Indian Institute of Management — Bangalore - Strategy Group

**2019–20** Carnegie Mellon University — Tepper School of Business (postponed due to COVID); Stanford University — Graduate School of Business; Johns Hopkins University — Carey School; University of Utah — Eccles School (postponed due to COVID)

**2018–19** University of Texas-Austin — McCombs School, University of North Carolina-Chapel Hill — Strategy Department;

- 2017-18** New York University — Economics of Strategy Workshop;
- 2016-17** Emory University — Goizueta School, Duke University — Fuqua School of Business;
- 2015-16** 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;
- 2014-15** Stanford University — Center for South Asia, Duke University — Duke Strategy Conference, Indian School of Business — Hyderabad (Organizational Behavior),
- 2013-14** Northwestern University — Kellogg School of Management, National University of Singapore — Strategy and Policy Department;
- 2012-13** 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,
- 2011-12** Indian School of Business — Hyderabad (Strategy), University of California-Berkeley — Haas School, University of California-Los Angeles — Anderson School;
- 2009-10** Stanford University — Graduate School of Business, Nanyang Technological University — Nanyang Business School

## Invited Discussant / Keynotes

- 2026** Keynote at *23rd Annual International Conference on Open and User Innovation* at **Harvard Business School**.
- 2026** Keynote at *9th INSEAD Network Evolution Conference (NEC)* at **INSEAD, Fontainebleau, France**.
- 2025** Discussant for “Making Entrepreneurs: Long Term Returns to Training Youth in Hard versus Soft Business Skills” (Chioda et al.) (*National Bureau of Economic Research - Summer Institute*)
- 2025** Discussant for “Emotional Coherence and Venture Outcomes: Machine Learning Approaches in the Study of Startup Pitches” (Khoshimov) (*Smith Entrepreneurship Research Conference at University of Maryland*)
- 2022** Discussant for “Are Experts Blinded by Feasibility? Experimental Evidence from a NASA Robotics Challenge” (Lane et al.) (*REER at GeorgiaTech*)
- 2022** Meet a Theory - A Scientific Approach to Strategic Decision Making - Strategic Management Society”
- 2021** Meet a Method - Field Experiments - Strategic Management Society”
- 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 <sup>1</sup>
- 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*

- 2025** People Analytics (MQM) [designed new course]
- 2022-Present** Strategy Implementation (MBA, EMBA) [designed new course]
- 2017-2022** Foundations of Strategy (MMS, WEMBA, GEMBA, MBA)
- 2019** Topics in Strategy Research (PhD)
- 2020** Seminar in Entrepreneurial Strategy (PhD)

### *Stanford University*

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

### *Carnegie Mellon University*

Managing Technology for Public and Global Health (Carnegie Mellon)

## Other experience

- 2005** Deloitte Consulting
- 2003-04** Memorial Sloan Kettering Cancer Center (Department of Pathology)

## Personal

Married; two daughters.

Last updated: July 7, 2026

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<sup>1</sup>Published as “Automatic Detection of Omissions in Medication Lists”