

## PRASANNA PARASURAMA

Emory University, Goizueta Business School, Information Systems & Operations Management  
Email: pparasurama@emory.edu | Website: parasurama.github.io

---

<b>APPOINTMENT</b>	Emory University, Goizueta Business School Assistant Professor, Information Systems & Operations Management	July 2023–Present
<b>EDUCATION</b>	New York University, Stern School of Business Ph.D. in Information Systems Dissertation: Bias and Fairness in Algorithmic Hiring Systems ( <i>WITS Best Dissertation Award Winner, ISS Best Dissertation Award Runner-up</i> )	May 2023
	University of Michigan, Ann Arbor Bachelor of Science in Engineering, Chemical Engineering	May 2016
<b>RESEARCH</b>	<p><a href="#">Applying While Black: How Race Shapes Employment through Work Histories</a> (with Ming Leung and Sharon Koppmann) <i>Conditionally Accepted, Administrative Science Quarterly</i></p> <ul style="list-style-type: none"><li>• <i>Runner-up, Best Responsible Research Award, Academy of Management Meeting OMT 2023</i></li><li>• <i>In Academy of Management 2023 Best Paper Proceedings</i></li></ul> <p><a href="#">Inscribing Diversity Policies in Algorithmic Hiring Systems: Theory and Empirics</a> (with Panos Ipeirotis) <i>R&amp;R, Information Systems Research</i></p> <p>Algorithmic Influences on Occupational Segregation: Evidence from LinkedIn (with Anindya Ghose and Panos Ipeirotis) <i>R&amp;R, Production and Operations Management</i></p> <p><a href="#">Costly Capacity Signaling Increases Matching Efficiency: Evidence from a Field Experiment</a> (with Apostolos Filippas, John Horton, and Diego Urraca) <i>Under Review</i></p> <ul style="list-style-type: none"><li>• <i>In ACM Conference on Economics and Computation (EC'24)</i></li></ul> <p>Selection, Signaling, and Ranking Effects of Sponsored Ads: Experimental Evidence from a Labor Market (with Apostolos Filippas, John Horton, and Diego Urraca) <i>In Progress</i></p> <ul style="list-style-type: none"><li>• <i>In ACM Conference on Economics and Computation (EC'24)</i></li></ul> <p>Foundation Models and the Risk of Correlated Failures: The Case of Algorithmic Hiring (with Ramayya Krishnan, João Sedoc, and Arun Sundararajan) <i>In Progress</i></p>	
<b>CONFERENCE PROCEEDINGS</b>	<p><a href="#">Costly Capacity Signaling Increases Matching Efficiency: Evidence from a Field Experiment</a> (with Apostolos Filippas, John Horton, and Diego Urraca) <i>In Proceedings of the 2024 ACM Conference on Economics and Computation (EC'24)</i></p>	

Selection, Signaling, and Ranking Effects of Sponsored Ads: Experimental Evidence from a Labor Market (with Apostolos Filippas, John Horton, and Diego Urraca)

*In Proceedings of the 2024 ACM Conference on Economics and Computation (EC'24)*

[How Structural Disadvantages Affect Job Histories of African America Applicants at a Tech Company](#) (with Ming Leung and Sharon Koppmann)

*In Academy of Management Meeting 2023 Best Paper Proceedings*

[Gendered Language in Resumes and its Implications for Algorithmic Bias in Hiring](#) (with João Sedoc)

*In Proceedings of the 4th Workshop on Gender Bias in Natural Language Processing, NAACL*

[Gendered Language in Resumes – An Empirical Analysis of Gender Norm Violation and Hiring Outcomes.](#) (with João Sedoc)

*In ICIS 2021 Proceedings*

## CONFERENCE PRESENTATIONS & TALKS

† indicates co-author presentation

**2024:** CIST, Platform Strategy Research Symposium (BU Questrom); ACM Conference on Economics and Computation (EC'24)<sup>†</sup>; SCECR; EGOS<sup>†</sup>; Equitable Opportunity Conference (Umich Ross); Management, Analytics, Data Conference (Columbia).

**2023:** AoM Annual Meeting; Wharton People & Organizations Conference; ZEW Conference on ICT; AEA Annual Meeting.

**2022:** Emory (Goizueta); CMU (Heinz); UGA (Terry); University of Washington (Foster); Stevens Institute of Technology; Workshop on Information Systems and Economics; Wharton People & Organizations Conference; AoM Annual Meeting; ICML Workshop on Human-Machine Collaboration; NAACL Workshop on Gender Bias in NLP; SCECR.

**2021:** International Conference on Information Systems; Wharton People & Organizations Conference.

**2019-20:** Workshop on Information Systems and Economics; AoM Annual Meeting; IC2S2; Wharton People & Organizations Conference.

## HONORS & AWARDS

ISS 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 2023 -  
• Core MSBA course

Capstone Project, Emory University Goizueta Business School 2023

	IT in Business and Society, NYU Stern	2022
<b>SERVICE</b>	<b>Reviewer:</b> Management Science, Information Systems Research, MISQ, Journal of Economics & Management Strategy, Public Relations	
<b>INDUSTRY EXPERIENCE</b>	Atipica, San Mateo, CA Data Scientist & Data Engineer	2016 – 2018
	Goldman Sachs, New York, NY Summer Intern	Summer 2015
<b>SOFTWARE</b>	<b>raceBERT</b> – A transformer-based model to predict race and ethnicity from names, and an accompanying python package <ul style="list-style-type: none"> <li>• <b>Python package:</b> <a href="https://github.com/parasurama/raceBERT">https://github.com/parasurama/raceBERT</a></li> <li>• <b>Paper:</b> <a href="#">raceBERT – A Transformer-based Model for Predicting Race and Ethnicity from Names.</a></li> </ul>	
<b>PERSONAL</b>	<b>Citizenship:</b> USA  <b>Languages:</b> English (native), Tamil (native), Sourashtra (native), German (intermediate)  <b>Hobbies:</b> Skiing and snowboarding, tennis, reading historical biographies	