



HARVARD | BUSINESS | SCHOOL

JACQUELINE NG LANE

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ACADEMIC APPOINTMENTS

2022- Assistant Professor
2018-2022 Postdoctoral Fellow
 Harvard Business School &
 Laboratory for Innovation Science at Harvard

EDUCATION

2018 Ph.D. in Management Science
 Department of Industrial Engineering & Management Sciences
 Northwestern University

2011 M.B.A.
 Columbia Business School, Executive Program
 Columbia University

2006 B.S.E. in Operations Research & Financial Engineering
 Certificates in Finance and Engineering Management Systems
 Princeton University

RESEARCH INTERESTS

Scientific and Technological Innovation, Project Evaluation, Problem Solving, Human-AI Collaboration, Generative AI, Knowledge Sharing, Diversity, Field Experiments

PUBLICATIONS

1. **Lane, J.N.**, P.M. Leonardi, N.S. Contractor & L.A. DeChurch (2023). "Teams in the Digital Workplace: Technology's Role for Communication, Collaboration, and Performance." *Small Group Research*, 10464964231200015.
2. **Lane, J.N.**, K.R. Lakhani & R. Fernandez (2023). "Setting Gendered Expectations? Recruiter Outreach Bias in Online Tech Training Programs." *Organization Science*. Published online in Articles in Advance.
 - a. Featured in *Harvard Gazette & HBS Working Knowledge*: "STEM Needs More Women. Recruiters Often Keep Them Out"
 - b. Coverage in *The Boston Globe*: "How a 'broken rung' can stop women in middle of the career ladder."

3. **Lane, J.N.** (2023). The Subjective Expected Utility Approach and a Framework for Defining Project Risk in Terms of Novelty and Feasibility—A Response to Franzoni and Stephan (2023), “Uncertainty and Risk-Taking in Science.” *Research Policy* 52(3), 1-7.
4. **Lane, J.N.**,* M. Teplitskiy*, H. Ranu, G. Gray, E. Guinan, M. Menietti, & K. Lakhani (2021). “Conservatism Gets Funded? The Role of Negative Information in Expert Evaluations For Novel Projects.” *Management Science* 68(6). 4478-4495.
5. **Lane, J.N.**, I. Ganguli, P. Gaulé, E. Guinan, & K. Lakhani (2021). “Engineering Serendipity: When Does Knowledge Sharing Lead to Knowledge Production?” *Strategic Management Journal* 42(6), 1215-1244.
6. Askari O.*, **J.N. Lane***, F. Bullo, N. Friedkin, A. Singh, & B. Uzzi (2019). “Transitions Between Structurally Balanced and Unbalanced States and Risky Decision-Making in Social Networks.” *Nature Communications*, 10(2648), 1-10.
7. Gomez-Zara, D., M. Paras, M. Twyman, **J.N. Lane**, L.A. DeChurch, & N.S. Contractor (2019). Who Would You Like to Work With?: Use of Individual Characteristics and Social Networks in Team Formation Systems. In *CHI Conference on Human Factors in Computing Systems Proceedings (CHI 2019)*, May 4–9, 2019, Glasgow, Scotland UK. ACM, New York, NY, USA.
8. **Lane, J.N.**, B. Ankenman & S.M. Irvani (2018). “Insight into Gender Differences in STEM: Evidence from Peer Reviews in an Engineering Class.” *Service Science*, 10(4), 442-456.

* Denotes equal authorship

OTHER PUBLICATIONS

1. **Lane, J. N.** & H. Lifshitz-Assaf (May 2022). “Dismantling the Ivory Tower’s Knowledge Boundaries.” *Brookings*.

MANUSCRIPTS UNDER REVISION AND REVIEW

1. Boussioux L.*, **J.N. Lane***, M. Zhang[^], V. Jacimovic & K.R. Lakhani, “Generative AI and Creative Problem Solving.” *Under 3rd review*.
 - a. Featured in *HBS Working Knowledge*: “Harnessing AI: What Businesses Need to Know in ChatGPT’s Second Year”
2. Ayoubi, C.*, **J.N. Lane***, Z. Szajnfarter & K.R. Lakhani, “The Dual Effect of Intellectual Similarity: The Interplay of Partiality and Expertise in the Evaluation of Technological Problems.” *Under 2nd review*.
3. **Lane, J.N.**, Z. Szajnfarter, J. Crusan, M. Menietti & K.R. Lakhani, “When Does Feasibility Drive Technological Innovation? Evaluator Expertise Range, Architectural Knowledge, and Preferences for Existing Technologies.” *1st revise and resubmit*.
 - a. 2023 TIM Best Paper Award, Academy of Management Annual Conference
 - b. Featured in *HBS Working Knowledge*: “When Experts Play it Too Safe: Innovation Lessons from a NASA Experiment”
4. **Lane, J.N.**, T. Cai, M. Menietti, G. Weber & E.C. Guinan, “Greenlighting Innovative Projects: How Evaluation Format Shapes the Perceived Feasibility of Novel Ideas.” *1st revise and resubmit*.

* Denotes equal authorship, [^] Denotes PhD student

SELECT WORKING PAPERS AND WORK IN PROGRESS

1. P. Choudhury, **J.N. Lane**, & I. Bojinov, “A Field Experiment on Virtual Social Interactions and Performance of Remote Newcomers.” *Working paper*.
 - c. Nominated for 2021 SMS Annual Conference Best Paper Prize
 - d. Coverage in World Bank Development Impact Blog with David McKenzie
 - e. Featured in *Harvard Business Review Idea Watch* and *NY Times*
2. Huber, L.R., **J.N. Lane** & K.R. Lakhani, “Learning With People Like Me: The Impact of Demographic Diversity on Invisible Knowledge Consumption and Performance in Online Knowledge Exchange Platforms.” *Working paper*.
3. **Lane, J.N.**, C. Ayoubi, K. Boudreau, E. Guinan, K.R. Lakhani, “Generating Innovation in the Lab: Experimental Evidence from the Life Sciences.” *Resting paper*.
4. C. Ayoubi, L. Boussioux, & **Lane, J.N.**, “Screening and Selection with Humans and Algorithms: Evidence from a Global Social Impact Entrepreneurship Platform.” *Field experiment stage*.
5. **Lane, J.N.** & M. Zhang[^], “When Does Novelty Drive Innovation? Generative AI Agent and Expert Evaluations of Early-Stage Ventures.” *Algorithm design in progress*.

[^] Denotes PhD student

AWARDS, GRANTS & HONORS

Awards/Honors

- TIM Best Paper, Academy of Management Annual Conference, 2023
- Best Paper Proceedings, Academy of Management Annual Conference, 2023
- TIM Dissertation Award Finalist, Academy of Management Annual Conference, 2019
- INFORMS/Organization Science Dissertation Proposal Competition Finalist, INFORMS, 2017
- OCIS Best Student Paper Award Finalist, Academy of Management Annual Conference, 2017
- Best Paper Proceedings, Academy of Management Annual Conference, 2017
- Northwestern University Fellowship in Leadership, 2016-2017
- Department Outstanding Teaching Assistant Award, Northwestern University, 2015 & 2016
- Department Award for Exceptional Leadership & Service in the Ph.D. Program, Northwestern University, 2015
- AACSB International Society for Cost Management US Academic Scholarship Winner, 2015
- AACSB International Society for Cost Management US Academic Scholarship Finalist, 2014
- Olive Lynn Salembier Memorial Reentry Scholarship, Society of Women Engineers, 2014
- Full Sponsorship to Columbia University Executive MBA Program, Morgan Stanley, 2009-2011.
- Morgan Stanley Accelerated Career Path Program, 2006-2012
- Calvin Dodd MacCracken Senior Thesis Award, Princeton University, 2006
- Tau Beta Pi National Engineering Honor Society, 2005
- Sigma Xi Honor Society, 2005

Grants/Fellowships

- NSF Science of Organizations Grant on The Next Normal for Teaming – Transitioning Out of COVID-19 (with Noshir Contractor, Leslie DeChurch, Michael Johnson, and Paul Leonardi), 2021. Award Amount: \$600,000
- NSF RAPID Grant on COVID and Remote Teamwork (with Noshir Contractor, Leslie DeChurch, Michael Johnson, and Paul Leonardi), 2020. Awarded Amount: \$120,000

- Northwestern University Office of the Provost Digital/Online Projects Grant for “Using Social Networks to Unlock Team Potential” (with Ned Smith & Esther Sackett), 2017-2018. Awarded amount: \$50,000
- Northwestern University Office of the Provost Digital/Online Projects Grant for “Creating Your Dream Team: Using Teaming Technology to Form Effective Project Design Teams in STEM” (with Noshir Contractor, Leslie DeChurch, & Anup Sawant), 2016-2017. Awarded amount: \$50,000
- Northwestern University Office of the Provost Digital/Online Projects Grant for “Fostering Effective Online Discussion in Higher Education with Nebula, a Graphical Interface for Discussion Boards” (with Noshir Contractor & Seyed Iravani), 2015-2016. Awarded amount: \$35,000
- Walter P. Murphy Graduate Fellowship Recipient, Northwestern University, 2013-2014

SEMINARS AND CONFERENCE PRESENTATIONS

- 2023-2024 HBS Faculty Research Symposium, HBS Leading with AI Conference, Rotman Young Scholar Seminar, MIT Sloan Seminar, MIT Lincoln Laboratory, Berkeley Open Innovation Seminar, HBS Junior Faculty Research Lunch, Utah Winter Strategy Conference, Questrom School of Business Online Research Seminar on Digital Businesses, HEC Paris AI and Entrepreneurship Workshop
- 2022-2023 Conference on Field Experiments in Strategy, Workshop on the Funding of Science and Innovation Keynote, Open Innovation in Science Conference, Wharton Technology and Innovation Conference, Roundtable on Engineering Entrepreneurship Research (REER) Conference, Stanford Remote Work Conference, Network Science Institute Seminar, Strategic Management Society Annual Conference, Academy of Management Annual Conference
- 2021-2022 HBS Digital Initiative Discussion and Symposium, Harvard Business School, Columbia Business School, MIT Sloan School of Management, UBC Sauder School of Business, Georgia Tech Scheller College of Business, Carroll School of Management, Carlson School of Management, NBER Productivity Lunch, INFORMS Annual Meeting, American Economic Association (AEA) Meetings, Northwestern University Science of Networks in Communities Seminar, Economic Sociology Conference, Strategic Management Society Annual Conference, Academy of Management Annual Conference
- 2020-2021 EGOS Conference, Northeastern Collaborative Social Systems Lab Seminar, Conference on Field Experiments in Strategy, CODE @ MIT, Economic Sociology Conference, Dana Farber Cancer Institute Radiation Oncology Research Showcase, Wharton People and Organizations Conference, Open Innovation in Science Conference
- 2019-2020 Harvard Business School TOM Unit Seminar, MIT Economic Sociology Working Group, Northwestern Institute on Complex Systems Seminar, HBS/Harvard Sociology Work, Organizations, and Markets Workshop

PROFESSIONAL ACTIVITIES

- Academy of Management TIM 2024 Best Paper and Best Dissertation Award Reviewer, TIM Doctoral Research Development Workshop Co-organizer
- Co-organizer, HBS 2023 Junior Innovation Economics Conference
- Editorial Review Board for *Organization Science* (2021-present)
- Reviewer for *Organization Science*, *Management Science*, *Strategic Management Journal*, *Research Policy*, *Academy of Management Journal*, *Academy of Management Discoveries*, *Science*, *Proceedings of the National Academy of Sciences*, *American Journal of Sociology*, and *Journal of Applied Psychology*

TEACHING EXPERIENCE

- Technology and Operations Management, Harvard Business School MBA First Year Required Course, Fall, 2023.
- Head Teaching Fellow for Introduction to Data Science, Harvard Business School MBA Course, Spring 2021.
- Tutorials on Social Network Analysis, Harvard Business Analytics Program, recurring since Summer 2019.
- Teaching Assistant for Strategy Implementation, Kellogg School of Management, Summer 2017.
- Teaching Assistant for Understanding & Leveraging Networks, Northwestern Masters Course in Communication, Spring 2017.
- Teaching Assistant for Social Network Analysis, Northwestern University, Spring 2016.
- Teaching Assistant for Design of Networks, Kellogg School of Management, Summer 2016, 2017.
- Teaching Assistant for Production Planning and Scheduling, Northwestern University, Winter 2015.
- Teaching Assistant for Service Operations Management, Northwestern University, Spring 2015.
- Teaching Assistant for Organizational Behavior, Northwestern University, Fall 2014, 2015.
- Teaching Assistant for Stochastic Models and Simulation, Northwestern University, Spring 2015.
- Teaching Assistant for Power Onboarding, Coursera, Fall 2014-Spring 2018.

INDUSTRY EXPERIENCE

2012-2013	Microsoft Corporation Finance Manager, Customer Services & Support
2006-2012	Morgan Stanley Equity Research, Sales & Trading (Office of Co-President and Interest Rates Trading)