

# HATIM A. RAHMAN

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## EDUCATION

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- Ph.D. **Stanford University**, Center for Work, Technology, and Organization 2018  
Department of Management Science & Engineering (expected)  
with *Certificate in Computational Social Science*
- M.S. **Stanford University**, Organizations, Technology, Entrepreneurship 2014  
Department of Management Science & Engineering
- B.A. **University of Illinois-Urbana Champaign**, Business Process Management 2009  
College of Business, with *Minor in Technology and Management*

## RESEARCH INTERESTS

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Technology's role in work, organizational, and market change, especially the impact of artificial intelligence. Sociology of work and occupations. Non-market strategy.

## TEACHING INTERESTS

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Organization Theory. Computational Social Science. Technology and the Future of Work. Ethnography.

## PEER REVIEWED PUBLICATIONS

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

## WORKING PAPERS AND WORK IN PROGRESS

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Rahman, H.A., "Don't Worship the Stars: Reputation and Ratings in Online Labor Markets" (Writing Manuscript; Analysis Complete)

- *Selected for 2017 Academy of Management Showcase Symposium: "Employment Relations in the Gig Economy"*
- *Selected for 2017 Wharton People and Organization Conference*
- *Selected for 2017 Society for Social Studies of Science (4S) Conference*

**Rahman, H.A.**, Valentine, M.A., "Working in the Shadow of the Future: Provisional Contracting in Online Labor Markets" (Writing Manuscript; Analysis Complete)

- *Best Student Paper Award Finalists (OCIS Division)*

Rahman, H.A., "From Light into Darkness: Impact of Algorithmic Opacity in Online Labor Markets" (Analyzing Data; Data Collection Complete)

**Rahman, H.A.**, Valentine, M.A., "An Exchange Theory of the Nature and Quality of Client-Contractor

Relationships in Online Labor Markets” (Revising Manuscript)

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

**Rahman, H.A.**, Weiss, T., “The Rise of AI and Algorithmic Management: Theoretical and Empirical Implications for Management and Organizational Scholars” (Data Collection)

## **REFEREED CONFERENCE PRESENTATIONS**

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**Rahman, H.A.**, Valentine, M.A. (2017). “Working in the Shadow of the Future: Provisional Contracting in Online Labor Markets.” *Academy of Management*. Atlanta, GA.

Rahman, H.A. (2017). “Don’t Worship the Stars: Reputation and Ratings in Online Labor Markets” *Academy of Management*. Atlanta, GA.

Rahman, H.A. (2017). “An Exchange Theory of the Nature and Quality of Client-Contractor Relationships in Online Labor Markets.” *Academy of Management*. Atlanta, GA.

Rahman, H.A. (2017). “Don’t Worship the Stars: Opening the Black Box of ‘Algorithmic Management’.” *Society for Social Studies of Science*. Boston, MA.

Rahman, H.A. (2017). “Developing Generative Relationships in Digital Work: Relational Resilience in Online Labor Markets.” *University of Michigan POS Research Conference*. Ann Arbor, MI.

Rahman, H.A. (2016). “Online Labor Markets – Fad, Fringe, or the Future of Work?” *Academy of Management*. Anaheim, CA.

Rahman, H.A., Valentine, M.A. (2016). “Navigating Unsettled Waters in Online Labor Markets.” *Conference on Collective Intelligence*. New York, NY.

Rahman, H.A. (2015). “Orchestrating Project Work – A Meso-Level Study.” *Organization Science Winter Conference*. Park City, UT.

## **GRANTS, HONORS AND AWARDS**

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2017. Stanford Student Projects for Intellectual Community Enhancement (SPICE) Innovation Grant

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**, MS&E 189, Stanford University
- **Global Work and Teams**, MS&E 180, Stanford University

- **Contemporary Themes in Work and Organization Studies**, MS&E 388, Guest Lecturer, Stanford University
- **Fundamental Concepts in Management Science and Engineering**, MS&E 302, Guest Lecturer, Stanford University

## **PROFESSIONAL EXPERIENCE**

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### **AIRBNB**, Data Science Internship, 2016

Data scientist working on cross-functional teams, including engineers, designers, and policy makers, to provide insight into improving and expanding Airbnb's mobile application.

### **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.

### **OTHER INDUSTRY EXPERIENCE** (Internships), 2004-2009

*Merrill Lynch* (Financial Planning), *Kraft Foods* (Supply Chain), and *Eaton* (Accounting)