Prasanna Parasurama

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Education

Ph.D. Information Systems, NYU Stern School of Business (2018 – Present)

Selected Coursework: Micro Economics, Econometrics, Digital Economics, Behavioral Economics, Experimental Economics, Causal Inference, Empirical Methods (Structural Modeling), Data Science PhD Seminar, IS in Organizations, Organizational Behaviour, Organization Theory

B.S. Engineering, University of Michigan–Ann Arbor (Graduated 2016)

Research Interests

My research interests lie at the intersection of technology and fairness, both broadly defined – e.g. algorithmic fairness, discrimination in the tech industry. I study these topics in the context of hiring because the rapid technological change in hiring provides a fertile ground for research in this field. For example, in recent years, many firms have touted algorithmic screening/hiring as a way to reduce bias in the hiring process, supposedly by removing indicators of gender, race, or other protected attributes. In one of my current projects, we address how such algorithms can easily learn an applicant's gender using only their writing style. More generally, we address how algorithms, if not designed with careful considerations of fairness, can further exacerbate bias.

Research

Parasurama, P., Ghose, A., & Ipeirotis, P. (2020). Gender and Race Preferences in Hiring in the Age of Diversity Goals: Evidence from Silicon Valley Tech Firms. *Under Review*

Methods for Learning Gendered Language and Self-presentation Styles in Resumes *(with João Sedoc)*

Career Choices and Hiring Outcomes *(with Ming Leung)*

Conference Presentations

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

International Conference in Computation Social Science, MIT, July 2020. *Who Benefits from Organizational Diversity Efforts? Evidence from Silicon Valley Firms*

People & Organizations Conference, UPenn Wharton, Sep 2019. *Race and Gender Differences in Hiring: Evidence from Silicon Valley Firms*

People & Organizations Conference, UPenn Wharton, Sep 2018. *Career Sequence Choices and Hiring Outcome*

Honors & Awards

NSF Graduate Research Fellowship (2020)

NYU Stern Doctoral Fellowship