**Natarajan Balasubramanian**

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# CURRICULUM VITAE

**Current Position**

* Professor, Whitman School of Management (2020–Present)
* Associate Professor, Whitman School of Management (2013–2020)
* Assistant Professor, Whitman School of Management (2009–2013)

## Prior Academic Employment

* Assistant Professor, College of Business Administration, Florida International University, Miami (2007-2009)

## Prior Corporate Employment

* Manager, Andersen, Saudi Arabia (2002)
* Customer Relationship Manager, Infosys, USA (2001-02)
* Senior Consultant, Arthur Andersen, India (1996-2000)

## Education

* PhD (Management), UCLA Anderson School of Management (2007)
* M.A. (Economics), UCLA (2005)
* PGDM (MBA), Indian Institute of Management, Bangalore, India (1996)
* B. Tech (BS) in Chemical Engineering, Indian Institute of Technology, Madras, India (1994)

## Published Works

* Balasubramanian, N., Ye Y, and Xu M, 2022. Substituting Human Decision-Making with Machine Learning: Implications for Organizational Learning. *Academy of Management Review.* 47: 448–465
* Balasubramanian, N., Chang J.W., Sakakibara, M., Sivadasan J. and Starr E. 2022. Locked In? The Enforceability of Covenants Not to Compete and the Careers of High-Tech Workers. *Journal of Human Resources.* 57: S349-S396. Peer-reviewed Special Issue Edited by Orley Ashenfelter, David Card, Henry Farber and Michael R. Ransom.
* Balasubramanian, N., and Ye Y, 2021. Learning by Doing in Organizational Activities. *Oxford Bibliographies in Management*. Ed. R.W. Griffin, New York: Oxford University Press. (Invited, peer-reviewed)
* Ramanathan, S., Balasubramanian, N., and Faraone, S. V, 2021. Association between transient financial stress during early childhood and pre-school cognitive and socioemotional development. *Infant and Child Development*.
* Sakakibara, M. and Balasubramanian N, 2020. Human Capital, Parent Size and the Destination Industry of Spinouts. *Strategic Management Journal.* 41(5): 815-840.
* Balasubramanian N., Lee, J., and Sivadasan J, 2018. Deadlines, Work Flows, Task Sorting, and Work Quality. *Management Science*. 64(4): 1804-24. https://doi.org/10.1287/mnsc.2016.2663
* Starr E., Balasubramanian N. and Sakakibara, M. 2018. Screening Spinouts? How Noncompete Enforceability Affects the Creation, Growth, and Survival of New Firms. *Management Science.* 64(2):552-572.
  + Also as Enforcing Covenants Not to Compete: The Life-Cycle Impact on New Firms, in *Academy of Management Proceedings,* 2014:1 13238; doi:10.5465/AMBPP.2014.216
  + Working Paper CES 14-27, *Center for Economic Studies, U.S. Census Bureau*
* Lieberman M., Balasubramanian N. and Garcia, R, 2018. Toward a Dynamic Notion of Value Creation and Appropriation in Firms: The Concept and Measurement of Economic Gain.

*Strategic Management Journal*. 39(6):1546-72.

* Garcia-Castro R., Ricart J.E., Lieberman M. and Balasubramanian N. 2018. Business Model Innovation and Replication: Implications for the Measurement of Productivity." Oxford Handbook of Productivity Analysis, E. Grifell-Tatje, C.A.K. Lovell and R. Sickles, eds., *Oxford University Press*. pp. 359-86.
* Ramanathan S., Balasubramanian, N. and Faraone, S, 2017. Familial transient financial difficulties during infancy and long-term developmental concerns. *Psychological Medicine.* 47(12): 2197-2204.
* Lieberman M., Garcia-Castro, R., and Balasubramanian N, 2017. Measuring Value Creation and Appropriation in Firms: Application of the VCA Model. *Strategic Management Journal,* 38(6), pp.1193-1211. (Lead Article)
* Balasubramanian N., Chang J.W., Sakakibara M., Sivadasan J. and Starr E. 2016. Locked in? Noncompete enforceability and the mobility and earnings of high-tech workers. In John Humphreys (Ed.), *Proceedings of the Seventy-sixth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.
* Ramanathan, S., Balasubramanian, N. and Krishnadas, R, 2013. Is the Macroeconomic

Environment during Infancy a Risk Factor for Adolescent Behavioral Problems? *JAMA Psychiatry*, 70(2):218-25.

* Lee J. and Balasubramanian N., 2013. Who leads whom? Technological leadership in nanotechnology: Evidence from patent data, in *Restoring America’s Global Competitiveness through Innovation*, Eds. Ben Kedia and Subash Jain., Edward Elgar Publishing.
* Balasubramanian N. and Lieberman M., 2011. Learning by Doing and Market Structure.

*Journal of Industrial Economics*. 59(2): 177-198 (Lead Article)

* Balasubramanian N., 2011. New Plant Venture Performance Differences Among Incumbent, Diversifying, and Entrepreneurial Firms: The Impact of Industry Learning Intensity. *Management Science*. 57(3): 549-565
* Balasubramanian N. and Sivadasan J., 2010. What happens when firms patent? New evidence from US Census Data. *Review of Economics and Statistics.* 93(1) 126:146
* Balasubramanian N. and Lieberman M., 2010. Industry Learning Environments and the Heterogeneity of Firm Performance, *Strategic Management Journal*, 31(4), pp. 390-412.
  + Also as Balasubramanian N. and Lieberman M., *Industry Learning Environments and the Heterogeneity of Firm Performance*, In K. Mark Weaver (Ed.), Proceedings of the SixtyFifth Annual Meeting of the Academy of Management (CD), ISSN 1543-8643.
* Balasubramanian N. and Sivadasan J., 2009. Capital Resalability, Productivity Dispersion and Market Structure, *Review of Economics and Statistics*, 91(3), pp. 547-557.
* Chacar A, Balasubramanian N. and Vissa B., *Does it pay to be a Business Group Member?* 2008 Proceedings of the Academy Of International Business-SE (USA)
* Balasubramanian N. and Lee J.,2008.Firm Age and Innovation, *Industrial and Corporate Change* 17(5), pp. 1019-1047.
  + Also as Balasubramanian N. and Lee J., *Firm Age and Innovation*, In George T. Solomon (Ed.), Proceedings of the Sixty-Sixth Annual Meeting of the Academy of Management (CD), ISSN 1543-8643.

## Working Papers Under Revision

* Balasubramanian N. and Sakakibara M. Selection and Resource Redeployment in the Incidence and Performance of Spinouts. *Under 2nd round revision at the Strategic Management Journal*
* Balasubramanian N., Sivadasan J and Xu W. How Do Frictions That Impede Transfer of Business Ownership Affect Business Entry and Exit? Evidence from Product Line Exception Adoptions. *Under 2nd round revision at the Strategic Management Journal*
* Dharwadkar, R., Balasubramanian N., and Suh, S. Managerial Insulation and Research and Development Investments: An Empirical Examination. *Resubmitted 1st round revision at Research Policy*
* Balasubramanian N., Makadok R and Chiu, W. The Cue-Ball Effect: Propagating the Impact of a Change in Competitive Advantage to Distant Competitors. *Under 1st round revision at the Strategic Management Journal*
* Sivadasan J., Balasubramanian N., Dharwadkar, R. and Ren, C. How do Firms Grow in the U.S.? Evidence using a Novel Decomposition and Implications for Strategy Research. *Under 1st round revision at the Strategic Management Journal*
* Chen R., Balasubramanian N., and Forman C., How does worker mobility affect business adoption of new technologies? The case of machine learning. *Under 1st round revision at the Strategic Management Journal*

## Other Working Papers

* Balasubramanian N., Starr E. and Yamaguchi, S. Bundling postemployment restrictive covenants: When, why, and how it matters.

## Competitive Awards and Grants

***External***

* Distinguished Paper Award, BPS Division, Academy of Management, 2016
* Kauffman Junior Faculty Fellow in Entrepreneurship Research, 2012
* Finalist, Outstanding Dissertation Award Competition, BPS, Academy of Management, 2008
* Entrepreneurship Research Grant, Winter 2008 (Joint with Jeongsik Lee, Georgia Inst. of Tech.)

***Internal***

* Whitman Research Fellow, Whitman School of Management, 2021-2022
* Edward Pettinella Associate Professorship of Business, Whitman School of Management, 2018
* Guttag Faculty Award, Whitman School of Management, 2016
* Whitman Research Fellow, Whitman School of Management, 2014-2015
* Guttag Junior Faculty Award, Whitman School of Management, 2012
* UCLA Dissertation Year Fellowship (2006-2007)
* California Census Research Data Center Dissertation Fellowship (2005-2007)
* Gladys Byram Fellowship (2002-2006)

## External Service Activities

* Member, Editorial Review Board, Strategic Management Journal (2019-)
* Member, Editorial Review Board, Strategic Entrepreneurship Journal (2021-)
* Member, Editorial Review Board, Strategy Science (2022–)
* Member, Editorial Board, JOM Scientific Reports (2022–)
* Member, Editorial Board, Journal of Management (2014-)
* Panel reviewer, National Science Foundation Future Manufacturing Research Group (2020, 2021)
* Distinguished Speaker, STR Dissertation Consortium, Academy of Management (2019)
* Member, Research Committee, BPS Division, Academy of Management (2015-17)
* Organizer for Profession Development Workshops and Symposia at the Academy of Management
* Ad hoc reviewer: National Science Foundation, Kauffman Foundation, Management Science, Strategic Management Journal, Organization Science, Journal of Management Studies, Strategic Entrepreneurship Journal, Journal of Industrial Economics, Journal of Labor Economics, Journal of Economics & Management Strategy, BE Journal of Economic Analysis & Policy, Research Policy, Journal of Business Venturing, European Financial Management, Journal of Business Research, Journal of International Business Studies.

## Internal Service Assignments

* Chair, Promotion & Tenure Executive Board, Whitman School of Management (2022-)
* Member, Promotion & Tenure Executive Board, Whitman School of Management (2017-19, 2021)
* Member, Dean’s Review Committee (2020)
* Member, Associate Dean for Research Review Committee (2019-19)
* Member, Dean Search Committee (2016-17)
* Member, Dean’s Review Committee (2016)
* Department Representative, Doctoral Board, Whitman School of Management (2014-19)
* Member, Promotion & Tenure Committee, Whitman School of Management (2014-2015)
* Department Representative, Undergraduate Board, Whitman School of Management (2009-14)
* Co-director, Department Speaker Series (2011-13)
* Member, Journal List Committee, College of Business, Florida International University, (200709)

## Presentations

* Annual Meeting of the Academy of Management, August 2021 (Peer-reviewed)
* AI in Strategy Workshop, NYU, March 2021 (Invited)
* AI in Strategy Workshop, Indian School of Business, January 2021 (Invited)
* McDonough School of Business, Georgetown University, November 2020 (Invited)
* AI in Strategy Workshop, NYU, April 2019 (Invited)
* Annual Meeting of the Academy of Management, Chicago, August 2018 (Peer-reviewed)
* Krannert School of Management, Purdue University, October 2017 (Invited)
* Kauffman Emerging Scholars Conference, Kansas City, October 2017 (Invited)
* Annual Meeting of the Academy of Management, Atlanta, August 2017 (Peer-reviewed)
* Florida International University, January 2016 (Invited)
* Strategic Science Mini Conference, Philadelphia, November 2015 (Invited)
* Whitman School of Management, February and April 2015
* Kauffman Emerging Scholars Conference, Kansas City, October 2014 (Invited)
* Annual Meeting of the Academy of Management, Philadelphia, August 2014 (Peer-reviewed)
* Goizueta School of Business, Emory University, November 2012 (Invited)
* Annual Meeting of the Academy of Management, Boston, August 2012 (Peer-reviewed)
* Krannert School of Management, Purdue University, October 2011 (Invited)
* Stern School of Business, NYU, August 2011 (Invited)
* Annual Meeting of the Academy of Management, Chicago, August 2009 (Peer-reviewed)
* Annual Meeting of the Academy of Management, Anaheim, August 2008 (Peer-reviewed)
* Annual Meeting of the American Economic Association, 2008 (Peer-reviewed)
* Annual Meeting of the Academy of Management, Atlanta, August 2006 (Peer-reviewed)
* Atlanta Competitive Advantage Conference, June 2006 (Peer-reviewed)
* The Evolution of Ideas in Innovation and Entrepreneurship: A Conference to Honor Michael

Gort’s Contributions, University of Washington, St Louis, June 2006 (Invited)

* Annual Meeting of the Academy of Management, Honolulu, August 2005 (Peer-reviewed)
* Annual Meeting of the Western Economic Association, San Francisco, July 2005 (Peer-reviewed)
* Business and its Social Environment (BASE) Conference, Kellogg School of Business, June 2005 (Peer-reviewed)
* Innovation Workshop, Anderson School of Management, UCLA, May 2005
* Consortium for Competition and Co-operation (CCC), UC Berkeley, April 2005

## Teaching Experience

* Whitman School of Management, Syracuse University.

Courses: Strategic Management (for Undergraduates and Graduates)

* College of Business Administration, Florida International University, Miami (2007-2009)

Courses: Strategic Management (for Undergraduates and Graduates)

**Teaching Awards**

* Best Professor, Downtown MBA Program, Florida International University (April 2008)

## Doctoral Student Advising

* Yang Ye (Committee Chair)
* Gokce Serdar, Palash Deb, David Gras (Committee Member)

## Professional Memberships

* Member, Academy of Management
* Member, American Economic Association