

# HATIM A. RAHMAN

Stanford University  
475 Via Ortega  
Stanford, CA 94403  
[harahman@stanford.edu](mailto:harahman@stanford.edu)

## EDUCATION

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- 2013-Present Ph.D. **Stanford University**, Center for Work, Technology, and Organization  
Department of Management Science & Engineering  
with *Certificate in Computational Social Science*  
**Dissertation Committee:** Stephen Barley, Melissa Valentine, Woody Powell
- 2014 M.S. **Stanford University**, Organizations, Technology, Entrepreneurship  
Department of Management Science & Engineering
- 2009 B.A. **University of Illinois-Urbana Champaign**, Business Process Management  
College of Business  
with *Minor in Technology and Management*

## RESEARCH INTERESTS

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Organization Theory; Future of Work; Gig Economy; Relational Contracting; External Labor Markets;  
Relational Sociology; Non-market Strategy; Exchange Theory

## PEER REVIEWED PUBLICATIONS

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Rahman, H.A., Barley, S.R., 2016. "Situated Redesign in Creative Occupations – An Ethnography of Architects", *Academy of Management Discoveries*, <https://doi.org/10.5465/amd.2016.0039>.

## REFEREED CONFERENCE PRESENTATIONS

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Rahman, H.A. "Online Labor Markets – Fad, Fringe, or the Future of Work?" *Academy of Management*. 2016

Rahman, H.A., Valentine, M.A., "Navigating Unsettled Waters in Online Labor Markets. " *Conference on Collective Intelligence*. 2016.

Rahman, H.A., "Orchestrating Project Work – A Meso-Level Study." *Organization Science Winter Conference*. 2015

## PAPERS UNDER REVIEW AND WORK IN PROGRESS

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Rahman, H.A., Valentine, M.A., "Bridging the Digital Divide: Relational Contracting in Online Labor Markets" (Manuscript Completed)

Rahman, H.A., Valentine, M.A., “An Exchange Theory of the Nature and Quality of Client-Contractor Relationships in Online Labor Markets” (Manuscript Completed)

Rahman, H.A., “Building Relational Resilience in Online Labor Markets” (Writing Manuscript; Analysis Complete)

Rahman, H.A., “Don’t Worship the Stars: The Reality behind Ratings in the Gig Economy” (Writing Manuscript; Analysis Complete)

Rahman, H.A., “Contractors Strike Back: Understanding How Low-Skilled Contract Workers Assert Power in their Work” (Writing Manuscript; Analysis Complete)

## **GRANTS, HONORS AND AWARDS**

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2015. Computational Social Science Fellowship – Stanford Institute for Research in the Social Sciences

2014. Stanford Management Science and Engineering Fellowship

2013. Stanford Humanities and Science Fellowship

2009. Dean’s Scroll Award (Annual award presented by the Deans of the College of Business to ten graduating seniors at the University of Illinois-Urbana, Champaign)

## **TEACHING AND COURSE ASSISTANT EXPERIENCE**

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- **Organizations: Theory and Management**
- **Global Work and Teams**

## **PROFESSIONAL EXPERIENCE**

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### **Airbnb, 2016**

Data Science intern working on cross-functional teams, including engineers, designers, and policy makers. Analyzed mobile trends on the platform to provide insight into improving and expanding Airbnb’s mobile footprint and experience.

### **HURON CONSULTING, 2009-2012**

Worked with doctors, nurses, and staff at *UCLA Medical System, Intermountain Healthcare System, and Virginia Hospital Center* to decrease length of stay and increase patient satisfaction. Created innovative methodology for three new areas – Patient Satisfaction, Direct Admissions, and Resource Management - to help enhance service line effectiveness and value

### **OTHER INDUSTRY EXPERIENCE, 2004-2009**

Gained experience in working with diverse teams in areas that ranged from financial planning to supply chain with *Merrill Lynch, Kraft Foods, and Eaton*.