

PRASANNA PARASURAMA

Emory University, Goizueta Business School, Information Systems & Operations Management
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APPOINTMENT Emory University, Goizueta Business School July 2023–Present
Assistant Professor, Information Systems & Operations Management

EDUCATION New York University May 2023
Ph.D. in Information Systems
Dissertation: Bias and Fairness in Algorithmic Hiring Systems (*WITS Best Dissertation Award Winner, CIST Best Dissertation Award Runner-up*)

University of Michigan, Ann Arbor May 2016
Bachelor of Science in Engineering, Chemical Engineering

RESEARCH [Inscribing Diversity Policies in Algorithmic Hiring Systems: Theory and Empirics](#)
Prasanna Parasurama and Panos Ipeirotis
R&R, Information Systems Research

[Role of Online Sourcing in Occupational Gender Segregation in IT](#)
Prasanna Parasurama, Anindya Ghose, Panos Ipeirotis
R&R, Production and Operations Management

[Applying While Black: How Race Shapes Employment through Ambiguous Labor Market Identities](#)
Prasanna Parasurama, Ming Leung, Sharon Koppmann
R&R, Administrative Science Quarterly

- *Runner-up, Best Responsible Research Award, Academy of Management Meeting OMT 2023*
- *In Academy of Management 2023 Best Paper Proceedings (top 10% of accepted papers)*

[Gendered Information in Resumes and Hiring Bias: A Predictive Modeling Approach](#)
Prasanna Parasurama, João Sedoc, Anindya Ghose
Under Review

- *In Academy of Management 2022 Best Paper Proceedings (top 10% of accepted papers)*

Effects of Sponsored Search Advertising in a Labor Market
Apostolos Filippas, John Horton, Prasanna Parasurama, Diego Urraca

Foundation Models and the Risk of Correlated Failures: The Case of Algorithmic Hiring
Ramayya Krishnan, Prasanna Parasurama, João Sedoc, Arun Sundararajan

PROCEEDINGS [How Structural Disadvantages Affect Job Histories of African America Applicants at a Tech Company](#)
Prasanna Parasurama, Ming Leung, Sharon Koppmann
In Academy of Management Meeting Best Paper Proceedings

[Gendered Language in Resumes and its Implications for Algorithmic Bias in Hiring](#)
Prasanna Parasurama, João Sedoc
In Proceedings of the 4th Workshop on Gender Bias in Natural Language Processing

[Gendered Language in Resumes – An Empirical Analysis of Gender Norm Violation and Hiring Outcomes.](#)
Prasanna Parasurama, João Sedoc
In ICIS 2021 Proceedings

**CONFERENCE
PRESENTATIONS**

Wharton People & Organizations Conference. Sep 2023. *Applying While Black: How Race Shapes Employment through Career Histories.*

ZEW Conference on ICT. Jun 2023. *Hiring with Algorithmic Fairness Constraints: Theory and Empirics.*

AEA Annual Meeting. Jan 2023. *Hiring with Algorithmic Fairness Constraints: Theory and Empirics.*

Wharton People & Organizations Conference. Oct 2022. *Hiring with Algorithmic Fairness Constraints: Theory and Empirics.*

Academy of Management Annual Meeting. Aug 2022. *Gendered Information in Resumes and its Role in Hiring Bias.*

ICML – Workshop on Human-Machine Collaboration. July 2022. *Effects of Algorithmic Fairness Constraints on Hiring.*

NAACL – Workshop on Gender Bias in NLP. July 2022. *De-gendering Resumes for Fair Resume Screening Algorithms.*

SCECR. June 2022. *Hiring with Algorithmic Fairness Constraints.*

Stevens Institute of Technology (Invited Talk). Feb 2022. *Gendered Information in Resumes and its Role in Hiring Bias.*

International Conference on Information Systems. Dec 2021. *Gendered Language in Resumes – An Empirical Analysis of Gender Norm Violation and Hiring Outcomes.*

Wharton People & Organizations Conference. Oct 2021. *Gendered Language in Resumes – An Empirical Analysis of Gender Norm Violation and Hiring Outcomes.*

Workshop on Information Systems and Economics. Dec 2020. *Role of Online Sourcing in Occupational Gender Segregation in IT.*

- *Best Student Paper Nominee*

Academy of Management Annual Meeting. Aug 2020. *Who Benefits from Organizational Diversity Efforts? Evidence from Silicon Valley Firms.*

International Conference on Computational Social Science (IC2S2). July 2020. *Who Benefits from Organizational Diversity Efforts? Evidence from Silicon Valley Firms.*

Wharton People & Organizations Conference. Sep 2019. *Who Benefits from Organizational Diversity Efforts? Evidence from Silicon Valley Firms.*

HONORS & AWARDS	CIST Best Dissertation Award Runner-up	2023
	WITS Best Dissertation Winner	2022
	NSF Graduate Research Fellowship (\$138,000)	2020-2023
	Fubon Doctoral Fellowship (\$5,000)	2022
	NYU Stern Doctoral Fellowship	2018-2023
TEACHING	Data Visualization, Emory University Goizueta Business School <ul style="list-style-type: none"> • Core MSBA course 	2023
	Capstone Project, Emory University Goizueta Business School	2023
	IT in Business and Society, NYU Stern	2022
SERVICE	Reviewer: Management Science, Information Systems Research, MISQ, Journal of Economics & Management Strategy, Public Relations	
INDUSTRY EXPERIENCE	Atipica, San Mateo, CA Data Scientist & Data Engineer	2016 – 2018
	Goldman Sachs, New York, NY Summer Intern	Summer 2015
SOFTWARE	raceBERT – A transformer-based model to predict race and ethnicity from names, and an accompanying python package <ul style="list-style-type: none"> • Python package: https://github.com/parasurama/raceBERT • Paper: raceBERT – A Transformer-based Model for Predicting Race and Ethnicity from Names. 	
PERSONAL	Citizenship: USA	
	Languages: English (native), Tamil (native), Sourashtra (native), German (intermediate)	
	Hobbies: Skiing and snowboarding, grilling, reading historical biographies	