

NISHTHA LANGER

Assistant Professor – Business Analytics, Lally School of Management, RPI
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EDUCATION

- **Ph.D. Information Systems** (2003-2007) Tepper School of Business, Carnegie Mellon University, USA
- **M.S. Information Systems** (2003-2005) Tepper School of Business, Carnegie Mellon University, USA
- **B.E., First Class with Distinction** (1993-1997) Delhi College of Engineering, Delhi, India

ACADEMIC AND PROFESSIONAL EXPERIENCE

- Assistant Professor – Business Analytics, Lally School of Management, Rensselaer Polytechnic Institute, Troy, NY, USA 2015–
- Visiting Assistant Professor – Information Systems, College of Business, UIUC, IL, USA 2015–2015
- Assistant Professor – Information Systems, Indian School of Business, Hyderabad, India 2007–2015
- Research Assistant, Carnegie Mellon University, Pittsburgh, PA, USA 2003–2007
- Systems Analyst, Arbella Insurance Group, Quincy, MA, USA 2001–2003
- Systems Engineer, Tata Infotech Ltd. (formerly Tata Unisys Ltd.), Noida, India 1997–2000

JOURNAL PUBLICATIONS

1. N. Langer, R.D. Gopal, and R. Bapna. 2020. Onward and Upward? An Empirical Investigation of Gender and Promotions in Information Technology Services. *Information Systems Research*, 31(2), pp. 383–398.
2. W.G. Obenauer and N. Langer. 2019. Inclusion is not a Slam Dunk: A Study of Discrimination in Leadership within the Context of Athletics. *The Leadership Quarterly*, 30(6), 101334.
3. T. Jain and N. Langer. 2019. Does Whom You Know Matter? Unraveling the Influence of Peers' Network Attributes on Academic Performance. *Economic Inquiry*, 57(1), pp. 141–161.
4. N. Langer and D. Mani. 2018. Impact of Formal Controls on Client Satisfaction and Profitability in Strategic Outsourcing Contracts. *Journal of Management Information Systems*, 35:4, pp. 998–1030.
5. A. Mehra, N. Langer, R. Bapna, R. Gopal. 2014. Estimating Returns to Training and Human Capital Investments for Information Technology Service Firms. *MIS Quarterly* 38(3), pp. 757–771.
6. N. Langer, S.A. Slaughter, and T. Mukhopadhyay. 2014. Project Managers' Practical Intelligence and Project Performance in Software Offshore Outsourcing: A Field Study. *Information Systems Research* 25(2), pp. 364–384. *Runner up for the Best Published Paper Award at Information Systems Research for 2014 at INFORMS 2015.*
7. R. Bapna, N. Langer, A. Mehra, A. Gupta, and R.D. Gopal. 2013. Human Capital Investments and Employee Performance: An Analysis of IT Services Industry. *Management Science*, 59(3), pp. 641–658.
8. N. Langer, C. Forman, S. Kekre, and B. Sun. 2012. Ushering Buyers into Electronic Channels. *Information Systems Research*, 23(4), pp. 1212–1231.
9. N. Langer, C. Forman, S. Kekre, and A. Scheller-Wolf. 2007. Assessing the Impact of RFID on Return Center Logistics. *INFORMS Journal on Applied Analytics*, 37(6), pp. 68–82.

PAPERS UNDER REVIEW/ WORKING PAPERS /WORK UNDER PROGRESS

1. N. Langer and T. Jain. Peer Influence and the Choice of IT Careers. Working Paper, RPI and the Indian Institute of Management, Ahmedabad, invited for second round of review at *Information Systems Research*.

2. Y. Wang, N. Langer, and A. Gopal. Too Risky to Bid? Women in OLMs and STEM Competitive Environments. *Additional experiments in progress*. Presented at MSU, ICIS, and SCECR. Target date for submission to *Management Science*: Summer 2020.
3. N. Langer, S. Khurana, and E. Vaast. Activating the Sisterhood: A Structural and Temporal Analysis of Sustained Connective Action in #MeTooIndia. *Conditionally accepted for presentation at ICIS 2020*. Target date for submission to *MIS Quarterly*: Fall 2020.
4. S. Khurana, N. Langer, R. Bapna. Understanding Twitter Trends in Political Context. Working paper, RPI. *Data gathering and analysis in progress*. (An earlier version of this paper was "Leaders and Lemmings on Twitter: Examining the Role of Textual Content in Gaining Influence," with W.G. Obenauer, S.W. Kim, and S. Khurana).
5. N. Langer and Y. Lu. Do You Tweet Saffron or Secular? Opinion Formation on Twitter in the Context of Indian Elections. *Data clean up and analysis in progress*.
6. N. Langer, S. Wattal, and S. Mithas. Thriving with Digital Transformations: Redefining an Agenda for Research on IT Human Capital. Working Paper, Temple University, RPI, and University of Maryland; under revision for submission to *Information Systems Research*.

PEER REVIEWED CONFERENCE PROCEEDINGS

1. N. Langer, S. Khurana, and E. Vaast. Activating the Sisterhood: A Structural and Temporal Analysis of Sustained Connective Action in #MeTooIndia. Conditional acceptance for Proceedings of the Forty First *International Conference on Information Systems*.
2. Y. Wang, N. Langer, and A. Gopal. 2019. Too Risky to Bid? Women in OLMs and STEM Competitive Environments. Proceedings of the Fortieth *International Conference on Information Systems*, Munich, Germany.
3. M. Wiesche, D. Joseph, M. Ahuja, M.B. Watson, N. Langer. 2019. The Future of the IT Workforce. Proceedings of the ACM SIGMIS Computers and People Research, Nashville, TN, USA.
4. N. Langer, D. Mani, and K. Srikanth. 2013. Client Satisfaction Versus Profitability: An Empirical Analysis of the Impact of Formal Controls in Strategic Outsourcing Contracts. Proceedings of the Thirty-Fourth *International Conference on Information Systems*, Milan, Italy. **Nominated for the Best Conference Paper Award**. Also appears in *Information Systems Outsourcing* (2014 edition), published by Springer Berlin Heidelberg, pp. 67-88.
5. N. Langer, S.A. Slaughter and T. Mukhopadhyay. 2008. Project Managers' Skills and Project Success in IT Outsourcing. Proceedings of the Twenty-Ninth *International Conference on Information Systems*, Paris, France.

CONFERENCE/WORKSHOP PRESENTATIONS

1. Y. Wang, N. Langer, and A. Gopal. Too Risky to Bid? Women in OLMs and STEM Competitive Environments. *Sixteenth Symposium on Statistical Challenges in Electronic Commerce Research*, Zoom in a Locked Down World. June 2020.
2. N. Langer, W.G. Obenauer, S.W. Kim, and S. Khurana. Leaders and Lemmings on Twitter: Examining the Role of Textual Content in Gaining Influence. *Conference on the Digital Economy (CODE)*, Neemrana, India. December 2017.
3. N. Langer, W.G. Obenauer, S.W. Kim, and S. Khurana. Leaders and Lemmings on Twitter: Examining the Role of Textual Content in Gaining Influence. *Workshop on Information Systems and Economics (WISE)*, Seoul, South Korea. December 2017.

4. N. Langer and T. Jain. Peer Influence and the Choice of IT Careers. *Conference on the Digital Economy (CODE)*, Indian School of Business, Hyderabad, India. January 2017.
5. N. Langer and T. Jain. Peer Influence and the Choice of IT Careers. *INFORMS Conference on Information Systems and Technology (CIST)*, *INFORMS Annual Meeting*, Nashville, TN. November 2016.
6. N. Langer and T. Jain. Peer Influence and the Choice of IT Careers. *Twelfth Symposium on Statistical Challenges in Electronic Commerce Research*, Naxos, Greece. June 2016.
7. N. Langer and T. Jain. Peer Influence and the Choice of IT Careers. *Workshop on Information Systems and Economics*, Dallas, TX. December 2015.
8. N. Langer, R.D. Gopal, and R. Bapna. Climbing the Organizational Ladder: Investigating the Role of On-The-Job Training and Gender on Employee Promotions. *Eleventh Symposium on Statistical Challenges in Electronic Commerce Research*, Addis Ababa, Ethiopia. June 2015.
9. T. Jain and N. Langer. Does Who You Know Matter? Unraveling the Influence of Student Networks on Academic Performance. *North American Winter Meetings of the Econometric Society*, Boston, MA. January 2015.
10. N. Langer, R.D. Gopal, and R. Bapna. Climbing the Organizational Ladder: Investigating the Role of On-The-Job Training and Gender on Employee Promotions. *Information Systems Symposium*, Hyderabad, India. January 2015.
11. N. Langer and R.D. Gopal. Climbing the Organizational Ladder: Investigating the Role of On-The-Job Training and Gender on Employee Promotions. *Workshop on Information Systems and Economics*, Auckland, NZ. December 2014.
12. N. Langer and A. Gopal. Productivity Improvements or Signaling? Investigating the Role of Human Capital Investments in Online Labor Markets. *Tenth Symposium on Statistical Challenges in Electronic Commerce Research*, Tel Aviv, Israel. June 2014.
13. N. Langer and S.A. Slaughter. Using Text Mining to Measure the Practical Intelligence of Project Managers. *Tenth Symposium on Statistical Challenges in Electronic Commerce Research*, Tel Aviv, Israel. June 2014.
14. N. Langer and A. Gopal. Productivity Improvements or Signaling? Investigating the Role of Human Capital Investments in Online Labor Markets. *International Symposium of Information Systems*, Manvar, India. January 2014.
15. T. Jain and N. Langer. Does Who You Know Matter? Unraveling the Influence of Student Networks on Academic Performance. *Asian Meeting of the Econometric Society (AMES)*, Singapore. August 2013.
16. T. Jain and N. Langer. Does Who You Know Matter? Unraveling the Influence of Student Networks on Academic Performance. *Ninth Symposium on Statistical Challenges in Electronic Commerce Research*, Lisbon, Portugal. June 2013.
17. T. Jain and N. Langer. Does Who You Know Matter? Unraveling the Influence of Student Networks on Academic Performance. *International Symposium of Information Systems*, Goa, India. January 2013.
18. N. Langer, D. Mani, and K. Srikanth. Do Formal Controls Affect Client Satisfaction? An Empirical Analysis of Strategic Outsourcing contracts. *International Symposium of Information Systems*, Goa, India. January 2013.
19. T. Jain and N. Langer. Does Who You Know Matter? Unraveling the Influence of Student Networks on Academic Performance. *Workshop on Information Systems and Economics*, Orlando, FL. December 2012.
20. N. Langer and D. Mani. Impact of Service Quality on Customer Satisfaction. *International Symposium of Information Systems*, ISB, Hyderabad, India. December 2010.
21. A. Mehra, N. Langer, R. Bapna, and R.D. Gopal. Returns to Human Capital Investments in Offshore IT Services Industry: A Firm Level Analysis. *Workshop on Information Systems and Economics*, St. Louis, MO. December 2010.

22. A. Mehra, N. Langer, R. Bapna, and R.D. Gopal. Returns to Human Capital Investments in Offshore IT Services Industry: A Firm Level Analysis. *Sixth Symposium on Statistical Challenges in Electronic Commerce Research, University of Texas at Austin*, Austin, TX. June 2010.
23. R. Bapna, N. Langer, A. Mehra, A. Gupta, R. Gopal. Assessing Returns to Training Investments in the Context of IT Services. *International Symposium of Information Systems*, Rajasthan, India. January 2010.
24. R. Bapna, N. Langer, A. Mehra, A. Gupta, R. Gopal. Examining Return on Human Capital Investments in the Context of Offshore IT Workers. *Workshop on Information Systems and Economics*, Phoenix, AZ. December 2009.
25. N. Langer, R. Bapna, A. Gupta, R. Gopal, A. Mehra. Does Training Improve Performance of Offshore IT Workers? *INFORMS Annual Meeting*, San Diego, CA. October 2009.
26. R. Bapna, N. Langer, A. Gupta, R. Gopal, A. Mehra. Does Training Improve Performance of Offshore IT Workers. *Fifth Symposium on Statistical Challenges in Electronic Commerce Research, Heinz College, Carnegie Mellon University*, Pittsburgh, PA. May 2009.
27. N. Langer, S.A. Slaughter and T. Mukhopadhyay. How Do Project Managers' Skills Affect Project Success in IT Outsourcing? *International Symposium of Information Systems*, Hyderabad, India. December 2007.
28. N. Langer, C. Forman, S. Kekre, and B. Sun. Ushering Buyers into Electronic Channels. *Workshop on Information Systems and Economics*, Montreal, Canada. December 2007.
29. N. Langer, S.A. Slaughter and T. Mukhopadhyay. Matching Project Managers to Outsourced Information Technology Projects: An Empirical Study. *INFORMS Annual Meeting*, Seattle, WA. November 2007.
30. N. Langer, C. Forman, S. Kekre, and B. Sun. Ushering Buyers into Electronic Channels. *Statistical Challenges in E-Commerce Research*, Stamford, CT. May 2007.
31. N. Langer, C. Forman, S. Kekre, and A. Scheller-Wolf. Assessing the Impact of RFID on Return Center Logistics. *International Symposium of Information Systems*, Hyderabad, India. December 2006.
32. N. Langer, C. Forman, S. Kekre, and A. Scheller-Wolf. Assessing the Impact of RFID on Return Center Logistics. *INFORMS Conference on Information Systems and Technology (CIST), INFORMS Annual Meeting*, Pittsburgh, PA. November 2006.
33. N. Langer, C. Forman, S. Kekre, and A. Scheller-Wolf. Assessing the Impact of RFID on Return Center Logistics. *Technology Management Cluster INFORMS Annual Meeting*, Pittsburgh, PA. November 2006.
34. N. Langer, C. Forman, S. Kekre, and A. Scheller-Wolf. Show Me the Money: IT Enabled Surplus Creation in Reverse Logistics. *2006 NYU/CeDER Summer Workshop on the Economics of Information Technology*, New York City, NY. June 2006.

INVITED PRESENTATIONS

1. Y. Wang, N. Langer, and A. Gopal. Too Risky to Bid? Women in OLMs and STEM Competitive Environments. *Seminar presentation at Eli Broad College of Business, Michigan State University*, East Lansing, MI. November 2019.
2. N. Langer and T. Jain. Peer Influence and the Choice of IT Careers. *Seminar presentation at Gabelli School of Business, Fordham University*, New York City, NY. December 2018.
3. N. Langer and T. Jain. Peer Influence and the Choice of IT Careers. *Seminar presentation at School of Business, George Mason University*, Fairfax, VA. December 2018.
4. W.G. Obenauer, N. Langer, S.W. Kim, and S. Khurana. Leaders and Lemmings on Twitter: Examining the Role of Cognitive and Heuristic Persuasion. *Technology Management Cluster INFORMS Annual Meeting*, Houston, TX. October 2017.
5. N. Langer and T. Jain. Peer Influence and the Choice of IT Careers. *SOBACO Seminar Series at Carlson School of Management, University of Minnesota*, Minnesota, MN. April 2016.

6. N. Langer, R.D. Gopal. R. Bapna. Climbing the Organizational Ladder: Investigating the Role of On-The-Job Training and Gender on Employee Promotions. *Sandra A. Slaughter Software Conference 2015, Scheller College of Business, Georgia Tech, Atlanta, GA.* May 2015.
7. N. Langer, R.D. Gopal. R. Bapna. Climbing the Organizational Ladder: Investigating the Role of On-The-Job Training and Gender on Employee Promotions. Invited presentation at *RPI, UIUC, ASU, and U-Pitt.* February 2015.
8. N. Langer, R.D. Gopal. R. Bapna. Climbing the Organizational Ladder: Investigating the Role of On-The-Job Training and Gender on Employee Promotions. Invited presentation at the *Price College of Business, University of Oklahoma, Norman, OK.* November 2014.
9. N. Langer S.A. Slaughter and T. Mukhopadhyay. Project Manager Attributes that Affect Project Success in IT Outsourcing. *ISB Service Science Workshop, Indian School of Business, Hyderabad, India.* July 2014.
10. N. Langer. Nurturing Human Capital – Next Gen Imperatives. *ISB Service Science Workshop, Indian School of Business, Hyderabad, India.* September 2013.
11. T. Jain and N. Langer. Does Who You Know Matter? Unraveling the Influence of Student Networks on Academic Performance. Invited presentation at the *School of Business, University of Connecticut, Storrs, CT.* July 2013.
12. T. Jain and N. Langer. Does Who You Know Matter? Unraveling the Influence of Student Networks on Academic Performance. *ISB-IBM Service Science Workshop, Indian School of Business, Hyderabad, India.* September 2012.
13. N. Langer, D. Mani, and N. Rajamani. Does the Aha Lead to the Manna? An Empirical Analysis of the Effect of Service Design, Efficiency, and Quality on Client Satisfaction and Loyalty in Strategic Outsourcing Contracts. Invited presentation at the *Nanyang Business School, Nanyang Technological University, Singapore.* February 2012.
14. N. Langer, D. Mani, and N. Rajamani. Does the Aha Lead to the Manna? An Empirical Analysis of the Effect of Service Design, Efficiency, and Quality on Client Satisfaction and Loyalty in Strategic Outsourcing Contracts. Invited presentation at the *College of Management, Georgia Tech, Atlanta, GA.* May 2011.
15. N. Langer, C. Forman, S. Kekre, and B. Sun. Ushering Buyers into Electronic Channels. Invited presentation at the *Indian School of Business, Hyderabad, India.* December 2006.

OUTREACH/MEDIA/OPINION PIECES

- Expert comments featured on Techopedia: “How to Future-Proof Your Job Through Career Change,” available at <https://www.techopedia.com/how-to-future-proof-your-job-through-career-change/2/34252>
- Featured article in Women In Academia (WIA Report): “The Promotion Pathway for Women in Information Technology,” available at <https://www.wiareport.com/2020/05/the-promotion-pathway-for-women-in-information-technology/>
- Featured podcast on INFORMS’s Resoundingly Human: “The Path to Success for Women in IT,” available at <https://pubsonline.informs.org/doi/10.1287/orms.2020.03.08p/>
- Featured INFORMS News Room Press Release “New Research Finds Training has Stronger Links to Promotion for Women in IT Over Work Performance,” available at <https://www.informs.org/About-INFORMS/News-Room/Press-Releases/New-Research-Finds-Training-Has-Stronger-Links-to-Promotion-for-Women-in-IT-Over-Work-Performance>. Also mentioned on Phys.org as “Training linked to stronger promotion chances for women in IT over work performance,” available at <https://phys.org/news/2020-04-linked-stronger-chances-women.html>
- Featured article in Upgrade Magazine “Women in IT more likely to be promoted than men; but...,” available at <http://www.upgrademag.com/web/2020/05/02/women-in-it-more-likely-to-be-promoted-than-men/>.

- Featured article on RPI News: “Women in IT More Likely To Be Promoted Than Men, Study Finds,” available at <https://news.rpi.edu/content/2020/04/29/women-it-more-likely-be-promoted-men>; corresponding YouTube video at <https://www.youtube.com/watch?v=k6b894osAEg>. Also appears in Communications of the ACM at <https://cacm.acm.org/careers/244611-women-in-it-more-likely-to-be-promoted-than-men-study-finds/fulltext>
- Knowledge@Wharton Op-ed, 2020, “Equal Work, Unequal Growth? Promotions and Recognition for Women in IT,” available at <https://knowledge.wharton.upenn.edu/article/equal-work-unequal-growth-promotions-recognition-women/>

TEACHING AND ADVISING

A. Individual PhD Student Guidance

- Principal Advisor, William G. Obenauer (Initial Placement: Ithaca College, Ithaca, NY)
- Committee Member, Sukruth Suresh (Initial Placement: St. John Fisher College, Rochester NY)
- Committee Member, Chaoqun Deng (Initial Placement: University of Missouri, Columbia, MO)

B. Other Teaching Activities

- Information Systems Management (Core Course, RPI): Spring 2018, Spring 2019, Spring 2020. Awarded the Lally School of Management’s **Graduate Teacher of the Year** 2018, 2020.
- Systems Analysis and Design: Fall 2020.
- Data Analysis – PhD Seminar (Core Course, RPI): Fall 2015, Fall 2016, Spring 2019.
- Computer and Information Systems (Core Course, RPI): Fall 2015, Spring 2016, Fall 2016, Spring 2017, Fall 2017, Spring 2018, Fall 2018, Fall 2019, Fall 2020.
- IT for Networked Organizations (Core Course, UIUC): Spring 2015 at UIUC.
- Outsourcing and IT Based Businesses/Global Sourcing of IT Enabled Services (ISB): 2013-14, 2010-11, 2009-10, 2008-09, 2007-08.
- Technology Strategy Consulting (ISB): 2014-15, 2013-14, 2012-13, 2011-12, 2010-11, 2009-10, 2008-09.
- Economics of Information Systems – PhD Seminar: 2013 at ISB.
- Strategic Analysis of Information Technology (Core Course, ISB): 2012-13, 2011-12.
- Introduction to Outsourcing: Study Tour for New York University (ISB): 2008-09.
- Management Information Systems (Core Course, CMU): Summer 2006.

HONORS AND AWARDS

- Lally School of Management 2019 **Best Research Paper Award** for “Impact of Formal Controls on Client Satisfaction and Profitability in Strategic Outsourcing Contracts,” JMIS (2020).
- Honored at the Rensselaer Polytechnic Institute’s **Trustee Celebration of Faculty Achievement** (2019).
- Lally School of Management **Graduate Teacher of the Year** for 2018 and **Best Teacher of the Year** 2020.
- Runner up for the **Best Published Paper** Award at Information Systems Research in 2014, INFORMS/ISS (2015).
- **Research Grant Proposal** to SRITNE research grant, Indian School of Business to support research on “Peer Influence and the Choice of IT Careers,” with T. Jain (2014–15). Status: Awarded.
- Dean’s Research Award at the Indian School of Business, Hyderabad, India (\$5000, 2012).
- **Research Grant Proposal** to CyLab (<http://www.cylab.cmu.edu/>) Grant of \$53,610 to support research on “How to Select the Best Project Managers to Improve System Quality and Reduce Business Risk in IT

Outsourcing,” with Drs. S.A. Slaughter and T. Mukhopadhyay as principal investigators (2007). Status: Awarded.

- Research Internship at Infosys Technologies, Bangalore, India (2006).
- Selected participant at the 2006 NYU/CeDER Summer Workshop on the Economics of Information Technology, New York, NY (2006).
- William Larimer Doctoral Fellowship at Carnegie Mellon University (2003-2006).

ACADEMIC SERVICE

- **Invited Panelist:** Future of Work Panel at the *ACM’s SIGMIS Computers and People Research Conference* in Nashville (<https://dblp.org/db/conf/sigcpr/cpr2019.html>), 2019.
- **Track Chair** – Future of Work, ICIS 2019, Munich, Germany.
- **Associate Editor:** Special Issue on “Humans, Algorithms, and Augmented Intelligence: The Future of Work, Organizations and Society” at *Information Systems Research*, 2018-2019.
- **Associate Editor:** ICIS 2018, ICIS 2017, ICIS 2016, ICIS 2015, ICIS 2014, ICIS 2012.
- **Organizer and Co-chair**, CIST (INFORMS) 2016.
- **Panel Moderator:** “Human Capital, CIOs, and Business Strategy – The Way Forward,” Panel on Human Capital at the *International Symposium of Information Systems*, Goa, India. January 2013.
- Program Committee Member and/or Reviewer for CIST 2020, CIST 2019, CIST 2018, CIST 2017, CIST 2016, PACIS 2015, CIST 2015, PACIS 2014, ICIS 2014, CIST 2014, ICIS 2013, CIST 2013, ICIS 2012, WISE 2012, CIST 2012, ICIS 2011, CIST 2011, ICIS 2010, WISE 2010, ICIS 2009, ISS 2008, ISS 2007.
- **Session Organizer** for “The Economics of Human Capital: A Global Perspective” at the POMS 2015.
- **Track Chair** for Economics of IS track, PACIS 2014.
- Reviewer for *Management Science*, *Information Systems Research*, *MIS Quarterly*, *Production and Operations Management*, and *National Science Foundation (Decision, Risk and Management Sciences track)*, amongst others.

INSTITUTIONAL SERVICE

- Secretary of Faculty, Faculty Senate Executive Committee, RPI (Spring 2020-).
- Secretary of the Senate, Faculty Senate Executive Committee, RPI (Fall 2019-2020).
- Faculty Advisor and Co-Chair, Masters’ Scholars Research program at the Lally School, RPI (2017-)
- Member of the Admissions Committee at the Lally School, RPI (2017-).
- Member of the Diversity Committee at the Lally School, RPI (2015-2017, 2019-).
- Member of the Undergraduate Program Committee at the Lally School, RPI (2016).
- Founding member of the Women-in-Business Club at Lally School, RPI (2016).
- Committee Member, Fellowship Program in Management (FPM) at ISB, equivalent of PhD (2014-2015).
- Chair of the Honor Code Committee at the Indian School of Business (2011-2014).
- Member of the Honor Code Committee at the Indian School of Business (2010-2011).
- Founding Member of the Anti-Discrimination Committee at the Indian School of Business (2009).
- Coordinator for the IS Research Seminar Series at the Indian School of Business (2009-2012).
- Faculty Representative at the IT Committee at the Indian School of Business (2008-2010).

AFFILIATIONS: The Institute for Operations Research and the Management Sciences (INFORMS), Association of Information Systems, and American Mensa – the high IQ society.