

EDUCATION**The Wharton School, University of Pennsylvania** Jul 2025 – Jun 2030 (expected)**PhD, Strategy, Entrepreneurship, and Finance** (incoming Fall 2025)

Research Interests: Returns to Entrepreneurship, Strategy, Immigration, and Entrepreneurial Finance

Carnegie Mellon University (CMU), Jan 2020 – Dec 2022**MS, Public Policy & Management (MS-PPM), Highest Distinction - GPA 4.04/4.00****MS, Engineering & Technology Innovation Management (MS-ETIM) - GPA 3.93/4.00**

Academic & Research Advisors: Prof. Lee Branstetter (MS-PPM), Prof. Jimmy Williams (MS-ETIM)

- Carnegie Mellon Nominee & Alumni – 7th Lindau Nobel Laureates Meeting for Economic Sciences (2022)
- Alumni – Hoover Institution Summer Policy Boot Camp (HISPBC), Stanford University (2023)
- TA for 7 courses on economic analysis, probability & statistics, venture finance, & global economic policy

Guru Gobind Singh Indraprastha University (GGSIPU), Aug 2014 – Jul 2018**B.Tech, Electrical & Electronics Engineering, 1st Division with Distinction, GPA 75.49/100, Top 10% of class**

Thesis: Ensemble Classifier based Indoor Localization System, later secured an Indian Patent (#IN202011000225)

Academic and Research Advisors: Prof. Monika Gupta and Prof. Ashok Goyal

- Best Undergraduate Thesis Award, Guru Gobind Singh Indraprastha University, 2018

RESEARCH EXPERIENCE**Harvard University** | Boston, MA | full-time**Predoctoral Fellow to Professor Paul Gompers** Jul 2023 – Present

- Gained full research pipeline experience, including drafting & editing academic papers, developing research proposals, conducting data wrangling and econometric analyses, and preparing referee reports to support PI's research on entrepreneurship, private equity, and career outcomes
- Co-authoring research on athlete peer and network effects, recruiter biases towards extracurricular activities in corporate hiring, immigrant spillover effects in firms, and entrepreneurship in emerging markets
- Led independent research on high-skilled immigrants' impacts on US labor market outcomes, leveraging a novel SSN-LinkedIn immigrant database to contribute to immigration and labor economics literature
- Engaged in private equity research; analyzed buyouts by merging S12 and CRSP data, tracking fund behavior post-buyout, and benchmarking industry-specific reinvestment patterns (Project Co-PI: Prof. Marco Sammon, HBS)
- Co-authored an HBS case on SPAC-IPO, managed day-to-day lab operations, supervised undergraduate RAs, managed IRB submissions, and designed & ran Qualtrics surveys

Carnegie Mellon University | Pittsburgh, PA | part-time**Research Assistant to Professor Alessandro Acquisti & PhD candidate Ryan Steed** Dec 2021 – present

- Co-authoring CyLab funded research on the long-run economic impact of privacy laws by reproducing & extending analyses from three prior studies on the effects of privacy laws on venture investments and health technology adoption
- Leading the full research pipeline: data wrangling, RA supervision, econometric analysis, and paper-drafting
- Prepared preliminary results indicating that the short-term negative impacts of privacy regulations on investments (study 1) and technology adoption (study 2) often diminish as firms adapt to compliance frameworks over time
- Presented the research at the CyLab Partners Conference, Carnegie Mellon University (Oct 2023)

University of California, Berkeley | Berkeley, CA | full-time**Research Assistant to Professor Abhishek Nagaraj** Feb 2023 – Jun 2023

- Contributed to research on the disproportionate favoring of Western nations in management scholarship, with little representation from developing nations, by automating the download of all research articles from top journals
- Aided research on digitization & gender inequality in cultural industries by web scraping ProQuest articles, qualitative coding of artist interviews in ATLAS.ti, and performing fuzzy matching with the MySwar database

Carnegie Mellon University | Pittsburgh, PA | part-time**Research Assistant to Professors Lee Branstetter, Lowell Taylor, and Beibei Li** Mar 2022 – Dec 2022

- Managed a RCT, participant recruitment, & RA training to study the impact of ride-hailing services on job prospects for low-income single mothers; early results show increased mobility for mothers using rideshare credits

- Led a study on the impact of strengthened intellectual property laws, using patent data from sources such as WIPO, USPTO, Espacenet, INPass, & financial data on Indian pharmaceutical firms from the Centre for Monitoring Indian Economy (CMIE)
- Prepared preliminary results indicating a sizable increase in private returns to inventive activity, particularly among the most technologically advanced pharmaceutical firms, while broader effects remained inconclusive

Carnegie Mellon University | Pittsburgh, PA | part-time

Research Assistant to Professor Nicholas Muller

Mar 2020 – Mar 2021

- Aided research on ESG investment strategies by helping develop the CMU ESG-GED Index, a measure of US firms' environmental performance across eight major pollutants, beyond just CO2
- Automated emissions data extraction from the US-EPA website using Python-Selenium; fuzzy-matched and linked with SEC 10-K filings to prepare data for analysis

Carnegie Mellon University | Pittsburgh, PA | part-time

Research Assistant to Professor Daniel Armanios & PhD Candidate Dian Yu

May 2020 – Aug 2020

- Acquired data for the US Drone Industry using Wayback Machine, researching how institutional changes, such as licensing regulations by product weight, influence the development of an emerging market at the feature level

WORKING PAPERS

Draft Linked [*], Slides Linked [#], Poster Linked [&]

1. **From Field to Firm: College Sports and Early-Stage Career Choice** [*]
(with Paul Gompers, Vladimir Mukharlyamov, Natee Amornsiripanitch, George Hu, Will Levinson)
2. **Long-term economic impact of privacy regulation** [#]&
(with Alessandro Acquisti, Martin Gaynor, Ryan Steed)
3. **Assessing Career Attainment via a Non-Wage Measure** [*]
(with Paul Gompers, Vladimir Mukharlyamov, Natee Amornsiripanitch, George Hu, Will Levinson)
4. **Skilled Migration, Spillovers, and Labor Market Outcomes** [*][#]
(independent research paper, advisors: Paul Gompers, Brian Kovak)
5. **Experience-Based Discrimination of Immigrant Workers: The Case of German Firms** [*]
(with Yvonne Giesing, Panu Poutvaara, Luke Rawling, Geisi Shima)

[Link to abstracts & summaries](#)

WORK IN PROGRESS

1. **Winning Resumes: Evidence from a Resume Experiment on Athlete Hiring Advantage**
(with Paul Gompers, Vladimir Mukharlyamov, Natee Amornsiripanitch, George Hu, Will Levinson)
2. **Talent at Work: The impact of High-Skilled Immigrants on Firms**
(with Paul Gompers, Shai Bernstein)
3. **Non-Pecuniary Returns to Entrepreneurship – A Global Perspective**
(with Paul Gompers, Vladimir Mukharlyamov, Natee Amornsiripanitch, George Hu, Will Levinson)

PRACTITIONER-ORIENTED PUBLICATIONS

Draft Linked [*]

1. **Grab Returns: Riding the SPAC-tacular Highway? HBS Case 225-043, November 2024.** [*]
(with Paul Gompers, Graham Blanks)

RELEVANT COURSEWORK AND SKILLS

Relevant Graduate Level Coursework:

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|---------------------------------------------------------------------|--------------------------------------------|------------------------------------|
| – Real Analysis (A) | – PhD Econometrics 1 (audit) | – Game Theory (A) |
| – PhD Microeconomics (A) | – PhD Econometric Theory & Methods (audit) | – Health Economics (A+) |
| – Introduction to Econometrics (A)* | – Macroeconomics (A+) | – Applied Mathematics–1# (top 5%) |
| – PhD Math for Economists (A-) | – Intermediate Statistics (A) | – Applied Mathematics–2# (top 15%) |
| – PhD Theoretical & Empirical Perspectives on Entrepreneurship (A)* | | – Applied Mathematics–3# (top 5%) |

*denotes a course taken at Harvard University.

#denotes an undergraduate course taken during the engineering degree, covering topics such as Linear Algebra, Matrix Theory, Multivariate Calculus, Differential Equations, Real Analysis and Topology.

Data Skills: Geoparsing, Fuzzy Matching, Data Cleaning, Web Scraping, Data Visualization (Matplotlib, Seaborn), Natural Language Processing, Large-scale Data Processing (dask, multiprocessing), GenAI APIs & Qualtrics.

Research Methods:

- Econometrics: Fixed Effects Models, DiD, RDD, IV-Regression, Panel Data, PSM, Probit, & Logit.
- Machine Learning: Neural Networks, Decision Trees, Random Forests, Support Vector Machines (SVM), Clustering, Principal Component Analysis (PCA), & K-Means.

Technical Skills: STATA, Python, LaTeX, Zotero, R, Java, SQL, Tableau, & MATLAB

Languages: English (bilingual proficiency), Hindi (native proficiency)

HONORS AND AWARDS

CMU nominee & selected participant – 7 th Lindau Nobel Laureates Meeting for Economic Sciences	2022
Dean’s Letter for Outstanding Academic Performance (for a GPA 3.85+/4), Carnegie Mellon (x3)	2021 – 2022
MS-PPM Merit based, and Regional Education Partners Scholarship, (~65% tuition scholarship)	2021 – 2022
Six Awards from nonprofit Child Rights & You (CRY) for Teaching & Fundraising Initiatives	2016 – 2018
Best Undergraduate Thesis Award, Guru Gobind Singh Indraprastha University (GGSIPU)	2018
Got Selected for India’s Premier Armed Forces Institution: National Defense Academy (NDA) – 132 nd Course as an Air Force Cadet. Secured a rank of 380 out of 800,000 applicants in 1 st attempt	2014

From Field to Firm: College Sports and Early-Stage Career Choice

(working paper)[*]

Abstract: This paper investigates how peer and network effects shape early career outcomes of Ivy League graduates, focusing on affiliations such as shared university, team, and sport backgrounds. Using a unique dataset that combines actual first job records with potential job opportunities, the study examines the impact of direct peer connections (like former teammates) and broader network ties (like shared university or sport). The analysis finds that these social connections substantially influence hiring preferences, with evidence that both direct and indirect affiliations increase the likelihood of graduates joining specific firms. Team-specific connections exert the strongest effect, followed by shared sport and university ties. These findings highlight the role of social capital in elite hiring practices, suggesting that non-academic affiliations, such as peer networks and athletic backgrounds, provide measurable advantages in early career placements. This study contributes to the literature on labor market outcomes, social networks, and the interplay of social and human capital in shaping professional trajectories.

Skilled Migration, Spillovers, and Labor Market Outcomes

(independent paper)[*][#]

Abstract: High-skilled immigration plays a crucial role in shaping labor markets, driving innovation, and fostering economic growth. While prior research highlights the contributions of high-skilled immigrants, debates persist over whether they complement or compete with native workers. Utilizing a novel dataset, this study demonstrates that exposure to high-skilled immigrants at the state and firm levels generates positive spillover effects. These include pecuniary outcomes, such as increased wages, and non-pecuniary outcomes, such as higher career seniority and greater job mobility for native workers. However, these benefits are accompanied by a decline in occupational complexity. Additionally, High-skilled immigrants themselves consistently outperform natives in both pecuniary and non-pecuniary labor market outcomes. These findings stress the need for policies to attract and retain high-skilled immigrants, vital for continued economic growth and stronger labor market outcomes.

Long-term economic impact of privacy regulation

(working paper)[#]&]

Abstract: Whenever new privacy legislation is passed, critics argue that increasing privacy requirements inhibit innovation and hurt economic productivity. Past economic studies have shown evidence for some short-term negative effects following the enactment of privacy regulation. But as new laws are drafted and old ones are clarified, and companies develop ways to manage privacy, do these negative effects persist in the long term? Or can innovation and economic progress exist side-by-side with robust privacy protections? To answer these questions, we replicate three major prior empirical economic studies on the effects of privacy legislation on venture investment and technology adoption and extend their analyses over a longer timeframe to test how the impacts of privacy regulation on economic outcomes evolve over time. Preliminary findings indicate that initial adverse impacts often diminish as entities adapt & innovate under new privacy-compliant frameworks, potentially diminishing or negligible in the long-term.

Assessing Career Attainment via a Non-Wage Measure

(working paper)[*]

Abstract: This paper proposes a non-pecuniary measure of career achievement, seniority. Based on a database of over 150 million resumes, this metric exploits the variation in how long it takes to attain job titles within particular industries. When non-monetary factors influence career choice, assessing career attainment based on non-wage measures, such as seniority, has significant advantages. We show that seniority behaves in intuitive ways; that is, it is positively correlated with wage and education attainment. We demonstrate seniority's value as a career progression measure by showing that, holding fixed a job switcher's current-job wage decile, higher levels of current-job seniority are associated higher next-job wage decile.

Experience-Based Discrimination of Immigrant Workers: The Case of German Firms

(working paper)[*]

Abstract: Ethnic disparities in the labor market persist globally, with minority groups often facing lower hiring rates and wages compared to natives. This study examines how firms' prior experiences with employees from specific nationality groups influence future hiring decisions, particularly for non-EU workers in Germany. Utilizing employer-employee linked data, we define "bad experiences" as instances where employees leave within the six-month probation period and construct metrics based on these experiences to assess their impact on subsequent hiring of individuals from the same group. We find that firms with prior negative experiences with non-EU employees tend to hire fewer individuals from these groups, with a one standard deviation increase in negative experience leading to a 1.9 percentage point decrease in non-EU hires. These effects are especially pronounced in smaller firms and in the service sector. Analyzing the 2011 EU labor market opening and the 2015 refugee influx, we show that firms with previous negative experiences with refugees are significantly less likely to hire them post-influx. This paper contributes to the literature on experience-based discrimination, suggesting that limited exposure to minority groups slows the correction of biased beliefs, resulting in continued discriminatory hiring practices.

Winning Resumes: Evidence from a Resume Experiment on Athlete Hiring Advantage

(analysis stage)

Summary: This project investigates whether Ivy League athletes have a hiring advantage over non-athletes and how early-career hiring decisions influence their career trajectories. It explores whether recruiters show a preference for athletes, how this preference varies across industries such as finance, law, and tech, and whether athletic skills are valued more than classroom-based skills. Using a resume experiment with incentivized recruiter ratings, the study evaluates the likelihood of hiring and the perceived visibility of skills in fictitious resumes based on real alumni profiles. Findings aim to shed light on the role of athletic experience in employment decisions, offering practical insights for job seekers, educational institutions, and recruiters on the value of skills developed through sports.

Talent at Work: The impact of High-Skilled Immigrants on Firms

(analysis stage)

Summary: This study examines how high-skilled immigrants influence firm-level outcomes, such as productivity, innovation, workforce dynamics, and knowledge spillovers. By leveraging comprehensive job history data from Revelio Labs, the research identifies the presence of high-skilled immigrants within firms and explores their impact on firm performance, including contributions to leadership roles, team composition, and growth metrics. Additionally, the analysis investigates spillover effects on native workers, the generation of patents, and scholarly output, highlighting the broader implications of immigrant talent on innovation ecosystems and firm competitiveness.

Non-Pecuniary Returns to Entrepreneurship – A Global Perspective

(analysis stage)

Summary: This project examines the nonpecuniary returns to entrepreneurship across diverse cultural and institutional settings. Building on research that highlights the limited financial rewards of entrepreneurship relative to wage employment, the study explores why individuals continue to pursue entrepreneurial ventures—particularly in emerging markets and risk-averse societies like Japan. We investigate how start-up experience affects both financial outcomes (e.g., reentry wages) and non-financial benefits (e.g., accelerated career advancement, autonomy, and seniority) when founders return to the labor force. A central component of the project is the development of a “Founder Success Index” to compare entrepreneurial outcomes globally, offering novel insights into how culture and institutions shape both the tangible and intangible rewards of entrepreneurship.