

Prasanna Tambe

Wharton School of Business
University of Pennsylvania
558 Jon M. Huntsman Hall
3730 Walnut Street
Philadelphia, PA 19102

Office: JMHH 558
Email: tambe@wharton.upenn.edu

Employment

Wharton School of Business, University of Pennsylvania, Associate Professor, July 2017–Present.
NYU Leonard N. Stern School of Business, Associate Professor, May 2014–June 2017.
NYU Leonard N. Stern School of Business, Assistant Professor, July 2008–May 2014.

Other Affiliations

MIT Sloan Initiative on the Digital Economy, Digital Fellow, May 2015–present

Education

Ph.D. Managerial Economics, Wharton School of Business, University of Pennsylvania, 2008.
Dissertation: “Essays on Information Technology, Labor, and Organizations”
M.Eng. Electrical Engineering & Computer Science, Massachusetts Institute of Technology, 1997.
B.S. Electrical Engineering & Computer Science, Massachusetts Institute of Technology, 1996.

Fields of Research Interest

Economics of IT Labor, Workers and Technical Skills, Financing IT Investment, Micro-foundations of Information Technology Diffusion

Recent Grants & Awards

INFORMS Technology, Innovation Management, and Entrepreneurship Division, Best Paper Finalist, 2017
Information Systems Research, Best Associate Editor, 2017
Management Science, Best Published Paper in Information Systems, 2016
ISS Sandra A. Slaughter Early Career Award, 2016
Best Paper Nomination, International Conference on Information Systems, 2015.
Management Science, Finalist for Best Paper Published in Information Systems, 2015.
“Job Hopping, Information Technology Spillovers, and Productivity Growth”
Management Science, Finalist for Best Paper Published in Information Systems, 2014.
“Now IT’s Personal: Offshoring and the US Information Technology Workforce”
Best Paper Nomination, International Conference on Information Systems, 2013.
ISS/*Information Systems Research* Best Published Paper Award, 2013.
“The Productivity of IT Investments: New Evidence from IT Labor Data”
Research Grant, \$401,624 - Alfred P. Sloan Foundation, The Economics of IT Labor Markets Using Administrative Datasets (Sole PI), 2012.

Research

Research Publications

1. Tambe, P., X. Ye, and P. Cappelli. Paying to program? Engineering Brand and High-Tech Wages. Forthcoming at *Management Science*.
2. Avgar, A., P. Tambe, and L. Hitt. (2018). Built to Learn: How Work Practices Affect Employee Learning During Healthcare Information Technology Implementation, *MIS Quarterly*, 42(2), 645-659.
3. Agrawal, A., P. Tambe. (2016). Private Equity and Workers' Career Outcomes: The Role of Technological Change. *The Review of Financial Studies*, 29(9), 2455-2489.
4. Hitt, L., P. Tambe. (2016). Healthcare IT, Work Organization, and Nursing Home Performance. *Industrial and Labor Relations Review*, 69(4), 834-859.
5. Tambe, P. (2014). Big Data Investment, Skills, and Firm Value. *Management Science*. 60(6), 1452-1469.
6. Tambe, P., L. Hitt. (2014). Measuring Information Technology Spillovers. *Information Systems Research*. 25(1), 53-71.
7. Tambe, P., L. Hitt. (2013). Job Hopping, Information Technology Spillovers, and Productivity Growth. *Management Science*. 60(2), 338-355.
8. Tambe, P., L. Hitt. (2012). The Productivity of Information Technology Investments: Evidence from IT Labor Data. *Information Systems Research*. 23(3-1), 599-617.
9. Tambe, P., L. Hitt, E. Brynjolfsson. (2012). The Extroverted Firm: How External Information Practices Affect Innovation and Productivity. *Management Science*. 58(5), 843-859.
10. Tambe, P., L. Hitt. (2012). Now IT's Personal: Offshoring and Shifting Skill Composition of the IT Workforce. *Management Science*. 58(4). 678-697.
11. Tambe, P., L. Hitt. (2010). How Offshoring Affects IT Workers. *Communications of the ACM*. 53(10), 62-70.
12. Hitt, L., P. Tambe. (2007). Broadband Adoption and Content Consumption. *Information Economics and Policy*. 19(3-4), 362-378.

Working Papers

13. Cappelli, P., P. Tambe, and V. Yakubovich. Artificial Intelligence in Human Resources Management: Challenges and a Path Forward. Under revision.
14. Tambe, P. AI, Data Science, and the New Basic Skills. Under review.
15. Agrawal, A. and P. Tambe. Takeovers and Employee Job Search.
16. Tambe, P., L. Hitt, E. Brynjolfsson, and D. Rock. IT Intangibles and Superstar Firms.
17. Tambe, P. An Inside Job? Gender, Job Search, and the IT Pay Gap.
18. Horton, J. and P. Tambe. The Death of a Technical Skill: Evidence from the Demise of Adobe Flash.
19. Brynjolfsson, E., D. Rock, P. Tambe, J. Barrett. People are our Greatest Asset: Measuring the Market Value of Human Capital.
20. Tambe, P. The Social Life of Information Technologies.
21. Wang, S. and P. Tambe. Super Star Developers in Open Source Software.

Books, Articles, and Invited Blog Posts

- Tambe, P. (2016). Why it pays to be where the IT talent already is. *MIT Sloan Management Review*, Frontiers Blog.
- Horton, J. and P. Tambe. (2015). Labor Economists Get Their Microscope: Big Data and Labor Market Analysis. *Big Data*. 3(3), 1-8.
- Ferguson, M., L. Hitt, and P. Tambe. (2013). The Talent Equation: Big Data Lessons for Navigating the Skills Gap and Building a Competitive Workforce. *McGraw Hill Publishing*.

Refereed Conferences

- Tambe, P. 2018. From Data to Decisions: AI and the New Basic Skills. INFORMS Conference on Information Systems and Technology, Phoenix, Arizona.
- Ye, X., P. Tambe. 2017. Sourcing and Screening High-Tech Workers. Proceedings of the 37th International Conference on Information Systems, Seoul, Korea.
- Horton, J., P. Tambe. 2017. The Death of a Technical Skill: Evidence from the Demise of Adobe Flash. INFORMS Conference on Information Systems and Technology.
- Ye, X., P. Tambe. 2015. Why Do High-Tech Firms Provide Perks at Work? Proceedings of the 35th International Conference on Information Systems, Dallas, TX. (**Best Paper Nomination**)
- Ye, X., P. Tambe. 2015. Why Do High-Tech Firms Provide Perks at Work? INFORMS Conference on Information Systems and Technology.
- Agarwal, R., R. Bapna, A. Ghose, S. Slaughter, G. Shmueli, P. Tambe. 2014. Does Growing Demand for Data Science Represent New Opportunities for Information Systems? (Panel) Proceedings of the 35th International Conference on Information Systems.
- Tambe, P., X. Ye, P. Cappelli. 2014. Learning and Wages in High-Tech Labor Markets. INFORMS Conference on Information Systems and Technology.
- Agrawal, A., P. Tambe. 2013. Private Equity, Technological Investment, and Labor Outcomes. Proceedings of the 34th International Conference on Information Systems. (**Best Paper Nomination**)
- Agrawal, A., P. Tambe. 2013. Private Equity, Technological Investment, and Labor Outcomes. INFORMS Conference on Information Systems and Technology.
- Saunders, A., P. Tambe. 2013. A Measure of Firms' Information Practices Based on Textual Analysis of 10-K Filings. INFORMS Conference on Information Systems and Technology.
- Tambe, P., P. Cappelli. 2013. Reservation Wages With Consequences: Evidence from Jobs Boards. American Economic Association (AEA) Annual Meeting.
- Tambe, P. 2012. Inter-Industry IT Spillovers After the Dot-Com Bust. Proceedings of the 33rd International Conference on Information Systems, Orlando, FL.
- Tambe, P., L. Hitt, and E. Brynjolfsson. 2011. The Price and Quantity of IT-Related Intangible Capital. Proceedings of the 32nd International Conference on Information Systems.
- Tambe, P. 2011. The Dot-Com Crash, the Migration of Technical Skills, and Productivity after the Bust. INFORMS Conference on Information Systems and Technology. (**Best Paper Nomination**)
- Tambe, P., L. Hitt. 2010. Job Hopping, Knowledge Spillovers, and Regional Returns to Information Technology Investments. Proceedings of the 31st International Conference on Information Systems.
- Tambe, P., L. Hitt. 2010. Now IT's Personal: Offshoring and the Shifting Skill Composition of the U.S. Information Technology Workforce. Proceedings of the 31st International Conference on Information Systems.
- Avgar, A., P. Tambe, and L. Hitt. 2010. The Effects of Organizational Factors on Healthcare IT Costs: Evidence from New York Nursing Homes, Proceedings of the 43th Hawaii International Conference on System Sciences.
- Tambe, P., L. Hitt, and E. Brynjolfsson. 2008. The Extroverted Firm: How External Information Practices Affect Productivity Proceedings of the 29th International Conference on Information Systems.
- Tambe, P., L. Hitt. 2007. Offshoring and the Shifting Skill Composition of the U.S. Information Technology

Workforce. INFORMS Conference on Information Systems and Technology.

Tambe, P. and L. Hitt. 2006. Measuring Spillovers from Information Technology Investments. Proceedings of the 27th International Conference on Information Systems.

Invited Seminar Presentations

2019: HBS Digital Initiative Discussion and Symposium

2018: Temple University, Erasmus University, University of Texas, University of Maryland, University of Utah.

2017: Michigan State University, University of Pittsburgh, University of Rochester, Cornell University.

2016: Federal Reserve Bank of Atlanta, University of Texas-Dallas, University of Pennsylvania.

2015: University of Washington, University of Illinois at Chicago, Arizona State University, Harvard University.

2014: Purdue University, Temple University, University of Minnesota, University of Illinois at Urbana-Champaign.

2013: Carnegie Mellon University, Boston College, University of British Columbia, Michigan State University.

2012: University of Maryland, UC San Diego, Georgia Tech, University of Minnesota.

2011: UC Irvine, MIT Sloan School of Management.

2008: New York University, University of Minnesota, Cornell, UC Irvine, University of Maryland.

Conference Presentations and Discussions

2018: American Economic Association, Arizona State University Workshop on the Future of Work, Organization Science Winter Conference, NBER IT and Digitization, Academy of Management, NBER Economics of AI, INFORMS Conference on Information Systems and Technology, Workshop on Information Systems and Economics

2017: American Economic Association, NBER IT and Digitization, Academy of Management, INFORMS Conference on Information Systems and Technology

2016: Industry Studies Association, Academy of Management

2015: Academy of Management, NBER Summer Institute (Economics of IT and Digitization), MIT Sloan Initiative on the Digital Economy Conference, Georgia Tech Sandra A. Slaughter Software Conference, NBER Winter Conference on Digitization

2014: Workshop on Information Systems and Economics, International Conference on Information Systems, INFORMS Conference on Information Systems and Technology, Wharton People and Organizations Conference, American Sociological Association, Academy of Management, NBER Summer Institute (Economics of IT and Digitization), London Business School Strategy Conference, ILR Review Conference on Employment Relations in Healthcare

2013: International Conference on Information Systems, Duke Strategy Conference, INFORMS Conference on Information Systems and Technology (CIST), Academy of Management, UCSD/Sloan Foundation - Understanding Change in Science and Engineering, NBER Summer Institute (Economics of IT and Digitization), American Economic Association

2012: International Conference on Information Systems, Workshop on Information Systems and Economics, NBER Summer Institute (Income and Wealth)

2011: International Conference on Information Systems, Industry Studies Association Conference, Workshop for Information Systems and Economics, INFORMS Conference on Information Systems and Technology

2010: NBER Summer Institute (IT and Digitization), Wharton People and Organizations Conference, NYU IOMS 10th Anniversary Day, Industry Studies Association Conference, Workshop for Information Systems and Economics, International Conference on Information Systems, Hawaii International Conference on System Sciences

2009: Workshop for Information Systems and Economics, SASE conference

2008: Workshop on Information Systems and Economics, International Conference on Information System,

Sloan Industry Studies Conference, Commonwealth Foundation, Academy of Management, ICIS Doctoral Consortium, INFORMS, INFORMS Conference on Information Systems and Technology
 2007: Academy of Management, Telecommunications Policy Research Conference, International Conference on Information Systems, Workshop for Information Systems and Economics

Keynotes, Invited Panels, and Industry Presentations

Burning Glass Technologies, 2017
 MGI-NYU Digital Future of Work Summit, 2017
 Russell Sage Foundation Workshop on Non-Standard Work, 2016
 National Academies/NSF Workshop on Measuring the Science and Engineering Workforce, 2016
 Federal Reserve Bank of Atlanta, Public Affairs Forum, “Big data and HR”, 2016
 Weissberg Forum for Discourse in the Public Square at NYU DC, 2016
 MIT On-Demand Economy Conference, 2016
 Workforce Ready, (Keynote Talk), “Big data and HR”, 2014
 Strategic Management Society, “Big data: Revolutionizing innovation and competition” 2014
 Rockefeller Foundation & Institute for the Future, “The future of youth employment”, 2014
 NYU MSBA “Analytics at work” Conference, 2014
 Berkeley Data Edge, “Big data investment, skills, and firm value”, 2014
 UT Austin Workshop on Social and Business Analytics, 2014
 The Conference Board, “Technological progress and labor market disruption”, 2014
 NYU Stern Strategy Conference, “Big data and strategic decision making”, 2014
 McGraw Hill Webcast, “Open data and big data: Job creation”, 2014
 The Conference Board, “Big data and HR”, 2014
 CareerBuilder (Webinar), “The Talent Equation”, 2014
 International Symposium on Contemporary Labor Economics (Plenary Talk), 2013
 The Conference Board, “Big data investment, skills, and firm value”, 2013
 LinkedIn, “Big data investment, skills, and firm value, 2012

Internal Seminars and Other Presentations

Big Data for Federal Agencies (Guest Lecture), 2017
 Stern Engagement Expo, 2016
 Office of Student Engagement Undergraduate Tech Day, 2016
 Big Data for Federal Agencies (Guest Lecture), 2015
 NYU Stern Creativity and Innovation Seminar, 2015
 NYU MOILS (Operations Management Lunch Seminar), 2015
 IOMS Research Fest, 2014
 NYU MOILS (Operations Management Lunch Seminar), 2014
 UC Irvine IT Teaching Workshop, 2012
 NYU TUILES (IS Lunch Seminar), 2012
 NYU TUILES (IS Lunch Seminar), 2011
 NYU TUILES (IS Lunch Seminar), 2010

Teaching

Analytics & the Digital Economy (newly developed course, Instructor ratings in parentheses)

Spring 2017, (7.0/7.0)

Fall 2016, (6.8/7.0)

Spring 2016, (6.7/7.0)

Information Technology in Business and Society (Instructor ratings in parentheses)

Spring 2017, (6.9/7.0)

Spring 2016, (6.9/7.0)

Fall 2015, (6.7/7.0)

Spring 2015, (6.8/7.0, 6.8/7.0, 7.0/7.0)

Fall 2013, (6.5/7.0, 6.5/7.0, 6.5/7.0)

Fall 2012, (6.6/7.0, 6.7/7.0, 6.7/7.0)

Spring 2012, (6.5/7.0, 6.5/7.0, 6.4/7.0)

Spring 2011, (6.5/7.0, 6.2/7.0, 6.3/7.0)

Fall 2009, (6.4/7.0, 6.7/7.0, 6.6/7.0)

Spring 2009, (6.8/7.0)

Professional Service

Co-chair Workshop for Information Systems and Economics (WISE), Munich, 2019

Co-chair IT Teaching Workshop, Philadelphia PA, 2019

Associate Editor, *Management Science*, Mar 2016–Present

Associate Editor, *Information Systems Research*, 2015–2019

Associate Editor, *Information Systems Research*, Special Issue on Humans, Algorithms, and AI

Co-chair INFORMS Conference on Information Systems and Technology, Philadelphia, 2015

Associate Editor, *MIS Quarterly*, Special Issue on Big Data and Societal Transformation

Associate Editor, *Information Systems Research*, Special Issue on IT and the Changing Nature of Work

Associate Editor, International Conference on Information Systems, 2011-2014, 2017, 2018

Program Committee, INFORMS CIST, 2011-2014, 2016, 2017

Distinguished Service Award, *Management Science*, 2014

Meritorious Service Award, *Management Science*, 2013

Reviewer for *Alfred P. Sloan Foundation*, *Contemporary Economic Policy*, *Hawaii International Conference on System Sciences*, *IEEE Transactions on Education*, *Information Systems Research*, *International Economic Review*, *International Conference on Information Systems (ICIS)*, *International Journal on Information Management*, *Information Resources Management Journal*, *Journal of Big Data*, *Journal of Business Research*, *Journal of Economics and Management Strategy*, *Journal of Management Information Systems*, *Journal of Strategic Information Systems*, *MIS Quarterly*, *Management Science*, *Manufacturing & Service Operations Management*, *MIT Sloan Management Review*, *National Science Foundation*, *Organization Science*, *Oxford Economic Papers*, *Production and Operations Management*, *Research Policy*, *Review of Financial Studies*, *Science*

Session Organizer for Academy of Management 2013 and 2017 and Industry Studies Conference 2011

Session Chair for INFORMS CIST 2013, WISE 2012, and WISE 2011

Departmental Service

OID Ph.D. Admissions Committee, 2017–Present

Wharton IT Faculty Steering Committee, 2017–2018
IS Ph.D. Coordinator, 2014–2017
IS Undergraduate Advisor, 2014–2017
Co-coordinator for IOMS Colloquium Seminar Series, 2013–2017
IS Faculty Recruiting Committee, 2013, 2014, 2015, 2016
IS Research Seminar Series Organizer, 2009–2014
IS Representative for OM Faculty Recruiting, 2014
NYU Stern New Faculty Orientation, 2013, 2014
IS Ph.D. Admissions Committee, 2009, 2012, 2013

Advising and Student Committees

Ph.D. Students, Primary Advisor (year, initial placement):

Xuan Ye (2017, Boston College).

Ph.D. Students, Committee Member (year, initial placement):

Daniel Rock (2019).

Jean Carlos Bonilla (2016, DataKind).

Tingting Nian (2015, Assistant Professor, UC Irvine).

Jason Chan (2014, Assistant Professor, University of Minnesota).

Postdoctoral Students (year, next placement):

Veeresh Thummadi (2015, Penn State).

Masters and Undergraduate Students:

Savi Joshi

Anannya Shandilya

Jacob Reamer

Daniel Cathie

Sakshi Chauhan

Jasdev Singh

Abhishek Kushwaha

Consulting and Advisory Boards

The Conference Board, Labor Market Center Advisory Board, 2017-Present

Industry Experience

Intelligenx, 1999–2003

Vice President of Engineering

DSP Software Engineering, 1997–1999

Software Engineer

Last updated: March 7, 2019