

ALICIA DESANTOLA

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ACADEMIC EMPLOYMENT

University of Washington, Foster School of Business	Assistant Professor of Management and Organization	July 2019- present
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EDUCATION

Harvard University	Ph.D. in Organizational Behavior	May 2019
Harvard University	A.M. in Sociology	May 2016
Stanford University	M.S. in Management Science & Engineering	June 2010
Stanford University	B.S. with Honors in Science, Technology, & Society B.A. in International Relations	June 2009

PUBLICATIONS AND ARTICLES IN PREPARATION

DeSantola, A. & Gulati, R. 2017. "Scaling: Organizing and Growth in Entrepreneurial Ventures." *Academy of Management Annals*. 11(2): 640-668.

DeSantola, A., Ramarajan, L., & Battilana, J. 2017. "New Venture Milestones and the First Female Board Member." *Academy of Management Best Paper Proceedings*.

- Latest version "Role (Inter)Play: The Addition of Women to Entrepreneurial Boards." (Reject & Resubmit).

Gulati, R. & **DeSantola, A.** 2016. "Start-Ups That Last: How to Scale Your Business." *Harvard Business Review*. 94(3):54-61.

- Reprinted in *Launch a Start-Up that Lasts*, HBR OnPoint Winter 2016 Edition.

DeSantola, A., Gulati, R., & Zhelyazkov, P. "External Interfaces and Internal Processes: Market Positioning and Divergent Professionalization Paths in Young Ventures." (Revise & Resubmit).

DeSantola, A. & Zhelyazkov, P. "A Flight to Quality or Diamonds in the Rough: Breakout Successes, Higher-Status Endorsements and Market Heat in Resource Acquisition." (Revise & Resubmit).

DeSantola, A. “Ahead of the Curve? New Venture Scaling and the Influence of Early Joiners with Entrepreneurial Experience.” (Preparing for Submission).

DeSantola, A., Gao, C. & Gheihman, N. “‘Clean’ Meat? Entrepreneurial Strategy and Category Creation in the Nascent Agricultural-Technology Industry.” (Data Collection in Progress).

DeSantola, A., Hafenbrack, A., & Umphress, E. “Ethics & Entrepreneurship.” (Study Design Phase).

AWARDS, GRANTS AND HONORS

Heizer Dissertation Award in New Enterprise Development Finalist (Winner Announced Aug ‘20), 2020

Industry Studies Association Best Dissertation Award Finalist (Winner Announced June ‘20), 2020

Kenan Institute Frontiers of Entrepreneurship Research grant in the amount of \$10,000 (with Cheng Gao and Nina Gheihman), 2019

Kauffman Dissertation Fellow, \$20,000 dissertation grant (1 out of 16 Fellows), 2018

Certificate of Distinction in Teaching, Harvard University, 2017

Kauffman Foundation research grant in the amount of \$29,800 (with Rory McDonald), 2015

Sociology General Exam Special Mention in Culture, Harvard University, 2014

Doctoral Fellowship, Harvard University, 2013- 2019

Joshua Lederberg Graduate Fellowship, Stanford University, 2010

Walter G. Vincenti prize for excellence in Science, Technology, and Society research for undergraduate honors thesis, Stanford University, 2009

PUBLISHED TEACHING MATERIALS AND BLOGS

Gulati, Ranjay, & **DeSantola, A.** “Startups Can't Revolve Around Their Founders If They Want to Succeed.” *Harvard Business Review* (website) (March 4, 2016). < <https://hbr.org/2016/03/startups-cant-revolve-around-their-founders-if-they-want-to-succeed>>

Gulati, R., Tahilyani, R., & **DeSantola, A.** (2014). “Micromax: Scaling the Largest Indian Mobile Handset Company.” HBS Case 9-415-034.

TEACHING EXPERIENCE

2020 **Entre 370: Introduction to Entrepreneurship (University of Washington)**

2017 **Economics 970: Entrepreneurship (Harvard College)**
Instructor: Designed Course Syllabus & Served as Sole Instructor
Overall teaching rating: 5.0/5.0

2017 **Advanced Management Program (Harvard Business School)**
T.F. for Ranjay Gulati

- 2015** **USW36: Innovation and Entrepreneurship (Harvard College)**
T.F. for Mihir Desai & David Ager
- 2010** **STS 200: Senior Colloquium (Stanford University)**
T.A. for Robert McGinn, Rebecca Slayton, & Patrick Windham
- 2009** **STS 101: Science, Technology & Contemporary Society (Stanford University)**
T.A. for Robert McGinn

INVITED TALKS AND CONFERENCE PRESENTATIONS

“Ahead of the Curve? New Venture Scaling and the Influence of Early Joiners with Entrepreneurial Experience.” Fall 2018:

- Harvard University Economic Sociology Seminar
- University of Washington (Foster)
- Cornell University (Johnson)
- Emory University (Goizueta)
- HEC Montreal
- Rice University (Jones)
- Santa Clara University (Leavey)
- Stanford University (MS&E)
- UCSB (Technology Management Program)
- University of Oregon (Lundquist)
- University of Virginia (Darden)
- Villanova School of Business

Wharton People and Organizations Conference. “First (and Only)? The Role of New Venture Milestones in Adding the First Female Board Member.” Philadelphia, October 2017.

Academy of Management Annual Meeting. “New Venture Milestones and the First Female Board Member.” Atlanta, August 2017.

HEC Montreal. “New Directions in New Venture Development.” Montreal, April 2017.

Strategic Management Society. “The Young Venture Life-Cycle Revisited: Stage-Contingent Benefits of Technical, Commercial & Process Roles.” Berlin, October 2016.

Academy of Management Annual Meeting. “Endorsing or Eclipsing: Collaborator Status and the Consequences of Organizational Successes.” Anaheim, August 2016.

Academy of Management Annual Meeting. “The Young Venture Life-Cycle Revisited: Stage-Contingent Benefits of Technical, Commercial & Process Roles.” Anaheim, August 2016.

London Business School Transatlantic Doctoral Conference. “IPOs & Board Gender Composition of Young Entrepreneurial Firms.” London, May 2015.

Cyberposium. “Scaling Startups.” Boston, November 2014.

Stanford University STS Departmental Commencement. “Challenging Paradigms: The Value of an Interdisciplinary Education in a Multidisciplinary World.” Stanford, June 2009.

PROFESSIONAL ACTIVITIES AND SERVICE

- 2020-** Ad-Hoc Reviewer, *Academy of Management Journal*
- 2020-** Ad-Hoc Reviewer, *Administrative Science Quarterly*
- 2018-** Ad-Hoc Reviewer, *Strategic Management Journal*
- 2017-** Ad-Hoc Reviewer, *Organization Science*
- 2017-** Ad-Hoc Reviewer, *Strategic Entrepreneurship Journal*
- 2015-2017** Non-resident Tutor (Careers Advisor), Lowell House, Harvard College
- 2015-2017** Co-organizer, Work, Organizations and Markets Workshop Series, HBS
- 2015-** Ad-Hoc Reviewer, Academy of Management Annual Meetings
- 2014** Mentor, Summer Research Opportunities at Harvard (Diversity Pipeline Program for Undergraduates)

INDUSTRY EXPERIENCE

Associate Consultant (Promoted from Associate 06/12)
ZS ASSOCIATES

06/10-06/13
San Francisco Bay Area

Management consultant specialized in advising biotechnology and life-sciences executives on the strategic management of pipeline portfolio products.